



SECTION-5

**Employment and
Unemployment
Situation of the Scheduled
Tribes, including Migration**



Section-5 :Employment and Unemployment situation of the Scheduled Tribes, including migration

- Generation of productive and gainful employment with decent working conditions on a sufficient scale to absorb the growing labour force is a critical element in strategy plan for achieving inclusive growth. In terms of most social indicators the Scheduled Castes (SCs) and the Scheduled Tribes (STs) among social groups are the most marginalized section.
- The development of the tribal population in India has been a major concern of the Government, Voluntary agencies, NGOs, Social reformers, Social scientists, etc. Unemployment leading to immense poverty can be directly linked to the increase in terrorism and rising membership of tribals in the ranks of Maoists and Naxals.
- The present Chapter examines the Employment and Unemployment situation of the tribal community in relation to the other social groups. Before examining the employment situation of the tribals, certain internationally accepted definitions of employment and unemployment and its various facets has been listed.

A. Definition of work according to Census

- ‘Work’ is defined as participation in any economically productive activity. According to this definition, the entire population has been classified into

three main categories - Main workers, Marginal workers and Non - workers.

- Main workers are those who work for the major part of the year preceding the date of enumeration i.e. those who were engaged in any economically productive activity for 183 days (or six months) or more during the year. Marginal workers work any time in the year preceding the enumeration but do not work for a major part of the year, i.e. those who worked for less than 183 days (or six months). Non-workers are those who have not worked any time at all in the year preceding the date of enumeration.

B. Concepts used in employment and unemployment surveys of NSSO

- **Economic activity and the Activity status:** Any activity that results in production of goods and services that adds to national product is considered as an economic activity. The entire population is classified under three categories of **Activity status:**

- (i) Working
- (ii) Seeking or available for work, i.e unemployed
- (iii) Neither working nor ‘seeking or available for work’.

- Persons under category (i) and (ii) of activity status come under ‘**Labour Force**’ and those under category (iii) are ‘**Out of Labour Force**’.



■ The NSSO provides four different measures of employment and unemployment, which capture different facets of the employment-unemployment situation following the recommendations of the Expert Committee on Unemployment (Dantwala Committee).

- Usual Principal Status (UPS),
- Usual Principal and Subsidiary Status (UPSS),
- Current Weekly Status (CWS),
- Current Daily Status (CDS).

Usual principal activity status

- Reference period 365 days preceding the date of survey.
- Activity status decided on the basis of Major Time Criteria (MTC) during the reference period.
- First, one is categorized as belonging to the labour force or not.
- Second, from the persons belonging to labour force, the broad activity status of either working or unemployed is determined on the basis of MTC.

Subsidiary economic activity status:

Engagement in work in subsidiary capacity arises due to two situations:

- A person may be engaged for a relatively longer period during the 365 days in some economic/non-

economic activity and for a relatively shorter period in another economic activity, which is not less than 30 days (e.g. a student engaged in private tuitions during summer vacations).

- A person may be pursuing an economic activity/non-economic activity almost throughout the year in the principal status and also simultaneously pursuing another economic activity for relatively shorter time in a subsidiary capacity (e.g. a student simultaneously engaged in private tuitions throughout the year).

Current weekly activity status

- Reference period of 7 days preceding the date of survey
- Decided on the basis of priority-cum-major time criteria.
- According to priority criteria, the status of working gets priority over the status of unemployed, which in turn, get priority over the status of 'out of labour force'.
- A person is considered working if he or she had worked for at least one hour during the reference week.
- If a person is pursuing multiple economic activities, the current weekly status is decided on the basis of MTC.



Current daily activity status (CDS)

- CDS of a person is determined on the basis of his/her activity status on each day of the reference week using a priority-cum-major time criterion.
- Each day of the reference week is looked upon as comprising of either 'two half days' or a 'full day' for assigning the activity status.
- A person is working with intensity 1.0, if he/she had worked for four hours or more during the day.
- If a person had worked for one hour or more, but less than four hours, he/she is considered working for half day.
- A person engaged in more than one economic activity for four hours or more on a day is assigned two economic activities out of the different economic activities on which he/she devoted relatively longer time on the reference day, i.e. 0.5 intensity to these two economic activities.

C. Work Participation Rate

- Census of India defines the Work Participation Rate (WPR), as the percentage of total workers (main and marginal) to the total population.
- Table 5.1 in the detailed section illustrates

the Occupational Distribution of the STs, SCs and all India population, from Census 2011 data. The Table reveals that, among Total workers, 59.8% of the tribals belong to rural areas as compared to 50.0% of SCs and 48.9% of the All-India population. The corresponding percentage data derived from Census 2001 is lower in all cases in this category.

