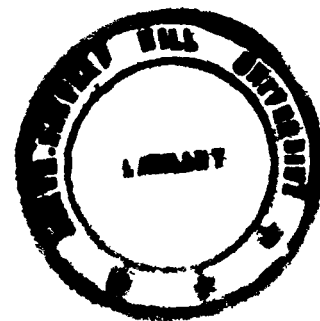


# OCCUPATIONAL MOBILITY AMONG THE MIZOS

By

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**Dissertation**

SUBMITTED FOR THE DEGREE OF  
**DOCTOR OF PHILOSOPHY**



**North-Eastern Hill University**

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## SUPERVISOR'S CERTIFICATE

Certified that the thesis presented by Mr. R. Lalthangliana  
was carried under my supervision. To the best of my knowledge,  
no part of it has been submitted for the award of degree to any other  
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## C O N T E N T S

		<u>Pages</u>
	Acknowledgement	i
	List of Tables	i i i
Chapter I	<b>INTRODUCTION</b>	1
Chapter II	<b>SETTING OF THE STUDY : AN OVER- VIEW OF MIZO SOCIETY</b>	41
Chapter III	<b>SOCIAL BACKGROUND OF THE RESPONDENTS</b>	69
Chapter IV	<b>INTER-GENERATIONAL OCCUPATIONAL MOBILITY</b>	98
Chapter V	<b>INTRA-GENERATIONAL OCCUPATIONAL MOBILITY</b>	123
Chapter VI	<b>IMAGE OF OCCUPATIONS</b>	147
Chapter VII	<b>CONCLUSIONS</b>	212
	<b>APPENDIX</b>	222
	<b>REFERENCES AND BIBLIOGRAPHY</b>	250
	<b>COPY OF INTERVIEW SCHEDULE</b>	259

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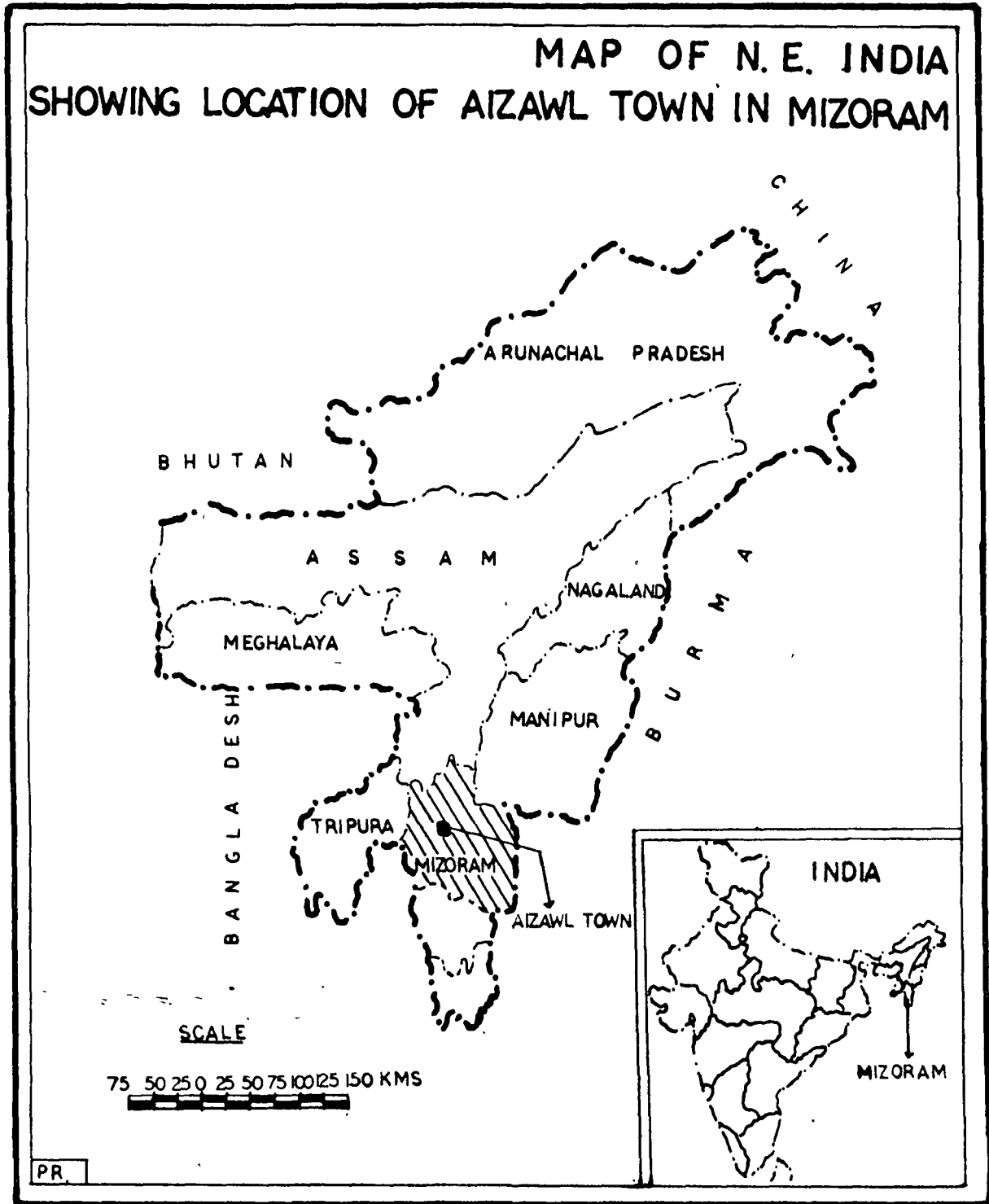
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LIST OF TABLES

<u>Table No</u>	<u>Title</u>	<u>Page No</u>
3:1	<i>Age of the Respondents</i>	71
3:2	<i>Residential Status of the Respondents</i>	74
3:3	<i>Distance of Native Place from Aizawl Town</i>	76
3:4	<i>Reasons of Migration</i>	82
3:5	<i>Educational attainment in the grandfathers' generation</i>	84
3:6	<i>Educational attainment of the fathers</i>	86
3:7	<i>Educational Attainment of the Respondents</i>	89
3:8	<i>Occupations of Respondents (Broad Types)</i>	93
3:9	<i>Monthly Income of Respondents</i>	95
4:1	<i>Inter-generational Occupational Mobility</i>	106
4:2	<i>Inter-generational Occupational Mobility among gazetted and Non-gazetted groups</i>	111
4:3	<i>Inter-generational Occupational Mobility among Rural and Urban Groups</i>	114
5:1	<i>Intra-generational Occupational Mobility</i>	130
5:2	<i>Intra-generational Occupational Mobility Among the Gazetted and Non-Gazetted Groups</i>	136-138
5:3	<i>Intra-generational Occupational Mobility among the Rural and Urban Groups</i>	140-142
6:1	<i>Attitude towards the previous jobs among gazetted and Non-gazetted</i>	149
6:2	<i>Attitude of Rural and Urban Respondents towards the previous jobs</i>	151
6:3	<i>Reasons behind leaving the previous occupations among the Gazetted and Non-Gazetted Groups</i>	153
6:4	<i>Reasons behind leaving the previous occupations among the Rural and Urban Groups</i>	155
6:5	<i>Attitude of Gazetted and Non-Gazetted Respondents towards the present jobs</i>	158
6:6	<i>Attitude of Rural and Urban Respondents towards the present jobs</i>	161

<u>Table No</u>	<u>Title</u>	<u>Page no</u>
6:7	<i>Jobs stability among the Gazetted and Non-Gazetted Respondents</i>	166
6:8	<i>Job stability among the rural and Urban Respondents</i>	169
6:9	<i>Intention to stay on the present jobs among the Gazetted and Non-Gazetted Groups</i>	172
6:10	<i>Intention to stay on the present jobs among the Rural and Urban Groups</i>	175
6:11	<i>Father's first preference for their children's occupation</i>	182
6:12	<i>Father's first preference for their childrens' Occupation among the Gazetted and Non-Gazetted Groups</i>	185
6:13	<i>Father's first preference for their children's occupations among the Rural and Urban Groups</i>	187
6:14	<i>Prestige-wise ranking of occupations</i>	195
6:15	<i>Money-wise ranking of occupations</i>	196
6:16	<i>Prestige-wise ranking of occupations among by the Gazetted and Non-Gazetted Groups</i>	198
6:17	<i>Money-wise Ranking of occupations by the Gazetted and Non-Gazetted Groups</i>	199
6:18	<i>Prestige-wise ranking of occupations by the rural and urban groups</i>	205
6:19	<i>Money-wise ranking of occupations by the rural and urban groups</i>	207

# MAP OF N. E. INDIA SHOWING LOCATION OF AIZAWL TOWN IN MIZORAM



Ph. D. thesis - R. Lalthangliana

## INTRODUCTION

*In recent decades, occupational mobility has emerged as a prominent field in sociological enquiry. In fact, the phenomenon of occupational mobility is intimately associated with industrial urbanism and the improved channels of transportation which have accelerated the process of migration from villages to cities, movement of people from one job to another and vertical changes in the positions of individuals and groups. Industrial urbanism has changed the demographic composition of different regions of the world, created new conditions of work, encouraged the rise of occupations, professions and job opportunities, divided society into new hierarchical groups and classes, and initiated new forms of division of labour and social differentiation. In the same way, the revolution in the channels of transportation has gradually broken the isolation of rural and tribal communities and has brought them nearer to the cities and the industrial centres of production. As a consequence, the increased rate of migration and change from lower occupations resulting in changes in the pattern of status and the notions of prestige have also been emerging.*

*The pace of development has been phenomenal in post Independent India. The fundamental goals of such planned development have been to transform backward colonial system into a modern*

industrial one. The Five Year Plans have undertaken this challenge in their own rights and every region in the country has felt this impact effectively. It is, therefore, natural to think that the nature of occupational and professional structure has considerably changed in recent times. A sociological enquiry into the pattern and extent of such transformation, therefore, becomes quite appropriate. This study is a modest attempt to examine this problem in a developing tribal community of North Eastern India.

In sociological traditions, since the days of Comte (1798-1857), two trends, representing the static and dynamic aspects of social life, have been operating. In the early part of the nineteenth century, what Comte preferred to call 'social statics and social dynamics' became an important conceptual framework again in the early quarter of the twentieth century. Almost the same ideas and notions were involved in the concepts of social control and social change. Thus occupational mobility is the part of the broader concept of social change. Society as a process is understood in terms of continuity and change. Social order is a state of equilibrium between the forces of stability and mobility. Forces of stability preserve order and maintain social solidarity, whereas, the forces of mobility bring about social change and speed-up the dynamism in society.

From Plato to the present, occupation has been the common

indicator of stratification. Most studies on stratification have shown that the level of occupation is highly correlated with levels of income, prestige and power. It is commonly observed that some occupations have more respect, money and power associated with them than do others. The fact that occupations appear to be stratified along several dimensions has led many scholars to study societal stratification by studying occupational stratification. The idea of a scale of occupations arranged in the order of their prestige is one that during the last twenty five years has occupied the attention of many sociologists and social psychologists.

Therefore, the occupational structure is considered to be so important in the social system that a job can serve very largely to determine a man's general social status. His occupation has direct effects on factors like income, possessions, place of residence, associates, leisures, expenditures and in general, the kind of privileges and disadvantages that constitute his daily experiences. Furthermore, occupation is very important for the salary as it is a symbol of other goals, at least once a moderate level of income and assets is achieved. Recognition of achievement and dignity of position are sometimes more valuable than pecuniary rewards. It is perhaps not so much to say that only in a very exceptional case could an adult man be genuinely self-respecting and enjoy a respectable status in the eyes of others

*if he did not earn a living in an approved occupational role. It is not only a matter of his own economic support which is involved, but also, generally speaking, his occupational status is the primary source of his income and class status of his wife and children.*

*Scholars working in the field of social and occupational mobility have used numerous frameworks suitable to their empirical settings and research requirements. However, the field of social mobility has mainly come to be defined in terms of the movements of individuals along a single vertical dimension of overall social status, in which a man's status is almost always assessed in terms of the occupation he pursues. A brief reference to some of these studies will help us to identify the major theoretical framework which the sociologists have taken to examine the problem.*

*Talking about the present problem Smelser and Lipset (1964) have found that the occupational mobility is more prevalent in the urbanized and industrialized localities. Most of the Occupational movements, according to them, in the urban centres do not contribute to changes in the occupational structure, but it involves a rearrangement of the members of the younger generation within a relatively stable structure. In the least urban and industrialized communities, most of the mobility that occurs is directly involved in the shift of the sons' occupational distribution away from that of the fathers.*

They also found that the more urbanised and industrialised their place of residence, the greater was the similarity in the occupational distributions of fathers and sons. The index values, measuring the degree of non-overlapping or dissimilarity between fathers and sons, increase noticeably from the most to the least urbanised localities. The larger the proportion of fathers who were engaged in farming and related occupations, the greater the inter-generational shift in occupational status. Furthermore, each occupational category changed size in the same direction in virtually all types of community. The proportion of sons in professional, technical, clerical, and sales occupations everywhere exceeded the proportion of fathers; the proportion of sons who were proprietors of retail and service establishments was lower than the proportion of fathers in all communities except agricultural villages.

For the young men who grew up in urban communities, the direction in which they move occupationally, represents an ever greater concentration in the occupational status already dominant in their local environment. Industrial, commercial, and professional occupations were typical there, before the young men entered the labour force. But for the young men who grew up in rural communities, where the local occupational structure was typically agricultural, the direction in which they move occupationally represents a discontinuity with local conditions. Instead of extending the prevailing local tendency, they have disrupted it. This study has thus clarified some major aspects of occupational mobility.

*Another study was undertaken by Form and Miller (1949). They distinguished the three phases of initial, trial and stable work periods from an analysis of 276 American occupational case histories. These periods enabled a profile of secure and insecure work patterns to be devised. Each of the secured patterns resulted in the stable work period, whereas work patterns associated with it rarely reaching this period. Their analysis also indicated that a secure work patterns were typical of white-collar occupations. Semi and unskilled workers displayed the greatest degree of instability and insecurity in their work lives. Moreover, they suggested that once an individual embarked upon a career at a particular occupational level, the probability was that he remained at that level. In terms of the social background effects, Form and Miller (1949) found a strong association between the present and subsequent career. Those from a white-collar background tended to remain at this level in their careers; those from a manual background either remained at that level or dropped in terms of occupational status.*

*Viewing mobility in terms of changes of status as an important element in the analysis of career can be further understood with reference to the empirical research that has been conducted in different areas. The Oakland Mobility study by Lipset and Bendix (1952) has become something of a classic in the field. They report on the work*

experiences of 935 people who were the chief wage-earners in their families. They found that changes in job within the same occupation were far more common than the phenomenon of changing the occupation itself. As might be expected, those individuals who did change their occupation or jobs frequently were also more likely to change their occupation more often than the less mobile. The researchers further found a correlation between occupational status and the amount of mobility experienced by an individual. Thus professional employees were the most stable, with 70 per cent of them spending around 80 per cent of their work lives in the one occupation. At the other extreme, those in unskilled occupations were the most unstable occupationally.

The Oakland Mobility Study further points out that in general the range of occupations that individuals may experience in their work lives may be quite large, but it may be restricted in certain categories. Thus the manual workers, tend to remain in manual category during their work lives and so the white-collar employees. The study, however, did find situations where the general pattern did not apply. First in the case of some individuals who predominated in manual occupations, but had experienced non-manual work also. Here the latter was mainly in small business, low level white-collar work and in sales work. The second case was those who predominated in non-manual occupations but who had spent some time in manual occupations as well.

Another study on occupational mobility was undertaken by Peil (1972) among the Ghanaian Factory Workers. There he found that many of the older men had experienced considerable occupational mobility, including both manual and non-manual jobs. Because there are unskilled, illpaid, and non-prestigious jobs among both manual and non-manual occupations, movement across this 'line' in either direction may imply upward mobility or the reverse. Relatively low requirements for most jobs mean that the workers can easily move from one occupation to another.

Sociologists have also attempted to clarify occupations according to their general standing or prestige. A careful drawn scale was prepared by North and Hatt (1947) in this connection. They asked a sample of the adult population of the United States to evaluate 90 occupations. After a careful examination of the representativeness of occupations they found that although the scale was unevenly representative of various occupations in the labour force, it was sensitive to socio-economic gradations among the occupations. Duncan and Reiss (1961) further prepared one index of socio-economic status for the 425 occupations in the detailed classification used by the U.S. Bureau and transformed the index into comparable North-Hatt prestige-scale scores.

*A comparison of the prestige ratings of various occupations*

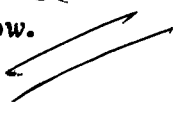
in various societies reveals a general consistency of results (Inkeles and Rossi, 1956). However, there are disagreements over the interpretation of the findings. Functional theorists have suggested that occupations vary in their importance in society to society and that the more important ones tend to be scarce because they require more skill and preparation (Davis, 1948). Therefore, people in these occupations tend to be accorded more prestige, income, and social influence. Acceptance of this theory in whole or in part has led some scholars to compare changes in occupational structures of various countries and interpret occupational mobility according to local functional requirements (Lipset and Bendix, 1959).

Jackson and Crockett (1964) measured the degree of occupational mobility in the United States as revealed in the three national surveys of 1947, 1952 and 1957. Using three categories (farmers, manual, and non-manual) they found that in all three periods almost half the sons had moved out of parental occupational levels. They further concluded that one-quarter of the movement was due to structural causes and one-fifth to other causes.

There has long been a speculation on the amount of occupational mobility in different countries. Lipset and Bendix (1959) compared results of studies of the occupational origins of representative

population of the United States, France, Germany, Great Britain, Italy, Finland, the Netherlands, Sweden, and Japan. Although the methodologies of these studies were not precisely comparable, they permitted comparisons of occupational origins of farmers, manual workers and white-collar workers. All countries showed high mobility of farmers' sons into urban manual jobs and of sons of urban manual workers into white-collar occupations. The mobility in most cases was in response to changes in the occupational structure. The major differences in mobility rates of industrialising nations reflect differences in the degree and pace of industrialization.

Nations that are at the same level of economic development and are industrializing at the same pace tend to exhibit similar rates of vertical occupational mobility. However, the pace and level of industrialization do not bear a unitary relationship to the degree of closure of an occupational structure. Two nations with similar patterns of industrialization may differ in their degree of vertical mobility, because recruitment into any level may be from the adjacent levels or from all occupational levels. Even where there is no structural mobility, the degree of generational occupational circulation may be high or low.



Another important dimension in occupational mobility

*studies has been education. According to Goldhamer (1968) a substantial portion relative to other variables of the variations in status is accounted for by the variations in educational level. Educational level is, of course, in considerable measure dependent upon the status level of parents. This dependence is lessened by increase in the society's investment in educational facilities and the degree to which these make educational opportunities available without respect to social origin.*

*Formal education prepares individuals for a particular style of life characteristic of a status group. It acts as a differentiating agency as it seeks to maintain and supply appropriately socialised individuals to each one of the strata. In each selective function, the education system tends to select students from particular socio-economic strata. The selective character of formal education operates through families according to their economic and cultural resources, and through the schools according to whether they provide an environment appropriate to the one that obtains in the family of the child.*

*Further it is widely recognised that formal education plays a vital role in the occupational mobility, both horizontal and vertical. In other words, it is directly related to occupational mobility and subsequent improvement in economic status, and it also forms an element in social prestige. Formal education is seen, therefore,*

as a socialising agency preparing individuals for a style of life, helping individuals to overcome prejudices, and promoting values and behaviour of a more universalistic nature. Therefore, it is of importance to understand the orientation that a society gives to education in the context of promoting values and achieving new goals it has set before itself. Part of the effect of education on status-achievement is due to the correlation of education with intelligence. According to Lockwood (1962) the distribution of innate abilities among the selection, but the exact degree to which such tests measure innate or learned ability is problematic, and raises difficult problems,.

✓ According to Lands (1972:17), one of the most crucial dimensions in occupational mobility has been education. The industrial revolution in England, and industrialization in other western countries, resulted in a changing occupational structure which subsequently became more complex and differentiated. The number of non-manual and supervisory occupations increased, calling for new specialised skills. The system of formal schooling helped in the training and selection of talent and in the allocation of human resources (Lands, 1972:17). Modern industrial technology resulted in the increased demand for a well educated, adaptable and fluid, that is, geographical and occupational mobile labour force (Floud and Halsey, 1961: 1-2). It should be clearly seen that the changing occupational structure, resulting

from economic and technological changes, gave importance to education. Thus increased education would make for a situation whereby positions of high ability in the occupational sphere would be held by persons who possessed high ability in terms of various levels of educational qualifications.

The length of schooling became again a strong determinant of higher occupational achievement. For example, Bendix and Lipset (1959) in a study of social mobility in an industrial society, showed that majority of those who had been to college for a year or more found it easier to obtain professional and technical occupations. According to Anderson, a large amount of empirical research (centres, 1949; Glass and Hall, 1954) has shown that in a complex industrial society with increasing specialisation and job automation etc. those children born in the lower strata who do receive an education comparable to that of upper class children, experience greatly enhanced chances of upward mobility (Anderson, 1961: 165)

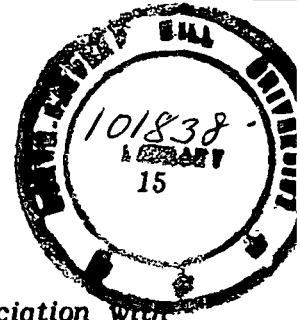
However, this conceived relationship between education and mobility came under extreme criticism especially during the fifties and early sixties of this century. The differential educational opportunities availed of by children of different social classes called for a study of the various sociological processes which enervate the relationship between education and mobility. The school and cultural circumstances

affecting the education of the child came to be emphasised. Family size (Nisbet, 1961); language (Burnstein, 1961); family motivation (Kahl, 1961) and the cultural climate of the peer group (Coleman, 1961), came to be studied in the context of explaining the relationship between education, performance and attainment (Floud and Halsey, 1961).

Again, the role of social background is highlighted by Jackson and Marsden (1966) who analysed the important role played by the neighbourhood, father's education, occupation and social networks on the education of the child. They emphasised the need for viewing schools and not isolated from economic, social, cultural and psychological factors.

Frazer (1959) related school performance to four types of home background factors : cultural (parental education), material and economic (income and overcrowding), motivation (e.g. parental attitudes and encouragement). The Growther Report of 1959 further indicated that the chances of children of professional and managerial parents continuing education of seventeen years or beyond were twenty five times as many as those of unskilled workers (Morrish, 1972:132).

The relationship between education and occupation of parents, which forms part of the social background is again confirmed



by the Robbins Report which demonstrates that "the association with parental occupation is, if anything, still close where higher education is concerned" (Morrish, 1972:132). Coleman (1961) in his study of educational opportunity revealed that the influence of the social and family background is an important factor in explaining the poor performance of poor and black children. Thus, it was seen that social, cultural and economic factors play an important part in influencing growth and expansion among different social classes.

Of late some scholars have tried to examine the question of occupational structure and mobility in terms of the development of an economy.

Colin Clark (1940) in his book 'The Conditions of Economic Progress' argues that there is a close relationship between development of an economy on the one hand, and occupational structure on the other; and economic progress is generally associated with certain distinct, necessary and predictable changes in occupational structure. He writes: "A high average level of real income per head is always associated with a high proportion of the working population engaged in tertiary industries . . . low real income per head is always associated with a low proportion of the working population engaged in tertiary production and a high percentage in primary production."

A.G.B. Fisher (1945) also reached the same conclusion: "We may say that in every progressive economy, there has been a steady shift of employment and investment from the essential 'primary activities' . . . . to secondary activities of all kinds and to a still greater extent into tertiary production."

An examination in this connection reveals that high per capita income is inversely correlated with the proportion of active population engaged in agriculture. The advanced countries like the U.S.A., U.K., Australia, Canada, West Germany and France with a low proportion of active population dependent on agriculture in 1970 reveal a higher per capita income with higher rate of occupational mobility. As against it, underdeveloped countries like India and Pakistan with a higher proportion of active population in agriculture have very low per capita income associated with low rate of occupational mobility.

Colin Clark has further observed that during the process of economic development there is a general tendency for tertiary industries to expand more rapidly than the secondary industries. In U.S.A., Germany and Japan the increase in the tertiary sector is greater than the increase in secondary sector. In the case of Britain and Sweden, the increase in the secondary sector is greater than the increase in tertiary sector. It is thus evident that the nature of occupa-

*tional mobility is directly associated with pace of development of an economy. These studies have attempted to suggest three major dimensions in the stages of economic development which are as follows-*

- (a) In the first stage of economic development the proportion of the total working force engaged in agricultural and allied occupations decline appreciably but the absolute numbers engaged in these occupations continue to rise.*
- (b) It is only in the second stage of economic development when an economy is very well advanced that there is a decline in the absolute numbers engaged in agriculture.*
- (c) During the process of economic development, the increase in the tertiary sector is more than that in the secondary sector but the difference between the increase in the two sectors may not be very wide.*

*The study of occupational mobility in India is relatively a new field of enquiry. The traditional association of caste and occupation, low pace of industrialization and limited urban growth have always restricted occupational mobility. However, the situation has comparatively changed recently and we find changes taking place in the structure and nature of numerous occupations both in rural and urban areas. Consequently, the social scientists in general and sociologists in particular have initiated studies to examine this phenomena in different*

parts of the country. Some of these studies have been reviewed here to highlight the major trends in this regard.

Dubey (1975) in his study on 'Social Mobility Among the Professions' revealed some aspects of occupational mobility in the city of Gorakhpur. On the comparative figures of the generation of grandfather and father the study testifies that the traditional elites, big agriculturists, landlords and businessmen have constantly shown a decrease in mobility in the generation of the fathers. The mobility among the two generations in the study reveals that the move was from manual and traditional non-manual occupations to white-collar jobs. As a matter of fact, in the generation of the grandfather a gradual shift from the traditional occupations started.

The analysis of the 'career mobility' in this study further shows that out of the total number of respondents, 49.33 per cent have joined their present jobs after working in some other jobs, while 50.66 per cent have come to their present jobs straightway.

Some of the major conclusions of Dubey's study reveal that the salaried professionals (officials, engineers, medical doctors and University teachers) are more likely to shift their jobs than the free professionals (doctors having private practice and lawyers). Men

who have received liberal education are more likely to change their occupations than those who have received technical or professional training. Further, people belonging to lower occupations such as clerical or white-collar or lower class have improved their lot by joining different occupations but in no case a reverse process, or downward trend of mobility has been found among the professionals under investigation. As regards the comparative rate of mobility, upward mobility of the sons of the working class fathers was definitely much lower (1.66 per cent) but the mobility of the sons of the manual fathers was higher (24 per cent) than in many countries and the mobility of the sons of the middle class and white-collar fathers was the highest (52.6 per cent) among all studies under comparison.

The most potent role in accelerating the process of mobility has been played by modern education. In this connection, Dubey concluded that the extent of illiteracy has continued to decline from the generation of grandfather to fathers generation. Thus, the inter-generational educational mobility was the most effective single variable in the degree of occupational mobility.

The study on 'Inter-generational Occupational Mobility in Begumpet residential locality in Andhra Pradesh' by Vidyavathi (1980) shows the pattern of change in vocational affiliation between generations of sons, fathers and grandfathers (paternal). This study

reveals that 63 per cent of the respondents improved their position continuously over the three generations while only 5 per cent have shown a decline. Those respondents who moved up moved into higher groups than their fathers and grandfathers. Regarding those going down the scale it should be remembered that the part of this downward movement is natural because the sons have to start in lower positions than their fathers even in the same occupation in the beginning. A part of it is also due to the fact that, while in most cases the fathers have reached the highest position in their careers, the sons were still at earlier stages in their careers. The percentage of those going up was large compared to those going down. Only 2 per cent remained in the same categories over the three generations. In the present generation the tempo of change seems to have quickened and this is reflected in the shift from agriculture to industrial occupations. This is more so in areas where industries are located.

Shyam Lal (1981) studied patterns of occupational mobility among the Bhangi caste in Jodhpur city. Primarily the Bhangis have been performing night soil work. The findings show that there is evidence of change taking place from traditional to non-traditional occupations among the Bhangis. Reservation of seats in Government services, growth of education, the inspiration of getting high social status in his own society, growth of the city, political awareness and leadership of late Shri Ram Sarvate are some of the reasons of these shifts.

Occupational changes have, however, taken place only in negligible manner. The only significant difference is that they do non-manual work slightly more than their ancestors did. Caste and occupation are thus still correlated in case of Bhangis caste.

In a study on migration and occupational mobility in a village in Nellore District of Andhra Pradesh Ch. Uma Mohan (1980) shows that of the 27 migrants 23 have experienced upward occupational mobility by switching over from their fathers' traditional occupations. The present occupations of these migrants earn them better income and status than their fathers and they also offer them better prospects for future development. Such prospects are not available to these migrants in their native village if they choose to remain there. Only one migrant has experienced downward mobility. He has neither educational qualifications, an important pre-requisite for entry into the modern occupational structure, nor requisite class background as his father is only a marginal farmer. His father's marginal land holdings did not enable him to continue as cultivator and hence he had to move down to choose a manual work which is more secure than a mere agricultural labour. These migrants have experienced horizontal mobility.

The mobility with reference to the migrants' caste status shows that all the Harijans have experienced upward mobility. As the Harijans both in terms of their jati (Caste) and traditional occupa-

tional status are at the bottom of status pyramid, any small improvement will appear as upward mobility. But in reality, the positions occupied by the Harijans migrants are lower than the others. The same situation prevails in the case of lower caste migrants also. Of the five lower caste migrants, three have experienced upward mobility and one horizontal mobility. Though their educational levels are comparatively low, their caste status has helped them to gain entry into the modern occupational structure and thus gain upward occupational mobility. Of the eleven middle caste migrants, ten have experienced upward occupational mobility and one horizontal mobility. Their higher educational qualifications and migration have helped them to achieve upward occupational mobility than their caste and class status.

Thus, Mohan's <sup>study</sup> highlights some specific points which may be presented as: (a) migration from rural areas leads to occupational mobility, (b) though migration plays a significant role in determining occupational mobility, the direction of occupational mobility is determined by a combination of factors like education, caste and class, (c) achievement of higher educational qualifications associated with migration from rural areas will by and large lead to upward occupational mobility and (d) the role of caste and class factors associated with migration in determining upward occupational mobility is only secondary in importance.

*In a full length study Deb (1975) has attempted to examine not only the nature of mobility in occupation but has clarified issues involved in its prestige as well. His study shows that the workers (farm and factory) had higher level of aspiration than the farmers, whereas the level of satisfaction was higher in the case of the former than the latter. This, therefore, becomes an indication that higher level of aspiration is associated with less work satisfaction and the level of aspiration is inversely related with the remunerative potentialities of the occupation.*

*In view of the fact that the workers have higher level of aspiration but at the same time low level of work satisfaction, it is assumed that these people would be more occupationally mobile than the others. His study further reveals that though the rate of both intra and inter-generational occupational mobility rate was higher among the factory workers than in any other category. On the other hand, inter-generational mobility rate was highest among the agricultural labourers, followed by the factory workers. The low rate of intra-generational mobility in the farm community can be attributed to the fact that the occupational opportunities are few and very limited. Persons in business and white-collar occupations continue in the same occupation because of the job security as well as the economic and social status they provide to individuals. Movement in this group is further curtailed*

by limited personal resources such as investment, capital and education.

Deb concluded that the caste system is losing its grip on the society and the people have started moving from the hereditary occupations to economically sound occupations, with the exception of those engaged in farming. Also the frame of reference of the rural people in relation to status of various occupations has undergone a considerable change. Rather than laying emphasis on the ascribed status, people have now begun to emphasize<sup>o</sup> achieved status.

The studies on occupational mobility reviewed so far clearly reveal different manners in which mobility in occupations occur and the forces which shape them. It is evident that numerous frameworks have been used to analyse the different aspects of occupational mobility. Our preference is for the framework which tries to correlate the occupational mobility with the pace of economic development.

For a long time India has maintained the age-old traditional occupational patterns. These occupations have been specific and hierarchical in nature. They are mainly caste-bound occupations and are non-competitive in character. India too, in the past, afforded for a long time sufficient quantity of land to the individuals which was

*used for homestead as well as for agricultural purposes. Due to variegated occupational patterns, which were inter-dependent and inextricably interlaced in their social settings, there was very little scope for one to encroach upon the fields of others, thereby causing any sort of interactional tension. So inter-relationship among the various groups of people was more or less smooth and harmonious.*

*In course of time, the spread of western education and employment opportunities available to the people in new types of jobs without reference to caste have all dealt a serious blow to the existing social and economic life of the people. One of the major changes that the new system of education introduced was a gradual disassociation of occupation from caste. While occupations in the traditional caste system were rated in terms of ritual purity and pollution, they are today rated to some extent in terms of income they produce.*

*The western type of education has also made possible the upward mobility of individuals and groups in the framework of Westernization. Individuals get their children educated in public schools, follow modern occupations which are more remunerative and adopt a Westernised style of life. The most revolutionary consequence of education and urbanization is the entry of women into the middle class occupations. In short, modern education, has among other things,*

given rise to numerous occupations in India.

