

CHAPTER II

RESEARCH DESIGN

2.1 GENESIS OF THE SURVEY

Scheduled Tribe communities live in about 15 percent of the country's areas in various ecological and geo-climatic conditions ranging from plains to forest, hills and inaccessible areas. These Scheduled Tribe groups are at different stages of social, economic and educational development. Dhebban Commission (1961) mention four different layers among Scheduled Tribes, at the base of which is a group of tribals "in an extremely under-developed stage and at the topmost level a layer that can well afford to forgo any further help". The non-availability of reliable data pertaining to the working and living conditions of the Scheduled Tribe communities caused a great hindrance in formulating appropriate welfare schemes for these communities. As already mentioned the Government of India is also under constitutional obligation to protect the interest of the Scheduled Caste and Scheduled Tribe communities and uplift them socially & economically. In order to take effective measures and frame the policies, the Working Group on Labour Statistics (Fourth Plan) in its interim report in 1964 recommended, inter-alia, collection of data on certain aspects of working and living conditions of labour belonging to Scheduled Castes and Scheduled Tribes communities with a view to suggest ways and means to be adopted for their welfare and improving their working and living conditions. The Planning Commission also felt that the paucity of such data had been causing great difficulty in formulating effective measures for ameliorating the conditions of such labour. The National Commission on Labour (1966-69) too emphasized the importance and need for collection of such data after commenting upon the inadequacy of available information in this regard and also the absence of the first hand studies regarding the conditions of such labour.

In pursuance of the above recommendations and in consultation with the Planning Commission, Ministry of Home Affairs and Ministry of Labour, the Government of India, decided in principle to the conduct of appropriate studies and thus, entrusted this work to the Labour Bureau, Chandigarh.

In order to associate all the prospective users of the data, the Ministry of Labour constituted an Inter-departmental Direction Committee in April 1973 comprising the representative of the Central Statistical Organization, Planning Commission, Ministry of Home Affairs, Registrar General of India, Indian Council of Social Science Research, then to Ministry of Labour and now Ministry of Social Justice and Employment under the chairmanship of the Head of the Department, Labour Bureau to guide, examine and approve all the technical details of these studies. In its 13th meeting, the I.D.D.C. also co-opted a representative of the N.S.S.O. on the committee. The committee after deliberating in detail on the scope and coverage of the studies and keeping in view the basically different ethnic characteristics and background of the scheduled castes and scheduled tribes communities, decided that studies in respect of these two communities may be conducted as follows :-

- i) Working and living conditions of the Scheduled Castes workers engaged in the four groups of unclean occupations viz. sweeping and scavenging, Flaying and Tanning, Shoe making and Bone-crushing operations in the urban areas.
- ii) Socio-economic Conditions of Schedules Tribes labour in selected Industrial Centres.

So far, nine surveys relating to the Scheduled Castes workers engaged in the selected unclean occupations have been conducted and reports released. The surveys conducted are as follows.

1. Agra (Uttar Pradesh)-1978
2. Sholapur (Maharashtra)-1982
3. Madres now Chennai (Tamil Nadu)-1987
4. Patna (Bihar)-1987
5. Indore (Madhya Pradesh)-1995
6. Ghaziabad (Uttar Pradesh)-1997
7. Asansol (West Bengal)-1999
8. Jalandhar (Punjab)- 2001
9. Jaipur (Rajasthan)-2005

The seven Socio-economic Surveys relating to the Scheduled Tribes labour have been conducted and reports released in the years are:-

1. Rourkela (Orissa)-1989
2. Ranchi (Bihar now Jharkhand)-1991
3. Surat (Gujarat)-1991
4. Bailadila (Madhya Pradesh)-1992
5. Nagpur (Maharashtra)-1994
6. Belgaum (Karnataka)-1998
7. Barbil (Orissa)-2001

The present report which is the 8th in the series relates to the surveys of socio-economic conditions of the Scheduled Tribes labour in the Scheduled Tribe belt comprising Sachin, Navsari, Valsad & Pardi and Vapi industrial areas in the state of Gujarat.

2.2 OBJECTIVE, SCOPE AND COVERAGE OF THE SURVEY

The survey is a diagnostic study of Socio-economic conditions of ST Industrial Workers. The study was confined to the Industrial centres decided by

the Inter Departmental Direction Committee. However, in view of the changed scenario, the committee decided to conduct survey in the Scheduled Tribe belt instead of specific Scheduled Tribe Centre. All the Industrial units registered under various labour laws which are located in the belt are covered for the survey.

