



**STATUS OF EMPLOYMENT
AMONG ADIVASI YOUTH
OF
SOUTH GUJARAT
(BHARUCH-NARMADA,
SURAT-TAPI, VALSAD-NAVSARI,
DANG DISTRICTS)**

**A Study Conducted By
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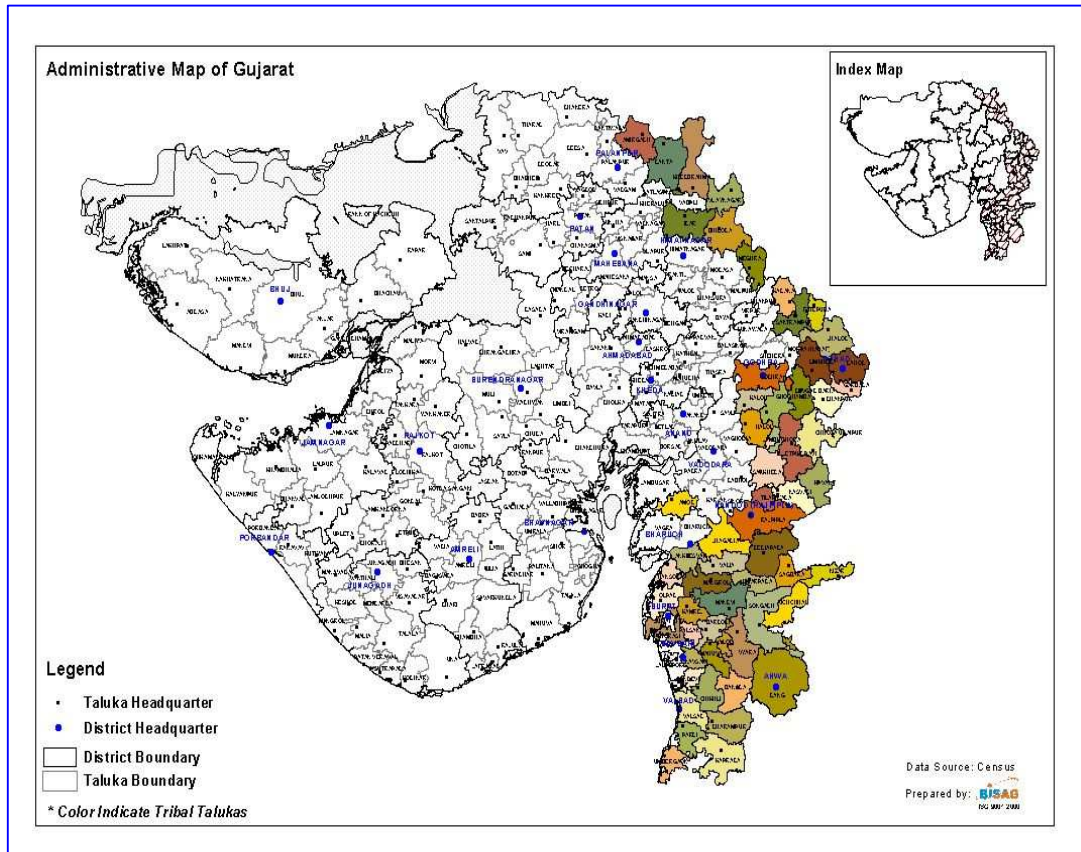
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ABBREVIATION

| | |
|------|---|
| ST | Scheduled Tribe |
| JFM | Joint Forest management |
| FGD | Focused Group Discussion |
| ToR | Terms of Reference |
| PESA | Panchayati Raj Extension to Scheduled Areas Act |

I. Situation of tribals in Gujarat

Of total population, the population of scheduled tribes (ST - also called 'tribal' and 'adivasi') is 15%, i.e. about 75 lakhs in Gujarat. In Gujarat 28 scheduled tribes are enlisted and of them 8 are primitive tribes, mainly belong to Gir, Barda and Alech forests (mainly Junagadh and Jamnagar district in western Gujarat) and Ahmedabad district in central Gujarat. About 21 tribes are spread over 12 districts (north-eastern belt) in Gujarat. (See map – tribal population highlighted with colour)



The major problems of the tribes in north Gujarat (Banaskantha, Sabarkantha, Panchmahal, Dahod and Vadodara) are – lower level of literacy, high incidences of sickle cell anemia, unemployment, high degree of migration and no access to forest or forest produce.