An enquiry into the direction of change in India will reveal that the processes of change which started in the form of modern university education, new pattern of administration, rise of factories and industrialisation, growth of new urban centres, drastic change in the ownership of land, improved means of transport and communication, reform movements and wave of nationalism, at the different phases of the nineteenth century, have now reached a more concrete and conspicuous stage. The accumulated effect of the forces of change has resulted in the growth of administrative urban centres and industrial metropolis, emergence of industrial jobs, modern occupations and professions. Further we find gradual decline in the hold of traditional elites (princes, landlords, aristocratic families etc.) and they are being replaced by new business, political, military, administrative and professional elites. Moreover, the new constitutional set-up of India provides equal opportunities to all irrespective of caste, creed or sex. It has offered opportunity for achievement, competition and upward mobility.

There used to be a closed affinity between the old family occupations, agricultural system and rural setting. But with the growth of the new administrative and industrial occupations, urban trends have spread into the remote villages, and have vastly affected the

attitudes and aspirations of the people. People like to move into the cities in order to give better education to their children. They like the modern means of entertainment and new style of dress and aspire for a higher standard of living. Thus the growth of urbanization has accelerated the pace of occupational mobility especially since independence. The nature and dynamics of this change is so fascinating that one immediately gets interested in issues involved in this process of change.

The occupational structure of India reflects clearly the backwardness of Indian economy. Over the last 80 years the proportion of working population engaged in the primary sector, i.e. agriculture and allied activities has not fallen below 72 per cent. This is really significant, since as is generally believed a large percentage of population dependent on agriculture is a clear indication of the prevalence of large-scale disguised unemployment.

However, as a result of planned economic development, there is bound to be a considerable increase in employment opportunities. Rapid progress is taking place in expanding irrigation, power, basic industries, transport and other services; and there will, therefore, be new avenues for employment, which will further encourage mobility in occupations.

The problems of North Eastern India in general, and Mizoram

*in particular are substantially different from the rest of the country. Constitutionally, when the Government of India Act, 1935 was passed, the areas inhabited by tribals were treated as Excluded Areas, thereby introducing little administration in these areas. The same position in a little different form was continued under the Sixth Schedule to the Constitution in 1950 which is still in force in most of the areas, though for administrative purposes the North Eastern areas have been now divided into five states and two Union Territories. No doubt the rest of the country has made impressive progress, but Mizoram is still far behind even in building up of the requisite infrastructure. The planned development has been attempted more effectively since it became a Union Territory in 1972. However, a comprehensive development programme which has been carried out since 1972 have already started bringing about significant changes in the occupational pattern among the Mizos. As increasingly higher proportion of investments are made in secondary and tertiary sectors; it should become possible to divert, in stages, an increasing proportion of population to non-agricultural sectors which would consequently create occupational diversification and mobility among them.*

*The whole question of occupational mobility among the Mizos is thus necessarily associated with the pace of development. Now the basic theoretical issue before us is the nature of the path*

of development adopted in Mizoram in recent past. It is obvious that the capitalist path adopted elsewhere in the country has also been brought to this region. Naturally, the processes of change and transformation taking place elsewhere are also evident in Mizoram. Theoretically, it can be hypothesised that the society where new capitalist forces will intervene in the developmental process, they will face substantial change in occupational structure leading to fast occupational mobility. Our experiences elsewhere suggest so. Thus, the study proposed here tries to examine the increasing occupational mobility in this broad theoretical perspective.

## CONCEPTS

### **Occupational Mobility**

Occupational mobility is the movement of people from one status category to another. A shift in working population from agriculture and allied occupations to industry and tertiary activities is a widespread phenomenon in almost all the developing countries. Such change in occupational structure when the working population shifts from one area to another and from one generation to the other is taken as occupational mobility. Thus, shifting of people from rural areas to urban areas and giving up of the traditional profession and taking up new ones are some of the examples of occupational mobility.

Sarokin (1964) distinguished between horizontal mobility and vertical mobility, the former signifying a change in function and the latter a change in rank. Thus the position of an individual in any social system may be described by his rank in a hierarchical scheme of relationships, his functions as a participant in group life and his location in space and time. It is apparent then that a significant occupational change may be a promotion or demotion, a change in place of work and an alteration in function. Let us now analyse two basic types of occupational mobility in some more detail.

### **Vertical Occupational Mobility**

Vertical occupational mobility according to Caplow (1964) is a movement of the individual upward or downward, with a gain or loss in social rank. This may occur in several different ways -

1. The simplest kind of vertical mobility is a change of occupation which involves a change in social position, as when a waiter becomes a businessman, or an unsuccessful accountant goes to work in a factory.
2. A different form of mobility involves promotion or demotion within an occupational group, as when a naval officer receives command of a ship, or a locomotive fireman becomes an engineer.

3. *Another form of vertical mobility within the occupational group is incidental to aging. Each occupational level displays certain characteristic career curves; and in addition, the mere accumulation of seniority represents a significant change in status.*
4. *A fourth type of vertical mobility is the change in occupational assignment from one generation to another, usually studied as the correlation between the occupations of fathers and sons.*

*There is still another kind of vertical mobility which involves the ascent or descent of an entire occupational group - the increasing dignity of nurses or the diminishing prestige of midwives may serve equally well as examples. This is a phenomenon of primary importance but is more conveniently considered as an aspect of occupational change.*

*According to Sarokin vertical mobility occurs when a person changes one social status to another. For example, if all of a sudden a person becomes rich due to the will of distant relations of his own, it shall be known as vertical occupational mobility. Vertical occupational mobility is, therefore, meant as 'the relations involved in a transition of an individual from one social stratum to another'.*

#### ***Horizontal Occupational Mobility***

*Horizontal occupational mobility to Caplow (1964) is a*

change in function, including both the technical and the social functions which arise from group membership. Horizontal mobility occurs where there is a change of occupation<sup>or</sup> job within an occupation that does not entail a change in status. There are specific kinds of horizontal mobility -

1. Horizontal occupational mobility of the simplest type involves a change in employment within the same occupation, as when a general practitioner becomes a medical specialist, or a manager may move from production to sales of the same company. In these cases, mobility takes place but there is a possibility that no change in status is involved.
2. There may also be horizontal occupational mobility when a change in occupation involves new and different activities. The punch-press operator who becomes a lineman or the toymaker who undertakes to sell insurance are examples.
3. Again, the succession of generations introduces a distinct category of horizontal mobility, in which comparisons must be made between parents and children, rather than between successive states of individual career.

The other dimension of occupational mobility is sometimes denoted as spatial mobility, and includes two quite different things: the mobility involved in migration from place to place, and the mobility involved in the performance of work which is not attached to a single

work site. The former is treated under the heading of migration which is, strictly speaking, a change of residence and need not necessarily involve any change of occupation. But it is closely associated with occupational shifts of one kind or another. The principal directions of migration are the more or less continuous movements from rural areas towards the city, from areas of stable population toward centers of industrial or commercial opportunity, from more densely settled countries toward less densely settled countries, from the centre of cities to their suburbs.

There is another type of spatial mobility which must be considered among the salient characteristics of any occupation, that is the amount of travel and the changes in residence or in workplace which are entailed by the occupation itself. All high-status and many low-status occupations are also relatively mobile in this sense and there are a number of callings which are marked by an extreme degree of spatial detachment, such as diplomats, dance-band musicians, the railroad workers (Caplow, 1964).

In the light of the previous discussion, we may further observe three related but somewhat different phenomena that are also included in occupational mobility. The first reference is to a process of changing residential locations, though such mobility ordinarily emphasizes changes in relative social standing. The other two referents

of mobility also focus on status changes but differ in their points of comparison. These two types of occupational mobility are: intra-generational and inter-generational occupational mobility.

### ***Intra-Generational Occupational Mobility***

*Intra-generational Mobility increases in a dynamic economy (Form, 1968). It may be measured in the space of individual's work life. According to Abrahams-on (1969) intra-generational occupational mobility contrasts the social positions of the same individual at two different periods in his life.*

Research on occupational mobility within the life span of a single worker reveals that the majority of workers do not experience orderly and regularly upward occupational movement. Most mobility according to Form (1968) takes place within the first ten years of work life, and the workers generally find their regular niche at this time. In the study of intra-generational occupational mobility, therefore, one position or one point of individual's career is compared with another, and the main emphasis has been on the study of occupational changes in the life of the same individual. The intra-generational occupational mobility has been measured by the changes of job or occupation an individual has made during his life time, that is, between his first job and the subsequent ones till the time of the interview.

### ***Inter-Generational Occupational Mobility***

*Inter-generational occupational mobility, compares the status of grown up children to that of their parents. Studies on inter-generational occupational mobility report the relationship between occupations of fathers and sons, that is, the occupation which the son followed at the time of interview was compared with the major occupation which the sons reported for his father, and the mobility between the generations was assessed accordingly. This is the most prolific area of research for sociologists as is evident from numerous studies which have been conducted on inter-generational occupational mobility.*

*Thus four major areas have been identified to differentiate type of occupational mobility. They are: vertical occupational mobility, horizontal occupational mobility, intra-generational occupational mobility and the inter-generational occupational mobility.*

### ***Occupational Prestige***

*It is commonly observed that some occupations have more respect, money and power associated with them than do others. The fact that occupations appear to be stratified along several dimensions has led many scholars to study societal stratification by studying occupational stratification. The idea of a scale of occupations arranged in*

the order of their prestige is one that during the last twenty five years has occupied the attention of many sociologists and social psychologists.

Certain types of occupation thus have almost always composed of the upper layers of social groups while other occupational groups have almost always been at the bottom. In fact, the principal occupational classes are not situated horizontally on the social level but they are superimposed upon one another.

The concept of occupational prestige assumes that the society consists of strata arranged in the form of hierarchy, and there are sharp breaks between such strata. The use of prestige scales thus shows the existence of different ranking universe, that is, universe not forming part of a common continuum (Hall and Jones, 1960).

Over the past many years, there have been numerous studies in which people have been asked to rank some selected occupations in a hierarchical order. Such types of studies are referred to as the study of occupational prestige in sociological literature.

### THE PRESENT STUDY

#### **Scope and Objectives**

The present enquiry is an attempt to study the patterns

*of occupational mobility among the Mizo Government employees of Aizawl town. The Mizos belong to a very enterprising tribal community and they are now one of the most literate groups in India. Of late, their contact with the outside world has resulted in a considerable change in their day-to-day life. The occupational diversification and educational advancement among them were the natural consequences of such a contact. The geographical isolation and ecological condition, traditional social institutions and age-old economic organizations could not stop them from facing numerous challenges of the time. The process of transformation was further accelerated by the spread of Christianity which exerted powerful influence on the traditional life of the people. Hence, an exploratory study of the nature and extent of occupational mobility among the Mizos is expected to be an interesting study in the overall context of social change.*

*The advancement of modern science and technology did not reach Mizoram as it did to other parts of India but its influence was being felt from time to time. The growing urbanization, better transport and communication, and various other developmental measures have changed the face of the area. Consequently, the people have started disregarding their tradition and culture. In the context of such changes we are motivated to examine how the traditional occupations are surviving in the changed situation. Another dimension of the present*

study is the question regarding the emerging pattern of occupational structure.

Indian sociologists have attempted to study this problem in different parts of the country with numerous perspectives. However, we do not have any significant enquiry on the changing pattern of occupational mobility in the underdeveloped areas like the North Eastern India. The present enquiry is, therefore, a modest attempt to bridge this gap.

How do the traditional occupations survive? What has been the nature of change in these occupations? What is the emerging occupational pattern in urban areas of Mizoram? Is there any significant difference between the generations so far the occupational choice is concerned? These are some of the crucial questions which one would like to raise in the context of the present enquiry. Within this broad framework, some of the specific objectives are:

- i) to explore the emerging pattern of occupational mobility in the area;
- ii) to examine the patterns of inter and intra-generational occupational mobility;
- iii) to enquire into the attitudes and aspirations of the people towards the present and previous occupations;

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- iv) *to study the nature of occupational ranking as provided by the people, and finally,*
- v) *to ascertain if there is any variation in the patterns of occupational mobility because of the difference in residential background and achieved status of the respondents.*

### ***Sampling Procedure***

*Sample for the present study consists of 400 permanent Mizo Government employees selected through regular interval method out of a list of Mizos engaged in Government services in Aizawl town. Every alternate person in the list constituted our sample till we got our required number. In view of the above procedures, the sample taken appears to be quite appropriate and representative since the universe is comparatively homogeneous in respect of certain characteristics.*

*Out of the 400 employees 200 each belong to the Gazetted and Non-Gazetted categories. Similarly, while 246 were born in rural areas and the other 154 came from urban background.*

### ***Sources of Data***

*Keeping in view the nature of the present enquiry, the study is mainly based on primary data which were collected through an interview schedule administered personally by the researcher. The secondary data were collected from Government Reports, Journals,*

*Census Reports, District Gazetteers, Reports of the various Commissions of enquiry and other relevant sources.*

### **Chapterization**

*The dissertation is divided into seven Chapters. The concept and types of occupational mobility, review of some selected studies, objectives and research strategy are discussed in Chapter I. In Chapter II we have discussed the general characteristics of the Mizo society and its traditional social, economic and political organisations, the complexities of the situation-political, social and economic and the changes in the traditional organisations brought about by new forces. Then in Chapter III we have highlighted the socio-economic background of our respondents and their existing occupational patterns. The nature and extent of inter-generational occupational mobility is presented in Chapter IV. Here comparisons of the generations of grandfather, father and respondents are examined. A discussion of the intra-generational occupational mobility is brought out in Chapter V. Chapter VI has projected the image of occupations. Here the previous and present occupations of our respondents and their assessments, occupational satisfaction, aspirations, preferences and occupational ranking are briefly highlighted. The conclusions of the present study are lastly presented in Chapter VII where an over-view of the present enquiry is discussed.*

## SETTING OF THE STUDY : AN OVERVIEW OF MIZO SOCIETY

The Mizos primarily inhabit the present Union Territory of Mizoram. It is from this original settlement that they have migrated to numerous other parts of the country. For a proper understanding of the present problem a brief historical outline of the land and people of the area will not be out of place here.

Mizoram is the new name given to the mountainous region earlier known as the Lushai Hills and subsequently as the Mizo District of Assam. The Union Territory of Mizoram is situated in the extreme eastern corner of India. It has international borders on its three sides - the east and south are bounded by Burma, and west by Bangladesh. About 70 per cent of the Territory's boundary faces Bangladesh and Burma. It is situated between  $20^{\circ}20'$  to  $24^{\circ}27'N$  (Lat) and  $92^{\circ}20'$  to  $93^{\circ}29'E$  (Lon).

Mizoram has an area of 21,087 square kilometres and has mostly a hilly terrain; the ranges have an average height of 900 metres and run in north-south direction interspersed by deep gorges in which the rivers flow from the high hills in the north to the Bay of Bengal in the south. There are innumerable rivers, streams, brooks and water-falls which flow to the brim in the monsoon. The evergreen

forests, the fauna and the moderate climate have made the territory idyllic. Important rivers are the **Tlawng**, the **Sonal**, and the **Tuivawl**, which drain the northern portion of the country and eventually fall into the **Barack**. The southern hills are drained by **Kolodine** in the east, with its tributaries, the **Mat**, **Tuichang**, and **Tiau**, while the **Karna-phuli** at the mouth of which stands **Chittagong**, with its tributaries, the **Tuichang**, **Kau**, **De**, **Phairuang**, and **Tullianpu** from the western drainage system.

The valleys are feverish and unhealthy and during the rains the climate even in the lower hills is moist and enervating; in the higher ridges, it is fairly cool and pleasant even in the hottest season of the year. The whole Union Territory is influenced by South-West Monsoon. The southern part receives more rainfall, 360cm annually, than the northern part which has 208cm average annually. The temperature varies from 20.38C to 29.8C during summer. A study to ascertain the carrying capacity of land under shifting cultivation was undertaken by the Anthropological Survey of India in 1962-63. Bose (1971:17) gives a brief account of this in these words,

"About 11 square miles of land in the Mizo District of Assam... were subjected to detailed study... The soil in the Mizo Hills results from the disintegration of friable tertiary rocks of sedimentary origin... note was taken only of the variation in rainfall. This is about 130 inches in the Mizo Hills, in Mampui, for instance, there is abundance of land, while in Sairep it is in short supply."

*It has been reported by Bose that as the land which can actually be put under slash and burn cultivation is small and forest thin, the inhabitants of Sairep supplement their earnings by working as labourers in road buildings.*

*The Mizos have recorded history only since the last decade of the nineteenth century when the area inhabited by them, earlier called the Lushai Hills was formed into two administrative units under the British rule. From various old references it appears that some Mongoloid or Tibeto-Burma tribes migrated to the Lushai Hills in the eastern corner of India long back and the process of migration continued till the end of the nineteenth century. Various tribes came to these hills from the east pushing the former inhabitants of the hills and the plains in the west and the north. The Lushai, the principal tribe among the present Mizos, came to this territory in the eighteenth and the beginning of the nineteenth centuries.*

*The group of people who call themselves Mizos now mainly live in the Union territory of Mizoram. As per the constitutional provision they have been designated as Scheduled Tribes. Mizos means 'Hill People' or 'Highlanders'. Here 'Mi' means 'Men', 'Zo' means 'Hill Region', and 'Ram' means 'Land'. Mizoram thus means the land of the highlanders. The Mizos are of mongoloid stock. They were living in relative isolation till the British annexed the area in 1890 and their cultural tradition*

even now is distinctly different from the plains people of the neighbouring areas. The tribes living in the south Manipur are culturally nearer to them. Though historical experiences of the people living outside Mizoram are slightly different, yet the people of these areas often express that they are culturally tied together because of common cultural and societal denominators and similarity of the hazy mythical past. Before the annexation of the region by the British, numerous ethnic groups came in contact through war and migration. However, the Christianity and political activities are other major forces which have influenced the ethnic groups of the region to come nearer to each other (Goswami, 1979).

Where the Mizos originally came from is a matter of conjectural history. But it is a fact that they have entered from the direction of Burma in the hordes either voluntarily or being driven into the north eastern part of the territory. The dialectal (Census 1961, Part II-C (ii)) and structural similarities (Goswami, 1960) speak of the possibility of their belonging to a common pool of ethnic groups or origin from a common ancestral stock. There is a common tradition that the Mizos living in Mizoram and in Churachanpur area of Manipur have come out a cave in the earth. The details regarding who came first or last, or how they came out of the cave, are the treasured oral tradition of the ethnic groups.

In the old report of 1888, we get a hazy picture of the

situation of that period as summarised by Reid (1941). He states,

"The villages of the inhabitants of the tract are, as a rule, situated on the higher hills. The people form a mingling of clans, speaking so far as I know, dialect of some language, who are known to us by various names - Kookis, Lushais, Pois, Shendus, Chin, etc.."

The earlier reports speak of the presence of innumerable clans and its subdivisions in the territory (Reid, 1942). The word clan, lineage, subdivision, etc., were loosely used in the old reports. It, however, meant one thing that there were diversities among the people of the territory. The reports also point that a fission of people which formerly had a separate corporate existence, and the surviving members, living for a long time among other group of people, eventually were absorbed by the latter (Goswami, 1979).

It may be noted that as early as 1912 Shakespeare wrote that,

"the term Lushai as we now understand it covers a great many clans. In most cases the dialects of the minor clans have been entirely forgotten. During the Census of 1901 an unsuccessful attempt was made to get a complete list of the clans, families and branches. The causes of its failure were the ignorance of the people themselves as to what clan or family they belonged to and the tendency to claim to be true Lushai."

It may be noted that the British used the word Lushai to designate most of the people living in the Lushai Hills; the word Lushai meant

an ethnic group only. The word 'Mizo' however, is a neutral word and therefore, acceptable to the people. The Mizos, after the annexation of the territory by the British have attained linguistic and territorial integrity and a sense of cultural homogeneity.

Before the annexation of the district by the British the Mizo villages were ruled by hereditary chiefs largely belonging to the Sailo lineage of **Thangur** clan of the Lushai Tribe. In spite of the fact that the Lushais practise ultimogeniture, the chieftainship used to be inherited by the eldest son. This was introduced by the British to check the increasing number of chiefs. There were also chiefs belonging to a few other clans. Each chief had his own territory which was defined by the British after annexation, where he was supreme. He was a leader in war, as well as administrator of the village. The chief allowed his people to cultivate his land (land settlement for the chiefs was introduced in 1898) for which he used to receive tax in kind. He had some other privileges also which the people living in his territory used to comply. These privileges were reinforced by the British by recognising the tradition. However, any body dissatisfied with the way any chief behaved had the liberty to leave the village (Shakespeare, 1912).

Though the chief's power were like those of a dictator, it is said that he rarely behaved like that. He had a council of advisers. Advisers were called **Upas**, but their number varied from village to

village. The **Upas** were appointed by the chief and could be dismissed by him. The other village officers were blacksmiths (**thirdeng**), the priest (**Puithiam**), the village crier (**Tlangau**) and the agricultural experts (**Ramhuals**). Just before the abolition of the chieftainship in the Mizo District, the **Zalanship** used to be auctioned. After the selection of the land for cultivation by these two privileged categories of families (**Ramhual** and **Zalen**): others used to choose land for their cultivation. The Lushai Hills District Jhumming Regulation <sup>Act</sup> 1954 ushered in a series of changes in selecting a site which led to discarding the privilege given to **Ramhuals** and **Zalens**. As a matter of fact upto 1957 the families of the officials of the village councils used to get the same priority for choosing sites. But now even this had been totally discarded.

After the independence under the Sixth Schedule of the Constitution of India, the Lushai Hills District got the status of an autonomous district. The Mizo District Council was thus inaugurated on 25 April 1952 with executive and legislative powers for managing the affairs of the tribes such as customs, manners, education, etc. An Autonomous Regional Council was similarly inaugurated on 23 April 1953 in the south of the erstwhile district called 'Pawi-Lakher Regional Council' with almost similar powers. This allowed the tribal people of the Lushai Hills district to exercise autonomy. Henceforth, the rights of taking **fathang** or attribute of Rs.2/- or at least two tins of paddy was acquired by the then Government of Assam paying compen-

sation to the chiefs under the Lushai Hills District Acquisition of Chief's Rights Act, 1954. After acquisition of these rights, the administration of the land was transferred to the District Council to enable it to levy and collect land revenue and land tax.

*Let us now examine some of the major aspects of the Mizo social organisation. Monogamy is the usual practice. The Mizos, especially chiefs in the past, used to keep more than one woman but the practice has now slowly gone into decay. The Christian movement is the cause of this change. The Mizo Church never allows its members to keep more than one woman and the person who does will find his name struck off from the register of the Church members. Abolition of the chief system has given more impetus in enforcing the rigidity of the custom of keeping only one woman (Goswami, 1979).*

*The Mizos have liberal views on matrimony. A young man is not hampered in his choice by any taboo of prohibited degrees, nor is his choice confined to any particular family or clan. In fact, he can practically marry any woman he chooses except his closed relatives. In this way, boys and girls are given wide latitude in their marital association. Marriages are normally arranged through negotiations. When a man wants to get married, he must first of all approach the girl's parents and settle with them about their daughter's price and other things. Here the marriage agreement must be put in writing,*

a copy must be given to each party. Bride price is always reckoned in terms of *Stal*, (a semidomestic animal highly valued by Mizos). The bride price varies according to the family of the bride. The bride price is always divided among the relatives of the bride to strengthen the bonds of relationship.

The bonds of matrimony are sometimes loose and easily slipped off. If a couple disagrees they simply separate. The man denounces all claim to any portion of her price which he may have paid, unless the woman agrees to its being partially returned. There is no objection to a widow remarriage. If a woman has children and there is any property it is socially considered proper for her to remain unmarried and look after her children and their interests. Marriages today among the Mizos are mainly solemnised according to the Christian rites. However, incidence of love-matches is increasing among the younger people. Coming to the question of inheritance, the general rule is for the youngest son to inherit, but occasionally the eldest also claim a share.

Before the occupation of their land by the British the Mizos were animists. Practically all divisions of the Mizo believe in a spirit called *Pathian*, who is supposed to be the creator of everything and is a beneficent being, but has little concern with men. Far more important to the average man are the numerous *Huai*, or demons, who inhabit every stream, mountain, forests, caves, rocks etc., and to whom every

illness and misfortune is attributed. They also believed naturally in the existence of one supreme God, a God of all humanity and goodness; but their spiritual repose was disturbed by spirits of evils known as *Ramhuai*, who had to be propitiated perpetually, so that *Khuayang*, the spirit of kindness and magnanimity, could bring comforts. It was the *Ramhuai* who brought illness or injuries to humanity and who punished the breakers of oaths.

In the past, the Mizos also believed that the *Ramhuai* were not visible entities and, consequently, were not even killable. The *Puithiam* (Sorcerer) is supposed to know what demon is causing the trouble and what form of sacrifice will appease him, and a Mizo's whole life is spent in this way in propitiating these spirits. In addition to these spirits, there is another. Each clan has a special spirit presiding over its destinies. The spirit is known as *Sakhua*, and all sacrifices to him have to be performed by a *Puithiam* (Sorcerer) of the clan and only members of the family can be present. The Mizos, in the past also believed in a spirit-world beyond the grave, which is known as *Mithi Khua*, i.e. dead man's village. But on the far side of the *Mithi Khua* runs *Pial* river, beyond which lies *Pialral*, an abode of bliss. Access to this is not obtained by the life of virtue while on earth, but the due performance of sacrifices and killing of men and certain animals.

The Mizos are a close-knit homogeneous society with no

class distinction and no discrimination on grounds of sex. The Mizo's code of ethics moved around *Tlawmngaihna*, an untranslatable term meaning the obligation on the part of everyone to be hospitable, kind, brave, unselfish, and helpful to others. *Tlawmngaihna* to a Mizo stands for that compelling moral force which finds expression in self-sacrifice for the service of others. It is the core of their philosophy of life. In war or peace, in dealing with individuals or in the midst of a crowd it was this spirit of *Tlawmngaihna* which guided their thoughts and actions.

Prior to 1894, in this way, the Mizos believed in various spirits, and their whole life was spent in performing a series of sacrifices to appease these spirits by way of propitiation. However, now the situation has completely changed after the spread of Christianity.

In Lushai Hills the Church laid the foundation for the spread of education which further influenced occupational orientation and mobility of the people. Further it influenced the pattern of interest articulation as education creates an awareness of the need for governmental action in building a new and better life. It also influenced the course of the operation of social custom and changed the people's orientation. Thus the church in this area served as a modernising instrument.

The Christian missionaries started their work in the Lushai

Hills by setting up primary schools. In fact primary education was started by the missionaries for the spread of Christianity. The administrative reports show the tremendous progress made by the missionaries. The Administration Report of 1896-97 said,

*"Messers Savidge and Lorrain, the pioneer missionaries have been in these hills since the Spring of 1893 and have been wonderfully successful in introducing education. These two missionaries have done most valuable work. They are about to produce a Hand Book and Dictionary of the Lushai language which is badly needed."*

In 1897 a school was opened for the first time in Aizawl in which 68 boys were enrolled. Next year three government primary schools were started. During the year 27 young chiefs and selected men from villages were put through a course of instruction in the government school in Aizawl. In 1903 the Chief Commissioner of Assam decided that the government schools for the Lushais should be handed over to the missions. From that year onwards till the taking over of the schools by the Government of Assam and subsequently by the District Council, missions were the official agencies of education among the Lushais for about 50 years.

The missionaries were working as the honorary Inspectors of Schools in the district. With the spread of primary and middle education it was realised that practical education in agriculture and vocation would be more befitting the requirements of the Lushais. Savidge,

honorary Inspector of Schools, Lunglei, wrote in 1916:

*"The Lushais are keen on education and the progress made during the year has been satisfactory. It is important, however, to remember that when we have educated sufficient boys to fill the Government posts available, there will be little for educated youths to do unless their education has been such as to enable them to develop agriculture and other resources of the district. I think the educational authorities of the district realise this."*

In fact not much of importance was ever given to vocational education. The widespread primary and middle level education ultimately brought a big chunk of the young people away from agricultural pursuits. Mc Call (1949) traced the origin of a new class, the intelligentsia, to the spread of Christianity. The mission employed local people as salaried church executives and school teachers in the villages. In none of these villages the government maintained any salaried staff. Thus a new class of educated Lushais came up under the sponsorship of the missionaries. At that time Christianity meant medical care, education, English language and a richer material life. The education policy generated a feeling that the education and Christianity were the only means to salaried jobs which would bring freedom from the drudgery, toil and uncertainty of cultivation. The educated Christians became affluent and their children got higher education. Thus a new privileged class came up. This new class flourished because of their economic emancipation through salaried jobs, profession, trade and commerce.

With the coming of the English people as Missionary, Mizoram received, as stated above, the light of education and Christianity which exerted much influence on the traditional life of the people. Many changes have since taken place in the social and religious life and practices of the people. The traditional Mizo religion has now gone into eternal oblivion. The people no longer believe in it and so it is practised nowhere. The impact of Christianity is such that the whole of Mizo population is now Christian. Originally, the North Lushai Hills was under the Welsh Presbyterian Church and the South Lushai Baptist Mission. There are now many Christian denominations in Mizoram to name a few, Roman Catholic, Salvation Army Corps, United Pentecostal Church, Seventh Day Adventist etc.

The traditional religion of the Mizos was that of animism as indicated earlier. They offered all that they had just to get peace with god or spirits. But all these primitive religious practices have since been discarded and forgotten as the Mizos have been enchanted by new religion, Christianity. The Mizos embraced their new found faith with so much dedication and submission that their entire social life and thought processes have been altogether transformed to an extent which is amazing. The Mizo society today, whether in town or in the remote villages is to a great extent influenced and guided by the Christian Church organisation directly or indirectly and the sense of value of the Mizos have also undergone drastic change. Long

continued feasts for showing bravery or to get heavenly bliss under their primitive religion were not obviously prescribed for all. To get cured by performing magical rites from diseases, ailments and other depressions also depended upon the economic condition of an individual and his family. The past religious beliefs and practices were based on awe and fear than on reverence and regard for the spirits. Actually for the Christian Mizos, Christianity simplified all this. Then the Christian concept of marriage and family were new to the Mizos in the past, and so Christianity faced resistance from these institutions and changes in these institutions were not so drastic as it was in the field of religion. Christianity again emphasised on equality, which again motivated them to adopt the Christian religion. Even ordinary people today find that the Christians and especially the Church dignitaries have special authority within their respective fields.

The Missionary who came to Mizoram not only spread Christianity but have also started a number of educational institutions. They gave free education to the first Christians. The first Christians were further responsible for bringing changes in the Mizo society at large. Schools were opened even in the remote villages and first educated people had greater access to the government authority and employment. They realised that education could give them more gainful employment than the traditional jhumming cultivation. So formal education changed

their outlook and worked as a potent instrument for alienation from their traditional way of life.

Gradually with the increase and popularity of education, some scholarships were also given for theological and other trainings which further created channels for new employment in both the Government and Mission offices (During the assistance<sup>was</sup> received from the Missionaries, the emphasis on following Christianity was always pressed up- on the non-Christian Mizos). Mission workers received salary for their services and the non-Christian Mizos found that for raising one's status, sacrifices, festivals or propitiation were not necessary. By becoming an earnest Christian and taking the key position in the Church as well and if possible by taking salaried mission jobs one could raise his status and make oneself powerful. Hence, it is implied that the motivation both for leadership and for money making were there, though the internal liking and impetus for religious work, of course, were present in most of the workers.

The British annexed the area by their superior power and tactics and the Mizo held that the whites had superior and different religion. When the Christian Missionaries came to Mizoram, it was natural for the people to identify the British with the Christianity. So, many people very often confused Missionaries with the administra-

tors and hence the acceptance of the Christianity meant identification with the British administration. Local people were employed to popularise gospel in each village. The emphasis on education was just to develop the working knowledge of reading Bible, Hymns etc. But in any case Christianity gave them incentive for education.

The other impact of education and religion is the abolition of traditional organisation of the youth called *Zawlbuk*. With the introduction of educational and religious institutions in Mizoram, it was felt unnecessary to have *Zawlbuk* (Bachelors' dormitory) and the roles it played in society could also be taken up by such schools and the Church. Another impact has been the adoption of western ways of life by the Mizo people. Forgetting and giving up their own cultural ways of life, in dress, dancing and food habits, they have now adopted western culture.

Moreover, the political movements, modernisation and urbanisation also affected the life of the Mizo people. The advancement of modern science and technology did not reach Mizoram as it did to other parts of India. But its influence was being felt from the time the administration was taken over by the British. With the emergence of education and religious institutions, administration worked properly. It opened health centres, arranged better communications, and started other developmental works. The result of all these was that the people

devalued and disregarded their traditions and culture in all aspects of life and turned to the western culture. Political movement was started by forming various political parties. Chieftainship has abolished and replaced by the modern political elites. They have been instruments of their alienation from the traditional life styles and practices.

### **Mizoram Today**

The newly established Union Territory of Mizoram is a political unit almost at par with the other federating units of the Indian Union. Mizoram now has a full-fledged elected legislature and a responsible popular government. Now the administration in Mizoram, unlike the past, is an instrument of social and economic development and hence its guidelines have been reframed. The political powers are in the hands of elected representatives.

