



A STUDY OF SCHEDULED CASTES & SCHEDULED TRIBES WORKERS PARTICIPATION IN PRIVATE SECTOR IN NASHIK CITY

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Abstract

Caste is a value concept. There is always a correlation between Caste and Social position of a person. Unlike in the capitalist and socialist societies caste plays an important role in the Indian mixed society. Caste plays a key role in a caste based society in determining the social, political and economic status of a person. Today we can observe various issues in India based on caste. Private sector employment is one of the issues which have been in discussion now days. Reservation of jobs in private sector was the agenda of various political parties also, but private sector never allowed it. The Scheduled Castes and Scheduled Tribes are working in the private sector but at the lower positions. This study highlights the work participation of Scheduled Castes and Scheduled Tribes in private sector. It also focused on the scenario of working conditions for SC/STs. Problems in work participation had discussed in the study and awareness of SC/STs about the provisions for them is revealed through the study. The results show the situation of Scheduled Castes and Scheduled Tribes Working in Private sector in the study area. Some suggestions based on the findings are given to improve the situation of Scheduled Castes and Scheduled Tribes in private sector.

Keywords: Scheduled caste, Scheduled Tribes, work participation, working conditions



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Introduction

The caste system in India excludes some castes purposively from undertaking certain occupations/ employment. On the issues Dr. B.R. Ambedkar and Akerl of draw attention towards employment of socially deprived sections. Dr. B. R. Ambedkar draws attention to the fact of particular notion of social status or prestige to an occupation. Our Country faces the problem of caste based discrimination from all the times. The book of Manusmriti had given specific jobs to specific castes. India had a long history of such discrimination. The mindset of the people has also not much more changed yet in the 21st century. Evidence across all states in India and in different sectors indicates that access to productive employment and decent jobs remains confined to a few sections of the workforce while the rest eke out a living in survival-level activities in the informal economy. Labor is divided by caste, religion,

region, all of which overlaps with class and gender with some castes and religious groups practically absent on the top positions in the private corporate sector.

In the study we are referring the urban industrial labor, which is plain and obvious, but the fact is that there are lines of division between those who are “included” in good jobs and those who are “excluded” run deep even in the urban areas. These lines are divisions of caste, religion, region, all of which overlap with class and gender, such that even within the small section of the labor force which is productively employed in decent jobs, some groups are better represented than others, some groups are placed higher than others, while some castes and religious groups are practically absent in the top strata of the private corporate sector.

The total population of SC and STs in India comprises 16.6 and 8.6 percent. While in Maharashtra the population of SC is 11.81% and ST is 9.35%. The first ever caste census of the corporate sector of India shows very significant results about the presence of SC/ST in the workforce. According to this census India Inc.’s human resources has revealed that the proportion of Scheduled Caste and Scheduled Tribe employees in the private sector in some of the most industrialized states of the country hardly reflects their strength in the general population of those states. The SCs/STs, are 19.1 per cent of Maharashtra’s population but their share in the private sector humanresources is only 5 per cent.

The various arguments of the private sector for non-representation of the persons from SCs and STs in white collar jobs includes merit, lack of technical knowledge, lack of knowledge of English, the status of the job etc. A survey of MNCs in metro cities argues such facts that, the lack of technical skills and passable English are the main reasons of non-employment of SC and STs. The present study is significant as the labor is the main content of the process of production. It is realized that the private sector provides employment to large number of people of the population.

Statement of the problem

The SC/ST communities in India are facing caste related discrimination; the Indian state has used reservation policy in selected public spheres. However it is confined to the government sector and the vast private sector where more than 90 per cent of SC/ST communities workforce is employed, remains without protection against caste discrimination. Negative management attitude never allow the persons from SC/ ST communities to take opportunities of advancement. The white collar jobs are always go in the hands of upper caste persons because of the prestige related with the job. The persons from SC/ ST communities have taken up jobs which were left by upper caste people due to unwillingness to do that job. Most

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of the times they have paid lower wages, facilities were not given, and peer workers behavior shows discrimination. The study focused on these issues.

