
Social Inclusion and the Labour Market

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Abstract

The term social Inclusion is both a process and a goal. Social Inclusion means social integration ie when all people get the opportunities, able to participate as valued, respected and contributing members of society. It means removal of all barriers. In this paper, I want to discuss that in India social inclusion has not been achieved due to the presence of social exclusion. The paper has discussed concept of social exclusion, its various trends prevailing in India and how it can be changed with social inclusion.

Introduction

The term Social Inclusion and social exclusion were originated in Europe. Social exclusion and inclusion are contested concepts. Both are opposite terms. The definitions of both have changed over time. The meaning also becomes different in theoretical perspectives. But actually both are two sides of a coin.

The term 'Social Exclusion' is rapidly growing term and a large growing literature is also present on this subject. This notion has resulted into wider discussions and writings on poverty and deprivation. The credit for the use of this term is given to Rene Lenoir

The term Social Exclusion is concerned with a large variety of economic and social problems. Lenoir has described "the excluded" in France as

“mentally and physically handicapped, suicidal people, aged invalids, abused children, substance abusers, delinquents, single parents, multi problem households, marginal asocial persons, and other social misfits.”

As Silver (1995) notes, the list of "a few of the things the literature says people may be excluded from" must include the following :

a livelihood; secure, permanent employment; earnings; property, credit, or land; housing; minimal or prevailing consumption levels; education, skills, and cultural capital; the welfare state; citizenship and legal equality; democratic participation; public goods; the nation or the dominant race; family and sociability; humanity, respect, fulfilment and understanding.

This paper highlights the nature, relevance of the concept of social exclusion. It has to stress that what important aspects must be included in Social Exclusion. Whether there are correlated and important. It has to discuss the practical appearance of the term Social Exclusion and the condition in which it operates in the developing countries.

The term Exclusion is a multi dimensional concept as it exclude, discriminate some groups on basis of caste, gender, race and ethnicity.

Thus Social Exclusion becomes an important idea to discuss the nature of poverty. It brings into picture the causes of poverty that can be neglected otherwise. On evaluating the term Social Exclusion one can easily evaluate and assess the policies of the govt.

THE CAPABILITY PERSPECTIVE & SOCIAL EXCLUSION

Human beings are diverse They differ from each other in external features (such as parents, assets & environment as well as in their personal features (eg. age, sex, physical & mental capabilities). A famous rhetoric is 'all men are born equal' said on ignoring the inter personal variations.

Equality is measured by comparing some particular aspect of a person (such as income, wealth, opportunities with the same aspect of other people. Different approaches have different sources of divergence regarding standard theory of inequality measurement. One of the standard factor becomes very important to discuss the inequality in modern Economics with concern to human capability approach and is the distinction between achievement and freedom to achieve.

The approach capability is perspective term as it is concerned with

- (1) well being
- (2) the freedom to pursue well being.

The quality of the person's being is measured in the well being of a person. The well being of a person depends on the nature of his or her being ie on the functioning achieved. For the wellness of a person essential elements are :

- (1) well nourishment.
- (2) good health etc.

The idea of Social Exclusion becomes a broader concept because in it we deal idea of poverty as Capability deprivation. It becomes a general approach. When the policy to eradicate poverty is adopted social exclusion will also be eliminated.

Poverty is defined as the simply shortage of income which is common in the literature of deprivation. The availability of income affects our kind of living. If income is low, it results in poor living.

Social Exclusion is a very important component of poverty. Social Exclusion is directly a part of Capability poverty. Adam Smith has explained deprivation as not "being able to appear in public without shame." Ultimately this capability deprivation results in social exclusion. When people are undernourished, homeless, they appear as Socially excluded people slowly.

Social Exclusion as a Cause to other deprivation– When people are discriminated on certain grounds or socially excluded it will result into other deprivations. It makes a limit to living opportunities. Eg. if one particular section of people are excluded from the opportunity to be employed it results into deprivations such as starvation and homelessness

Thus it is a wider approach to study capability deprivation. The idea of Social exclusion fits well into Adam Smith's framework. Adam Smith discussed that some people are kept out of preview of education (through lack of private means & public support) thus this exclusion leads to other deprivation such as inability to do things that one can do with help of education.

TYPES OF SOCIAL EXCLUSION

1. Disengagement– When one group of people are deprived of to go on holi-day, to watch sports & others.
2. Service Exclusion– When majority or a group of people are not able to access the services such as health, mental health & basic utilities gas & water.

SOCIAL DETERMINANTS OF SOCIAL EXCLUSION

1. Caste, Health & Poverty in India – Social Exclusion includes the marginalization of certain groups in societies In developing county like India poverty & social exclusion are important socio economic variables. In India Caste is considered as a emissary for poverty and social exclusion. Scheduled caste and scheduled tribes, backward caste are socially disadvantaged groups which live in adverse conditions and poverty. On noticing their health status and comparing with the other group of people, the concept of Social Exclusion in can be understood.