According to the latest Census reports of 1981, the total population of the Union Territory of Mizoram is 4,87,774. This population figure signifies a considerable growth in the decade 1971-1981. During the ten year period a net addition of 1,55,384 has taken place in the Territory's population. The Territory's population of 4,87,774 is distributed amongst the three Districts as under, Aizawl - 3,40,766, Lunglei - 82,589, Chhimituipui - 64,419. It may be interesting to note that the population of Aizawl town alone constitutes 15.57 per cent of the entire population.

The growth rate of the three districts during 1971-81 decade is as follows - 48.73 per cent for Aizawl District, 32.91 for Lunglei and 56.57 for Chhimitulpul. These three districts were created after Mizoram attained the status of Union Territory in 1972.

The significant aspect of the rising population during the 1971-81 decade is the high rate of urbanisation in the Territory. In 1971, there were altogether 37,759 people living in towns which then accounted for about 11.36 per cent of the total population. In 1981, the number of urban dwellers has gone upto 1,22,765 accounting for 25.17 per cent of the total population. The increase in the urban population is on account of two factors -

Firstly, the leading towns of Aizawl and Lunglei maintained their high rate of growth, having become the Capital and District Headquarters respectively and secondly, four places which were rural localities hitherto have now been considered as non-statutory towns in 1981 Census because of certain demographic tests like size and density of population, types of occupation of male workers, availability of civic amenities etc. These are Kolasib, Champhai, which have become Sub-Divisional Headquarters; Serchhip, a Block Development Headquarters and Saiha, District Headquarters. In Mizoram we have no urban agglomerations although the concept was introduced in the 1981 Census also as was

done in 1971.

*The sex ratio of this Territory continued to favour males in the 1981 Census just as it was the case in 1971. We have now 936 females for every 1000 males in the Territory. The district level position is also consistent. In Aizawl district, there are 932 females for every 1000 males. In Lunglei district, there are 943 females for every 1000 males and this figure is 948 in Chhimtuipui district. The sex ratio is an indication of the employment situation in any particular area. Axiomatically, there is a migration of labour force from the low employment areas to the high employment areas. Thus, an area having sex ratio favouring males is supposed to have better employment market than an area having a sex ratio favouring females.*

*The density of population in the Territory jumped up from 16 in 1971 to 23 in 1981. Amongst the districts Aizawl has recorded a density of 27 while Lunglei and Chhimtuipui have recorded densities of 18 and 16 respectively. Urban population is highly concentrated in the two towns of Aizawl and Lunglei having 11.55 per cent of the total population.*

*There has been an increase in the literacy percentage from 53.79 to 59.50 in the 1981 Census. In fact, 66 of every 100 males in*

the Territory are now literate while this ratio is 53 in the case of females. Aizawl district has the higher rate of literacy being 64.22 per cent compared to that of Lunglei and Chhimtulpui which are 57.38 per cent and 37.26 per cent respectively.

Most of the areas of Mizoram are hilly and under forest, very little land is under cultivation. Out of the total geographical area of 21.09 lakhs hectares, the net sown area is 70,300 hectares. The total area which gets some irrigation from different sources is 8,000 hectares only. Rice is the main crop followed by various horticultural crops and plantation crops. Maize is another cereal crop next to rice which is being grown in some area. During 1981-82, wheat has been grown successfully with a very good yield in some pockets of Mizoram. Other crops like sesame, ginger, pulse, chillies, tobacco, banana, pineapple, potato, and plantation crops like coffee, tea, rubber are only secondary crops.

Agriculture is the main occupation of the people of Mizoram. Shifting cultivation is still the principal method of cultivation which has been in vogue for decades. A plot of land is cleared of all its vegetation, then the dry leaves and trees trunks are burnt. Over the ashes of these forests seeds are sown. For the next year's cultivation they again move to the other side of the hills cutting down the forests and

burn them again. The jhumming greatly destroys the forest resources and fertility of the soil apart from the merciless destruction of forests and valuable natural resources and loss and depletion of soil fertility. Moreover, the region is not properly exploited, thereby the land cannot support the masses. Agriculture in Mizoram is seasonal<sup>at</sup> but natural calamities like drought, heavy rains, storms etc. frequently damage cultivation. Forests cover about 37 per cent of the area, and some important forest products are timber, bamboo and agar.

The Union Territory of Mizoram can broadly be termed as industrially extreme backward area. Because of the hilly terrain, development has not so far been achieved in the field of industries. On account of the lack of infrastructure technical know-how, skilled workers, entrepreneurs etc. greater stress was made towards the development of tiny, village and cottage industries, for example, handloom, handicraft, knitting, tailoring, carpentry, blacksmithy, etc. However, efforts are being made to the extent of meeting domestic need of artisans to organise the skilled workers into co-operative sectors.

A small shift in the programmes and policies is being made during the Sixth Five Year Plan i.e. 1981-85. For the Sixth Five Year Plan allocation of Rupees 58 lakhs was made for large and medium scale industries and 400 lakhs for village and small industries. In the

large and medium scale industries it is proposed to set up a Tissue Paper Mill, Ginger Oil, and Oleoresin plant and a plywood factory. In the field of mineral exploration a cell headed by a Geologist was started from the Rolling Plan year, i.e. 1978-79. Under this scheme a survey of Mizoam hills is being conducted. The reports indicates that there is a chance of getting coal, lime, natural gas and oil. The various promotional measures for setting up of small industries are also being pursued vigorously.

The Statistical Handbook published in 1981 recorded that there are as many as 26 registered small scale and cottage industries in Aizawl District. They are - tailoring, candle making, shoe repairing, furniture workshop, printing press, chow making, knitting, blacksmithy, tyre retreading, watch repairing, bakery, ice cream, motor workshop, radio repairing, fruit preservation, metal works, weaving, cycle and petromax repair, biscuit factory, tinsmithy, X-Ray Clinic, hotel, salt extraction, chalk making, electrical repairing. A Dairy Plant was established at Zemabawk (2 Kms from Aizawl Town), since then a good dairy milk has been made available to the town people. Again, a number of Cattle Breeding Farms, Poultry Farms and Piggery Farms have been set up in different places like Selesih, Lungpher, Satha, Lunglei, Kolosib, Thing-dawl etc.

Communication system is extremely poor in Mizoram. The

nearest rail head is Silchar, which is about 180 Kms from Aizawl town. There is no other Airfield except Tuirial Airfield which is about 15 Kms from the Capital. The Statistical Handbook published in 1981 recorded that there are 1,136.32 Kms black topped road, and 228 Kms Gravel Road under the Border Road Task Force within the Territory. Surface road is the only link with the rest of the country. A network of roadways is spread over the territory providing necessary communication facilities for movement of people from one place to another.

Some notable and significant progress has been made in the field of education since Mizoram became a Union Territory in 1972. Mizoram, however, received the benefits of State Plan only for the last two years of the fourth Plan and the five year period of the Fifth Plan. During the recent years several Middle and High Schools have been taken over by the Government and a good number of Schools have been brought under the deficit system of grants. Many new schools were opened and the existing schools strengthened and expanded. The intake capacity of the Teacher's Training Institutes at Aizawl and Lunglei has also been doubled from 1982-1983. The progress made over the recent years can be seen from the following facts.

In 1979-80 the number of educational institutions in Mizoram were, 518 Primary Schools, 234 Middle Schools, 116 High Schools, 5 Colleges, 4 Teachers' Training Institutes including one Institute for

training of Hindi Teachers. There are now 803 Primary Schools, 360 Middle Schools, (including 65 un-aided middle schools), and 141 High Schools (including Theological College). The intake capacity of the Teachers Training Institutes has been increased and an institute for training of Hindi teachers has also been opened to facilitate training of teachers for High Schools. Besides these, under the Directorate of Education separate wings were opened for promotion of Science Education, Physical Education, Youth Welfare, and Scouts and Guides activities, Educational Statistics, Scholarships, Adult Education, Library, Museum and Tribal Research Institute. The Annual Schemes 1982-83 have been finalised within the approved outlay of Rs.165.00 lakhs with the break up of Rs.145.20 lakhs for General Education, Rs.6.50 lakhs for Art and Culture and Rs.13.30 lakhs for Technical Educations.

Out of the total population, only 2,09,088 persons (41.21%) constitute the working force of main workers (atleast 183 days in a year). Of this force of main workers 44,941 persons (72%) are engaged in cultivation, 5,316 persons (1.56%) are working as agricultural labourers; only 2,580 (1.28%) are engaged as main workers in household industry. It is, thus, clearly established that the deployment of manpower in the industrial sector is next to nil. Out of the remaining workers (48,331), about 18,000 are employed as Government servants (Annual Plan 1983-84, Department of Labour and Employment, Government of Mizoram). Thus, only about 30,000 persons are working in non-classified sectors and are available for developmental activities of all the sectors of

*the entire plan. Many of these are, undoubtedly untrained, unskilled and not highly qualified. Thus, there is an acute shortage of the required level of manpower for all developmental activities. Thus, one of the main inputs of industrial development, namely trained manpower, is woefully and acutely short in supply in Mizoram. This is further aggravated by factors such as continuing disturbance due to insurgency and inner-line regulations due to which persons from outside Mizoram cannot freely enter to take up employment in the territory.*

*To cope with the ever increasing number of unemployed persons especially the educated unemployed youth and to explore avenues for employment and self employment, Directorate of Labour & Employment has been created in April, 1980 to administer the Employment Exchanges and implement development schemes like Apprenticeship Training, Craftsman Training and labour welfare.*

*In realisation of the recommendations of the Mathew Commission and important role the Employment Service in every state and Union Territory in the country is expected to play during the Sixth Five Year plan period, District Man Power Planning and Employment Generation Councils have been set up all over the country including Mizoram. The Employment Officers are Members in the Councils. They are entrusted with the task of an integrated approach in which the job seekers are placed in wage-paid as also self employment avenues in addition*

to their normal duties. The Sixth Five Year Plan, therefore, proposed to revamp the Employment Exchanges by suitable upgradation and expansion of Employment Service, wherever necessary.

The tentative Sixth Five Year Plan outlay in respect of Labour and Employment Department in Mizoram, based on the recommendations of the Planning Commission stands at Rs.13.00 lakhs. Of this the outlay approved for 1980-81 was Rs.2.10 lakhs which was fully utilised and Rs.2.82 lakhs for 1981-82 which at the time of formulation of 1982-83 Plan was in the process of full utilisation. The Annual Plan outlay for 1982-83 is fixed at Rs.3.50 lakhs the notable feature being the provision for opening four Sub-Divisional Employment Exchanges, namely at Kolosib, Champhal, Lawngtlai and Chawngte and introduction of two trades namely (1) Cutting and Tailoring and (2) Stenography in the Industrial Training Institute (I.T.I), Aizawl besides continuing the existing Plan programmes. The ongoing programmes are:

- a) Apprenticeship Training: apprentices are trained every year in clerical trade and 30 trainees are enrolled every year.
- b) Craftsman Training: Introduction of additional trades is being undertaken such as Stenography, Cutting and Tailoring etc. This institute is the backbone of industrial development in the Territory and is part and parcel of Department of Labour & Employment. The contribution of the products of this Institute is noticeable in almost all Departments where technical skilled

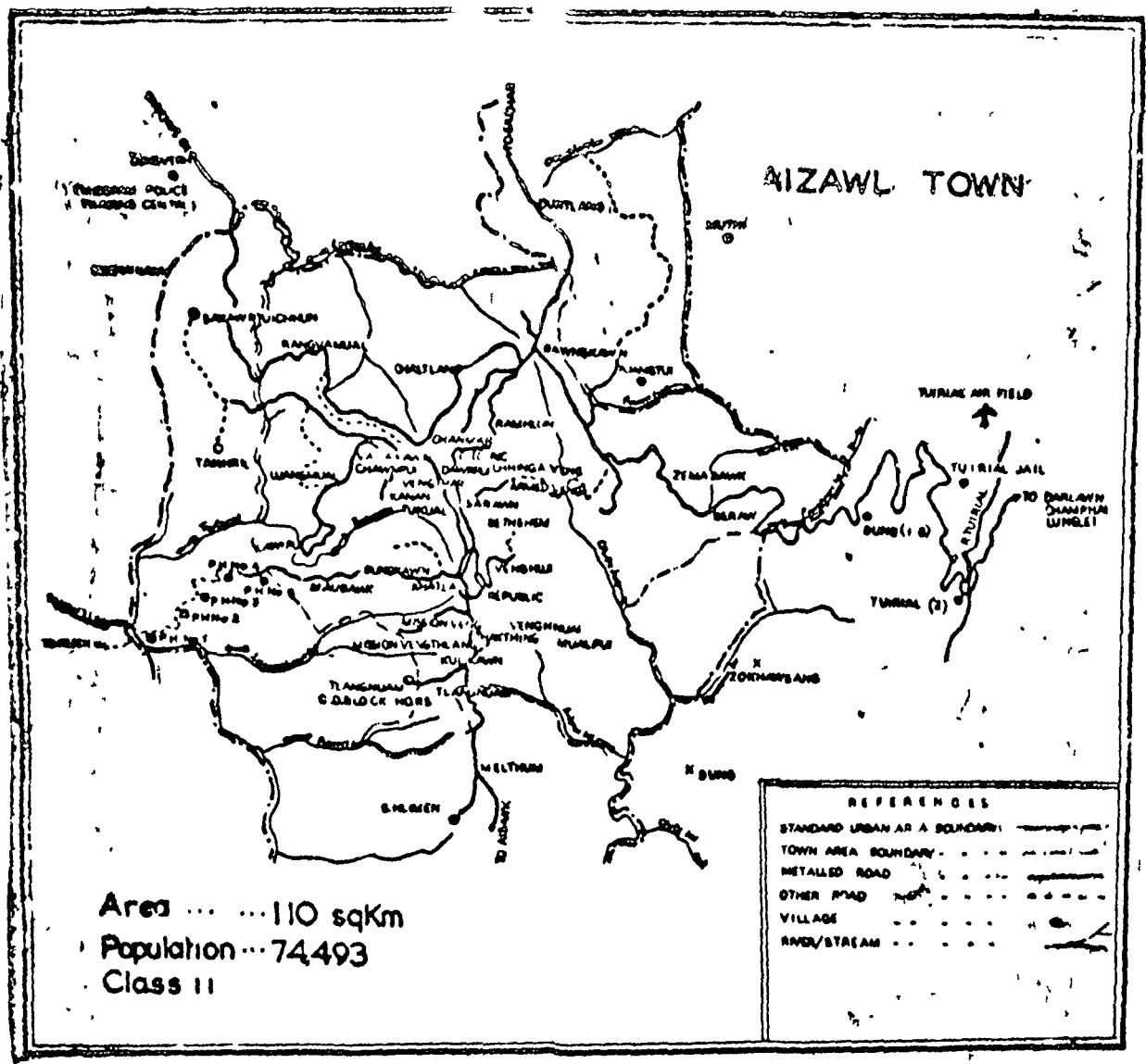
man power are badly required. Welders, Electricians, Wireman, Fitter and Motor Mechanic are its products.

It is evident that Government employment is a major source of livelihood in Mizoram today. In absence of industrial development educated people are going for government jobs in a large number. The Table below gives the current figures of the government employees in the Union Territory of Mizoram. In the Table while A and B categories include gazetted officers, C and D constitute non-gazetted employees.

Government Employees in Mizoram

Year	Number of employees in various Groups				Total
	A	B	C	D	
1981	283	722	11,016	6,810	18,831
1982	357	815.15	11,615	7,140	19,927
Difference:	74	93	599	320	1,096
Percentage Increase:	26.15	12.88	5.44	4.85	5.82

Sources: Census of Government Employees in Mizoram 1982  
 Directorate of Economics and Statistics,  
 Government of Mizoram, Aizawl.



Ph. D. Thesis - R. Lalthangliana

## CHAPTER - III

## **SOCIAL BACKGROUND OF RESPONDENTS**

*In the previous Chapter, we have discussed the general characteristics of the Mizo society and its traditional, social, economic and political organisations. We have also identified the complexities of the situation and the changes in the traditional organisations brought about by new forces. Our analysis of the existing social reality will thus help us to examine the patterns of occupational changes with better perspective and insight.*

*In this Chapter, we propose to discuss the socio-economic background of the respondents and their existing occupational patterns. In the formation of human personality as well as in the moulding of thoughts and actions, social surrounding plays a considerable role. The respondents in the present study come from different economic background and belong to diverse age groups, size of family, educational levels, etc. For a proper probe into their attitudes and behaviours, therefore, their social background must first be adequately understood. We have, however, concentrated our attention only on three major dimensions - migration pattern, educational standard and occupational structure to highlight the social background of our respondents. Religion has been intentionally excluded from the present analysis as all our respon-*

dents are Christians.

As mentioned earlier, we have classified our respondents into four major groups based on certain objective criteria -

1. Achieved Status	Gazetted	200
	Non-Gazetted	200
2. Residential background	Rural	246
	Urban	154

#### **Age-Groups**

Our Table 3:1 indicates that out of the total 400 respondents, 18.50 per cent fall in the age-group of 21 to 30 years, 40.00 per cent in 31 to 40 years, 30.25 per cent in 41 to 50 years, and the remaining 11.25 per cent belong to the age-group of 51 to 60 years.

In our sample, 13.00 per cent gazetted respondents are in the age-group of 21 to 30 years, 34.50 per cent in 31 to 40 years, 36.50 per cent in 41 to 50 years and the rest 16.00 per cent fall in the age-group of 51 to 60 years. Among our non-gazetted respondents, these figures are 24.00, 45.58, 24.00 and 6.50 per cent respectively.

It is evident from these figures that our respondents are relatively very young both in the case of gazetted and non-gazetted respondents. Although there is some difference between these two

**TABLE 3:1**

Age of Respondents

Age-Group (in years)	Total	Gazetted	Non-Gazetted	Rural	Urban
21 - 30	74 (18.50)	26 (13.00)	48 (24.00)	43 (17.48)	31 (20.13)
31 - 40	160 (40.00)	69 (34.50)	91 (45.50)	112 (45.53)	48 (31.19)
41 - 50	121 (30.25)	73 (36.50)	48 (24.00)	72 (29.27)	49 (31.82)
51 - 60	45 (11.25)	32 (16.00)	13 (6.50)	19 (7.70)	26 (16.88)
<b>TOTAL:</b>	<b>400</b>	<b>200 (50.00)</b>	<b>200 (50.00)</b>	<b>246 (61.50)</b>	<b>154 (38.50)</b>

**Notes:** Figures in brackets indicate percentage.

groups but it is possible to infer that a large number of young men are coming to join government jobs at the lower level. The higher age-groups of the gazetted officers as compared to the non-gazetted one is primarily because most of the officers in the former category have achieved the present status through the departmental promotion. Most of them have entered the government jobs at the lower level but subsequently promoted as gazetted officers.

Table 3:1 further shows the age-groups of our rural and urban respondents. While 17.48 per cent rural and 20.13 per cent urban respondents fall in the age-group of 21 to 30 years, 45.53 and 31.19 per cent are found to be in the second group of 31 to 40 years. Again, 29.27 per cent rural and 31.82 per cent urban respondents are in the age-group of 41 to 50 years, and 7.70 and 16.88 per cent fall in the last age-group of 51 to 60 years.

The residential background of the respondents suggests that a substantial number of rural respondents (63.01) are in the age-group of 21 to 40 years as compared to just 51.32 per cent in the case of urban respondents. This shows that our urban respondents came for government jobs earlier than the rural respondents which hardly requires any explanation

**Residential Background and Patterns of Migration :**

It is evident from Table 3:2 that 17.50 per cent respondents have been living in Aizawl only for the last 5 years, 15.50 for 6 to 10 years, 15.75 for 11 to 15 years, 10.00 for 16 to 20 years, 6.00 for 21 to 25 years, 6.50 for 26 to 30 years, and the remaining 28.75 per cent for more than 31 years.

Among the gazetted officers, 15.00 per cent respondents have been in Aizawl town for the last 5 years, 17.50 per cent for 6 to 10 years, 18.50 per cent for 11 to 15 years, 7.50 per cent for 16 to 20 years, 5.50 per cent for 21 to 25 years, 7.00 per cent for 26 to 30 years, and a comparatively higher percentage of 29.00 per cent have been in Aizawl town for more than 31 years. The length of residence of the non-gazetted respondents are 20.00, 13.50, 13.00, 12.50, 6.50, 6.00 and 28.50 per cent for different periods.

It is further evident from Table 3:2 that 27.24 and 1.95 per cent of our rural and urban respondents respectively have been living in Aizawl for the last 5 years; 21.14 and 6.49 per cent for a period of 6 to 10 years, 23.98 and 2.59 per cent for 11 to 15 years, and 15.04 and 1.95 per cent for a period of 16 to 20 years; and again, 7.72 per cent and 3.25 per cent have been in Aizawl town for a period of 21 to 25 years. And finally, 4.88 per cent rural and 9.09 per cent urban respondents are living in this town for a period between 26

**TABLE 3:2**  
**Residential Status of the Respondents**  
**(Length of residence in Aizawl)**

Length of residence in years	Residential Status			Total
	Gazetted	Non-gazetted	Urban	
0 - 5	30 (15.00)	40 (20.00)	67 (27.24)	70 (17.50)
6 - 10	35 (17.50)	27 (13.50)	52 (21.14)	62 (15.50)
11 - 15	37 (18.50)	26 (13.00)	59 (23.98)	63 (15.75)
16 - 20	15 (7.50)	25 (12.50)	37 (15.04)	40 (10.00)
21 - 25	11 (5.50)	13 (6.50)	19 (7.72)	24 (6.00)
26 - 30	14 (7.00)	12 (6.00)	12 (4.88)	26 (6.50)
31 & more	58 (29.00)	57 (28.50)	-	115 (28.75)
<b>Total</b>	<b>200</b> <b>(50.00)</b>	<b>200</b> <b>(50.00)</b>	<b>246</b> <b>(61.50)</b>	<b>400</b> <b>(100.00)</b>

**Note: Figures in brackets indicate percentage.**

Re

to 30 years. The length of residence of quite a considerable number of respondents, that is, 74.68 per cent in urban group is more than 31 years, whereas, not a single rural respondent has been living for a such long period.

Some broad trends may be identified on the basis of above data. It is evident that the immigrants have settled in Aizawl for quite some time now. However, the largest number of immigrants have settled during the last two decades or so. This also shows that the greatest influx of the migrants seems to have taken place during the years following the Mizo Insurgency in 1966 and the years after the famine of 1959 in Mizoram. As will be evident from the present enquiry, the immigrants in Aizawl town do not face much difficulty in adjusting themselves to their new environments because there is no cultural gap between the urban and rural dwellers. Our data in the present context also support this tendency. While 87.40 per cent rural respondents have migrated during the last 20 years, this figure is only 12.98 per cent in the case of urban respondents. This further shows the transitional phase of the city as the migration from rural areas continues to take place at a very fast rate.

Our Table 3:3 shows the distance of native place of the migrants from Aizawl. While 19.75 per cent respondents have come to this town from a distance of 10 to 50 kms; 14.75 per cent from

**TABLE 3:3**

Distance of Native Place from Aizawl town

Distance (in Kms)	Total	Gazetted	Non-Gazetted	Rural	Urban
10 - 50	79 (19.75)	33 (16.50)	46 (23.00)	61 (24.78)	18 (11.69)
51 - 100	59 (14.75)	26 (13.00)	33 (16.50)	51 (20.72)	8 (5.19)
101 - 150	32 (8.00)	16 (8.00)	16 (8.00)	28 (11.37)	4 (2.59)
151 - 200	38 (9.50)	18 (9.00)	20 (10.00)	29 (11.78)	9 (5.84)
201 - 250	74 (18.50)	41 (20.50)	33 (16.50)	50 (20.32)	24 (15.59)
251 - 300	20 (5.00)	16 (8.00)	4 (2.00)	16 (6.40)	4 (2.59)
301 & more	98 (24.50)	50 (25.00)	48 (24.00)	11 (4.96)	87 (56.49)
Total	400	200 (50.00)	200 (50.00)	246 (61.50)	154 (38.50)

Note: Figures in brackets indicate percentage.

51 to 100 kms; 8.00 per cent from 101 to 150 kms; 9.50 per cent from 151 to 200 kms; 18.50 per cent from 201 to 250 kms; 5.00 per cent from a distance of 251 to 300 kms, and finally, 24.50 per cent respondents hailed from a distance of more than 301 kms from Aizawl town.

The most striking thing which requires a special mention here is about places from where our respondents have mainly migrated to Aizawl. Those who have migrated between a distance of 10 to 250 kms are mainly those who have come from within Mizoram, while the others have come from outside the territory. In this case it may be mentioned that there are certain areas outside Mizoram where Mizos are found in a large number, for instance, Churachanpur in Manipur, Shillong in Meghalaya and some neighbouring areas of Burma. Our data suggest that 88.97 per cent rural respondents have migrated from within Mizoram whereas this figure is just 40.90 per cent in the case of urban respondents. It evidently shows that majority of our urban respondents have migrated from other urban centres in North East India like Churachanpur and Shillong. Thus, we have cases of both rural to urban and urban to urban migration in Aizawl.

When asked about the reasons of migration, the respondents have given different reasons. Among them, 18.75 per cent have migrated to Aizawl to take up jobs, 24.75 per cent because of posting or transfer

to Aizawl, 11.00 per cent in search of better livelihood and facilities, 5.75 per cent due to uncertain political situation created by the 1966 Uprising in Mizoram, 10.75 per cent came for further study, 7.25 per cent have migrated because of their fathers' service, and the rest 21.75 per cent have not given any specific reason of migration to Aizawl town.

It is further evident that 24.00 per cent gazetted and 13.50 per cent non-gazetted respondents have migrated to this town just to take up new government jobs. Similarly, 29.50 per cent gazetted and 20.00 per cent non-gazetted employees have migrated to Aizawl mainly because of transfer and posting. Thus, there is no significant difference between these two categories of respondents so far as this reason of migration is concerned.

Moreover, 10.00 per cent gazetted and 12.00 per cent non-gazetted officials migrated to Aizawl for better livelihood whereas, only 4.00 per cent gazetted and 7.50 per cent non-gazetted respondents came to Aizawl due to 1966 Uprising in the Territory. However, most of the non-gazetted respondents came to Aizawl for higher education. It suggests that our gazetted respondents have their education mainly outside Mizoram.

*The process of migration thus has mainly been in operation*

*in this part of the country due to economic reasons. Although sometimes political reasons have also compelled people to shift to urban areas but motivation for migration has always been economic benefits. A high number (53.59 per cent) of urban respondents have not specified any reason of migration which is quite evident. They have been in urban areas for quite some time and therefore, it may be difficult for them to say categorically why they came to this place. However, it is apparent that except in some cases there is no significant difference between the different categories of respondents so far the reasons of migration are concerned.*

*Mizoram is an isolated area linked with the outside world only by Silchar-Aizawl road. The people are mainly engaged in jhumming (slash and burn cultivation) and have to lead a very difficult life. It is only recently that educational centres have been established in the rural areas. Moreover, the region is not yet fully exploited, thereby the land cannot support the masses and there is no diversification of labour. The only source of mobility and attainment of new living is through education. Therefore, the attraction of a town like Aizawl with all its amenities especially education and modern jobs has resulted in a considerable influx of immigrants to the urban areas.*

*Moreover, with the changes coming about in the Mizo society because of the different politico-administrative factors which in turn effect man-land relationship and also in the absence of man's*

*adequate intervention in the man-nature relationship, the agricultural-based economy today presents an uncertainty and fails to offer any attractive situation for the people to continue to stay in their original villages. Consequently, employment opportunities in the non-agricultural sectors become the only viable proposition. Thus, in spite of obstacles of long and arduous journey and difficulties of settling in Aizawl, quite a good number of our respondents, as evident in the present enquiry, have migrated to this town.*

*There is a specific problem being faced by the people of this Territory. This is a peculiar situation brought about by the political disturbances. Following the outbreak of disturbances in Mizoram in 1966, the authorities resorted to a large-scale re-grouping of villages by force as one of the means of fighting the insurgency. The main idea of this re-grouping was to cut off the sources of food supply to the hostiles and was conceived by the army authorities. In this way, during the latter part of the sixties many villages in Mizoram were brought together under one group centre (called Protected and Progressive Villages, PPVs) for purpose of security and administrative convenience. It may be recalled that during this critical period, quite a large number of villagers had migrated to the towns for safety and better livelihood. As peace returned to Mizoram, many villagers who were brought to the grouping centres against their will, have now gone back to their original villages. But at the same time, many*

*of them decided to settle in the big grouping centres for a number of economic reasons. It is because of this sudden change in political situation that there has been a significant influx to the towns.*

*It may be noted further that urbanization in Mizoram is of recent origin which started since its inception as a Union Territory in 1972. It is the outcome of numerous crucial factors such as industrialization, improved communication, administrative, military and commercial requirements. Moreover, the new ideas and values, the modern system of education and the new administration introduced by the Government, undoubtedly, encouraged the process of urbanization in Mizoram. With the advent of the Sixth Five Year Plan, there is new orientation for the planned industrial development, taking into consideration the economic and industrial requirements of the country. Old administrative centres like Aizawl are now becoming modernised with a high degree of urbanization.*

*While opportunities and attraction of the city life have been pulling the people, the hardships and poverty of the rural areas have been pushing the people out of the village. This has been the basic reason of migration in traditional societies. Thus, with the natural increase in population and migration have caused a significant change in the demographic patterns of urban areas. Consequently, the place like Aizawl have comparatively better avenues for almost all types*

**TABLE 3:4**

Reasons of Migration

Reason of Migration	Total	Gazetted	Non-Gazetted	Rural	Urban
Service in Aizawl	75 (18.75)	48 (24.00)	27 (13.50)	59 (23.98)	16 (10.39)
Service transfer	99 (24.75)	59 (29.50)	40 (20.00)	85 (34.55)	14 (7.79)
Better livelihood & facilities	44 (11.00)	20 (10.00)	24 (12.00)	31 (12.60)	13 (8.45)
1966 uprising	23 (5.75)	8 (4.00)	15 (7.50)	23 (9.35)	-
Further study	43 (10.75)	7 (3.50)	36 (18.00)	38 (15.45)	5 (3.26)
Father's service	29 (7.25)	17 (8.50)	12 (6.00)	4 (1.63)	25 (16.24)
No specific reason	87 (21.75)	41 (20.50)	46 (23.00)	6 (2.44)	81 (53.59)
Total	400	200 (50.00)	200 (50.00)	246 (61.50)	154 (38.50)

**Note: Figures in brackets indicate percentage.**

*of modern occupations and professions. This situation, it seems, has been fully utilised by quite a significant number of our respondents in the present enquiry.*

***Levels of Education:***

*In India, University education is almost synonymous with modernity and western values and is responsible for the creation of educated middle class, employed in different white-collar jobs and engaged in different professions and occupations like legal, medical, technical, teaching and others. With the increase in percentage of education, the opportunities for jobs and possibilities for vertical mobility have increased.*

*The educational attainments of grandfathers of the respondents have been given in Table 3:5. It reveals that out of the total 400 respondents' grandfathers, 66.50 per cent were illiterate, 16.00 per cent read upto primary level and 13.75 per cent read upto the middle level. Only 3.25 per cent of grandfathers completed matriculation. Similarly, only one grandfather each had education upto intermediate and post-graduate standards.*

*The details given in Table 3:5 indicate some interesting trends which cannot be easily explained. In the first place, the level of literacy in the grandfather's generation of non-gazetted was higher than the gazetted one. While 72.00 per cent grandfathers of gazetted*

**TABLE 3:5**

**Educational Attainment in the Grandfather's Generation**

Education	Total	Gazetted	Non-Gazetted	Rural	Urban
Illiterate	266 (66.50)	144 (72.00)	122 (61.00)	174 (70.74)	92 (59.74)
Primary	64 (16.00)	28 (14.00)	36 (18.00)	27 (10.97)	38 (24.68)
Middle	55 (13.75)	25 (12.50)	30 (15.00)	36 (14.63)	19 (12.34)
Matric	13 (3.25)	3 (1.50)	10 (5.00)	9 (3.66)	3 (1.95)
IA/PU	1 (0.25)	-	1 (0.50)	-	1 (0.65)
Graduate	-	-	-	-	-
Post Graduate	1 (0.25)	-	1 (0.50)	-	1 (0.65)
Total	400	200 (50.00)	200 (50.00)	246 (61.50)	154 (38.50)

**Note: Figures in brackets indicate percentage.**

employees were illiterate this number was only 61.00 per cent in case of the non-gazetted group. Secondly, whereas only 28.00 per cent grandfathers in our gazetted group had received education at the primary, middle and matriculation levels, this percentage went upto 38.00 in case of non-gazetted category. Finally, grandfathers of only 2 respondents had received collegiate education and they interestingly, belonged to our non-gazetted group.

Coming to rural and urban background, we find some significant differences between the two groups. While 70.74 per cent grandfathers of rural respondents were illiterate this figure was only 59.74 in case of urban respondents. Similarly, grandfathers of our urban respondents had received relatively a better education than the rural respondents. Even two persons who had been to college in grandfathers' generation came from urban background.