Review of Literature

A working paper series by Sukhdeo Thorat et al find out the various causes of caste based discrimination in private sector. The paper discusses various factors related to it and the historical development of the issue. It discusses the opinion of Dr.Ambedkar on the issues of affirmative action. Faced with intense group structured inequalities, deprivation associated with untouchability and caste-based discrimination, and the urgent need to correct these inequalities, the Indian State has made explicit use of multiple remedies against discrimination (in the form of legal measures and reservation policy) in employment, educational, political and civil spheres. The Government policy for reservation in government employment give opportunities to the people but 90 % of the population from backward and minority communities is engaged in private sector but they are not secured. On the other hand, such policies have been implemented, both for the public and the private sector in other countries.

The various studies on the economic discrimination shows some prominent results as “Studies such as those from Andhra Pradesh [Venketeswarlu 1990], Karnataka [Khan 1995], Orissa [Tripathy 1994] and more recently a study of 10 states by Action Aid (2004) provide evidence on economic discrimination in occupation, agriculture (land), employment, wages, credit markets and in other economic spheres.”

The Andhra study observed that a majority of SC are engaged in traditional occupations and face restrictions in occupational mobility. The Karnataka study revealed that only 15 per cent could make a switchover from their traditional occupations. The Orissa study also observed restrictions in change of traditional occupation through discrimination in agriculture land, credit and labour markets in rural areas.

To improve the condition of backward and minority communities some remedies has been suggested by Dr. Sukhdeo Thorat in his writings. He suggests three alternative remedies, namely, equal opportunity laws, affirmative action measures and reparation that have been used by a number of countries to correct the imbalances in the sub-groups of their population. Adoption of some of these remedies against discrimination for SC/ST/OBC in private sector in India will be determined by the nature of economic discrimination faced by them in various markets. Therefore, remedies against past and present discrimination in the private sector should necessarily include multiple economic spheres and not just the labour market.
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Given the wider coverage of societal discrimination strictly speaking all the three measures are essential for remediation of market and non-market discrimination.

Need of the study

Various studies were carried out about the employment of Scheduled castes and Scheduled Tribes in private sector in various regions in India through various aspects but no such study were conducted in Nashik city. As a social work student researcher felt need to carry out this study.

Objectives of the study

- 1) To study and understand the socio-economic profile of the respondents.
- 2) To study and investigate the management attitude towards the SC/ST employees in selected industrial units.
- 3) To make an enquiry into the present HR practices applied by selected industrial units in Nashik city.

Hypothesis of the study

H₀₁: There is no association between work culture, management practices and discrimination towards SC/ST employees in private sector.

Research Methodology

Researcher had used descriptive research design. This helped to understand the characteristics of the socially disadvantaged sections in the private sector. The study revealed the conditions of the employees from socially disadvantaged sections in private sector. It focused the current scenario of work participation and problems faced by SCs and STs in private industrial units in Nashik city.

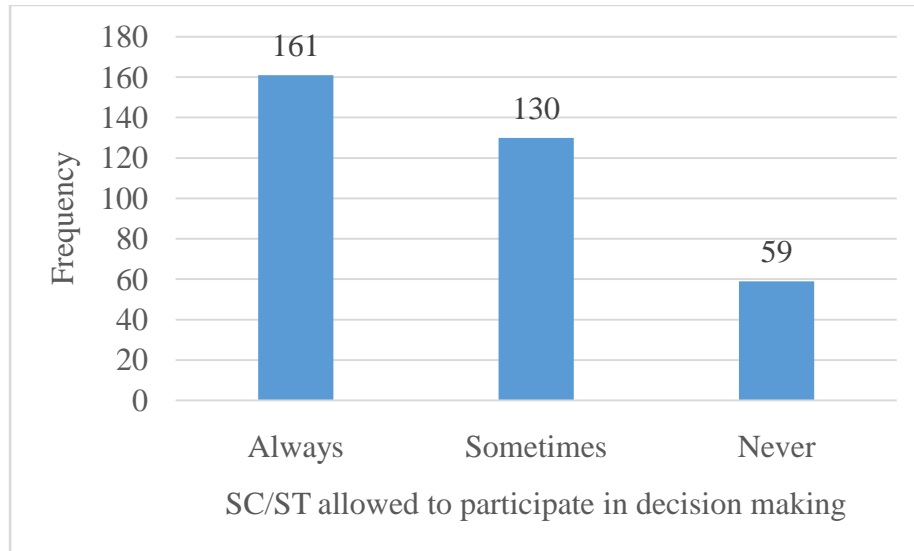
The universe of the study includes the scheduled caste and scheduled tribe employees working in the private sector in industrial area in Nashik city. Multistage sampling method from Probability Sampling is used for the selection of the sample. At the first stage the different types of industries were selected randomly as the researcher approached various units in the area and the units which gave positive response were selected. The sample for the study was drawn at the second stage by using proportionate stratified random sampling from stratified Random Sampling method because the strata is available in groups with specific characteristics. The sample size constituted 350 respondents.

