

Occupational
Inclinations of
TRIBAL
WOMEN

in **MEGHALAYA**



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Y. Satya

Occupational Inclinations of Tribal Women in Meghalaya



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Foreword

It gives me great pleasure to write this brief foreword to Dr. (Ms.) Y. Satya's book entitled *Occupational Inclinations of Tribal Women in Meghalaya*. The book is a comprehensive attempt at understanding the complex interplay of socio-economic, cultural and psychological specificities of the major tribal communities viz., Khasis, Jaintias and the Garos of Meghalaya in view of their occupational inclinations, sought after choice and decision-criteria. The study is mainly empirical where it frequently brings insightful theoretical considerations to bear upon the understanding of the data which was so meticulously collected. The most interesting aspect of the communities that she has studied is the matrilineal system that they all share, practice and applaud in common. Matriliney in Meghalaya is an extremely complex phenomenon which gives these communities an ethically established community cult, customary and time-honoured living styles form a proven dimension which is entirely their own, even though it allows subtle differences among them. Of the many publications over the themes of employment, services, labour etc., in recent years which pose similar to Dr. Satya's, this book stands out for its penetrating analysis, fresh insights and excellent articulation of the profound reflexes substantiating occupational preferences of these ethnic groups.

To the reader the book unravel the contemporary issues influencing the status of progressive modernities in relevance to the conditional feminine conscientiousness revealed women folk in terms of their participation, contribution, and deeper sense of employable adaptabilities. The research outlook ensures to be very useful resource for further studies in to the associated areas promptly raised by Dr. Satya.

Mrinal Miri

*Member, National Advisory Council
Former Vice Chancellor, NEHU,
Shillong*

Preface

A conceptualized ethnic ordering in modern convergences shaping magnitudes of understanding arraying different dimensions of socio-economic progressiveness and its implications over ethnic-bound structures. The value extensions of these systems pleatued are both situational and variable in their applicabilities. These with due concerns associate segmental effects over the issues-of-importance remain proximate to influence over the changeable modes of impact-sourcing. The configurations of dominant themes and the reactive tendencies based on the externalities pertinent to regional factors of priority in the framework of shaping as well as structuring the so-called inevitabilities reflect the practices adopted-approaches preferred, the challenges trailed are the determinants leading to a decision-routing. The synergistic consequences of the penetrating change have no definite direction but the pervasiveness of its impact remains as a means of its growth and rapidity with which the growth competencies occur or adapted and accept for its own merit.

Ethnicity of Meghalaya, the remote north-eastern domain, as such by itself contribute towards the values systems and beliefs remain the core due to the reason/s based on the social experiences enable to imply pre-dominances, complexities which form vitalities in participatory trends of tribal bound life trajectories are most revered and sought of. Reaching the ethnic definitions amid diversities need to be understood as an exasperating recitation of the ethical impact over the developmental issues.

"Women" as a focal issue and as a prerogative characterized to the ethnic symbol and their lifestyle options remain vital to tribal living-culture adaptation systems. The

strong feelings of encircled culture are represented in their familial and community environment can possibly be understood by the gamut of situations prevailing, the cultural experience is the insistence on incidence-based living patterns. Do the women in their turn try to bring cultural change and will such adaptations contribute to the individual lifestyles? Does it seem to be the singular decision or at-large try to assign a shape-in to a transformation or new generation of ideologies? If women as such represent a vitality, the fair sex in Meghalaya has a distinguishable identity of being the adaptors of matrilineal / matriarchal system symbolized by their title, deemed as a privilege to be continued and each girl-child is the most preferred as being a clan promoter that enables her the embedded responsibility inculcated in her as a part of their aspirational culture. A born Meghalayan is perceived to be having the familial and clan-based responsibility implied in un-skewed form making them i.e., women as decision makers, powerful and responsible towards all of their surroundedness in "relevant" environment. Their individual decisions persevere to be the natural impact of their families and of clans as life, they need to recognize as significantly contributing component of the clans and communities rather than just being their self. Lately, the decisional effects of the women in terms of their knowledge-based condition, the opportunities and growth clauses having been triggering the already prevailing micro-managerial and micro-organizational competencies into a definite shape facilitating them to think towards the ambitious and achievable life-patterns based on occupational preferences. Can they be understood as signifying contributors towards developmental progressions of the state?

The research enabled to provide an intrigue into the preferential options of occupational living style references seemed to be variant to what actually persists and what is been perceived. The context-building, reception discrimination and the pervasive approach are few complexities came into the focus which were not realized until the understanding of the talks, meetings with women in individual and groups by means of a survey undertaken for this purpose. The vitalities of the

research is to understand the women's preferences towards career decisions in their in-depth patterns and each woman represent the personalized versions, experiences and forms without confining themselves wholly to the questionnaires or their limitations.

The state basically has a rural dominant character with minimal urban influence but its locational advantage enables it to share inter-state and international boundaries and channels pass through it towards interiors of north east. All the areas which have been exposed to the externalities have a behaviour different from its counterparts which are deep inside and have minimal rapport. The context-based differences are natural enough to enable the ethnic women to be adaptive within their set cultural frame. The women chosen for the sample being 3600 and odd comprised both rural and urban and the sample cover all the seven districts barring the variations of size, demographics, inter and intra cultural rigidities in the districts. The geo-demographic and infrastructural difficulties have been partly natural and partly self-prescribed have their extensive impact visibly define the women's self-advancements towards the situations. The idea is not to review the prevailing conditions critically but to attend towards the bare realities emerging in the process of persevering the women's role significance in different contexts viz., deprived and opportunistic. The criticalities have become a part of tribal system and living with perfect imbalances have taught them to live with life realities emerging in day-to-day consequences within which they need to search for life values. The primary and foremost factor being understood is non-deviation or separation from the community as majority believes that the association and mutual-dependency remain as prerogative within the state. The unexpressed, suppressed reluctances and aversion to mingle freely with other communities associated with extreme self-centredness and mutual dependencies within the clan/community seemed to be the prominent factors reflecting isolation, lack of communication and interaction etc., available among majority of women. We visited the habitats of the respondents and their work place, some we have

accompanied them to their business understanding and to glean from their experiences which are important for their occupational decisions and the merging of life decisions with regard to occupations. The experiences have taught us that the women is a phenomena rather than an individual and the talents which they have exhibited in the producible and non-producible spectrums can be channeled towards effective development in several social layering.

The journeys are tedious and some areas where the hilly tracks, paths and non-motorable lanes, lesser developed areas have been intrigued leading to the women's world. Barring few in several places we received good treatment with kindness and courtesy. The interpreters have done their best job and the tribal involvement was much felt in few areas which the historical traces of non-conversion, tribal dominances, areas which are beyond the trace of modernity. A complete cut-off from the rest of the world, the lack of understanding surfaced the attribute of "closed system" was much felt in the central areas where the women are less mobile and not keen for exposure. The women's concept what we find in other parts of the country is different and these filled with ethnic differences are much loaded and burdened with community based impositions and self-constraints raised out of ignorance, lack of knowledge and understanding. The in-depth understanding also revealed its positive dimension as women are been positioned as big business magnets from Jaintia, Khasi and Garo Hills, as agriculturists, as international brokers, as members of NGOs and even as micro-participants but are still incomparable as the ethnic domain in its stances demand an occupational understanding which is totally unique and distinct. These are networked on the criteria of different emotions, values and difference of opinions towards the ethnicity and perseverance of clan culture. The isolation, seclusion and fear for new environmental challenges seem to be a vibrant force which has been subserved with in the ethnic framework and need to be awaited to be prepared to lead successful lives.

Methodology and Limitations of the Research Study

Keeping in view the coverage of both urban and rural segments of Meghalaya, the tribal state in the Northeast India, parameters was drawn to adopt empirical patterns suitable for the conduction of research study. The data prescriptions include the tools, design, sample size and methodology. Questionnaires were chosen as primary tools to be supported by interview, judgment and observation methods to gain information from respondents. In this reference the usage of questionnaires was as follows: questionnaire-I to gain the elementary detail/s of the chosen respondents, questionnaire-II to identify the temperament of women with positive and negative statements that include the general opinions over relevant issues chosen for the study, questionnaire-III for general awareness with reference to women and her environment, questionnaire-IV concentrates over the rural women; questionnaire-V attends to business women, questionnaire-VI for urban women in service, questionnaire-VII for general and questionnaire-VIII for specific occupational understanding of women. The questionnaire-I provides the information about the status of women and about women's status by being engaged in formal/informal occupations with consideration (i.e., employment/job/service/profession) which forms the foremost criteria to select the respondents. Meghalaya has been divided into seven districts with nine urban areas identified as class-I, II, III, IV and V cities by its Urban Administration and its prominently significant rural comprise the rest. New blocks added recently making the total blocks mounting to thirty-nine (inclusive of both urban and rural segments). The total urban and rural population data was sourced from the published information by Economics and Statistics Evaluation Centre, a State Government Department of Meghalaya and the Census details from State Secretariat.

