

RESEARCH NOTE

Employment Pattern of the Tribal People of Banaskantha District of Gujarat State

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Tribal economy is based partly on traditional farming and partly by wages income and subsidiary occupation. Their standard of living is usually very low and their economy is known as subsistence economy. Agriculture does not provide sufficient employment to them. Alternative employment opportunities beside agriculture are also scanty. This has resulted into low level of income. The vicious circle of poverty and backwardness is closely associated with unemployment and underemployment prevailing in the tribal region.

Limited employment and income opportunities to tribals has resulted into low standard of living. Unemployment is the precurse of poverty reducing the chance of tribal people for living a full, rich and meaningful life. Unemployment, on the other hand causes frustration and undesirable consequences in their life. The economic problem arising out of unemployment effect their social life and personal standing both within and outside the family.

So far, very few studies are conducted on employment pattern of tribal people. Hence, it was felt necessary to study the problem into detail. The specific objectives of the study were as under :

OBJECTIVES

- (1) To know the period of employment available to the tribals during the year.
- (2) To study the employment pattern of tribal people with respect to agricultural and other occupations.
- (3) To study relationship between selected characteristics of tribals and their employment pattern.

METHODOLOGY

The present study was undertaken in Banaskantha district of Gujarat State. Tribals in the district is concentrated in two talukas viz., Danta and Palanpur. From each taluka, five villages were selected at random. A sample of ten per cent respondents was drawn randomly from the list of the farmers in selected villages making a sample 120 respondents. The data were collected with the help of structured and pretested interview schedule incorporating all the items on which information is to be required.

Employment pattern in the present study was operationalised as number of working days of workable member in the farming and non-farming occupations in a

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$$\text{Family Employment pattern Score} = \frac{\text{Number of working days of all workable Family members in a year}}{365 \times \text{Number of workable members in the Family}} \times 100$$

years. For working out the score, above formula was used.

Based on the employment pattern score the respondents were divided into three categories of low, medium and high employment pattern.

RESULTS AND DISCUSSION

Period of Employment Available to Tribal people During the Year :

Tribals gets employment through various sources viz., their own farm, other's farm, other than farm work, forest work and Jawahar Rojgar Yojana. The data regarding the employment available to tribals through each of these sources are depicted in Table 1.

Looking to the employment available to tribals on their own farm, Table reveal that nearly half (46.67 per cent) of the tribals were getting employment on their own farms for a period of 91 to 180 days annually followed by 26.67 per cent who had employment upto 90 days during the year. Very few families (10.83 per cent) were getting employment yearly for more than 180 days. This might be due to small land holding, rainfed farming and lack of irrigation facilities.

So far as employment on other's farm concerned, Table show that 58.33 per cent of the respondents were getting employment for less than 90 days on the

Table 1 : Period of employment available to tribal people during the year.

(N=120)

Sr. No.	Source of employment	No work available		Upto 90 days		91-180 days		Above 180 days	
		No. of families	Per cent	No. of families	Per cent	No. of families	Per cent	No. of families	Per cent
1.	Own farm	19	15.83	32	26.67	56	46.67	13	10.83
2.	Other's farm	74	39.17	70	58.33	3	2.50	-	-
3.	Other than farm work	88	73.33	32	26.67	-	-	-	-
4.	Forest work	12	10.00	103	85.83	5	4.17	-	-
5.	Jawahar Rojagar Yojna	107	89.17	13	10.83	-	-	-	-
6.	Total Employment	-	-	7	5.83	66	55.00	47	39.17

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farms of others followed by 39.17 per cent respondents who did not get any work at all on other's farm. Only 2.50 per cent were getting employment for 91 to 180 days on other farmer's field. This might be due to the fact that farmers possessing small land holdings were unable to provide employment to others. Further, due to less irrigation facilities, they were unable to take intensive cropping which require more labour force.

Employment on other than farm work include employment through manual labour, cutting and selling of fuel wood, working as labour under mason, working as a household labour and employment through animal and poultry keeping. The data in this regard indicated that 73.33 per cent of the respondents were not getting employment from any works other than farming. Remaining 26.67 per cent of the respondents were getting employment upto 90 days on works other than farming. It is unforune to note that none of the respondents was getting employment for a longer period on such work. This might be due to unavailability of such work at local places.

