

Abstract

This paper utilises data from three subsequent rounds of the PLFS spanning 2017-'18 to 2019-'20 to observe the earning differentials between scheduled castes/tribes and non-SC/ST. We observe large raw earning differentials across prevalent across different occupational and industrial categories. To observe the factors influencing such differentials we fit OLS and quantile regressions on the pooled model as well as the two groups under consideration. Subsequently, we observe the decomposition of the earnings gap into endowment and discrimination components using quantile decomposition and alternative forms of the Blinder-Oaxaca decomposition. Large disparities in wage premia attributable to factors such as education have also been observed. This paper also finds that the share of the discrimination component increases as one moves from lower to higher quantiles. Although a greater proportion of the wage gap is explainable by productivity differences, that itself is indicative of large endowment/productivity gaps resulting from lack of opportunities and facilities provided to SC/STs in the past.

Keywords : *scheduled and non-scheduled castes, discrimination, wage differential, wage decomposition*