

CHAPTER - 7SPATIAL DIMENSION OF HUMANRESOURCES UTILIZATION

(Sample Studies)

Spatial dimension means areal extent of distribution of a phenomenon or things on the earth's surface. The elements of human resources are quantitatively and qualitatively distributed in space. Man / woman performs his / her work and utilizes his / her skills by engaging himself / herself in different economic activities which are distributed in the area (space). Therefore, to understand the spatial dimensions of human resources, it will be attempted here to measure and analyse the levels of human resources utilization in Dhanarua Block.

Human resources are judged ( or measured ) from the levels of education, health, life expectancy, etc. Since the published data were inadequate to fulfil the above objectives, the sampling of fourteen villages ( comprising eight cultivator dominated villages and six agricultural labourer dominated villages ) were carried out for intensive and indepth study of human resources utilization in the area.

The levels of education have been considered as an indicator of human resources ( quality ) and the age groups have been considered as an index of working capacity of man or woman. Therefore, this chapter deals with human resources utilization with reference to age and education.

The total human resources have been divided into utilized and unutilized categories. Utilized human resources have been categorized into under-utilized, adequately utilized and over - utilized ( on the basis of criteria discussed in Chapter - 2 ). These categories are arranged with reference to age groups and levels of education ( Table 7.1 ).

#### Levels of Utilization

Total Utilized Human Resources ( Age, Sex and Education-wise), 1984 :

From the Table - 7.1 and Figure - 7.1 it can be deduced that the percentage of under - utilized workers is fairly larger in the working age group 15 - 34 than in the working age group 35 - 59. Just reverse is the case in the over - utilization. The percentage of over - utilized workers is fairly lower in the working

TABLE-7.1. Total Utilized Male and Female Human Resources 301

AGE GROUP		5-14		15-34		35-59		60 & +		TOTAL	
SEX		M	F	M	F	M	F	M	F	M	F
TOTAL %		36 (3.84)	12 (6.38)	411 (43.82)	77 (40.96)	344 (36.67)	77 (40.96)	147 (15.67)	22 (11.70)	938 (100)	188 (100)
UNDER UTILIZED	i*	21 58.33	10 83.33	34 8.27	16 20.78	23 6.69	15 19.48	22 14.97	8 36.36	100 (10.66)	49 (26.06)
	ii	6 16.67	2 16.67	47 11.44		6 1.74		16 10.88		75 (8.00)	2 (1.06)
	iii			7 1.70		2 0.58				9 (0.96)	
	iv			1 0.24		2 0.58				3 (0.32)	
GRAND TOTAL										(19.94)	(27.12)
ADEQUATELY UTILIZED	i	8 22.22		89 21.65	57 74.02	87 25.29	55 71.43	73 49.66	14 63.64	257 (27.40)	126 (67.02)
	ii	1 2.78		148 36.01	2 2.60	108 31.40	2 2.60	20 13.61		277 (29.53)	4 (2.13)
	iii			38 9.25	1 1.30	29 8.43		2 1.36		69 (7.36)	1 (0.53)
	iv			11 2.68		15 4.36	1 1.30			26 (2.77)	1 (0.53)
GRAND TOTAL										(67.06)	(70.21)
OVER UTILIZED	i			13 3.16	1 1.30	42 12.21	4 5.19	8 5.44		63 (6.72)	5 (2.66)
	ii			19 4.62		25 7.27		6 4.08		50 (5.33)	
	iii			4 0.97		3 0.87				7 (0.75)	
	iv					2 0.58				2 (0.20)	
GRAND TOTAL										(13.01)	(2.66)

\* LEVELS OF EDUCATION. i. ILLITERATE ii. BELOW MATRICULATE iii. MATRICULATE & ABOVE  
iv. PROFESSIONAL/TECHNICAL

BRACKETED LOWER FIGURES INDICATE % TO TOTAL MALE OR FEMALE WORKERS  
UNBRACKETED LOWER FIGURES INDICATE % WITHIN PARTICULAR AGE GROUPS

age group 15 - 34 than in the working age group of 35 - 59. But there is a different trend in the adequately utilized category because the percentage of workers is found approximately equal in both the age groups. Probably a factor for this discrepancy may be the lack of sense of responsibility in the workers of former working age group and the full sense of responsibility in the workers of latter age group. It is natural that lower age group workers devote comparatively more time to non - economic activities such as recreation, enjoyment, different types of domestic works etc. But the workers of higher age group have normally less time for non - economic activities. They concentrate mostly in economic activities because of greater family liabilities.

In each utilization category the percentage of below matriculate male workers is higher in the working age group 15 - 34 ( except over-utilization) while the percentage of illiterate workers is higher in the age group 35 - 59 except in under - utilized category in which the percentage of below matriculate males is higher than illiterate males. But as a whole in all the utilization categories the percentage of literates and educated male workers ( comprising ii to iv level of education ) is higher ( 67 % ) in the working age group

15 - 34, whereas the percentage of literates and educated male workers is 56 % .

The percentage of literates and educated female workers remains the same in both the working age groups.

Another emerging fact is that the percentage of professional and technical persons was more in the older working age group of 35 - 59 .

Superannuated, less utilizable or the workers of over working age group of 60 and above comprises 147 (15.67 % ) males and 22 (11.70 % ) females among the male or female workers respectively. Of them 25.85 % males and 36.36 % females were under - utilized in which 22 ( 14.97 % ) males, and all females were illiterate and only 16 (10.88 % ) males were below matriculates (Fig.-7.1).

Of the total male or female workers of this age group 64.63 % males and 63.64 % females were adequately utilized in which 73 ( 49.66 % ) males and all females were illiterate, 20 ( 13.61 % ) males and 2(1.36%) males were below matriculate, and matriculate and above respectively, ( Fig. - 7.1 ).

Over utilization category comprises 9.52 % males of the total male workers of this age group. There

was no female worker in this category. Out of 9.52 % males 8 ( 5.44 % ) males and 6 ( 4.08 % ) males were illiterate and below matriculate respectively ( Fig. 7.1 ).

From the above it is clear that more than 60 % workers of over working age group were adequately utilized in which more than 45 % males and all females were illiterate.

In comparison to the workers of working age groups it is found that the percentage of under-utilized workers of over working age group is higher than the under - utilized workers of 15-34 and 35 - 59 age groups while the percentage of adequately utilized workers is less than the adequately utilized workers of 15 - 34 and 35 - 59 age groups. But the percentage of over - utilized workers is fairly less than the over - utilized workers of 35 - 59 age group and slightly higher than the over - utilized workers of 15 - 34 age group, ( Table - 7.1 and Fig. 7.1 ).

75 % male and 100 female child labourers were under - utilized in which only 16.67% males and 16.67 % females were below matriculate. Rest of them were illiterate. 25 % only males were adequately utilized in which only 2.78 % were below matriculate.

With respect to education it is found that the percentage of literates and educated male workers of over-working age group (except child labour of 5 - 14 years ) is lowest ( 30 % ) while it is 56 % among the male workers of 35 - 59 age group and 67 % among the male workers of 15 - 34 age group. It indicates that the percentage of literate and educated workers ( only in males ) decreases from younger working age group workers to older working age group workers and to over working age group workers. It also indicates that the people 60 years ago were not so inclined towards education. But with the passage of time people have been becoming gradually aware of the value of education in their social, economic and cultural life. It is a healthy sign for the development of human resources in the Block. 60 years ago 100 % female workers were illiterate but at present female literacy is also on the increase, though at a very slow space.

On the whole it is found that 19.94 % male and 27.12 % female workers were under - utilized in which the highest percentage is of the illiterates followed by below matriculates, matriculates and above, and professionals / technical persons, in that order ( Table - 7.1 and Fig. - 7.1 ).

In the adequately utilized category the percentages of male and female workers were 67.06 and 70.21 respectively in which the percentage of below matriculate workers ( only in male category ) is highest followed by illiterate males. But in the female category the percentage of illiterates is highest followed by below matriculate, matriculate and above, and professionals / technical persons in that order ( Table - 7.1 and Fig. - 7.1 ).

In the over-utilized category the percentages of males and females were 13.01 and 2.66 respectively in which the percentage of illiterates is highest followed by below matriculates, matriculates and above, and professionals / technicals in that order, ( Table - 7.1 and Fig.-7.1 ).

But as a whole it is found that the percentage of illiterate male human resources is higher ( 45 % ) followed by below matriculate ( 43 % ), matriculate and above ( 9 % ), and professionals / technicals ( 3% ). In the case of female human resources the percentage of illiterates is exceptionally very high ( 96 % ) followed by below matriculate ( 3% ), matriculate and above ( 0.50 % ), and professionals / technical persons ( 0.50 % ). There is sharp difference between the



educational attainment of males and females. Yet on the basis of the above discussion it can be said that, in the Block, the percentage of human resources utilization decreases with the increasing levels of education ( Table - 7.1 ).

#### Statistical Evidence :

Above discussion shows that illiterate male human resources are more under utilized and over utilized while literate and educated male human resources are adequately utilized in the area. It can statistically be tested whether the types of human resources and the nature of their utilization are associated. For this Chi-square ( $X^2$ ) test as a test of independence was used. The null hypothesis remained as "there is no association between the types of human resources and the nature of their utilization or in other words, these two attributes are independent". Gupta, S. P. ( 1974, p. 3.151) stated that ' $X^2$ ', however, is not a measure of the degree or form of relationship. It only tells us whether two principles of classification are or are not significantly related, without reference to any assumptions concerning the form of relationship.

The quantity of  $X^2$  is obtained by the

following equation :

$$X^2 = \sum \frac{(O_f - E_f)^2}{E_f}$$

where, O<sub>f</sub> refers to the observed frequencies, and E<sub>f</sub> to the expected frequencies.

Relevant results are tabulated in Table 7.2.

TABLE - 7.2

$X^2$  - test as a test of Independence  
(N = 938 males)

Types of Human Resources	Nature of Utilization	Under-	Adequ-	Over	Total
		Utili- zed	ately Utili- zed	Utili- zed	
Illiterate		100	257	63	420
Literate and Educated		87	372	59	518
TOTAL		187	629	122	938

Source : Author's survey, 1984

$X^2 = 11.95$ , df = 2, P = 0.01.

Since the calculated value of  $X^2$  (11.95) is greater than the tabulated value ( 9.21 ) and the result of the experiment does not show any evidence, the null hypothesis may be rejected at 0.01 level of confidence. We, therefore, conclude that there is real difference between the types of human resources and the nature of their utilization .

No test of significance was worked out for female population because the variable of education was negligible in their case. Only very small percentage of female sample was educated.

Human Resources Utilization in CD and ALD villages :

Tables-7.3 and 7.4 show that the utilization of uneducated males was low 194 ( 35.47 % ) in Cultivator Dominated (CD) villages and high 226(57.80%) in Agricultural Labourer Dominated ( ALD ) villages whereas the utilization of educated males was high 353 ( 64.53 % ) in CD villages and low 165 ( 42.20 % ) in ALD villages.

Secondly, in each utilization category the utilization of uneducated males was high in ALD villages and low in CD villages whereas the utilization

of educated male human resources in each utilization category was high in CD villages and low in ALD villages.

This means that uneducated human resources are more utilized in ALD villages and less utilized in CD villages whereas educated human resources are more utilized in CD villages and less in ALD villages. On the basis of this it can be said that both categories of villages significantly differ in terms of utilization of qualitatively undeveloped ( uneducated ) and qualitatively developed ( educated ) human resources.

Further to know precisely, whether such differences are true or not, the  $X^2$  test as a test of independence was employed in separate contingency Tables - 7.3 and 7.4 and the following results were obtained.

The results show that the difference of uneducated and educated male human resources utilization in different utilization categories in CD villages was significantly true. Similar result was found in ALD villages also.

TABLE - 7. 3

Human Resources Utilization in CD Villages  
(N = 547 males)

Level of Education	Utilization Categories	Under- Utili- zed	Adequ- ately Utili- zed	Over Utili- zed	Total
Uneducated		57	105	32	194
Educated		74	239	40	353
TOTAL		131	344	72	547

Source : Author's Survey, 1984.

$$X^2 = 9.90, \text{ df} = 2, \underline{P} = 0.01 .$$

TABLE - 7.4

Human Resources Utilization (Males) in ALD  
Villages. ( N = 391 males )

Levels of Education	Utilization Categories	Under Utili- zed	Adequ- ately Utili- zed	Over utili- lized	Total
Uneducated		43	152	31	226
Educated		13	133	19	165
TOTAL		56	285	50	391

Source : Author's Survey, 1984.

$$X^2 = 10.99, \text{ df} = 2, \underline{P} = 0.01.$$

This indicates that the utilization of undeveloped human resources ( Uneducated ) was higher in ALD villages and lower in CD villages. Similarly, the utilization of developed human resources ( educated ) was obviously higher in CD villages and lower in ALD villages. This is supported by the observed data also.

#### PRIMARY, SECONDARY, AND TERTIARY HUMAN RESOURCES

Total utilized male or female human resources have been classified into nine categories on the basis of their nature of work or on the nature of occupation in which they are engaged and contribute their skills in the production of use value.

These categories are : Human Resources as -  
 (i) Cultivators, (ii) Agricultural labourers, (iii) Livestock Farmers, (iv) Miners and Quarry Workers; Human Resources Engaged in - (v) Manufacturing and Household Industries, (vi) Construction, (vii) Trade and commerce, (viii) Transport and Communication, (ix) Other Services.

Those who are engaged in the first four categories are called Primary Human Resources because they obtain commodities in natural form directly from the nature.

Those who are engaged in the fifth and sixth categories are called Secondary Human Resources as they produce commodities after manufacturing, processing, repairing, constructing the product obtained by the primary human resources.

Those who are engaged in the seventh, eighth and ninth categories are called Tertiary Human Resources because they provide their services for the human well-beings.

From the Table - 7.5 it is evident that the percentage of male cultivators to total male utilized human resources is the highest followed by agricultural labourers, while the reverse is true in the case of females. The percentage of female to total utilized female workers is higher ( but very low than above ) than that of males in livestock farmings, household industrial activities and in construction works. But in other activities the percentage of males to total male workers is proportionately higher than that of females.

The highest percentage of male cultivators and agricultural labourers is due to purely agrarian character of the area. Low percentage of female cultivators is due to the fact that in most cases the land is held in the name of the male members of the family.

High percentage of females as agricultural labourers is because of the fact that most of the male agricultural labourers freely allow the female members of their households to work in the fields. The main reasons behind this are their poor socio - economic conditions and social deprivation since long.

But the proportionately higher ( but much less than that of above ) percentage of females in livestock farmings, household industrial activities and in construction works is due to the fact that in some households some females contribute their labour in feeding or rearing their domestic animals inside their homes; and this case is dominant in cultivator dominated villages. This is particularly found in the middle class caste backward/farmers. In household industrial activities females are engaged in preparing milk products or other food products because males are busy in other outdoor activities. All females who are adequately utilized are found only in the households of backward caste people. In construction works females work together with the males of their family and all of them are poor in all respects. 50 % of them are under utilized and 50 % adequately utilized.



TABLE - 7.5

Utilized Human Resources : Economic Activities<sup>y</sup>  
( 1984 )

Human Resources Engaged as or in	Total		Percentage to Total Males or Females,	
	M	F	M	F
i Cultivators	404	7	43.07	3.72
ii Agricultural Labourers	200	143	21.32	76.06
iii Livestock Farmers	61	14	6.50	7.45
iv Miners and Quarry workers	-	-	-	-
v Manufacturing and Household Industries	33	17	3.52	9.04
vi Construction	7	2	0.75	1.06
Vii Trade and Commerce	49	1	5.22	0.53
viii Transport and Communication	17	-	1.81	-
ix Other Services	167	4	17.80	2.13
Grand Total ( i - ix )	938	188	100.00	100.00

Source : Author's Sample Survey, 1984.