- In the urban areas, among Total workers 42.6% were STs as compared to 41.0% of SCs and 39.9% of All population. Census 2001 is lower in all the cases in this category too. In the Non-Worker category there is a marginal improvement in 2011 over 2001 in both urban and rural areas. In fact percentage of STs is lower than SCs and All India in this category. (Table 5.1)
- While percentage of Cultivators has declined in 2011 across STs, SCs and All Population - both in rural and urban sectors when compared with 2001, the decline was particularly glaring, more than 10 percent, for the tribal community. On the other hand, percentage of Agricultural Labours have increased in 2011 across STs, SCs and All Populations. It is about 9 percent for tribals -both in rural and urban sector when compared with data of Census 2001.
- Comparing the Worker Participation Rates as obtained from Census 2001 and 2011 data, it was observed that 43.5 % of



ST males were main workers compared to 23.9% ST females. Among the marginal workers, 9.7% were ST males whereas 20.9 % were ST females. Overall, among 53.2% were male and 44.8% were female

workers. All the above parameters for Census 2011 reveal significantly higher percentages both for male and female workers (See table S5.1)

S5.1: Percentage Distribution of Workers by sex						
	STs		All		Gap	
	2001	2011	2001	2011	2001	2011
Total Workers						
Male	53.2	55.6	51.7	68.9	1.5	-13.3
Female	44.8	44.4	25.6	31.1	19.2	13.3
Main Workers						
Male	43.5	63.9	45.1	75.4	-1.6	-11.5
Female	23.9	36.1	14.7	24.6	9.2	11.5
Marginal Workers						
Male	9.7	40.2	6.6	49.2	3.1	-9.0
Female	20.9	59.8	11	50.1	9.9	9.7

Source: RGI, Census of India 2001,2011

■ Table 5.2, Table 5.3 and Table 5.4 respectively in the detailed section give State-wise percentage distribution of Total Workers, Main Workers and Marginal Workers by Sex as per Census 2011. The highest percentage of STs in the male Total Worker category, is in Jammu and Kashmir (66.24%) whereas in the female ST category of Total workers Andhra Pradesh is the highest (48.05%). (Table 5.2)

■ In the male Main Worker category, the State of Jammu and Kashmir tops the list (81.52%), followed by Tripura with (74.80%). In the female Main Worker category Arunachal Pradesh ranks at the top (45.65%) and lowest percentage is

seen in Lakshadweep (17.31%). (Table 5.3).

■ Table 5.4 and Table 5.5 respectively show State-wise Percentage Distribution of Marginal Workers by sex and illustrates Category (Cultivators, Agricultural Labourers, Household Workers and Other Workers respectively).

■ The Labour Force Participation Rate (LFPR) is defined as the number of persons in the labour force per 1000 persons and is measured according to the usual status considering both the principal and the subsidiary statuses. Table 5.6 in the detailed section gives the data of the Labour Force Participation Rate (LFPR), from NSS 66th Round



(2009-10) and shows that All India LFPR for Scheduled Tribes is 46.0% (56.5% males and 34.9% females) as compared to 40% for 'all population' (55.7% for male and 23.3% for female). The Workforce Participation Rate (WPR), defined as the number of workers per 1000 persons for Scheduled Tribes is 45.2% (55.5% males and 34.5% females) as compared to 39.2% for 'all population' (54.6% for male and 22.8% for female). (Table 5.6 and 5.7)

■ Tables 5.8, 5.9 and 5.10 respectively illustrate State-wise LFPRs, WPRs, PUs (proportion unemployed) for various social groups by residence - rural, urban and total (rural+urban) combined, based on NSS 66th Round (2009-10) data. The incidence of unemployment is prominent in North Eastern states and small states and UTs for both male and female in rural and urban area.

■ Table 5.11 illustrates a comparative picture of residence and sex wise number of persons employed per 1000 persons (WPR) according to the usual status for different social groups in different rounds of NSS between years 1983 to 2009-2010, both for the rural and urban sector. The time series data displays fairly constant WPR for males over the years but recorded a significant decline of female WPR in 2009-10. It is presumed that this might be due to the fact that more and more girls were attending school.

■ Table 5.12 gives residence and sex wise information on the Worker population ratio (WPR) for persons of age 15 years and above according to usual status for different general educational levels - not literate, primary, secondary etc., upto post graduate and above for each social group (ST, SC, OBC, Others and All)- both for rural and urban sectors.

■ Analysis of the characteristics of Non-agricultural Own Account Establishments and Non - agricultural establishments (with hired worker) in rural, urban and in combined areas as reported in the 5th Economic census (2005), it is found that maximum number of tribals are in the retail trade followed by the manufacturing sector (Table 5.13 and 5.14). Participation of the Scheduled tribe in service sector was significantly less as compared to other social groups

■ As per the 5th Economic census (2005), analyzing the characteristics of Non-agricultural Own Account Establishments and Non - agricultural establishments (with hired worker) in rural, urban and in combined areas, it was found that maximum number of tribals are in the retail trade followed by the manufacturing sector. Participation of Scheduled tribe in service sector was significantly less as compared to other social groups. (Table 5.13 and 5.14).