Primary data was directly collected from the respondents with help of self prepared measurement scale. The secondary data was collected from books, journals, International and National reports, Internet, and previous studies related to the study.

Data Analysis

To test the hypothesis suitably, chi square test was applied. The results of the analysis was significant and could explain the phenomenon clearly.

Graph 1 SC/ST employees are allowed to participate in decision making process



Graph describes opinion of respondents regarding allowing SC/ST employees in the decision making process in the organization. 161 (46%) respondents say that their company always allow SC/ST employees in the decision making process in the organization, 130 (37%) respondents said that their company sometimes allow SC/ST employees in the decision making process in the organization, while 59 (17%) respondents said that their company never allow SC/ST employees in the decision making process in the organization.

Table 1 Nature of SC/ST employees participate in decision making process (Multiple response question)

Sr. No.	Particulars	Responses		Percent of Cases
		N	Percent	
1	Representation in works committee	73	17%	20.9%
2	Representation in disciplinary committee	130	30%	37.1%
3	Representation in Canteen committee	32	7%	9.1%
4	Representation in trade union	152	35%	43.4%
5	All of the above	4	1%	1.1%
6	Not involved	11	3%	3.1%
7	Don't know	34	8%	9.7%
Total		436	100.0%	124.6%

Table indicates the nature of representation of SC/ST employees in the companies in the study area. Out of 350 respondents 152 respondents said that the SC/ST employees in their company had representation in the trade union, 130 out of 350 said that the SC/ST employees

represent in the disciplinary committee, 73 out 350 say that the SC/ST employees are there in the works committee, 32 respondents out of 350 said that the SC/ST employees represent in the canteen committee, 34 respondents are of the opinion that the SC/ST employees does not get representation in any of the committee, while 4 respondents said that SC/ST employees got representation in all different committees in the company and 11 respondents say that SC/ST employees are not involved in any committee in the company.

It concludes that the majority of the private companies in the study area give representation to the SC/ST employees in various committees.

Table 2 Association between Social category and nature of participation of SC/ST employees in decision making

The work culture of any organization includes various things such as preferences given to the suggestions of employees, allowing employees to participate in the decision making process, giving opportunities to do work as per their own way etc. Here researcher had tried to find out the work culture of the private sector in Nashik city. To find out the association between the two variables social category and nature of participation of SC/ST employees in decision making researcher had administered chi square test. The results of the test were displayed in table no.2

Pearson Chi-Square Tests		
		Decision making
Social Category	Chi-square	73.399
	df	28
	Sig.	.000

There is association between social category and nature of participation of SC/ST employees in decision making as per the data analysis. 36% of the respondents said that SC/STs are participate in decision making process by giving representation in disciplinary committee and trade union, while 20% respondents said that SC/STs participate in decision making process as representation in works committee. To access the association between social category and nature of participation of SC/ST employees in decision making, the researcher had administered the chi square test. The result shows that the association between social category and nature of participation of SC/ST employees in decision making is positive and statistically significant. The level of significance is $P = 0.000$ ($P < 0.05$). It clears that there is association between social category and nature of participation of SC/ST employees in decision making is highly significant and the two variables are dependent.

Results of Hypothesis Testing

Hypothesis of the study has been test by using the data collected and analyzed. The results were discussed in the following section:

H₀₁: There is no association between work culture, management practices and discrimination towards SC/ST employees in private sector.

The hypothesis of the study says there is no significant association between work culture, management practices and discrimination towards SC/ST employees in private sector. This hypothesis is rejected. The data collected through primary study clearly indicates that there is marked difference between the work cultures, management practices of the private sector about employees from different social strata. The analysis shows that the Scheduled caste and scheduled tribe employees were allowed to participate in the decision making process at a certain level and the nature of participation includes representation in trade union, representation in disciplinary committee. There are evidences of lower participation of SC/STs in decision making process in private sector. So from the chi square test analysis it can be said that there is significant difference between work culture, management practices and discrimination towards SC/ST employees in private sector. This rejects the null hypothesis.