(A) PRIMARY HUMAN RESOURCESCultivators :

Cultivators are the constituent of the total human resources of the area accounting for the largest percentage of the total utilized human resources. They are the backbone of the area and the whole structure of social, economic, cultural and political development depends upon them. They are the builder of the society in the sense that they contribute their physical and mental capacity, in producing food which is ultimately consumed by them as well as others. Therefore, their labour becomes useful in satisfying social wants, and in this way they play a very significant dual role in the production and consumption of the goods.

Cultivated land is the only source of their employment in which they are fully or partially employed, though their employment is closely related to their ages upon which the efficiency of work depends. On the basis of hours worked by them they have been categorized into under-utilized, adequately utilized and over-utilized categories. In each category the age group and education attained by the workers, have been considered as basic parameters because the level of education depends largely upon the structure of the age and education promotes the

mental capacity of the workers. Following are the levels of utilization of human resources ( both in quantity and quality ) according to age group.

Table - 7.6 and Figure - 7.2 clearly show that in the 5 - 14 years age group there were only three ( 0.74 % ) male child cultivators. Of them 2 (66.67%) were illiterate and one ( 33.33 % ) was literate and educated but below matriculate. All of them were under-utilized, that is, they worked on their own land for less than six hours in all cropping seasons of the year.

It is generally observed that two-thirds of the total child labourers were illiterate in which 50 % were in CD villages and 50 % were in ALD villages. All child workers generally belong to the scheduled and backward caste people who are small or marginal farmers. The adult cultivators keep their children with them to lend a helping hand in the field. The reason of this may be mainly poverty which prohibits them from engaging hired labour.

There were 169 ( 41.83 % ) males and 3 ( 42.86 % ) females among the total male or female cultivators respectively in the working age group 15 - 34 years. Of the total male cultivators of this age group 31.96 % males were under utilized in which fifteen ( 8.88 % )

TABLE-7.6. Human Resources Utilization: Cultivators

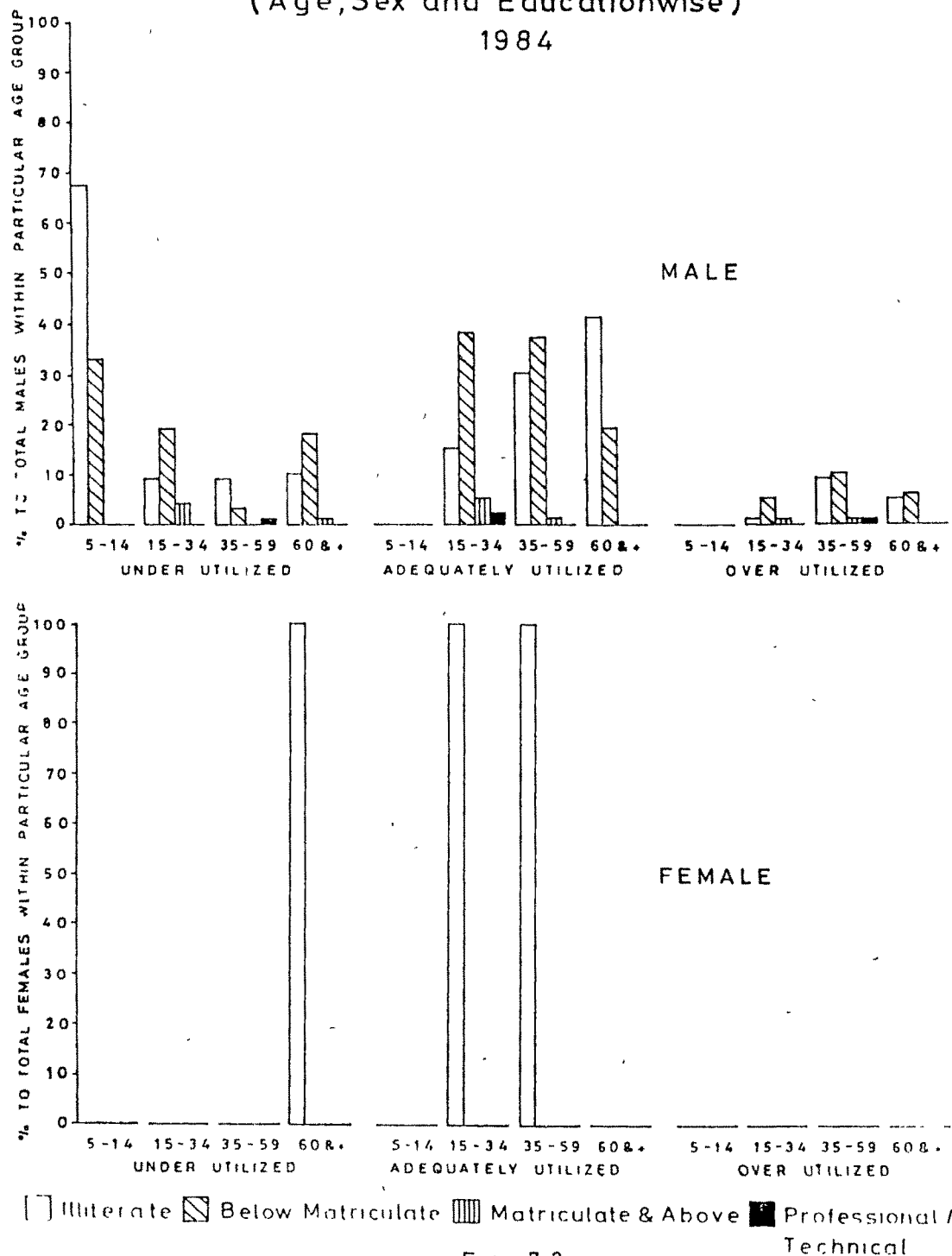
AGE GROUP		5-14		15-34		35-59		60 & +		TOTAL	
SEX		M	F	M	F	M	F	M	F	M	F
TOTAL %		3 (0.74)		169 (41.83)	3 (42.86)	152 (57.62)	3 (42.86)	80 (19.80)	1 (14.28)	404 (100)	7 (100)
UNDER UTILIZED	i*	2 66.67		15 8.88		14 9.21		8 10.00	1 100	39 (9.65)	1 (14.29)
	ii	1 33.33		32 18.94		4 2.63		14 17.50		51 (12.62)	
	iii			7 4.14				1 1.25		8 (1.98)	
	iv					2 1.32				2 (0.50)	
GRAND TOTAL										(24.75)	(14.29)
ADEQUATELY UTILIZED	i			26 15.38	3 100	45 29.61	3 100	33 41.25		104 (25.74)	6 (85.71)
	ii			65 38.46		56 36.84		15 18.75		136 (33.66)	
	iii			8 4.73		1 0.66				9 (2.23)	
	iv			4 2.37						4 (0.99)	
GRAND TOTAL										(62.62)	(85.71)
OVER UTILIZED	i			2 1.18		13 8.55		4 5.00		19 (4.70)	
	ii			9 5.33		15 9.87		5 6.25		29 (7.18)	
	iii			1 0.59		1 0.66				2 (0.50)	
	iv					1 0.66				1 (0.25)	
GRAND TOTAL										(12.63)	

\* LEVELS OF EDUCATION: i. ILLITERATE ii. BELOW MATRICULATE iii. MATRICULATE & ABOVE  
iv. PROFESSIONAL/TECHNICAL

BRACKETED LOWER FIGURES INDICATE % TO TOTAL MALE OR FEMALE WORKERS  
UNBRACKETED LOWER FIGURES INDICATE % WITHIN PARTICULAR AGE GROUPS

# HUMAN RESOURCES UTILIZATION: CULTIVATORS (Age, Sex and Educationwise)

1984



than that of younger working age group 15 - 34, though they are also the main constituent of the economically active human resources. Comparatively they are more responsible in their work and accordingly their participation rate is higher than that of the cultivators of younger working age group.

Of the total male cultivators of this age group 13.16 % males were under utilized in which 14(9.21%) were illiterate, four ( 2.63 % ) below matriculate and one (1.32 % ) matriculate. 67.11 % males and all females were adequately utilized in which 45 ( 29.61 % ) males and all females were illiterate; 56 ( 36.86 % ) males were below matriculate; and one ( 0.66 % ) male was matriculate. 19.74 % males were over utilized in which 13(8.55%) were illiterate, 15 ( 9.87 % ) below matriculate, one ( 0.66 % ) matriculate, and another one ( 0.66 % ) was professional / technical person ( Table 7.6 and Fig. 7.2).

It is evident that two thirds of the total male cultivators and all females were fully employed in their agricultural works in which the percentage of literate and educated males is higher, but all females are illiterate. The percentage of below matriculates is higher in both adequately and over-utilized categories but it is very low in the under utilized category.

In comparison to the cultivators of former working age group they follow the same trend with respect to their educational attainment except those of under utilized. But with respect to utilization category they show a reverse trend because in the former working age group the percentage of under utilized cultivators is higher while in this age group the percentage of under utilized cultivators is lower.

In the same way, the percentage of over-utilized cultivators is lower in the former working age group while it is higher in the latter working age group.

In each utilization category, except under-utilized category, the percentage of below matriculate cultivators is higher as in the case of cultivators of former working age group. Considering the educational levels from ii to iv together, it is found that nearly 75 % of the total cultivators of former working age group were literate and educated while nearly 53 % of the total cultivators of latter working age group were literate and educated. There is difference of 22 % in the educational attainment of these two age groups. This is indicative of rising levels of education among the cultivators of the area which is a healthy sign of human resources development. This in the long run is bound to improve efficiency of

management in agriculture and other walks of life.

In the over working age group 60 and above 80 ( 19.80 % ) males and one ( 14.28 % ) females were cultivators. They are called superannuated or old or less utilisable. They are out of working age groups though they were fully or partially employed on their own land. Table 7.6 and Figure 7.2 clearly show that 28.75 % male and all female cultivators of this age group were under-utilized. Of them eight ( 10 % ) males and all the females were illiterate, 14 ( 17.50 % ) males were below matriculate, and one ( 1.25 % ) male was matriculate or above. Only 60 % males were adequately utilized in which 33 (41.25 % ) were illiterate and 15 ( 18.75%) below matriculate ( mostly up to primary and middle school education ). Only 11.25 % males were over utilized in which four ( 5 % ) were illiterate and five ( 6.25 % ) below matriculate ( mostly up to primary and middle school education ).

It is found that 60 % of the total male cultivators were fully and satisfactorily employed in agricultural activities on their own land. Their participation rate in adequately utilized category is approximately equal to the adequately utilized cultivators of younger working age group 15 - 34. Such a higher fully employed participation rate proves their



substantial reservoir of effective and usable physical and mental capacity to perform work in economic production processes.

Their percentage is higher also in the over utilized category as compared to younger working age group 15 - 34 years. But their percentage is lower than that of older working age group 35 - 59 years. It indicates that even in old age they work more than eight hours a day in all cropping seasons of the year. This may be indicative of their good health permitting them to work at this age, or economic compulsions of family life goading them to work over-time.

Lower percentage of under - utilized and highest percentage of adequately utilized cultivators in ALD villages is due to their poor economic conditions. Most of the old persons work in their cultivated land to maintain their economic and social status. But in CD villages the percentage of under - utilized cultivators is higher and adequately utilized cultivators is lower than that in ALD villages. The main reason for this is that, in most cases, the old workers are relieved of their load of work by their sons who are either in younger working age group or in older working age group because their economic and

social status are relatively better than that in ALD villages. But the percentage of over utilized cultivators in CD villages is higher than that of ALD villages. The main reason of this discrepancy is the scarcity of hired labour in CD villages which forces the cultivators to work overtime. On the other hand, the cultivators of ALD villages can have facility of hired labour in abundance. So in these villages only those cultivators work overtime who are unable to afford hired labour.

On the whole it is found that 24.75 % males and 14.29 % females of the total male or female cultivators respectively were under - utilized in which the percentage of below matriculate males was higher than illiterate males followed by matriculate and above, and professional / technical persons. All the females were illiterate.

62 % males and 85.71 % females were adequately utilized among whom the percentage of below matriculate males was higher than that of illiterate males followed by matriculate and above, and professionals / technicals in that order. All females were illiterate.

Only 12.63 % males were over-utilized .  
The level of literacy and education was similar to that

among under and adequately utilized categories. There was no female in over-utilized category.

#### Agricultural Labourers :

Apart from cultivators agricultural labourers are the second largest constituent of the working human resources in the Block. They are those who work in the agricultural sector on wages. They have no risk in the cultivation. They merely work in another person's land for wages. They do not have right of lease or contract on land on which they work. They are vitally involved in agricultural works and play a very significant role in the agricultural production processes. Though they are mostly unskilled or semiskilled and poor in their standard of living. They live a life of abject poverty. They are most backward, the most exploited and the most neglected class of the rural population. They have no Social status.

Most of the agricultural labourers are illiterate. They work under the most tiring circumstances. They labour hard in sun and rain for their wage. All these affect very badly their efficiency, health and life. They are low-wage-paid workers. Labour is the main source of their livelihood. Mostly they get their wage in kind.

There annual income is very low. They do not have even the minimum clothing, education and health facilities . They live in huts. All these affect very badly their overall quality as a constituent of human resources.

Table - 7.7 and Figure - 7.3 show the distribution and comparative picture of under - utilized, adequately utilized and over-utilized agricultural labourers according to their age and educational attainment.

Underworking age group of 5 - 14 years, 5 ( 2.50 % ) males and 10 ( 6.99 % ) females were engaged as child labourer in the Block. All of them were under - utilized, 80 % males and 80 % females were illiterate and 20 % males and 20 % females had studied up to primary or middle standard, ( Fig.-7.3 ). Both in terms of absolute number and percentage the children under working age group are mostly engaged as agricultural labourers. The main reason for this is the poor socio-economic conditions of their parents. The poor parents want to raise their earnings in which their children ( mostly illiterate ) act as an asset. So they force their children to work in the land of others though children temperamentally never like to work as adult do.

