



GENDER ROLES IN EMPLOYMENT AT THE INTERSECTION OF TRIBAL AND NON-TRIBAL COMMUNITIES IN INDIA

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Abstract:

Finding work that satisfies one's needs financially is an important step in the maturation process of any individual. It offers opportunities, particularly for women, that will enhance the quality of her life by giving her with education, empowerment, and independence, all of which will help her realize her objectives and dreams. These opportunities will help women live better lives. "economic activity" is what constitutes "work" in the eyes of India's National Sample Survey Organization, so take it what you will. Therefore, one's job is a necessary component of the economic activity that serves as one's principal means of sustenance throughout one's lifetime. This is true even if one does not consider oneself to be economically active. The world of labour may be characterized as "complex and diverse" due to the fact that a large number of people have jobs, yet the efforts they put in are not included into the total accounting.

Keywords: Gender Roles, Employment, Tribal, Non-Tribal

Introduction:

This research focuses on the ways in which the interests of non-tribal people and tribal women interact with one another in the context of the working world. It is difficult for members of the aboriginal population to get access to available employment possibilities. This is a result of the image of the female tribal population as being "hard workers yet lazy," "of easy virtue," "unable to maintain a routine with a tendency to run away to their villages," and "with a propensity toward intoxicating drinks that render them unable to work". This is a result of the image of the female tribal population as being "hard workers yet lazy." The unequal distribution of job opportunities leads to inequity, which in turn leads to the

marginalization of the subordinated actor, who is the population of the tribal group. The patterns of labour and the level of involvement in the working sphere of tribal females as compared to non-tribal females are the focus of this research. This is done via the lens of the employment and unemployment situation. The goal of the research is to identify the factors that contribute to the widening of the gap between members of different tribes and those who are not members of those tribes living in the same area, as well as those factors' relationships to the traditional rights and means of subsistence that are important to the tribes. This contributes to the creation of a map of their accomplishments and objectives, outlining their experiences of biases in an age

characterized by globalization. The socio-political variables that regulate their interactions in the labour market and impact their bargaining power are also incidental in shaping both their wider view and their sense of the future. This is because their bargaining power is affected by these conditions.

Literature Review:

The comparison of rural and urban employment shows that agriculture, including both cultivators and AL taken together, was the primary source of employment in rural areas, whereas non-agriculture was the primary source of employment in urban areas across all of the Northeastern states and the region in both years, following the national trend. However, since the average level of education continues to rise at a fast pace, non-agricultural activities and jobs have emerged as the primary means of subsistence, replacing agriculture. Marchang (2016) found, with the use of RGCCI (i.e. Census of India (2011) and NSSO (2015)), that literacy rates in the Northeastern states are much higher than the level seen throughout the nation among ST. When compared with the literacy rates of all other socioeconomic groups in India, STs in NE states have an exceptionally high level of education. Concerns have been raised about the level of education received as well as the development of employable skills in light of these situations. Through migration, a high literacy rate is changing into increased employability and production (Marchang, 2017b and 2018). The high frequency of unemployment rates in several Northeastern states (NSSO, 2020) implies that there is simply a lack of job route rather than a low quality of education, insufficient skill development, and un-

employability. According to Sundaram and Tendulkar (2013), the fact that STs do not have access to education and live in communities that are geographically apart from the social mainstream makes them susceptible to exploitation by non-ST individuals. It's possible that it's not the only reason in such exploitative behaviour. The sparsely inhabited hilly region has a low population density, thus there aren't many development markers like highways in the area. This gives the region the connotation of being geographically isolated. In general, the indigenous people who live in the hills do not have access to education, professional development opportunities, communication facilities, etc (Singh, 2019). Because there has been such a significant increase in educational development in NER, this is somewhat inaccurate. Both the decennial censuses of India and the data collected by the NSSO indicated a quick educational growth that was systematic for ST. This was partially attributable to a rise in the educational enrollment ratio (Marchang, 2016). It is also important to remember that the educational boundaries of certain tribes have been crossed by others. Similarly, when compared to other Naga tribes in Manipur, the Tangkhuls, who were the first to convert to Christianity, exhibited superior performance in terms of educational attainment (Marchang, 2013).

Research Methodology:

Both secondary sources (such governmental papers, books, and journals), as well as primary sources, are used in the construction of the database (focus group discussions). There are several ambiguous components that make up the concept of work. "It should not come as a surprise that the examination of work is characterized by abstractions in which the

emphasis is placed on the components rather than on the whole. The area of concern is often limited to more specific groups, such as employees in organized sectors, which excludes workers in unorganized sectors. In this research, we will look at young workers who are working in both the official and the informal sectors.

In order to provide a comparative picture of the general employment situation in India in relation to the various social groups and rural urban differentials, secondary data have been analyzed with the assistance of the Census of India, Economic Tables, 2001, and the NSSO reports on employment and unemployment. This has resulted in the production of a picture that is more accurate. The concept of sectoral shift is investigated in order to investigate the patterns of change that occur within the workforce structures of the tribal and non-tribal population segments. An effort is being made to concentrate on non-tribal tribal interfaces in the labour market at the local level in an effort to show the unseen networks of power and social prejudice that exist inside the institutions that govern the labour market.