The data relating to the educational attainment of the fathers have been presented in Table 3:6. It shows that out of the total 400 fathers of the respondents, only 9.00 per cent were illiterate, 46.75 per cent read upto primary level, 26.00 per cent upto the middle standard, 14.00 per cent had passed matriculation examination, 3.00 per cent of them had completed intermediate education, 0.75 per cent had obtained their graduate degree, and the remaining 0.50 per cent had completed even their post-graduate education.

**TABLE 366**

Educational Attainment of the Fathers

Education	Total	Gazetted	Non-Gazetted	Rural	Urban
Illiterate	36 ( 9.00)	18 ( 9.00)	18 ( 9.00)	30 (12.19)	6 ( 3.89)
Primary	187 (46.75)	92 (46.00)	95 (47.50)	132 (53.66)	55 (35.72)
Middle	104 (26.00)	48 (24.00)	56 (28.00)	63 (25.60)	41 (26.63)
Matric	56 (14.00)	31 (15.50)	25 (12.50)	17 ( 6.92)	39 (25.33)
IA/PU	12 ( 3.00)	9 (4.50)	3 ( 1.50)	4 ( 1.63)	8 ( 5.19)
Graduate	3 (0.75)	1 (0.50)	2 (1.00)	-	3 ( 1.95)
Post Graduate	2 ( 0.50)	1 ( 0.50)	1 ( 0.50)	-	2 ( 1.92)
Total	400	200 (50.00)	200 (50.00)	246 (61.50)	154 (38.50)

Note: Figures in brackets indicate percentage.

The increasing level of education in fathers' generation is evident from Table 3:6. It is interesting to note that there were only 9.00 per cent of these fathers who were illiterates. We have almost the same figures for gazetted and non-gazetted groups. When we examine the level of the school education we find that there is no significant inter-group difference between the two groups. However, there is some marginal difference between gazetted and non-gazetted groups so far the college education is concerned. But it does not indicate that there was no regional difference in the level of education in the earlier generation. In this context our data concerning rural and urban fathers are point in case. While 12.19 per cent fathers of our rural respondents were illiterates this figure was 3.89 in case of our urban group. Similarly, as many as 53.66 per cent of rural fathers had received primary education but in case of urban fathers this percentage was only 35.72. Naturally, it suggests that fathers of urban respondents had gone for higher education in a large number than rural fathers.

When we compare the educational attainments of grandfathers' and fathers' generation the difference is still more striking. We have already indicated in the earlier pages that the level of literacy in Mizoram had started increasing earlier than many other such tribal communities in North-East. Our data fully collaborate this trend.

There is a remarkable increase and advancement in the educational standard of our respondents as is evident from Table 3:7. In the respondents' generation, we find that the lowest education among them is middle which is 4.25 per cent. The next one is matriculation which consists of 19.00 per cent respondents, followed in the same order by intermediate or pre-university (13.25 per cent), graduate (46.75 per cent) and post graduate (16.75 per cent) respondents.

It is absolutely clear from Table 3:7 that in the present generation the level of higher education has substantially increased among the Mizos. As the nature of sample itself indicates majority of our respondents have had a very high level of education. While 63.50 per cent respondents were holding graduate and post graduate degrees, 13.25 and 19.00 per cent had completed intermediate and matriculation education respectively. The inter-group differences in this context is more remarkable than what we have seen in case of earlier generations. For example, while as many as 83.50 per cent gazetted officers possessed graduate or higher degrees this figure is just 43.50 in case of non-gazetted officers. This is to say the same thing that at the present level of development in Mizoram the persons holding higher degrees are not going for lower jobs. In this context, therefore, the situation in Mizoram is different from that of the other parts of the country. Our Table 3:7 further reveals that some of our gazetted respondents are having lower level of formal education,

**TABLE 3:7**

**Educational Attainment of the Respondents**

Education	Total	Gazetted	Non-gazetted	Rural	Urban
Illiterate	-	-	-	-	-
Primary	-	-	-	-	-
Middle	17 (4.25)	4 (2.00)	13 (6.50)	6 (2.44)	10 (6.49)
Matric	76 (19.00)	17 (8.50)	59 (29.50)	39 (15.85)	37 (24.03)
IA/PU	53 (13.25)	12 (6.00)	41 (20.50)	21 (8.54)	32 (20.78)
Graduate	187 (46.75)	103 (51.50)	84 (42.00)	141 (57.32)	46 (29.87)
Post-Graduate	67 (16.75)	64 (32.00)	3 (1.50)	39 (15.85)	29 (18.83)
Total	400	200 (50.00)	200 (50.00)	246 (61.50)	154 (38.50)

**Note: Figures in brackets indicate percentage.**

that is, middle or matriculation. They must be the persons who became gazetted officers through departmental promotion. Now this may not be the case as for gazetted positions only graduates are eligible.

Coming to the educational attainments from the point of view of the residential background of our respondents, we have some interesting facts to highlight. A close look at the table shows that our rural respondents are better educated than the urban ones. Our data thus contest the normal impression that the urban people are more enlightened and motivated to go for higher education. We may illustrate this by pointing out that while our 73.17 per cent rural respondents possessed graduate and post graduate degrees, this figure is only 48.70 per cent in case of urban respondents. It may be pointed out here that our urban respondents may go for any type of job available to them locally without caring for higher education. But this may not be the case with rural respondents. It can safely be said that our rural respondents are more active and motivated for higher education because they have to fight against numerous problems for their livelihood.

Thus on the basis of the data on the educational attainments of the three generations, the following broad generalizations can be made:

- (a) The extent of illiteracy has continued to decline from

one generation to another; (b) in the same way, the extent of literacy and educational attainment has continued to rise from the generation of the grandfathers to the generations of fathers and self; and (c) on the whole, it can be said that inter-generational educational mobility has correspondingly increased.

At the first instance, it appears that there was no formal education at all among the grandfathers' generation and therefore, the overwhelming majority of them were illiterates. But gradually, education came with the Christianity and in the fathers' generation, there were comparatively very few illiterate people and some of them even read upto the graduate standard.

It is, therefore, obvious that there is a tremendous change in the educational status among the Mizos during the last fifty years. This is, in fact, due to the enthusiasm of Christian missionaries which started establishing schools at primary level. Modern education among the Mizos, however, began only in the late 1910 which was also the works of the foreign missionaries who started High Schools in numerous places in Mizoram.

The Missionaries came to Mizoram, preached the Gospel, and at the same time taught the people in various schools. Along with the increase of Christian population, there was a considerable

increase in mission schools which gradually resulted in the increase of literacy among them. In subsequent period, the educational opportunities were made available by the Government as well. Thus, this further strengthened the educational facilities of the area. It may be hypothesised that the increased educational standard of the Mizos has accelerated the rate of mobility among them which will be examined in our later discussion.

#### **Occupational Background and Levels of Income**

The diversification of occupations and professions is evident from the facts shown in Table 3:8 which gives the occupation-wise break-up of the informants. Occupational distribution of the respondents reveals that the largest number of our respondents are civil officials. They constitute 39.25 per cent of the total respondents. Persons engaged as clerks number 20.75 per cent. While 19.00 per cent respondents are in teaching professions, the figures are 12.75 per cent in technical professions and 6.25 per cent in medical professions. The remaining negligible number of 2.00 per cent are engaged in other occupations. It is further evident from Table 3:8 that our respondents have taken up numerous occupations and there is no specific occupation which has attracted them most except civil services.

The diversification of occupations among the government employees under investigation may be the outcome of increase in

**TABLE 38**

Occupations of Respondents (Broad Types)

Occupations	Total	U r b a n		
		Gazetted	Non-gazetted	Rural
Civil Officials (Non-technical)	157 (39.25)	128 (64.00)	29 (14.50)	96 (39.03)
Clerical	83 (20.75)	1 (0.50)	82 (41.00)	43 (17.48)
Teaching	76 (19.00)	20 (10.00)	56 (28.00)	57 (23.17)
Technical	51 (12.75)	27 (13.50)	24 (12.00)	29 (11.29)
Medical	25 (6.25)	18 (9.00)	7 (3.50)	13 (5.28)
Others	8 (2.00)	6 (3.00)	2 (1.00)	8 (3.25)
Total	400	200 (50.00)	200 (50.00)	246 (61.50)
				154 (38.50)

Note: Figures in brackets indicate percentage

job opportunities because of springing up of a number of Government Departments, small and large-scale industrial units and educational centres.

*In a nutshell, it can be said that the diversification of occupations in Mizoram is largely responsible for the expansion of liberal outlook, spread of political awakening, urbanization and the growth of a modern cosmopolitan culture. For an appropriate understanding of modern society a comparative study of various occupations and professions and their relative degrees of social mobility is thus basic and essential. Our data further suggest that modern occupations and professions are now familiar to our respondents and they have been rather highly motivated to go for them. Further, such transformation of occupational structure is mainly the result of higher educational achievement in recent times.*

*The monthly income computed here does not include only the salary and allowances of the government employees but also the income earned through other secondary sources, such as, house rents, contracts, business, etc. Table 3:9 shows the monthly income of our 400 respondents. From the point of view of income, our respondents have been broadly classified into nine income groups. It shows that 4.25 per cent are found to be earning Rs.500 to 1000, 4.50 per cent are in the income group of Rs.1001 to 1500, 23.50 per cent are receiving*

**TABLE 3:9**

Monthly Income of Respondents  
(In Rupees)

Monthly Income	Total	Gazetted	Non-gazetted	Rural	Urban
500 -1000	17 ( 4.25)	-	17 ( 8.50)	13 ( 5.27)	4 ( 2.59)
1001-1500	18 ( 4.50)	-	18 ( 9.00)	16 ( 6.40)	2 ( 1.29)
1501-2000	94 (23.50)	18 ( 9.00)	76 (38.00)	64 (26.15)	30 (19.49)
2001-2500	34 ( 8.50)	18 ( 9.00)	16 ( 8.00)	25 (10.15)	9 ( 5.85)
2501-3000	47 (11.75)	28 (14.00)	19 ( 9.50)	32 (13.71)	15 ( 9.75)
3001-3500	66 (16.50)	38 (19.00)	28 (14.00)	39 (15.83)	27 (17.54)
3501-4000	43 (10.75)	35 (17.50)	8 ( 4.00)	22 ( 8.93)	21 (13.65)
4001-5000	48 (12.00)	37 (18.50)	11 ( 5.50)	23 ( 9.34)	25 (16.24)
5001 & above	33 ( 8.25)	26 (13.00)	7 ( 3.50)	12 ( 4.87)	21 (13.65)
Total	400	200 (50.00)	200 (50.00)	246 (61.50)	154 (38.50)

Note: Figures in brackets indicate percentage.

*Rs. 1501 to 2000, 8.50 per cent are in the income bracket of Rs.2001 to 2500, 11.75 per cent in the income group of Rs.2501 to 3000, 16.50 per cent are found in the income group of Rs.3001 to 3500, 10.75 per cent are in the income earning group of Rs.3501 to 4000, 12.00 per cent respondents have received Rs.4001 to 5000, and the rest 8.25 per cent are found to be earning the monthly income of more than Rs.5001.*

*It may be observed that the high level of income among our respondents living in Aizawl town (the first and largest urban areas of Mizoram) is mainly because of the concentration of businessmen, contractors, and government employees in the urban areas of Mizoram. Our data suggest that quite a good number of gazetted and urban members are earning the monthly income of rupees three thousand and above, but at the same time, it is quite fascinating to see that a large number of our non-gazetted and rural members have also received similar income. However, our enquiry suggests that the permanent urban dwellers and high officials have better economic prospects and avenues than the members of lower government employees and members of the rural category. This further shows that there is a tendency to concentrate the economic forces and opportunity in the urban areas which will result sooner or later in widening the gap between the rich and the poor.*

Thus, our present enquiry shows that our respondents are economically quite well off and they hardly lack qualities of modern social living. However, the higher economic status of our respondents points to one interesting trend which is visible in this part of the country. Mizoram being a Union Territory receives a substantial assistance from the Central Government. The area also receives liberal grants for numerous schemes as it is a tribal majority state. It is quite natural that dominant and affluent among the Mizos are utilising most of these schemes for their personal gains. Consequently, instead of going for permanent investment in productive schemes most of the time they go for conspicuous consumption which is seen in the life styles of these people in Mizoram today.

**C H A P T E R    I V**

## INTER-GENERATIONAL OCCUPATIONAL MOBILITY

*The main purpose of this Chapter is to understand the nature and extent of the inter-generational occupational mobility among the Mizos. It is proposed to examine whether there is any significant change in the occupations of the respondents from those of their fathers and grandfathers. Studies of inter-generational occupational mobility have attempted to examine numerous basic issues involved in the patterns of occupational mobility. It will be appropriate to highlight some of these formulations before we come to our own data in this regard.*

*The most significant aspect of inter-generational mobility is the rate of occupational inheritance. It focusses directly on the extent to which children inherit the occupational level of their parents. Form (1968), for example, has indicated that from one-half to two-thirds of the American males in the labour force are in the same occupational categories as their fathers or at immediately at the adjacent levels. As a matter of fact, the degree of occupational inheritance is an indicator of the openness of stratification system. It is in this sense that the rate of occupational inheritance in the United States implies a relatively open system. The major conclusion drawn from this study is that as the mobility decreases, class lines are hardened.*

*The importance of the stratification position of the family has thus been emphasised for setting the occupational mobility patterns of the children. It is a very known fact that children of manual workers normally ignored job planning at the school. They received less and poorer vocational guidance than children of white-collar workers. Consequently, they take any work offer to them and more haphazardly from one job to another. Naturally, children of white-collar workers are thus more likely to plan their careers because they received better guidance in the school and utilised the information occupational contacts that their families and friends have. In this sense, they live in a different occupational structure.*

*The forms of social mobility are also determined by features of social structure. Smelser and Lipset (1966) have talked among other things about ascription-achievement dimensions of social structure. Societies differ considerably in the degree to which individuals are assigned occupational, religious, political and other roles on the basis of status ascribed at birth. The basis of ascription may be kinship, age, sex, ethnicity or territorial location. The degree to which this criteria dominate the society emphasises ascription. On the other hand, when roles of individuals rest on some behavioural performance the society emphasises achievement. Thus, in this context Smelser and Lipset have hypothesised the implications of ascription-achievement*

*for the forms of social mobility in this way. If ascription is formally institutionalised, mobility tends to be collective; if achievement, mobility tends to be individual. While the caste system in India is a good example of stratification system at the ascriptive extreme, American society possesses a stratification system at the achievement extreme. It is possible for us to formulate a tentative proposition within this framework of ascription-achievement orientation. As society will move from ascribed stratification system to achieved stratification system the mobility in occupation will increase in the same proportion. What is happening in India today is a good pointer to this kind of trend.*

*However, the situation existing in most of the tribal communities in India is substantially different from the non-tribal India. Tribal societies are not a stratified in terms of caste hierarchy as is the case with other communities. It does not mean that certain principles of ascription have been completely absent from these communities. For example, the elementary forms of division of labour in terms of age, sex and kinship have been traditionally existing in these little communities. The nature of economy and the level of technology allowed these communities in their earlier level of development to function smoothly within this kind of social milieu. Moreover, there was no direct association between the occupation and birth. In other words, occupation was not sanctioned by any ritual obligations. Naturally, when we talk of social*



*mobility in terms of ascription-achievement model it does not adequately cover the type of situation which we find in contemporary tribal societies in India. This is a crucial issue which will be taken into account when we shall come to the discussion of our own data.*

*Another important dimension of social mobility in general, and occupational mobility in particular, is its relationship with the level of economic development in any country. It has already been briefly indicated that occupational structure is directly associated with the pace of development. It has been suggested by several studies that nations which are at the same level of economic development and are industrialising at the same pace tend to show similar rates of vertical occupational mobility. However, the degree and pace of industrialisation do not indicate one to one relationship to an occupational structure. Two nations, for example, with similar pattern of industrialisation may differ in their degrees of vertical mobility, because recruitment into any level may be from adjacent level or from all occupational levels. Even where there is no structural mobility the degree of generational occupational circulation may be high or low.*

*It is in this context that the mobility from rural to urban areas has been the most obvious phenomenon in almost all countries of the world. Similarly, all countries showed high mobility of farmers' sons into urban manual jobs and of sons of urban manual workers into white-*

collar occupations. Most of this mobility was in response to changes in the occupational structure.

This dimension of occupational mobility is quite appropriate to understand the situation prevalent in the different parts of India. The increasing pace of industrialisation has resulted in diversification of occupations and corresponding change in its structure. Agriculture no doubt, continues to be the most important source of livelihood for the majority of Indians. But numerous occupational opportunities have been created outside agriculture because of the expansion of industrial sectors. Naturally, a shift from the traditional to modern occupations is witnessed in almost every parts of the country. Our attempt will be to examine the inter-generational mobility in this perspective as well.

A systematic understanding of inter-generational occupational mobility involves some serious methodological problems. Some studies as already indicated in the preceding Chapters have attempted to solve this problem by formulating of upward and downward trends of mobility and by measuring the relative status and prestige value of occupations. The present enquiry has been an exploratory one will not go into the details of sophisticated technique adopted in the analysis. It will merely attempt to compare the subject's occupation with that

of his father and grandfather. However, instead of talking about a specific occupations the study will classify numerous occupations under four categories. These categories will also be presented in order of their functional value and social importance. It is expected that such a classification will help us to show the upward and downward trend in inter-generational mobility. Lipset and Bendix (1959) have also provided the similar model of occupational ranking. But we have modified this to suit our condition.

Based on certain basic attributes we have classified occupations in the present study under the following four categories.

1. Manual Occupations: It includes agriculture, handicrafts, blacksmithy, carpentry, weaving, and knitting.
2. Non-Manual Occupations: Business, trade, village chiefs, contractors and church workers have been kept under this category.
3. White-collar Occupations: In this category we have included clerical and other lower government services, teaching, military service, and service in private firms.
4. Professional Occupations: Legal and medical, engineering and technical, administrative service and managerial jobs are included in this category.

These categories have been formulated before hand on the

basis of general understanding of the functional values of these occupations and professions. Such a classification may be controversial sometimes but a researcher in any enquiry may have to take certain decisions arbitrarily keeping in view the research strategy at hand. It is in this context that these four categories have accordingly been ranked in the same manner. In other words, manual, non-manual, white-collar and professional occupations or occupational categories have been ranked from least prestigious to the most prestigious ones. Thus, the mobility from manual to non-manual or non-manual to white-collar will be treated as a case of upward mobility and the reverse as the case of downward mobility. This formulation will thus help us to examine the changing status of our subjects in the context of changing occupational affiliations.

To clarify these occupational categories still further we may explain these groups in these terms. The occupations in the professional group require some specialisation and formal training, skill and education. The occupations in this group are concerned with decision making, planning, and implementation and thus call for definite level of formal education. White-collar occupations are essentially non-manual occupations whose prerequisite is also some level of formal education. Occupations which require less skill, talent and specialization and education are included in Non-manual occupations. Occupations which require <sup>very</sup> low

level of education and in some cases are essentially less skilled and technical in nature are classified as Manual occupations.

The analysis of inter-generational mobility will try to compare the occupations which the subject followed at the time of study with the major occupations which he reported for his father and grandfather. Since this study is located in a tribal community such kind of analysis is considered adequate to assess the occupational mobility between the generations. To acquire some more depth in the enquiry the study has identified two major variables, namely, achieved status (Gazetted and Non-Gazetted) and residential background (Rural and Urban) for the present.

#### **Rates of Mobility among three Generations**

The inter-generational occupational mobility between the generations of grandfather, father and son have been presented in Table 4:1. It is evident that a great deal of occupational mobility or changes have taken place between the three generations.

Table 4:1 shows that out of the total 400 grandfathers, 71.75 per cent were engaged in manual occupations, while the figure among the fathers is only 43.00 per cent. It is further significant to note that if the occupations of the three generations are compared with each other it is obvious that none of the sons was engaged in manual occupations.

TABLE 4:1

Inter-Generational Occupational Mobility

Generation: N=400	Occupational categories			
	Manual	Non-Manual	White-collar	Professional
Grandfather	71.75	18.75	8.25	1.25
Father	43.00	17.50	32.75	6.75
Son	-	-	41.75	58.25

Note: Figures indicate percentage.

*In non-manual occupations, more or less the same trend is evident. Here, 18.75 per cent grandfathers were engaged in non-manual occupations whereas this figure came down just to 17.50 per cent in the father's generation. However, our table reveals that none of the sons was engaged in non-manual jobs.*

*So far as the white collar occupations are concerned, our data further shows that only 8.25 and 32.75 per cent grandfathers and fathers were engaged in the same as against 41.75 per cent in the subjects' generation. It is quite fascinating to see that the percentage of persons engaged in white-collar occupations has increased substantially from the generation of the grandfather to the father and son.*

*In professional occupations as well, we find similar trend in occupational shifting among the three generations. It is evident that only 1.25 per cent grandfathers were engaged in professional occupations, while the number of fathers and sons entering into these occupations are 6.75 and 58.25 per cent. Thus, it is evident that the percentage of persons engaged in professional occupations has been substantially increasing from the generation of the grandfather, to the father and the son.*

*A detailed account of occupational movements from the earlier generations to the succeeding ones reveals that quite a large*

number of the fathers and sons have experienced upward occupational mobility by switching over from their traditional occupations to modern occupations. It may be hypothesised that the modern jobs of the subjects earn them better income and status than their fathers and grandfathers. They also offer them better prospects for future development and livelihood. Such prospects and facilities can not be gained by following their forefathers' traditional occupations and thus can not experience upward trend of occupational movement. Moreover, majority of the subjects as indicated earlier, have the requisite educational and professional qualifications for entry into the modern occupational structure. Thus, the present enquiry clearly testifies that the number of persons engaged in their forefathers' occupations has considerably declined from one generation to the other. The number of persons in the case of white-collar professional and non-manual occupations has increased remarkably in recent past. In the three generations the move has thus been from manual and traditional non-manual occupations to white-collar and professional occupations.

The reasons for such upward occupational mobility among the Mizos are not difficult to ascertain. Our general experience, in the first place, suggests that agriculture and other manual occupations, the primary source of livelihood for the Mizos earlier, can no longer continue to be so. Hence they have to look for new available occupations.

Secondly, we have already seen how the Mizos have advanced educationally during the last fifty years. Increased educational standard has not only motivated them to go for new non-manual, white-collar and professional jobs and occupations but they are also qualified for them.

Further, industrialisation and numerous economic development measures initiated by the government have tremendously transformed the living condition of the people. The individuals in our times are now free to pursue any occupation he liked provided he is having the pre-requisite qualification, training and skills. This is a crucial factor which has raised their social status based on achievement instead of birth and ascription. With the emergence of new occupations and professions as a result of new administration and economic development people now take up new occupations and professions in a large number. Thus, increase in job opportunities and facilities provided by the government, changes in the educational systems and growing aspirations of the people are some of the vital factors which have contributed to the change in the occupational structure in Mizoram today.

#### **Comparison Between Gazetted and Non-Gazetted Groups**

In general occupational hierarchy in government jobs, Gazetted and Non-Gazetted employees constitute a well-defined divisions. Our hypotheses have been that since they belonged to two different levels

*in the administrative hierarchy they might also represent two different categories of social grouping from the point of view of background. It was further hypothesised that the rate of mobility between these two groups might also vary. Now our attempt will be to examine rates of mobility among our respondents belonging to these categories.*

*There is no significant difference between the grandfathers of gazetted and non-gazetted respondents as majority of them were engaged in manual and non-manual occupations (Table 4:2). If we talk specifically then contrary to our expectation, more grandfathers of our non-gazetted respondents were engaged in occupations other than manual as compared to the gazetted group. But the difference between these two groups becomes more evident when we come to examine the generation of the fathers. In other words, there has been more mobility among the forefathers of gazetted group. For example, while only 37.50 per cent fathers of gazetted respondents were engaged in manual occupations this percentage was 48.50 in case of non-gazetted group. Similarly, the number of fathers of gazetted employees who were engaged in white-collar and professional jobs taken together was 42.50 per cent but this figure was just 36.50 per cent in case of non-gazetted employees.*

*The qualitative difference is evident when we come to examine the situation in the subjects' generation. Most of our gazetted respondents*

**TABLE 4:2**

**Inter-Generational Occupational Mobility among Gazetted and Non-Gazetted Employees**

Types of Respondents with Number	Generation	Occupational categories			
		Manual	Non-Manual	White-collar	Professional
Gazetted 200	Grandfather	76.00	19.00	4.50	0.50
	Father	37.50	20.00	32.50	10.00
	Son	-	-	13.50	86.50
Non-Gazetted 200	Grandfather	67.50	18.50	12.00	2.00
	Father	48.50	15.00	33.00	3.50
	Son	-	-	70.00	30.00

**Note: Figures Indicate Percentages.**

were in professional category whereas most of our non-gazetted respondents were in white-collar jobs. It is not surprising because non-gazetted employees are mainly working as clerks, teachers and other government organisations. So there is a difference in the subjects' generation between the gazetted and non-gazetted groups but in absolute terms there is upward occupational mobility within the groups. In other words, in both these groups there has been upward shift from manual to non-manual, to white-collar and professional occupations.

#### **Comparison Between Rural and Urban Groups**

In discussing the role played by the residential background on the individual's choice of occupation, it is normally appropriate to distinguish the polar types of rural and urban communities. It is a well established fact that the aspirations of individuals in these two polar extremes vary considerably due to varying opportunities for employment that present themselves. In the urban situation, there are more possibilities for a wider range of occupations from which the individual can choose. In other words, it is easier for the individual to become acquainted with these possibilities in the urban setting than it is in the rural one. The above reflections indicate the relationship between individuals' residential background and that of occupational mobility.

Occupational mobility is related to alterations in the division of labour and to the supporting sanctions for attracting or forcing people

to enter into new occupational roles. In India, occupational mobility is found to be greatest in urban areas. However, on closer examination of numerous studies one finds that a part of the movement can be attributed to geographical mobility as well. This change in occupation can occur from one generation to another (that is, inter-generational occupational mobility). Our main hypotheses are - Does upward or downward occupational mobility related to the residential background of our respondents (Rural and Urban) and how far the rate of mobility between these two categories has been spectacular in the present enquiry?. Does residential background alone accounted for the direction of occupational mobility? Finally, if not, what other determinants are associated with it in determining the direction of inter-generational occupational mobility? Keeping in view these basic issues, the present enquiry will attempt to highlight rates of inter-generational mobility among our respondents belonging to the rural and urban groups.

Our basic data on inter-generational occupational mobility between the rural and urban categories have been presented in Table 4:3. It is interestingly evident that there is no significant inter-group variation between the grandfathers of our rural and urban respondents since the overwhelming majority of them were found in manual and non-manual occupations. However, it is significant to highlight that comparatively a higher percentage of grandfathers of our urban members

TABLE 4s3

Inter-Generational Occupational Mobility among Rural and Urban Groups

Types Respondents with number	Generation	Occupational Categories			
		Manual	Non-Manual	White-collar	Professional
Rural 246	Grandfather	75.17	14.63	7.32	2.88
	Father	62.60	16.66	19.93	0.81
	Son	-	-	43.90	56.10
Urban 154	Grandfather	63.02	21.42	14.27	1.29
	Father	30.52	14.94	42.87	11.67
	Son	-	-	38.31	61.69

Note: Figure indicate percentage.

had taken up numerous occupations and professions other than manual as compared to the rural category. However, the difference is much more spectacular among the two groups when we examine the generation of the father. While a comparatively higher percentage of 62.60 per cent fathers of our rural respondents were engaged in manual jobs this figure among the fathers of urban group was only 30.52 per cent. This further shows the fact that there has been a faster rate of mobility among the forefathers of urban category as compared to our rural group.

It is further fascinating to note that the number of fathers of rural members engaged in modern jobs and occupations, such as, white-collar and professional taken together constitutes 20.74 per cent whereas this figure has been tremendously increased to 54.54 per cent in case of the urban respondents.

Another significant inter-group difference between the rural and urban categories may possibly be further highlighted by examining this problem in the generation of our respondents themselves. It is noteworthy to point out that in case of white-collar occupations, we have more of rural members, that is, 43.90 per cent, while this number is just 38.31 per cent in case of urban respondents. On the other, the number of persons engaged in professional jobs among our rural respondents is only 56.10 per cent whereas we find a marginal increase to 61.69 per cent in case of urban members.

*A close examination of Table 4:3 indicates that a comparatively higher number  $c_j$  belonging to the three generations of our rural group were engaged in manual and non-manual occupations as compared to the same generations of urban category. On the contrary, the number of persons belonging to our rural community engaged in white-collar and professional occupations within the three generations has remarkably decreased but this number has alarmingly increased among the members of our urban category. Our data thus support the normal experience that the urban people are more enlightened and motivated to go for new modern occupations and professions than that of the rural stocks.*

*An attempt has further been made to clarify the trend in this connection with the help of statistical analysis of the present data, the details of which can be found in Appendix I.*

*Moreover, our data suggest that the rate of mobility is more prevalent in the urbanized and industrialized locality. Further we may safely say that at the rural-agricultural extreme, mobility consists primarily of moves from a wholesale departure from agriculture and unattractive occupations and a corresponding recruitment into industrial, clerical, and other modern jobs and occupations. Moreover, the high rate of inter-generational mobility in the present study is also directly involved in the shifts of the sons' occupational distribution away from that of the*

*forefathers. In the present enquiry on comparisons between the occupational mobility in three generations of the two groups of rural and urban respondents a remarkable upward occupational shift from manual to non-manual, to white-collar and professional occupations has been significantly found.*

*Thus the rate of inter-generational mobility as is evident from the foregoing analysis is not only very high, but also suggests significant changes that are taking place in the occupational opportunities available to them now. In other words, it throws numerous crucial issues for discussion in this connection.*

*It is traditionally believed that before the Industrial Revolution occupations were smoothly transferred from father to son. But since then each individual has the opportunity of selecting his own job in the light of his own inclination. Now a parallel is broadly found in contemporary Mizo society. Upto the grandfathers' generation the people had a very limited choice so far the occupation was concerned. They were shifting cultivators and still living in remote jungles or forests facing numerous hardships. Naturally, one can say that the grandfathers were living in the entirely different socio-economic environment. They had very limited opportunities in the selection of jobs not only because they did not want to go for new jobs, but in fact they were not available.*

Even when they were available, majority of the people were not qualified to go for such jobs. In this context, therefore, we see that education has played a very significant role in the mobility of the people.

It is evident from our data as in the case of numerous other studies that those who have received technical and higher education have better chances of coming from families with high professional fathers than those who received liberal and little education. In other words, the educated high professional fathers mainly belonged to our gazetted category, offered better incentives and provided more encouragement to their sons to become high professional employees. It may be because of this fact that quite a considerable number of our gazetted respondents from urban group are entering into high professional jobs and occupations.

In this connection, therefore, the educational attainment of fathers is of great significance. The sons of fathers who had received professional and technical education have invariably gone for the high professional occupations. On the other hand, those coming from the families where fathers were either less educated or had received only liberal education preferred to join such occupations as teaching and lower government jobs.

On the basis of their Oakland Study, Lipset and Bendix (1955)

have arrived at a similar conclusion. According to them the evidence indicates that educational attainment is a major determinant of career pattern... The nature of this link may be shown by a summary of the most relevant findings. They are -

- (i) Behind differences in educational attainment lies the fact that children from low status families do not have as much chance to stay in schools as those from high status families; and
- (ii) If an individual comes from a working class family, he will typically receive little education or vocational advice, while he attends school, his job plans for the future will be vague and when he leaves school, he is likely to take the first available job which he can find.

Thus our present data highlight some major trends in the pattern of occupational mobility today.

In the first place, the number of persons engaged in agriculture, handicrafts, blacksmithy and other manual occupations has considerably declined from one generation to the other. Consequently, from the generation of grandfather to father the tendency was to move from manual to non-manual and marginally to white-collar occupations. Similarly, the tendency has been to move from non-manual to white-collar and

then to professional jobs in the generations of fathers and sons. The rate of this mobility has been most significant in the subjects' generation as compared to the earlier generations which is quite obvious.

Secondly, in all such cases we find upward mobility. This is more significant in case of our rural respondents. At this level of development in Mizoram, this tendency may continue for quite some time. Increasing availability of jobs because of several political and economic reasons will attract local people to these new occupations. It is, therefore, expected that the tendency of upward mobility in occupation will exist in Mizo society for some time.

Thirdly, it has already been indicated on several occasions that the Mizo is a highly literate group for quite some time now. The high rate of literacy is reflected in the level of professional and higher education as well. Naturally, increasing level of higher education has motivated people to go for modern occupations and professions. In turn, it has lessened interest in rural agricultural based occupations. Moreover, agriculture has never been a profitable and dependable sources of livelihood in this part of the country. The increased pressure on land due to growing population has created further problem for the people. Therefore, it is but natural that people are going for the urban and modern occupations in a large number. This has been the major reason for a large-scale migration from rural areas.