The tribes of south Gujarat (Bharuch, Narmada, Surat, Tapi, Valsad, Navsari, Dang districts) have reported higher level of literacy but they face similar set of problems, i.e. high incidences of sickle cell anemia, unemployment, high degree of migration and little access to forest or forest produce through Joint Forest management (JFM) started by the government of Gujarat but has reported higher level of corruption, cooption of tribal leaders and control of the forest officials. Gandhians have contributed to higher level of literacy but the major lacuna has been innovativeness and meaningful employment for these tribals. The tribals in south Gujarat face atrocities by forest officials very frequently and has reported highest number of displace people due to development projects like large scale dams on Tapi and Narmada as well as industrial estates as part of silver corridor of Gujarat.

Land alienation among tribals is very rampant across north-eastern belt of Gujarat. It is reported that officially about 7-8% tribals are alienated from land; informal survey reveal this extent to 15%.

Table 1: Percentage of STs in Districts of Gujarat (census 2001)

| <i>District</i> | | <i>2001</i> | <i>District</i> | | <i>2001</i> |
|----------------------|-------|-------------|------------------|-------|-------------|
| <i>Kachchh</i> | Total | 8.2 | <i>Rajkot</i> | Total | 0.4 |
| | Rural | 9.6 | | Rural | 0.3 |
| | Urban | 5.0 | | Urban | 0.5 |
| <i>Banaskantha</i> | Total | 8.2 | <i>Jamnagar</i> | Total | 0.5 |
| | Rural | 8.8 | | Rural | 0.6 |
| | Urban | 3.3 | | Urban | 0.5 |
| <i>Patan</i> | Total | 1.1 | <i>Porbandar</i> | Total | 1.2 |
| | Rural | 0.7 | | Rural | 1.9 |
| | Urban | 2.5 | | Urban | 0.5 |
| <i>Mehsana</i> | Total | 0.5 | <i>Junagadh</i> | Total | 0.8 |
| | Rural | 0.3 | | Rural | 0.8 |
| | Urban | 1.1 | | Urban | 0.7 |
| <i>Sabarkantha</i> | Total | 20.2 | <i>Amreli</i> | Total | 0.2 |
| | Rural | 22.1 | | Rural | 0.2 |
| | Urban | 4.3 | | Urban | 0.5 |
| <i>Gandhinagar</i> | Total | 1.3 | <i>Bhavnagar</i> | Total | 0.3 |
| | Rural | 0.5 | | Rural | 0.2 |
| | Urban | 2.8 | | Urban | 0.5 |
| <i>Ahmedabad</i> | Total | 1.0 | <i>Anand</i> | Total | 1.2 |
| | Rural | 1.3 | | Rural | 1.0 |
| | Urban | 0.9 | | Urban | 2.0 |
| <i>Surendranagar</i> | Total | 0.9 | <i>Kheda</i> | Total | 1.6 |
| | Rural | 1.2 | | Rural | 1.5 |
| | Urban | 0.3 | | Urban | 1.9 |
| <i>Panchmahals</i> | Total | 27.5 | <i>Surat</i> | Total | 28.2 |
| | Rural | 30.6 | | Rural | 63.3 |
| | Urban | 5.8 | | Urban | 4.8 |
| <i>Dahod</i> | Total | 72.3 | <i>The Dangs</i> | Total | 93.8 |
| | Rural | 76.8 | | Rural | 93.8 |
| | Urban | 29.2 | | Urban | 0.0 |
| <i>Vadodara</i> | Total | 26.6 | <i>Navsari</i> | Total | 48.1 |
| | Rural | 44.5 | | Rural | 59.9 |
| | Urban | 4.8 | | Urban | 16.7 |
| <i>Narmada</i> | Total | 78.1 | <i>Valsad</i> | Total | 54.8 |
| | Rural | 83.6 | | Rural | 68.2 |
| | Urban | 29.2 | | Urban | 18.3 |
| <i>Bharuch</i> | Total | 32.4 | | | |
| | Rural | 39.9 | | | |
| | Urban | 10.7 | | | |

The Government of Gujarat has taken steps like launching JFM, Vanbandhu Yojana and such development programmes but its effect is limited in providing employment and

better quality of life. Panchayati Raj Extension to Scheduled Areas Act, 1998 (PESA) was expected to provide opportunity to tribals for local self-governance but it has not been implemented by the government. In this situation, tribal development has remained centralized and largely government dependent. Unfortunately, the industrial houses have not thought of engaging tribal educated youth meaningfully in respective units. The agriculture has been a main economic activity but due to large scale dams and wider forest cover, most of the farmers are marginal or small with small and medium landholding

While identifying potential tribal teachers for teaching English and Mathematics in tribal dominated areas in Gujarat state during second quarter of the year 2008 by IL&FS, the pattern of educational status among tribal youth was revealed, that is, most of the tribal graduated with Hindi and Sanskrit as major subject in Arts faculty, as most of the colleges in tribal dominated areas of Gujarat offer these subjects. There is a dearth of tribal youth who have passed graduation with English or Economics as major subject. One of the reasons for this situation is that the tribal youth is not well aware of the market needs; most of the times, if they are aware of market needs, the fees for such educational courses are very high, not affordable. This means that even being educated does not guarantee meaningful employment.