Therefore in comparison to the child labour as cultivators the percentage of child labour as agricultural

TABLE-7.7. Human Resources Utilization : Agricultural Labourers

AGE GROUP		5-14		15-34		35-59		60 & +		TOTAL	
SEX		M	F	M	F	M	F	M	F	M	F
TOTAL %		5 (2.50)	10 (6.99)	86 (43.00)	59 (41.26)	64 (32.00)	55 (38.46)	45 (22.50)	19 (13.29)	200 (100)	143 (100)
UNDER UTILIZED	i*	4 80.00	8 80.00	7 8.14	4 6.78	2 3.13	1 1.82	9 20.00	5 26.32	22 (11.00)	18 (12.58)
	ii	1 20.00	2 20.00	1 1.16		1 1.56		1 2.22		4 (2.00)	2 (1.40)
	iii										
	iv										
GRAND TOTAL										(13.00)	(13.98)
ADEQUATELY UTILIZED	i			43 50.00	52 88.14	28 43.75	50 90.90	31 68.89	14 73.68	102 (51.00)	116 (81.12)
	ii			25 29.07	2 3.39	7 10.94		1 2.22		33 (16.50)	2 (1.40)
	iii			2 2.33						2 (1.00)	
	iv					1 1.56				1 (0.50)	
GRAND TOTAL										(69.00)	(82.52)
OVER UTILIZED	i			5 5.81	1 1.69	22 34.38	4 7.27	3 6.67		30 (15.00)	5 (3.50)
	ii			3 3.49		3 4.69				6 (3.00)	
	iii										
	iv										
GRAND TOTAL										(18.00)	(3.50)

\* LEVELS OF EDUCATION. i. ILLITERATE ii. BELOW MATRICULATE iii. MATRICULATE & ABOVE  
iv. PROFESSIONAL/TECHNICAL

BRACKETED LOWER FIGURES INDICATE % TO TOTAL MALE OR FEMALE WORKERS  
UNBRACKETED LOWER FIGURES INDICATE % WITHIN PARTICULAR AGE GROUPS

# HUMAN RESOURCES UTILIZATION: AGRICULTURAL LABOURERS (Age, Sex and Educationwise)

1984

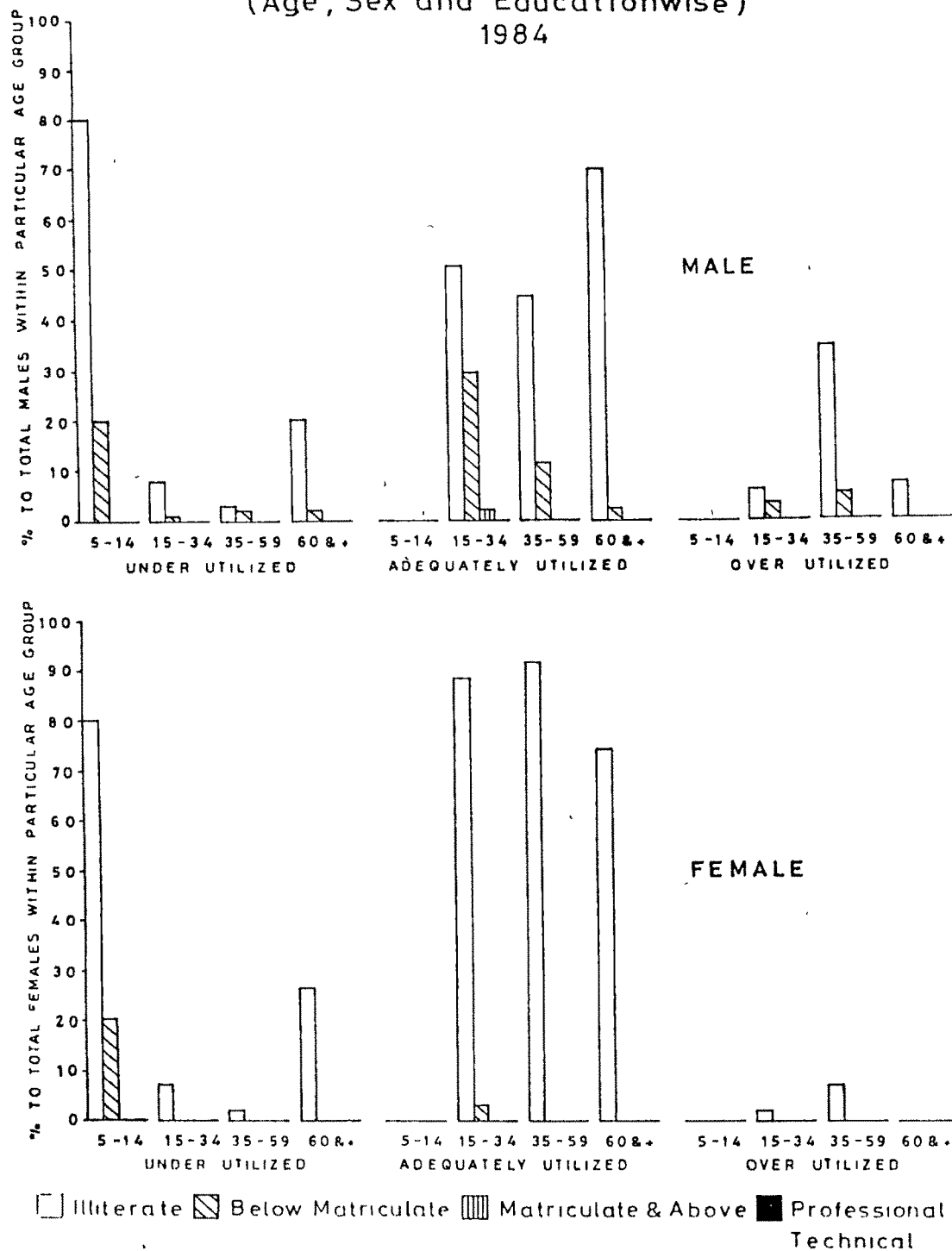


Fig 7.3

labourers is higher in the Block. But in the sense of educational attainment the percentage of literate children is lower among agricultural labourers.

Working age group of 15 - 34 years consists of 86 ( 43 % ) males and 59 ( 41.26 % ) females in the total male and female agricultural labourers respectively. They are more active and physically or mentally stronger than the workers of older working age group. Table - 7.7 and Figure - 7.3 clearly show that of the total male or female workers of this age group 9.30 % males and 6.78 % females were under - utilized in which 7 ( 8.14 ) males and all females were illiterate and one ( 1.06 % ) male was below matriculate. 81.40% males and 91.53 % females were adequately utilized in which 43 ( 50 % ) males, 52 ( 88.14 % ) females, were illiterate, 25 ( 29.07 % ) males and two ( 3.39 % ) females were below matriculate, and two ( 2.33 % ) males were matriculate and above . 9.22 % males and 1.69 % females were over utilized in which five ( 5.81 % ) males and all females were illiterate, and three ( 3.49%) males were below matriculate.

It is clear that more than 80 % agricultural labourers of this age group were adequately utilized. In comparison to the cultivators of this age group the

percentage of adequately utilized agricultural labourers is higher and the percentages of under employed or under utilized and over utilized are lower among the agricultural labourers. Most of the agricultural labourers are very poor and to maintain their livelihood they need sufficient wages either in kind or cash and for this they have to contribute their physical labour from 6 to 8 hours a day in all the cropping seasons of the year. In this way their poverty compels them to be fully employed in agricultural activities. Most of the agricultural labourers are bound to work only on their master's land. The workers who work permanently only on the land of a particular cultivator, are locally called 'Harwaha' or 'Bandhua' etc. This system also binds them to be fully employed only on their master's land.

In the sense of educational attainment agricultural labourers are very poor. Approximately 64 % males and 96 % females among them were illiterate and in each utilization category the percentage of illiterates was fairly high. They usually start wage earning at a very early age and thus most of the persons in agricultural labourers household are kept away from the opportunity of education.

In the working age group of 35 - 59 years



there were 64 ( 32 % ) males and 55 ( 38.46 % ) females in the total male or female agricultural labourers. They are comparatively less active, less mobile, less energetic than the workers of younger working age group ( 15 - 34 ) . Yet they are the main working force in the total agricultural labourer force of the Block. Table - 7.7 and Figure - 7.3 clearly show that out of the total male or female agricultural labourers 4.69 % males and 1.82 % females were under-utilized in which 3.13 % males and all females were illiterate and only 1.56 % males were literate. 56.25 % males and 90.90 % females were adequately utilized in which 28 ( 43.75 % ) males and all females were illiterate, seven ( 10.94 % ) males were below matriculate and only one ( 1.56 % ) male was a professional or technical person. 39.07 % males and 7.27 % females were over utilized in which 22 ( 34.38 % ) males and all females were illiterate and three ( 4.69 % ) males were below matriculate ( Fig. - 7.3 ).

From the above it is obvious that the percentage of under - utilized agricultural labourers in this age group is lower than that of the younger working age group while the percentage of over - utilized labourers is higher than in the younger working age group.

It has been observed that most of the

agricultural labourers ( along with their entire family ) of this age group were engaged in cultivation as 'Harwaha or Bandhua' ( that is bounded labour ).

All under - utilized agricultural labourers are in cultivator dominated villages. There is no under-utilized labourer of this age group in agricultural labourer dominated villages. It has been observed that most of the labourers, in agricultural labourer dominated villages, are landless and they have no other source of income and as a result they stick to the land-lords where they have to do work not less than 6 hours a day. But a large number of labourers belonging to cultivator dominated villages come from households which possess some cultivated land. They are mostly the backward caste people who do not want to work as bonded labourer . They work as free agricultural labourers and usually work less than six hours in all cropping seasons of the year.

Another fact is that 83 % of the total male labourers and 100 % of the total female labourers of this age group were illiterate and most of them belong to the agricultural labourer dominated villages and in most cases they belong to the so called lower castes.

It is to be noted that the percentage of

literate agricultural labourers ( only in males ) is very low ( 17 % ) as compared to the counterpart in the 15 - 34 ( 36 % ) age group. This is an indication of increasing literacy among the men entrants into the labour force.

In the over - working age group 60 and above there were 45 ( 22.50 % ) males and 19 ( 13.29 % ) females working as agricultural labourers. Table - 7.7 and Figure - 7.3 clearly show that out of the total male or female agricultural labourers of this age group 22.22 % males and 26.32 % females were under - utilized in which 20 % males and all females were illiterate and 2.22 % males were below matriculate (mostly up to primary school ). 71.11 % males and 73.68 % females were adequately utilized in which most of the males and all females were illiterate. 3.61 % males were over - utilized and all of them were illiterate.

It is to be noted that even being old more than 70 % of the total males or females of this age group are adequately utilized even though most of them are not bonded labourers. Such higher percentage of over working age group labourers is only due to abject poverty which compels them to work to earn their living. However, the percentage of over - utilized

labourers in this category is low because of the poor health going with old age.

Here it has been found that in each utilization category the percentage of superannuated agricultural labourers is fairly high in the agricultural labourer dominated villages because of the poor socio-economic conditions of the labourers.

It clearly appears from the Figure - 7.3 that in each utilization category the percentage of illiterates is very high and only four percent of male labourers of this age group have had some education mostly up to primary level. But the educational attainment of the labourers of this age group is the lowest. In fact "... literacy rates and educational levels decrease with increase in age. It was because education spread during recent times so the younger generations are taking advantage of it" (Kamble, 1982, p. 44).

Above all, it has been found that the percentage of females engaged in cultivation as agricultural labourer was very high ( 76 % ) and most of them belonged to the lower caste families. The high participation of females as agricultural labourers is due to : "the absence of any kind of social prejudice against participation of females in outdoor work" ( Sharma, 1971,p.52)

in lower caste people. It is generally observed that "in areas of concentration of lower caste people, the degree of female participation in work is high" (Chandan, 1967, p. 59 ). Participation rate of women labourers is highest among such people because of the lower earnings of their husbands. In fact, "participation rates are highest when husbands are in the lowest earning bracket" ( Sar, Garth and Ray, 1976, p. 78 ). Many of the female agricultural labourers are the sole supporters not only of themselves but also of their children or parents.

#### Livestock Farmers and Others :

Labourers engaged in live-stock farmings and in other allied activities have been included under primary human resources. Livestock generally includes domestic animals or any animal kept or dealt in for use or profit. Livestock plays a vital role in the development of agriculture providing required motive power for various agricultural operations including irrigation and manure for the fields, besides, providing the milk and meat supply. Livestock and agriculture are the two inseparable units of agricultural production. Particularly smaller farmers count their wealth more in terms of cattle they possess than in terms of land they cultivate. In this area particularly buffaloes provide not only additional

income to the farmers and agricultural labourers but also nutritious food in the form of milk.

Livestock has been classified into "... . bovine, Ovine and poultry. Bovine includes cattle and buffaloes; Ovine, sheep and goats, and poultry comprises duck and fowls. Horses, nules and asses form another important class" ( Maharashtra State Gazetteers, 1967, p. 212 ). A farmer usually keeps a pair of oxen, buffaloes and cows, and some agricultural labourers usually keep buffaloes. Goats are usually found in the households of smaller cultivators and agricultural labourers but sheep are pronouncedly found in the households of landless labourers though the number of sheep is very low as against goats. The major animals reared in the Block are ox, buffalo, cow, bullock, goat, sheep and others. Thus the people engaged in rearing, feeding and extracting usable materials from them or from other allied activities are called livestock farmers and others in the primary human resources.

Table - 7.8 and Figure - 7.4 show the distribution of human resources engaged in livestock and in other allied activities in the Block.

In the age group of 5 - 14 years there were 22 ( 36.07 % ) male child labourers and 2 ( 14.29 % female

TABLE-7.8. Human Resources Utilization: Livestock Farmers

AGE GROUP		5-14		15-34		35-59		60 & +		TOTAL	
SEX		M	F	M	F	M	F	M	F	M	F
TOTAL %		22 (36.07)	2 (14.29)	24 (39.34)	5 (35.71)	10 (16.39)	5 (35.71)	5 (8.20)	2 (14.29)	61 (100)	14 (100)
UNDER UTILIZED	i*	15 68.18	2 100	9 37.5	5 100	5 50.00	5 100	2 40.00	2 100	31 (50.82)	14 (100)
	ii	4 18.18		5 20.83				1 20.00		10 (16.39)	
	iii										
	iv										
GRAND TOTAL										(67.21)	(100)
ADEQUATELY UTILIZED	i	3 13.64		4 16.67		4 40.00		2 40.00		13 (21.31)	
	ii			6 25.00		1 10.00				7 (11.48)	
	iii										
	iv										
GRAND TOTAL										(32.79)	
OVER UTILIZED	i										
	ii										
	iii										
	iv										
GRAND TOTAL											

\* LEVELS OF EDUCATION i ILLITERATE ii BELOW MATRICULATE iii MATRICULATE & ABOVE  
iv PROFESSIONAL/TECHNICAL

BRACKETED LOWER FIGURES INDICATE % TO TOTAL MALE OR FEMALE WORKERS  
UNBRACKETED LOWER FIGURES INDICATE % WITHIN PARTICULAR AGE GROUPS

# HUMAN RESOURCES UTILIZATION: LIVESTOCK FARMERS (Age, Sex and Educationwise) 1984

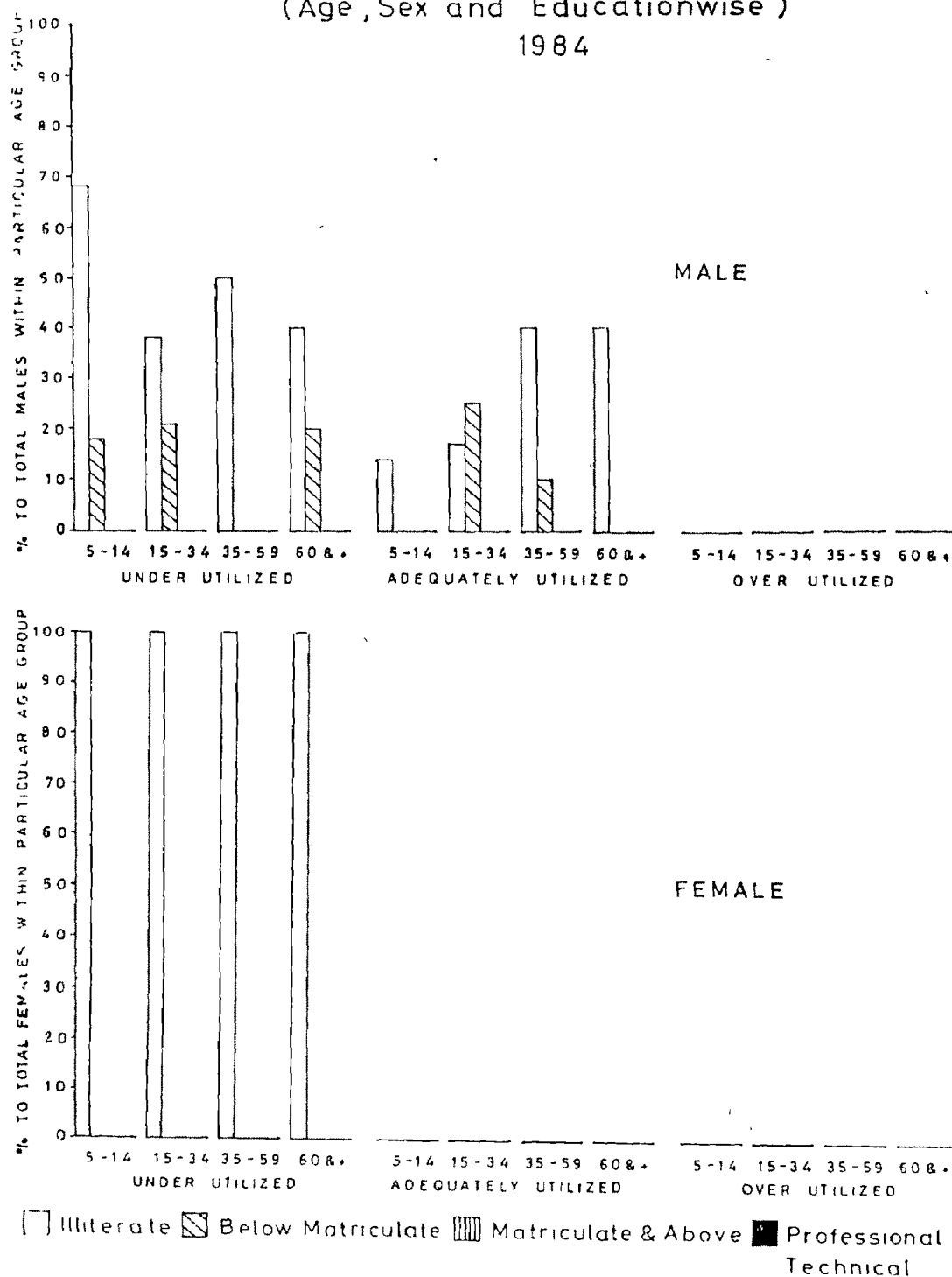


Fig. 7.4



child labour engaged in livestock farming in the Block. Out of the total male or female children of this age group 86.36 % males and all females were under utilized in which fifteen ( 68.18 % ) males and all females were illiterate and four ( 18.18 % ) males were below matriculate ( mostly up to primary education ).

