



## Women Workforce Participation of Scheduled Caste Community with Special Reference to Barpeta District of Assam

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### **Abstract**

The present study is based on primary survey data. Data has been collected both randomly and purposively, by considering various fruitful objectives based on Scheduled Caste community women of Barpeta district of Assam. Sample size has been determined by applying Krejcie and Morgan's (1970) sample technique based on the 2011 population census of Scheduled caste community in Barpeta district. The total sample size is 380 and only 15-59 age group women are taken into consideration. Besides descriptive statistics, **Hosmer and Lemeshow** binary logistics regression model applied in order to find out the different socio-economic factors that significantly or insignificantly affect the Scheduled caste Community women of Barpeta district of Assam. It has been found that Respondent Women Education (RWE), Respondent's husband Education (RHE), Monthly Household Income (MHI), and Number of Earning Member in the Family (EMF) shows statistically significant at 1 percent level of significance and Respondent Women Age (RWA), Respondent Marital Status (RMS) has been significant at 5 percent level of significance and Respondent Husband Ages (RHA) statistically insignificant but positively associated with women workforce participation.

**Keys words:** - Scheduled Caste, workforce Participation, Push and pull factors.

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### **Introduction**

The word 'Scheduled Caste' was first coined by Simon Commission in 1935, with the different improvised features such as depressed class, exterior caste, and untouchables were commonly used for the Scheduled caste during the colonial period (K.Prabhakar, 2017). The Scheduled caste community were officially designated groups of people and they are among the most disadvantaged socio-economic groups in India. According to B.R Ambedkar (1891-1956), most of the time Scheduled Caste community referred to as the Dalit community in modern literature. Therefore, these communities were notified as Scheduled castes as provision

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contained in clause-1 of Article 341 of the constitution due to suffering from extreme social, educational, and economic backwardness in the state as well in the nation. According to the census 2011, the Scheduled caste constitutes 16.6% of the Indian population, and their access to education, employment, and other income-generating opportunities is very much limited. Hence these community is still suffering from their basic livelihood due to branded tagline of the Dalit community or untouchability. It means this community was not able to enter directly into the labour market due to various branded tag line of the community, which directly impact their day-to-day livelihood. Therefore, this study has highly significance for Scheduled Caste Community of Barpeta district women workforce participation in the labour market in order to contribute at least a bread of meal or in order to fulfill the basic requirement of their day-to-day livelihood. The study has been conducted specially in the Barpeta district of Assam, where most of the Scheduled caste communities are found. In the district such group are Kailbartta (Jaliya), Bania, Dhobi (Dhupi), Hira, Jhalo (Jhalo-Malo), Dugla (Dholi), Bansphor, Bhuimali (Mali), Jalkeot, Munchi, Patni, Namasudra, Lalbegi, Mahara, Mehtar (Bhangi) and Sutradhar (Scheduled Caste and Scheduled Tribes Amendment Act, 1976).

### ***Methodology of the study***

In order to collect primary data on the Scheduled Caste Community of Barpeta district, applying Krejcie and Morgan's (1970) formula based on 2011 census data.

### ***Sample size determination***

To determine the required sample size, we have used Krejcie and Morgan's (1970) sample technique as follows-

$$s = \frac{X^2NP(1 - P)}{d^2(N - 1) + X^2P(1 - P)}$$

Where, s= the required sample size

$X^2$  =the table value of Chi-square for a degree of freedom at the desired confidence level (3.841)

N= the total population size

P= the population proportion (assumed to be .5 since this would provide the maximum sample size)

d= the degree of accuracy expressed as a proportion (0.05)

According to the census 2011, the total population of Barpeta district is 1693622, where the Scheduled castes population is 95,320 out of which males 49,165 and females 46,155. It is assumed that out of 46,155 females total no female working population is approximately 20,000. Using the total population size (N) equal to 20000, the required sample size would be

$$\begin{aligned} s &= \frac{3.841 * 20000 * 0.5 * 0.5}{(0.05)^2 * (20000 - 1) + 0.5 * 0.5} \\ &= \frac{19205}{50.95775} \\ &= 376.88 \\ &= 377 \end{aligned}$$

Therefore, the total sample size that we have taken is approximately 380 in the study area.