The main objective of the Survey was to collect the data on Socio-economic Conditions of the Scheduled Tribes labour working in the Industrial units (Factories) in the Scheduled Tribe belt comprising Sachin, Navsari, Valsad/Pardi and Vapi industrial areas of Gujarat State with a view to study their working and living conditions and benefits received by them from various welfare programmes run by the Central and State Government Departments in the ST belt taken for study.

2.3 NAVSARI AND VALSAD CENTRES

These are the important Industrial Centres in the State of Gujarat and also having substantial population of Scheduled Tribes. According to 2001 census, the total population of Navsari District is 12, 29,463, out of which 5, 91,164 (48.08 percent) are the Scheduled Tribes and for Valsad District (which includes Vapi) out of 14, 10,553 population, 7, 72,405 (54.76 percent) are the Scheduled Tribes.

2.4 PERIOD OF THE SURVEY

After the listing of industrial establishments (Factories, etc.) employing Scheduled Tribes workers, main survey was conducted during November, 06 to January, 2007. Hence the information collected relates to above period only.

2.5 CONCEPTS AND DEFINITIONS

The concepts and definitions adopted for this survey were as under:-

(i) Scheduled Tribes

All tribes declared to be Scheduled Tribes by the President of India under Article 342 of the Constitution of India in respect of Gujarat State were within the scope of the survey. List of Scheduled Tribes relating to Gujarat State may be seen at Annexure-II.

(ii) Public Sector and Private Sector

(a) Public Sector

A Public Sector Unit is one which is completely owned, controlled and managed by either the Central Government or a State Government or a Local body.

(b) Private Sector

Units owned by Private individuals/Firms/Companies belong to the Private Sector.

(iii) Technical, Managerial and Executive Personnel

Employees in this group (e.g., Directors, Managers, Engineers, Doctors, Accountants, Economists, Administrative Officers and Labour Officers, etc.) perform task which require training in scientific and other professional fields. They participate in policy formulation, direct the application of rules and regulations, organize, manage and co-ordinate the activities of one or more departments of the organization.

(iv) Production and related workers

Workers engaged in or directly associated with the manufacturing process and or allied activities incidental to the manufacturing process are known as production and related workers.

(v) Clerical and related workers

Workers who compile and maintain records of financial transactions and other business or handle cash or record matters by short hand or type or operate office machines and perform other clerical tasks, e.g., clerk, cashier, store-keeper, typist, stenographer, proof reader, weighing clerk, finance clerk, etc. fall under the category of clerical and related workers.

(vi) Watch & Ward staff and staff of other services

Employees in this group include (a) Fire Fighters, Watchmen, Security Guards, (b) those who render other services such as house keeping, cooking or serving cooked meals and (c) those who take care of and clean the building, equipment and furniture, etc.

(vii) Contract Workers

Workers not borne directly on the strength of the establishment and hence not paid by the principal employer but working within the premises of the factory and paid by the contractor fall in this category. These workers may be employed with or without the knowledge of the principal employer.

(viii) Household/Family

A household/family is a group of persons who are generally related by blood, marriage or adoption, usually, living together and served from the same kitchen and expenses on their account are settled from a common pooled fund. Thus, relatives and friends who live with the family and depend on the common pool for their expenses are also treated as members of the household. Paying guest who pay fixed amount of money for their boarding and lodging and servants are excluded.

(ix) Earning dependant

An earning dependant is family member who does not earn enough for his own maintenance.

(x) Unpaid Family worker

Unpaid family workers is one who works in the family enterprise at least one hour per day and is not paid in lieu of the work done by him. However, family members like house wives doing domestic work are excluded. They are considered as 'not in labour force'.

2.6 METHODOLOGY

The lists of Industrial units registered under the various labour laws are obtained from the State Authorities. The frame of the Industrial units who are employing Scheduled Tribe worker is prepared by visiting all the units located at the Scheduled Tribe Belt. Accordingly, a list of 802 units employing ST workers was prepared during listing survey done in September 2006 except Sachin Centre where listing could not be done due to epidemic/flood conditions in Surat district.

The brief sampling design adopted in the survey is as under:-

- 1) The two stage stratified systematic sampling method was adopted for the survey.
- 2) Initially in the first stage, four strata were framed viz., Vapi, Valsad, Navsari and Sachin.
- 3) Total units covered in the survey were 224.
- 4) Sample units were divided among the strata according to probability proportion to size (PPS) method.
- 5) Each stratum was further divided into sub-strata according to employment of ST workers i.e. 1-9, 10-49, 50-99 and 100 & above.