In light of problems of unemployment, displacement and migration in search of livelihood, a need was felt to identify areas of meaningful employment. Therefore a study was proposed that identifies areas and scope of employment, liaison to be undertaken with concerned authorities (the government or government run programmes, industrial houses, village based industries, etc.).

II. Objectives of the study

1. To know the employment status of youth between 18-35 years.
2. To know the capabilities of tribal youth for meaningful employment, especially knowledge of English language and use of computers.
3. To know availability of employment and above their readiness to move to places where there is employment opportunity.

III. Research Methods

As this is primarily a data based study, we focused on two research methods for primary data collection. Primary data is collected with the following methods:

1. Survey
2. Focused Group Discussion (FGD)

As the geographic areas were mentioned as part of terms of reference (ToR), the study is restricted to 7 districts of Gujarat, namely, Bharuch, Narmada, Surat, Tapi, Valsad, Navasari and Dang but taken collectively into 4 major sections as Bharuch-Narmada, Surat-Tapi, Valsad-Navasari and Dang.

A purposive sampling is used for this study for which the criteria for selection of place and respondent for the survey and FGD are as follows:

- Villages situated near the industrial units in these 7 districts and the young residents therein.
- Villages with tribal dominated population.

- Youth in the age group of 18-35 years.
- The person should have studied at least 5th standard.
- Preference to a respondent who knows English and use of computers

The following geographic areas and the respondents have been covered based on purposive sampling, i.e. major tribes residing in 15 talukas of the seven districts in south Gujarat:

Table 2: Details of sampling

| Districts – clusters of district | Taluka |
|---|---------------|
| Bharuch-Narmada | Amod |
| | Zaghadia |
| | Dediyapada |
| | Rajpipla |
| | Nandod |
| | Tilakwada |
| Surat-Tapi | Bardoli |
| | Mandvi |
| | Mangrol |
| | Songadh |
| | Umarpada |
| | Valod |
| | Vyara |
| Valsad-Navsari | Vasda |
| Dang | Ahva |

a. Process undertaken for tool development

The tool has been developed for the survey and FGD with keeping ToR and the need for the study, i.e. towards meaningful employment of educated tribal youth.

The survey schedule is divided into two parts – (1) candidate profile; (2) trainee inclination and characteristics (see annexure 1 for the tool of survey).

The tool for FGD to get information at village level aimed at gathering data on the following aspects: (see annexure 2 for tool)

- Mapping industrial units in the region and close to the village;
- Mapping employment in the village – types of work, wages and scope of earning livelihood;
- Extent of migration in search on livelihood and willingness for migration of educated youth for employment;
- Willingness to acquire new skills / skills required to cater market needs;
- Attitudes of industrial units towards tribal youth;
- Efforts made by youth to gain employment – registering name in Employment Office, placement agency, launching bio-data on internet portals, etc.
- Suggestions for employment opportunities;
- Role of the government and industrial units in providing meaningful employment.

b. Primary data collection

The survey and FGD were conducted during 16th and 21st June 2008. An FGD cum reflection was conducted on 23rd June 2008. A group of senior field investigators from different geographic areas as well as various tribes had participated in this FGD.

c. Structure of the report

The report incorporates primary data collected through survey, FGD and reflection on the process of survey, and observations of the senior field investigators. Most of the important information is presented as table or graphics. The photographs are presented as and where suitable to enhance the point of discussion.

The presentation includes mainly

Section 1: Candidate profile

- Individual's profile – name, age, sex, language, religion, education, etc
- Existing employment,
- Existing income,
- Educational and skill levels for employment,
- Respondent's willingness to migrate,
- The skills they would like to learn,
- Willingness to pay for the programs, their aspiration levels etc.