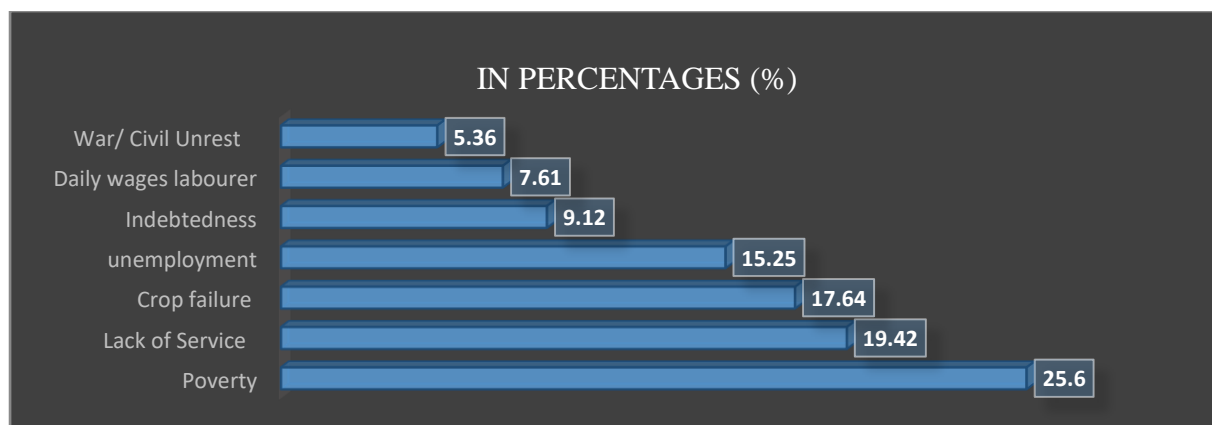
### ***Objective of the study***

1. To identify the push and pull factors faced by women.
2. To identify the various difficulties faced by women during the time of workforce participation.
3. To know the various causes that why women, need to participate in the workforce.
4. To identify the significant determinants of women participating in the workforce.

Based on the above objectives the present study is frame in such a way which is easily able to identify the different core factors which women need to accept more to participate in workforce in order to maintain their family as well as society as a whole. The analysis part of different core factors which push women forward to participate more in workforce has been clearly categorized in figure and table which is shown below.

### ***Analysis of the Result***

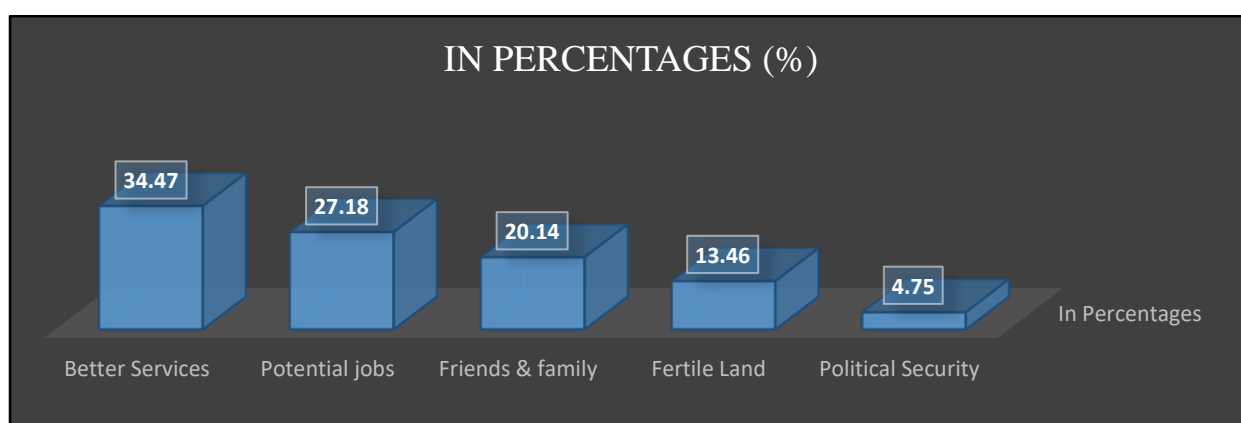
#### ***Figure 1.1 Push factors faced by women of Scheduled Caste Community of Barpeta District of Assam***