Findings and conclusion

The total population of SC and STs in India comprises 16.6 and 8.6 percent. While in Maharashtra the population of SC is 11.81% and ST is 9.35%.The first ever caste census of the corporate sector of India shows very significant results about the presence of SC/ST in the workforce.The SCs/STs, are 19.1 per cent of Maharashtra's population but their share in the private sector human resources is only 5 per cent. The study is an effort to highlight the situation of Scheduled caste and scheduled tribe in private sector in Nashik city. The study brought out some findings as follows.

- It was found that the respondent includes persons from age group ranges from 20 to 67 years and majority of the respondents (27%) were from middle age group that is 32 to 43 years.
- It was observed that the private sector employs less female. There is male domination in the private sector and majority (96%) of the respondents is male. As the respondents are working in private sector and the nature of work demands technical education so large no of respondents (31%) was ITI.

- The study pertains to SC/STs so it is observed that there is presence of SC/STs in private sector and respondents includes 39% SCs and 32% STs.
- It was found that significant proportion of respondents (72%) were married. Majority of the respondents (79%) had nuclear family containing three to five family members.
- It was found that majority (33%) of the respondents are having monthly income less than Rs.12000/-.
- It was observed that majority (71%) of the respondents are working as workers in the study area while majority (58%) of them are permanently appointed for the job and majority (75%) of the respondents are skilled workers. Majority (63%) of the respondents are doing technical work.
- Also it was found that majority (31%) of the respondents are having length of service less than three years in the current organization.
- It was found that majority of the respondents (48%) got information about the job vacancy from their friends and 20% through advertisement.
- It was found from the responses that majority (75%) of the respondents had applied for the job after getting information about the job vacancy. Out of 75% respondents who have applied for the job 71% of the respondents got positive response from the company.
- It was observed that majority (42%) of the respondents were interviewed by the manager and (37%) of the respondents were interviewed by the head of the department.
- Majority (88%) of the respondents were placed on a proper job after their selection and majority (61%) of the respondents were placed as workers, 12% as officers and 10% as supervisors after selection. It can be concluded that the educational qualification for the job has held by the respondents and so placed as worker.
- It is found that 12% respondents were not placed on a proper job, 4% of them were not placed on proper job due to lack of experience expected for the job and 3% were not placed on a proper job due to lack of skills. It was found that there is no discrimination at the work place while placing the respondents on job after selection.
- In private industrial sector in Nashik City the base for the selection for the job is educational qualification as per 33% of the respondents, experience and required

skills also constitute major criteria for selection by 31% and 25% of the respondents respectively.

- It was found that majorities (62%) of the respondents are aware about the recruitment policy of the company and 51% respondents told that internal and external both sources are used by the company for the recruitment.
- It was found that majorities (59%) of the respondents are satisfied and 20% of the respondents were fully satisfied with the recruitment policy of the company. It concludes that the majority of the respondents were satisfied with the recruitment policy of the companies in Nashik city.
- It is found that majority (39%) of the respondents said that the company always follow the law regarding nondiscriminatory practices for recruitment and 31% respondents opined that the companies never follow such law for recruitment.
- It was found from the responses that 42% of the respondents were sometimes informed about promotion and 36% respondents were always informed about promotion. Most of the respondents (40%) were informed through head of the department (HOD) and 33% respondents were informed by the manager about the promotion.
- It was found that skill is the base for the promotion as per majority (41%) of the respondents but other criteria such as qualification (19%), experience (22%) and nature of work (13%) are also considered important for promotions in private companies in study area.
- It was found that 62% of respondents said that there is no discrimination in their company while giving promotions but as per 33% respondents there is discrimination in some companies in the study area.
- Usually the private sector do not discriminate the employees while giving promotions but in some of the organizations the negative approach of the employer / management towards the SC/ST employees force to discriminate (6%) were discriminated due this reason while (11%) and (9%) respondents were discriminated due to lack of skills and lack of ability.
- Major chunk of the 77% respondents are getting salary/wages as per their job profile and 33% are not getting salary/ payment as job profile. The reasons for not getting salary/wages as per job profile includes reasons such as nature of the work (9%),lack

of skills (5%), prejudiced mindset on the part of the management (5%), and lack of proper education (1%) as per respondents.