The tribal economy is partially depend upon forest based produce. Collection and sale of forest products viz., gum, lakh, honey and hay etc. are the major activities through which tribals earn some money. Hence, it was attempted to know the period of employment available to tribals in forest work. It is clear from the Table that majority of the respondents

(85.83 per cent) had annual employment in forest work for 90 days or less whereas, 4.17 per cent of them were employed for the period of 91 to 180 days during the year. This might be due to thin forest in the area, lack of useful forest products and low prices of forest products.

During the 1989, Central Government has implemented Jawahar Rojgar Yojna in the country to generate employment in the rural area. But it is sad to say that, only 10.83 per cent respondent were getting work under Jawahar Rojgar Yojna for the period of upto 90 days. This is due to fact that the Yojna has not been implemented in the majority villages and if implemented, the scheme work has not been properly planned.

As discussed above, the tribal people were found getting employment in various farming and non-farming enteriprises. The data regarding their total employment from various sources during a year are also depicted in the Table. It can be observed from the Table that (55.00 per cent) of the respondents were employed for 91-180 days during the year, followed by 39.17 per cent who had employment for more than 180 days throughout the year.

Employment pattern of the Tribal People

The data collected in respect of employment pattern of respondent families are presented in Table 2.

Table portray that about 61 per cent of the tribal families had low employment.

Table 2: Distribution of the respondent families according to their employment pattern

Sr. No	Employment pattern	No. of families	Percentage
1.	Low (Upto 50 score)	73	60.83
2.	Medium (51-75 score)	41	34.17
3.	High (Above 75 score)	6	5.00
Total		120	100.00

Medium employment pattern was observed among 34.17 per cent tribal respondents. Only six respondents had high employment pattern.

Relationship Between Selected Characteristics of Respondents and Their Employment pattern

The result of correlation (See Table-3) showed that independent variables viz., family educational status, land holding, social participation, dietary pattern, economic motivation and knowledge about recommended agricultural

technology were found positively and significantly related with the employment pattern at 0.01 level of significance.

On the other hand variables viz., age, family type and family size were failed to establish any significant relationship with employment pattern.

CONCLUSIONS

1. Majority of the tribals were getting employment for a period of 91 to 180 days on own fields and for 90 days on other's field.

Table 3 : Relationship of selected characteristics with employment pattern

Sr. No	Variables	Correlation coefficient (r)
1.	Age	-0.112
2.	Family educational status	0.834**
3.	Family Type	0.091
4.	Family size	0.099
5.	Land holding	0.346**
6.	Social participation	0.242**
7.	Dietary pattern	0.606**
8.	Economic motivation	0.727**
9.	Knowledge about recommended agricultural technology	0.699**

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Nearly one-fourth respondents were getting work in other than farm work for upto 90 days only during the year. Majority of them were getting employment in forest work for 90 days period and most of them had no opportunity in getting employment under Jawahar Rojgar Yojna. Most of them were employed for the period of 91 to 180 days during a year.

2. The employment pattern of majority tribal families was low.
3. Among nine variables selected, education, land holding, social participation, dietary pattern, economic motivation, and knowledge about recommended agricultural technology were found positively and significantly related with family employment pattern.

IMPLICATIONS

1. Majority of tribals were getting employment for a long period either on their own farms or on

the farms of others or even in the forest work. Hence, some employment oriented opportunities needs to be developed in the tribal area. Small cottage industries and subsidiary occupational industries may be started.

2. Afforestation, well recharging, contour bunding etc. work need to be started in the area. This will help the farmers in taking intensive cropping requiring high labour intensive farming.
3. It was reality that Jawahar Rojgar Yojna was not properly implemented in the selected area. So it is necessary to take some steps by Government for proper implementation of the scheme.
4. Some educational programmes need to be started. Number of Ashram schools may be increased. Extension education activities may be strengthened to increase the knowledge level of tribals about improved agricultural technologies.