Section 2: Trainee Inclination and Characteristics

- Opportunities available
- Skills for employment and income generation among tribal youth
- Willingness to learn and generate employment
- Attempts made for gaining employment

Section 3: Development of Appropriate Outreach Strategy

- Articulating market needs and identifying areas - sectors - activities for employment and enterprising
- Training needs for employment

Section 4: Alternate Outreach Strategies

- Need for developing institutional mechanism

IV. Limitations of the study

Tight timeline (within 15 days) has imposed a few constraints, such as pre-testing of the tools were carried out on a very small scale. The forms were to be printed over weekend and were to be distributed on Monday; about 100 forms were found with printing mistakes and therefore were discarded.

Some filled forms were rejected as they belonged to other geographic areas and scheduled caste members were covered. A few forms were rejected while entering the data, as they were not completely filled. This brought to a total number of survey forms filled from expected 2,100 to 1,941.

FGDs have been conducted within given time and therefore might have lost some observations which were not shared by the respondents in the villages or by senior field investigators.

V. Major Findings

The findings are presented in 4 sections:

Section 1: Candidate profile

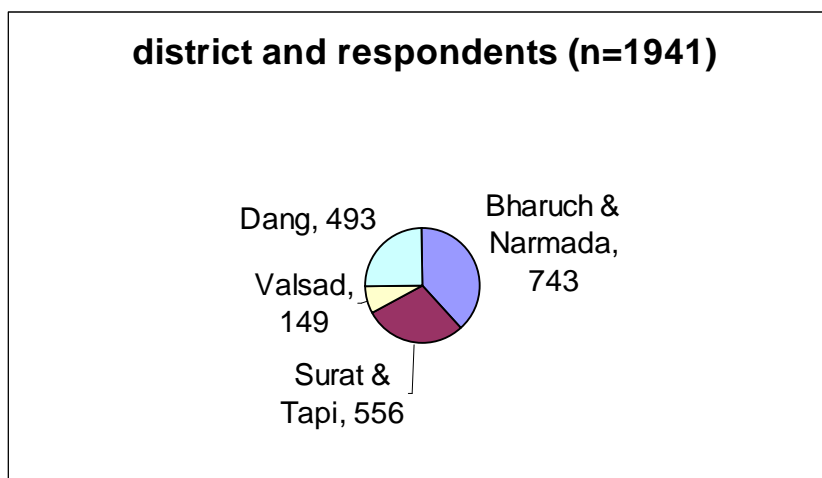
Section 2: Trainee Inclination and Characteristics

Section 3: Development of Appropriate Outreach Strategy

Section 4: Alternate Outreach Strategies

Section 1: Candidate profile

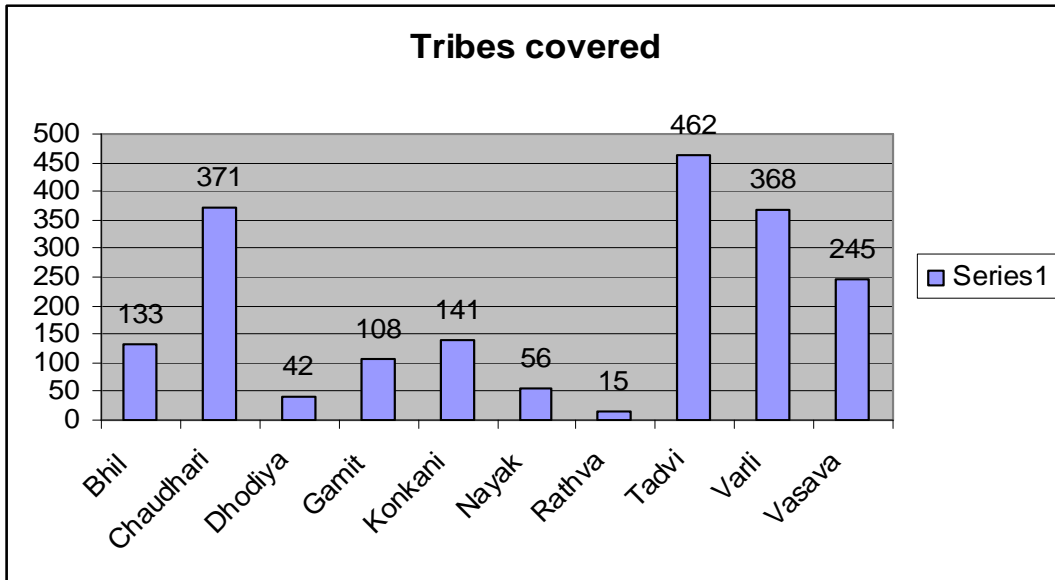
In all 1,941 tribal respondents have been covered from 15 talukas of 4 sections under the survey as shown in purposive sampling. These respondents are from different families.