All thirty-nine blocks from seven districts were covered in which the blocks are treated as strata. The sampling design used in the study is stratified two-stage sampling with proportional allocation. At the first stage, three villages were

selected for SRS (Simple Random Sampling) within each stratum (block). At the second stage 2 per cent households in urban areas and 1 per cent households in rural areas were selected by SRS without replacement using random numbers table. Only one woman preferably working was selected from each household using convenience sampling within the household. It did not pose much problem barring few occasions as majority of the women are work-oriented in some form or the other irrespective of their status. A total rural population of 1898 and urban population of 1715 were chosen for study making the total as 3613 respondents i.e., sample size. Besides these, two case studies were also undertaken as supportive studies i.e., the spinsters and adolescents' studies. 224 spinsters for Case - I and 210 teenagers (young women) for Case - II were chosen as sample size. Convenience sampling was adopted to undertake representations of all three tribes i.e., Khasi, Garo, and Jaintia. The interpreters' training was a repetitive affair and there was a common complain about the length of the questionnaires. The data was analyzed by means of statistical tools and keeping in view the vastness of information it was felt feasible to provide it in the form of percentages. Inferences from data were sought by using statistical techniques viz., Multiple Regression, Anôva (Analysis of Variance) ; tests of significance (t-test) and tests of homogeneity (γ^2 - test) and variability (F-test). The data representations were also made by using the judgment and observation methods, informal interviews, situational analysis and by means of references. Besides the statistical information and analysis, the data was also presented by using "mapping" for socio-psychographic expressions of occupational context in both rural and urban.

However, it was found that the option -5 of any other and no opinions were used as most convenient alternatives while attempting the questionnaires without suitable justifications and this witnessed a massive 40-60 per cent response rate. The typical ethnic rigidity of strong disagreement was another tool was put to use without mentioning much of their discontent as it also provided as an easy form of

expression resorted by majority of respondents. The judgment and observation methods to some extent overcame this deficiency and remained informally supportive along with elaborate personal narratives, complaints, aspirations relevant and irrelevant which became a part of the data collection.

The new introduction being the occupational opinions expressed with reference to the background and context of the respondent to grasp the living styles expressed by women. Besides giving the statistical supportives the investigator is also enthusiastic to provide the information by means of mapping the data which helped to express the variability. For majority of the women the entire exercise is a first of its kind and did not really respond as they were too new to the context, reluctant to reveal, shy away from parting information, asking return questions and passing off etc., were found. The ground preparations needed were elaborate and vast majority indeed tried to respond but the replies were too brief, different and out of context. The interviews were held at farm, in the shop, while travel as a group and at times by means of interactivities with the help of gram sevaks, co-traders, head men, shopkeepers etc., inclusive of interpreters. It was found that they preferred to reply as a part of group, felt-need for support and it need to be agreeable that there is marked difference when they replied as individual or as a part of group.

The limitations of the study are the rigidities expressed by means of scaling techniques and questionnaire methods adopted were felt to be limiting factors restricting the dimension/s of the research study but the same enable as a facility to the investigator to draw parameters of coverage to be done as per the information detail. The questions regarding to the parents, family, clan promotion, migration and more sensitive issues viz., of partnering and living together, health, nurturing, finance, investment, credit, religion and competition etc., posed too personnel and displayed personalized and contextual bias in their reactions. The domain chosen was too vast which can be angled from too many dimensions. The current study narrowfied its jurisdiction to the vital aspects of the women's occupational preferences and selectivities in the

context of ethnicity, culture, social and familial reasons as well as the respondents' persona. The context adopted was more shallow rather than in-depth as it posed the character of multi-perceivables touching too many dimensions of rural, urban, service, business but ignored the other economic, social involvement, family disturbances, degree of exposure, peer group influence, knowledge, education which have their very own relevant or irrelevant influences over their past, present and future behaviour and anticipations.

The study touched only few relevant dimensions out of the total focus and outcome consequences of the sources. Neither the ethnic occupational domain nor its prescriptives can be used as comparatives with the occupational set-up elsewhere and the patterns adopted as the living styles, approaches and behaviour in Meghalaya is totally different and the pattern/s naturally adopted a prototypical means and vitalities referred to new definition/s of understanding. The influencing factors are aligned in structured or unstructured cannot be understood as the subconscious decisions which are difficult to mark out even by respondent.

Justifications of the Limitations: The prime difficulty arises due to its overall impact of privatization at every level be it natural assets, resource ownership, property, markets, infrastructural facilities and massive business transactions etc., leaving no authority to the formal government. This deprives any access of information, involvement, regulation, promotion and it is simply the people's paradise, individualism and informality as most prevalent condition.

The overdose of cryptic condition in the society bars any information, communication, interactivities and interconnectivities in inter and intra-system levels.

The policy of co-existence with other non-ethnic groups is an imposed experience reluctantly tolerated as they fear insecurity and lack of competency, exposure and knowledge parity create a serious rift instead of anticipated harmony and co-ordination.

The extent of entrepreneurial activity cannot be considered as a natural consequence as its extensions are

reserved and applicable in the familiarized context but the true spirit of entrepreneurship is not vigilant as the level beyond micro approaches such enthusiasm seemed to be fading away. The spirit however stands alive and brilliant to the extent of survival needs of women which is the point of contentment beyond which the tribal segments are reluctant to yield in.

The changes sought by the youth are merely aspirational but temporal condition without much base as the change may have insignificant effect, as much of the society is still complacent with the traditional systems popular now. There is no SWOT analysis, no opposition nor criticism in adopting them and the system goes without much reaction. This is due to the limited knowledge, non-availability of alternatives and where no total transformations are expected.

The tribal adamancy is prominently visible while replying the questionnaires where the strong agree and strong disagree was depicted as they posed very minute difference for range expression. The occupational preferences were not rigid as the women seemed to be shifting the occupations as per convenience, adapted as per the situation and are dependent on several occupations at a point of time. The micro-portfolio is been speculated as per the convenience and system permissiveness was not adopted without much sentiment nor attachment permit them to shift to another system. The fundamental motivator being the survival instinct and majority of the rural segments prefer money only to meet the domestic purchase of day-to-day needs such as oil, salt, tobacco, soap etc., and occasionally clothes, shoes and health check ups. Otherwise they prefer to estimate the total consumption of the time and settle up the life bargain to work only to meet their minimal necessities and refuse to budge beyond that. This character of extreme adamancy was reflected in their response towards attempting the questionnaires viz., reluctance in interaction, in parting with self-information, participation and early withdrawal from situation etc., resulted in partially filled, unfilled and attempted questions etc. The women were enquired with the experiences, narrations and initiations towards occupations and for very many it is a barter experience,

a charity and seasonal preference. It is considered that the employable experience they gathered is not very different with the time, size or even parities as they maintain and choose the generational change has not much really made any impact on their occupational abilities. For majority of women it is observed that their occupational saturations have been fixed at very low profiles. There arises too many trivial parameters which prove to be too vital to them as place of birth, Church, leased land, even pets, annual rituals, graveyard, monoliths, forced habits including "teer" (local gambling), music, arrack and beetle nut (Quai), passion fruit, visits to weekly market/s etc., deemed to be the influencers of occupational decision. The variations with respect to age, gender, education, financial background, access to power, resources, distances, location (including rural and urban), prototyped technologies, practices and local knowledge-based systems out of trial and error were more preferred due to their familiarities, reliability of sources (heredity) and access of ready reference of seniors who supervise or guide the trends. Acceptability to the familiarity of the well set practices which have even though seemed too old they prefer to adopt them. Keeping in view the in-built system mechanisms which have a wider invisible hand preventing them to adopt the new innovative changes barring few who are exposed to the knowledge pace and can make comparatives with both living circumstances are still few to draw the wiser attention to bring the occupational transformations so as to keep pace with the modern changes.

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Shillong

Y. Satya

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Introduction

Constantness is neither deemed nor implied as a perpetual condition in activated situations and social structure often representing considerable dynamism adept to the prevailing rapidity of convergences either in proactive or reactive behavioural character or otherwise most pertinent to the situations. The social transformations therefore are a natural phenomenon being a part of supra-systems enable the change-impact assent to influence to the extent responsive, receptive and accommodative. The extent of accessibility over the situations spread over the concerningly dominant-level/s reciprocate the impending change viz., social acceptability, willingness and social inclinations favouring the innovative situations help determining the parameters of acceptable levels over the given segments. Societal reactions represent direct or phased relaxations in reservations towards the change-promulgating mechanisms depend on their own self-potentialities viz., historical reasons, resource competencies and locational variables including the radically foreseeable contribution/s by human intervention. The highly interactive societies accept novelty as a positive condition due to their positivities and adaptative flexibilities but it is different in closed segments characterized by their definiteness and conditioned preferences. Self-initiated change is purely contextual leads to transformational changes as it result in societal decisions based on reciprocal and multi-transformational effects.