- 6) Units in each strata were allocated to different sub-strata on proportionate basis according to their size.
- 7) The units were selected to study the working conditions of Scheduled Tribe workers.
- 8) In the second stage sampling workers were selected from each of the stratum/sub-stratum to study the living conditions of the Scheduled Tribe Workers. Scheduled Tribe Workers selected in each employment size class, following strategy was adopted:-
 - (i) Units employing 1-2 ST Workers = 1 worker.
 - (ii) Units employing 3-4 ST Workers = 2 workers.
 - (iii) Units employing 5-9 ST Workers = 3 to 4 workers (50 per cent).
 - (iv) Units employing 10-49 ST Workers = 5 to 10 workers (25 per cent subject to minimum 5).
 - (v) Units employing 50 or more ST Workers = Maximum 10 workers.

A list of 802 working units constituted the frame for stratum of Vapi, Valsad and Navsari. Since listing of units was not possible in Sachin because of epidemic conditions, a list of 198 units were assumed as working units (employing ST workers) out of 365 units provided by the State Authorities. Therefore, including Sachin the total frame size comes to 1000 working units out of which a sample of 224 units was selected to study the working conditions. The total Scheduled Tribes employment in these sample units was 2945. Keeping in view the constraints of manpower, budget and time, the total number of Scheduled Tribe workers interviewed for studying the living conditions were 627.

Table 2.1 shows the number of the units and Scheduled Tribes workers in the frame, number of sample units and workers selected by employment size class in each stratum.

2.7 SCHEDULE CANVASSED

Four specially designed schedules (copies at Annexure-II) covering different aspects of the working and living conditions of the S.T. workers were canvassed through interview method.

Listing Schedule-I was used for listing of all the Scheduled Tribes Workers in all the units (census basis) at the S.T. belt comprising Vapi, Valsad, Navsari and Sachin Centres. The information collected was used for preparation of the frame.

Employers Schedule-II was used to study the working conditions of workers from each selected unit which includes (i) Employment status (ii) Wage Rates and Earnings, (iii) Working Hours, (iv) Leave and Holidays, (v) Labour Welfare and Social Security and (vi) Industrial Relations, etc.

Workers Schedule-III was canvassed in respect of each of the selected ST workers to study the living conditions of workers and includes (i) Family demographic particulars, literacy level, etc., (ii) Family income and expenditure, qualitative standard of living, patriarch system of living, social customs, indebtedness and housing conditions, (iii) Dietary habits (iv) Migratory characteristics, (v) Benefits received from the Centrally and State sponsored welfare schemes etc.

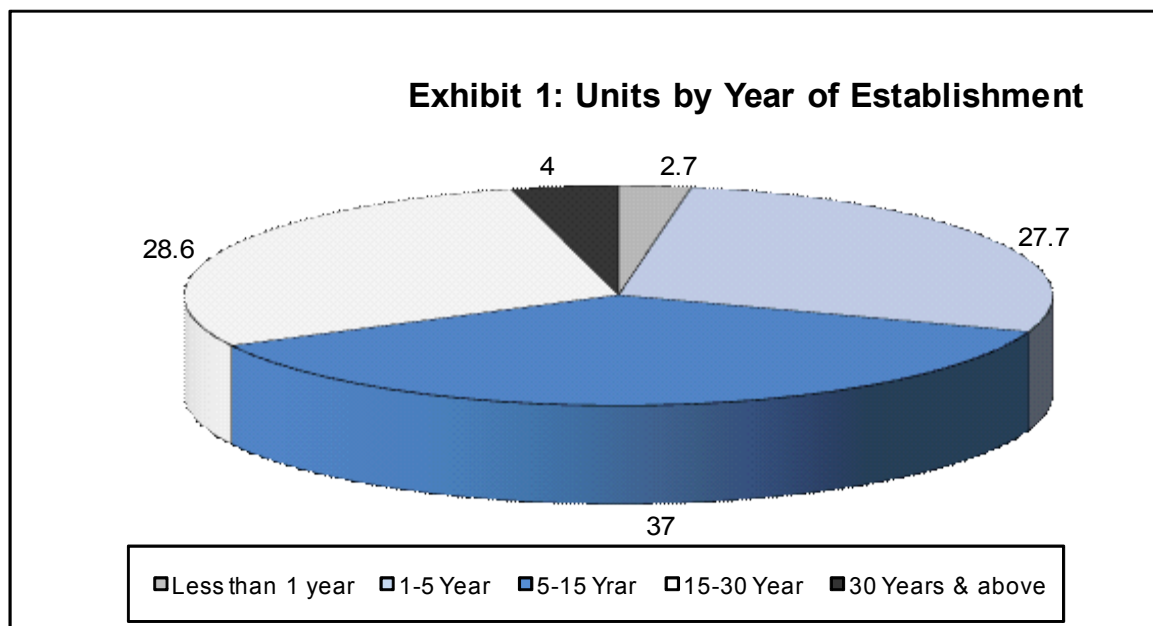
Locality Schedule-IV was canvassed in respect of each locality predominantly inhabited by the Scheduled Tribes Workers to study the kinds of facilities and amenities provided in these localities by the local government.