The composition of the respondents in each section is as follow:

Table 3: Details of respondents

| District | Taluka | No. of respondents | Tribes covered |
|---------------------------|------------|--------------------|---|
| Bharuch & Narmada (n=743) | Amod | 208 | Bhil, Chaudhari, Rathava, Tadvi, Valvi, Vasava |
| | Dediyapada | 4 | |
| | Nandod | 421 | |
| | Rajpipla | 83 | |
| | Tilakwada | 10 | |
| Surat & Tapi (n=556) | Zaghadia | 17 | Chaudhari, Dhodiya, Gamit, Vasava |
| | Bardoli | 98 | |
| | Mangrol | 26 | |
| | Mandvi | 109 | |
| | Songadh | 50 | |
| | Umarpada | 44 | |
| | Valod | 135 | |
| Vyara | 94 | | |
| Valsad (n=149) | Vasda | 149 | Dhodiya, Gamit, Konkani, Nayak, Rathava, Tadvi |
| Dang (n=493) | Ahva | 493 | Bhil, Chaudhari, Dhodiya, Gamit, Konkani, Nayak, Rathava, Varli |



1.1 Age

More than two-thirds (76%) respondents are aged between 18 and 25 years.

1.2 Sex

In all 71% are male respondents.

1.3 Religion

Majority of the respondents (95.3%) follow Hindu religion while small portion (about 2.5%) reported following Christianity and Adivasi religion.

Table 4: Profile of respondents

| Age (years) | No. of respondents (n=1941) | % |
|-----------------|--------------------------------|------|
| a. 18-25 | 1477 | 76.0 |
| b. 26-35 | 464 | 24.0 |
| Sex | | |
| a. Female | 556 | 29.0 |
| b. Male | 1385 | 71.0 |
| Religion | | |
| a. Hindu | 1850 | 95.3 |
| b. Christian | 40 | 2.1 |
| c. Adivasi | 51 | 2.6 |

1.4 Household Information

- Majority of them (84.5%) belong to joint family.
- About a two-thirds (63%) reported one to five persons per family.
- Though the mother tongue of the tribals is different i.e. they speak different dialects but almost all (97%) can read, write and speak Gujarati. each tribes has its own dialect. In most of the south Gujarat districts, the literacy drive started in the beginning of 20th century and therefore reading and writing ability is reported as high as 97%.

Table 5: Language information of the respondents

| Mother tongue | No. of respondents (n=1941) | % |
|---------------|--------------------------------|------------|
| Dangi | 380 | 19.6 |
| Chaudhary | 239 | 12.3 |
| Gujarati | 664 | 34.2 |
| Gamit | 90 | 4.6 |
| Vasava | 114 | 5.9 |
| Tadvi | 280 | 14.4 |
| Bhili | 23 | 1.2 |
| Konani | 81 | 4.2 |
| Dhodiya | 26 | 1.3 |
| Nayki | 44 | 2.3 |
| Total | 1,941 | 100 |

- In all 40.7% are unmarried, the rest are married. Sex aggregated data shows that of total (790) married, 256 are female and 534 are males.

Table 6: Marital Status of the respondents

| Marital status of the respondents | Sex | | Total (%) |
|-----------------------------------|--------|------|------------|
| | Female | Male | |
| Married | 256 | 534 | 790 (40.7) |
| Un-married | 300 | 851 | 115 (59.3) |

1.5 Asset holding

- More than a two-thirds (70%) reported having cultivable land;
- About half (47.5%) have domestic cattle;
- 21% reported having a vehicle and 12% reported ownership of non-cultivable land.
- Significantly, 10% reported no asset holding.