Of the total illiterate males more than 70 % belonged to backward castes and less than 30 % to scheduled castes. Most of the children of backward group were engaged in grazing , rearing or feeding the buffaloes and other bovine group animals. Some of them were engaged in goat grazing and in other allied activities . All scheduled caste children were engaged in grazing or rearing the bovine animals . All female children were engaged in grazing or rearing the goats and all of them belonged to backward class.

Most of the illiterate children were engaged in grazing or rearing the buffaloes and some in other allied activities and all of them belonged to the backward caste category.

Out of the total male children of this age group three ( 13.64 % ) were fully employed as shepherds in grazing , herding or rearing sheep and all of them

were illiterate belonging to the backward castes.

The reason for overwhelming percentage of backward caste children in this profession may be due to the fact that approximately every-household in cultivators group keep at least one or two domestic animals (particularly ox and buffalo) and most of the children particularly from households of smaller cultivators do not go to the schools; the parents keep their children engaged in grazing, rearing or feeding the animals they possess.

Lower percentage of scheduled caste children in this category may be because of the fact that most of scheduled caste families are landless agricultural labourers and the main source of income is their wages. Only some scheduled caste families keep some bovine or ovine group animals in which their children were partly employed.

Thus child labour plays a very vital role in rearing or feeding the livestock which is an asset in the development of rural economy in the Block. Not only this, only male child labour constitutes the largest percentage, next to active livestock farmers of working age group of 15 - 34 years. More than 70 % children belonged to the Cultivator Dominated (CD) villages and

less than 30 % to Agricultural Labourer Dominated (ALD) villages.

Younger working age group ( 15 - 34 ) constitutes of 24 ( 39 - 34 % ) males and 5 ( 35.71 % ) females and account for the largest percentage of the total male or female livestock farmers. Of the total males or females of this age group nine ( 37.5 % ) males and 100% females were illiterate and five ( 20.83 % ) males were below matriculate ( mostly up to primary education ). Altogether, 58.33 % males and all females were under - utilized.

Of the total illiterates more than 75 % belonged to the backward castes and less than 25 % to the scheduled castes. All backward caste workers were engaged in grass cutting and animal rearing but all scheduled caste workers were engaged in other allied activities.

Of the total literate males 60 % were engaged in livestock farming and all of them belonged to group of backward castes. The rest 40 % belonged to scheduled castes and all of them were engaged in activities allied to livestock farming. Of the total illiterate females 80 % were backward castes and 20 % scheduled castes and all were engaged in rearing their domestic

animals.

Of the total males of this age group 41.67 % were adequately utilized in which four ( 16.67 % ) were illiterate and all of them were fully employed in grazing, rearing and herding sheep. All of them were shepherded and belonged to the group of backward castes. Six ( 25 % ) males were literate ( mostly up to primary education ) and all of them belonged to backward castes in which 50 % were engaged as livestock farmers and 50 % in other allied activities.

From the above it is clear that more than 50 % of the total males of this age group were illiterate and they were mostly backward caste workers. Most of them were engaged in bovine and ovine group animals and some of them were engaged in other allied activities. All females engaged in bovine and ovine group animals belonged to backward castes.

It has been found that most of the workers of this age group were in the CD villages. They are economically very poor and keep some animals in their houses either for sale or for getting milk for sale. In other words they keep animals from commercial point of view. This is the main source of their income.

Older working age group of 35 - 59 years in

this category consists of 10 ( 16.39 % ) males and 5 ( 35.71 % ) females. Table - 7.8 and Figure - 7.4 clearly show that out of the total males or females of this age group five ( 50 % ) males and five ( 100 % ) females were under - utilized and all of them were illiterate. Of the total illiterate males 80 % belonged to scheduled castes and all of them were engaged in other allied activities. 20 % illiterate males belonged to the backward castes and all of them were engaged in rearing their domestic animals. Most of the illiterate females were engaged in rearing or feeding the animals of bovine groups inside their home because of the males being busy out door. Some illiterate females were engaged in rearing or herding goats also. They keep goats mainly to earn cash after selling them. All females belonged to the backward caste families and all of them were very poor in their economic conditions.

Of the total males of this age group 50 % were adequately utilized in which four ( 40 % ) were illiterate and one ( 10 % ) got education hardly below matriculate ( Fig. - 7.4 ). 50 % of the total illiterate and all literate males were engaged in allied activities such as in collecting milk from different villages and all of them were backward caste people. To collect milk

from different villages is their main work through-out the year. After collecting milk they store it in their homes and thereafter other family members of their houses carry it to the nearest towns for sale. 50 % of the total illiterate males were engaged in extracting or collecting toddy, all of them were scheduled castes.

From the above it is clear that 50 % males and 100 % females of this age group were under-utilized and 50 % males were adequately utilized in which 90 % males and all females were illiterate and economically poor. Among the total illiterate males the percentage of scheduled caste people was higher and all of them were engaged either partly or wholly in allied activities. Most of the backward caste people were seen busy in collecting milk. All females belonging to the backward caste families were found engaged in rearing or feeding the domestic animals inside their houses.

It is to be noted that the percentage of adequately utilized persons in this category is higher as compared to the persons of other age groups. Being older in age they have to support their family members. Therefore, they have to devote full time in the work they perform.

In the over working age group of 60 and above years in this category there were 5 ( 35.71 % ) males and 2 ( 14.27 % ) females. 50 % males and 100 % females of this category were under-utilized in which 40% males and females were illiterate and 20 % males were literate. All the under-utilized males and females were engaged in rearing or feeding the animals of ovine group in their homes and all of them belonged to the backward castes. They contribute their physical labour for some hours. They are old and physically weak. Therefore, they can not participate in other activities in which higher physical or mental capacity is required and ultimately they look after their domestic animals.

Only two ( 40 % ) of the total males of this age group were adequately utilized and all of them belonged to the backward castes. They were engaged as servants for rearing or feeding the domestic animals of the forward castes.

It is therefore, obvious that all workers of this age group belonged to the families of backward caste households and most of them were illiterate getting themselves employed only on looking after the animals of bovine group in their houses. Only those who were employed as servants in other's houses were fully employed in looking after the cattle in their master's houses.

Another notable feature is that in each age group all females are illiterates and under-utilized and most of them were backward castes. Under utilization is because of the fact that most of them were partly engaged in looking after the cattle in side their own houses.

Of the total males 32.29 % were adequately utilized but all of them were illiterate. As a whole it has been observed that out of the total under-utilized males more than 2/3 belonged to backward castes and less than 1/3 to the scheduled castes. But almost all adequately utilized males were backward caste workers. In respect of educational attainment they were very poor. Only 28 % of the total males were literates and educated ( mostly up to primary education ).

Another fact is that 70 % of the total males and 64 % of the total females engaged in livestock farmings and other allied activities were in CD villages and 30 % of the total males and 36 % of the total females were in the ALD villages. This difference indicates that livestock asset is fairly higher in the CD villages than that in the ALD villages.

#### (B) SECONDARY HUMAN RESOURCES

Secondary human resources are those who are



engaged in industries ( household and other than household ) and in the works of construction. They contribute their physical and mental capacity in changing the form of raw materials extracted or collected by the primary human resources, into more useful or desirable products which are ultimately passed on to the consumers for satisfying their wants.

At the village level household industries play a very important role in the development of the area. Household industries form the bottom most base of industrialization and require a very little capital. " A household industry is an industry not run on the scale of a registered factory, and is carried on by the head of the household at home or within the village in rural areas where the need for keeping salaried workers is almost negligible ( Patel, 1971, p. 311 ).

#### Human Resources Engaged in Industrial Activities :

Table-7.9 and Figure - 7.5 show the utilization pattern of human resources, according to age group, utilization category and levels of education, engaged in different types of industrial activities. Human resources engaged both in household or other than household industries have been taken into consideration.

There was no child labour engaged in household

TABLE-7.9. Human Resources Utilization: Industrial

350

AGE GROUP		5-14		15-34		35-59		60 & +		TOTAL	
SEX		M	F	M	F	M	F	M	F	M	F
TOTAL %				15 (45.45)	8 (47.06)	11 (33.33)	9 (52.94)	7 (21.21)		33 (100)	17 (100)
UNDER UTILIZED	i*			1 6.67	6 75.00	1 9.09	8 88.89	1 14.29		3 (9.09)	14 (82.35)
	ii			3 20.00						3 (9.09)	
	iii										
	iv										
GRAND TOTAL										(18.18)	(82.35)
ADEQUATELY UTILIZED	i			3 20.00	2 25.00	3 27.27	1 11.11	3 42.85		9 (27.27)	3 (17.65)
	ii			6 40.00		5 45.45		1 14.29		12 (36.36)	
	iii			1 6.67		1 9.09		2 28.57		4 (12.12)	
	iv					1 9.09				1 (3.03)	
GRAND TOTAL										(78.78)	(17.65)
OVER UTILIZED	i										
	ii			1 6.67						1 (3.03)	
	iii										
	iv										
GRAND TOTAL										(3.03)	

\* LEVELS OF EDUCATION. i ILLITERATE ii BELOW MATRICULATE iii MATRICULATE & ABOVE  
iv PROFESSIONAL / TECHNICAL

BRACKETED LOWER FIGURES INDICATE % TO TOTAL MALE OR FEMALE WORKERS  
UNBRACKETED LOWER FIGURES INDICATE % WITHIN PARTICULAR AGE GROUPS

# INDUSTRIAL HUMAN RESOURCES UTILIZATION (Age, Sex and Educationwise) 1984



Fig 7 5

or other industrial activities in the area.

Younger working age group ( 15 - 34 ) comprises 15 ( 45.45 % ) males and eight ( 47.06 % ) females in the total male or females workers respectively engaged in industrial activities. 26.67 % males and 75 % females of this age group were under-utilized in which one ( 6.67 % ) male and all females were illiterate and three ( 20 % ) males were below matriculate . All illiterate males were engaged in blacksmithy and all illiterate females were engaged in preparing milk product ( Khoya or Mawa ) in their households. Of the total below matriculate males 6.66 % were engaged in repairing works and 13.34 % were engaged in carpentry. All males and females of this utilization category belonged to the backward castes.

67.67 % males and 25 % females of this age group were adequately utilized in which three ( 20 % ) males and two ( 25 % ) females were illiterate and of them 6.66 % males were engaged in rice husking , and 13.34 % in carpentry and all females were engaged in the preparation of Khoya in their households. Six ( 40 % ) males were below matriculate in which 50 % were engaged in carpentry, 16.66 % in flour milling, another 16.66 % in creamery and again another 16.66 % in service working as a clerk in water board. One ( 6.67 % male post matriculate was

engaged in flour milling. All males ( except 16.66 % engaged in water board belonging to forward caste) and females of this utilization category belonged to backward caste.

Only one ( 6.67 % ) males of this age group was over-utilized . He was engaged in tailoring work and was matriculate belonging to a backward caste.

From the above it is clear that more than two third males of younger working age group were adequately utilized whereas 75 % females were under-utilized. The main reason for this is that the carpentry, flour milthing, rice husking, creamery etc. are the main activities of males in which they are fully employed. These activities are their main source of income. The reason for under - utilization of females is their preoccupation with various household chores which spare them less than six hours in household industrial activities.

More than 70 % of the total males of this age group in this category were literate and educated in which the percentage of below matriculates were fairly high. But all females were illiterate.

Besides, more than 70 % of the total males of this age group belonged to ALD villages and most of them were landless. But all females belonged to CD villages.

It is to be noted that 93 % males and 100% females of this age group belonged to the backward castes and only 7 % males to the forward castes. It means that backward caste workers are much more interested in industrial activities as in most cases they come of the traditional class of artisans.

Older working age group ( 35 - 59 ) comprises 11 ( 33.33 % ) males and 9 ( 52.94 % ) females in industrial activities. Females of this age group constitute the largest percentage among the female industrial workers.

Of the total males or females of this age group only one ( 9.09 % ) male and eight ( 88.88 % ) females were under - utilized in blacksmithy and Khowa making respectively and all of them were illiterate belonging to backward castes.

In the adequately utilized category there were 90.90 % males and 11.11 % females in which three (27.27%) males and all females were illiterate. Of the total percentage of illiterate males of this category 18.18 % were labourers belonging to scheduled castes in factory outside the area and 9.09 % of the illiterate males and all illiterate females belonging to backward castes were engaged in pottery activities .

Among the males of this utilization category five ( 45.45 % ) were below matriculate in which 27.27% were engaged in carpentry belonging to backward castes and 18.18 % were employed out side the area in non - household industrial activities. They were forward caste workers.

One ( 9.09 % ) male ( post matriculate ) belonging to Muslim community was engaged in non - household industrial activities outside the area and another one ( 9.09 % ) Muslim male ( professional/technical ) was engaged in mechanical works in the area. There was no worker in the over - utilized category.

It is obvious that more than 90.% males and approximately 90 % females of the older working age group were adequately utilized in which approximately 64% of the total males of this age group were literate and educated constituting highest percentage of below matriculates. But all females were illiterate.

Of the total workers of this age group 45.45 % males and 100 % females belonging to backward castes; 18.18 % males to forwarded castes; 18.18 % males were Muslims, and 18.18 % males came of scheduled caste families.

Of the total males of this age group more than

80 % were in the ALD villages and almost all of them were landless. Only less than 20 % males were in the CD villages and all were of forward castes. They were not landless. But almost all females were in the CD villages and belonged to backward castes.

Over working age group of 60 and above years comprises only 7 (21.21% ) males engaged in household or non - household industries. Of them one (14.29 % ) was under - utilized in pottery works. He was illiterate and belonged to backward caste.