Reasoning unique with self-centric attributes, compositions—opting secluded approaches, views and acceptances provide an ideal understanding over the focus on

ethical identity preservations, inhibitions and anticipated complicacies in adaptabilities of prevailing, anticipatory or innovative situations. The ethnic structures subserve some distinctive patterns viz., socio-behavioural dynamics (Davies, H. and H. Joshi, 2002), ethnic reflexes, generic feasibilities and occupational deviations perceive the change and accommodate it as per its own understanding. These ethnic rigidities imbibed in conditional environments proximate to the societies from intrinsic reasons of understanding seems to promote only limited outlook towards developmental issues as against progressions of growth measures comparable to the extent of intensifications evidenced in developmental or advanced state of affairs. The pace at which the convergences in global context massively being marked in diversified portfolios forcing their way to penetrate their role-significance in those least-responsive segments which are more prone, sensitive and are beyond the jurisdiction of the localized conditions. The contexts which support innovative societal-orientations tend to get reacted with situations viz., transformations initiated in these areas. The progressiveness of such entirety depends on approach-initiations consummate to be the lead. One can observe the vast majority enabling to be reactive to innovative situations tend to be presenting minimal influence lacks appropriate understanding leading to criticalities in interactive conditions i.e.,

- Understanding the adaptation styles of most desired and undesired state of affairs in change context.
- Embarking on compromises over stringency and severity in terms of which facing time testing and restricted alternatives.
- Elaborated time spaces and challenging external pressures which made the ethnic segments especially the vulnerable groups non-reactive towards their cultural dilutions and situations prone for change.
- Majority of the impending changes seemed to be a felt-need or a necessity due to remoteness or isolation created due to the non-changing situations of social-self and its components.

- The prevailing factual gaps creating non-aligned situations with minimal or lack of parity in social divisions on the criteria of convertible conditions.

Competencies of Localized Character and Occupational Proneñess

The socio-cultural changes and constructives need to consider processes and domains of influence should perceive these interactions rather than the more vital phenomenon of character or behavioural adamancies and volatilities (of the system concerned).

Dualities in System Determinants : The Constantness Vs. Adaptative Variations

Resource-based dependencies are one of the prime conditions support the generic and explicit anticipations of ethnic-systems. It is perceived that the resource ownership is a variable condition and majority of these resources are under private management viz., the syiemship or lyngdohship (kings), community and private lands leaving minimal authority to local governments for decision making. These utility conditions in their extent are much dependent on the resource access ranging from meeting basic livelihood and survival needs to structural and functional contribution to its economy. Much of the decision-manoevre contrived by resources-owners from the final authority result in prescriptions of opportunistic conditions of minimal effort at individual levels. The occupational implications seemed to be vibrant at the source where the value-extensions are seriously understaken due to lack of progressional modernities.

Impact of Value Determinants and Occupational Competencies

The widespread diversities in the State's geo-demographics can be implied over its topographical and climatic impact on its flora and fauna. Its contribution can be evidenced not only

on its rainfall, water resources and soil but also on its plantations and crop patterns, horticulture, forest and livestock growth etc., depict the economic and socio-cultural dependencies which have been accommodated not perceiving these as "occupational variation" but as a part of their culture. The repercussions of such impact are also felt on its provisioning of the basic infrastructural and progressive adaptations by the government, uniformity in the access of assets, services, opportunities etc.

Essentialities of Informalities

The socio-cultural and familial systems are influenced by the (Yapi-Diahou, A., 1995) accultural, multicultural combinations especially in the Capital City Shillong, the inter-district, state and international domains enabling to promote trade, industry and commerce. These areas have not been restricted to the cross-cultural institutional effect but also promoted multi-stimulus reciprocal business dependencies viz., collaborations and partnering, promotional tie-ups, live-in arrangements to boost the market activities enabled a hyper-cosmo environment encouraging vast scope for micro and meso business strata

Gender-role Contributions and Extended Status

The ethnic effect and its impact on the women is immense due to the customary laws, traditions and ethnic framework in its likelihood character of forward growth by means of enforcements insisting on the multi-mode living styles, asset-distributions, shouldering family liabilities resulting in horizontal extensions, proneness to neo-traditionalism, attending to behavioural dynamics (Vlasblom Jan and Schippers, 2006) and transaction-effects on its occupational understanding and self-approach. The cultural dominance over promoting the occupational cult insisted on the major role-play of "clan promotion" as an ethnic liability deemed to be the most influencing contributor in this dimension.

Urban and Rural Divisional Arena

The spatial means defined on the jurisdictions (Yahama, D. and Shekamang, P., 1986) based on domain cannot be an ideal estimator for natural growth consequence and its rapidity over the zonal implications enable the comparatives practically non-feasible. The present case reveals the urban-based restraints and limitedness is least effective with minimal incidental forms where much of which are overcome by external supportives. The rural positions depict self-sufficiency in their character with massive possessions and meagre means whereas their urban counterparts represent the ownership over "all pertinent dependencies" of ruralities due to its multi-dimensional growth and interactive effects. These dependencies seemed to be varying in direct and indirect access conditions based on contextual dependency-character prevalent in the state.

Role-definiteness in Resource and Market Based Dependencies

The core market activities influenced by the externalities penetrating into the closed systems have been witnessing disproportionate contributions viz., market systems, religious and social-supportive systems advocating new perceptions in occupational choice-options and preferences. The value-determinants have been dependent on the intervening segments diluting the spatial rigidities of both focused and non-focused systems chosen in the current study.

Occupational Supportive Radius (OSR)

The feminine OSR seemed to be a determinable condition over the perception of ethno-societal—character, attributive contributions of domain, the systems provisioning towards creating an occupation-prone applicability, self-approaches and new definitions in the synergistic combinations create "tier" systems of occupational scope and condition. The occupational determinants are those which happen over the definitions of new value chains prescribed with variant orientations and suitabilities in terms of application.

Hierarchy of Occupational Designs (HOD)

HOD enable the occupational differences based on multitude of mechanisms prescribe the gender-based generic conditions which create pre-determinants of occupation-based core views (historical) and evaluate the contribution by means of core-competencies. The occupational entry therefore can be understood as to be of gender, race, religion, ethnic and social-based statuses contribute to the "scenario-building" of the current and future occupational portfolios.

The synergistic forum in which the occupational interest, creativity keeping in view its visible role of requirements replacing materialism to the shallowed values of ethnicism form into a central issue which behave towards sensitivities enable to perk into the societal felt need towards meeting its requirements. Shaping contribution of the occupational components enable to identify and highlight the **objective-range** based on issues-of-priority which rule the sub-sub-condition may query over the following :

Objective Wrap-up

- What are the prone forces which actually determine the priority of occupational highlights?
- What are the parameters of the operational capacities of extensive (selective) situations in terms of societal contribution to the occupation?
- What environmental forces enable to define the work-preference in different environments?
- What are the suitable determinants of occupational entry and exit measures?
- What are the new measures that are help changing the occupational divisionalisation open only to specific segments?
- What are the determinants of occupational market? What links actually make the markets meet, evaluate and materialize the value chain analysis?
- What occupation markets permit direct participation? What occupational growth/occupational deepening and access frontier is the rates of occupation expansion?

The Multi-effective Provisioning Model : The Situational Why's and Why not's

At macro level the occupational proneness is a general reflective situation when the opportunities enable to