2.8 DISTRIBUTION OF SAMPLE UNITS BY THE VARIOUS CHARACTERISTICS

2.8.1 Units by year of Establishment

Table 2.2 shows the distribution of units by their year of establishment i.e. age. At the aggregate level, out of the 224 sample units, 9 units (4.0 percent) were working for '30 or more year' and 64 units (28.6 percent) were working between 15-30 years. Only 6 units (2.7 percent) were found to be less than 1

year old. Majority of the 83 units (37.0 percent) were working between 5-15 years.



2.8.2 Units by type of Ownership

The distribution of units by ownership is shown in Table 2.3. The perusal of the Table reveals that 223 units were in private sector and only one unit at Navsari centre was in public sector.

2.8.3 Units registered under different Labour Acts

Table 2.4 reveals that 196 units i.e. (87.5 percent) were registered under Factories Act., 13 units (5.8 percent) were registered under Gujarat State Shops & Commercial Establishment Act and 15 units (6.7 percent) reported registration under Other Acts.

2.8.4 Distribution of units by Industries (Economic activity as per NIC 1998)

The selected units were grouped into 16 major industries at two digit level of NIC-1998. At aggregate level, majority of the units i.e., 47 units (21.0 percent) belong to the Industry Division-24 "Manufacture of Chemicals and

Chemical Products,” 31 units (13.8 percent) belong to the Industry Division-29 “Manufacture of Machinery and Equipment”, 27 units (12.1 percent) belong to the Industry Division-17-“Manufacture of Textiles”, 22 units (9.8 percent) belong to the Industry Division-28 “Manufacture of Fabricated Metal Products”. The details are presented in Table 2.5.

2.9 DIFFICULTIES EXPERIENCED

Some difficulties were experienced during the course of conduct of the field work. Non-maintenance/improper maintenance of record (Muster-rolls, Wages Register, Bonus Register & Advances Register etc.) in a number of units was the major impediment in collection of data. In the absence of these records, information as provided by the Employers had to be relied upon. Further, illiteracy and ignorance of workers made it very difficult for the field staff to collect accurate and reliable information from the sample workers. In a good number of cases, there was a problem of recall lapse on the part of the workers. It was also observed that quite often the workers or their family members were little apprehensive in sharing information on consumption of liquor, indebtedness, child marriage, belief in superstitions, etc. at the time of interview. The tactfulness, efficiency and experience of the field staff were the only guiding factors for the successful completion of the field survey.

Annexure-I

State Wise (% age) of ST to Total Population – 2001 Census

(Figures in lacs)

Sl. No.	Name	Total Population	ST Population	% of ST Population
1	Madhya Pradesh	603.5	122.3	20.3
2	Maharashtra	968.8	85.8	8.9
3	Orissa	368.0	81.5	22.1
4	Gujarat	506.7	74.8	14.8
5	Rajasthan	565.1	71.0	12.6
6	Jharkhand	269.5	70.9	26.3
7	Chhatisgarh	208.3	66.2	31.8
8	Andhra Pradesh	762.1	50.2	6.6
9	West Bengal	801.8	44.1	5.5
10	Karnataka	528.5	34.6	6.6
11	Assam	266.6	33.1	12.4
12	Meghalaya	23.2	19.9	85.9
13	Nagaland	19.9	17.7	89.1
14	Jammu & Kashmir	101.4	11.1	10.9
15	Tripura	32.0	9.9	31.1
16	Mizoram	8.9	8.4	94.5
17	Bihar	830.0	7.6	0.9
18	Manipur	21.7	7.4	34.2
19	Arunachal Pradesh	11.0	7.1	64.2
20	Tamil Nadu	624.1	6.5	1.0
21	Kerala	318.4	3.6	1.1
22	Uttanchal	84.9	2.6	3.0
23	Himachal Pradesh	60.8	2.4	4.0
24	Dadra & Nagar Haveli	2.2	1.4	62.2
25	Sikkim	5.4	1.1	20.6
26	Uttar Pradesh	1662.0	1.1	0.1
27	Lakshadweep	0.6	0.6	94.5
28	Andaman & Nicobar Island	3.6	0.3	8.3
29	Daman & Diu	1.6	0.1	8.8
30	Goa	13.5	0.0	0.0
31	Punjab	243.6	0.0	0.0
32	Chandigarh	9.0	0.0	0.0
33	Haryana	211.4	0.0	0.0
34	Delhi	138.5	0.0	0.0
35	Pondichery	9.7	0.0	0.0
	All India	10286.1	843.3	8.2