The status of the employed individual, whether it be their present status or their major customary position, is taken into account when determining employment. A technique called multistage stratified random sampling was used in order to pick the sample districts, blocks, villages, and population for this study. In the first step, two districts—the highest and bottommost—will be chosen based on the Composite Index, which will be produced on the basis of selected demographic, socioeconomic, and infrastructural data and used for regional analysis using the Composite

Development Index. Alongside this, a Location Quotient for the tribal workers and their labour force participation rates has been built for the purpose of assessing the concentration of the female tribal workers in the different districts of the state of Jharkhand. This was done in order to examine the situation. These outcomes will serve as the basis for choosing the districts. The employment structure, the trend toward the casualization of labour, and the structural shifts that have occurred in the workforce are some of the indicators that will be used in the research. In order to demonstrate the pervasive nature of inequality, a disparity index is computed for female tribal employees in comparison to their male counterparts and also for non-tribal female workers. This index takes into account both groups of workers.

In order to conduct the primary survey out in the field, we have been doing focus group conversations with young people working in both the informal and formal sectors. This has developed into a case study of working women in Jharkhand's tribal and non-tribal communities. The permanent employees in the coal industry make up the formal sector of employment, but the daily wage labourers within the coal industry itself make up the informal sector of employment. Both sectors are found inside the coal business. Through the use of these focus group conversations, an effort is being made to bring out the concept of "young culture."

- Caste/tribe-class continuum
- Their ties with both the culture that is now dominating in their society and the culture that they were raised in might perhaps give rise to a "sub-culture amongst young".

It is therefore possible to chart the survival strategies that have been

developed by women from the population segments of tribes as well as non-tribal population segments in order to determine their views and values. These then convey the worries, afflictions, and trepidations that they encounter on a daily basis in their

lives, as well as the accumulated meanings and methods of representation those social groupings in diverse structural niches negotiate in order to acquire a footing in livelihood survival.

Table 1: Employment in organised sector in NER/India

State/ region/ country	Sector	2002		2012		Change (%)
		(No. lakh)	Distribution (%)	(No. lakh)	Distribution (%)	2002-2012
Assam	Public	5.26	49.4	5.38	48.0	2.3
	Private	5.38	50.6	5.82	52.0	8.1
	Total	10.64	100.0	11.20	100.0	5.3
Manipur	Public	0.80	96.7	0.76	96.2	-5.1
	Private	0.03	3.3	0.03	3.8	11.1
	Total	0.83	100.0	0.79	100.0	-4.6
Meghalaya	Public	0.73	88.6	0.56	88.9	-22.9
	Private	0.09	11.4	0.07	11.1	-24.7
	Total	0.82	100.0	0.63	100.0	-23.1
Mizoram	Public	0.40	97.8	0.12	92.3	-70.1
	Private	0.01	3.4	0.01	7.7	-28.6
	Total	0.41	100.0	0.13	100.0	-68.3
Nagaland	Public	0.74	96.0	0.74	93.7	-0.3
	Private	0.03	4.1	0.05	6.3	56.3
	Total	0.77	100.0	0.79	100.0	2.2
Tripura	Public	1.10	89.5	1.45	96.0	31.3
	Private	0.13	10.5	0.06	4.0	-53.5
	Total	1.23	100.0	1.51	100.0	22.5
NER	Public	9.03	61.4	9.01	59.9	-0.2
	Private	5.68	38.6	6.04	40.1	6.4
	Total	14.70	100.0	15.05	100.0	2.4
India	Public	187.73	69.0	176.09	59.5	-6.2
	Private	84.32	31.0	119.70	40.5	42.0
	Total	272.06	100.0	295.79	100.0	8.7

Results & Discussion:

The methods of self-preservation that have been developed by women in different demographic segments, such as those belonging to tribes and those not belonging to tribes, are then charted in order to determine the women's attitudes and values. These then reveal the worries, afflictions, and trepidations that they

experience on a day-to-day basis, as well as the accumulated meanings and methods of representation that social groupings in diverse structural niches negotiate in order to obtain a footing in livelihood survival.

Conclusion:

Opportunities for employment are structured and regulated by a complex web

of connections and power alignments that are all interconnected within the realm of labour. The non-tribal people have control over the majority of the possibilities that are available inside these networks, which leaves the tribal groups without any real influence. The lack of available economic prospects within the tribes is the root reason of the growing trend toward the casualization of the workforce, which is engaged in manual labour. The percentage of the tribal population that was actively participating in the labour force (also known as WPR) fell from 55 percent in 1981 to 37 percent in 2001. This is an indication of the significant strain that is being placed on their economy due to the lack of adequate minimal job, particularly for the women. In addition, pay rates are low in the rural sector, which is where the vast majority of the working population of the tribes is located. In contrast, the non-tribal population is in a better situation and has access to services that assist them in overcoming the effects of stress.

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