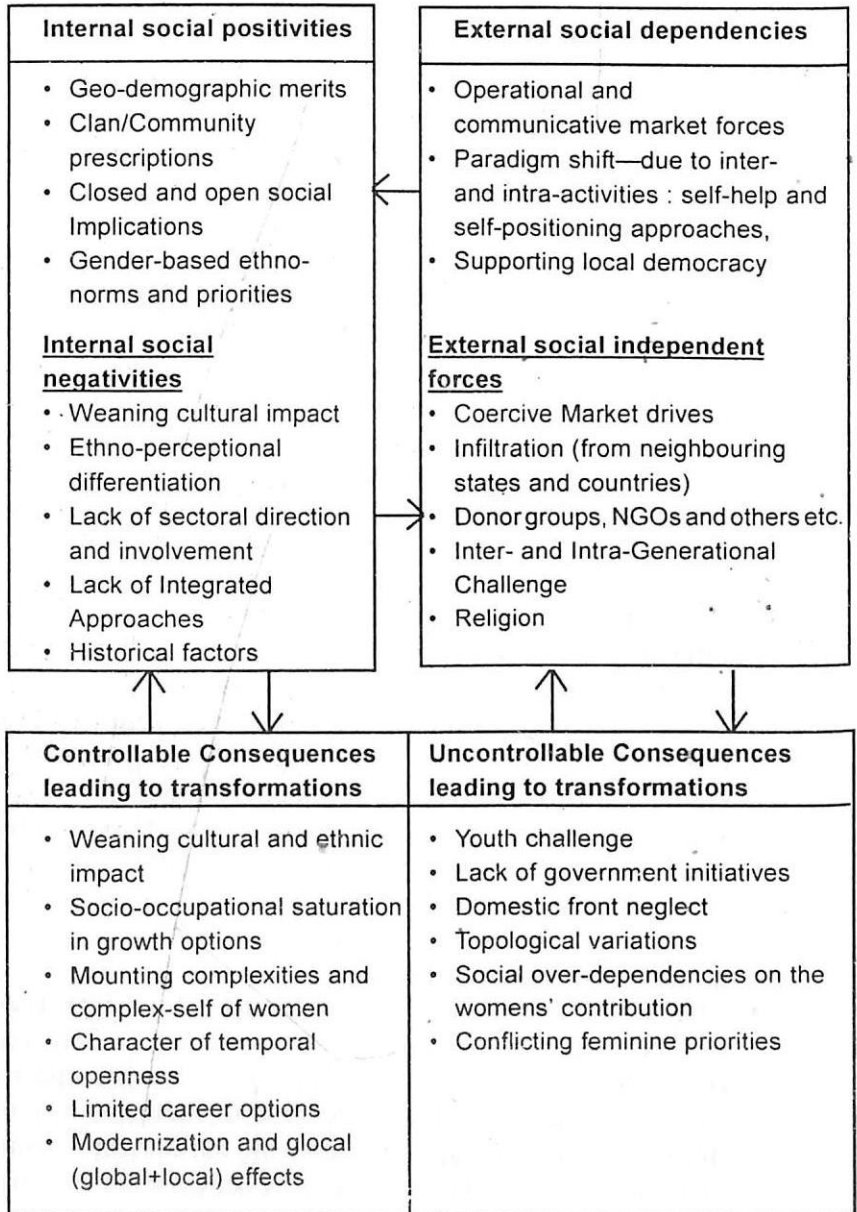
- Identify the requirements of given locations in terms of occupational needs.
- The local demand which comes forth to prefer the occupations.

The constant and volatile ethno-social stature presenting reflections effective to its socio-compositions enable to define the ethnic stature as to its vitalities in terms of :

- **Societal character** : The component of occupational casualty leading to the minimal expectation and self-involvement in the aggressive forms. The social character is conditioned by its provisional and confirmed influencers. These factors are understood in different dimensions enabling to perceive the socio-rationalities in heterogeneous forms.
- **Level of perception** : The brand of ethnicity is partially successful in creating a consistent image but the internal transformations have been quite prominent. The horizontal inequalities are competent to generate a shallow but wider occupational environment.
- **Looking beyond one's own capacities** : The accelerated growth is restricted in selective occupational options enabling the majority to opt for "dependent measures and alternatives" for selective groups and selective options.
- **The feminine organizational and administrative contribution** : The micro approaches which are complacent irrespective of urban-rural divide enable the social segments show a reverse influence of urban dependencies (for specificities) on rural rather than *vice versa*. The ethnic socio-compositions and

transformations enabling promotives are suggested in Figure 1.1.

Figure 1.1 : Ethnic Stature Vs. Ramification Model



Orientations and Profiling : Concept of Stabilization

The perceptions, temperaments, personalities, value systems, socio-cultural factors and role ambiguities etc., enables to create the activity level towards the general lifestyle patterns of the social segments. The occupational beliefs and decision formulations sue to be the reflections of such lifestyles which remain at parity or opt for elevated or depleted levels. The social behaviour is the interactive reflection of the social equations layered and prescribes the determinable behaviour helps creating the "socio-occupational spaces".

Occupational Ethics and Ethical Issues

The employable competencies are based on the regional locational factors, its affordability and coping abilities of generating a resource frame, its exposure and interactivities define the typical ethnical values and occupational ability form a dual appeal of both restrictive and encouraging forms. The occupational determinants, the functional framework, role-orientations preferred determine the level of occupational ethics. The occupation as such can be viewed as a measure of survival, power, prestige, skill, money or any other economic, social, cultural or environmental need disposition can be explained in terms of the value codes, generosity, universality, conversion, cross-cultural satisfier enable to perceive the ethnic-temperament.

Socio-value Dimensions and Occupational Promotions

The former parameters valued as social dimensions be it traditional or modern based on the family, gender, age, race or position in social segment became less significant rather than the family concepts and mutualities, cross-culturalism, communal solidarity, convergence, occupational aesthetics, reciprocity and behavioural dispositions etc., on attitudes, values, situational compassion, implicit culture or isolates etc., have been the latest to influence the occupational framework.

Urbanalities vs. Ruralities : A Social Assessment

The urban advancements, opportunities and access to the occupational dependencies other than the land based assets discriminate these on technological or convergent issues. The areas where rural resource forms a base the urban is dependent on rural for mega issues and rural's self-potentiality enable to be of minimal dependence on urban but this remain a singular context applicable in appropriate conditional status.

The rural and urban association also depends on the multiple urban opportunities available to the rural and these alternative patterns aiming minimal need gratification of rural display—one can be understand that the rural in its simplistic form is more independent rather than being dependent. The alternative emphasis over the non-agricultural forms, leveraging equalities, vulnerabilities and minimal pursuit represent the requisite conditions enable contextual understanding based on the access and adequacy conditions.

*Social Cohesion (Consistency)**Contextual Cohesive Levels (CCLs)*

The consistency levels are deemed :

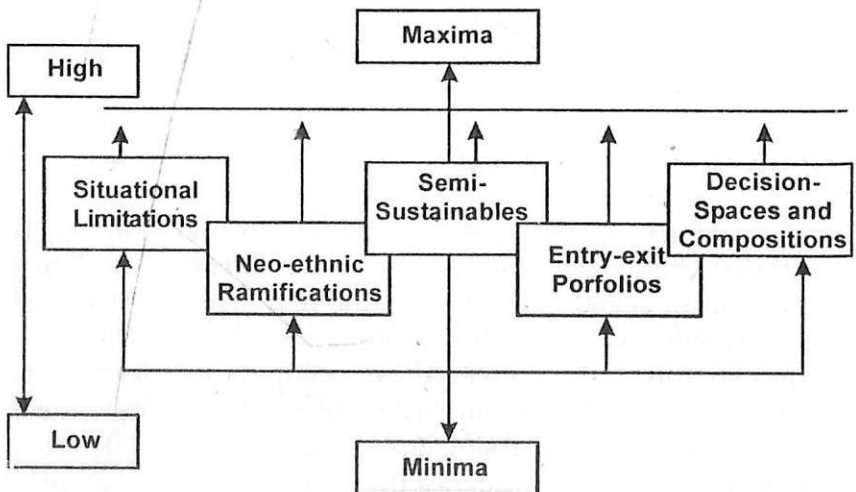


Figure 1.2 : Context-based Social Consistency Model

Conditions that concentrate on the (a) situational limitations which are predictable or contingent depict multi-effective implications synchronizing both traditional and modern situations; (b) neo-ethnic ramifications are the most sensible and reactive trends favouring or rejecting the nuances of benefit minutes/spaces.

Socio-ethical Affiliations : A Mutuality of Services

An inter-relationship with the occupational preferences enable to classify the occupations as :

- **Service Segment** : The gamut of service profiles in the state can largely be classified into the institutionalized (state, centre, local bodies and institutions of variant nature), networking (by means of branching out and creation of spaces either by enforcement or due to specific motives and informal categories form the itinerary of variant order spreading from large to small/pigmy categories.
- **Business Segment** : The exclusive local talent of business has insignificant representation in the spectrum of business spread. The business as a massive external motivator and regulator is a force beyond the jurisdiction of any regulation as the market forces are penetrating and reflective provisioning a precise but reciprocal advantage towards the incoming and outgoing market activities. Much of the business activity is managed by private factors without much enforcement, supervision and promotional appeal.
- **Ethnic Professionalism** ; Represented by skills and offer of professional services the local talent is still in infant stage and are restricted to urban areas. The formal allocations of professional facilities made available at rural make a surrogate effort of survival. Several professional service offers are collaborative or contractual in nature are meagre and inadequate with limited condition.

- **Seasonal** or periodical employment, temporal in nature and partial need gratifier in which the much popular, locally highly demanding and resource dependent occupations viz., agriculture with its allied occupations of horticulture, floriculture, pisciculture, mining, forestry, livestock etc., are pre-dominantly internal and occupations based on external supportives promoting local talents and skills.

Meriting the Realistic Performance : Magnitude of Competitive Advantage

Creation of Occupational Spaces : Variant and Vulnerable

The occupational vitalities in the ethnic domain characterize the functional framework suggest the “segmental dependency ratio” depicting multi-occupational dependencies i.e., occupational portfolios for different purposes. It is observed that the occupation is much a prerogative for survival—be it in rural or urban and the situations pose lack of alternatives, or alternatives beyond the reach, alternatives demand extensive compromise and is beyond the capacity of acceptance. The occupational comparatives enable to decide on specific occupation till a new lucrative offer arrives or make a temporal compromise or settle with the occupation available at hand which satisfies majority of either occupational or non-occupational specificities.