Source: Field survey Data

Figure 1.1 shows that poverty is the highest percentage faced by the Scheduled Caste community women which is 25.6% in the Barpeta district of Assam. Therefore, this poverty level of Scheduled Caste Community women in the Barpeta district pushes them to immediately participate in the workforce at least to minimize their poverty level as well as other push factors and urge at least to contribute a part of bread for their livelihood and working as a helping hand with husband to fulfill their basic necessities for their livelihoods. In the Barpeta district majority of Scheduled Caste Community households suffer from various push factors such as lack of service, crop failure, unemployment, indebtedness, and war/civil unrest which is shown in figure 1.1 in percentages wise respectively. During the field survey, it was deeply observed that because of these push factors, women rush to participate in workforce in the district specially Scheduled Caste Communities to fulfill their day-to-day meals in their livelihood.

Figure 1.2 Pull factors attracts by women of Scheduled Caste Community of Barpeta District of Assam

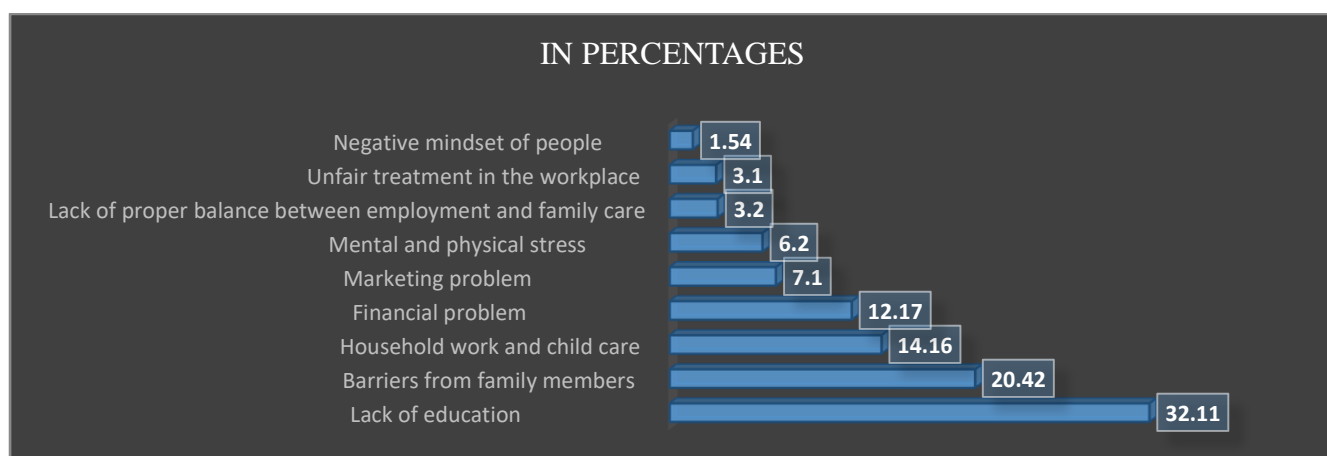


Source: field survey data

Figure 1.2 shows that, in addition to Push factors, Scheduled Community women of the Barpeta district also attract towards workforce participation in the labour market due to various pull factors, the majority percentages of women attract toward labour market due to pull factors of

better service which is 34.47%, followed by potentials job (27.18%), family and friends (20.14%), fertile land (13.46%) and least is political security which is only (4.75%). So, because of these above mentions pull factors Scheduled Caste Community women of Barpeta district also attract toward participation in workforce in the labour market. It has been cleared from above figure 1.1 and 1.2, both Push and pull factors work strongly in case of Scheduled Caste Community Women in the Barpeta district toward participating workforce in the labour market.