Table 7: Details of Assets

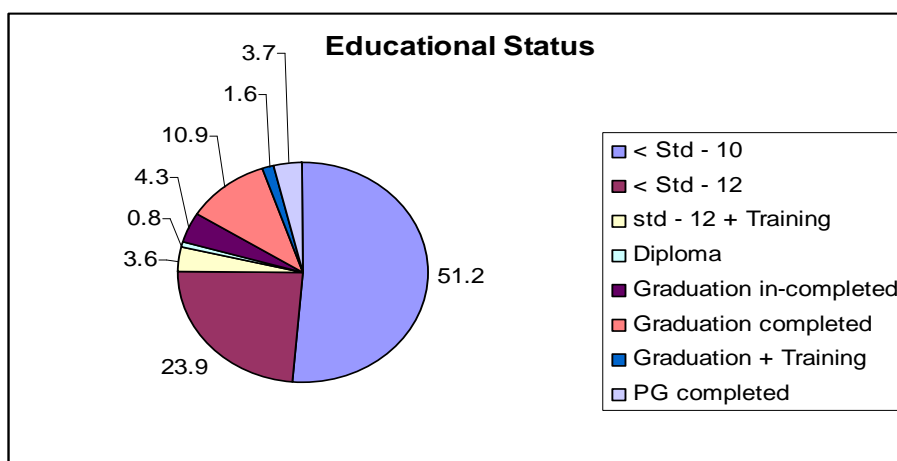
| Assets | | Districts and No. of respondents (multiple answers) | | | | Total (%) |
|---------------------|-----|--|-----------------|---------------------|------|--------------|
| | | Bharuch / Narmada | Surat / Tapi | Valsad / Navsari | Dang | |
| Non cultivable land | Yes | 61 | 92 | 6 | 74 | 233 (12%) |
| | No | 682 | 464 | 143 | 419 | 1708 |
| Cultivable land | Yes | 403 | 425 | 125 | 401 | 1354 (69.8%) |
| | No | 340 | 131 | 24 | 92 | 587 |
| Vehicle | Yes | 165 | 166 | 34 | 47 | 412 (21.2%) |
| | No | 578 | 390 | 115 | 446 | 1529 |
| Cattle | Yes | 176 | 362 | 111 | 273 | 922 (47.5%) |
| | No | 567 | 194 | 38 | 220 | 1019 |
| Other assets | Yes | 25 | 8 | - | 9 | 42 (2.2%) |
| | No | 718 | 548 | 149 | 484 | 1899 |
| No assets | Yes | 71 | 49 | 0 | 83 | 203 (10.5%) |
| | No | 672 | 507 | 149 | 410 | 1738 |

1.6 Education

Of total, half (51%) are 10th standard pass. The ratio decreases with higher studies, i.e. about a fourth (24%) have passed 12th standard; graduates (11%) and post graduates (4%).

Table 8: Educational Status of the Respondents

| Educational status of the respondents | No. of respondents | % |
|---------------------------------------|--------------------|-------------|
| < Std - 10 | 993 | 51.2 |
| < Std - 12 | 464 | 23.9 |
| std - 12 + Training | 70 | 3.6 |
| Diploma | 15 | 0.8 |
| Graduation in-completed | 83 | 4.3 |
| Graduation completed | 211 | 10.9 |
| Graduation + Training | 32 | 1.6 |
| PG completed | 73 | 3.7 |
| Total | 1941 | 100 |



This pattern is observed across all tribes.

Table 9: Details of education, sexwise & sub-castewise

| Education | Sex | Sub caste | | | | | | | | | |
|------------|--------------|------------|------------|-----------|-----------|-----------|-----------|----------|------------|------------|------------|
| | | Bhil | Chaudhari | Dhodiya | Gamit | Konkani | Nayak | Rathva | Tadvi | Varli | Vasava |
| < Std – 10 | Female | 24 | 29 | 10 | 6 | 31 | 15 | 1 | 44 | 54 | 30 |
| | Male | 88 | 79 | 5 | 26 | 47 | 27 | 5 | 199 | 137 | 136 |
| | Total | 112 | 108 | 15 | 32 | 78 | 42 | 6 | 243 | 191 | 166 |
| < Std – 12 | Female | 3 | 34 | 4 | 9 | 11 | 5 | - | 31 | 28 | 12 |
| | Male | 7 | 52 | 8 | 13 | 10 | 4 | 6 | 132 | 57 | 38 |
| | Total | 10 | 86 | 12 | 22 | 21 | 9 | 6 | 163 | 85 | 50 |