Developing a Value-based Decision Point (as rated by Social Segment/s)

In the process of survival, the occupational-proneness can be witnessed in direct/indirect, advantage, creative or even aggressive forms the occupational temperament can depict the nuances by means of differentiation. The occupational strategies are the combined effect of accepting those which match the needs and situations aiming maximum benefit with minimal effort. The occupational perceptual differences tend to opt a situation of “unique occupational image” created by

judgmental means. The occupational context however poses wide variation between occupations which are tangible (structure and benefits), abstract (alternative and cryptic (hidden) merits) and situational (contingent or context-based).

Perceived Differences in Micro and Macro Occupational Markets

The pre-requisites associated to geo-demographic, socio-economic and ethno-cultural etc., shape the favourable and unfavourable perseverances towards the ethnic mindset and perceptual variations based on the segmental context of aiming towards "preparedness" and "suitability" from the angle of employable competency of the domain determine the synergistic outcome of an occupational positioning. Both external and internal factors matter to a large extent as motivators for the initiation, continuity, modify or even liquidate the situation.

Setting Occupational Brand Position

Image created by brand remains foremost. The attributive range (choicest occupational option), spirit of participation, administering (the generic initiations desirable) and manageable ability (competencies/skills—to gain employability) are the framework which create a congruent image. A position then is a location where the occupational brand is positioned relative to its alternate image-builders. Leveraging the occupational image building and decision-making process keeping into concern the influential and involved contributions create a particular occupational base in terms of arriving the continuum of satisfaction (based on character, brand, image or a combination of all) determine the "occupational decision intensity".

Occupational Focus

The approximations prescribed by the social angle of ethnicity enable to purview the occupation as a construct to appeal the

norms of tradition. The supremacy of the ethnic identities enables to determine the corresponding reflections of each proven decision-context. The implicit conditionalities to a large extent have been promoting transformations at micro levels in a massive way but the overall implications of the social dimension enable to position the ethno-influential occupational stances as the generic articulations in prominent forms.

Mapping Occupational Sustainable Trends

The segmental framework by means of 5-A Preference matrix is as follows :

Table 1.1: 5-A Preference Matrix

<i>Attribute</i>	<i>Appeal</i>	<i>Atmosphere</i>	<i>Accommodation</i>	<i>Ambience</i>
Occupation	Level of Involvement	Personal status	Self-Image	Associated Risk
Ethnicity	Implicit culture	Inclined to clan	Community-Preference	Conventional/Dependent
Resource Access	Existence of Base	Multiple Decision Option	Self-regulated	Wider Preferential status
Compatibility	Exposure	Differentiation	Heterogeneous	Exclusive/Selective
Performing Skills	In-depth character	Premium	Involvement-continuum	Situational predominance

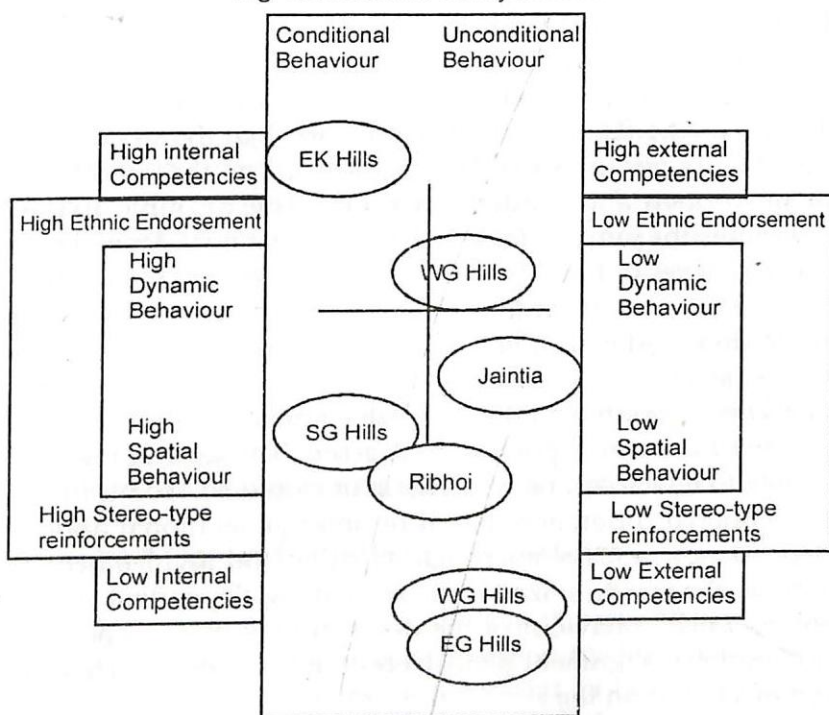
The social mapping enable to understand the segmental framework towards features accessible or inaccessible determining point-of-occupational positioning based on the occupational brand and merits of the system concerned depict the :

- Composite vulnerabilities are the identifiable characters of the geo-demographic and infrastructural deficiencies mired the "occupational capabilities (coping + abilities)" of the domain.
- Character of Informalities which can be perceived at variant social layering enable them to accommodate an occupational compromise of varying degrees.

- Penetrating diversities from different dimensions *viz.*, accultural, neutralizing and casualisation deemed to be “culturally acceptable” and at-convenience behavioural patterns have much concern even on occupational trends.

A massive social contracting which highlight the deprivations, growing individualism, imbalanced gender concepts, ethnic shock due to hi-cosmo character etc.

Fig. 1.3: Preferred Lifestyle Model



The representations of societal character in general depict the preferable lifestyles and the occupational compositions have their implications over the prevailing framework in the temporal and sustainable forms. The state experiences a coordinated multi-income trend which boosts imbalances at individual developmental levels at the cost of integrated growth. It is found that the fundamental “resource base

prone to ignore the rural and urban discriminations in the context of mutualities. Even in the conditions of value-determinants reaching minimum—yet the most is sought from agriculture, forest and mineral resources continue to bear high value conversion capacities attracting not only internal i.e., as survival option for large majority of urban-rural dependencies but the external penetrating forces viz., dominant and compelling market forces even under rigid conditional terms.

Alignment of Contributory Reflexes

Understanding the historical perspectives (Arce. A., 1998) of occupational preferences and in its present operant reflexes—the state depict fragmented but context-based opinionialities. The occupational orientation enabled to align the trivialities and vitalities as per the social layering arrived on the condition/s of most open and hidden situations. The resource fixities determine the purpose for which the occupational dependency can be prone to limit “value chains” evolved as the level of involvement i.e., the internal, inter-district, inter-state, border trade (international). The conversion factor which matter as the value determinants are assessed at individual level—as per one’s own priority and the acceptable terms. This is due to the permissible norm of possession of assets. The societal layering enable to be variant on the criteria of closed social attributes, perceptual differences based on inter-generational appeal, dependency ratios of micro-participation and involvement as well as the synchronized decision-making dependent on the stereo-typed behaviour of the decision-makers etc. The state occupational alignment is much observed as to its occupational options based on the :

- quantum of the preferred and consequentially preferred occupational means
- revocable/irrevocable conditionalities applicable as per situations
- distinctive localized appeal of integrated external and substantiated internalities

- status-based decision framework negotiate voluntary acceptances
- underlying consciousness reflect in the realistic applications

Critically the situations reveal lack of nurture, supervision and regulatory means where the systems have been directed by the movement of forces which are autonomous and attend to the self-centred behaviour rather than systematic progression. The societal appeal of matriliney is nothing but hype of the segmental attribute applicable in at-convenient shape in terms of its occupational fulfilment. The internal forces claim to be robust *viz.*, the community (Kenny, S., 2002) or clan have to some extent imply prescriptions as to the allocation of the most precious resource *i.e.*, the land and the autonomy to use it as the competency of the segmental components. Practically the segments are leading a simple and saturated lifestyle which is not supported by ambition or aggressiveness. The requirements are minimal as well as the opportunities. There is a perfect match with the people status code as well as the developmental progressions which create a minimal demanding condition. But within the desirable means each segment is competent enough to be engaged in multiple occupations that fetch a direct value or a near value-status based on conversion competencies of resource-base.

Entry and Exit : A Portfolio of Potentialities

Barring the service segmental offers of the security the rest of the occupational contingencies in applicable framework have been bearing the risks and uncertainties as typical as to any predictable condition. The occupational character posing a temporal factor due to the individual's self-centric decision-approach enable the negativities as a part of the game and the conflicting role-ambiguities form a vital system. The preference structure is stretched from a massive to micro representing a pareto effect in its growth and developmental forms.

The occupational forms preferred on the criteria of survival, prestige, power, recognition, appreciation, an

expression of freedom and as an integrated perceivable need as per one's own understanding. The role-responsibilities assigned to the occupational-preference segment enable to determine the core parameters which are often more than one to influence the occupational spectrum in totality. Very many situations were found to be the limited choice and maximizing the compromise levels when it comes to survival. The next preference being the familial, clan-based associations and the most preferred comfort zones of familiarity and identity. The constructive parity in mind set and thought process enable a collective strength rather than individual strength.