In the adequately utilized category there were 85.71 % males in which three (42.85 % ) were illiterate. Two of them ( 28.57 % ) belonging to backward castes were in pottery works and one ( 14.29 % ) belonging to scheduled caste was in basket weaving. In this utilization category one (14.29 %) male ( below matriculate ) was engaged in oil milling and two ( 28.57 % ) ( matriculate and above ) belonging to Muslim community and scheduled caste were engaged in non-household industrial activities out side the area.

This age group shows that 57.14 % of the total males of this age group were illiterate. The percentage of backward caste workers in this age group was lower because 57 % of the total workers of this age group were



scheduled caste and Muslims. All workers of this age group were in ALD villages.

As a whole, it is found that of the total males or females engaged in industrial activities (household and other than household) 18.18 % males and 82.35 % females were under-utilized in which the percentages of illiterate and literate and educated males were equal but all females were illiterate.

In the adequately utilized category there were 78.78 % males and 17.65 % females in which 27.27 % males and all females of this category were illiterate; 36.64 % males were below matriculate; 12.12 % males were matriculate and above and 3.03 % males were professionals / technicals.

In the over - utilized category one (3.03 %) male was below matriculate. There was no female worker in this utilization category.

From the above it is observed that out of the total male human resources engaged in industrial activities, 73 % were in household industries and 27 % in non - household industrial activities. But 100 % females were engaged in household industrial activities.

Again, out of the total male or female human

resources engaged in household industrial activities 70 % males belonged to backward castes and only 3 % males to scheduled caste, but 100 % females came of backward castes. And out of the total males engaged in non - household industrial activities 9.09 % belonged to each forward castes, scheduled castes and Muslims. The workers of these categories were fully employed in non - household industrial activities outside the study area though they remain in the village most of the year.

Out of the total workers under this category 30.30 % were engaged in carpentry, 12.12 % in flour milling, rice husking and oil milling. Another 12.12% were engaged in pottery, 6.06 % in blacksmithy, 3.03 % in repairing works, another 3.03 % in basket weaving belonging to scheduled caste. 27 % males were engaged in industries other than household.

18 % of the males and 100 % females engaged in industrial activities were in the CD villages in which 9 % males and 100 % females belonged to backward castes and another 9 % males belonged to forward castes. 82 % of the total industrial male workers were in the ALD villages in which 61 % belonged to backward castes, 12 % to scheduled castes and 9 % to Muslims.

On the basis of the above findings it can be concluded that household industrial activities are developed considerably in ALD villages in which the people of different artisan castes reside. Most of these industrial workers are landless, though some of them may have some land or other assets but not much. This situation indicates that those who are generally poor tend to engage themselves in activities rather than agricultural. These tiny industrial activities are generally the main source of their livelihood.

#### Human Resources Engaged in Construction Works :

Construction includes the construction of roads, railways, building, Ahar and Nala etc.

Table - 7.10 obviously shows the utilization pattern of human resources engaged in construction works.

It is clear from the Table - 7.10 that there was no child worker in the age group of 5 - 14 years.

Younger working age group of 15 - 34 years comprises two ( 28.57 % ) males and one ( 50 % ) female. Out of the total males or females of this age

TABLE-7.10. Human Resources Utilization: In Construction Works

AGE GROUP		5-14		15-34		35-59		60 & +		TOTAL	
SEX		M	F	M	F	M	F	M	F	M	F
TOTAL %				2 (28.57)	1 (50.00)	3 (42.86)	1 (50.00)	2 (28.57)		7 (100)	2 (100)
UNDER UTILIZED	i*			1 50.00	1 100			1 50.00		2 (28.57)	1 (50.00)
	ii										
	iii										
	iv										
GRAND TOTAL										(28.57)	(50.00)
ADEQUATELY UTILIZED	i						1 100.00	1 50.00		1 (14.29)	1 (50.00)
	ii			1 50.00		2 66.67				3 (42.86)	
	iii										
	iv					1 33.33				1 (14.29)	
GRAND TOTAL										(71.43)	(50.00)
OVER UTILIZED	i										
	ii										
	iii										
	iv										
GRAND TOTAL											

\* LEVELS OF EDUCATION. i. ILLITERATE ii. BELOW MATRICULATE iii. MATRICULATE & ABOVE  
iv. PROFESSIONAL / TECHNICAL

BRACKETED LOWER FIGURES INDICATE % TO TOTAL MALE OR FEMALE WORKERS  
UNBRACKETED LOWER FIGURES INDICATE % WITHIN PARTICULAR AGE GROUPS

group 50 % males and 100 % females were under - utilized and all of them were illiterate. They belonged to the backward castes and were engaged in the construction of roads, Nala, Ahar etc. The earth work is generally done by the traditional castes locally known as "Beldar". They may not get regular works throughout the year.

50 % males of this age group were adequately utilized in road construction. They belonged to the backward caste ( Beldar ). Such workers get regular work throughout the year. Beldari is their main occupation and they earn their livelihood from this source.

Older working age group of 35 - 59 years consists of three ( 42.86 % ) males and one ( 50 % ) female . All males and female were adequately utilized in which two males ( 66.67 % ) were below matriculate. Of these one was engaged in Beldari, his caste profession and another a scheduled caste person was permanent contractor in road construction. The third was engaged as an overseer in the Block and came of a forward caste. He had attained a professional / technical level education. All females of this age group were illiterate and were engaged in traditional Beldari with their male partners. There was no worker in over - utilized category.

Over working age group comprises only two

( 28.57 % ) males in construction works. Out of the total males of this age group 50 % (illiterate ) were under - utilized in masonry work in the villages of the area. They belonged to backward castes. Another 50 % males engaged in masonry work belonged to scheduled castes and were adequately utilized.

As a whole it is found that out of the total male or female human resources engaged in construction works 28.57 % males and 50 % females ( illiterate ) were under utilized.

71.43 males and 50 % females were adequately utilized in which 14.29 % males and all females of this utilization category were illiterate. Three ( 42.86 % ) males were below matriculate and one ( 14.29 % ) male was having a professional / technical level of education.

It is observed that older working age group constitutes the largest percentage of male workers engaged in construction work and all were adequately utilized.

On the whole it is observed that construction work is not developed in the area. Only a few workers mainly from Beldar households were employed in construction work. There is scope of providing training for jobs in brick making, brick laying, house construction etc.

(C) TERTIARY HUMAN RESOURCES

Tertiary human resources are meant for services and are engaged in trade and commerce, transport and communication and in other services. As "... . tertiary production is commercial output of services rather than goods", ( Thoman and Corbin, 1974, p. 4 ). So tertiary human resources are the persons engaged in the commercial output of services rather than goods. In fact tertiary human resources are not the producers of commodities, but their efficiency and effectiveness play a very significant role in the enlargement and development of useful or desirable goods, the product of the human resources, engaged in primary or secondary occupations.

Human Resources Engaged in Trade and Commerce :

Trade and commercial activities are important activities in tertiary sectors of rural economy. A section of the rural society, though small, has made it an absolute source of livelihood. However, these activities are poorly developed and engage a very small fraction of the total workers.

Table - 7.11 and Figure - 7.6 show the utilization pattern of human resources engaged in commercial activities in the Block .

TABLE-7.11. Human Resources Utilization. In Commercial Activities

364

AGE GROUP		5-14		15-34		35-59		60 & +		TOTAL	
SEX		M	F	M	F	M	F	M	F	M	F
TOTAL %		1 (2.04)		22 (44.90)		19 (38.78)	1 (100)	7 (14.28)		49 (100)	1 (100)
UNDER UTILIZED	i*					1 5.26	1 100	2 28.57		4 (6.12)	1 (100)
	ii	1 100		2 9.09						3 (6.12)	
	iii										
	iv										
GRAND TOTAL										(12.24)	(100)
ADEQUATELY UTILIZED	i			2 9.09		2 10.53		2 28.57		6 (12.24)	
	ii			6 27.27		3 15.79		1 14.29		10 (20.41)	
	iii										
	iv										
GRAND TOTAL										(32.65)	
OVER UTILIZED	i			3 13.63		5 26.32		1 14.29		9 (18.37)	
	ii			6 27.27		6 31.58		1 14.29		13 (26.53)	
	iii			3 13.63		1 5.26				4 (8.16)	
	iv					1 5.26				1 (2.04)	
GRAND TOTAL										(55.10)	

\* LEVELS OF EDUCATION: i ILLITERATE ii BELOW MATRICULATE iii MATRICULATE & ABOVE  
iv PROFESSIONAL/TECHNICAL

BRACKETED LOWER FIGURES INDICATE % TO TOTAL MALE OR FEMALE WORKERS  
UNBRACKETED LOWER FIGURES INDICATE % WITHIN PARTICULAR AGE GROUPS



TRADE AND COMMERCIAL HUMAN RESOURCES UTILIZATION  
(Age, Sex and Educationwise)  
1984

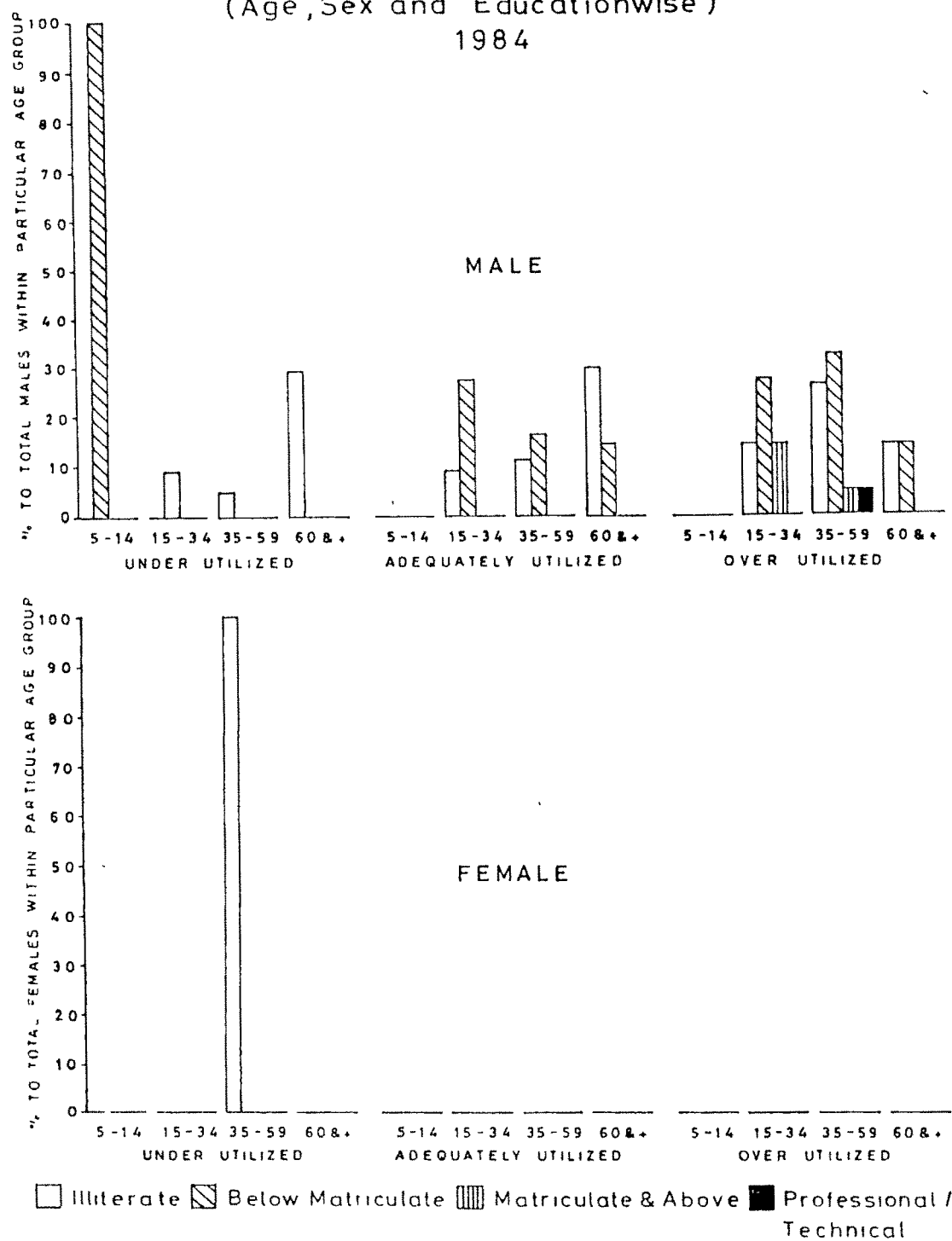


Fig. 7.6

In commercial activities, there were 5.22 % males and 0.53 % females to total male or female utilized human resources in the Block. In the age group of 5 - 14, there was only one male child worker ( 2.04 % ) . It is observed that the child worker below matriculation level of education was under-utilized in his own shops. Their shops are a source of side income to maintain big families. The parents, being engaged in other activities, often use their children for shop keeping. It is mainly because the children of such families are usually unwilling to go to schools. Such examples are more common in backward castes. There was no child labour in other two categories of utilization.

Of the total males engaged in commercial activities, the younger working age group of 15 - 34 comprises 22 males ( 44.90 % ). This age group consists of the largest percentage of manpower engaged in commercial activities.

Of the total males of this age group, 9.09 % were under-utilized and all of them were below matriculate. They were self - employed vegetable and fruit venders. It is observed that such activities are carried on by the poor and landless people with no other source of livelihood.

In adequately utilized category, there were

36.36 % males in which 9.09 % ( 2 ) were illiterate and 27.27 % ( 6 ) were below matriculate. All these illiterates were engaged in their own grocery shops, and sell some most wanted edible commodities such as salt, oil, cereal, spices, bidi, tobacco, etc., the daily requirements of the households. They take either cash or kind or both from the purchaser.

Of the total percentage of males of below matriculate category, 13.64 % were engaged in their own grocery shops, 4.54 % were engaged in cloth shops ( particularly in the villages where twice weekly markets are held ). 4.54 % were engaged in selling vegetables and 4.54 % were grain dealers purchasing surplus grains from the farmers and selling in the big mandies or nearby towns.

In over - utilized category of this age group, there were 54.53 % males in which 13.63 % ( 3 ) were illiterate. Of them, 4.54 % were engaged in selling home prepared milk product ( Khoya ), 9.09 % were engaged in grocery shops. 27 % ( 6 ) were below matriculate and of them 13.63 % were engaged in selling milk and another 13.63 % were engaged in selling Khoya or Mava. Three ( 13.63 % ), were from matriculate and above category and of them 9.09 % were engaged in selling grocery goods to the villagers and 4.54 % were engaged in selling milk.

Milk and Khoya are sold mainly in the nearest towns. Persons engaged in selling these items are daily commuters.

It is clear that more than 50 % of the total males of this age group are over - utilized. Secondly, in each utilization category the percentage of literate and educated workers is fairly high. Thirdly, 95 % of total males of age group of 15 - 34 belong to the backward casts. Fourthly, 64 % of the total males of this age group belong to the cultivator dominated villages and 36 % to the agricultural labourer dominated villages.

Older working age group (35 - 59 ) constitutes 38.78 % ( 19 ) males and 100%(1) female. Of the total males or females of this age group, one ( 5.26 % ) male and all females were under - utilized and all of them were illiterate. All males were blacksmiths and were engaged in selling implements for agricultural and domestic use. The implements were generally prepared at their own hearths. But the lone female was engaged in selling toddy.

Of the total males of this age group, 26.32 % were adequately utilized of which 10.53 % ( 2 ) males were illiterates and 5.26 % were shopkeepers and 5.26 % were hawkers. Three ( 15.29 % ) males were below matriculate in which 10.53 % were shopkeepers and 5.26 %

were engaged in selling coarse cotton cloths prepared either on their own looms or purchased ready - made from the nearest markets.