This table gives the relation between caste and heath utilization indicators. The data is examined on the prevalence of Anaemia, a Infant Mortality Rate, among different caste groups in India. The data based on the National Family Health Survey II (NFHS II) highlight the caste differentials in health.

Table I. Anaemia among women and children by caste/social groups in India (in percentages)								
Anaemia								
Social groups	Anaemia among women				Anaemia among children			
	% of women with any anaemia	Mild	Moderate	Severe	% of children with any anaemia	Mild	Moderate	Severe
India								
SC	56.0	37.2	16.5	2.3	78.3	22.0	49.7	6.6
ST	64.9	41.2	21.4	2.3	79.8	22.8	50.1	6.9
OBC	50.7	34.3	14.5	2.0	72.0	22.8	44.4	4.8
Other	47.6	33.3	12.9	1.5	72.7	23.6	44.1	5.0
Total	51.8	35.0	14.8	1.9	74.3	22.9	45.9	5.4

Source: National Family Health Survey (NFHS -II) 1998-99, Ref 20

SC- scheduled caste, ST- scheduled tribe,

OBC- other backward castes

from the table it is clear that percentage of women with any anaemia is highest in ST then in SC & OBC and lowest in the other category. The mild category of anae-mic is more in SC, ST and OBC as that of other category. In this ST again is at the top. SC is at second position & then OBC. As per the discussion

of moderate and severe ST is again having highest percentage, followed by SC and then OBC. Thus it can be concluded as that ST category is most anaemic in mild, moderate and severe categories. The reason being may be that not easy accessibility of health opportunities by tribal people. In SC % of women with anaemia and in mild, moderate & severe categories it is less than that of ST but more than other category. The reason being that SC are availing better medical facilities, food, education etc than ST. The severe anaemia is more in SC, ST, and OBC as compared to others. This data depicts vulnerability of the socially excluded people.

Let us discuss the percentage of children with any anaemia in different categories. It is highest in ST, then in SC & low in OBC. One interpretation is very clear that % of children with anaemia is lowest in OBC as compared to SC, ST and even others. In severe category again OBC is enjoying the lowest level and approx. equal to other category. It shows that future generation of OBC category are enjoying greater medical and health facilities. Policies of govt at present times are engaged in upliftment of OBC ones.

DIFFERENCE REGARDING INFANT AND CHILD MORTALITY

The concept of infant and child mortality also plays an important role to understand Social Exclusion. In table the differentials percentage among Neonatal, post neonatal, Infant, child and under five year mortality clearly shows vulnerability of socially excluded categories.

Table II

Table II. Infant and child mortality (in percentage) by caste/social groups in India					
Social groups	Neonatal Mortality	Post neonatal mortality	Infant mortality	Child mortality	Under five mortality
SC	40.1	20.2	60.4	25.2	84.0
ST	35.6	22.1	57.6	23.4	79.6
OBC	35.3	15.8	51.2	16.3	66.6
Other	29.8	13.7	43.5	14.1	57.0
Total	43.4	24.2	67.6	29.3	94.9

Source: National Family Health Survey (NFHS -II) 1998-99, Ref 20.

Abbreviation as in Table III

From table it is clear that mortality in newborn baby (Neonatal) and in children of less than one year (ie infant mortality Rate) is highest in SC. followed by ST, OBC and other category. Deaths just after the birth (Post neonatal) is highest in ST, followed by SC, OBC and other category. On the whole, table analyzed the fact that OBC are enjoying better status here also as that of SC and ST. It means policies of govt are more promotive to OBC & less effect on SC and ST. OBC Categories are like Lajhad, vani, Bedgujar, Talwar Kanade etc.

RECENT TRENDS IN INDIA

Caste Based Social Exclusion and Incidence of poverty

A practice is prevalent in Hindu Society which declares SC, ST and dalits as the excluded groups. The reason can be of cultural and geographical Isolation.

In Hindu Society caste system makes a discrimination of people in social group with predetermined responsibilities and nature of work. The inherited talents of people gains no importance.