| Education | Sex | Sub caste | | | | | | | | | |
|-------------------------|--------------|-----------|-----------|----------|-----------|-----------|----------|----------|-----------|-----------|-----------|
| | | Bhil | Chaudhari | Dhodriya | Garnit | Konkani | Nayak | Rathva | Tadvi | Varli | Vasava |
| std - 12 + Training | Female | - | 8 | 1 | 2 | 5 | - | - | 2 | 1 | - |
| | Male | 2 | 15 | 3 | 8 | 6 | 1 | - | 3 | 7 | 6 |
| | Total | 2 | 23 | 4 | 10 | 11 | 1 | - | 5 | 8 | 6 |
| Diploma | Male | - | 5 | 1 | 4 | 1 | - | - | 4 | | - |
| | Total | - | 5 | 1 | 4 | 1 | - | - | 4 | | - |
| Graduation in-completed | Female | 1 | 3 | 2 | 2 | 10 | 1 | 1 | 7 | 8 | 1 |
| | Male | 2 | 12 | 1 | 2 | 3 | 1 | - | 9 | 13 | 4 |
| | Total | 3 | 15 | 3 | 4 | 13 | 2 | 1 | 16 | 21 | 5 |
| Graduation completed | Female | | 35 | 3 | 10 | 6 | 1 | - | 6 | 8 | 5 |
| | Male | 3 | 46 | 1 | 17 | 8 | 1 | - | 21 | 32 | 8 |
| | Total | 3 | 81 | 4 | 27 | 14 | 2 | - | 27 | 40 | 13 |
| Graduation + Training | Female | - | 6 | - | 1 | | - | 1 | - | 4 | - |
| | Male | 2 | 7 | - | 3 | 1 | - | - | - | 7 | - |
| | Total | 2 | 13 | - | 4 | 1 | - | 1 | - | 11 | - |
| PG completed | Female | - | 22 | 2 | 2 | 2 | - | 1 | | 4 | 1 |
| | Male | 1 | 18 | 1 | 3 | | - | - | 4 | 8 | 4 |
| | Total | 1 | 40 | 3 | 5 | 2 | - | 1 | 4 | 12 | 5 |

In all 102 reported that they have taken training for employment. Of them, 31 are female and 71 are males. This means though females are in smaller proportion but serious about career making and employment generation.

Table 10: Details of trained youths

| Education of the respondents | Personal earning activity | | | | Total |
|------------------------------|---------------------------|----------------|---------------|-------------|------------|
| | Farming | Government job | Casual labour | Private job | |
| Std - 12 + Training | 42 | 5 | 21 | 2 | 70 |
| Graduation + Training | 22 | 3 | 5 | 2 | 32 |
| Total | 64 | 8 | 26 | 4 | 102 |

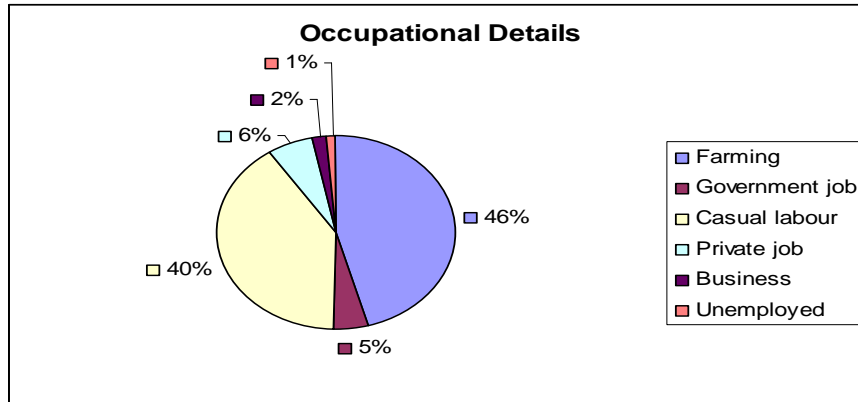
We can observe that though the youths are trained for specific skills but they mainly do farming and then prefer to do casual labour, as they earn better wages and that too staying in their hometown.

1.7 Income generation activities / employment

Most of them are engaged in multiple income generation activities, i.e. of total, half (46%) are employed in farming, 40% casual labour; 5% do govt. job, 6% have jobs in private company; and 2% are doing business. About 1% is totally unemployed.

Table 11: Details of occupation

| Occupation | No. of respondents | % |
|----------------|--------------------|------------|
| Farming | 883 | 45.5 |
| Government job | 92 | 4.7 |
| Casual labour | 783 | 40.3 |
| Private job | 125 | 6.4 |
| Business | 35 | 1.8 |
| Unemployed | 23 | 1.2 |
| Total | 1941 | 100 |

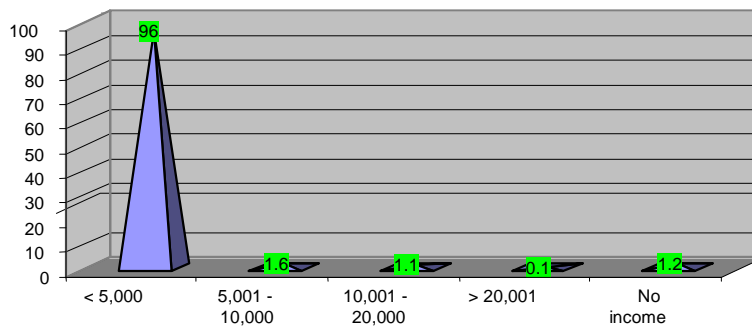


1.8 Monthly Income

More than 95% of the youths are earning only 1000 to 5000Rs per month. Only 3% earn more than Rs.5000 per month, of which 1% earns around Rs.15000 per month mainly in govt. job.1% doesnot earn anything.

