



## **Workforce Participation in Tribal Districts of Gujarat: Comparative Study of ST and Non ST**

The constitution of India ensures that all citizens enjoy equal rights and enjoys social and economic justice, equality of status and opportunity and assures the dignity of the individual. Article 46 of the Constitution provides that the State shall promote with special care the educational and economic interests of the weaker sections of the society and in particular, of the Scheduled Castes and Scheduled Tribes and shall protect them from social injustice and all forms of exploitation. Various provisions have been incorporated in the Constitution of India for safeguarding and promoting the interests of the Scheduled Tribes so as to enable them to join the national mainstream. National Commission on Scheduled Tribes also reported that “the framers of the Constitution took note of the fact that certain communities in the country were suffering from extreme social, educational and economic backwardness arising out of age-old practice of untouchability and certain others on account of the primitive agricultural practices, lack of infrastructure facilities and geographical isolation, and who need special consideration for safeguarding their interests and for their accelerated socio-economic development (National Commission on ST 2007). Despite specialized targeted efforts of tribal development plight of tribals have not improved in proportion of the programmes and resources. The search for the appropriate tribal development on sustainable basis is therefore, a matter of interest as well as concern for all the stake holders of the tribal development (Shah D 2005).

There is direct connection between social development and economic development. Opportunities for sustainable economic development are pre condition for complete social rehabilitation of any community in the mainstream. Tribals in Gujarat have primary depend on three sources for their livelihood viz. agriculture, forestry and migration. Tribals collect forest materials from the forest areas for their basic needs and sale the surplus in the market to earn their livelihood. Other than forestry tribals cultivate their own land for many times forest land. Land cultivates by tribals is mostly disputed government land without clear ownership titles. Rain is the main source of water for agriculture. After monsoon they migrate to nearby areas for filling the gap between their earning and expenditure.

Present paper attempt to understand the workforce participation among tribal in Gujarat. Using data from Census of India 2011, study intend to compare the workforce participation between ST and Non ST population.

### **Review of Literature**

Kumar S (2009) presents an analytical account of the processes, changes and impact of various forest laws enacted in the tribal belt of the Gujarat State, with the view to account the changing tribal population and regional planning of Eastern Region of the state. Paper concluded with the remark that implementation of the

forest rights act formulated by the government needs right intention and constant monitoring by the tribal rights group to ensure the livelihood to millions. The changing environmental scenario and resource utilization makes the task of the government difficult as well challenging to find a new path for the future. Regional planning for such regions of the world would be demanded and new outlook is required to be investigated in such scenario.

Naresh G (2014) used both qualitative and quantitative data reported that the tribal women have been equal partners with tribal men in the contribution to household economy. Quite often their women do more physical labour in their agricultural fields and forest than that of the tribal men. Tribal women have usually enjoyed a higher social status in their own communities than Indian women in general. The literacy rate among the tribal's and more so in case of tribal women is quite low and this is also associated with poor nutritional and health status among the tribal's. Tribals are engaged in various occupations like hunting shifting cultivation to settled agriculture and rural crafts. A very negligible percent are engaged in non-agricultural activities.

Keshlata & Fatmi S N (2015) Scheduled Tribes are in the last ladder of development as we have a provision of poverty eradication since 1951 to 2014 (near about 66 years plus), but the position of Scheduled Tribes in our Indian society is same as before. According to the evidences the MGNREGA is succeeding as a self-targeting programme with high participation from marginalized groups such as the Scheduled Castes (SCs) and the Scheduled Tribes (STs). Their share under the work provided under MGNREGA has been high at national level which ranged between 60 to 70 per cent across each of the years of the scheme's implementation. Along with this the participation rare in the scheme exceed with the percentage share of the marginalized groups in the total population of most states.

Suresh D (2014) studied tribal development through planning process. According to author tribal development planning is being implemented along with five-year plans under the control of Government of India. But, Indian tribes are facing some unsolved problems. Though the introduction of several Five Year Plans has tried to help and support the tribes, we require well-planned, more effective schemes in order to be successful. Such plans should contribute a lot for the welfare of the tribal community.