Based on the caste system people are classified as belonging to superior and inferior. The occupations and activities are distributed on basis of caste system. This tendency also get power through religious sanctions. On the basis of exclusion the percentage of poverty's incidence is different in SC, ST & with others. It can be clear with this data :

Table

Table 1

Incidence of Poverty by Social Groups (%)
(Expert Group Method)

<i>Group</i>	<i>1993-94</i>	<i>1999-2000</i>	<i>2009-2010</i>	<i>Percentage decrease in the incidence of poverty from the year 1993-94 to 2009-2010</i>
Scheduled Castes (SC)	48.6	37.9	30.3	37.6
Scheduled Tribes (ST)	49.6	43.8	32.5	34.4
Others	30.7	22.7	17.7	42.3
All Hindus	35.1	26.9	21.7	38.1
Muslims	45.9	35.5	25.1	45.3
All	35.9	27.5	21.0	41.5

Source: Thorat and Dube (2012)

From the table it is clear that incidence of poverty has been reduced in all categories in time period from 1993-94 to 2009-10. On comparing SC and ST, ST has more percentage incidence of poverty in both time period. One thing is clear that there has been a tendency to decline poverty incidence during the time periods. On analyzing the percentage decrease in poverty one can conclude that it is highest decline in Muslim, then in others follows by Hindus, SC and ST. It means poverty of Muslims has reduced more. The reason on bringing this differential reduction may be some favourable policies adopted by govt. for one group & not for other group. The Reservation policy also accounts for it.

ACCESS TO EMPLOYMENT & SOCIAL EXCLUSION

This association between Social Exclusion with access to employment is a starting point in the European Context. The existence of social exclusion is present in all societies at different stage of development. Its extent can be varied. The table below shows the employment of SC, ST, Muslims & others.

PARTICIPATION IN WORKFORCE BY SOCIAL GROUP

Distinct categories of socially excluded one show different % of participation in workforce. Their participation can be analyzed with a table

Table 2

Participation in Workforce by Social Group

	<i>Share in population (%)</i>	<i>Total Share in workforce (%)</i>	<i>No. of people employed</i>	<i>Share of Workforce In regular jobs (%)</i>
Scheduled Castes	16.2	20.1	12	13.6
Scheduled Tribes	8.2	9.6	6	8.1
Muslims	13.4	10.9	7	14.6
Others	62.2	59.6	37.5	19.2

Source: Estimated on the basis of data from Census of India, 2011 and NSSO survey on Employment and Unemployment 65th Round (2009-10).

From table it is clear that share in population percentage others have 62%, SC has 16.2%, ST has 8.2% and Muslims has 13.4% The Active population of country for India is taken as 62.5% as per census of India 2011 then 20% of total workforce is employed of SC category ie 12. In the same way number of people employed in ST is 6 and Muslim is 7. The following results can be derived from table that percentage of workforce employed in SC is 75%, 75% in ST but it is 50% in case of Muslim. percentage of workforce employed can be calculated as

$$= \frac{\text{Number of people employed}}{\text{Total share in Pop\%}} \times 100$$

$$\text{SC} = \frac{12}{16} \times 100 = 75\%$$

$$\text{ST} = \frac{6}{8} \times 100 = 75\%$$

$$\text{Muslim} = \frac{7}{14} \times 100 = 50\%$$

Thus average participation of more in SC, ST than Muslim. Muslim has less participation because of their marriage culture, low status of women, less freedom to women, miserable condition of children.

From the data of regular jobs it can be easily seen that scope or availability of regular job is less for SC, ST as that in comparison to Muslim. Muslims are having better prospectus in enjoying regular jobs as total % workforce of muslim engaged in work 11% out of which approx. 15% are enjoying regular jobs. Thus quantity wise, no, doubt SC, ST are the most employed ie 75% and in case of Muslim it is 50%. But quality wise ie in regular jobs Muslim has better status.

The reason behind this may be political ie voting politics. ie govt or political parties are trying to please one community more to attract the votes by ignoring other ones.

IMPACT OF GLOBALISATION ON SOCIALLY EXCLUDED PEOPLE

Today, the world is not a stationary one, it is changing often quite rapidly. The forces of 'globalisation' are bringing new groups of people into economic, social contact to each other. It can be disussed here what is the role of globalisation on the socially excluded people.

Positive role of Globalisation

The impact of globalisation can be a boon and threat for socially excluded people. The process of globalization results in prosperous and affluent society. In the globalization there are innovation regarding pattern of exchange, new skills, new techniques of production. Thus globalisation can solve the problem of devolving country like India.

Globalization would also serve as a threat for socially excluded person. On one hand globalisation brings innovative technique, ideas & factors of production, on the other hand it results in the exploitative way of employment. It has resulted into privatisation. And Private sector is not going too much effort for the welfare or upgradation of socially excluded people. In the era of privatisation role of public or govt has been reduced. Thus growth of private sector has resulted the exploitative working conditions & also reduced the level of regular jobs.

SOCIAL EXCLUSION AS UNFAVOURABLE INCUSION

Social Exclusion consists of unequal terms of social participation unfavourable Inclusion. Social exclusion is associated with poverty & capability deprivation.

Eg. One poor vulnerable rural labourer is socially excluded or he does not enjoy any freedom to go elsewhere. he is in the clutches of unfavourable inclusion because he the same person when employed unfairly in other area he has to bear it in absence of other alternative employment opportunities. Thus unemployment would serve as the cause of social exclusion.