*Fourthly, since Independence, job opportunities have been created by the government under different schemes. The present Union Territory of Mizoram was just a district in a composite State of Assam. The area, therefore, always suffered because of the apathetic attitudes of the then Assam Government. The region also faced several famines and droughts causing severe hardships to the people. It is in this background that numerous political movements were started in this area. As we have already indicated, the then Lushai Hills District of Assam became a Union territory in 1972 with a special constitutional provisions for a separate Assembly. As a result of this political and administrative development numerous opportunities were provided by the government which substantially changed the occupational scenario in Mizoram for the first time. What is being emphasised is that numerous measures for the socio-economic development of Mizoram have contributed towards the patterns of occupational change in the area.*

*Finally, we must reflect briefly on the question of occupational inheritance. As is well known to the sociologists of India, caste occupation has been a social reality since time immemorial. Naturally, a son always inherited his father's occupation. Even in the class societies, this question of occupational inheritance has been a common phenomenon. A long history of industrial development and urbanisation in most of these countries have provided a definite direction in the occupational choice and*

careers of individuals. Thus, either in the caste extreme or class extreme, we have some amount of rigidity in occupational choice. But our present study points to a very interesting situation which is obtaining in Mizoram. The Mizo society has not been a stratified society in the strict sense of the term. In other words, the Mizos have no notions of occupational inheritance *per se*. Therefore, they have not been compelled to go for their fathers' occupations. On the other hand, the modern determining factors of skill and training are yet to take a definite shape in this area. Under the situation, it may not be possible for a gazetted officer to make his son a gazetted officer so easily. The point which is being highlighted is that the occupational structure in Mizoram is still in a transitional stage and, therefore, people are more free to go for any type of jobs according to their own inclination unlike the other regions of the country where such freedom is no longer there.

**C H A P T E R   V**

## **INTRA-GENERATIONAL OCCUPATIONAL MOBILITY**

*Studies of social mobility have been concerned mainly with inter-generational changes in occupations. Only in a few studies an attempt has been made to investigate the intra-generational aspect of mobility. As stated earlier, in such a study one position or one point of individual's career is compared with another and the main emphasis has been on the study of occupational changes in the life of the same individual, especially the shift from manual to non-manual occupations. The worker's pattern of mobility is determined by ascertaining the frequency with which he changed from one job to another, shifted from one occupation to another or moved from one social position to another. In the present study, our main concern is with the occupational mobility among the selected Government employees residing in Aizawl town, that is, the changes of jobs and occupations in the careers of the respondents under investigation.*

*The intra-generational occupational mobility has been measured by the changes of job or occupation an individual has made during his life time, that is, between his first job and the subsequent ones, till the time of the interview.*

*The problem of intra-generational occupational mobility*

is in fact nothing but individual's career mobility. In this context, therefore, some comments are required about the whole concept of career and other related issues before we embark upon the present data. Sociologically, as a structural concept, career must include a related series of jobs which is to a large extent predictable (Dunkerley, 1975). This predictable series is arranged in a hierarchy of status. It is in this structural sense that we can discuss the career of an individual as he passes through the related jobs and the career of a particular occupation. Most occupations comprise a related series of jobs arranged in status hierarchies.

A structured career system is functional for an occupation. It provides a strong incentive for the individual to remain in that occupation if it is known to him that there are several stages in that occupation. This also establishes a measure of stability within the occupation. But sociologists have also suggested that fixed career points can have dysfunctional consequences because it may lead to a certain rigidity in individual behaviour. While discussing the relationship between bureaucratic structures and individual behaviour, Merton (1952) has pointed out that while a career system within a bureaucratic organization should contribute to the overall efficiency of the enterprise, certain organizational members may, as a consequence, pursue individual goals rather than the organisational objectives. It has also been suggested that individual initiative and ambition may be restricted, since it may appear to the individual that promotion through the occupational career

system is at an automatic level.

Form and Miller (1949) have differentiated the three phases of initial, trial and stable work periods in their analysis of 276 American occupational case histories. From their analysis it is evident that each of the secure work patterns resulted in the stable work period, on the other hand, insecure patterns rarely reached this period. Moreover, the secure work patterns were typical of white collar occupations, apart from clerks who displayed less security and stability than skilled workers. Semi and unskilled workers normally displayed the greatest degree of instability and insecurity in their work lives. It is also possible to infer that once an individual embarked upon a career at a particular occupational level, the probability is that he may remain at that level. They also indicated<sup>d</sup> that in terms of social background effects there is a strong association between this and subsequent career. Those from a white-collar background tended to remain at this level in their careers; on the other hand, those from a manual background either remained at that level or dropped in terms of occupational status. Further, a situation may occur on some occasions like the one when the job changing goes on at a fairly high rate but it is possible for most individuals that the change of job is only little more than a change of employer, without making any change in occupation. A clerk changing from one office to another in order to raise himself higher in the occupational hierarchy may be called as insecure patterns, whereas, in fact, he is marking out a very secure and strong career for himself, while chang-

ing employers, but no change in occupation. Thus, it is quite possible for professionals to change their employers from time to time, thus enabling movement through occupational hierarchy.

It has further been observed that movement from one career stage to another is very closely associated with informal factors bearing upon the occupation and the individual in that occupation. For instance, most occupational sociologists agreed that the occupation of management constitutes a career for its members and there are different occupational grades from foreman to senior officers. Yet, because of the nature of management as an occupation it is difficult sometime to specify the formal requirements that are always necessary for an individual to pass from one level in the occupation to another. Some occupational sociologists further argued that in some occupations where there are no strictly defined prerequisites for career development, then informal factors will assume greater importance. Moreover, those occupations which are organizational<sup>ly</sup> bound will be less opened to the influence of informal characteristics than those occupations that are inter-organizational in character.

The preceding discussion so far has been referring to mobility of one kind or another. In the discussion of career movement it is normally necessary to restrict the mobility within an individual's own career. In other words, career mobility (intra-generational mobility)

relates to a person's own working life. Before coming to our present data let us now highlight two kinds of individual's career mobility - vertical and horizontal.

Vertical mobility implies movement (upward or downward) through a status or prestige system. The most obvious kind of such mobility occurs when there is a change of occupation which involves a change in social rank, taking either upward or downward trend. Secondly, vertical mobility also refers to the situation where an individual is promoted or demoted within the occupation he is pursuing. Thirdly, this type of mobility occurs even when the individual does not change either his occupation or his level within an occupation. More status in this connection may accrue to an individual merely because of seniority which arises from length of time in a particular position. This involves a change of status. Caplow (1954) highlighted that from time to time an occupation *per se* can shift in the degree of status that is afforded it and this could be viewed as a further example of mobility. While it is certain that occupations like social workers and nurses have in *toto* increased their upward mobility during the past decades, but it may be appropriate here to consider this as a case of occupational change, rather than as a specific example of mobility.

Horizontal mobility, on the other hand, occurs when there is a change in occupation or job within an occupation that does not

entail a change in status. In the first place, horizontal mobility occurs when there is simply a change of job but within the same occupation. In such cases, mobility so takes place but there is the possibility that no change in status is involved. Secondly, horizontal mobility takes place, when an actual change of occupation occurs. Such type of situation may be referred to as one involving horizontal status when the new occupation is at roughly the same status level as the old one. A third type of horizontal mobility occurs when no change in status occurs in comparing the occupational levels between generations.

Sociologists have frequently observed that there appears to be more occupational ascent than descent. Given the conditions of an expanding economy, in which managerial and technical functions are expanding relatively, this may well be the case. The movement from country to city, the rather low fertility of upper income families, the increase in educational achievement, and the progressive assimilation of wage-earning positions into the middle class are some of the important trends which favoured mobility.

Further it may be highlighted that the eventual career is strongly affected by the opportunities which are encountered at the outset, so many persons who begin their work lives under the unfavourable auspices of large-scale unemployment never fully recover from the competitive disadvantage imposed upon them. The most important controls imposed upon vertical mobility are found in the internal struc-

ture of each occupational group. Form and Miller (1949) pointed out, "Occupational security is associated with white-collar, skilled and foreman positions: insecurity with semi-skilled, unskilled and personal service."

An important function of a career is, therefore, the security it brings to the individual. If it is known that there are specific hierarchical stages in an occupation then the person is likely to render greater loyalty to that occupation. Moreover, to the personal satisfaction this also affords the individual, consequently enhances the stability of the occupation as well. However, as discussed earlier this situation can have its dysfunction. An analysis of occupational mobility has been thus associated with the discussion of career mobility since the latter normally involves the former. Further it illustrates the changes that may occur as an individual pursues his occupational career during his life time.

Independence in India ushered in a new era in the country. Adoption of a democratic constitution and numerous measures projected in regard to social and economic development began to unleash new forces now being felt tremendously in all spheres of life. The processes of industrialization and urbanization have opened up new occupations for its citizens, resulting in changes in the traditional occupational structure in the country. New social and economic needs, in turn, have

**TABLE 5:1**

Intra-Generational Occupational Mobility

N = 400	Rates of Change	
	Numbers of Change	Percentage
One change before the current job	342	85.50
No change	58	14.50
<b>Total</b>	<b>400</b>	<b>100.00</b>
Two Changes	238	59.50
No Change	162	40.50
<b>Total</b>	<b>400</b>	<b>100.00</b>
Three Changes	144	36.00
No Change	256	64.00
<b>Total</b>	<b>400</b>	<b>100.00</b>
Four Changes	60	15.00
No Change	340	85.00
<b>Total</b>	<b>400</b>	<b>100.00</b>
Five changes	33	8.25
No Change	367	91.75
<b>Total</b>	<b>400</b>	<b>100.00</b>

have continuously emerged to create new roles and the associated positions have been filled by the new generations. Moreover, industrialization and various economic measures undertaken in different parts of the country have created new occupations and professions and opened up new job opportunities based on achievement rather than hereditary. As is evident in the preceding discussion the considerable deviation from parental occupations has been widely witnessed even in the Mizo social life. It is against this background that the following analysis of the occupational structure and change in the actual life situation of our respondents is to be viewed.

#### **Rates of Intra-generational Occupational Mobility**

The rates of intra-generational occupational mobility in this section have been measured by the changes of job or occupation each respondent has made during his lifetime, that means, between his first job and the subsequent ones, till the time of the interview. It is evident that a high rate of intra-generational mobility has occurred in the earlier stages of our respondents' career.

The rates of intra-generational occupational mobility of our 400 respondents are shown in Table 5:1. It is evident that before joining their present jobs as many as 85.50 per cent were previously

*previously engaged in one job and 59.50 per cent in two jobs. The number of respondents who worked in three occupations before coming to their present ones numbered 36.00 per cent, while the percentage among our respondents who made four and five changes in their occupational careers numbered 15.00 and 8.25 per cent respectively. In this connection, it is fascinating to note that the number of persons making occupational shifts in their careers have substantially decreased from their earliest occupations to the second, the third, fourth and to their fifth occupations. It is further evident that before joining their present jobs and occupations, quite a significant number of our respondents have previously taken up numerous different types of jobs and occupations. The career mobility of our respondents at the same time indicates that the trends of such movements have followed the upward patterns of mobility at a large scale.*

*The analysis of intra-generational mobility among our respondents further indicates a healthy trend of increasing concentration from manual occupations to non-manual and modern occupations and professions. This can be attributed to the direct result of various economic measures in modern scientific world by creating new job opportunities which further induced the people to take up more prosperous occupations in large numbers.*

*Although traditionally, the majority of Mizos were mainly engaged in agricultural and allied occupations, but the present enquiry has clearly highlighted a considerable change in the occupational structure. However, because of the greater economic changes in the urban areas like Aizawl, it is expected that changes in occupational structure should be greater here than in the countryside. Anonymity facilitates occupational mobility and the life in the urban areas is always favourable to change in occupations as well.*

*It may also be pointed out here that a large number of Mizo bureaucrats and politicians are educationally and socially westernised and influenced by the universalistic and equalitarian ideas of an open class society. Moreover, the significant advancement among them has also provided the people in the area with modern outlook, knowledge and skills which are obviously necessary for movement into better social roles and positions.*

*We have thus examined so far the nature and extent of intra-generational occupational mobility which throw considerable light on the problem under investigation. However, it is apparent that along with inter-generational occupational mobility, the Mizos have been quite mobile in changing their occupations in the same generation as well. This shows the enterprising nature*

of the group. They are not always satisfied from their existing conditions. Hence, the moment they get opportunity to change over to new jobs and professions, they never fail to utilise it. Although it is very difficult to give any sort of generalisation on the basis of our limited data, however, one may project the future trend on the basis of this exploratory analysis. The diversification of occupations and increasing educational standard are essentially changing the life styles of the Mizos.

Apart from one's personal desire and aspirations, mobility also depends on several socio-economic factors, like, the level of economic development, availability of job opportunities and the extent of freedom to change the present occupations. Hence some understanding of the existing situation in this regard will help us to see the problem in proper perspective. Complete job histories of individuals in the present enquiry, therefore, obviously highlights occupational shifting pattern among the Mizos over time.

#### **Rates of Mobility Between Gazetted and Non-Gazetted**

It will be possible to get more insights into the career mobility of our respondents when we analyse the data for the two groups which we have identified for our interpretation. They are - Gazetted and Non-Gazetted employees. Our Table 5:2 gives

*a complete picture of the job history of our respondents. It is very interesting to note that as many as 92.50 per cent gazetted officers had entered this job after atleast one change and only 7.50 per cent had entered the job directly. It suggests that majority of our gazetted respondents have attained this status either through promotion or after working in some other organizations. However, in this respect, there is some variation in case of our non-gazetted respondents. Only 78.50 per cent of our non-gazetted respondents had previously engaged in atleast one job. That is to say, 21.50 per cent of them have been in the present jobs without having worked in any other occupations. A similar comparison between these two groups can be made with regard to the number of changes which these respondents have made at different levels.*

*We have tried to show further in Table 5:2 the other levels of changes undertaken by our respondents in their careers. As the number of changes increased the number of persons going for those changes decreased. It suggests that people try to reduce the number of changes as they go up in the hierarchy in a particular job. Secondly, in the initial stage, it is profitable to change a job but it may not be advantageous to leave a job after putting in a considerable time because of numerous problems. It is a well known fact that youngsters are more enterprising and are*

**TABLE 52**  
**Intra-Generational Occupational Mobility Among the Gazetted and Non-Gazetted Groups**

Type of Respondents with number	1						
	2	3	4	5	6	7	Percentage
One change	185	92.50	Clerical	63	31.50		
			Teaching	55	27.50		
			Army/Police etc.	18	9.00		
			Technical	17	8.50		
			Medical	12	6.00		
			Civil Services	12	6.00		
			Engineering	6	3.00		
			Church Services	2	1.00		
Two changes	144	72.00	Clerical	52	26.00		
			Teaching	28	14.00		
			Technical	23	11.50		
			Civil services	20	10.00		
			Army/Police etc.	6	3.00		
			Legal	5	2.50		
			Medical	4	2.00		
			Daily labour	4	2.00		
			Engineering	2	1.00		
Three changes	91	45.50	Clerical	38	19.00		
			Civil Services	25	12.50		
			Technical	11	5.50		
			Teaching	7	3.50		
			Engineering	4	2.00		
			Medical	3	1.50		
			Army/Police etc.	3	1.50		
No change	109	54.50					

GAZETTED  
200(50.00)

Table 5:2 contd

1	2	3	4	5	6	7
Four changes	42	21.00	Clerical Civil Services Technical	10	5.00	
No change	158	79.00	Teaching Medical	6 3	3.00 1.50	
Five changes	23	11.50	Civil Services Clerical Technical Business Teaching	9 5 4 3 2	4.50 2.50 2.00 1.50 1.00	
No change	177	88.50				
One change	157	78.50	Clerical Teaching Technical Army/Police etc. Engineering Medical Carpentry	74 46 21 8 4 2 2	37.00 23.00 10.50 4.00 2.00 1.00 1.00	
No change	43	21.50				
Two changes	94	47.00	Clerical Teaching Technical Business Medical Farming Army/Police etc.	64 11 6 4 4 3 2	32.00 5.50 3.00 2.00 2.00 1.50 1.00	
<b>NON-GAZETTED</b>						
200(50.00)						
No change	106	53.00				

Table contd..

Table 5:2 contd

1	2	3	4	5	6	7
Three changes	53	26.50	Clerical Medical Teaching Technical	38	19.00	
No change	147	73.50		8 4 3	4.00 2.00 1.50	
Four changes	18	9.00	Clerical Technical Civil Services Teaching	8 3 4 3	4.00 1.50 2.00 1.50	
No change	182	91.00				
Five changes	10	5.00	Clerical	6	3.00	
No change	190	95.00	Civil Services	4	2.00	

Overall comparisons Between Gazetted and Non-Gazetted Groups

	Total cases	Number of change	Percentage	No change	Percentage
Gazetted Group N = 200	1000	485	48.50	515	51.50
Non-Gazetted Group N = 200	1000	332	33.20	668	66.80

in a better position to take a risk in changing jobs. However, the possibility of shift from the prestigious job is less than from insecure and less prestigious ones. But at the same time, it is also true that those who are technically more qualified and professionally more competent can shift very easily from one job to the other. The same is not true in case of clerical and other such kinds of jobs. Thus it may be said that the gazetted officers may change the office but not the occupation. So there may be horizontal mobility in case of gazetted officers but not always upward vertical mobility. It is, however, possible for the non-gazetted employees to go up in the hierarchy by changing jobs frequently. Our data in this connection, however, are not sufficient to give a clear indication whether this trend is visible in case of our gazetted and non-gazetted employees. Nevertheless, our data suggests that career mobility has been quite frequent in case of our respondents.

#### **Rates of Mobility Between Rural and Urban Categories**

In the preceding discussion, we have briefly highlighted the occupational shifting patterns of our respondents belonging to the gazetted and non-gazetted groups. However, we shall now focus our attention on the same problem by looking at the available materials more closely. The Table 5:3 shows <sup>the</sup> changing trend among the two groups based on residential background.

TABLE 53

Intra-Generational Occupational Mobility Among the Rural and Urban Groups

Types of Respondents with number	Occupations	No	Percentage	Types of previous Occupations	No	Percentage
1	2	3	4	5	6	7
	One change	206	83.74	Teaching Clerical Technical	76 70 20	30.89 28.46 8.13
	No change	40	16.26	Army/Police etc. Engineering Medical Civil Services	16 12 9 3	6.50 4.88 3.66 1.22
	Two changes	143	58.13	Clerical Teaching Technical	77 27 17	31.30 10.98 6.91
	No change	103	41.87	Civil Services Engineering Army / Police etc. Business Legal	11 3 3 3 2	4.47 1.22 1.22 1.22 0.81
	Three changes	81	32.92	Clerical Civil services	56 11	22.76 4.47
	No change	165	67.08	Technical Medical Engineering	8 4 2	3.25 1.63 0.81
	Four changes	43	17.49	Clerical Technical Teaching Civil Services	21 8 7 7	8.56 3.25 2.84 2.84
	No change	203	82.51			
	Five changes	21	8.54	Civil Services	6	2.44

RURAL  
246(61.50)

Table contd..

Table 5r3 contd

1	2	3	4	5	6	7
Five changes	21	8.54	Business	6	2.44	
No change	225	91.46	Clerical Technical Teaching	4 3 2	1.63 1.22 0.81	
One change	136	88.31	Clerical Teaching Technical Army/Police etc.	50 36 17 10	32.48 23.39 11.04 6.49	
No change	18	11.69	Engineering Civil services Medical Church services	7 6 6 4	4.54 3.89 3.89 2.59	
Two changes	95	61.68	Clerical Technical Teaching	43 18 13	27.93 11.69 8.44	
No change	59	38.32	Civil Services Legal Army/Police etc. Medical	10 4 4 3	6.49 2.59 2.59 1.95	
Three changes	49	31.81	Clerical Civil services Technical Teaching Medical Army/Police etc.	17 9 9 5 5 4	11.04 5.84 5.84 3.25 3.25 2.59	
Four changes	17	11.04	Civil Services Clerical Medical Technical	5 5 4 3	3.25 3.25 2.59 1.95	
Five changes	12	7.75	Technical Clerical	5 4	3.25 2.59	
No change	142	92.25	Civil Services	3	1.95	

URBAN  
154(38.50)

Table 5:3 contd

Overall Comparisons Between Rural and Urban Groups

Rural Group	Total cases	No. of changes	Percentage	No change	Percentage
N = 246	1230	494	40.16	736	59.84
Urban Group					
N = 154	770	309	40.13	461	59.87

*They are our Rural and Urban categories.*

*It is apparent that quite a significant number of 83.74 per cent rural respondents had adopted their present jobs and occupations after making one change, whereas the remaining only 16.26 per cent of them had entered the present ones straight-way. However, we find some marginal inter-group variations in case of our Urban category. Among the urban respondents, as many as 88.31 per cent had previously been in one job, and the rest had entered into their present occupations directly. A similar comparison between the two groups with regard to the number of changes which our respondents have made at the other levels suggests the following trends. The two changes among the rural and urban categories numbered 58.13 and 61.68 per cent respectively. On the other hand, the number considerably declined among the two groups, when we come to the level of three changes. The figures are 32.92 per cent among our rural respondents, and 31.81 per cent in case of our urban category. Further, there has been a tremendous decrease at the level of four changes. Here as many as 17.49 and 11.04 per cent belonging to our rural and urban groups had entered the present jobs after making four changes. The number of persons adopting the present jobs after their fifth jobs were 8.54 and 7.75 per cent respectively. The overall comparison of the two groups of respondents further indicates that out of the total rural members as many as 40.16*

*per cent had previously engaged in other occupations and organisations whereas the figure among our urban respondents is 40.13 per cent. This shows that as the number of changes undertaken by our respondents increases the number of persons going for such changes decreases. This indicates the fact that our respondents try to reduce the number of changes as they climb up in the hierarchy in a particular occupations. However, the present data suggest that a considerable career mobility is witnessed in the case of the two groups, without much significant differences among them.*

*However, if an attempt is made to analyse this difference, it will be found that our respondents who are engaged in transferable government jobs are relatively more mobile in their careers. Further, the difference in the degree of career mobility among the two groups may be attributed to the differences in personal confidence, motivation and educational achievements. It is also obvious that the rate of change in one's own career has been quite fast not only in case of those in respectable government jobs but also among lower government employees. It may also be pointed out here that the upward mobility among them seems to depend chiefly upon educational and occupational advancement in Mizoram in recent past. The attainment of formal education and technical professions significantly enhances avenues for mobility*

among the Mizos.

*In the community under investigation, the rate of intra-generational mobility as a whole is very high. Among our four classified categories, the rate of career mobility is comparatively higher among the non-gazetted than any other groups; followed in the same order by urban, rural and gazetted members. The high rate of intra-generational mobility among the Mizos can be attributed to the fact that new occupational opportunities have been substantially created by the government of Mizoram since its inception as a Union Territory in 1972. There has been a significant change in the occupational structure which further affected the prestige of occupations in the Mizo society. The people of this region now assign greater esteem or prestige to an occupation more from a rational consideration than the traditional point of view. This further indicates the fact that the relative functional importance of an occupation varies from time to time as the people witnessed a change in the structure and function of the social system.*

*It is further significant to note that the Mizos are in a transitional stage and they have now started moving from their traditional occupations to economically sound occupations and professions. A large concentration of the rural inhabitants*

in the urban areas to take up numerous government jobs reveals that the frame of reference of our rural people in relation to status of various modern occupations and professions has tremendously undergone a change. Rather than laying emphasis on the ascribed status, the Mizos have now began to emphasise achieved status. This becomes a favourable trend for the uplift of the formerly illiterate and backward Mizos. Thus the changing socio-economic life of the people will begin to contribute greatly to the economic transformation of the society towards the desired goals.

## IMAGE OF OCCUPATIONS

*Our attempt so far has been to examine the nature and extent of occupational mobility which shows the direction in which the group is moving. However, the rates of such mobility depend substantially on one's occupational experiences and aspirations. Numerous studies have shown that a man's attitude towards his job and adjustment to it are important components of his performance on that job. It is, therefore, imperative on the part of any study of occupational mobility to explore alongwith others this aspect of the problem. This chapter, will, therefore, examine the respondents, assessment of the previous and present jobs, occupational satisfaction, aspirations, preferences and prestige.*

### ***Attitude towards the Previous Occupations***

*The level of satisfaction and attitude towards previous occupations are important factors which influence mobility orientation in a society. In this section, we shall discuss our respondents' attitudes towards their previous occupations and their positions in society, as this is expressed in their positive and negative comments on their present jobs, in their attitudes towards salary, assessment of the previous occupations in terms of hours of works, general conditions and social prestige. The present study*

reveals that the respondents have numerous complaints about the pay, management, hours of work and the amenities which the government ought to provide.

An enquiry into the attitude towards the previous jobs of our respondents as shown in Table 6:1 reveals that the overwhelming majority of them are fully satisfied with the overall conditions of their previous occupations. It is evident that the number of those respondents having good opinion of the rates of emoluments in their previous jobs, hours of works, general conditions of service and social prestige were 60.00, 85.50, 63.50 and 74.50 per cent respectively among gazetted officers, while these numbers are 48.50, 67.50, 53.00 and 53.00 per cent in case of the non-gazetted staff. This further indicates that the number of persons having positive opinion in terms of these dimensions have substantially decreased among our non-gazetted category.

On the other hand, the number of persons among our gazetted officers who thought that the previous occupations were bad in respect of wages, hours, general conditions and social prestige numbered 30.00, 6.50, 28.50 and 17.50 per cent respectively, while the figures among our non-gazetted group are 29.50, 11.50, 27.00 and 23.50 per cent respectively. Our data further show that only a few persons of the two groups have given neither positive nor

**TABLE 6:1**

Attitude towards the previous jobs among Gazetted and Non-Gazetted

Respondents With number	Items	Attitude			On the whole like or dislike				
		Good	Bad	Neutral	No res- ponse	Like	Dislike	Neutral	No res- ponse
Gazetted 200(50.00)	Wages	120 (60.00)	60 (30.00)	18 ( 9.00)	2 ( 1.00)	161 (80.50)	16 ( 8.00)	4 ( 2.00)	19 ( 9.50)
	Hours of work	171 (85.50)	13 ( 6.50)	14 ( 7.00)	2 ( 1.00)				
	General condition	127 (63.50)	57 (28.50)	14 ( 7.00)	2 ( 1.00)				
	Social prestige	149 (74.50)	35 (17.50)	13 ( 6.50)	3 ( 1.50)				
Non-Gazetted 200(50.00)	Wages	97 (48.50)	59 (29.50)	25 (12.50)	19 ( 9.50)				
	Hours of work	135 (67.50)	23 (11.50)	23 (11.50)	19 ( 9.50)	121 (60.50)	30 (15.00)	7 (3.50)	42 (21.00)
	General condition	106 (53.00)	54 (27.00)	21 (10.50)	19 ( 9.50)				
	Social prestige	106 (53.00)	47 (23.50)	8 ( 4.00)	39 (19.50)				

Note: Figures in brackets indicate percentage.

negative comments on their previous occupations. On the whole, we find that the overwhelming majority of 80.50 per cent gazetted officers have shown their positive liking on their previous occupations whereas the figure in case of our non-gazetted category is only 60.50 per cent.

Attitudes of our rural and urban respondents towards their previous occupations is further shown in Table 6:2. It shows that the number of persons belonging to our rural respondents giving good comments on the wages, hours of works, general conditions and social prestige are 53.26, 75.60, 52.45 and 61.79 per cent respectively while the figures among urban group are 55.84, 77.93, 61.04 and 66.88 per cent. On the other hand, the number of respondents who thought that their previous jobs were bad numbered 29.67, 9.77, 32.11 and 20.73 per cent respectively in case of our rural category, whereas the respondents showing negative inclination are 29.88, 7.79, 25.98 and 20.13 per cent in case of our urban respondents.

Further, the overall assessment of our respondents belonging to these two groups, however, indicates that there is no significant inter-group differences in their assessments of their previous occupations. It is so evident that while 70.33 per cent rural members have shown their positive liking on their previous occupations,

TABLE 6:2  
**Attitudes of Rural and Urban Respondents towards the previous Jobs**

Respondents with number	Items	Attitude			On the whole like or dislike				
		Good	Bad	Neutral	No res- ponse	Like	Dislike	Neutral	No res- ponse
Rural 246(61.50)	Wages	131 (53.26)	73 (29.67)	31 (12.60)	11 (4.47)	173 (70.33)	28 (11.38)	7 (2.84)	38 (15.45)
	Hours of work	186 (75.60)	24 (9.77)	25 (10.16)	11 (4.47)				
	General condi- tions	129 (52.45)	79 (32.11)	27 (10.97)	11 (4.47)				
	Social Prestige	152 (61.79)	51 (20.73)	9 (3.65)	34 (13.83)				
Urban 154(38.50)	Wages	86 (55.84)	46 (29.88)	12 (7.79)	10 (6.49)	109 (70.78)	18 (11.63)	4 (2.59)	23 (14.94)
	Hours of work	120 (77.93)	12 (7.79)	12 (7.79)	10 (6.49)				
	General condition	94 (61.04)	40 (25.98)	10 (6.49)	10 (6.49)				
	Social Prestige	103 (66.88)	31 (20.13)	7 (4.55)	13 (8.44)				

Note: Figures in brackets indicate percentage

the number is almost the same (70.78 per cent) in case of our urban respondents. In the same way, the number of persons belonging to our rural category showing their negative inclination on their previous occupations is 11.38 as compared to more or less the same number of 11.69 per cent in case of our urban respondents. Thus, it is evident that quite a significant number of persons of the two categories have shown their positive liking on their previous jobs, and we do not find any significant inter-group variations among them.

#### **Reasons behind leaving the previous occupations**

In the present enquiry, our respondents were asked why they had left their previous occupations and professions. While a certain amount of rationalization came into the answers to such a question, we do not get a clear picture of why they left one job for another. Table 6:3 in this regard shows the various factors which have motivated our respondents to leave their previous occupations.

It is evident that our respondents belonging to the gazetted category relinquished their previous occupations for several reasons. In the first place, as many as 8.00 per cent gazetted officers left their previous jobs as they were either dissatisfied with them or on account of termination of their services, while this figure among

**TABLE 6:3**  
**Reasons behind leaving the previous occupations among the Gazetted and Non-Gazetted Groups**

Reasons of leaving	Gazetted N = 200	Non-Gazetted N = 200
Unsatisfied/Resigned	16 ( 8.00)	22 (11.00)
Transfer	24 (12.00)	18 ( 9.00)
Promotion	95 (47.50)	71 (35.50)
Insufficient salary	3 ( 1.50)	12 ( 6.00)
Lack of adjustment	0 ( 0.00)	8 ( 4.00)
Posting on deputation	23 (11.50)	1 ( 0.50)
Better Prospects	12 ( 6.00)	10 ( 5.00)
Further study	11 ( 5.50)	12 ( 6.00)
No response	16 ( 8.00)	46 (23.00)

Note: Figures in brackets indicate percentage.

*non-gazetted staff is 11.00 per cent. Secondly, 12.00 per cent gazetted officers had left their previous employments due to transfer whereas the number among the non-gazetted respondents is only 9.00 per cent. Thirdly, 47.50 and 35.50 per cent gazetted and non-gazetted respondents had left their previous occupations on account of promotion to higher status, while the number of persons leaving their previous ones on account of posting on deputation numbered 11.50 and 0.50 per cent respectively. Fourthly, only 1.50 per cent gazetted officers had left their previous jobs due to inadequate salary, whereas the figure among our non-gazetted is 6.00 per cent. It also shows that as many as 6.00 per cent gazetted respondents had left on account of better prospects in their present jobs, as compared to 5.00 per cent in case of non-gazetted respondents. Finally, it is also evident that 5.50 per cent of our gazetted officers and 6.00 per cent non-gazetted staff had left their previous employments just to go for further education and 4.00 per cent non-gazetted employees had left their earlier jobs on account of lack of adjustment with the previous ones. Our data suggest that the overwhelming majority of our respondents had left their previous occupations and professions mainly because of promotion to higher status, transfer and due to unsatisfactory job conditions.*

***Reasons of leaving the previous jobs  
among Rural and Urban groups***

*The figures in Table 6:4 suggest that a significant number*

**TABLE 64**

Reasons behind leaving the previous occupations among the Rural and Urban Groups

Reasons of leaving	Rural N = 246	Urban N = 154
Unsatisfied / Resigned	25 (10.17)	14 ( 9.09)
Transfer	25 (10.17)	17 (11.04)
Promotion	96 (39.03)	69 (44.80)
Insufficient salary	10 ( 4.03)	5 ( 3.25)
Lack of adjustment	5 ( 2.01)	3 ( 1.95)
Posting on deputation	13 ( 5.28)	11 ( 7.14)
Better Prospects	16 ( 6.50)	6 ( 3.90)
Further study	15 ( 6.09)	8 ( 5.19)
No response	41 (16.67)	21 (13.64)

Note: Figures in brackets indicate percentage.