Darokar S (2014) provides operational definition of social justice drawn from the Indian experience of Schedule Caste and Scheduled Tribes. Various models of 'just society' or 'social order' envisaged by the founding fathers and subsequent attempts in post-independent India by the state to realize the goals of liberty, equality and fraternity enshrined in the preamble of India's constitution are highlighted. Study presents the unique problems faced by SC/STs in India, such as untouchability in case of SCs and isolation in case of STs, socio-economic exclusion and marginalization these groupings faced in the development process. Shah D (2005) has made critical analysis of working of wadi as an anchor of the sustainable tribal development in the light of adequate theoretical conceptualization of relevant terms. The project is required to be accelerated in the favor of landless households. The employment on the processing alone could not be sufficient. there is a scope for better performance and quick achievement as well as shaping better model for the tribal development.

Harish C. Jain, C.S. Venkata Ratnam, (1994) focuses on affirmative action programmes in India for people belonging to the scheduled castes and the scheduled tribes in for their employment. The constitutional safeguards and the government measures initiated are reviewed. Study also examines the progress achieved in realizing the goals in terms of the fulfillment of the reservation targets the problems in implementing the affirmative programmes. The extremely complex Indian experience sheds light on various unique measures initiated to give effect to public policy concerning affirmative action programmes. It affords many lessons for other countries wishing to pursue similar objectives.

A Mitra (2007) in the study reported that although there is a large volume of anthropological literature describing the characteristics of and differences among the various tribes in India, little inter-disciplinary research has been done to uncover the status of women among the tribal population in India. Study analyzes the status of women among the scheduled tribes in India. Study concludes with the observation on the distinctiveness of the tribal cultures and the reported the fact that many women from the scheduled tribes face less discrimination than Hindu women and those from scheduled castes.

### **Objectives:**

1. To access the situation of ST population in various district of Gujarat
2. To study the literacy rate and sex ratio among ST in various district of Gujarat.
3. To compare the work participation rate of ST and Non ST in Gujarat
4. To compare the work participation rate among ST male and female
5. To compare work participation among ST and Non ST across various employment categories in rural and urban areas.
6. To compare work participation among ST male and female across various employment categories.

### **Research Methodology**

Present study main used the district level data collected by Census of India 2011. District level population is classified in to ST and Non ST for the purpose of analysis. Non ST population is computed by deducting ST population from total population. The percentages were computed for workers, non-workers, main workers and marginal workers for various categories of labour. To compare the work participation rate among ST and Non ST for different categories of labour, t-test is used.

### **Scheduled Tribe Population in Gujarat**

For the computation of Scheduled Tribe population Census of India followed the Constitution of India. Article 342 provides for specification of tribes or tribal communities or parts of or groups within tribes or tribal communities which are deemed to be for the purposes of the Constitution the Scheduled Tribes in relation to that State or Union territory.

The tribal population of the country, as per 2011 census, is 1042.81 lakh, constituting 8.61% of the total population. 89.97% of them live in rural areas and 10.03% in urban areas. The decadal population growth of the tribal from Census 2001 to 2011 has been 23.66% against the 17.69% of the entire population.

The tribal population in Gujarat, as per 2011 census, is 89.17 lakh, constituting 14.75% of the total population. 89.96% of them live in rural areas and 10.04% in urban areas. The decadal population growth of the tribal from Census 2001 to 2011 has been 19.19%.