■ NSS 66th Round lists employment and



broad industry of work across Social groups according to usual status by statuses. The estimate of unemployed according to the usual status (ps+ss) gives the number of persons who remained unemployed for a relatively long period during a reference period of 365 days excluding those employed in a subsidiary capacity during the reference period. Among Casual workers, the employment status of the ST men and women are less than SCs both in rural and urban areas. However, among regular workers, the employment status of the ST men and women were more than the SCs in urban but less in the rural sector than others. The major industry of work for rural ST and SCs remained in primary sector (Table 5.15)

- The Table also illustrates that among the usual status (ps+ss) male workers, share of self-employment was the highest among others category (64.9 per cent) and was lowest among the SC category (34.1 per cent). Among the males, proportion of casual labour was the highest among the SC (58.2 per cent) and was the lowest among others category (24.1 per cent). Share of regular wage/salaried employees was the highest among male workers in others category (11 per cent) and was around 6.9 per cent among ST, 7.7 per cent among SC and 8 per cent for OBC. Among female workers, the share of self-employment was the highest among others category (71.2 per cent) and lowest among the

SC (38.6 per cent). Among female workers, share of casual labour was the highest among SC (56.5 per cent) and lowest among others category (22.1 per cent). Among females workers, share of regular wage/salaried employees was the highest among females in others (6.7 per cent) category and lowest among ST (2.5 per cent).

- Among the usual status male workers, proportion of self-employed was the highest (44.7 per cent) in others category, it was 42.7 per cent among workers in OBC category, 28.2 per cent among workers in SC category and 28.5 per cent among workers in ST category. Among the male workers, proportion of casual labour was the highest among SC (30.4 per cent) and was the lowest among others category (8.3 per cent). Share of regular wage/salaried employees was the highest among male workers in others category (47 per cent) and was lowest (36.4 per cent) among OBC. Among female workers, the share of self-employment was the highest among OBC category (47 per cent) and lowest among the ST (30.8 per cent). Among female workers, share of casual labour was the highest among ST (35.5 per cent) and lowest among others category (8 per cent). Share of regular wage/salaried employees was the highest among females in others (52.2 per cent) category and lowest among OBC (30.4 per cent). (Table 5.15)



- In rural areas for both male and female, primary sector employed a highest proportion of usual status workers across all the social groups followed by that of secondary sector and tertiary sector employed lowest proportion of usual status workers. In urban areas for both male and female, tertiary sector employed a highest proportion of usual status workers across all the social groups followed by that of secondary sector and in the primary sector lowest proportion of usual status workers were employed. (Table 5.15)
- Table 5.16 gives a comparison of the Number of persons unemployed per 1000 persons (PU) and unemployment rate (UR) (number of persons unemployed per 1000 persons in the labour force) according to usual status (ps+ss) for different social groups in different NSS rounds from 1983 to 2009-10 . It may be seen from the Table that proportion of unemployed (PU) during 2009-10 was higher in the urban areas than in the rural areas of the country for both males and females belonging to the different social groups.
- In rural India, among males, the proportion of unemployed was nearly 1 per cent for each of the ST and SC while for others category of persons it was 1.1 per cent and for OBC category, it was 0.7 per cent. The unemployment rate for males was nearly 1.7 percent for each of the ST and SC while for others category of persons it was 2 per cent. For rural females, the proportion of unemployed was less than 1 per cent for each of the social groups (0.3 per cent for ST, 0.4 per cent for each of SC and OBC and 0.5 per cent for others). For rural females, unemployment rate was the highest, nearly 2.5 per cent for others category while it was the lowest for ST category, nearly 0.9 per cent.
- Among the urban males, the proportion of unemployed was nearly 2.4 per cent for ST, 1.7 per cent for SC, 1.5 per cent for each of OBC and others. Unemployment rate among the males was the highest for ST (nearly 4.4 per cent), 3.1 per cent for SC, 2.8 per cent for OBC and 2.7 per cent for others category. Among females, proportion unemployed was nearly 0.9 per cent among ST, 0.8 per cent for SC, 1 per cent for OBC and 0.7 per cent among others. The female, unemployment rate was the highest for both OBC and others (6.2 per cent each) while it was nearly 4.3 per cent for of ST and 4.2 per cent for SCs.(Table 5.16)
- Data on Proportion of Unemployed (PU) and Unemployment Rates (UR) of Various Social Groups over the NSS Rounds (Table 5.16) indicates that for rural male ST, the UR increased from 1.1 per cent in 2004-05 to nearly 1.7 per cent in 2009-2010, while for the remaining social groups the UR among rural males did not change over this



period: during these two periods, for SC it was nearly 1.7 per cent, for OBC it was nearly 1.5 to 1.4 per cent and for others category it was nearly 2 per cent. Over the period from 2004-05 to 2009-10, the rural female UR has shown an increase for ST (from 0.4 per cent in 2004-05 to nearly 0.9 per cent in 2009-10), while for the remaining social groups, UR has generally remained at the same level or decreased during these two periods: for SC the UR was nearly 1.4 to 1.5 per cent during these two periods.