*of 39.03 per cent rural members had relinquished their previous occupations on account of getting promotion to higher status in the administrative hierarchy, whereas the figure among our urban group has slightly increased to 44.80 per cent. Similarly, 10.17 and 11.04 per cent of the rural and urban respondents had left them due to transfer and 10.17 and 9.09 had relinquished their previous jobs as they were not satisfied with them.*

*As in the case of the gazetted and non-gazetted respondents quite a few persons of our rural and urban groups had left their previous employments on account of insufficient salary, lack of adjustment, posting on deputation, further study and some of them thought that their present jobs would offer them better prospects and facilities in future. However, our available data suggest that there is no significant inter-group differences between the two groups based on residential backgrounds.*

### **Occupational Satisfaction and Aspirations**

*After dealing with the different aspects of the previous occupations, we shall now analyse the attitudes of our respondents towards their present jobs. The levels of satisfaction and attitude towards the present occupation and occupational aspirations are two vital factors which influence mobility orientation in a society. An examination of these two factors, therefore, would reveal the*

*trend of future stratification in a community. It is in this context that the levels of occupational satisfaction and occupational aspiration of our respondents have been studied in this section. Here, we have attempted to highlight three major aspects of the problem, namely, assessment of the present occupations in terms of salary, hours of works and general conditions; secondly, the overall attitude towards the present jobs and finally, job stability and ideas regarding possibility of changing their present occupations.*

***Attitude of Gazetted and Non-Gazetted respondents towards the present occupations***

*The respondents were asked to indicate their opinion towards the salary, working hours and general conditions of service in relation to their present jobs. Our Table 6:5 suggests that there is no significant inter-group variation among the two administrative categories of gazetted and non-gazetted employees in this regard. If there is any difference, that is so marginal that it may not be sociologically significant.*

*While looking at the available data from Table 6:5, it is evident that as many as 51.50 per cent gazetted officers considered their present wages as good, 44.50 per cent bad and only 4.00 per cent of them considered neither good nor bad, while these figures among the non-gazetted respondents are 43.50, 54.00 and 2.50 per cent respectively. Secondly, to a considerable number*

**TABLE 6:5**  
**Attitude of Gazetted and Non-Gazetted Respondents towards the Present Jobs**

Respondents with number	Items	Attitude			Overall attitude towards the Present Jobs		
		Good	Bad	Neutral	Like	Dislike	Neutral
Gazetted 200(50.00)	Wages	103 (51.50)	89 (44.50)	8 (4.00)	195 (97.50)	4 ( 2.00)	1 ( 0.50)
	Hours of work	175 (87.50)	22 (11.00)	3 (1.50)			
	General Condition	134 (67.00)	60 (30.00)	6 (3.00)			
Non-Gazetted 200(50.00)	Wages	87 (43.50)	108 (54.00)	5 ( 2.50)	184 (92.00)	9 ( 4.50)	7 (3.50)
	Hours of work	187 (93.50)	10 ( 5.00)	3 ( 1.50)			
	General Condition	149 (74.50)	47 (23.50)	4 ( 2.00)			

Note: Figures in brackets indicate percentage.

*of our gazetted officers, that is, 87.50 per cent, the present hours of work are good and satisfactory, to 11.00 per cent they are bad and to the remaining 1.50 per cent they are neither good nor bad. Similarly, the number of persons belonging to our non-gazetted category having the same opinion numbered 93.50, 5.00, and 1.50 per cent. Thirdly, as regards the general conditions of their present occupations, 67.00 per cent gazetted officers consider them as good, while 30.00 per cent consider them bad, then only 3.00 per cent consider them neither good nor bad. Similarly, the number are 74.50, 23.50 and 2.00 per cent in case of our non-gazetted employees.*

*Our data further reveal that the overwhelming majority of 97.50 and 92.00 per cent gazetted and non-gazetted employees have interestingly shown their positive liking for their present occupations. The number of persons showing negative liking for their present jobs were just 2.00 per cent in case of gazetted and 4.50 per cent among our non-gazetted respondents. Our available materials suggest that there are no significant inter-group differences so far as their assessment of the present occupations is concerned. However, one may point out that our gazetted officers seem to be more satisfied with their present jobs as compared to the non-gazetted employees which is quite natural.*

**Attitude of Rural and Urban respondents towards the present jobs**

It is further possible to analyse the attitudes of our rural and urban respondents towards their present occupations. Table 6:6 reveals that 49.19 per cent rural members have shown their positive liking for their present income, while to 48.78 per cent they are inadequate and to 2.03 per cent they are neither good nor bad. Similarly, among our urban respondents these figures are, 44.81, 50.00 and 5.19 per cent. Secondly, as regards the hours of works, quite a significant number of our rural respondents, that is, 92.28 per cent have shown their positive inclination while to 6.91 per cent it is satisfactory. But a negligible number failed to give a definite reply. In the case of our urban employees, the figures are 87.67, 9.74 and 2.59 per cent. Thirdly, in case of the general conditions of their present service, 73.58 per cent rural respondents are quite satisfied with it, 24.79 per cent, on the other hand, consider them unsatisfactory and only 1.63 per cent are indifferent on this point. Similarly, 66.24 per cent of our urban respondents consider them as satisfactory, while 29.87 per cent are not satisfied with it, and the rest considered the working conditions as neither good nor bad.

A closer examination of Table 6:6 shows that out of the total rural respondents 95.93 per cent have interestingly shown

**TABLE 6:6**  
**Attitude of Rural and Urban Respondents towards the Present Jobs**

Respondents with number	Items	Attitude			Overall attitude towards the Present jobs		
		Good	Bad	Neutral	Like	Dislike	Neutral
	Wages	121 (49.19)	120 (48.78)	5 ( 2.03)			
Rural 246(61.50)	Hours of work	227 (92.28)	17 ( 6.91)	2 ( 0.81)	236 (95.93)	4 ( 1.63)	6 ( 2.44)
	General Condition	181 (73.58)	61 (24.79)	4 ( 1.63)			
	Wages	69 (44.81)	77 (50.00)	8 ( 5.19)			
Urban 154(38.50)	Hours of work	135 (87.67)	15 ( 9.74)	4 ( 2.59)	145 (94.16)	7 (4.55)	2 (1.29)
	General Condition	102 (66.24)	46 (29.87)	6 ( 3.89)			
					95.70%	3.21%	1.09%

Note: Figures in brackets indicate percentage

*their positive liking for their present jobs, this figure among urban respondents is similarly, 94.16 per cent. It is thus clear that there is no significant inter-group variation in the overall assessment of the present occupations among the two categories of respondents.*

*It is significant to point out here that in case of salary, except our gazetted respondents, less than half of the respondents belonging to the other categories consider them good, whereas more or less the same number of respondents consider their present wages as bad and unsatisfactory. Further, our Tables 6:5 and 6:6 show that very few of them have considered the wages in their present employments as neither good nor bad. But when we come to the question of hours of works, we find significant difference. Here, comparatively a much higher number of respondents belonging to the different groups have all given positive comments on the working hours of their present jobs. Among these groups, our non-gazetted respondents seem to be the most satisfied one as compared to the gazetted group where 87.50 per cent respondents consider that the working hours in their present occupations are good and satisfactory.*

*In case of the general conditions of the present jobs, it seems that majority of the respondents belonging to the four groups are found to be extremely satisfied with them. Our Tables*

6:5 and 6:6 show that the highest number of respondents showing their positive comments on the general conditions of the present occupations are found again among non-gazetted group, that is, 74.50 per cent, as against the smallest number of 66.24 per cent giving the same type of comments among the urban group.

The present enquiry consequently gives us some interesting conclusions. In the first place, when we come to the questions of hours of works, general conditions and social prestige, quite a significant number of them think that they are good. It might be because of their personal evaluation of their jobs particularly in terms of social prestige. They do not want to accept that the social prestige of the jobs in which they are presently engaged is inferior or even unsatisfactory. Most of us try to show that our jobs are superior irrespective of the fact whether others consider them to be so or not.

Secondly, the composition of our professional category formulated for the present purpose is not strictly homogeneous. Even in one category, we have persons belonging to different jobs and professions. There are sharp variations in their income, hours of work and general condition. It is primarily because of this that there seems to be ambivalent situation in their opinion about the different aspects of the jobs.

Thirdly, one can see broadly a general correlation between the idea about wages, hours of works and general conditions. When we go to examine the inter-group differences these differences again are not significant. For instance, our four major groups that of gazetted, non-gazetted, rural and urban respondents show that their assessment about these aspects is broadly the same.

Let us now see what our respondents think about the overall situation of their present occupations. In other words, whether they have positive liking or otherwise of the present job. It is evident from Table 6:6 that as many as 95.70 per cent of our 400 respondents like their present occupations, 1.09 per cent are neutral and 3.21 per cent dislike their present jobs. It further shows that our respondents have very categorically shown their preferences for their present jobs. Why such inclination is there is difficult to explain at this stage of our analysis.

#### **Job Stability of Respondents**

Absenteeism and turnover are often used as measures of job satisfaction. It is argued that the worker who likes his job attends regularly and does not usually leave it for another (Peil Margaret, 1972). It was hypothesised that our respondents' attitude towards the present occupation will directly reflect their inclination to change them. With this point in view, we asked our respondents

to state whether they would like to change their present jobs and occupations. Facts concerning this have been included in Table 6:7. In addition, respondents were asked the reasons why they wanted to change their present occupations, and how long they intended to stay on the present ones. This is extremely useful as a measure of motivation because many workers remain in jobs and do not like to leave with which they are generally satisfied. They may not have other opportunities for employment or no chance of making more money than they are earning at present. Our general experiences suggest that older workers are less free to quit their jobs than youngmen because of their family responsibilities.

In response to the question "Do you have any plan of changing your job", the answers of 16.00 per cent gazetted officers were in the affirmative, 83.00 per cent of them in the negative, while the remaining 1.00 per cent respondents were indifferent to it. In case of our non-gazetted respondents the numbers are 30.50, 69.50 while none of them is indifferent in this regard.

Further, quite a few of them would like to leave the present jobs for different reasons. It is evident that as many as 13.00 per cent wanted to leave them because of inadequate salary in case of gazetted officers, 7.50 per cent on account of lack of adjustment, 1.50 per cent due to leave rules, 6.00 per cent

**TABLE 6:7**

**Job Stability among the Gazetted and Non-Gazetted Respondents**

Respondents with numbers	Idea of changing		Why do you want to change it					Neutral
	Yes	No	Insufficient salary	Lack of adjustment	Leave Rules	Lack of future prospects	Neutral	
Gazetted 200(50.00)	32 (16.00)	166 (83.00)	26 (13.00)	15 (7.50)	3 (1.50)	12 (6.00)	144 (72.00)	
Non-Gazetted 200(50.00)	61 (30.50)	139 (69.50)	51 (25.50)	17 (8.50)	3 (1.50)	10 (5.00)	119 (59.50)	
<b>TOTAL</b>	<b>(11.50)</b>	<b>(11.50)</b>	<b>(19.25)</b>	<b>(8.00)</b>	<b>(1.50)</b>	<b>(5.50)</b>	<b>(65.75)</b>	

**Total: Note: Figures in brackets indicate percentage**

*because of lack of prospects, and the overwhelming majority of them, 72.00 per cent, were indifferent on this point. In case of our non-gazetted category, this number slightly increased to 25.50, 8.50, 1.50, 5.00 and 59.50 per cent respectively. A closer look at the table further shows that quite a large number of respondents belonging to our gazetted and non-gazetted groups do not want to change their present occupations but at the same time, many of them have given different reasons for it. This shows that our data concerning respondents' idea of changing the present jobs and the reasons behind leaving the previous ones are not very specific. As regards the reasons for intending to leave the present jobs, the majority of them belonging to both these categories have complained about insufficient salary (19.25 per cent), lack of adjustment (8.00 per cent), lack of future prospects (5.50 per cent) and so on in the same order.*

*It is in fact not difficult to explain this with our limited data. As compared to the gazetted members, our daily experiences suggest that the non-gazetted staff normally have to face more and more problems in their day-to-day activities in terms of finance, social prestige, and other facilities in modern social living. Moreover, it is natural that persons who are in higher income groups, for example, gazetted officers, do not want to change their jobs more frequently than those of lower earning income groups (non-gazetted).*

*Our data also support this contention when we see that comparatively a smaller number of respondents who desire to change their present jobs come from our gazetted category.*

*Let us now examine the conditions with regard to the other groups - rural and urban categories. Table 6:8 indicates that as many as 22.36 per cent rural members wanted to change their present jobs. This number in case of our urban respondents on the other hand, is 24.68 per cent. An analysis of the reasons for changing their jobs reveals that 19.51 per cent would like to leave them on account of poor wages, 7.32 per cent on account of lack of adjustment, 2.44 per cent because of unfavourable leave rules and 6.50 per cent thought that their present occupations would not offer them bright prospects and facilities in their future careers. In urban group, these numbers are 18.84, 7.79, 1.29 and 5.19 per cent respectively.*

*A meticulous examination of the available data in Table 6:8 similarly shows another fascinating trend. While 77.24 per cent rural and 74.67 per cent urban respondents do not desire to change their present jobs but when probed further a larger number of respondents of the two groups at the same time came forward to state reasons behind intention to change them. Thus, we find*

**TABLE 6:8**

Job stability among the Rural and Urban respondents

Respondents with numbers	Idea of changing		Why do you want to change it				Neutral
	Yes	No	Neutral	Insufficient salary	Lack of adjustment	Leave Rules	
Rural 246(61.50)	55 (22.36)	190 (77.24)	1 (0.40)	48 (19.51)	18 (7.32)	6 (2.44)	1016 (64.23)
Urban 154(38.50)	38 (24.68)	115 (74.67)	1 (0.65)	29 (18.84)	12 (7.79)	2 (1.29)	8 (5.19)

Note: Figures in brackets indicate percentage.

that our data on the ideas of changing the present occupations on the one hand and reasons for changing them on the other are not very clear. However, it is possible to say that quite a significant number of them belonging to the two groups desire to remain in their present jobs and very few would like to leave them. It is also evident that there is no significant inter-group difference between our rural and urban respondents in this regard.

Finally, as analysed earlier, there is a clear association between our data on the overall attitude of our respondents as shown in the preceding section and the idea of changing and reasons for intending to leave the present jobs as discussed in Tables 6:7 and 6:8. We may thus safely conclude that since the overwhelming majority of our respondents like their present jobs, majority of them do not want to change them. This is mainly due to the type of training and education they have received which do not ordinarily allow them to change their jobs frequently. But it is also due in part to relatively better income and conditions of service. On the other hand, their expressed desire for promotion is an important motivating factor in future mobility and change.

#### ***Intention to stay on the Present Jobs***

As mentioned earlier, intention to stay in a job is a subjective factor related to motivation rather than an objective measure

of turnover. However, such plans are not entirely unrelated to reality; turnover is higher among the dissatisfied than among the satisfied ones who plan a long stay. The length of time our respondents planned to stay on the job differed between gazetted and non-gazetted officers and rural and urban dwellers. Some of them intended to leave their jobs in the foreseeable future, whereas some of them thought that they would leave within a year. Facts relating to the respondents' intention to stay on their present jobs have been presented in Table 6:9.

In this connection, our respondents were asked, "How long do you think you will stay on the present job." It is evident from Table 6:9 that out of the total 400 respondents 3.75 per cent respondents think that they would like to stay in their present job for a period of less than a year, 15.00 per cent for 1 to 5 years, 11.25 per cent for 6 to 10 years, 23.50 per cent for 11 to 15 years and more, and the largest number of 44.75 per cent intend to stay in their present jobs till they retire. The remaining 2.25 per cent are neutral on this point. The length of time our respondents planned to stay on their present jobs suggests that majority of them plan to stick to their present jobs and the overwhelming majority of them even plan to continue with the present ones even till they complete their service careers. It further suggests that our respondents will not shift from their present jobs to the

**TABLE 6:9**

Intention to stay on the present jobs among the Gazetted and Non-Gazetted Groups

Respondents with number	How long do you think you will stay on the present job						
	Under 1 year	1-5 years	6-10 years	11-15 years	Over 15 years	Until pension	Neutral
Gazetted 200(50.00)	6 ( 3.00)	22 (11.00)	21 (10.50)	11 ( 5.50)	33 (16.50)	104 (52.00)	3 (1.50)
Non-Gazetted 200(50.00)	9 (4.50)	38 (19.00)	24 (12.00)	15 ( 7.50)	33 (16.50)	75 (37.50)	6 ( 3.00)
Total N = 400	15 ( 3.75)	60 (15.00)	45 (11.25)	26 ( 6.50)	66 (16.50)	179 (44.75)	9 ( 2.25)

Note: Figures in brackets indicate percentage.

other occupations in the years to come.

It is further clear that 3.00 per cent respondents belonging to our gazetted group would like to continue with their present jobs only for a period of less than a year, whereas the figure among our non-gazetted one is 4.50 per cent. Secondly, to 11.00 per cent the length of time is 1 to 5 years, to 10.50 per cent for 6 to 10 years, to 5.50 per cent for a period of 11 to 15 years, to 16.50 per cent for more than 15 years, and finally, to a considerable number of them, that is, 52.00 per cent it is till the time of pension. On the other hand, the length of time our non-gazetted respondents planned to stay on their present jobs numbered as follows - 4.50 per cent for less than a year, 19.00 for 1 to 5 years, 12.00 for 6 to 10 years, 7.50 for 11 to 15 years, 16.50 for more than 15 years, and finally, 37.50 per cent non-gazetted respondents have intended to continue till they complete their service.

The length of time our gazetted and non-gazetted respondents planned to stay on their present jobs suggests that there are inter-group variations among the two groups. It suggests that the more stable respondents seem to be our gazetted category, where a significant number of them have shown positive inclination to stay on their present jobs. While discussing the attitude of the present occupations, quite a considerable number of gazetted officers

have already given their positive inclination to it. Similarly, in the present analysis also they have shown their positive inclination to stay on to their present ones. This shows that there is a significant correlation between our data on the overall attitudes of our gazetted respondents towards the present occupations as discussed earlier and our data on their intention to stay on their present ones. We may thus conclude that since the overwhelming majority of them like their present jobs, as such, quite a significant number of gazetted officers have thus shown their positive inclination to stay on their present jobs, where a low rate of mobility is likely to happen in the future.

In this connection, it is fascinating to note that wages are normally related to seniority and promotion. Naturally, we find that our gazetted officers have achieved their present status in the administrative hierarchy mainly through departmental promotion. This has brought them higher salary, better facilities like quarters, transport etc. which our non-gazetted respondents normally do not enjoy. A higher wage and other facilities are adequate inducements to our gazetted officers to stay on to their present jobs.

Some significant account of our rural and urban respondents' intention to stay on their present jobs is further evident from Table 6:10. It suggests that as many as 2.85 per cent rural and 5.83 per cent urban respondents have intended to stay on their

TABLE 6:10

Intention to stay on the present jobs among the  
Rural and Urban Groups

Respondents with number	How long do you think you will stay on the present job					Neutral	
	Under 1 year	1 - 5 years	6 - 10 years	11 - 15 years	Over 15 years		Untill Pension
Rural 246(61.50)	7 ( 2.85)	35 (14.23)	28 (11.38)	18 ( 7.32)	42 (17.07)	110 (44.71)	6 ( 2.44)
Urban 154(38.50)	9 ( 5.83)	29 (18.84)	20 (12.99)	6 ( 3.89)	21 (13.64)	64 (41.56)	5 ( 3.25)

Note: Figures in brackets indicate percentage

*present jobs for a period of less than a year, whereas the number of respondents intending to continue with the present ones for a period of 1 to 5 years is 14.23 per cent in case of rural and 18.84 per cent in case of our urban category. Secondly, 11.38 per cent rural and 12.99 per cent urban respondents intended to stay with their present occupations for a period of 6 to 10 years and 7.32 per cent and 3.89 per cent for a period of 11 to 15 years. Finally, quite a considerable number (61.78 per cent) of rural respondents have intended to stay for a period of more than 15 years or till their pension, while the figure among our urban group is only 55.20 per cent. Thus, our data show that a larger number from both the groups have decided to remain with their present occupations. Our data further suggest that the number of respondents who would like to continue with their present jobs for a longer duration belonged to our rural group as compared to our urban members.*

*The data concerning previous and present jobs have been statistically interpreted to deepen our understanding of the problem, the details of which can be seen in Appendix II.*

*Thus on the whole, an adequate salary is the only consideration which keeps people attached to the present jobs. To be able to reside in one's village and such other facilities which they*

have complained about seem to give them rather little satisfaction in the choice of an occupation. An examination of the factors responsible for occupational satisfaction shows that the overwhelming majority of them have emphasised on this consideration. The other secondary causes for showing their dissatisfaction with the present jobs are hard work involved in the occupation, job insecurity and inadequate wages. Our enquiry further suggests that a better economic and job opportunities would make them occupationally mobile. Finally, we may safely conclude that it is the least satisfied group which is likely to be more mobile in their careers than any other groups under investigation.

The data relating to these significant aspects of the present jobs of our respondents discussed so far will help us to highlight the trend of future change in the community under investigation. Since they influence mobility orientation in the society we have to examine them cautiously. Our data may not be enough for safe generalisation about the trend but they will clarify some of the basic issues involved in the question. Although our data suggest that majority of the respondents do not want to change their occupations but the very fact that they have been changing their occupations within their limited range shows the mobility orientation of the people.

At this level of development the Mizos whether they

are in Mizoram or outside have limited professional training restricting them to change their occupations frequently. In most of the cases our respondents come to the modern occupations and professions for the first time and they seem to be quite satisfied from their service conditions. This is also one of the reasons why at the attitudinal level they are so much attached to their present jobs. However, we can conclude that their expressed desire for further promotion is an important motivating factor in accelerating mobility and change.

#### **Occupational Preferences and Prestige**

In the preceding discussion we have so far examined the respondents' attitude towards the previous and present occupations. In this section, our attempt ~~first~~ will be to show substantially what do ~~they think~~ about their children's occupation while the second part will concentrate on the question of occupational prestige.

#### **Occupational aspirations and preferences for Children**

To get some ideas of the respondents' view of their plans or hopes for the future careers of their children they were asked which job they would like their children to go in for, if they have complete freedom to choose an occupation. In fact, our concern will be to deal with the general levels of occupational aspirations for their children. Here, the level of aspiration refers to the goals which an individual selects and attempts to achieve.

Many parents are hesitant to say what occupations they would like their children to have in future. Some of them do not think about it. Some others assume that the child will follow them or will make up his own mind. Likewise, many of them say that they have no intention of influencing their children's future careers. This situation may exist both in industrialized countries as well as in developing societies. It is more a characteristic of the working class than of parents in professional and administrative occupations. The latter have usually a better view of occupations at the top of the hierarchy and are able to evaluate their children's abilities for certain positions.

Occupational sociologists have argued that class position plays a vital role in the choice of an occupation. The class culture from which an individual comes is possibly the most important external factor affecting his choice of occupation. It can be stated that the higher the social class level from which an individual comes, the greater the probability that he will aspire to those occupations that society has defined as the most socially prestigious and economically rewarding. Simpson and Simpson (1962) have suggested that three factors of significance influence individuals when it comes to occupational choice. First, there is the general level of upward mobility within a particular society and the fact

that there is a great deal of inheritance of occupational level. Second, the fact that when it comes to the actual choice, many people are greatly influenced by those immediately around them. And lastly, there is the question of the values that people hold with respect to certain occupations. Further, in the open societies, there is a tendency for individuals to aspire for higher levels of status than in the past. Parallel to this higher status aspiration, there is further the possibility of aspiring to a higher occupational skill level.

Moreover, it has been suggested by many studies that the occupational choice of sons is influenced by the preferences of their parents. In a recent study of occupational and educational aspirations of 800 high school students, it was found that the maternal influence was stronger and more effective (as compared to paternal influence) at lower class level, regardless of the rate of students (Gist, 1964). In other words, it can be predicted that matricentrism defined as a strong maternal influence system will be more frequently found in families of lower social prestige. The reverse is also possible when the paternal influence is more striking in occupational choice. In the Mizo society, for example, the position of father is very dominant in family affairs. The education of children, plans for their future careers, etc., are mainly decided by the father. On the other hand, women are not so educated as to be able to assert and influence the career of their children.

One of the recurrent findings in research on occupational mobility is that sons are likely to enter their fathers' occupation than any other single occupation. In the present study, the respondents were asked: "what occupation would you like your children to go in for?" There were three main purposes behind this question.

In the first place, the answers were expected to help in estimating the relative prestige and status of the different occupations in the eyes of the respondents.

Secondly, the answers would indicate their liking or disliking of their own occupation.

Thirdly, ~~as in~~ in the Mizo society the father still plays an important part in shaping the future careers of his children, the future occupational pattern of the fourth generation could to some extent be estimated on the basis of their answers.

Our Table 6:11 gives an analysis of father's preferences regarding their children's occupations. In the first place, it is possible to point out that for our 400 respondents the most preferred occupations are Medical, followed in the same order by ~~engineering~~ engineering and technical professions, church services, civil services, teaching, business, farming and other occupations. One very interesting thing which appears from our data is that quite a good number

**TABLE 6:11**  
Father's first preference for their children's occupations

Occupation	Rank Score	Rank Order
Medical service	118	1
Engineering & Technical	83	2
Church service	70	3
Civil service	49	4
Teaching	42	5
Business	19	6
Farming	13	7
Army service	4	8
Social service	2	9
Total	N = 400	

*of respondents have given high preference for both secular and religious jobs.*

*Preferences for medical, engineering, technical and civil services are quite understandable because of the social prestige and income attached to them. It is further clear from our data that the services which were popular earlier among the Mizos are no longer preferred by our respondents. Thus one can very well say that modern jobs and professions are now becoming more and more popular among them as compared to the traditionally preferred jobs. Our table further reveals that a sizeable number of respondents have also given their preference for religious jobs (church service). It is not only because of social and religious prestige but also due to several other considerations. As every Mizo is a Christian church plays a very effective role in the day to day activities of the people. Therefore, a significant number of people are attracted to jobs attached to church services.*

#### ***Preferential occupations among gazetted and non-gazetted groups***

*It is also possible to compare the preferential occupations among our gazetted and non-gazetted respondents. As is evident from Table 6:12, the nature of preferences made by our respondents belonging to these two different administrative categories are not in any way strikingly different from the overall preferences*

as discussed earlier. Medical profession receives the highest preference by both these groups, but at the other levels there are some differences. However, it is obvious that medical, engineering, church service, civil service, and teaching are the five major areas which have been preferred by a large number of respondents from both the groups.

The scores for the two groups (Table 6:12) were ranked and the rank difference coefficient of correlation computed, the rho coefficient obtained was 0.93 which is significant beyond 0.01 level of confidence.

It is thus clear that there is no significant difference in the ranking of nine occupations by both Gazetted and Non-gazetted respondents on the basis of preference for their children's occupations. Hence, the assumption that the status background of respondents may result in the difference of reactions concerning occupational preferences has not come true in the present case.

It is possible to suggest at this level of our analysis that the aspirations and preferences of our respondents are naturally determined by their education on the one hand and resulting modernity of orientation and position within the status structure on the other. From their comments, it is evident that many of them had skilled

**TABLE 6:12**

Father's first preference for their children's occupations among the Gazetted and Non-Gazetted Groups

Gazetted N = 200	Non-Gazetted N = 200
Medical service	Medical service
Engineering & Technical	Church service
Church service	Engineering & Technical
Civil Service	Teaching
Teaching	Civil Service
Farming	Business
Business	Farming
Army service	Social Service
Social Service	Army Service

**Rho formula**

Computation of correlation from Ranks 
$$r = 1 - \frac{6 \times \sum D^2}{N(N^2 - 1)}$$

(Rank difference correlation coefficient,  $r$ )

$\sum D^2$  = Sum of the squares of differences in rank

N = Number of pairs. The number of degrees of freedom (N - 2)

Correlation ( $r$ ) = 0.93

Degrees of freedom (Df) = 7

Level of significance = 0.01

*jobs in mind rather than unskilled ones. But it is also difficult for some people to say why they have preferred a specific occupation. This may be attributed to the fact that they have a limited knowledge of the modern occupational structure and thus have to make choices among relatively few occupations with which they have had experiences. Furthermore, the reason most frequently given by them was that it paid well and provided bright opportunities for in-service promotion leading to a better pay and perks. Others simply said that it was a good job and their children should take up these jobs. Still others said that their children should have an occupation which would be useful to the family in particular and to the society in general. However, a few of them said that they did not want their children to do manual jobs.*

***Preferential occupations among rural and urban respondents***

*Our Table 6:13 shows the preferences given by rural and urban respondents for their children's occupation.*

*The scores of the two groups (Table 6:13) were ranked and the rank difference coefficient of correlation computed, the rho coefficient obtained was 0.99 which is significant beyond 0.01 level of confidence.*

*It is thus clear that there is no significant difference*

**TABLE 6:13**

Father's first preference for their children's occupations among the Rural and Urban Groups

Rural N = 246	Urban N = 154
Medical service	Medical service
Engineering & Technical	Engineering & Technical
Church service	Church service
Civil service	Civil service
Teaching	Teaching
Business	Business
Farming	Farming
Army service	Army service
Social service	Social service

Correlation ( $r$ ) - 0.99  
 Degree of freedom ( df) - 7  
 Level of significance - 0.01

*in the ranking of nine occupations by both rural and urban respondents on the basis of their first preferences for children's occupations. Hence, the assumption that the residential background of respondents may result in the difference of reactions regarding occupational preferences has not come true in the present case.*

*It is very interesting to see that our respondents belonging to the two diverse groups - rural and urban have absolutely the same preferences in this regard. The patterns of preferences among them thus obviously suggest that there is no inter-group differences among them. However, one may point out that majority of our respondents have no doubt preferred modern occupations and professions but at the same time, they have given high preferences to religious jobs as well. The fact that our respondents preferred modern occupations and professions other than previously esteemed jobs indicates an understanding of the increasing importance of modern jobs and professions as a prerequisite for well-paying jobs. It is also possible to suggest that those who favoured modern occupations and professions believed that these would earn them better prospects and facilities apart from earning higher respect for their modern social living.*

*In this way, no substantial differences are to be noted so far as the nature of preferences made by our four classified*

categories of respondents are concerned. Their preferences further indicate a new pattern of occupational preference which is different from the traditional preferential pattern. But though our respondents have different status and residential background, their outlook about occupations and professions seem to be the same. Similarly, our respondents have been modified considerably in their outlook and values by their direct and indirect contact with the modern industrial life. It may be pointed out that the spread of education and democratic values will result in future changes in the pattern of aspirations and preferences as well. At this level of development it clearly emerges that the people are now using non-traditional criteria, such as function instead of hereditary status in evaluating the status of an occupation. They have started assigning high esteem to an occupation more from a rational consideration than the traditional status point of view. Thus, the functional utility of an occupation has rather played a more vital role in the nature of occupational aspirations and preferences as is evident from the present enquiry.

A consideration of the aspirations of parents for their children's career is extremely useful for the light it sheds on people's ideas of mobility. It indicates whether he thinks the social status to be more or less fixed or open to a small scale mobility in a society. From the modest aspirations expressed by the majority of the people in the present enquiry, we would be safe in assuming

*that most of them expect their children to be somewhat better placed than themselves. It may further be recalled that people tend to see the future of their children in terms of skills, due to the fact that those who have undergone such training particularly for technical posts will be the best paid wage-earners economically in the next generation.*

*We may thus infer that in the generation to come with increase in education and professional training people perhaps would not go for occupations and professions like agriculture, army services and other unskilled manual occupations. This suggests the fact that modern occupations and professions are now very popular among the Mizos and they have been highly motivated to go for them.*

### **Occupational Prestige**

*The concept of social status assumes that the society consists of strata arranged in the form of hierarchy. But there may be sharp breaks between the strata and the use of a prestige scale may in fact help to show such breaks. Indeed, the use of prestige scales might also show the existence of different ranking universe, that is, universes not forming part of a common continuum (Hall and Jones, 1950). In this way, certain types of occupation have always composed of the upper layers of social groups while other occupational groups have almost always been at the bottom.*

*In fact, the principal occupational classes are not situated horizontally on the social level but they are superimposed on one another.*

*It has been a fact of common observation that occupations are differentially rated in terms of status and prestige accorded to them. Some sociologists have also attempted to classify occupations according to their general standing or prestige. A carefully drawn scale was prepared by North and Hatt (1947). They asked a quota sample of the adult population of the United States to evaluate 90 occupations. They found that although the scale was unevenly representative of various occupations in the labour force, it was sensitive to socio-economic gradations among the occupations. They further concluded that neither the occupations in the scale nor the general occupational structure constitutes a single ordinal scale.*

*It is interesting to see that even in a country such as United States of America which displays such a heterogeneity on several dimensions throughout the country there was a general agreement among respondents about the ranking of occupations. A comparison of the prestige ratings of various occupations in different industrial societies reveals a general consistency of results (Inkeles and Rossi, 1956). However, there are disagreements over the interpretation of the findings. Functional theorists have suggested*

that occupations vary in their importance to a society and that the more important ones tend to be scarce because they require skill and preparation (Davis, 1948). Thus, people in these occupations tend to be accorded more prestige, income and social influence. Acceptance of this theory in whole or in part has, therefore, led some scholars to compare changes in occupational structures of various countries according to local functional requirements (Lipset and Bendix, 1959).