ST Population in Gujarat by Districts				
District	Total Population	ST Population	% ST Population	% Share of ST Population
The Dangs	228,291	216,073	94.65%	2.42%
Tapi	807,022	679,320	84.18%	7.62%
Narmada	590,297	481,392	81.55%	5.40%
Dohad	2,127,086	1,580,850	74.32%	17.73%
Valsad	1,705,678	902,794	52.93%	10.12%
Navsari	1,329,672	639,659	48.11%	7.17%
Bharuch	1,551,019	488,194	31.48%	5.47%
Panch Mahals	2,390,776	721,604	30.18%	8.09%
Vadodara	4,165,626	1,149,901	27.60%	12.90%
Sabar Kantha	2,428,589	542,156	22.32%	6.08%
Surat	6,081,322	856,952	14.09%	9.61%
Banas Kantha	3,120,506	284,155	9.11%	3.19%
Porbandar	585,449	13,039	2.23%	0.15%
Junagadh	2,743,082	55,571	2.03%	0.62%
Kheda	2,299,885	40,336	1.75%	0.45%
Gandhinagar	1,391,753	18,204	1.31%	0.20%
Ahmadabad	7,214,225	89,138	1.24%	1.00%
Surendranagar	1,756,268	21,453	1.22%	0.24%
Anand	2,092,745	24,824	1.19%	0.28%
Kachchh	2,092,371	24,228	1.16%	0.27%
Jamnagar	2,160,119	24,187	1.12%	0.27%
Patan	1,343,734	13,303	0.99%	0.15%
Rajkot	3,804,558	24,017	0.63%	0.27%
Amreli	1,514,190	7,322	0.48%	0.08%
Mahesana	2,035,064	9,392	0.46%	0.11%
Bhavnagar	2,880,365	9,110	0.32%	0.10%

Source: Census of India 2011

Scheduled population in Gujarat across various districts shows that The Dangs has highest ST population (94.65 percent) followed by Tapi (84.16 percent), Narmada (81.55 percent) and Dahod (74.32 percent). On the

other side district with lowest ST populations include Bhavnagar, Mahesana, Amreli, Rajkot and Patan where ST population is less than 1 percent of total district population.

In terms of share to total ST population, Dahod top the list with 17.73 percent share of total ST population in the state followed by Vadodara (12.90 percent) Valsad (10.12 percent) and Surat (9.61 percent). Nearly 50 percent of total ST population lives in these four districts.

### **Literacy Rate**

Literacy Rate in among ST in Gujarat is 62.48 percent which is lower than overall literacy rate of 78.03 percent for the state. Gender wise literacy rate among ST in Gujarat is 78.68 percent and 53.16 percent among male and female respectively as compared to 85.75 and 69.68 percent observed for the state. Many reasons can be cited for low literacy among ST population, especially ST women. Government has many scheme and programs for promoting education among ST, but seems the benefit are not reaching to the bottom or pyramid. One of the reason for low education among ST as proved in literature is the attitude and belief among ST people. Large proportion of ST population do not understand the importance of education for social and economic development. Girls are mostly confined to household duties and not allowed to go to schools. In many instances female family members are actually involved in earning livelihood for the family.

### **Sex Ratio and Child Sex Ratio**

The sex ratio in Gujarat as reported by Census of India is 919, as against this, the sex ratio of ST population is 981. Similarly as against Child sex ratio of 889 for overall Gujarat, ST population has child sex ratio of 953. This ST population has much favorable sex ratio as compared to state average. The highest difference in the sex ratio is observed in the case of Surat district where sex ratio reported among ST population was 983 as against overall sex ratio of 787 reported for the district. Among various districts of Gujarat there are four districts viz. Navsari, Valsad, The Dangs and Tapi reported favorable sex ratio, 1001, 1002, 1009 and 1022 respectively. Separate studies can be undertaken to study the reasons for favorable sex ratio among ST population. One of the reasons may be lack of access to modern sex determination methods available and their social customs which does not allow them to abort the girl child.

### **Work Participation Rate**

According to Census of India Work is defined as participation in any economically productive activity with or without compensation, wages or profit. Such participation may be physical and/or mental in nature. Work involves not only actual work but also includes effective supervision and direction of work. It even includes part time help or unpaid work on farm, family enterprise or in any other economic activity. All persons engaged in 'work' as defined above are workers. Persons who are engaged in cultivation or milk production even solely for domestic consumption are also treated as workers.