- For urban males, the UR for ST increased from 2.9 per cent in 2004-05 to 4.4 per cent during 2009-10, for SC it has decreased from 5.5 per cent in 2004-05 to 3.1 per cent in 2009-10. The UR for the urban females has also shown the same pattern as those of urban males: the UR for ST females in urban areas has increased from 3.4 per cent to 4.3 per cent during 2004-05 to 2009-10, for SC the UR decreased from 4.6 per cent to 4.2 per cent during this period, 2004-05 and 2009-10. (Table 5.16)
- Table 5.17 in the detailed Section lists the Unemployment rate (UR) (number of persons unemployed per 1000 persons in the labour force) for persons of age 15 years and above according to usual status (ps+ss) for different general educational levels for each social group. It is seen from Table 5.17 that URs are higher among the educated persons (i.e., persons with general educational level secondary and above) than among the not literates for all categories of person across all the social groups. In the rural areas, among the not literate males UR was 0.1 per cent among ST, 0.3 per cent among SC, 0.5 per cent among OBC and 0.6 per cent among others. Among rural female not literates, no unemployment rate was observed in different social groups. In urban areas, among male not literates, no unemployment rate was observed for ST, while it was 0.8 per cent for SC, 1 per cent for OBC and 1.4 per cent for others.
- In urban areas, among females, no unemployment rate was observed for ST while it was 0.3 per cent for SC, 0.8 per cent for OBC and 0.7 per cent for others. In rural areas, among the educated males of age 15 years and above, UR was the highest among ST (4.9 per cent) and lowest among OBC (3.1 per cent), while among the educated females of age 15 years and above, UR for was the highest for SC (13.4 per cent) and lowest among ST (6.1 per cent). In urban areas, among the educated males of age 15 years and above, UR was the highest among ST (6.9 per cent) and lowest among others category. (5.17)
- With respect to migration, comparing the results of NSS 49th round (Jan-Jun, 1993) and 64th round (2007-08), the number of migrant households among STs decreased from 27 to 19 (per 1000 households) in rural areas, and increased



from 29 to 62 (per 1000 households) in urban areas. Overall, in rural and urban areas, the migrant households decreased from 27 to 23 (per 1000 households). (Table 5.18)

- Comparing the 55th round (1999-2000) and 64th round (2007-08) data, the migration rate for the STs in rural areas reveals that the rate of migration of males has decreased from 56 to 47 (per 1000 persons) whereas that of females has increased from 357 to 440 (per 1000 persons). On the other hand, the migration rate in the urban areas increased for both males (282 to 288) and females (411 to 430), per 1000 persons. (Table 5.19)
- It can be seen that the female migration was around 9 times than that of the male population in rural areas. In the urban areas, the female migration was almost 2 times than that of the male STs.
- From the data on migration rates across different Monthly Per Capita Expenditure (MPCE) levels, in both rural and urban areas, the highest number of persons who migrated belonged to 90-100 MPCE decile class. Least migration occurred among the STs belonging to the lowest MPCE decile class (0-10) for both rural and urban population. (Table 5.20)
- Most of the migration (72.5%) took place from one rural area to another rural area of the same district. The reason for that

may have been due to marriage (82.7%) or to pursue studies (5.3%). (Table 5.21)

- 16.4% of the migration took place from one rural area to another rural area of different districts but in the same state. The reason for that also may have been due to marriage (71.6%), or due to the migration of the parent/earning member of the family (9.5%) or in search of better employment (4.5%). Least migration (0.1%) took place from India to another country. (Table 5.21)
- A large number of reasons were responsible for the migration of ST population. Maximum migration (76.4%) took place due to marriage. 7.7% of the ST population migrated due to the migration of the parents or the earning members of the family. (Table 5.21)
- As per NSS 66th round Report (2009-10) under MGNREGA, 398 households per 1000 households got work which was highest among all other social groups. (Table 5.22).
- State wise distribution of number of households having MGNREG job card per 1000 households (Table 5.23) shows that only seven states got 100 days or more of work, highest being in Himachal Pradesh (40 households per 1000) and lowest being (2 households per 1000) in Assam