Integrated Structural and Unstructured Social Movements

The occupationalities have not been a singular situation in which the decision-dimension can be perceived. It is an evolved condition based on multiple measurements subconsciously weighing each reference in its own strengths and weaknesses. The conflict-prone evaluative means enable to imply the base-conditions over which the assessments are made. The judgmental effects reflect the formal and informal tenacities adopted as life values in the process of criteria definitions. Each segment within the variables of understanding of its priorities and preferences determine the extent to which the acceptance or rejection is permitted. The convergences are those synchronized posit of events manipulating to pursue a favourable condition as preferred by the segments.

Within the span limits of occupational decisions, the ethnic segments of Meghalaya are competent to arrive their life lessons most applicable to the living conditions. The micro participation is being structured systematically which has been enabling the state to progress with the teeming population as majority of the ethnic groups have limited access of the natural resources. The overburdened responsibilities of the young, old and other family members which have been enforced by the customs are strictly followed. The occupation in the extended family structure is more a necessity which is to be undertaken as a part of family contribution. The macro-level

of understanding therefore enable to define the occupation as a social necessity for the ethnic segments as they draw their parameters for providing a meaning of living in association. The sharedness, community survival and progressions have been the prerogatives which have been well understood by the segments to draw wider meaning of clan survival and clan promotion as the major and most significant factors to be met by the women. The occupational forces which form a secondary issue enable to define the living needs, growing needs, positional needs and survival needs of the clan members rather than being thinking in an individualistic view. The clan priorities, and behavioural compositions aim at much more higher order of ethnic struggle for the survival needs of the community at large rather than being identified as an individual decision.

Sum Up

The introductory reference unravel the vitalities of structural compositions of these ethnic segments, the survival norms in its wider framework being demarcated into several sub-segments having been differentiated on the criteria of the asset access, resource producibility and decision approaches feasible for adoption. The variations are based on the positional differences of the segments which at large have been standing on the uniform framework of the supreme need gratification of clan and community survival. The presence of the traditional regulatory means still hold good to partial extent to support equilibrium when it comes to the question of survival of the much fragmented ethnic brand identities. The orientations towards sustenance endorse appropriate yet stereo-typed alignment/s in the contributory factors resulting in multitudinal decision approaches based on the applicable context and appropriateness as per the developmental understanding towards the communities' survival and growth needs.

Occupational Consequences : Understanding Focal Group Interpretations

Introduction

Understanding the ideologies of femininity in gender-based contributions preferably in matrilineal segments persevere the unique and distinctive conceptual framework, associated developmental context in which the feminine intellectual, operational and psychographic abilities to be perceived in most feasible and understandably vivid classification in gender analytical systems. The pronouncements of these multi-layered singular contributions facilitate exploration of feminine entrepreneurial, organizational and managerial talents articulated into micro and macro developmental channels. The ethnic enforcements into the matriarchy enabled, molded, feminine life-perceivable styles as being most honourable, predominant and custodial forms idealize traditional values and customs. The parametric view enables to exhibit vitality but there are transformations in the system as the feminine **role-description** enables to define the role-complexities as follows :

- The concept of matriliney is much advocated only to the youngest daughter of the family. The daughters other than the youngest have not been bounded by the family-based responsibilities.

- Since three generations we have a single girl child. The girl child is responsible to look after all the surviving members of the family.
- We give what all we have to the youngest daughter. After all if something happens—it is she who has to take care of us.
- The youngest daughter has to look after the senior members of the family. She is the custodian of the property of the household or even clan.

The ethnic view defines the role-responsibilities of (Willis, K., 1996) women especially the most prominent women in the family being (i) the **mei-ieit** (the seniormost surviving women in the household); (ii) the **daughter** of the family other than the youngest daughter {initiator of the new **iing** (house)} and (iii) the **Ka Kadduh**, the youngest daughter of the family, by being the virtue of her position hold the clan imposed responsibility of looking after the family. The **families** are mostly of extended form comprising the grandparents, parents, maternal aunts, cousins, unmarried brothers and sisters, separated or divorced brothers, husband and children (in case of married **ka kadduh**) etc. A typical household includes maternal uncles and clan members as frequent visitors.

The role-predominances enable to reveal the supremacy of the **mei-ieits** to undertake the overall monitoring and supervision of the family. The daughters of the family are being assigned with the "responsibilities" ever since childhood is nurtured to be prepared for the load of relationships accepted gracefully. The daughters other than the youngest daughter move out of the parental **iing** (household) after their marriage. They are independent and prefer self-decision while making the selection of the husband and also the post-marriage lifestyle to be adopted. However, a separated or divorced daughter may well opt to return back for shelter becomes the responsibility of the youngest sister. It is critical for the "youngest" daughter who is married or unmarried (including separated or divorced) to be relieved from this privileged responsibility assigned by tradition.

Familial Decision-making

The familial situations enable to reveal the stability of marital status for the first and subsequent is the highlighting character. The clan/community and religion remain silent when it comes to the interference into the private lives of its members. This freedom is interpreted in different forms resulted in "decelerating" family values and concepts.

- My brother has a broken family. His wife married again and his children are now my responsibility. His drinking habit is uncontrollable. In order to keep my children away from this mess I moved out of my parental iing and formed a nuclear family. But everyday I still visit my house to look after my family members.
- I had to stay in a rented house because of my school going children. My parental house is too far away and is becoming inconvenient for them. Either me or my husband visit my parental house almost everyday to look after the necessities.
- I am married to the youngest daughter. She got agricultural land which is taken care by her maternal uncle and me. However, my role as husband remains limited when it comes to her family affairs. I withdraw myself from their exclusive family meetings.
- I have two unmarried sisters and two unmarried step-brothers from my step father. One brother returned back from his wife's house. My sister-in law—is a government employee and holding a good post. My brother is younger to her and is in private job. She insisted on him to look after the household which he didn't like.
- I remained as a spinster throughout my life. All my sisters and brothers got married except me. Being the youngest daughter my responsibility is to look after the grandmother and my aunts. We have an electronics shop in the market.

Irrespective of the role-responsibility the system enabled to promote mutually merited conjugal acceptances of both legitimate and illegitimate forms and these are formally accepted and honoured. The practices are much prevalent in the urban areas due to its cosmo environment in inter-district, inter-state (with Assam) and international (Bangladesh) border areas where the interactivities are visible in momentum. The resultant feature being single ladies with children (as preferred by the women) depict casualty in relation, short-lived and relationships without responsibility. Majority of men withdraw from household responsibility from either side (of wife's or parental) and prefer a carefree lifestyle or maintain nominal involvement.

The women's role in this context becomes crucial as the care of self and children (including spouse, if any) enable her to accept the dual role responsibility towards nurturing the family and opt to be selective in occupational choice which does not clash with her interests in the family. The personal reasons in no way abrupt the status of youngest daughter in accepting her responsibility towards her iing. However, the family members share the burden by engaging in different tasks to earn their livelihood.

The **role** of tribal women :

- as Clan Promoter
- as Custodian
- as Iing (Home) maker

define the occupational interest (to look after self, her immediate family, and extended family) keeping in view the supportives as to what actually forms her inherited property—be it a house, land (urban or rural) utility of land (used for agriculture or non-agricultural activities i.e., mining, forestry, plantations etc.). The "asset backing" by self-means or ancestral (loaded with responsibilities) provide materialistic relief as to make an occupational decision. The male involvement in this reference remain by being a father, maternal uncle, husband or any other living relation by enabling support to the process

of maintaining cultural advocacies by means of rituals, ceremonies, traditions etc.

Character Analysis of Tribal Women

It is observed that the limited maturities and adopted lifestyles with the much granted autonomy has lost its sanctity of family stability and security otherwise serves as cushion/protectives for the women. The personal freedom towards leading one's lifestyle by women relieved the men from bearing all responsibility except few cases of genuineness. The character of possessing property and maintenance is being supplemented by men, where the higher order of activities are taken care by women i.e., money matters and vital decisions. The women, therefore,

- Look after the self, familial needs and responsibility and also to create a provisioning for it,
 - o To hold the responsibility of the assets (if any) inherited which form a core or source of supplementaries to the regular source of income.
 - o To enable the administration of household functional with other earning members of family.
- But the situational extremities influence occupational decision when :
 - o Custodian is not inherited and without any property or nominal property to share similar burden.
 - o Relieved due to non-residential status and foregone the claim over clan property for ever.
- Occupation remain inevitable in which the lead role played by youngest daughter and all other family members.
- The other than youngest has to initiate a new home need occupation for establishing a new iing.
- The matriliney insist on clan promotion as "cultural responsibility" rather than sparking ethnic professionalism of the women—who also innately has the desire to promote her title by producing offsprings.