Table 2.1 : Total Number of Units and Scheduled Tribes Workers in the Frame and in the Sample

Name of Stratum	Employment size of Scheduled Tribes Workers	No. of Units in the Frame which are employing S.T.workers	Total No. ST workers in the units of Col.3	Sample Size		
				Units selected	Total S.T. employment in the sample units	S.T. workers selected out of col.6
1	2	3	4	5	6	7
Vapi	1-9	322	1102	66	218	136
	10-49	88	1536	14	217	72
	50-99	6	368	2	106	20
	100 & above	1	137	1	143	10
	Total	417	3143	83	684	238
Valsad & Pardi	1-9	138	595	27	93	54
	10-49	60	1133	12	236	73
	50-99	8	540	1	58	10
	100 & above	11	3433	3	1028	30
	Total	217	5701	43	1415	167
Navsari	1-9	135	514	24	71	41
	10-49	27	472	6	101	31
	50-99	2	116	1	62	9
	100 & above	4	616	3	440	30
	Total	168	1718	34	674	111
Sachin	1-9	-	-	62	148	101
	10-49	-	-	2	24	10
	50-99	-	-	-	-	-
	100 & above	-	-	-	-	-
	Total	198		64	172	111
Total		1000	10562	224	2945	627

Table 2.2 : Distribution of Sample Units by Year of Establishment

Sl.No.	Name of Stratum	No. of units surveyed	Establishment of units in years				
			Less than one year	1-5	5-15	15-30	30 years and above
1	2	3	4	5	6	7	8
1	Vapi	83	3	16	30	30	4
2	Valsad	43	-	13	18	12	-
3	Navsari	34	-	12	7	11	4
4	Sachin	64	3	21	28	11	1
Total		224	6	62	83	64	9
No. of Units in %age			2.7	27.7	37	28.6	4.0

Table 2.3 : Distribution of Sampled Units by Type of Ownership

Sl.No.	Name of Stratum	No. of units surveyed	Type of Ownership	
			Public	Private
1	2	3	4	5
1	Vapi	83	-	83
2	Valsad	43	-	43
3	Navsari	34	1	33
4	Sachin	64	-	64
Total		224	1	223

Table 2.4 : Distribution of Sampled Units Registered under Labour Enactments

Sl.No.	Name of Stratum	No. of units surveyed	Factories Act, 1948	Shops & Commercial Establishments Act Gujarat	Others Act
1	2	3	4	5	6
1	Vapi	83	75	7	1
2	Valsad	43	28	3	12
3	Navsari	34	32	-	2
4	Sachin	64	61	3	-
Total		224	196	13	15
No. of Units in %age			87.5	5.8	6.7

Table 2.5 : Distribution of Units by Industries (Economic Activities) as per NIC-1998

Sl. No.	Name of Industry	NIC 1998	Number of units belonging to stratum				
			Vapi	Valsad	Navsari	Sachin	Total
1	2	3	4	5	6	7	8
1	Mfg. of Food Product and Beverages	15	6	1	2	4	13
2	Mfg. of Textile	17	2	1	1	23	27
3	Mfg. of wearing Apparel, Dressing and Dyeing of Fur	18	3	-	1	1	5
4	Tanning and Dressing of Leather, Mfg. of luggage, Handbags, Saddlery, Harness and Footwear	19	1	-	-	2	3
5	Mfg. of Paper and Paper Products	21	12	2	1	1	16
6	Publising, Printing and reproduction of recorded media	22	3	2	-	5	10
7	Mfg. of Chemical & Chemical Products	24	22	2	8	15	47
8	Mfg. of Rubber & Plastic Products	25	5	6	-	1	12
9	Mfg. of other non-metallic mineral	26	1	5	1	1	8
10	Mfg. of fabricated metal Products	28	12	1	5	4	22
11	Mfg. of Machinery and equipment	29	12	9	6	4	31
12	Mfg. of electrical Machinery and apparatus n.e.c.	31	2	7	3	1	13
13	Mfg. of Radio, Television and Communication equipment and appartus	32	-	3	-	-	3
14	Mfg. of other Transport Equioment	35	1	2	2	-	5
15	Mfg. of Furniture, and N.E.C.	36	-	1	3	1	5
16	Recycling of metal waste/non-metal waste and Scrap	37	1	1	1	1	4
Total (All Industry)			83	43	34	64	224