Over - utilized category comprises 68.42 % males to the total males of this age group in which five ( 26.32 % ) were illiterate and most of them were engaged in milk and Khoya seeling and some of them were engaged in their tiny grocery shops. Six ( 31.58 % ) were below matriculates and all of them were engaged in selling Khoya, skimmed and whole milk in the nearest towns. One (5.26%) was from matriculate and above category and engaged in fair - price shops. All of them were belonged to the forward castes. One ( 5.26 % ) male was professional medical practioner.

It is obvious from the above that the percentage of over - utilized workers in this age group is highest as against the workers of other age groups of this category. This is mainly because of the greater sense of responsibility, and the family burden. Secondly, in each category ( except under - utilized ), the percentage of literate and educated workers is fairly high. Thirdly, 89 % of the total workers of this age group were of backward castes and most of them were in cultivator dominated villages.

Over - working age group ( 60 and above ) comprises only seven ( 14.28 % ) superannuated or less utilizable males engaged in commercial activities in the Block.

Out of total males of this age group, two ( 28.57 % ) were under - utilized and they were illiterate. One was engaged in selling wood materials used in agricultural activities or for domestic purposes, and another one was engaged in selling toddy in his house.

In the adequately utilized category there were 42.86 % of males in which two ( 28.57 % ) were illiterate and one of them was engaged in selling toddy and another one belonging to the Muslim community did the business in animal flesh ( they are locally called 'Cheeks' ). One ( 14.29 % ) male was below matriculate and was engaged in his small grocery shop.

In the over - utilized category, there were 28.58 % males of which, 14.29 % (1) was engaged in Khoya selling and was reported illiterate. Another 14.39 % (1) was engaged in selling milk and was below matriculate.

It is apparent from the above that the percentages of under - utilized and adequately utilized males of over - working age group is higher than males of other age groups, except for the under - working age group. The

highest percentage in under - utilized and lowest percentage in over - utilized categories are because of their old age. But, the persons of adequately utilized indicate the pressure of their socio - economic burden and in such circumstances they have to work in commercial activities. Secondly, in each utilization category, the percentage of illiterate is higher. Thirdly, more than 50 % of the total males of this age group were in agricultural labourer dominated villages and most of them were of backward castes.

At all age groups, in all utilization categories, it is found that the child labour of under - working age group were highest in under - utilized category. Secondly, in the adequately utilized category, the over working age group manpower constituted highest percentage. In over - utilized category, the manpower of working age groups constituted the highest percentage, in which the participation of older working age group ( 35 - 59 ) is highest. This may be because of their sense of responsibility towards their families.

In respect to educational attainment, it is observed and found that almost in each age group and in each utilization category ( except in the utilization category of over working age group and, in under - utilized category of older working age group ) the percentage of

below matriculate males is higher than other levels of education. It is also observed that the percentage of below matriculates is higher in rural commercial persu-  
ite.

Second observation is that the percentage of literate and educated manpower decreases with increase in age. It indicates the growing awareness ( for the need for education ) among the workers of under - work-  
ing age group and younger working age group.

Third observation is that the workers who prossess higher levels of education are over utilized and those with lower levels of education are adequately and under - utilized, in commercial activities. On this basis we can say that as the levels of education increases the percentage of over utilization of human resources in commercial activities increases. It means the development of commercial activity like other activities depend largely on the development of the human resources because "educational level of the labour force affects the volume of production" ( Kothari, 1965, p. 3 ),and "each level of capital intensity requires a labour force, with a determined level of education"( Correa, 1963, p. 183 ).

Fourth observation is that in each category, and in each age group, the percentage of backward castes



workers is higher and with the increasing age group their percentage of participation decreases whereas the participation of the same age group of the scheduled caste and Muslim workers has been found increasing in commercial activities.

Fifth observation is that out of the total male human resources engaged in commercial activities, 86 % were of backward castes and out of them 37 % were engaged only in selling milk and milk products ( Khoya, Cream, etc. ). All of them are over - utilized as they have to commute everyday. It takes more than 8 hours of their time ( daily ) throughout the year. 33 % were engaged only in a smaller Kirana or grocery shops. Most of them are over - utilized. 16 % were engaged in other commercial activities such as in selling vegetables, fruits, etc., either sitting at one place or moving from village to village.

Out of the total utilized human resources engaged in commercial activities 2 % were forward caste workers and all of them were engaged in fair price shops and are over - utilized. 4 % were Muslims and 50 % of them were engaged in coarse textiles trade. Another 50% were engaged in sale and purchase of live goats. All of them were adequately utilized. 8 % were scheduled caste workers and most of them were engaged in selling

toddy and other goods, either prepared in their households or collected from the surrounding area.

All females of scheduled caste were found engaged in selling toddy and other things and are under-utilized.

Over all it is found that out of the total human resources engaged in the commercial activities, 12.24 % males and 100 % females were under - utilized in which 6.12 % males and all females were illiterate. Another 6.12 % males were below matriculate. 32.65 % only males were adequately utilized and 55.10 % only males were over - utilized and in both categories the percentage of literate and educated manpower is fairly high.

From the census information it has been found that there are seven big villages namely Oiara, Sonmai, Pabhera, Chistipur, Nataul, Panditganj, and Nadwan where markets are held twice a week and some essential goods are marketed. Yet these markets do not fulfil the needs for local villagers of the area and often they have to go to the nearby towns to purchase their goods not available in their local twice-weekly markets. Larger demands and less supply requires the expansion of the existing local markets. Therefore, the development of the existing markets is essential for the efficient and rational

utilization of unutilized human resources available in the Block. Some new market centres may also be developed to meet the needs of the villagers.

Almost all categories of human resources engaged in commerce are self-employed which is a good sign of developing rural economy. Therefore, they should be provided with credit and other impetus from the cooperative societies, banks and government agencies. For this purpose, particularly cooperative societies and other financing institutions should be established in the area which may also provide employment opportunities for the unutilized manpower particularly educated human resources. This would be a step forward in the rural development.

Particular emphasis should be laid to promote the household industries in the Block. There are about 23 % males and 49 % females ( 1984 ) from the working age groups lying unutilized. If these activities are promoted, a fraction of them may avail a fair chance of employment. It would further promote commercial activities in the area in which another fraction of the total unutilized human resources may avail a chance of employment. This would contribute to the development of rural economy of Dhanarua Block.

It is to be noted that there is a slow shift

in workers participation rate from the primary activities to secondary and tertiary activities. The percentage of male workers in commerce has shown a growing trend of their utilization during the period of last 14 years. In 1971 the percentage of male workers to the total male workers engaged in commercial activities was only 2.21 % . By 1984 the percentage has increased to 5.22 % whereas the percentage of females in the same occupation and during the same period has declined from 0.79 % to 0.53 %. This clearly shows that participation of males in the commercial activities is increasing whereas it is decreasing in case of females. However, a proper incentive for more benefits may promote the interest of females in these activities. The rising percentage of males is a healthy sign of the inclination of the people for better and more profitable self-contained activities assuring more dependable measures of prosperity. If incentives, financial support and proper guidance are extended to these people, it may be consequential to a rapid development of the rural economy of the Block.

#### Human Resources Engaged in Transport and Communication :

Human resources contributing their physical and mental capacity in transport and communication provide

essential services for the development of both the rural and urban economy. Transport fulfills in the economy of the area concerned the same function as arteries and veins do in a human body. As "transport facilities constitute one of the major determinants of economic and social progress" ( Tripathi, 1972, p. 133 ). So the persons engaged in providing these services are equally vital to the social and economic progress.

Table - 7.12 clearly shows that in this Block there was neither child nor old labour engaged in transport and communication in 1984. People of only younger and older working age groups were being utilized in this activity.

Younger working age group ( 15 - 34 ) constitutes of only eight ( 47.06 % ) males out of total males engaged in transport and communication activities. All of them were adequately utilized.

Of the total males of this age group one (12.50 % ) was illiterate ( Scheduled caste ) and engaged in driving bullock cart in carrying mainly goods. Five ( 62.50 % ) were below matriculate in which three (37.5 %) were Khalasis ( attendants ) on Patna - Masaurhi bus, one ( 12.5 % ) a railway cooli and one (12.5 % ) a railway clerk. All these workers belonged to backward castes. Two ( 25% )

TABLE-7.12. Human Resources Utilization : In Transport  
And Communication

AGE GROUP		5-14		15-34		35-59		60 & +		TOTAL	
SEX		M	F	M	F	M	F	M	F	M	F
TOTAL %				8 (47.06)		9 (52.94)				17 (100)	
UNDER UTILIZED	i*										
	ii										
	iii										
	iv										
GRAND TOTAL											
ADEQUATELY UTILIZED	i			1 12.50						1 (5.88)	
	ii			5 62.50		4 44.44				9 (52.94)	
	iii					1 11.11				1 (5.88)	
	iv			2 25.00		3 33.33				5 (29.42)	
GRAND TOTAL										(94.13)	
OVER UTILIZED	i					1 11.11				1 (5.88)	
	ii										
	iii										
	iv										
GRAND TOTAL										(5.88)	

\* LEVELS OF EDUCATION: i ILLITERATE ii BELOW MATRICULATE iii MATRICULATE & ABOVE  
iv PROFESSIONAL / TECHNICAL

BRACKETED LOWER FIGURES INDICATE % TO TOTAL MALE OR FEMALE WORKERS  
UNBRACKETED LOWER FIGURES INDICATE % WITHIN PARTICULAR AGE GROUPS

were with professional / technical level of education in which one was engaged as telephone operator and another one as wireless operator. They belonged to the backward castes and were employed outside the area but with very close link with their native villages.

It is found that more than 85 % of the total workers of this age group belonged to the backward castes and less than 15 % to scheduled castes. Among them more than 60 % were employed in local transport and less than 40 % in communication outside the area. The main reason for adequate utilization is that all of them are full time employee.

Older working age group ( 35 - 59 ) constitutes, the largest component nine ( 52.94 % ) males in transport and communication activities. Out of the total males of this age group 88.88 % were adequately utilized in which four ( 44.44 % ) were below matriculate and all of them belonged to the backward castes. Of the total below matriculate persons in this category, two (22.22 %) were Khalasis on trucks and buses, one ( 11.11 % ) a conductor and another one ( 11.11 % ) was engaged in driving horse cart. One ( 11.11 % ) of the males of this age group was post matriculate and was employed as a clerk in railways. Three ( 33.33 % ) of the males of

this age group were with professional/ technical level of education and all of them were bus drivers in the Patna - Masaurhi state highway. Only one ( 11.11 % ) male was illiterate and over - utilized as a rickshaw puller. He was self employed.

From the above discussion it is clear that in transport and communication only younger and older working age groups workers were engaged and most of them belonged to the backward castes.

Another fact is that only 11.76 % males were illiterate and 88.24 % males were literate and educated in which the percentage of workers of below matriculate is very high and most of them are Khalasi, coolie, conductor, etc.

Persons possessing professional / technical education ( mainly skills ) are mostly engaged as bus drivers in miny private buses. some of them are engaged as telephone or wireless operators outside the area.

On the whole it is observed that in transport and communication only male human resources are engaged and most of them are literate and educated. With the development of transport and communication there will be expansion of job market for the newly educated and



technically trained youths of the area.

Human Resources Engaged in Other Services :

Other services are concerned with social, educational, administrative ( governmental and non - governmental ), professional, medical, financing, defence, religious, and other activities not classified elsewhere. Persons of this Block engaged in these activities are the human resources under this category. 17.80 % males and 2.13 % females to total utilized male or female human resources were engaged in this category. Table - 7.13 and Figure - 7.7 show their utilization pattern ( both sexes ) in these services, based on age and education.

In the under - working age group of 5 - 14 years there were only five ( 2.99 % ) male children engaged in 'other' services. There was no female child labour in this category. Out of the total male child labourers two ( 40 % ) were adequately utilized; all were illiterate and belonged to backward castes. They were working as domestic servants in cultivator's households. 60 % of them were over-utilized in which 40 % were illiterate and 20 % below matriculate. They were also domestic servants belonging to backward castes.

TABLE-7.13. Human Resources Utilization : In Other Services

AGE GROUP		5-14		15-34		35-59		60 & +		TOTAL	
SEX		M	F	M	F	M	F	M	F	M	F
TOTAL		5		85	1	75	3	2		167	4
%		(2.99)		(50.90)	(25.00)	(44.91)	(75.00)	( 1.20)		(100)	(100)
UNDER UTILIZED	i*			1		1				2	
				1.18		1.33				( 1.20)	
	ii			6		1				7	
				7.06		1.33				( 4.19)	
iii						1				1	
						1.33				(0.60)	
iv				1						1	
				1.18						(0.60)	
GRAND TOTAL										(6.59)	
ADEQUATELY UTILIZED	i	2		10		4				16	
		40.00		11.76		5.33				(9.58)	
	ii			32		31	2	2		65	2
				37.65		41.33	66.67	100		(38.92)	(50.00)
iii				23	1	25				48	1
				27.06	100	33.33				(28.74)	(25.00)
iv				9		10	1			19	1
				10.59		13.33	33.33			(11.38)	(25.00)
GRAND TOTAL										(88.62)	(100)
OVER UTILIZED	i	2		3						5	
		40.00		3.57						( 2.99)	
	ii	1								1	
		20.00								( 0.60)	
iii						1				1	
						1.33				( 0.60)	
iv						1				1	
						1.33				( 0.60)	
GRAND TOTAL										( 4.79)	

\* LEVELS OF EDUCATION: i ILLITERATE ii BELOW MATRICULATE iii MATRICULATE & ABOVE  
iv PROFESSIONAL/TECHNICAL

BRACKETED LOWER FIGURES INDICATE % TO TOTAL MALE OR FEMALE WORKERS  
UNBRACKETED LOWER FIGURES INDICATE % WITHIN PARTICULAR AGE GROUPS

# HUMAN RESOURCES UTILIZATION: IN OTHER SERVICES (Age, Sex and Educationwise)

1984

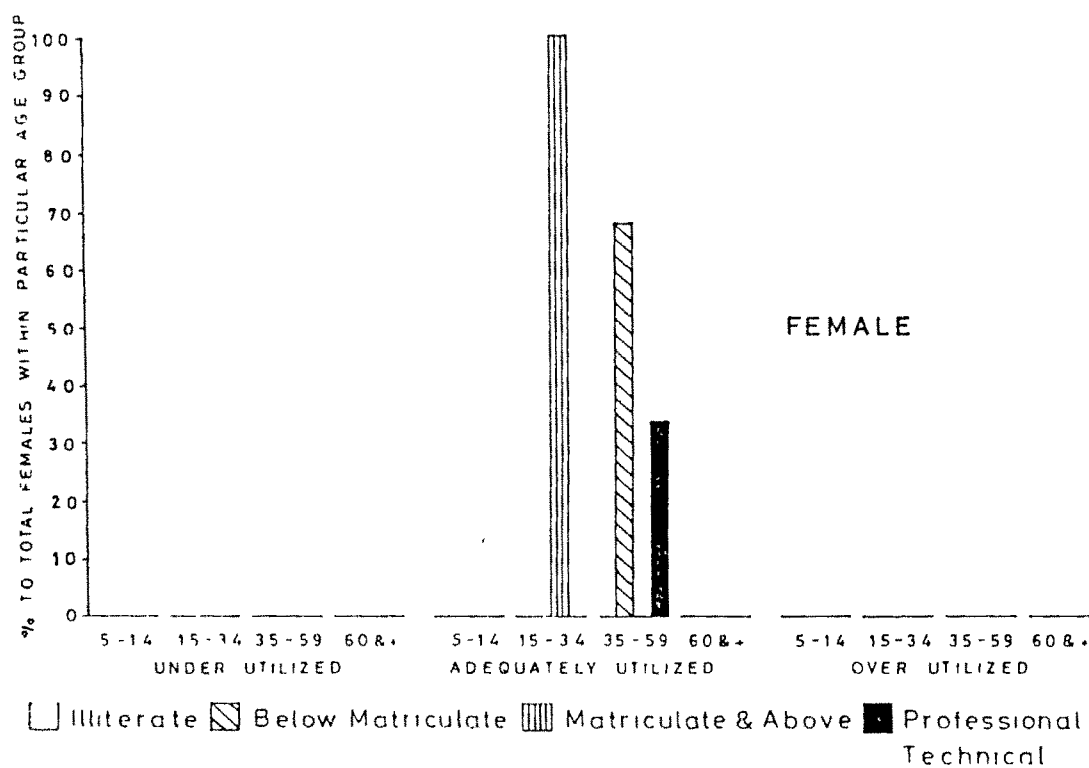


Fig 7 7

All children, as domestic servants, were found in ALD villages and belonged to backward caste families. 80 % of them were illiterate due to their poor socio - economic conditions, which compel them to get employed at early ages. They have to work for more than 8 hours a day through-out the year. The parents under in pressure of debt willingly allow their children to get employment though the children sometimes do not wish to work. Over-utilization of children is not rational and is harmful to future development of human resources. This stunts their physical and mental growth, weight, normal height and reduces other human qualitative values needed in production processes in the society.