The Occupational Layering

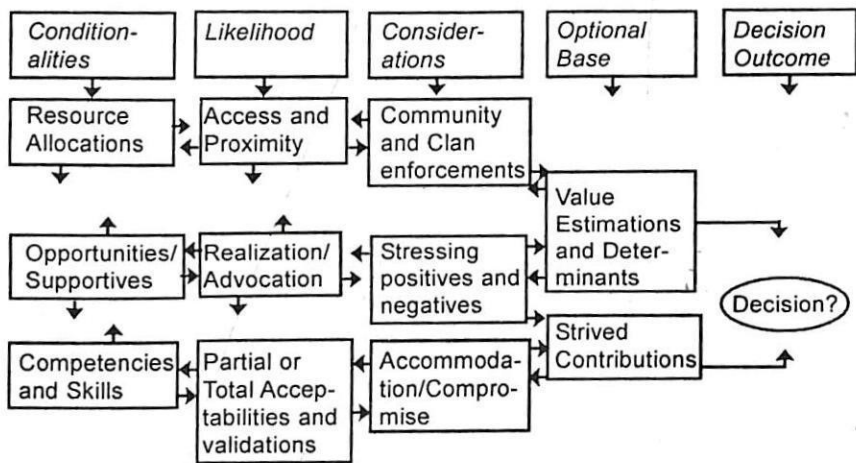
The clustering of women's occupational initiatives is as follows :

- **Service Spectrum** : This comprises the state and Central Government, government undertakings including local bodies and few private organizations etc.;
- **Professional/s** : This form into a nominal group comprising both urban and rural professionals;
- **Business** : It includes (i) **Producibles** (including extractive) and manufacturing : Lumber, coal, limestone, Broom, Livestock, Tejpatta etc.;
- (ii) **Moderate** : Cement, horticulture, potato, smoked meat, bakery items, dry fish, beetle nut, beetle leaves, tobacco, ginger, turmeric and other spices;
- (iii) **Micro** : (inclusive of itinerary) orchids, herbal and medicinal plants, fresh and dry mushrooms, bamboo items, ready-made garments, décor, wooden and bamboo utilities, jam-jelly making, pickles, poultry, spices, dry fish, rice liquor, dry garlic, hides and skins, bristles, wooden utilities, tailoring, computer skills etc.;
- (iv) **Business Serve** : Large and small scale retailing, foreign goods, second hand goods, smuggled goods etc.;
- (v) **Modern Professions** : Rural real estate, brokering (including international broking), trafficking, rural tourism, developing theme and techno-parks, money lending and financial services, security, domestic help and private rural transport, gambling and wager, arrack making, border trade (inclusive of illegal trade i.e., smuggling gold, arms and banned material) floriculture etc.

The decision effect is the result of convergent factors based on the personal and family possessions, the reasonability of exploration/exploitation as per one's own segmental exuberance. But the closed societal effect of the state with its limited levels of performance scope enabled to provide conditioned lives. For majority of the women the foremost

condition is being reluctant towards mobility (Pisati, M. and A. Schizzerotto., 2003).

Fig. 2.1: Mapping Ethno-decision Options



The extremities in reactivities, behavioural patterns, the associated trends (Jacobs, S., 1999) and adaptation towards the positional advantage lack consideration and an appropriate base leading to formulations over the occupational valuations, identities and transformational challenges. Determining structural trend towards the prone cause-and-effect reasons which have cultural issues enabling to reduce the sanctity of value systems and cultural positions get dampened up by transformations. The cultural rigidities and external transitions have the following :

Incidence of Situational Definiteness

The enabling environment favouring the progressive growth seemed to be under severity. The activities prone for occupational promotives pose definiteness giving way to the opportunities to external forces is one of the major factors of situational limitedness. The ethnic trends, value determinants, internal conflicts, lack of aggressive growth-orientations and strategic outlook have been the contributors for ethnic rigidities.

System Polarization

The accultural behaviour to a large extent brought revolutionary changes much supported to the ethnic prescriptions. The occupational preferences to a large extent have been influenced by these polarized behavioural cult otherwise became an integral part of ethnic system. The prevalences, however, are reserved to the urban segment but its repercussions have no high reactivities even in rural sector.

Table 2.1 : Model of System—Schism

<i>Prerequisites and Contradictions</i>	<i>Neutralizing effect</i>
<ul style="list-style-type: none"> • Urban-rural variation • Preference and perseverance • Signifying optional effects • Initiatives and compromises • Social and circumstantial limitations • Homogeneity and heterogeneity 	<ul style="list-style-type: none"> • Resource access and possession • Ethnic enforcements • Context-based value definitions • Level/s of ethnic shock • Stereotype adaptations • Equality in opportunity

Social-layering and Effects of Informality

The societal layering is based on the criteria of exposure to external systems, understanding the consequences of interactivities with diversified segments enabling horizontal/vertical integrations, pervasiveness of effective knowledge and communication systems. Lack of appropriate infrastructural combinations, low system versatilities created social-tiers and promoted occupational decision variation. The ignorance of occupational tactics, selectivities and minimal negotiation towards life values provoked massive micro stimulations as current day occupational consequence.

Leveraging Ethical and Occupational Consequences

A combined set of "social reconciliations" which may be observed :

- I did my MBA from a reputed management institute. I got a job in a multinational company. My pay was quite handsome. But I still prefer being here as I belong to this place.
- Being in State Capital is my privilege. I originally hail from a remote village and always dreamt of having a job here. I accepted my first job in Calcutta and served there for 2 years. They posted me here and I am the branch manager now.
- I left my home town to continue my studies. There are no specialized institutions in the subject I opted for. After my studies I got a job in Bangalore which was accepted by me. Staying outside the state in the initial periods is no problem but in long term I didn't prefer it.
- My retail business is going pretty well. I wanted to expand but I need to travel quite a lot all over Meghalaya. But I prefer being in Shillong and became contented with my business level.
- I am dealing in decorative pieces useful in interior décor. I get good deals within Shillong. The dealers bring the material to Gauhati and we go to pick it from Gauhati. I know my choice is limited by being in Shillong but I am reluctant to leave the place.
- I am a vegetable vendor. I import onions from Nasik and potatoes from Assam. My business flunks when there is flood in Assam. I am used to be dependent on the brokers who supply the "mal" since several years. I cannot ditch them.
- I am a doctor by profession..I am posted in a rural area and my old parents stay in the city. I attend my duties and prefer to remain in the city as they need me. (Doctor who visits the rural area only on the village market days i.e., 2 days in a week).
- I am an auto dealer. The pony carts look shabby in the city and became successful to enforce the law that no pony cart is permitted in the city limits. The

consequence being that all pony carts have been shifted to far away district and that could boost my business.

reveal the social inflexibilities and the relative concern towards social sensitivities and administering the "contextual" compositions which have an ideal bearing on the decision-values and trends.

Decision Spaces : Events and Uncertainties

The prevalence of organizational and managerial talents as imbibed qualities the ethnic women (segments) have cultural interpretations which formed much to their life decisions. The occupational preferability to make the functional area different to the familiar situation, the acceptance or tolerance limits to the extent to be borne with the segments other than their own communities are a task difficult to several women. The concept of short-vision is much in momentum rather than futuristic view which prefers them to think for immediate need gratification rather than follow up a more contributing developmental view.

Dearth of effective communication and personality development skills enable them to withdraw from the lucrative offers and learning practices from other communities. Meriting the occupational analysis, coping with critical consequences, augmenting tact and exploring the opportunities as well as the total commitment to the realistic views enable to glorify the womens' entrepreneurial talents but proved to be adopted in negligible forms.

The ethnic segments demonstrating the character of closed economies procreate the ideologies of isolation.

Arena of Ethnic Positivities

Prescribed behaviour- straight forward-sincere-cooperative-at-ease lifestyles-prefer elaborations-least concerned about unrelated issues-expect reciprocal behavioural ethics-associate events with ethnic purview-definiteness and quick decision-making.

Arena of Ethnic Negativities

Perceptual reservations—difficulties in coping up—slow pace of understanding—limited outlook—resist change—strong in-built beliefs and value systems—preferential difference in communication, inter-personal relationships, motivational approaches and outlook.

An “occupational situation” needs to be understood in the context of comprehensive ethnic understanding and knowledge towards the ethnic clans and cultural values, customs, priorities and experiences which create a wholesome familiarity of the ethical context. Creating an **occupational condition** as per the ethnic choices and assessments of its worth not in the typical context but signifies the ethnic prospects. This enables to perceive the :

- non-occupational perceivables and priorities vigilant in the work conditions.
- occupation demand ethics to be matched with available ethnic possibilities and the likelihood of ethical context with milieu.
- with respect to the people, their occupational opinion in terms of the needs, desires, satisfactions and dissatisfactions, assessment, expectation from occupational environment in which the work—the employable terms—expectations and associated means need comprehensive insights.
- lack of in-depth understanding of the “practicing ethnicity”—ethnic demands, requirements and negotiations are prone to the limited grasp/understanding of given occupational context.
- the “performing skills” of occupation/s—their initiations, sequences, operational purview need to be assessed and differentiation to verify the occupational fulfilment by undertaking an ethical and non-ethical forums. This should accord the significance in the variation.