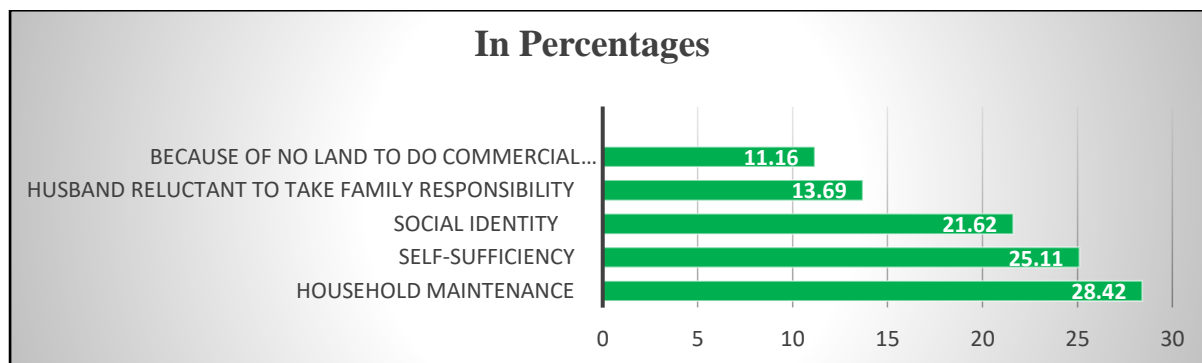
**Figure 1.3 Problem faced by Scheduled Caste Community women of Barpeta District of Assam during workforce participation**



**Source: Field Survey Data**

Despite of the pull and push factors, Scheduled Caste community women of the Barpeta district also faced different types of problems and Challenges during the time of workforce participation. It was found that the majority of Scheduled Caste community women in the Barpeta district have to face the problem due to lack of education which is 32.11%. It means a majority of Scheduled Caste Community women participate in the workforce at the regional as well as district level without having proper education and proper training. We know that education is the only basic key factors which helps to overall development and help to quality production in any work. It was also observed that during the field study, problem facing by Scheduled Caste Community not only because of lack of education and there are so many factors involving which is clearly categorized in the figure 1.3.

**Figure 1.4 Reason for Taking up Economic Activities**



**Source: filed survey data**

During the time of filed survey it was also found that, women were participating in workforce not only because of pull and push factors but women participating in workforce due to many factors which involving to fulfill their basic desire, such factors is household maintain, self-sufficiency and so on which is shown in the figure 1.4. it has also clear that in the Barpeta district of Assam despite of different challenges facing by the Scheduled Caste community, women have a dominant role in workforce participation, and also play a vital role to maintain household as well as society in the Barpeta district of Assam.

***The Hosmer and Lemeshow Binary logistic Regression Model in order to identify the significant determinants of women participating in workforce.***

$$Z_i = \ln (P_i / 1-P_i)$$

$$\beta_0 + \beta_1 \text{RMS} + \beta_2 \text{RWE} + \beta_3 \text{RWA} + \beta_4 \text{RHE} + \beta_5 \text{MHI} + \beta_6 \text{EMF} + \beta_7 \text{NC} + \epsilon_t$$

Where,

$Z_i$  = Female Workforce Participation status of the 'i' th household which represented with dummy, i.e., 1 for female participation in work and 0 if female do not participate in work.

$P_i$  = Probability that a female participate in workforce.

$1-P_i$  = Probability that the female do not participate in workforce.

$\beta_0$  = Constant term.

$\beta_1, \beta_2, \beta_3, \dots, \beta_n$  = Regression Coefficients of Independent Variables.

$\epsilon_t$  = Stochastic error term.

***Considering variables in order to interpret the Model***

Respondent's Marital status (RMS), Respondent women Education (RWE), Respondent Women Age (RWA), Respondent Husband Education (RHE), Respondent Husband Age

(RHA), Number of Children below 6 years (NC), Number of Earning Member in the family (NEMF), Monthly Household Income in the family.