Younger working age group of 15 - 34 years comprises the highest number ( 84; 50.90 % ) of male human resources, whereas only one ( 25 % ) female engaged in other services. Out of the total males of this age group eight ( 9.42 % ) were under - utilized in which one ( 1.18 % ) was illiterate ( backward caste ) and was self employed as a barber. Six ( 7.06 % ) males (below matriculate ) comprised one forward caste and five backward castes. Of them two were compounders and four advocates clerks and tutors. One ( 1.18 % ) male was working as typist and belonged to backward caste. There was no female in under - utilization category.

74 ( 87.06 % ) males and one ( 100 % ) female were adequately utilized of which ten (11.76 %) males ( illiterate ) were working as domestic servants. All of them were from backward castes. They are provided with cash, kind or land as their salary. They are socio - economically poor and generally found in CD villages. 32 ( 37.65 % ) males were below matriculate in which 15 were employed outside the area as policemen. Most of them belonged to the backward castes. Four were peon in schools, college and most of them belonged to the scheduled castes. Three belonging to backward castes were employed as health workers in health centres. Another three males belonging to backward castes were working as Barahils who look after the property and supervise works in the richer families. Again three males were working as primary school teachers in different villages of the area. All these were from backward castes. Two were Mukhias in the village Panchayats belonging to backward and forward castes. One scheduled caste person was sweeper and one backward caste person a barber.

23 ( 27.06 % ) of males and one ( 100 % ) female were matriculate and above in which 11 (12.94 %) males were teaching in Primary or middle schools. Most of them belonged to backward castes. Three ( 3.53 % )

males were in police services outside the area, other three person ( 3.53 % ) were clerks in schools, again three persons ( 3.53 % ) were health workers, one ( 1.18 % ) was librarian in a college. Most of them were from backward castes. One ( 1.18 % ) male was self employed as barber, and another ( 1.18 % ) washerman and belonged to backward and scheduled castes.

Only one female ( 100 % ) of this age group was reported as teacher in middle school. She was post matriculate and belonged to backward caste.

Nine ( 10.59 % ) males of this age group were professionals / technical persons in which three ( 3.57 % ) were typists and belonged to forward castes, two ( 2.36 % ) were trained teachers in high schools and belonged to backward castes, two ( 2.36 % ) were self - employed as homeopathic doctors in their own clinic and belonged to backward castes, one ( 1.18 % ) was overseer and another ( 1.18 % ) a mining engineer, both from backward castes serving outside the area.

In the over - utilization category there were only three ( 3.57 % ) males who were serving as domestic servants in the houses of richer families. All of them belonged to the backward and scheduled castes.

14 ( 16.47 % ) males of this age group were illiterate in which 13 ( 15.29 % ) were domestic servants and one was barber. 71 ( 83.53 % ) males were literate and educated and were working in various services.

Approximately two - third males of this age group belonged to CD villages and less than one - third to ALD villages. This means that the participation rate of the workers in other services is fairly high in CD villages because of differential development of human resources ( in terms of levels of educational attainment ) in the respective category of villages.

It is also clear from the Table-7.13 and figure-7.7 that most of the literate and educated human resources of the younger working age group were adequately utilized in different services, mostly in the Block itself.

In the older working age group ( 35 - 59 ) 75 ( 44.91 % ) males and 3 ( 75 % ) females were engaged in other services. Among the males 3 (4%) were under utilized in which one was professional barber ( illiterate, backward caste ), another ( below matriculate, forward caste ) self - employed priest doing religious works in other houses, and the third ( post matriculate,

backward caste ) was in police service. There was no female in this category.

In adequately utilized category of this age group there were 70 ( 93.33 % ) males and three ( 100% ) females in which 4 ( 5.33 % ) males ( illiterate backward castes ) were working as domestic servants; 31 ( 41.33 % ) males and two ( 66.67 % ) females were below matriculate in which 11 ( 14.67 % ) males were working in police services, five ( 6.67 % ) males were teaching in primary and middle schools in the area; other five ( 6.67 % ) males were serving as peons in the schools or government offices outside the area, three ( 4 % ) males ( backward castes ) were clerks in government services outside the area, other three ( 4% ) males were working as Jamadars. They were forward castes. Four ( 5.33 % ) males ( backward castes ) were engaged in different services in the Block as health workers, Chaukidar, Gramsevak, etc.

Among the females of this age group, one ( 33.33 % ) backward caste was teaching in primary school and another ( 33.33 % ) forward caste was working in Block. headquarter as a Gramsevika.

25 ( 33.33 % ) males of this age group were matriculate and above in which ten ( 13.33 % ) were clerks in different government offices outside the area; five of



them belonged to the backward castes and five to forward castes. Five ( 6.67 % ) males were school teachers. Three ( 4 % ) were in different government services as supervisors outside the area, 2 ( 2.67 % ) belonging to backward castes and one to forward castes (2.67%) were in police services, other two forward castes ( 2.67 % ) were accountants outside the area. Three backward castes persons ( 4 % ) were peons and health workers.

10 (13.33 % ) males of this age group were professionals / technical persons of which 8 (10.67 % ) were trained teachers working in high schools. Most of them belonged to the backward castes, two ( 2.67 % ) were forward castes of which one was lawyer and another a doctor. One female of the professional / technician category was working as a middle school teacher.

Among over - utilized persons of this age group one ( 1.33 % ) male ( matriculate, scheduled caste ) was school clerk and another a self employed doctor ( backward caste ) in his clinic in his own village.

Above discussion shows that only 4 % males of the older working age group were under-utilized, 93.33 % were adequately utilized and 2.67 % over - utilized . In each utilization category the percentages of

literate and educated males and females were fairly high. Secondly, the percentage of backward castes in this age group was fairly high followed by forward castes, Muslims and scheduled castes in that order. It was also found that 65 % of the total male workers and all females of this age group were in the CD villages and 35 % males in ALD villages. Such differences are mainly because of differential development of human resources, in terms of levels of education ). The percentage of literate and educated persons ( which indicates the levels of human resources development ) is higher in the CD villages than that in ALD villages ( Chapter - 5, Table - 5.3 ).

Over working age group of 60 and above years comprises only two ( 1.20% ) males engaged in the category of other services. Both were adequately utilized and were below matriculate. Both belonged to backward castes and were self - employed in their traditional occupation as barber.

On the whole it was found that there was neither male child labour nor superannuated human resources in the under - utilization category of other services in the Block. Some males from working age groups were under - utilized.

Utilization of each age group human resources

(except under working age group of 5 - 14 years ) was fairly adequately. The percentage of adequately utilized illiterate human resources was highest in child labour, followed by younger working age group and older working age group. The percentage of below matriculate human resources in the adequately utilized category was highest in over working age group followed by older working and younger working age group. Similarly the percentages of matriculate and above and professionals / technicals were highest in older working age group followed by younger working age group ( Fig.- 7.7 ), though in terms of absolute number younger working age group constituted highest number, followed by older working age group. The numbers of child labourers and superannuated workers were equal ( Table - 7.13 ).

In the over-utilized category male child human resources constituted the highest percentage, (in which illiterates were double the number of literate and educated ). They were followed successively by younger working age group and older working age group. Higher incidence of over-utilization among the male child labourers is because of the fact that all children were domestic servants of rich families where their master takes more than 8 hours of work a day. In a

sense, they are twenty-four<sup>hour</sup>/<sub>servants</sub> without any fixed time of leisure or fixed day of leave. They are thus the over exploited ones, when their need was for training and education to be full grown useful utilization in future.

In the case of women human resources it was found that no womanpower of any age group was under - utilized and over-utilized.

Thus, it was found that most of the men and all women power were adequately utilized.

Out of the total males or females engaged in different services 63 % males and 75 % females belonged to backward castes, 25 % males and 25 % females forward castes, 8 % males to scheduled castes and 4 % males to Muslim community.

64 % males and 100 % females engaged in other services belonged to CD villages which also indicates that the level of education and percentage of educated workers is higher in the CD villages than that in ALD villages.

#### (D) OTHERS

#### Unutilized Human Resources : Students and Non-students :

Those persons who are physically or mentally

not engaged in any economically productive work have been considered as unutilized human resources. They have been broadly classified into two categories - students and non-students. First category covers all full time students attending educational institutions including those preparing for occupation or profession courses. Though some students casually participate in some works such as in family cultivation, household industries, commercial activities, etc.; but they are unpaid family workers and their main activity is full time study. So, on the basis of the main activity of the individuals the above categories have been made to show the pattern of unutilized human resources. Second category covers all dependents such as infants, children below 15 years ( not at work ), persons even from working age groups ( not at any economically productive work ), retired persons, rentiers persons performing household duties without remuneration, persons preparing for an occupation or profession and supported by their families, persons seeking work, beggars, inmates of penal, mental or charitable institutions, etc.

Persons falling under above mentioned categories are also simply called as non-workers and according to the concept of human resources all non-workers, (except those who are unable or may not perform any work at all), are also human resources, though unutilized. But if they

are provided opportunities of work and incentives for future prospects with ample infrastructure required they will become active human resources contributing to the well being of the area.

Even incapable persons such as infants would become able after attaining their working ages. They are potential human resources. But those who are naturally physically or mentally handicapped or may never be made able to perform any work at all including criminals, lunatics, beggars, etc., may not be considered as potential human resources.

It has been mentioned earlier that 52.51% males and 88.67 % females of the area were unutilized human resources or non-workers (1984). Table-7.14 shows the distribution pattern of different types of unutilized human resources in the Block.

#### Unutilized Students :

From the table it is discernible that the students have been classified into two categories — students of under working age group and students of younger working age group. This classification has been made to show the varied characteristics of students regarding their strength, levels of education, activeness, awareness







Contd.... Table - 7.14

Category of Unutilized Human Resources (Age Groupwise)	Total Males and Females		Percentage to Total Males or Females		Percentage to Total Males or Females in Respective categories							
					Leavels of Education							
	M	F	M	F	Illiterate	Below Matriculate	Matriculate and Above	Professional/ Technical				
					M	F	M	F	M	F	M	F
Persons of Over Working Age Group (60 and Above) Years	57	121	5.50	8.23	73.68	97.52	26.32	2.48	-	-	-	-
GRAND TOTAL	1037	1471	100.00	100.00	43.97	71.18	45.03	27.53	9.93	1.02	1.06	0.27

Source : Author's Survey, 1984.

towards seeking jobs, etc. All these categories vary with age of the individuals.

Among the students of under working age group there were 327 ( 31.53 % ) males and 184 (12.51 % ) females. Out of these male students 99.69 % were below matriculate and only 0.31 % were matriculate and above whereas all female students of this category were below matriculate.

Among the students of younger working age group there were 152 (14.66 %) males and 18(1.22 % ) females of which 50 % male students and 66.67 % female students were below matriculate, 46.71 % male students and 33.33 % female students were matriculate and above, and 3.29 % male students were professionals / technicals.

Table - 7.14 clearly shows that the percentages of male and female students were fairly high in the category of under-working age group than that in younger working age group. The reasons of this difference are obvious. Most of the students ( particularly male students ) of younger working age group might have entered into working force either under compulsion of their poor socio - economic circumstances or unwillingness to prosecute further studies due to lack of apptitude.

Almost all boy and girl students are below matriculate in the category of under-working age group

which is quite natural. The percentage of students of younger working age group is lower but has increased in the educational levels of matriculate and above, and professional / technical education. This is in keeping with the age differential.

It has been observed that the percentage of boy students is fairly high than the percentage of girl students. This is because of the parents' deep rooted traditional bias against female education. Inhibition of sending girls to boys schools and non - availability of girl's schools in the vicinity are also potent factors.

Therefore, attempts should be made so that "all boys and girls up to a certain age compulsorily attend school. Further selective education must provide equal, if not preferential, opportunities to girls", ( Hindustan Times, Oct. 5, 1985, p. editorial ).

Unutilized Non - Students :

In the category of other dependents, male or female infants comprise 26.03 % and 14.96 % in total unutilized male or female human resources. The variation in their percentages is due to differential birth and death rates. As it has been stated earlier, the birth rate of boys per thousand males is higher than that of

girls per thousand females.

Children ( other than students ) of under working age group constitute 13.50 % males and 15.70 % females in the total unutilized male or female human resources of the Block. Of the total male or female children 92.86 % males and 93.51 % females were illiterate and only 7.14 % males and 6.49 % females were with any level of education. Such a high percentage of illiteracy among children was baffling. Actually, they are in the age of compulsory schooling yet they were not students. They engage themselves either in their domestic works or just loiter about doing nothing useful, but more often than not indulging in activities harmful to the society.

Persons of younger working age group comprise 7.33 % males and 28.62 % females in the total unutilized male and female human resources respectively. Of the total males or females of this category 13.16 % males and 61.52 % females were illiterate, 50 % males and 35.39 % females were below matriculate, 31.58 % males and 2.14 % females were matriculate and above, and 5.26 % males and 0.95 % females were professionals / technicals. It is clear that the percentage of illiterate women in this category was very high than that of illiterate men.

The great difference between the percentage of males and females is mainly due to differential employment in primary, secondary and tertiary sectors of rural economy. It is known fact that more males enter into some types of occupation than the females.

Persons of older working age group comprise 1.45 % males and 18.76 % females in the unutilized category in which 26.67 % males and 84.78 % females were illiterate, 13.33 % males and 15.22 % females were matriculate and above, 46.67 % males were matriculate and above, and 13.33 % males were professionals / technicals. It is evident that the percentage of illiteracy in both sexes was higher and more among the females than among the persons of younger working age group. Higher dependence of females in working age groups may be brought down to parity with males providing greater incentives of work alongwith household duties or chores. This is possible after creating adequate job opportunities according to their skills and aptitude.

Persons of over working age group constitute of 5.50 % males and 8.23 % females. Of the total males or females of this category 73.68 % males and 97.52 % females were illiterate, 26.32 % males and 2.48 % females were below matriculate. This category shows the lack of higher education, reasons for which are the

same as with the working age groups. Even in this age group the percentage of unutilized superannuated males was lower than that of females.

As a whole it is found that 43.97 % males and 71.18 % females to total unutilized male or female human resources were illiterate, 45.03 % males and 27.53 % females were below matriculate, 9.93 % males and 1.02 % females were matriculate and above, and 1.06 % males and 0.27 % females were professionals / technicals in the Block. It is apparent that more than 55 % of the total unutilized males and less than 30 % of the total unutilized females were literate and educated. Such a higher percentage of illiteracy particularly in females is a baffling problem. It should be lowered down which would help them in getting works in economically productive activities. Thus the creation of job opportunities and rational human resources utilization is must for all round development of the Block.