Nurturing and Accommodating of Response Channels

In the ethnic standpoint it is quite difficult to be non-ethnic. The ethnicity factor in the ethnic domain angle the perceptions in ethnic viewpoint and to the originals who have imbibed only ethical culture it remains too difficult to understand the non-ethnic viewpoint. The segments which are least exposed tend to be sensitive to cultural facets and develop a deep sense of complexes with co-existing cultures *viz.*, the variation in Khasi cult in East and West Khasi Hills, the accultural symptoms of Assam and Garo in the Garo region and influence of Bangladesh in the border areas of Khasi and Jaintia Hills etc.

Why interactivities are rigid?

- The ethnic segments are ethnically rigid
- Prefer to remain in community comfort zones
- Unwilling to compromise or adamancy
- Lack of parity in understanding
- Developing complexes and self-centredness
- Preference ratios as per their limited understanding
- Mismatch of reciprocal priorities and work preferences
- Communication gaps

Besides these Figure 2.2 perk into the effective situational-response as under :

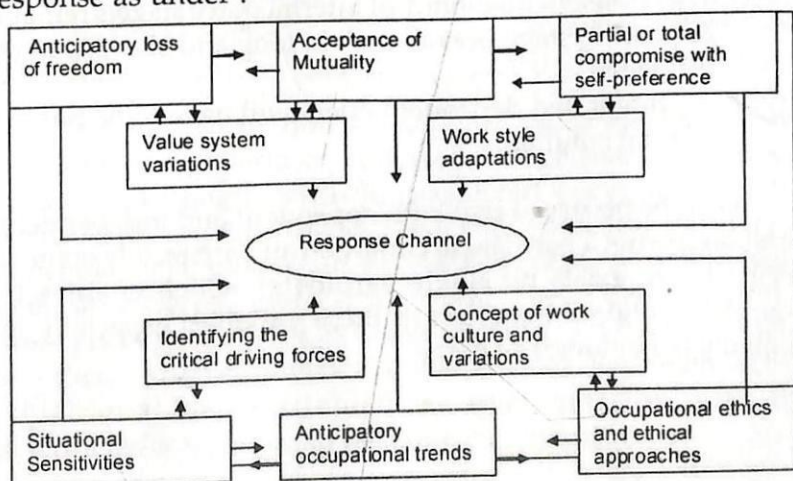


Fig. 2.2: Response Model

Generic Transformations : Feasibilities and Advocations

What is the extent of the possibility to make the comparatives (Heath, A. and Cheung, 1998) of a subconscious internal system and the volatile external system remains parallel? Should we consider occupation as a women's dependent or interdependent condition? What are the motives of being their dependent and independent status? The competency of employability influences the situation as follows :

- (i) At macro level the occupation as a dependent factor is restricted to the extent of the independent (ethnic, social, cultural, economic, legal or environmental) motivating factors.
- (ii) Its dependent status is wholly influenced by the partial or total influence of independent variable/s.
- (iii) Each independent variable is effected by multiple dependent variables which is not an uncommon feature.
- (iv) The dependencies relate over independent factors in proportionate or disproportionate forms.
- (v) Series of factors of dependency tend to vary as its influence ratio advances towards being deemed independent.
- (vi) There exists a possibility of intermediary stage/s remain as passing stage prevail both in long and short span of influence.
- (vii) An integrated dependent effect will have to be partial or total solution.

It can be observed that both dependent and independent variables are not a permanent condition and are purely context based. There exists no single barometer which enables to accurately validate the effect of these variables especially in women's behavioural patterns.

Table 2.2 : The Component of Heterogeneity

<i>Character</i>	<i>Ethnicity</i>	<i>Occupation</i>
1. Incidence	Insist as an imbedded permanent attribute	To be earned or acquired by means of determinable parameters
2. Evidence	Character of rigidity and in-depth condition prevailing	Choice decision can give up flexibility and enforce permanency—as its drives
3. Illustration	Accepted as a part of living style, honoured, provide an identity	Adopted, temporal and preferred-occupation is a barometer of performance image
4. Organize	Has nothing to do by being arrived in hierarchy it is an accepted norm, cult adopted from the source of generic dependency	An array of occupational diversities persist and continue to prevail as per one's own accommodations
5. Intimacy	Honoured as it reflect the inter-relations, bonds based on values within the limits of one's own understanding.	Indicate the employable relationships, positioning role and contribution.
6. Skill/s	Impressions Substantiated : Affinity, identity, permanent, pride, originality, representation, symbolic, realistic etc.	Impressions Substantiated : Pressing requirement, zeal, need, necessity, compulsion, initiative, enthusiastic, thrilled, reluctant, disappointed, compromised manipulated etc.

The transformational needs enable to quarry out the quantum and criteria of preferred occupations. How many could really begin with the preferred occupation. If the occupational condition is revocable then the validity is dependent on the exposure, evaluation of decision option really need an external motivating force? There is innumerable numbers of possibilities as to the presence of hidden character and their variable influence or the prevalence of open factors which enables to establish an open relation with the determinants result in employable condition/s.

Table 2.3 : Internalities vs. Externalities

<i>Internalities</i>	<i>Externalities</i>
<ul style="list-style-type: none"> • Massive resource base dependencies • Community strategy for occupational development • Temporal or permanent partnering favouring occupation-based relations • Competency to look beyond the capacities • Occupational ethics vs. the ethical issues • Stereo-type reinforcements • Ethnic endorsements and demonstrations 	<ul style="list-style-type: none"> • Major and minor market forces • Government affairs • Donor groups, NGOs • A miniature form of international arena and the dependent neighbourhood • External regulatory to promote the internal practices • Penetrated diversities and glocal impact • Part-fulfilment and limited focus over deliberations and schedules

The Gender Role

The gender-based orientations in the socio-ethnicity in relation to personal and professional norms and standards based on the :

- **Socio-ethical considerations** framed in tight-knit clan and community-based assumptions define the social behaviour. The social division based on the resources/asset-ownership and strategic utilization patterns form a natural necessity. The absence of other socio-dependencies *viz.*, the technological or economic drives haven't created much of a positive image. The experience towards unilateral or multi-lateral socio-positive and negative experiences reflect the retention or rejections.
- **Community-based standards** encourage division of ethnic professional outlook which set the code of standards and identify the constructive forces behind the occupational intent. An interactive social forum need to maintain rapport with the dependent and

independent forces present an overall social impact on the women's occupational base. The ethnic standards, self-image, materialism and cultural pollution aiming towards the vulnerable target groups influencing their need-based systems. At individual/familial level/s, they comprise ethnic motivators seemed to be experiencing the self-concept, the occupational endorsements, comparatives, ethnic shocks and inappropriate stereotyping.

Role-participation of Men in Matriarchal Systems

Privileged as uncles, husbands and sons the men claim a distinctive and adaptive relationship in different positions. Their role-demarcation is witnessed in money, political power and status consciousness, information and knowledge systems. A micro study with a sample of 60 men revealed by temperament that they are ambitious, pleasure-loving, amicable and accommodative. Data collection was done by means of convenience sampling where the representation included respondents from three tribes *viz.*, Khasi, Jaintia and Garo. The respondents' representations are that 36 per cent are below 30 years and 14 per cent are > 30 - < 40 years and 23 per cent are > 40 and < 50 years, 17 per cent had rural background and 22 per cent are graduates. The occupational preferabilities suggested that their inclinations over mobility (27%), equality in tasks (42%) with women, preferred matriliney (27%), skills acquisition (68%), preference in service (14%) preference in business (38%) and preference towards resource access (56%). The rural-urban demarcations were admitted by 24 per cent, supremacy of rural over urban (37%) and *vice versa* (41%). 49 per cent preferred to be occupationally independent, 23 per cent preferred to work in association with women. 89 per cent of respondents agreed that the working styles of men makes a difference with women and all men displayed natural interest in work preferences. They revealed that economic independence (46%), family responsibility (21%) and status (8%) remained as most influencing determinants while

selecting occupations. An overall impact reveals that the admission of the women supremacy was accepted but limited to the household and other activities beyond this jurisdiction are undertaken as men's privilege or in association with women. An overall status of equality, uniformity and gender-based allocations seemed to be the prevalent criteria of work preference and any deviation is deemed to be the effect of personalized decision/s.

Sum Up

The "women's occupational intent", therefore, can be understood as an ethical context (Varley, A., 1996) posed complexities as the occupational plateau drawn and accepted is purely based partially on the psychographic backgrounds and partially on the prevailing situations of individual/familial-self in group-interactivities need to satisfy multi-effectual forms. In short, each occupational decision need to satisfy a portfolio of determinants perceived as per their vitalities in the context of women's perceptual priority and necessity within their knowledge and competencies consequence an outcome in terms of immediate need gratification rather than any other criteria.

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