**Table 1.1 Result of the Hosmer and Lemeshow Binary logistic regression model**

| Predictor Variables | B      | S. E  | Wald   | Sig.   | Exp(B) | 95% C.I for EXP (B) |        |
|---------------------|--------|-------|--------|--------|--------|---------------------|--------|
|                     |        |       |        |        |        | Lower               | Upper  |
| RMS                 | .750   | .945  | .630   | .427** | 2.117  | .332                | 12.497 |
| RWE                 | -.752  | .245  | 9.410  | .002*  | .471   | .291                | .762   |
| RWA                 | .596   | .539  | 1.224  | .269** | 1.815  | .532                | 5.124  |
| RHE                 | 1.145  | .331  | 11.958 | .001*  | 3.141  | 1.642               | 6.010  |
| RHA                 | .004   | .462  | .009   | .924   | 1.045  | .442                | 2.558  |
| MHI                 | -.480  | .241  | 5.005  | 0.25 * | .619   | .407                | .940   |
| EMF                 | -1.205 | .230  | 27.346 | .000*  | .300   | .191                | .471   |
| NC                  | 1.959  | .552  | 12.569 | .000*  | 7.089  | 2.401               | 20.932 |
| Constant            | -1.627 | 1.073 | 2.297  | .130   | .197   | -                   | -      |

Variables: - Respondent Marital status (RMS), Respondent Women Education (RWE), Respondent Women Age (RWA), Respondent Husband's Education (RHE), Respondent Husband's Age (RHA), Monthly Household Income (MHI), Number of Earning member in the family (EMF), Number of existing children under 6 years of Ages (NC).

- \* Indicated 1 percent level of significance, \*\* Indicated 5 percent level of significance.

**Table 1.2 Hosmer and Lemeshow Test**

| Step | Chi-square | df | sig  |
|------|------------|----|------|
| 1    | 56.600     | 8  | .000 |

**Table 1.3 Model Summary**

| Step | -2Log likelihood     | Cox & Snell R Square | Nagelkerke R Square |
|------|----------------------|----------------------|---------------------|
| 1    | 202.159 <sup>a</sup> | .255                 | .365                |

- Estimation terminated at iteration number 6 because parameter estimates changed by less than .001

Table 1.1 shows that married women of Scheduled caste communities are statistically significant and positively associated with workforce participation. It means married women of a Scheduled caste community have to participate in workforce in order to fulfill household necessities and household responsibilities in the family. But in case of Respondent women education shows statistically significant at 1 percent level of significance but the value of the coefficient is negative (-.752). It may be the due fact that as more attendance of respondent women in school, women are less likely to participate in workforce as workers.

Respondent women ages shows statistically significant at 5 percent level of significance and positively related to workforce participation. It may be due to earning level of husband or household member income fall short of to fulfill the basic need of a household, therefore women need to participate in workforce within in the old days too.

Respondent Husband education shows statistically significantly at 1 percent level of significance and positively related to women workforce participation in case of Scheduled caste community. It may be due to, educated husband attitude change towards accept more work from their wife or daughter and may be husband want to make independent life for both wife and daughter in case of financial, social level etc. in the same way Respondent husband ages shows statistically significant and positively association with women participate in workforce. It implies that as husband age increases women need to enter more in workforce due to fact that, women have to take more household responsibility then earlier. Monthly Household income shows that statistically significant and negatively associated with women workforce participation. It simply implies that as household income is more or sufficient enough to run the family in a smooth manner, women less likely to participate in workforce in the labour market. In the same way number of earning member in the family shows statistically significant at 1 percent level of significance but the value of coefficient is negative (-1.205). It simply indicates that as the number of earning member in the family is more, women less likely to participate in the labour market. Number of children under ages six shows statistically significant at 1 percent level of significant and positively associated with workforce participation. It implies that as the number of child having in the family, a mother or a women need to participate in the workforce, for their batter quality life and fulfil their basic requirement of a child for being happy as a child.

### ***Conclusion***

In the present study light on the various socio-economic and demographic factors of Scheduled Caste Community of Barpeta district of Assam. It was clearly observed that socio economic condition of Scheduled Caste Community of the district is not reached up to the mark, therefore women unwantedly need to participate in workforce along with there are various pull and push factors attached with the community which push women toward participate in workforce in the labour market. In addition, Scheduled Caste Community women of Barpeta district also face various challenges during the time of workforce participation. Among the various challenges Scheduled Caste community women of Barpeta district play an emerging role in the labour



market for their day-to-day livelihoods. It was also observed that Scheduled Caste Community women in the district is also a big helping hand for their husbands as well as for families and society. Despite of hard labour sometimes they are unable to fulfil their basic necessity. In this regard active government and active authority need to come forward to hike the labourer wages and try to introduce different support schemes at least they fulfil their basic desire and survived happily in the future.

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