Various criteria have been employed by sociologists to assess occupational status. Two criteria stand out above all others in these attempts - the individual income and the level of educational attainment. Consistently, these two individual characteristics are correlated with the status accorded to an occupations. Both criteria contribute to occupational status but in that educational attainment is often the main criterion for admission into an occupation. Moreover, in evaluating individual jobs two factors are frequently mentioned - high income and a contribution to the needs of society. Furthermore, sociologists normally make a distinction between occupational prestige and status. They argued that occupational status gives an indication of the education and income that are associated with a particular occupation. On the other hand, occupational prestige is the evaluation of an occupation by a number of people. In other words, status has more of an air

*of objectivity about it while prestige relies for its measurement on subjective interpretations.*

*Numerous studies on the comparisons between measures of occupational prestige and status further suggest that prestige is a far more stable phenomenon than status. For instance, in America, it is evident that over the period between 1925 and 1963 there had been large changes in both the education and the income associated with various occupations. From this point of view occupational prestige is the most stable criteria in measuring the occupational ranking.*

*It may be recalled that a person's job occupies about one-third of his daily life. It is, therefore, not only a means of livelihood, but it influences life beyond working hours; and consequently, his social position and economic welfare are mainly determined by his work. Therefore, it can be assumed that the prestige as well as the functional importance of an occupation on the one hand, and the satisfaction the occupation yields to its incumbents in various terms on the other will help us in explaining and apprehending the emerging trends on occupational mobility in the occupational structure of the Mizos.*

*In view of this broad assumption we have examined*

here the evaluation of different occupations in terms of their prestige. Following the study of North and Hatt (1947) a number of studies were conducted in various countries on the ranking of occupations. Keeping in view the methods adopted by these studies in ranking occupations, a list of 13 occupations was prepared. This list was read out to the respondents who were then asked to point out the most preferred job in terms of prestige and the earning capacity.

Table 6:14 and 6:15 show the ranking of 13 different occupations by our 400 respondents on the basis of prestige and monetary gains. Here, for ranking we have included only the most socially popular and prestigious occupations as given by our respondents.

It is more than evident that our respondents are very clear in their minds about the importance of different occupations. They are also very clear about the differences among the occupations on the basis of social prestige and monetary gains. It will be evident from Tables 6:14 and 6:15 that while church service is the most prestigious occupation so far as social esteem is concerned, whereas from the point of view of profit it is contract. Similarly, business receives the second position in money-wise ranking but this position is captured by civil service in prestige-wise ranking. It might be

**TABLE 6:14**

Prestige-wise Ranking of Occupations

Occupations	Rank Score	Rank Order
Church service	136	1
Civil Service	88	2
Medical	53	3
Teaching	34	4
Engineering	25	5
Farming	22	6
Business	12	7
Architecture	9	8
Contracts	7	9
Factory	6	10
Defence Service	5	11
Industry	2	12
Handicraft	1	13
<b>TOTAL</b>	<b>N = 400</b>	

**TABLE 6:15**  
Money-wise Ranking of Occupations

Occupations	Rank Score	Rank Order
Contracts	136	1
Business	99	2
Medical	56	3
Engineering	47	4
Factory	21	5
Farming	10	6
Civil service	7	7
Industry	6	8
Handicraft	5	9
Teaching	4	10
Church service	3	11
Architecture	3	12
Defence Service	3	13
<b>Total</b>	<b>N = 400</b>	

*just a chance that medical profession receives the same rank in both these rankings. The most interesting trend is with regard to teaching. While it has the fourth position in prestige-wise ranking it goes to the tenth position in money-wise ranking. The point which we would like to emphasise here is that our respondents are very clear about the issues which are involved in the ranking of modern occupations.*

*The ranking scores and rank order of the thirteen occupations by two different status categories, that is, gazetted and non-gazetted employees are presented in Tables 6:16 and 6:17. First, on the basis of subjective evaluation, that is, prestige-wise ranking, the highest rank has been given to religious jobs (church service) by these two groups. This is a very fascinating trend as compared to the ranking results in other societies. However, the reason is not difficult to ascertain.*

*The scores of the two groups (Table 6:16) were ranked and the rank difference coefficient of correlation computed, the rho coefficient obtained was 0.92 which is significant beyond 0.01 level of confidence.*

*It is thus evident that there is no significant difference in the ranking of thirteen occupations by both Gazetted and Non-*

TABLE 6:16

Prestige-wise Ranking of Occupations by the  
Gazetted and Non-Gazetted Groups

Gazetted N = 200	Non-Gazetted N = 200
Church service	Church service
Civil Service	Civil Service
Medical	Medical
Teaching	Teaching
Engineering	Engineering
Farming	Farming
Architecture	Business
Contracts	Architecture
Industry	Contract
Business	Factory
Factory	Defence Service
Defence Service	Handicraft
Handicraft	Industry

Correlation ( $r$ ) = 0.92  
 Degrees of freedom (df.) = 11  
 Level of Significance = 0.01

**TABLE 6:17**  
Money-wise Ranking of Occupations by the  
Gazetted and Non-Gazetted Groups

Gazetted N = 200	Non-Gazetted N = 200
Contracts	Contracts
Business	Business
Medical	Medical
Engineering	Engineering
Factory	Factory
Civil Service	Farming
Farming	Industry
Handicraft	Civil Service
Teaching	Teaching
Industry	Handicraft
Defence Service	Defence Service
Architecture	Architecture
Church service	Church service

Correlation ( $r$ ) = 0.95  
 Degrees of freedom (df.) = 11  
 Level of significance = 0.01

Gazetted respondents on the basis of prestige. Hence, the assumption that the status background of respondents may result in the difference of reactions concerning occupational prestige has not come true in the present case.

The scores of the two groups (Table 6:17) were ranked and the rank difference coefficient of correlation computed, the rho coefficient obtained was 0.95 which is significant beyond 0.01 level of confidence.

It is thus clear that there is no significant difference in the ranking of thirteen occupations by both Gazetted and Non-Gazetted respondents on the basis of monetary gains. Hence, the assumption that the status background of respondents may result in the difference of reactions regarding occupational ranking has not come true in the present case.

To work with the church for economic consideration is not a universal practice. However, as pointed out earlier, church has a unique place in the Mizo social life. In the initial stage, several foreign missionaries worked among the Mizos and employed local people for day to day assistance. But now numerous indigenous churches fully manned by the local people have come up. Naturally, some people are going for jobs created by these newly established organisations. These religious institutions are not supporting full

*time workers economically, but they receive high social prestige. It might be because of this fact that at the prestige level, a significant number of people are attracted to church establishments for their livelihood which is not only economically very profitable but socially prestigious.*

*Secondly, the second rank goes to civil services, which mainly refer to services like the Indian Administrative Service, the Indian foreign Service, the Indian Police Service and other allied services. As is evident from our experiences in general, and Mizoram in particular, the Mizos are coming forward to join these services because of their social prestige and positions. An analysed in the preceding sections, these respondents have shown their inclination for these services not only for themselves but also for their children. Thus, civil services have been treated as the most prestigious jobs as compared to other modern secular occupations and professions.*

*Thirdly, our available data show that from the point of view of social prestige, professions like medical, teaching, engineering, have also been given prestigious place in the same order by a good number of respondents. It seems somewhat difficult to ascertain reasons clearly why majority of them have given prestigious positions to these occupations. However, we may broadly*

say that medical and technical professions are the two major areas in which a large number of people are interested in this industrialising world, our respondents also realise this trend, it seems and attached a high prestige value to medical and numerous other technical professions. A large number of young men are now going for these professional education and training outside Mizoram.

Fourthly, occupations like farming, architecture, contracts, industry, business, factory, defence service and handicrafts have been given prestigious rank by only a few respondents. Thus as compared to almost dying professions among the Mizos, like defence, handicrafts etc. contracts and business are more preferred, but architecture, industry and factory are yet to attract the people. The pace of industrialisation in the North Eastern India is still very limited and we cannot expect that a common man in this region will appreciate the importance of industry for providing jobs and opportunities. It is because of this reason that other related professions like architecture, management and factory works fail to find their place in the present ranking. This further indicates that the functional utility of these occupations are not adequately and properly recognised by our respondents at this stage of economic development in Mizoram.

It is also possible to give some significant account of

*the evaluation of the thirteen different occupations on the basis of more objective criteria provided by our gazetted and non-gazetted respondents in Table 6:17. Thus so far as the money-wise ranking of thirteen occupations is concerned contracts, business, medical, engineering and factory have been given high ratings in the same order by a considerable number of both the gazetted and non-gazetted respondents. At the same time, occupations and professions like civil service, farming, industry, handicrafts, teaching, defence, architecture and church services have also received such ratings but by only a very few people.*

*A close examination of Table 6:17 shows that unlike the earlier prestige-wise ranking, a large number of gazetted and non-gazetted respondents have now given high ratings to five major occupations and professions - they are contracts, business, medical service, engineering and Factory. However, it is also quite interesting to see that occupations like medical and engineering which have received the third and the fifth positions in our prestige-wise evaluation have again been given high places in the present ranking. It thus suggests that a large number of people have now started giving more weight to these two major professions from the point of view of both social prestige and economic consideration. The highest position assigned to contracts and business shows that majority of our respondents were strongly impressed with the*

*financial returns of the job.*

We have already observed that the high level of income among our respondents is mainly because of the concentration of businessmen, contractors and government employees in the urban centres of Mizoram. Moreover, the Union Territory of Mizoram receives a substantial assistance from the Central Government as it is a tribal majority state. Naturally, the dominant and affluent among the Mizos are utilising most of these schemes for their personal gains. It can easily be seen in the life styles of these people in Mizoram. It may be because of this that at the money-wise ranking level, quite a significant number of our respondents have given high ratings to occupations like contracts and business.

#### ***Banking of Occupations by Rural and Urban Respondents***

*In evaluating the role played by the residential background on the individuals' aspiration, it is usually appropriate to differentiate the polar types of the rural and urban communities. The occupational ranking patterns of these two major categories of respondents have been shown in Tables 6:18 and 6:19.*

*The scores of the two groups (Table 6:18) were ranked and the rank difference coefficient of correlation computed, the*

**TABLE 6:18**  
Prestige-wise Ranking of Occupations by the Rural and Urban Groups

Rural	N = 246	Urban	N = 154
Medical		Medical	
Church service		Church service	
Civil service		Civil service	
Teaching		Teaching	
Farming		Farming	
Contracts		Contracts	
Engineering		Architecture	
Architecture		Engineering	
Industry		Industry	
Business		Factory	
Factory		Handicraft	
Defence Service		Business	
Handicraft		Defence service	

Correlation ( $r$ ) = 0.97  
 Degrees of freedom (df.) = 11  
 Level of Significance = 0.01

*rho* coefficient obtained was 0.97 which is significant beyond 0.01 level of significance.

It is thus evident that there is no significant difference in the ranking of thirteen occupations by both Rural and Urban respondents on the basis of prestige. Hence, the assumption that the residential background of respondents may result in the difference of reactions concerning occupational prestige has not come true in the present case.

The scores of the two groups (Table 6:19) were ranked and the rank difference coefficient of correlation computed, the *rho* coefficient obtained was 0.97 which is significant beyond 0.01 level of confidence.

It is thus clear that there is no significant difference in the ranking of thirteen occupations by both Rural and Urban respondents on the basis of monetary profits. Hence, the assumption that the residential background of respondents may result in the difference of reactions regarding occupational ranking has not come true in the present case.

The ranking of occupations by the two major groups of rural and urban respondents are significantly different from

**TABLE 6:19**  
Money-wise Ranking of Occupations by the  
Rural and Urban Groups

Rural N = 246	Urban N = 154
Contracts	Contracts
Business	Business
Medical	Medical
Engineering	Engineering
Factory	Factory
Farming	Farming
Civil Service	Teaching
Teaching	Civil Service
Industry	Industry
Defence Service	Architecture
Architecture	Church Service
Handicraft	Defence Service
Church service	Handicraft

Correlation (r) = 0.97  
 Degrees of freedom (df.) = 11  
 Level of Significance = 0.01

the previous two categories as discussed earlier. Coming to our rural and urban categories, Table 6:18 shows that the most prestigious occupation for them is medical service. Church service which has been placed at the highest level by gazetted and non-gazetted groups now receives the second position among both our rural and urban respondents. The other four major occupations such as civil services, teaching, farming and contracts have also been given high prestigious places in the same order by a large number of respondents belonging to these two categories. Our data thus suggest that there is no significant inter-group variation in occupational ranking among these two groups. However, one fascinating picture again evident is that a good number from both these two categories have assigned high esteem to both secular and religious occupations. A high social prestige received by the secular jobs like medical, civil services, teaching is quite natural because of the prestige and income attached to them. Thus, one can very well say that the modern occupations and professions are also becoming popular among the people in Mizoram today as compared to traditionally valued occupations.

Another interesting trend which appears from the present enquiry is that teaching and defence services which occupied very high ranks among the Mizos earlier are no longer considered to be so now. In our data they have received the fourth and the twelfth

ranks respectively. Further, agriculture is no longer attracting people and hence farming has got only the fifth position in our rank order. It may be pointed out here that the high rate of literacy among the Mizos is also reflected in the higher levels of professional training and education. Thus, increasing level of modern education and technical professions have tremendously motivated the people of this area to go for modern occupations in a larger number. In other words, it has lessened interests in rural agriculture based occupations. As a matter of fact, agriculture has never been a dependable source of livelihood in Mizoram. Naturally, the people of this region have to appreciate modern jobs and occupations as dependable means of livelihood.

Our Table 6:19 further shows the money-wise ranking of occupations by the rural and urban informants. It is evident as in the case of earlier discussion that contracts, business, medical, engineering professions and factory have received prestigious positions in the same order by these two groups. It is apparent that medical and engineering professions have claimed the same place as before from the economic and social prestige points of view. Thus it is possible to suggest that in the years to come with the increase in education and modern jobs the people of this part of the country would also go for occupations like medical, engineering and other modern secular services.

From the present enquiry it is clear that as a whole there are no major differences in the subjective and objective evaluations of occupations among the four classified categories of respondents. In other words, the overwhelming majority of our respondents have commonly shared the similar view in their ranking, and thus rated occupations in much the same way. It is so because the system of values is tremendously modified by the impact of certain crucial forces prevailing in modern times.

Although traditionally the vast majority of the Mizos were mainly engaged in agricultural occupations with a fatalist outlook. The present study nevertheless highlights not only a change in the occupational structure of the region but also a transformation in the subjective perception of the people. Thus the changes in the occupational structure also affect the prestige of the occupations in the community. The introduction of monetary economy and changing habits and tastes of the people have led them to a different outlook suitable for modern social living. In fact, the relative functional importance of an occupation varies from time to time according to changes in the structure and function of a social system. In the present study, professions and occupations, the functional utility of which have been properly recognised and understood, get more prominent position than those which are yet to be realised. Therefore,

*it is possible that certain occupations might be over-rated at some point of time but under-rated at the other. Some other studies have also suggested so.*

**CHAPTER VII**

## CONCLUSION

*We propose to recapitulate the main findings of the present study which have been analysed elaborately in the preceding chapters. In the first chapter we have examined the various frameworks which have been used in the study of occupational mobility along with the numerous concepts associated with it. In the subsequent chapters an attempt has been made to answer those questions which are normally involved in the nature and extent of such a mobility. It has been done with the help of a systematic interview of 400 Government employees posted at Aizawl in the North East Indian Union Territory of Mizoram. Our major findings are summarised below.*

*In the initial discussion we have reviewed several studies in the area of occupational mobility and keeping the major perspectives in view we have identified a suitable analytical framework for understanding the occupational scenario in Mizoram. Our preference has been for the framework which attempts to correlate the rates of occupational mobility with the pace of economic development of the region. Thus the whole question of occupational mobility among the Mizos is necessarily interconnected with the pace of development obtaining in the region. In view of this our*

*theoretical proposition is that the society where new capitalist forces will intervene in the developmental processes it will face substantial change in occupational structure leading to fast occupational mobility. It is in this framework that our study has examined the problem under investigation.*

*In the second chapter we have presented an account of the Mizo society, its geographical and ecological settings, traditional socio-economic organisations, and numerous other related issues. The contemporary situation has also been discussed particularly since the formation of Union Territory of Mizoram in 1972. Two major factors - the role of Christianity and a very high rate of literacy have been specially highlighted in the context of Mizo social life.*

*The social background of our respondents have been discussed in Chapter III with a special emphasis on their occupational patterns. We have concentrated our attention mainly on migration patterns, education standards and occupational profile to highlight the social background of these respondents. This study is substantially different from numerous studies conducted in other parts of the country so far the religious background of the respondents is concerned because all our respondents are Christians. Educationally,*

*their standard is very high which reflects a very high rate of literacy in Mizoram. In fact, the extent of literacy and educational attainment has continued to rise from the generation of the grandfathers, to the fathers and self. Similarly, most of our respondents belong to very high income groups. A good number of our respondents are earning a monthly income of rupees three thousand and more. Our enquiry, in fact, suggests that the permanent urban dwellers and high officials have better economic prospects and avenues than the members of lower Government employees and members of the rural background. This statement no doubt looks simplistic and naive but it acquires a significant meaning when seen in the context of Mizo tribal socio-economic structure. The latter has been free from any elaborate class division till recently, but in the wake of numerous socio-economic changes a tendency to concentrate the economic forces and the opportunities in the urban areas have already given rise to sharp class divisions in terms of economic power. It is no doubt going to transform the entire Mizo society from the point of view of social status, economic dominance and political control.*

*Chapter IV explores the nature and extent of inter-generational occupational mobility. In attempting to understand this problem we have examined with the help of data from four hundred*

respondents whether there is any significant change in the occupations of the respondents from those of their grandfathers and fathers. Numerous occupations and professions in which our respondents are involved have been classified into four categories to show the upward and downward trends in inter-generational mobility. Based on certain basic attributes the classification includes manual, non-manual, white-collar and professional occupations. To acquire some more depth in the enquiry we have identified two major variables namely, achieved status (Gazetted and Non-Gazetted) residential background (Rural and Urban) for analysis of data.

An account of occupational movement from the earlier generation to the succeeding ones reveals that a large number of fathers and sons have experienced upward occupational mobility by switching over from their traditional occupations to modern occupations and professions. A number of persons in the case of non-manual, white-collar and professional occupations have remarkably increased in the recent past. In the three generations the move has thus been from manual and traditional non-manual occupations to white-collar and professional occupations.

A comparison between the Gazetted and Non-Gazetted employees from the point of view of inter-generational mobility

*suggests no difference in the grandfather generation but a substantial difference in the generations of father and son. Thus, most of our gazetted respondents were in professional category whereas most of our non-gazetted respondents were in white-collar jobs. However, in both these groups there has been upward shift from manual to non-manual to white-collar and professional jobs. A similar trend is evident in case of our rural and urban respondents.*

*On the whole the study suggests that from the generation of grandfather to father the tendency was to move from manual to non-manual and marginally to white-collar occupations. But now the tendency has been to move from non-manual to white-collar and then to professional jobs in the generations of fathers and sons. The rate of this mobility has been most significant in the subjects' generation as compared to the earlier generations which is quite obvious. Secondly, in all such cases we find upward mobility. This is, however, more significant in case of our rural respondents. Thirdly, the Mizo being a highly literate group has naturally gone for higher level of professional training and hence a high rate of mobility. Fourthly, as a result of recent political and administrative developments in Mizoram several new opportunities have been provided by the Government. Consequently, a substantial change has taken place in the occupational structure in*

*the region. Finally, both in caste and class extremes we find some amount of rigidity in occupational choice. But the present study points to a very interesting situation which is obtaining Mizoram. The Mizo society has not been a stratified society in the strict sense of the term. In other words, the Mizos have no notion of occupational inheritance per se. Therefore, they have not been compelled to go for their fathers' occupations. The point which has been emphasised is that the occupational structure in Mizoram is still in a transitional stage and therefore, people are more or less free to go for any type of job according to their own choice unlike the other regions of the country where such freedom is no longer there.*

*We have discussed intra-generational occupational mobility in Chapter V, where the main emphasis has been on understanding of occupational changes in the life of the same individual. The study indicates that a high rate of intra-generational mobility has occurred in the earlier stages of our respondents' careers. Most of the respondents have shifted from their jobs frequently. This shows not only the availability of jobs in the region but also the enterprising nature of the community. It seems that they are always ready to take risk which is involved in occupational shift.*

*Our Chapter on 'Image of Occupations' includes several*

*important aspects of occupational experiences and aspirations. It has examined the respondents' assessment of the previous and present jobs, levels of occupational satisfaction and aspirations, and has concluded with a detailed analysis of occupational preferences and prestige.*

*So far as the assessment of their own occupations is concerned quite a significant number of them think that the hours of work, general conditions and social prestige in the present jobs are good and satisfactory. They do not want to accept that the social prestige of the jobs in which they are presently engaged is inferior or even unsatisfactory. Consequently, the overwhelming majority of our respondents do not want to change their occupations. But an interesting thing is that they have been changing their occupations frequently within their limited range. This shows the mobility orientation of the people which is going to affect the future change in the group under review. In this context one significant point must be mentioned here. Normally, it is said that the tribal people do not want to shift from their homeland in search of new occupations and therefore, stick to their traditional occupations. The present study contests this kind of analysis. Like any other communities the Mizos now evaluate any occupation primarily in terms of adequate salary and income. To be able to reside in*

one's own village and other primordial facilities which people used to talk about seem to give them rather little satisfaction in the choice of an occupation now. This is a remarkable change which requires our specific attention because it influences the mobility orientation in a society.

Coming to the preferences for their children's occupation we find that a substantial number of our respondents have preferred modern professions like medical, engineering, civil service, business, and so on. However, they have also talked about church service which is unique in this case. It has been analysed in greater details why jobs associated with church organizations have been preferred by our respondents. But the main emphasis has been on modern occupations and professions which is quite natural at the present level of development in Mizoram. In other words, we can safely conclude that with the increase in education and professional training people would not go for occupations like agriculture and other unskilled manual jobs.

In the last section, we have tried to discuss the question of occupational prestige which has been a very popular enquiry among occupational sociologists. On the basis of a list of thirteen occupations we asked the respondents to rank them in preferential

order. It very clearly suggests that our respondents are quite clear in their minds about the importance or otherwise of different occupations. They can differentiate occupations on the basis of social prestige and monetary gains which are two important dimensions in occupational prestige. Thus for most of them church service is the most prestigious occupation so far as social prestige is concerned but from the point of view of profit it is contract. Similarly, business receives the second position in money-wise ranking but this position is captured by civil service in prestige-wise ranking. However, the medical profession has been assigned the same rank in both these rankings. The most interesting trend is with regard to teaching. While it has the fourth position in prestige-wise ranking it goes to the tenth position in money-wise ranking. What we have emphasised is that our respondents are very clear about the issues involved in the ranking of modern occupations.

Another interesting trend which appears from the present enquiry is that teaching and defence services which occupied very high rank among the Mizos earlier no longer continue to be so now. In our data they have received the fourth and twelfth ranks respectively. Thus, the study highlights not only a change in the occupational structure of the region but also a transformation in the subjective perception of the people. Moreover, the changes

*in the occupational structure also affect the prestige of occupation in the community. The introduction of monetary economy and changing habits of the people have led them to a different outlook suitable for modern social living. In fact, the relative functional importance of an occupation varies from time to time according to changes in the structure and function of the social system. In the present enquiry, occupations and professions, the functional utility of which has been properly recognised and understood get more significant position than those which are yet to be realised. It is, therefore, possible that certain occupations might be over-rated at some point of time but under-rated at the other.*

*The present study is only a modest venture in understanding the occupational structure and mobility in Mizoram. A further enquiry at the micro empirical level with more rigorous methodological strategy would undoubtedly deepen our understanding further about the nature and extent of occupational mobility in the region.*

## APPENDIX I

### The $\chi^2$ (Chi-Square) Test

The Chi-square test represents a useful method of comparing experimentally obtained results with those to be expected theoretically on some hypotheses. The equation for Chi-square ( $\chi^2$ ) is stated as follows:

$$\chi^2 = \sum \frac{[(f_o - f_c)^2]}{f_c}$$

(Chi-square formula for testing agreement between observed and expected results)

in which,  $f_o$  = frequency of occurrence of observed or experimentally determined facts.

$f_c$  = expected frequency of occurrence on some hypotheses.

**APPENDIX 1:i**  
**Intergenerational Occupational Mobility Among the Grandfathers of Gazetted and Non-Gazetted Groups**

	Manual			Non-Manual			White-collar			Professional			
	Agriculture	Farming	Handicraft blacksmithy	Village chiefs	Village Business	Church works	Teaching	Lower Govt. jobs	Army Police Service	Medical	Technical	Legal	Total
Group A Gazetted	128	20	4	31	4	3	3	5	1	1	0	0	200
	108.50	28.00	7.00	31.00	3.00	3.50	5.50	9.50	1.50	1.00	1.00	0.50	
Group B Non-Gazetted	89	36	10	31	2	4	8	14	2	1	2	1	200
	108.50	28.00	7.00	31.00	3.00	3.50	5.50	9.50	1.50	1.00	1.00	0.50	
Total	217	56	14	62	6	7	11	19	3	2	2	1	400

Group A	3.50	2.29	1.29	0.	0.33	0.07	1.14	2.13	0.17	0.	1.00	0.50
Group B	3.50	2.29	1.29	0.	0.33	0.07	1.14	2.13	0.17	0.	1.00	0.50

Therefore,  $X^2 = 24.84$   
 Here, the number of degrees of freedom =  $(r-1)(c-1) = (12-1)(2-1) = 11 \times 1 = 11$   
 $X^2$  (calculated) = 24.84 while  $df = 11$   
 $X^2_{.05, 11}$  (tabulated) = 19.675  
 Since,  $X^2$  calculated is greater than  $X^2$  tabulated value, it is highly significant.

**APPENDIX 1:iii**

Inter-generational Occupational mobility among the fathers of Gazetted and Non-Gazetted Groups

	Manual			Non-manual		White-collar			Professional				
	Agricul- ture	Farm- ing	Handicraft black- smithy	Village chiefs	Busi- ness	Church works	Teach- ing	Lower Govt. Jobs	Army Police etc.	Medi- cal Engg.	Techn- cal	Legal	Total
Group A Gazetted	59 50.00	7 22.50	9 13.50	14 12.00	18 17.00	8 6.00	25 24.00	30 29.50	10 12.00	18 12.00	2 1.00	0 0.50	200
Group B Non-Gazetted	41 50.00	38 22.50	18 13.50	10 12.00	16 17.00	4 6.00	23 24.00	29 29.50	14 12.00	6 12.00	0 1.00	1 0.50	200
Total	100	45	27	24	34	12	48	59	24	24	2	1	400
Group A	1.62	10.68	1.50	0.33	0.06	0.67	0.04	0.01	0.33	3.00	1.00	0.50	
Group B	1.62	10.68	1.50	0.33	0.06	0.67	0.04	0.01	0.33	3.00	1.00	0.50	

Here,  $X^2 = 39.48$       The number of degrees of freedom =  $(r-1)(c-1) = (12-1)(2-1) = 11 \times 1 = 11$

$X^2(\text{Calculated}) = 39.48$  while the  $df$  is 11.       $X^2_{.05,11}(\text{tabulated}) = 19.675$

Since,  $X^2$  calculated is much greater than  $X^2$  tabulated value, it is significant.

APPENDIX 1:iii

Inter-generational Occupational mobility among the grandfathers of Rural & Urban Groups

	Manual		Non-Manual			White-Collar			Professional		Total		
	Agriculture	Farming	Handicraft Blacksmithy	Village chiefs	Business	Church works	Teaching	Lower Govt. jobs	Army Police Etc	Medical Engg.		Techno-logical Engg.	Legal
Group A Rural	141 193.31	36 43.67	8 10.46	32 33.21	0 2.46	4 4.77	6 7.38	9 11.69	3 5.54	2 2.46	3 1.85	2 1.23	246
Group B Urban	53 14.69	35 27.34	9 6.55	22 20.79	4 1.54	7 4.24	6 4.62	10 7.32	6 3.47	2 1.54	0 1.16	0 0.77	154
Total	194	71	17	54	4	11	12	19	9	4	3	2	400
Group A	14.16	1.35	0.578	0.044	2.46	0.124	0.257	0.619	1.164	0.085	0.714	0.479	
Group B	6.298	2.146	0.916	0.07	3.929	1.797	0.41	0.981	1.84	0.136	1.16	0.766	

Therefore,  $X^2 = 42.487$       The number of degrees of freedom =  $(r-1)(c-1) = (12-1)(2-1) = 11 \times 1 = 11$

$X^2$  (calculated) = 42.487 while df = 11,  $X^2_{.05,11}$  (tabulated) = 19.675.

Since,  $X^2$  calculated is greater than  $X^2$  tabulated value, it is significant.

APPENDIX 1:iv

Inter-generational Occupational Mobility among the fathers of Rural and Urban Groups

	Manual		Non-Manual			White-collar			Professional				
	Agriculture	Farming	Handicraft Blacksmithy	Village chiefs	Business	Church works	Teaching	Lower Govt. jobs	Army Police etc.	Medical Engg.	Technical Engg.	Legal	Total
Group A Rural	106 79.34	29 26.45	19 17.84	16 12.30	17 19.04	8 7.10	21 20.30	20 34.44	8 15.10	2 9.84	0 1.23	0 1.23	246
Group B Urban	23 49.67	14 16.56	10 11.17	4 7.70	14 11.94	5 5.01	12 12.71	36 21.56	18 10.01	14 6.16	2 0.77	2 0.77	154
<u>Total</u>	<u>129</u>	<u>43</u>	<u>29</u>	<u>20</u>	<u>21</u>	<u>13</u>	<u>33</u>	<u>56</u>	<u>26</u>	<u>16</u>	<u>2</u>	<u>2</u>	<u>400</u>
Group A	8.96	0.25	0.08	1.11	0.22	0.11	0.02	6.05	3.34	6.25	1.23	1.23	
Group B	14.32	0.40	0.12	1.78	0.36	0.	0.04	9.67	6.38	9.98	1.96	1.96	

Here,  $X^2 = 75.82$ , The number of degrees of freedom =  $(r-1)(c-1) = (12-1)(2-1) = 11 \times 1 = 11$

$X^2$  (calculated) = 75.82, while df is 11.  $X^2_{.05, 11}$  (tabulated) = 19.675.

Since  $X^2$  calculated is much greater than  $X^2$  tabulated value, it is thus highly significant.

**APPENDIX 1: v**

Chi Inter-generational Occupational Mobility among the  
Gazetted and Non-Gazetted Respondents

	Teaching	White-collars			Professionals			Legal	Total
		Clericals	Army/Police and other services	Medical	Technical & Engineering	Civil officials			
Group A Gazetted	20 38.00	1 41.50	6 4.00	18 12.50	27 25.50	128 78.50	0 0.	200	
Group B Non-Gazetted	56 38.00	82 41.50	2 4.00	7 12.50	24 25.50	29 78.50	0 0.	200	
<b>Total</b>	<b>76</b>	<b>83</b>	<b>8</b>	<b>25</b>	<b>51</b>	<b>157</b>	<b>400</b>		
Group A Gazetted	8.53	39.52	1.00	2.42	0.09	31.21	0.		
Group B Non-gazetted	8.53	39.52	1.00	2.42	0.09	31.21	0.		

Therefore  $X^2 = \frac{\sum(\text{Observed} - \text{expected})^2}{\text{expected}} = 165.54$

The number of degrees of freedom =  $(r-1)(c-1) = (7-1)(2-1) = 6 \times 1 = 6$

$X^2$  (calculated) = 165.54 while the df. is 6

$X^2_{0.05,6}$  (tabulated) = 12.592

Since  $X^2$  calculated is much greater than  $X^2$  tabulated value, it is thus highly significant.

APPENDIX 1:vi

Chi Inter-generational Occupational Mobility among the  
the Rural and Urban Groups

	Teaching	White-collars			Professionals			Legal	Total
		Clericals	Army/Police and other services	Medical	Technical & Engineering	Civil officials			
Group A Rural	57 46.74	43 51.05	8 4.92	13 15.38	29 31.37	96 96.56	0 0.62	246	
Group B Urban	19 29.26	40 31.96	0 3.08	12 9.63	22 19.64	61 60.45	0 0.39	154	
Total	76	83	8	25	51	157	0	400	
Group A Rural	2.25	1.27	1.93	0.37	0.18	0.	0.61		
Group B Urban	3.60	2.02	3.08	0.58	0.28	0.	0.39		

Therefore  $X^2 = \frac{\sum(\text{observed} - \text{expected})^2}{\text{Expected}} = 16.28$

The number of degrees of freedom =  $(r-1)(c-1) = (7-1)(2-1) = 6 \times 1 = 6$

$X^2$  (calculated) = 16.28 while df is 6

$X^2_{0.05,6}$  (tabulated) 12.592

Since,  $X^2$  calculated is much greater than  $X^2$  tabulated value, it is therefore significant.

We have so far concluded from the preceding discussion that there have been a considerable degree of inter-generational occupational shifting from the generation of the grandfathers of both the Gazetted and non-gazetted groups. Further, by using the statistical test (Chi-Square) for the significance of inter-generational occupational mobility among the grandfathers of the two groups (A & B), Appendix 1:i shows that the value of  $X^2$  ( $X^2$  calculated = 24.84 greater than  $X^2_{.05,11} = 19.675$ ) is highly significant.

In the same way, there have been a considerable degree of occupational movements in the generation of the fathers of the two groups as well. By using the Chi-square test for the significance of inter-generational mobility in the same generation, Appendix 1:ii further reveals that the value of  $X^2$  ( $X^2$  calculated = 39.48 greater than  $X^2_{.05,11} = 19.675$ ) is again highly significant among the fathers of both the gazetted and non-gazetted category. We may, therefore, say that there is a high degree of inter-generational occupational shiftings in the fathers' generation of the two groups. Hence, the assumptions that the achieved status of respondents may result in the difference of reactions regarding inter-generational occupational mobility has come true in the present case.