- Regarding the satisfaction about salary/payment 55% respondents are satisfied and 21% are fully satisfied while 21% are unsatisfied and 1% are fully unsatisfied.
- The private sector observes difference in wages due various reasons. It was found from the data that there are also various criteria which show wage difference in the companies in the study area. The reasons for wage difference includes nature of work as per 39% respondents, skills as per 27% respondents, experience as per 20% respondents and qualification as per 11% respondents.
- Discrimination in wages is observed at some places in the research area. It was found from the data that 28% of the respondents are disagree and 5% respondents are fully disagree with the fact that there is discrimination while giving wages in the private sector, whereas 20% respondents are agree with the fact of discrimination while giving wages.
- Regarding the awareness about the transfer policy of the company, 53% of the respondents are aware about it and 47% respondents are not aware about the transfer policy. There are various bases for transfer of any employee from one place to another. These bases includes nature of work according to 29% of respondents, job rotation as per 20% respondents, expected skills to a job as per 17% respondents and qualification as per 11% respondents.
- The perception of the respondents about the discrimination during interdepartmental transfer shows that there is no discrimination during interdepartmental transfer as per 57% of the respondents while 38% respondents perceived that sometimes there is discrimination during the transfers.
- The performance appraisal system of the company plays a vital role in the development of the employees. There are 57 % of the respondents who are satisfied with the performance appraisal system of the company while 19% respondents are fully satisfied.
- The disciplinary policy of the organization controls the behavior of the employees at the workplace. 81% of the respondents said that there is disciplinary policy in their organization.

- Equal opportunities of training are always provided by the company as per 59% of the respondents and according to 36% respondents training opportunities are provided sometimes to the SC/ST employees in their company.
- It was found from that in private sector companies superior officials always encourage new ideas to enhance potential of the employees as per 51% of the respondents.
- The support from the fellow employees is one of the essential to work in private sector for SC/ST persons; in this regard 48% respondents say that their peer workers sometimes encourage their new ideas to enhance their potential, while 45% respondents said that their peer workers always encourage their new ideas to enhance their potential.
- It was found from 42% respondents said that the Superior officials in their company are sometimes concerns towards their growth, while 39% respondents said that the Superior officials in their company are always concerns towards their growth.
- Regarding the organizational support it is found that 58 percent respondents revealed that the incentive always enhance their potential and 30 percent respondents said that the incentive sometimes enhance their potential.
- Management encouragement is essential for the respondents to enhance their competence in this regard it found that 46 percent respondents revealed that the Management sometimes encourages the innovative work of the employees in the company and 46 percent respondents said that the Management always encourages the innovative work of the employees.
- With respect to Opportunity to make suggestions to improve the quality of product around 45 percent respondents revealed that they have been consulted always to improve the quality of product in the company and 40 percent respondents said that they have been consulted sometimes to improve the quality of product.
- It is found from the data analysis that 51 percent of the respondents feel that they had greater opportunities to give their opinion on improving cleanliness and the safety of the company and 36 percent of respondents feel that they sometimes got the opportunities to participate in the decision making process for improving cleanliness and safety of the company.
- Regarding the attitude of management towards the team building of the workers, 41% respondents always feel that they were consulted by their supervisors or superiors

about the importance of team work in the company, and 41% respondents feel that they were consulted sometimes by their supervisors or superiors about the importance of team work in the company.

- It is found from the study that, 62% respondents said that their company always communicates clearly about the workplace expectations to all employees in the company, and 30% respondents said that their company sometimes communicates clearly about the workplace expectations to all employees in the company.
- The involvement of SC/ST employees in the decision making process is one of the essential for showing nondiscriminatory approach of the private sector. It is found that 46% respondents said that their company always allow SC/ST employees in the decision making process, and 37% respondents said that their company sometimes allow SC/ST employees in the decision making process in the organization.
- It is found from the analysis of the data that, 52% of the respondents feel that their immediate supervisors always create harassment-free work environment, and 34% of the respondents feel that their immediate supervisors sometimes create harassment-free work environment.
- Freedom for doing the work as per own way is an essential for giving motivation to the employees. It is found that, 55% of the respondents agree with the statement that management provides opportunities to do work as per their own way, and 28% of the respondents are fully agree with the statement that management provides opportunities to do work as per their own way.
- Regarding the management attitude towards the complaints of the SC/ST employees about discrimination it is found that, 49% of the respondents agree with the statement that management handles the complaints of employees for discrimination at work place, 18% of the respondents fully agree with the statement that management handles the complaints of employees for discrimination at work place.
- It is found from the study that, 41% of the respondents said that Company always take action against the employee for discriminatory behavior at work place, and 31% of the respondents said that Company sometimes take action against any employee for discriminatory behavior at work place.
- There is disciplinary committee in company of 85% respondents. According to 43% respondents SC/ST representatives are always there in the disciplinary committee in