RECENT PATTERN IN INDIA

In India, social exclusion is present along with many types of exclusions the reasons being that there are different ways in which social exclusion can cause deprivation and poverty. There are as

Labour Market Exclusion : Labour must be given freedom to participate in labour market as labour is an important part of factor of production. When labour is not being provided with freedom or labour is kept in bondage or captivity, it would not promote economic growth and industrialization. Lack of industrialization would result in deprivation and poverty.

Deprivation because of Relative poverty : Adam Smith has given an analysis in which he stresses the origin of absolute capability deprivation from the Relative poverty. It applies in Asia. This concept can be understood as that financial status of people in a developing country is different as that of developed ones. This Relevant deprivation comes when people of developing countries try to imitate new level of consumption of richer countries. On demonstration effect it becomes much more expensive for them to bear their cost of living. Thus Relative poverty would constitute a deprivation among people when they would not be able to fulfill their needs.

Sex based Exclusion and Inequality : The sex based exclusion is sharper in Asia. Sex based exclusion can be clearly visible from the wider difference in sex related mortality rates and from bulk of estimated missing women in the world. The interest of woman are being excluded from basic education, schooling and then employment opportunities. It is a well known fact that education of women & equal treatment for women would result or act as constitutive factor for social change with in family & then society.

On the contrary when woman are excluded from this opportunities it would automatically result in the high fertility rates, less social status of women, increase dependence of women on men. It will also show the differential development on basis of sex & further result in inequality.

Poverty, under nourishment and Food market : In India, a large no of people are living there, are there is no observed shortage of food in the market but still a large ratio is with undernourishment. People are passively excluded to fulfill their basic need because of lack of purchasing power.

The level of under nourishment of child is large in India as it is clear from the data that proportion of undernourished India children is from 40 to 60 percent (Scrimshaw, 1998 and Svedberg, 1998). This ratio is undernourished guides by instrumental factors even there is no food shortage in India. Thus this group cannot sustain their living & remain deprived even in the presence of enough food.

NEED OF GOVT POLICY

The issue of social exclusion needs the attention of people and of public policy. Any misgivings thoughts must not be developed against vulnerable people rather people & govt must understand the significance of these groups. This concept can be seen broadly with in an Aristotelian framework of freedom and capabilities. The policy of Govt. should analyse the poverty and deprivation in light of social exclusion. With it govt will be able to understand the relative importance of poverty, capability deprivation & social exclusion.

The ideas discussed in the paper describes that caste and other indicators such as health

indicators, education indicator show that poverty is a complex issue. It is a multi dimensional typical example. So if we have to struggle to deal with poverty and other indicators, a large no of reforms are needed to curtail capability deprivation, poverty & Social exclusion. Govt's policy must be reformed as.

I Govt must encourage scientific traditions which can optimally utilise the labour asset & improve their health and well being of people.

I Govt must develop an epidemiological and managerial approach to study the health services system.

I On the govt's part it becomes important to identify the poor. It is a challenging methodological task. The method to calculate poverty on the base of single measure such as income and calorie is incorrect. Several indices must be used to identify the poor as The Kerala State Poverty Eradication Mission has adopted Kudumbasree. In this to identify vulnerable or poor people there is a need of four or more than these factors.

11 No land & less than 10 cents of land. 21 No house

31 No sanitary latrine.

41 Lack of access for safe drinking water.

51 Prsence of a widow/divorcee/unmed mother.

61 No regular employed person in family

71 Socially disadventaed SC/ST & dalit people.

81 Presence of mentally challenged person.

91 Presence of an illiterate adult member.

Govt should adopt pragmatic and Practical approach to deal with problem of poverty & others : After identification of poverty centre state govt must take steps to curtail the problems. The govt. must take approach to refocus on the universal access to the poor and disadvantage one. The primary health care and education must be stressed. Thus this type of approach will be valuable.

In last, it can be said that it is the policy directions of govt, which can affect health and well being of the population. The centre State Cooperation would strengthen the pace of development of all people. Planning must be focussed on to provide special status & support to historically disadvantaged groups like SC, ST, Dalit, OBC & minorities. Inequitable access to new technology, education, infrastructure would add fuel the divide, so gap between socially excluded with others must be bridged with suitable policies and thier implementation to bring sustainable growth.]

Concluding Remarks : The concept of social exlussion is not radically new, the growing literature on this subject has highlighted the relation between poverty, deprivation and socially excluded people.

In the traditional analysis, poverty was seen as in terms of income deprivation only but with the notion of social exclusion as an important part of poverty would make the vast scope of poverty analysis. The scope of social inclusion is wider, broad and inclusive but not lack coherence, if used with discrimination. The different categories or types of social exclusion can overlap such as economic, social & political. The idea of social exclusion gives a way to see & analyze the deprivation of basic capabilities. It makes our analysis broadened and versatile.

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