We have already got quite a significant <sup>account</sup> about the patterns of inter-generational occupational mobility among the grandfathers of our rural and urban groups. Further, on the basis of the Chi-square test for the significance of inter-generational occupational movements among the grandfathers of the two groups, such as Rural and Urban (i.e. A & B Group), Appendix 1:iii clearly indicates that the value of  $X^2$  ( $X^2$  calculated = 42.487 greater than  $X^2_{.05,11} = 19.675$  which is highly significant.

Furthermore, we have already found that there is a high degree of inter-generational occupational shifting even in the generation of the fathers of the two groups. However, with the help of Chi-Square test for the significance of such mobility in occupations among the same generation, our Appendix 1:iv again shows that the value of  $X^2$  ( $X^2$  calculated = 75.82 greater than  $X^2_{.05,11} = 19.675$  is highly significant in the fathers' generation of our rural and urban groups. Therefore, the assumption that the residential status of respondents may result in the difference of reaction regarding inter-generational occupational mobility has come true in the present case.

We have already indicated earlier that there have been tremendous inter-generational occupational mobility in the generation of the respondents belonging to both the gazetted and non-gazetted groups. Further, on the basis of the data collected for testing the significance of inter-generational occupational mobility among our respondents of these two groups as shown in Appendix 1:v the value of  $X^2$  ( $X^2$  calculated = 165.54 greater than  $X^2_{.05,6} = 12.592$  is highly significant. Hence, the assumption that the Status background of respondents may result in the difference of reactions regarding inter-generational occupational mobility has come true in the present case.

It is further evident from our previous enquiry that there have been a considerable degree of inter-generational occupational mobility among the same generation of the other two groups, that is rural and urban category. Further, by using the statistical test (Chi-Square) for the significance of inter-generational occupational mobility among the respondents of group A & B, our Appendix 1:vi reveals that the value of  $X^2$  ( $X^2$  calculated = 16.28 greater than  $X^2_{.05,6} = 12.592$  which is highly significant. Therefore, the assumption that the residential background of respondents may result in the difference of reactions concerning inter-generational occupational mobility has come true in the present case.

APPENDIX III:1  
Attitude towards the previous jobs among the Gazetted and Non-Gazetted Groups

	Wages				Hours					
	Good	Bad	Neither	No response	Total	Good	Bad	Neither	No response	Total
Group A Gazetted	120 108.50	60 59.50	18 21.50	2 10.50	200	171 153.00	13 18.00	14 18.50	2 10.50	200
Group B Non-Gazetted	97 108.50	59 59.50	25 21.50	19 10.50	200	135 153.00	23 18.00	23 18.50	19 10.50	200
Total	217	119	43	21	400	306	36	37	21	400

APPENDIX II

Group A	1.22	0.	0.57	6.88	2.12	1.39	1.09	6.88
Group B	1.22	0.	0.57	6.88	2.12	1.39	1.09	6.88

Here,  $\chi^2 = 10.46$

The degrees of freedom =  $(r-1)(c-1)$   
 =  $(4-1)(2-1) = 3 \times 1 = 3$

Here,  $\chi^2 = 22.96$

The degrees of freedom =  $(r-1)(c-1)$   
 =  $(4-1)(2-1) = 3 \times 1 = 3$

contd..

APPEND IX II:1 (contd.)

	General Conditions				Social Prestige					
	Good	Bad	Neither	No response	Total	Good	Bad	Neither	No response	Total
Group A Gazetted	127 116.50	57 55.50	14 17.50	2 10.50	200	149 127.50	35 41.00	13 10.50	3 21.00	200
Group B Non-Gazetted	106 116.50	54 55.50	21 17.50	19 10.50	200	106 127.50	47 41.00	8 10.50	39 21.00	200
Total	233	111	35	21	400	255	82	21	42	400
Group A	0.95	0.04	0.70	6.88		3.63	0.88	0.60	15.43	
Group B	0.95	0.04	0.70	6.88		3.63	0.88	0.60	15.43	

Here,  $X^2 = 17.14$

The degrees of freedom =  $(r-1)(c-1)$   
 $= (4-1)(2-1) = 3 \times 1 = 3$

Here,  $X^2 = 20.54$

The degrees of freedom =  $(r-1)(c-1)$   
 $= (4-1)(2-1) = 3 \times 1 = 3$

Tabulated  $X^2$  .05 for  $(4-1)(2-1)$  is 7.815. Since, calculated  $X^2$  is greater than the tabulated value in respect of Wages, Hours, General Conditions and Social Prestige, it is therefore, highly significant at 5% level of significance. Thus, the assumption that the status background of respondents may result in the difference of reactions concerning assessment of the previous jobs has come true in the present case.

APPENDIX II:11

Overall attitude towards the previous jobs among the Gazetted and Non-Gazetted Groups

	Like	Dislike	Neutral	No response	Total
Group A	161	16	4	19	200
Gazetted	141.00	23.00	5.50	30.50	
Group B	121	30	7	42	200
Non-Gazetted	141.00	23.00	5.50	30.50	
Total	282	46	11	61	400
Group A	2.84	2.13	0.41	12.47	
Group B	2.84	2.13	0.41	12.47	

Here,  $\chi^2 = 35.70$ . The degrees of freedom (df.) =  $(r-1)(c-1) = (4-1)(2-1) = 3 \times 1 = 3$ ; Tabulated  $\chi^2$  .05 for  $(4-1)(2-1)$  with 3 df. = 7.815. Since, the calculated  $\chi^2$  is much greater than the tabulated value at 5% level of significance; we may, therefore, safely conclude that the achieved status of our respondents, viz. Gazetted and Non-Gazetted is interdependent each other in respect of their overall attitude towards their previous jobs.

APPENDIX IIsiii

Attitude towards the previous jobs among the Rural and Urban Groups

	Wages				Hours					
	Good	Bad	Neither	No response	Total	Good	Bad	Neither	No response	Total
Group A	131	73	31	11	246	186	24	25	11	246
Rural	133.46	73.19	26.45	12.92		188.19	22.14	22.76	12.92	
Group B	86	46	12	10	154	120	12	12	10	154
Urban	83.55	45.82	16.56	8.09		117.81	13.86	14.25	8.09	
Total	217	119	43	21	400	306	36	37	21	400

Group A	0.05	0.	0.78	0.29	0.03	0.16	0.22	0.29
Group B	0.07	0.	1.26	0.45	0.04	0.25	0.36	0.45

Here,  $X^2 = 2.90$

The degrees of freedom =  $(r-1)(c-1)$   
 $= (4-1)(2-1) = 3 \times 1 = 3$

Here,  $X^2 = 1.80$

The degrees of freedom =  $(r-1)(c-1)$   
 $= (4-1)(2-1) = 3 \times 1 = 3$

contd..

APPENDIX III (contd.)

	General Conditions				Social Prestige					
	Good	Bad	Neither	No response	Total	Good	Bad	Neither	No response	Total
Group A	129	79	28	11	246	152	51	9	34	246
Rural	137.15	73.19	22.76	12.92		156.83	50.43	9.84	28.91	
Group B	94	40	10	10	154	103	31	7	13	154
Urban	85.86	45.82	14.25	8.09		98.18	31.57	6.16	18.10	
Total	223	119	37	21	400	255	82	16	47	400
Group A	0.48	0.46	0.79	0.29		0.15	0.04	0.07	0.90	
Group B	0.59	0.74	0.39	0.45		0.24	0.01	0.11	1.44	

Here,  $\chi^2 = 4.19$

The degrees of freedom =  $(r-1)(c-1)$   
 $= (4-1)(2-1) = 3 \times 1 = 3$

Here,  $\chi^2 = 2.98$

The Degrees of freedom =  $(r-1)(c-1)$   
 $= (4-1)(2-1) = 3 \times 1 = 3$

Tabulated  $\chi^2$  .05 for  $(4-1)(2-1)$  is 7.815. Since, calculated  $\chi^2$  is less than the tabulated value, it is thus clear that there is no significant difference in the assessment of the previous jobs among the Rural and Urban groups. Hence, the assumption that the residential background of respondents may result in the difference of reactions regarding attitude of the previous occupations has not come true in the present case.

APPENDIX II:IV

Overall attitude towards the previous jobs among the Rural and Urban Groups

	Like	Dislike	Neutral	No response	Total
Group A	173	28	7	38	246
Rural	173.43	28.29	6.77	37.52	
Group B	109	18	4	23	154
Urban	108.57	17.71	4.24	23.49	
Total	282	46	11	61	400
Group A	0.1	0.	0.02	0.01	
Group B	0.	0.	0.01	0.01	

Here,  $\chi^2 = 0.15$ . The degrees of freedom (df.) =  $(r-1)(c-1) = (4-1)(2-1) = 3 \times 1 = 3$ ; Here, tabulated  $\chi^2 .05$  for  $(4-1)(2-1)$  with 3 degrees of freedom is 7.815. Since, the calculated  $\chi^2$  is much smaller than the tabulated value; it is not significant at 5% level of significance. Hence, we may conclude that the nature of area, viz. urban and rural is not related to the overall assessment of our respondents on their previous occupations.

APPENDIX II:V

Reasons behind leaving the previous occupations among the Gazetted and Non-Gazetted Groups

	Unsatisfied/ Resigned	Transfer	Promotion	Insuper- ficient Salary	Lack of adjust- ment	Posting on Deputation	Better pros- pects	Further Study	No response	Total
Group A Gazetted	16 19.00	24 21.00	95 83.00	3 7.50	0 4.00	23 12.00	12 11.00	11 11.50	16 31.00	200
Group B Non-Gazetted	22 19.00	18 21.00	71 63.00	12 7.50	8 4.00	1 12.00	10 11.00	12 11.50	46 31.00	200
Total	38	42	166	15	8	24	22	23	62	400
Group A	0.47	0.43	1.73	2.70	4.00	10.08	0.09	0.02	7.26	
Group B	0.47	0.43	1.73	2.70	4.00	10.08	0.09	0.02	7.26	

Here,  $X^2 = 53.56$ . The degrees of freedom (df.) =  $(r-1)(c-1) = (9-1)(2-1) = 8 \times 1 = 8$ . Here, Tabulated  $X^2$  .05 for  $(9-1)(2-1)$  is 16.507. Since, the calculated  $X^2$  is much greater than the tabulated value; it is thus highly significant at 5% level of significance. Therefore, we may safely conclude that the achieved status of our respondents, viz., Gazetted and Non-Gazetted is significantly inter-related to their statements on reasons for leaving their previous occupations.

APPENDIX II:vi

Reasons behind leaving the previous occupations among the Rural and Urban Groups

	Unsatisfied/ Resigned	Transfer	Promotion	Insufficient Salary	Lack of adjust- ment	Posting on Deputation	Better proe- pects	Further Study	No ree- ponse	Total
Group A	25	25	96	10	5	13	16	15	41	246
Rural	23.99	25.83	101.48	9.23	4.92	14.76	13.53	14.15	38.13	
Group B	14	17	69	5	3	11	6	8	21	154
Urban	15.02	16.17	63.53	5.78	3.08	9.24	8.47	8.86	23.87	
Total	39	42	165	15	8	24	22	23	62	400

Group A	0.04	0.03	0.030	0.05	0.03	0.021	0.045	0.05	0.22
Group B	0.07	0.04	0.47	0.11	0.	0.34	0.72	0.08	0.35

Here,  $\chi^2 = 3.67$ . The degrees of freedom (df.) =  $(9-1)(2-1) = 8 \times 1 = 8$ . Here, the tabulated  $\chi^2$  .05 for  $(9-1)(2-1) = 15.507$ . Since, the calculated  $\chi^2$  is much smaller than the tabulated value, it is thus not significant at 5% level of significance. We may, therefore, conclude that the residential background of the respondents is not related to their statements about the reasons for leaving the previous occupations.

APPENDIX II (vii)

Attitude of Gazetted and Non-Gazetted respondents towards the present jobs

	Wages				Hours				General Conditions			
	Good	Bad	Neither	Total	Good	Bad	Neither	Total	Good	Bad	Neither	Total
Group A Gazetted	103 95.00	89 98.50	8 6.50	200	175 181.00	22 16.00	3 3.00	200	134 141.50	60 53.50	6 5.00	200
Group B Non-Gazetted	87 95.00	108 98.50	8 6.50	200	187 181.00	10 16.00	3 3.00	200	149 141.50	47 53.50	4 5.00	200
	190	197	13	400	362	32	6	400	283	107	10	400
Group A	0.67	0.92	0.35		0.20	2.25	0.		0.40	0.79	0.20	
Group B	0.67	0.92	0.35		0.20	2.25	0.		0.40	0.79	0.20	

Here,  $X^2 = 3.88$   
 The degrees of freedom =  $(r-1)(c-1)$   
 =  $(3-1)(2-1) = 2 \times 1 = 2$

Here,  $X^2 = 4.90$   
 The degrees of freedom =  $(r-1)(c-1)$   
 =  $(3-1)(2-1) = 2 \times 1 = 2$

Here,  $X^2 = 2.78$   
 The degrees of freedom =  $(r-1)(c-1)$   
 =  $(3-1)(2-1) = 2 \times 1 = 2$

Tabulated  $X^2 .05$  for  $(3-1)(2-1)$ , that is, df. is 5.991. Since, Calculated  $X^2$  is much smaller than the tabulated value, it is not significant at 5 % level of significance. Thus, we may conclude that our respondents' assessments of their present jobs in terms of Wages, Hours and General Conditions is not related to their achieved status.

APPENDIX XVIII

Overall attitude towards the present jobs among the  
Gazetted and Non-Gazetted Groups

	Like	Dislike	Neutral	Total
Group A Gazetted	195 189.50	4 6.50	1 4.00	200
Group B Non-Gazetted	184 189.50	9 6.50	7 4.00	200
Total	379	13	8	400
Group A	0.16	0.96	2.25	
Group B	0.16	0.96	2.25	

Here,  $X^2 = 6.74$ . The degrees of freedom (df.) =  $(r-1)(c-1) = (3-1)(2-1) = 2 \times 1 = 2$ . Tabulated  $X^2$  .05 for  $(3-1)(2-1)$ , that is, df. = 2 is 5.991. Since, the calculated  $X^2$  is greater than the tabulated value, it is thus significant at 5% level of significance. We may thus conclude that the overall assessment of the present jobs by our respondents is thus related to their achieved status, viz. Gazetted and Non-Gazetted categories.

APPENDIX II:ix

Attitude of Rural and Urban respondents towards the present jobs

	Wages			Hours			General Conditions		
	Good	Bad	Neither	Good	Bad	Neither	Good	Bad	Neither
	Total	Total	Total	Total	Total	Total	Total	Total	Total
Group A	121	120	5	227	17	2	181	61	4
Rural	116.85	121.16	8.00	222.63	19.68	3.69	174.05	65.81	6.15
Group B	69	77	8	135	15	4	102	46	6
Urban	73.15	75.85	6.01	139.37	12.32	2.31	108.96	41.20	3.85
Total	190	197	13	362	32	6	283	107	10
Group A	0.61	0.01	1.13	0.09	0.36	0.77	0.28	0.35	0.75
Group B	0.24	0.02	1.78	0.14	0.58	1.24	0.44	0.56	1.20

Here,  $\chi^2 = 3.79$   
 The degrees of freedom =  $(r-1)(c-1)$   
 =  $(3-1)(2-1) = 2 \times 1 = 2$

Here,  $\chi^2 = 3.18$   
 The degrees of freedom (df.)  
 =  $(r-1)(c-1) = (3-1)(2-1) = 2 \times 1 = 2$

Here,  $\chi^2 = 3.58$   
 The degrees of freedom =  $(r-1)(c-1)$   
 =  $(3-1)(2-1) = 2 \times 1 = 2$

Tabulated  $\chi^2$  .05 for  $(3-1)(2-1)$ , is 5.991; Since, the calculated  $\chi^2$  is smaller than the tabulated value, it is not significant. Therefore, we may conclude that the residential status of the respondents is not related to their assessments on the present jobs in terms of Wages, Hours and General Conditions.

APP END IX IIX

Overall attitude towards the present jobs among the Rural and Urban Groups

	Like	Dislike	Neutral	Total
Group A	236	4	6	246
Rural	234.32	6.77	4.92	
Group B	145	7	2	154
Urban	146.69	4.24	3.08	
Total	381	11	8	400
Group A	0.01	1.13	0.24	
Group B	0.02	1.80	0.38	

Here,  $X^2 = 3.58$ . The degrees of freedom (df.) =  $(r-1)(c-1) = (3-1)(2-1) = 2$ ; Tabulated  $X^2_{.05}$  for  $(3-1)(2-1) = 5.991$ . Since, the Calculated  $X^2$  is smaller than the tabulated value, it is thus not significant at 5% level of significance. Thus, we may conclude that the residential background of the respondents is not related to their overall attitude towards the present jobs.

APPENDIX II:xi

Job Stability of the Respondents among the Gazetted and Non-Gazetted Groups

	Idea of changing the present job			Total
	Yes	No	Neutral	
Group A Gazetted	32 46.50	166 152.50	2 1.00	200
Group B Non-Gazetted	61 46.50	139 152.50	0 1.00	200
Total	93	305	2	400
Group A	4.52	1.20	1.00	
Group B	4.52	1.20	1.00	

Here,  $X^2 = 13.44$

The degrees of freedom =  $(r-1)(c-1)$

$$= (3-1)(2-1) = 2 \times 1 = 2$$

Tabulated  $X^2$  .05 for  $(3-1)(2-1)$  is 5.991. Since, calculated  $X^2$  is much greater than the Tabulated value, it is clear that there is significant inter-group differences between the Gazetted and Non-Gazetted groups in respect of idea of changing their present jobs. Hence, the assumption that the achieved status of respondents may result in the difference of reactions regarding idea of changing the present jobs has come true in the present case.

APPENDIX II:xi  
Job Stability of the Respondents among the Rural and Urban Groups

	Idea of changing the present job			Total
	Yes	No	Neutral	
Group A	55	190	1	246
Rural	57.20	187.58	1.23	
Group B	38	115	1	154
Urban	35.81	117.43	0.77	
Total	93	305	2	400
Group A	0.08	0.03	0.01	
Group B	0.13	0.06	0.07	

Here,  $X^2 = 0.37$

The degrees of freedom =  $(r-1)(c-1) = (3-1)(2-1) = 2 \times 1 = 2$

Tabulated  $X^2 .05$  for  $(3-1)(2-1)$  is 5.991. Since, calculated  $X^2$  is less than the tabulated value, it is clear that there is no significant inter-group differences between the Rural and Urban groups. Therefore, the assumption that the residential status of respondents may result in the difference of reactions regarding idea of changing the present jobs has not come true in the present case.

APPENDIX II, III

Job Stability of the Respondents among the Gazetted and Non-Gazetted Groups

	Why do you want to change it ?					Total
	Inefficient Salary	Lack of Adjustment	Leave Rules	Lack of future Prospects	Neutral	
Group A Gazetted	26 38.50	15 16.00	3 3.00	12 11.00	144 131.50	200
Group B Non-Gazetted	51 38.50	17 16.00	3 3.00	10 11.00	119 131.50	200
Total	77	32	6	22	263	400
Group A	3.44	0.06	0.	0.09	1.19	
Group B	3.44	0.06	0.	0.09	1.19	

Here,  $X^2 = 9.56$

The degrees of freedom =  $(r-1)(c-1) = (5-1)(2-1) = 4 \times 1 = 4$

Tabulated  $X^2 .05$  for  $(5-1)(2-1)$  is 9.488. Since, calculated  $X^2$  is greater than the tabulated value, it is thus significant at 5% level of significance. Hence, the assumption that the achieved status of respondents may result in the difference of reactions concerning reasons for changing the present jobs has come true in the present case.

Job Stability of the Respondents among the Rural and Urban Groups

	Why do you want to change it ?					Total
	Insufficient Salary	Lack of Adjustment	Leave Rules	Lack of future Prospects	Neutral	
Group A	48	18	6	16	158	246
Rural	47.36	18.45	4.92	14.76	160.52	
Group B	29	12	2	8	103	154
Urban	29.65	11.55	3.08	9.24	100.49	
Total	77	30	8	24	261	400

Group A	0.01	0.02	0.24	0.10	0.04
Group B	0.01	0.02	0.38	0.17	0.06

Here,  $\chi^2 = 1.05$

The degrees of freedom =  $(5-1)(2-1) = (5-1)(2-1) = 4 \times 1 = 4$

Tabulated  $\chi^2$  .65 for  $(5-1)(2-1)$  is 9.488 . Since, calculated  $\chi^2$  is less than the tabulated values, it is not significant at 5 % level of significance. Therefore, the assumption that the residential background of respondents may result in the difference of reactions regarding reasons for changing the present jobs has not come true in the present case.

APPENDIX I:IV

Intention to stay on the present jobs among the Gazetted and Non-Gazetted Groups

	How long do you think you will stay on this job ?							Total
	Under 1 year	1 - 5 yrs	6 - 10 yrs	11-15 yrs	Over 15 yrs	Untill Pension	Neutral	
Group A Gazetted	6 7.50	22 30.00	21 22.50	11 13.00	33 33.00	104 89.50	3 4.50	200
Group B Non-Gazetted	9 7.50	38 30.00	24 22.50	15 13.00	33 33.00	75 89.50	6 4.50	200
Total	15	60	45	26	66	179	9	400

Group A	0.30	2.13	0.10	0.31	0.	0.23	0.50
Group B	0.30	2.13	0.10	0.31	0.	0.23	0.50

Here,  $\chi^2 = 7.14$

The degrees of freedom =  $(r-1)(c-1) = (7-1)(2-1) = 6 \times 1 = 6$

Tabulated  $\chi^2$  .05 for  $(7-1)(2-1)$  is 12.592 . Since, calculated  $\chi^2$  is less than the tabulated value, it is insignificant at 5 % level of significance. Hence, the assumption that the achieved status of respondents may result in the difference of reactions concerning intention to stay on the present occupations has not come true in the present case.

APPENDIX IX IISXVI

Intention to stay on the present jobs among the Rural and Urban Groups

		How long do you think you will stay on this job ?								
		Under 1 year	1 - 5 yrs	6 - 10 yrs	11-15 yrs	Over 15 yrs	Until Pension	Neutral	Total	
Group A	7	35	28	18	42	110	6	246		
Rural	9.84	39.36	29.52	14.76	38.75	107.01	6.77			
Group B	9	29	20	6	21	64	5	154		
Urban	6.16	24.64	18.48	9.24	24.26	66.99	4.24			
Total	16	64	48	24	63	174	11	400		

Group A	0.82	0.48	0.08	0.71	0.27	0.08	0.02
Group B	1.31	0.77	0.13	1.14	0.44	0.13	0.14

Here,  $\chi^2 = 6.52$

The degrees of freedom =  $(r-1)(c-1) = (7-1)(2-1) = 6 \times 1 = 6$

Tabulated  $\chi^2_{.05}$  for  $(7-1)(2-1)$  is 12.592. Since, calculated  $\chi^2$  is less than the tabulated value, it is thus insignificant at 5% level of significance. Therefore, the assumption that the residential status of respondents may result in the difference of reactions regarding intention to stay on the present jobs has not come true in the present case.

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**DEPARTMENT OF SOCIOLOGY  
NORTH EASTERN HILL UNIVERSITY**

Ph.D. Research Project

R. Lalthangliana  
Senior Research Scholar  
M.A., M.Phil. Sociology:

No: \_\_\_\_\_  
Place of Interview

Dt. \_\_\_\_\_

INTERVIEW SCHEDULE

The purpose of this field work is to prepare a comprehensive report on "Occupational Mobility Among the Mizos" and I seek your valuable co-operation in this matter. The Mizo society is rapidly changing. The change which is taking place in our society needs a scientific analysis and social evaluation. By furnishing information as sought in this schedule, you will be contributing to the cause of the advancement of knowledge and understanding of Mizo society. You can rest assured, that, any information given by you will be treated as confidential and your name will not be published, or disclosed anywhere.

- 
- A) 1. Name (in full) : \_\_\_\_\_  
2. Address : \_\_\_\_\_  
3. Age (on last birthday) : \_\_\_\_\_  
4. Sex : Male/Female  
5. Religion : \_\_\_\_\_  
6. Denomination : \_\_\_\_\_  
7. Clan/Sub-Tribe : \_\_\_\_\_  
8. Place of birth : \_\_\_\_\_ State \_\_\_\_\_  
9. Was it : Rural \_\_\_\_\_ Urban \_\_\_\_\_

10. Residential Status : Born in Aizawl/Migrated to Aizawl

11. If migrant, length of residence in Aizawl city : \_\_\_\_\_

12. When did you migrate to? \_\_\_\_\_

13. Native place (full address) : Village/Town \_\_\_\_\_

14. Distance from this place: \_\_\_\_\_ Miles/Kms.

15. Why did you migrate to Aizawl : a) \_\_\_\_\_

b) \_\_\_\_\_

c) \_\_\_\_\_

d) \_\_\_\_\_

16. Marital Status : Single/Married/Widow/Divorced.

**B) FAMILY**

1. Nature of family : Joint/Nuclear \_\_\_\_\_

2) Particulars regarding the members of your family

Sl No	Relationship with the respondents	Sex	Age	Marital status	Education	Occupation	Monthly Income
-------	-----------------------------------	-----	-----	----------------	-----------	------------	----------------

1.

2.

3.

4.

5.

6.

7.

8.

9.

10.

**C) EDUCATION**

1. Kindly mention the educational attainment of the following generations:

Sl No	Generation	Type of School Attended	Educational attainment		Present Occupation if any
			Type of Training	Degree Obtained	

1. Grandfather

2. Father

3. Self

4. Children

(a)

(b)

(c)

(d)

(e)

(f)

(g)

(h)

2. Have you any intention of attaining further education? Yes/No\_\_\_\_\_

3. Where did you receive your Primary, Matriculation, College, University Education?

Location\_\_\_\_\_ State\_\_\_\_\_ Year of Passing\_\_\_\_\_

**D) OCCUPATION**

1. Traditional occupation of your family:\_\_\_\_\_

2. Is any member of your family still engaged in the traditional occupation?\_\_\_\_\_ Yes/No\_\_\_\_\_

3. Give the Particulars of occupation of the following members of your family generationwise:

Sl No	Generation	Occupation		Monthly Income	Other sources of Incomes with amount		
		Board Types	Types: Specific type of works		Agricul	Trade	Industry

1. Grandfather

2. Father

3. Self

4. Children

(a)

(b)

(c)

(d)

(e)

(f)

(g)

(h)

- 
4. Name of the Present post held: \_\_\_\_\_
5. Please state name of your office/Department : \_\_\_\_\_
6. Why did you go for this job? : \_\_\_\_\_
7. What is your pay scale? : \_\_\_\_\_
8. What is your present total emoluments? : \_\_\_\_\_
9. Your previous employment if any: \_\_\_\_\_

(If yes, please give details of your occupation from the first occupation to the latest):

Sl No	Designation	Department	Place of work	Period of employment	Monthly Income	Distance from this place	Reason behind leaving them
-------	-------------	------------	---------------	----------------------	----------------	--------------------------	----------------------------

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.

- 
10. How did you get your present job? *Employment Exchange/Competition/Friends/Any other source.*
11. Is your present job different from your previous job? Yes/No \_\_\_\_\_
12. If yes, in what respect? *Better Salary/higher rank/Better conditions of service/any other.*
13. When did you first come to Aizawl?  
How Long did it take you to find a job? \_\_\_\_\_
14. How many weeks or months or years were you unemployed between your last job and this one? (If first job, between leaving school and this one): \_\_\_\_\_
15. What did you do during that time? \_\_\_\_\_
16. Were the wages, social prestige, hours and general conditions in your previous job, good, bad or neither?

Items	Good	Bad	Neither
Wages			
Hours			

- |  |   |                        |         |         |
|--|---|------------------------|---------|---------|
|  | <b>General<br/>Conditions</b>   |                        |         |         |
|  |   | <b>Social Prestige</b> |         |         |
| 17. On the whole did you like or dislike your previous job?  | Liked   | disliked               | Neutral |         |
| 18. Please give the following particulars of your present job::  | <hr/>   |                        |         |         |
|  | Items:  | Good                   | Bad     | Neither |
|  | <hr/>   |                        |         |         |
|  | Wages   |                        |         |         |
|  | Hours   |                        |         |         |
|  | General conditions  |                        |         |         |
|  | <hr/>   |                        |         |         |
| 19. On the whole do you like or dislike it?  | Like  | Dislike                | Neutral |         |
| 20. Do you have any idea of changing your job?   | Yes/No _____  |                        |         |         |
| 21. If yes, give reasons. If more than one reasons, mark all of them.  | Insufficient salary/Dislike for the present place/Lack of adjustment/Leave rules/Any other. |                        |         |         |
| 22. What type of job are you aspiring for?   | _____   |                        |         |         |
| 23. How long do you think you will stay on this job? Do you think you might leave in less than a year, or stay for 2 or 3 years, or 5 or 10 years? | Under   | 1 year                 |         |         |
|  | Under   | 1-3 years              |         |         |
|  | Under   | 4-5 years              |         |         |
|  | Under   | 6-10 years             |         |         |
|  | Under   | 11-15 years            |         |         |
|  | Over 15 years   |                        |         |         |
|  | Untill pension..  |                        |         |         |
|  | Other....   |                        |         |         |
| 24. Is your wife employed?   | Yes/No _____  |                        |         |         |
| 25. If yes, please mention   | Occupation/Place of work/Income   |                        |         |         |

26. Occupation of your wife's father \_\_\_\_\_
27. What occupation would you like your children to go in for? \_\_\_\_\_
28. Are any of your relatives or men from your hometown working here? No/Yes : Who? \_\_\_\_\_
29. If Yes, were they working here before you came or have they come since? : Before  
Since,  
Both.

E) STATUS:

1. Which of the following factors do you think determine your status in society: Birth/Wealth/Education/Occupation/Any other.
2. Has your present job helped in raising your social status? Yes/No
3. Do you think that you can improve your social status by getting a better job? Yes/No
4. Do you think that your social status is fixed in the community and cannot be changed? Yes/No
5. Are there enough opportunities available to you for improving your economic and social status? Yes/No
6. Do you have a house of your own? Yes/No
7. Do you have any other house/assets in addition to your present dwelling house, If so, approximate current value, please state: \_\_\_\_\_

8. How do you construct your house? *By Housing Loan from Government/ Building Advance/Bank Loan/etc.*
9. If so, amount of loan drawn \_\_\_\_\_
10. Any other loan drawn from Bank/Government *For, Factory/Industry/Farming/etc.*
11. If so, state the nature of the loan taken, and purpose: \_\_\_\_\_
12. Please state overall economic status of your family:
1. Upto Rs.500/- p.m.
  2. Rs.500-1000/- p.m.
  3. Rs.1500-2000/- p.m.
  4. Rs.2000-3500/- p.m.
  5. Rs.3500-4000/- p.m.
  6. Rs.4000/- p.m. and above.
13. Please state monthly expenditure of your family *Rs. \_\_\_\_\_*
14. Vehicle used for going to office, etc. *Car/Jeep/Bicycle/Motor cycle/None....*
15. Are you a member of any Church/Club/Association/Trade Union/Party/Any other. *\_\_\_\_\_*
16. If you are a voter/what has been the general pattern of your voting behaviour?
- a) Always voted for the same party.
  - b) Changed in the second general election.
  - c) Changed in the third general election
17. On what considerations do you vote for a particular candidate? (If more than one factor mark on all of them):
- a) Ideology
  - b) Personal ability
  - c) Tribe
  - d) Religion
  - e) Any other..

18. If better facilities are assured would you like to change your political affiliation
- a) Affiliation
  - b) Tradition
  - c) Occupation
  - d) Religion

19. Following is the list of occupations arranged in an arbitrary order. General observation indicates that society gives these occupations different values in terms of their skill prestige, and the earning capacity. For example, an occupation of 'X' may give lesser earning capacity than 'Y'. We would like to know the evaluation of these occupations relative to each other regarding these two values taken separately.

Please rank the following occupations by placing the numbers 1, 2, 3 .....11, 12, 13 in the above boxes under each.

<u>Occupations</u>	<u>Prestige-wise</u>	<u>Money-wise</u>
1. Architecture	<input type="text"/>	<input type="text"/>
2. Business (Trade & Commerce)	<input type="text"/>	<input type="text"/>
3. Civil Services	<input type="text"/>	<input type="text"/>
4. Defence Service	<input type="text"/>	<input type="text"/>
5. Teaching	<input type="text"/>	<input type="text"/>
6. Cottage & Small scale Industries	<input type="text"/>	<input type="text"/>
7. Handicrafts	<input type="text"/>	<input type="text"/>
8. Factory	<input type="text"/>	<input type="text"/>
9. Engineering	<input type="text"/>	<input type="text"/>
10. Farming	<input type="text"/>	<input type="text"/>
11. Contractor	<input type="text"/>	<input type="text"/>
12. Church Services	<input type="text"/>	<input type="text"/>
13. Medical	<input type="text"/>	<input type="text"/>

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