their company. There are no major reasons of non-representation of SC/ST in disciplinary committee, but these reasons include caste prejudiced attitude as per 3% respondents.

- Nature of representation of SC/ST employees in the companies in decision making process as per 35% respondents as representation in trade union, representation in disciplinary committee as per 30% respondents.
- Regarding the awareness about labor laws it is found that, 67% respondents are aware about the labor laws for the security of the industrial workers.
- It is found that the opinion of respondents about the discrimination while taking legal action in the company, 42% respondents disagree with it, and 30% respondents agree with the statement that there is discrimination in the company while taking legal action. It is also found that about 30% of the respondents have experienced discrimination during disciplinary action and out of these 17% of the respondents have to pay fine as disciplinary action, 14% respondents were dismissed during disciplinary action.
- It is found from the data that 35% of the respondents were given Lay off and 31% respondents were laid off due to poor economic condition of the company.
- The study shows that with regard to discrimination in giving various facilities such as clothing / uniform 30 percent of the respondents were disagree, and 29 percent were agree that there is discrimination in giving clothing/ uniform to the SC/ST employees.
- It concludes that, 46 percent respondents were disagree that there is discrimination in giving canteen facility, regarding the discrimination in giving ESI facility 30 percent respondents were disagree, 21 percent respondents were fully disagree.
- It was found that 35 percent respondents were disagree with the fact that there is discrimination in the standard of cleanliness for SC/ST employees, 23 percent were fully disagree, 22 percent respondents were agree.
- The results shows that 40 percent respondents were disagree that there is discrimination in giving ventilation facility to SC/ST employees, 22 percent respondents fully disagree with this fact, 23 percent respondents were agree.
- It was found that 40 percent respondents were disagree, 21 percent fully disagree and 21 percent respondents were agree, 36 percent respondents were disagree regarding discrimination in provision of protective measures to SC/ST employees.

- 40 percent respondents disagree regarding the discrimination in providing sanitation facilities to SC/ST employees, 35 percent respondents were disagree with the fact that there is discrimination in providing rest room facilities to SC/ST employees in their company.
- 32 percent respondents disagree that there is discrimination during the recreation activities in the company; it is found that the crèche facility is not provided in most of the companies in the study area. Overall it concludes that there is discrimination in giving facilities to SC/STs in some private sector units in the study area.

Suggestions

This study revealed a large difference between social groups there is a need to promote educational opportunities for socially backward sections of the population.

Suggestions for Government

- The government should ensure that the disadvantaged groups of the society get full participation in schooling as they have high incidence of low literacy. Therefore, policies should be aimed to reduce inequalities in access to education.
- The study revealed urgent need for the Social work intervention to improve overall work culture and scenario in the private sector about the work participation of SC/STs in the study area.
- The study suggests that the Government authority and CII should ensure that the private sector companies should undergo the above suggested Dalit discrimination check to reduce cases of caste discrimination in private companies.
- The study suggests urgent need to train organization and Government agencies to look in to the matter of workplace discrimination in the study area.
- The study suggests effective enforcement institutions, positive action, unbiased education, training and employment services, and data to monitor progress, are also necessary. The mix of policies and instruments is essential whatever the form of discrimination.

Suggestions for Management

- The study recommends need to improve HR Practices and Management practices in the private sector organizations selected for the study.

- The study proposes that the private sector companies should use the Dalit Discrimination Check a tool which has been developed to address caste discrimination in employment.

Suggestions for NGO

- The study proposes Focus Group Discussion (FGDs) along with the staff of private sector industries and its management by the faculty member of Social Work during the Social Work training to made students aware about various issues due to workplace discrimination.
- The study suggests the trade union should also take initiative to monitor the issues relating to work participation of SC/ST in private sector companies.
- The study proposed need for In-depth qualitative research on the same area for further effective Social work intervention.

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