Work participation rate is defined as the percentage of total workers (main and marginal) to total population. The work participation rate in Gujarat among ST and Non ST is presented in table below;

Work Participation Rate in Gujarat				
Category	TRU	Persons	Male	Female
All	Total	40.98	57.16	23.38
All	Rural	44.88	57.15	31.95
All	Urban	35.73	57.18	11.35
ST	Total	49.71	56.49	42.79
ST	Rural	50.65	56.54	44.66
ST	Urban	41.29	56.04	25.81
Non ST	Total	39.47	57.27	19.88
Non ST	Rural	43.14	57.33	28.04
Non ST	Urban	35.53	57.22	10.81

Source: Computed from Census of India

It can be seen from the data that work participation rate in Gujarat was 49.98 percent. WPR was higher among male (57.16 percent) than female (23.38 percent). The comparison of WPR among ST and Non ST shows that WPR among ST was 49.71 percent as against 39.47 percent among Non ST. It is noteworthy to report that WPR among male was higher in the case of Non ST while WPR among female was higher in the case of ST. There has been marked difference between the WPR among ST and Non ST female. WPR among ST female was 42.79 percent as against 19.88 percent reported among Non ST.

Independent Sample t-test							
WPR	Category	N	Mean	Std. Deviation	t	df	Sig
Work Participation Rate Population	ST	81	43.7874	6.69700	5.107	160	0.00
	Non ST	81	39.1766	4.60151			
Work Participation Rate Male	ST	81	55.1860	4.19855	-2.265	160	0.00
	Non ST	81	56.6072	2.47405			
Work Participation Rate Female	ST	81	31.6699	11.33634	7.102	160	0.00
	Non ST	81	20.1668	9.16288			

An independent-samples t-test was conducted to compare work participation rate among ST and Non ST male and female across various districts of Gujarat. The results of the analysis are presented in table below. It can be seen from the results that there has been significant difference in the work participation rate among ST and Non ST among male and female. Higher work participation rate among ST as compared to Non ST lies in poverty status among ST which compel them to work. Because of poverty, every member of the family is compel to engage themselves in income earning occupations. Major difference can be seen in the case of female workforce participation rate between ST and Non ST. ST female are forced to work in farms and non-farm sector for survival. Girls are compelled to contribute to the family income at the cost of their study.

## Workers by Employment Category

Census of India classified the workers in different categories viz. cultivator, agriculture labour, households labour and other workers. Person is classified as cultivator if he or she is engaged in cultivation of land owned or held from Government or held from private persons or institutions for payment in money, kind or share. Cultivation includes effective supervision or direction in cultivation. A person who works on another person's land for wages in money or kind or share is regarded as an agricultural labourer. She or he has no risk in the cultivation, but merely works on another person's land for wages. Household Industry is defined as an industry conducted by one or more members of the household at home or within the village in rural areas and only within the precincts of the house where the household lives in urban areas. All workers those who have been engaged in some economic activity but are not cultivators or agricultural laborers or in household industry, are considered as other workers.

The comparative picture of different categories of workers classified by ST and Non ST in Gujarat is presented in table below.

Workers by Category: ST and Non ST					
Category	TRU	Cultivator	Agriculture Labour	Household Labour	Other Workers
All	Total	23.31	22.06	1.24	53.4
All	Rural	38.49	35.42	0.98	25.12
All	Urban	2.07	3.35	1.6	92.97
Non ST	Total	21.39	18.06	1.33	59.22
Non ST	Rural	38.67	31.56	1.07	28.71
Non ST	Urban	2.04	2.95	1.63	93.38
ST	Total	34.23	44.74	0.69	20.33
ST	Rural	37.88	48.36	0.67	13.1
ST	Urban	2.88	13.64	0.92	82.56

It can be seen from the data that ST workers are mostly engaged as cultivator or agriculture labour in rural areas where as in urban areas they are engaged as other workers. There has been marked difference in the ST workers engaged as other workers when compared with Non ST. The percentage of ST workers employed as other worker was nearly 20 percent as compared to nearly 59 percent in the case of Non ST workers.