It has also been found that 73% male students and 92 % female students belonged to the backward castes. This high percentage of backward caste students is due to the majority of backward caste population in the Block. 13 % male students and 4 % female students were forward castes. 10 % male and 2 % female students were Muslims.

In the category of non-students 64 % males and 76 % females belonged to backward castes. 18 % males and 14 % females belonged to forward castes, and 4 % males and 2 % females to Muslims. Demographically, this is a backward castes dominated Block.

Unutilized Human Resources : Seeking Jobs :

In 1984 a part of the total unutilized male or female human resources was in the category of job seekers.

Of the total unutilized males or females 102 ( 9.84 % ) males and 31 ( 2.11 % ) females were job seekers. Category of job seekers comprises students and others of the working age group of 15 - 34 years. Students job seekers constitute of 57 ( 55.88 % ) males and four ( 12.90% ) females. In the category of others there were 45 ( 44.12 % ) males and 27 ( 87.10 % ) females among total male or female job seekers, ( Table - 7.15 ).

Table - 7.15 shows the pattern of work seekers according to their age and educational level.

It is clear from the Table - 7.15 that there are no work seekers below 15 years and above 34 years of age. All job seekers fall in the younger working age group of 15 - 34 years.

TABLE - 7.15

Non - Workers : Seeking Jobs (15 - 34)

Category	Total Persons	Levels of Education							
		Illiterate Below Matriculate				Matriculate and Above			
		M	F	M	F	M	F	M	F
Students	57	4	-	8	-	45	4	4	-
				14.04*	-	78.94	100.00	7.02	-
Others	45	27	-	2	19	17	22	4	4
				7.41	42.22	62.96	48.89	14.82	14.82
GRAND TOTAL	102	31	-	27	17	67	8	8	4
				(6.45)**	(26.47)	(54.84)	(65.69)	(25.81)	(7.84) (12.90)

Source : Author's Survey, 1984.

\* : Unbracketed lower figures indicate the percentages in respective categories.

\*\* : Bracketed lower figures indicate the percentages to grand total males or females.



Student Job Seekers :

In the category of students there were eight ( 14.04 % ) males of which 4 ( 7.02 % ) belonged to the backward castes, 3 ( 5.26 % ) scheduled castes and one ( 1.75 % ) forward caste. All these students were seeking jobs preferably white collar jobs.

45 ( 78.94 % ) male students and four ( 100 % ) females students were matriculate and above in which 30 ( 52.63 % ) males belonged to the backward castes, 10 ( 17.54 % ) males to forward castes, four ( 7.02 % ) males to scheduled castes and one ( 1.75 % ) male to Muslims. Out of the total male students of these castes and of this level of education 27 ( 60 % ) were seeking teaching jobs either within the area or outside and 18 ( 40 % ) were seeking clerical jobs. Out of the total female students of this level of education 2 ( 50 % ) belonged to the forward castes and another 2 ( 50 % ) to backward castes and all of them were looking for teaching jobs.

Four male students ( 7.02 % ) were professionals/ technicals, one ( 1.75 % ) from each forward caste, backward caste, scheduled caste and Muslims. They were looking for teaching, typing or mechanical jobs.

It is clear that the percentage of job seekers

is highest among colleges or universities students. It seems that generally after completing school education students start seeking jobs. Lowest percentage is in professional / technical category indicating either scarcity of candidates with such qualification or ready employment of such trained personnel leaving only a few searching for jobs. Most of the students go in for formal education taking Arts, Science or Teachers Training courses. Therefore, students should be provided facilities for professional courses and technical knowhow which may reduce the dependence ratio of the manpower in the area.

Non - Students Job Seekers or Others :

In the category of 'others' there were two ( 7.41 % ) illiterate females belonging to backward caste and looking for work involving manual labour to support themselves or their family members.

19 ( 42.22 % ) male and 17 ( 62.96 % ) female job seekers were below matriculate. Among the males with this level of education 8 ( 17.78 % ) belonged to backward castes, 7 ( 15.56 % ) to forward castes, and 4 ( 8.89 % ) to scheduled castes. Most of these persons were searching for the jobs as peons, teachers and police constables. Among the females 10 ( 37.04 % ) came of backward castes and 7 ( 25.92 % ) of forward castes.

They were seeking jobs in profession like nursing, tailoring, teaching, etc.

22 ( 48.89 % ) male and four ( 14.82 % ) female job seekers were matriculate and above . Among the males 13 ( 28.89 % ) belonged to forward castes, 7 ( 15.56 % ) to backward castes and 2 ( 4.44 % ) were Muslims. Most of them wanted to be teachers and some of them were searching for clerical, police jobs, etc. Among the females with this level of education three ( 11.11 % ) were of forward castes and one ( 3.71 % ) of backward caste and all of them were seeking teaching jobs within the Block.

Four ( 8.89 % ) male and four ( 14.82 % ) female job seekers were with professional / technical qualifications. All the males with this type of education were from the backward castes and most of them were seeking teaching jobs as they had received teacher's training while some of them were seeking jobs as typist or mechanics. Among the females of this type of education three (11.11%) belonged to the backward castes and one ( 3.71 % ) to forward castes. All these females were seeking government jobs as tailoring as they had been trained as tailors.

It is clear that the highest percentage of males who seek jobs is with matriculation and higher levels of education and a majority of them come from the forward

castes but among the females who seek jobs highest percentage is of under matriculates and most of them come from the backward castes. Among females the percentage of job seekers with professional or technical qualification is slightly higher than among the males.

As a whole it has been found that 6.45 % female job seekers were illiterate looking for wage oriented labour jobs for sustenance and support for themselves and their family.

27 ( 26.47 % ) male and 17 ( 54.84 % ) female job seekers were below matriculate 67 ( 65.69 % ) males and eight ( 25.81 % ) females were matriculate and above. Eight ( 7.84 % ) males and four ( 12.90 % ) females were professionally / technically qualified.

Of the total male or female job seekers 53.33% males ( comprising 33.33 % students and 20 % other), 54.84 % ( 6.45 % and 48.39 % ) females were from the backward castes; 32.38 % ( 11.43 % and 20.95 %) males and 41.94 % ( 6.46 % and 35.48 % ) females were from the forward castes; 11.43 % ( 7.62 % and 3.81 % ) males and 3.22 % ( only others ) females were from scheduled castes; and 2.86 % ( 1.90 % and 0.96 % ) males were Muslims. On the basis of this it can be said that in seeking jobs backward and forward caste students and non-students are far

ahead than scheduled caste and Muslim students. This is mainly because of education. Socio-economically also they are far better.

However, smaller number of job seekers among the scheduled castes and Muslims may also be due to job reservation policy of the government by dint of which majority of them might have got employment as soon as they possessed the requisite qualification and applied for job obviating the need for remaining on the list of job seekers. Rather, there are more jobs than qualified job seekers among them. Therefore, the need is to make them qualified for the jobs awaiting them.

Another fact is that more than 50 % male and female job seekers have preference for teaching either within the area or outside. This is probably due to the recent improvement in pay scale of teachers and government take over of schools.

#### Utilized Human Resources : Seeking Jobs :

Some of the workers falling under agricultural or non-agricultural sectors of rural economy were seeking jobs. They were either under-utilized or under salaried, or they have no job satisfaction.

The working job seekers have been classified

into three categories —cultivators, agricultural labourers and others ( non - agricultural ).

Out of the total male ( 938 ) or female ( 188 ) workers of the Block, 104 ( 11.09 % ) males and nine ( 4.79 % ) females were seeking for a change in their jobs.

There were 63 ( 15.59 % ) male job seekers among the total male cultivators ( 404 ) in the Block. Among the total agricultural labourers ( 200 ) males and ( 143 ) females, 18 ( 9 % ) males and eight ( 5.59 % ) females were seeking jobs . In the same way, out of the total non-agricultural workers ( 334 males and 45 females ) 23 ( 6.95 % ) males and one ( 2.63 % ) female were seeking jobs.

Table - 7.16 clearly shows the pattern of job seekers according to their age and education in each category.

#### Cultivators :

In the category of cultivators there were 63 males, and out of them 58 ( 92.06 % ) were in the younger working age group ( 15 - 34 ) in which 40 ( 63.49 % ) were below matriculate ( comprising 50.79 % backward, 7.94 % forward and 4.76 % scheduled castes ).. 21(52.50%) were under-utilized and 19 (47.50 %) were adequately

utilized in agricultural activities as cultivators. Most of them were seeking police services and some of them clericals or peon services. 12 ( 19.05 % ) males were below matriculates and above ( comprising 14.29 % backward, 3.17 % forward and 1.59 % scheduled castes ), and of them 7.94 % were under - utilized and 11.11 % were adequately utilized in agricultural activities, but they were mostly seeking teaching, clerical or police jobs. six ( 9.52 % ) males were professionally / technically qualified ( comprising 4.76 % backward, 3.17 % forward and 1.59 % scheduled castes ) and all of them were seeking a change for teaching, mechanical or driving jobs.

In the older working age group ( 35.59 ) there were five ( 7.94 % ) males of which two ( 3.18 % ) were below matriculate ( comprising 1.59 % backward and 1.59 % scheduled castes ). Both were adequately utilized in agricultural activities as cultivators but were not satisfied by their work and so were seeking police services. Three ( 4.76 % ) males were professionally / technically qualified ( only backward castes ) of whom two were under-utilized and therefore seeking mechanical or surveying jobs respectively; and one was adequately utilized but unsatisfied with the existing job and was seeking mechanical job.

TABLE - 7.16

Utilized Human Resources : Seeking Jobs (1984)

Categories	Levels of Educa- tion	Age Groups						Total Work Seekers	
		5 - 14		15 - 34		35 - 59		M	F
		M	F	M	F	M	F		
1	2	3	4	5	6	7	8	9	10
C U L T I V A T O R S	i*	-	-	-	-	-	-	-	-
	ii	-	-	40 63.49**	-	2 3.18	-	42 66.67	-
	iii	-	-	12 19.05	-	-	-	12 19.05	-
	iv	-	-	6 9.52	-	3 4.76	-	9 14.28	-
	TOTAL	-	-	58 92.06	-	5 7.94	-	63 100.00	-

A G R I C U L T U R A L  L A B O U R E R S	i	-	2	6	3	2	2	8	7
			25.00	33.33	37.50	11.10	25.00	44.44	87.50
	ii	-	-	7 38.89	1 12.50	1 5.56	-	8 44.44	1 12.50
	iii	-	-	1 5.56	-	-	-	1 5.56	-

contd..



Contd...Table - 7.16

1	2	3	4	5	6	7	8	9	10
	iv	-	-	-	-	1	-	1	-
						5.56		5.56	
TOTAL		-	2	14	4	4	2	18	8
			25.00	77.78	50.00	22.22	25.00	100.00	100.00
OTHERS	i	-	-	3	-	-	-	3	-
				13.04				13.04	
	ii	-	-	12	-	1	-	13	-
				52.17		4.35		56.52	
	iii	-	-	5	-	1	-	6	-
				21.74		4.35		26.09	
	iv	-	-	1	1	-	-	1	1
				4.35	100.00			4.35	100.00
TOTAL		-	-	21	1	2	-	23	1
				91.30	100.00	8.70		100.00	100.00

Source : Author's Survey, 1984.

- \* Levels of Education :  
 i - Illiterate  
 ii - Below Matriculate  
 iii - Matriculate and above  
 iv - Professional/Technical

\*\* Lower figures in the columns indicate the percentages to total male of female work seekers in respective categories.

Agricultural Labourers :

In the category of agricultural labourers there were 18 males and eight females who were seeking fresh jobs. Among them two ( 25 % ) female children were under-utilized and so seeking labour work in the area. They belonged to very poor backward caste families and were illiterate.

In the younger working age group there were 14 ( 77.78 % ) males and four ( 50 % ) females and were seeking change. Of these six ( 33.33 % ) males and three ( 37.50 % ) females were illiterate scheduled castes and under-utilized and so were seeking change of employment to earn better wages. 7 ( 38.89 % ) males and one ( 12.50 % ) female were below matriculate ( comprising 27.78 % males backward caste, 11.11 % males scheduled caste and the female backward caste ). Four ( 22.22 % ) of the seven males were adequately utilized but some of whom were seeking police services and some contract in construction work and three ( 16.67 % ) were under - utilized and seeking police or peon services. The female job seeker was adequately utilized as labour but being dissatisfied was seeking teaching works in any primary school in the area. One ( 5.56 % ) male was matriculate ( under-utilized ) belonging to backward caste and was seeking teaching work.

In the older working age group ( 35 - 59 ) there were four ( 22.22 % ) males and two ( 25% ) females in agricultural labourers category in which two ( 11.10 % ) males ( adequately utilized ) and all females ( under-utilized ) were illiterate all of scheduled castes and all these workers were seeking better paid labour job. One male ( 5.56 % ) belonged to scheduled caste was below matriculate and under - utilized and was seeking contract in construction work. Another one male ( 5.56 % ) was professionally or technically qualified ( backward caste ) and was adequately utilized and sought the job of bus or truck driver.

Others :

In the category of 'others' ( non-agricultural ) there were 23 male and one female job - seekers . Out of them 21 ( 91.30 % ) males and one ( 100 % ) female were in the younger working age group in which three ( 13.04 % ) males were illiterate and of backward castes ( comprising 8.70 % under-utilized and 4.34 % adequately utilized ); they were seeking a better paid job of a carpentry. 12 ( 52.17 % ) males were below matriculate and under-utilized ( comprising 34.78 % backward castes, 13.04 % forward castes and 4.35 % scheduled castes ). They were working temporarily as home guards, milk sellers,

typist, tayed, tutor, postmaster, toddy sellers etc. They were seeking permanent jobs as police men, peons, clerks etc. Five of them ( 21.74 % ) males were matriculate and above belonging to backward castes ( comprising 13.04 % under-utilized and 8.70 % adequately utilized ). They were already working in flour milling, milk selling, etc and were seeking teaching, police and clerical jobs. One ( 4.35 % ) male and one ( 100 % ) female were professionally / technically qualified (backward caste ) and were already temporarily working as driver and lady tailor respectively but were seeking for permanent job in similar services.

In the age group of 35 - 59 years there were two ( 8.70 % ) males searching for a change in job, of whom one ( 4.35 % ) was below matriculate (backward caste) and adequately utilized in a grocery shop but was seeking police service. Another one ( 4.35 % ) male belonging to backward caste was matriculate and underemployed in tourist department. He was also seeking permanent in the same job.

As a whole it has been found that out of the total male or female job seekers in cultivators category 42 ( 66.67 % ) males were below matriculate, 12 (19.05 %) were matriculate and above, and 9 (14.28 %) males were

with professional / technical qualification.

In agricultural labourers category 8(44.44 %) male and 7 ( 87.50 % ) female job-seekers were illiterate; 8 (44.44 %) males and one (12.50 %) female were below matriculate; one (5.56 %) male was matriculate and above and another one (5.56 % ) male was professionally or technically qualified.

In 'others' category three ( 13.04 % ) males were illiterate; 13 ( 56.52 % ) males were below matriculate; six ( 26.09 % ) males were matriculate and above, one (4.35%) male and one (100%) female were with professional/technical qualification.

It is, therefore, clear that the incidence of illiteracy in both sexes is highest among the work seekers of agricultural labourers category. There is no illiterate work seekers in cultivators category. This difference reflects the socio-economic reality of the area.

Another notable fact is that in all three categories the percentage of job seekers is highest among the cultivators. The percentages of literates and educated workers are also highest in this category. There may be close positive correlation between the levels of education in a particular occupational category and the number of job seekers.