Independent Sample t-test							
Worker Type	ST Non ST	N	Mean	Std. Deviation	t	df	Sig
Cultivator as Percentage of Main Workers	ST	81	16.30	19.55	-1.778	160	0.077
	Non ST	81	21.42	17.02			
Agriculture Labour as Percentage of Main Workers	ST	81	32.97	20.41	5.733	160	0.000
	Non ST	81	17.58	12.93			
Household Labour as	ST	81	0.89	0.99	-4.183	160	0.000

Percentage of Main Workers	Non ST	81	1.53	0.97			
Other Worker as Percentage of Main Worker	ST	81	49.84	31.10	-2.082	160	0.039
	Non ST	81	59.46	27.64			

Employment by Gender and Category									
		Male				Female			
ST Non ST	TRU	Cultivator	Agriculture Labour	Household Labour	Other Workers	Cultivator	Agriculture Labour	Household Labour	Other Workers
All	Total	24.6	18.16	1.1	56.14	17.69	39.04	1.85	41.42
All	Rural	42.87	30.63	0.96	25.53	23.83	51.43	1.02	23.72
All	Urban	2.1	2.82	1.26	93.82	1.87	7.1	3.98	87.06
Non ST	Total	22.27	15.28	1.17	61.29	16.98	32.02	2.17	48.83
Non ST	Rural	42.34	27.95	1.06	28.66	24.7	45.28	1.12	28.89
Non ST	Urban	2.06	2.53	1.28	94.14	1.88	6.11	4.23	87.78
ST	Total	40.41	37.7	0.64	21.26	19.93	61.05	0.82	18.2
ST	Rural	44.93	40.84	0.61	13.61	21.82	65.48	0.79	11.91
ST	Urban	3.33	11.93	0.84	83.91	1.69	18.24	1.14	78.93

The results of independent t-test shows significant different between ST and Non ST in all category of male and female workers except for male cultivator, male other workers,

Independent Sample t-test							
	All_ST_ ST Coded	N	Mean	Std. Deviation	t	df	Sig
Cultivator Male as percentage of Male Main Worker	ST	81	18.549	22.249	-1.425	160	0.156
	Non ST	81	23.151	18.709			
Agriculture Labour Male as percentage of Male Main Worker	ST	81	29.348	19.298	5.635	160	0.000
	Non ST	81	15.201	11.755			
Household Worker Male as percentage of Male Main Worker	ST	81	0.840	0.981	-3.605	160	0.000
	Non ST	81	1.393	0.971			
Other Worker Male as percentage of Male Main Worker	ST	81	51.263	31.287	-1.926	160	0.056
	Non ST	81	60.255	28.056			
Female Cultivator as	ST	81	10.448	12.962	-2.012	160	0.046



percentage of Female Main Workers	Non ST	81	14.536	12.900			
Female Agriculture Labour as a percentage of Female Main Worker	ST	81	42.993	23.834	4.502	160	0.000
	Non ST	81	28.039	18.042			
Female Household Labour as a percentage of Female main workers	ST	81	1.030	1.447	-5.909	160	0.000
	Non ST	81	2.428	1.561			
Female Other Worker as a percentage of Female Main Workers	ST	81	45.528	30.458	-2.098	160	0.037
	Non ST	81	54.998	26.863			

The results of an independent-sample t-test work participation by employment category among ST and Non ST main workers is presented in table above. It can be seen from the results that there has been significant difference in the workers in different employment category ST and Non ST except in the case of cultivators. There is no significant different in the employment of workers as cultivator among ST and Non ST.

In order to test difference between ST and Non ST male and female across various employment categories, independent sample t-test is performed and the results are presented in table below. The percentage of ST male employed as cultivator is much higher than their Non ST counterparts where as the percentage of Non ST is much higher than ST in the case of other workers. Among female, ST female are mostly engaged as agriculture labour.

### Conclusion:

In spite of various constitutional provisions and government schemes and provisions for Scheduled Tribes, there has been wide different in the human development when compared with general population. Literacy rate among ST population in Gujarat is far lower than overall literacy rate. On the other side sex ratio among ST was favorable as compared to Non ST. Work participation rate among ST has been higher than that of Non ST. There has been significant difference between the work participation rate among ST and Non ST. Among various employment categories, ST population is mostly confined to employment as cultivator or agriculture labor. There has been significant different between male and female within ST population across various employment categories.

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