Table 12: Details of monthly income

| Income (rupees) | No. of respondents | % |
|-----------------|--------------------|------------|
| < 5,000 | 1863 | 96.0 |
| 5,001 - 10,000 | 32 | 1.6 |
| 10,001 - 20,000 | 22 | 1.1 |
| > 20,001 | 01 | 0.1 |
| No income | 23 | 1.2 |
| Total | 1941 | 100 |



Majority youth i.e about 97% of the ones employed in farming activity earns less than Rs. 5000 per month. Even 84% of those who are in government jobs earn less than Rs. 5000/- per month. Casual labourers also get less wages. Business activities which include pan-bidi Galla, grocery shops, cycle repairing, etc fetch less than Rs. 5000/- per month.



Table 13: Details of Monthly income of the respondents in all earning activities

| Personal earning activity | Monthly income of the respondents including all earning activities (multiple answers) | | | | Total |
|---------------------------|---|-----------------|-----------------|----------------|--------------------|
| | < 5000 | 5001 - 10000 | 10001 - 20000 | > 20001 | |
| Farming | 856 (96.9) | 20 (2.3) | 7 (0.8) | - | 883 (45.5%) |
| Government job | 77 (83.7) | 6 (6.5) | 9 (9.8) | - | 92 (4.7%) |
| Casual labour | 775 (99.0) | 4 (0.5) | 3 (0.4) | 1 (0.1) | 783 (40.3%) |
| Private job | 120 (96.0) | 2 (1.6) | 3 (2.4) | - | 125 (6.4%) |
| Business | 35 (100.0) | - | - | - | 35 (1.8%) |
| Total | 1863 (96.0) | 32 (1.6) | 22 (1.1) | 1 (0.1) | 1918 |

The income is in somewhat proportion to education and level of employment, for example, those reported having government jobs at Kevadia colony and Ukai dam power project, they are class IV category workers, as they have not studied more than 12th standard. But at the same time, 94% of the total graduates and 90% of post-graduates also earn less than Rs. 5,000/- per month as few are less ready to migrate and those ready to migrate but don't do so as the wages that they earn after migration are less than what they gain by doing casual labour at home. Even trained educated youth are earning fewer wages due to the same reason.

Table 14: Details of Monthly income education wise

| Education | Monthly income of the respondents including all earning activities (n=1941) | | | |
|-------------------------|---|--------------|---------------|---------|
| | < 5000 | 5001 - 10000 | 10001 - 20000 | > 20001 |
| < Std - 10 | 972 (97.9) | 11 (1.11) | 5 (0.5) | 1 (0.1) |
| < Std - 12 | 438 (94.4) | 8 (1.72) | 4 (0.9) | - |
| std - 12 + Training | 67 (95.7) | 2 (2.86) | 1 (1.4) | - |
| Diploma | 13 (86.7) | - | 2 (13) | - |
| Graduation in-completed | 79 (95.2) | 2 (2.41) | 1 (1.2) | - |
| Graduation completed | 198 (93.8) | 3 (1.43) | 7 (3.3) | - |
| Graduation + Training | 30 (93.8) | 1 (3.31) | 1 (3.1) | - |
| PG completed | 66 (90.3) | 5 (6.94) | 1 (1.4) | - |

Graduates, who are living secured life, as their parents are employed and having some asset holding, are not ready to migrate.

Section 2: Trainee Inclination and Characteristic

The characteristics of employment opportunity in each district are presented here:

2.1 Opportunities Available

2.1.1 Narmada – Bharuch District:

- Dam and Hydro-generation project: Narmada Nigam for Sardar Sarovar Project is a government sponsored activity at Kevadia Colony. Many of the tribals are employed here mainly as class III and class IV workers as well as daily, casual labourers since beginning of 1980s. However, they have continued working as they consider this job as ‘government job’ meaning a secured job.



- Technical institute: Rajpipla is one of the big towns in Bharuch district; no industry is located in the nearby vicinity upto 25 kms from there. There is technical institute in Rajpipla where they go for training and learning different technical skills but the institute does not take up the responsibility of helping them find appropriate jobs. Jhagadia is one of the taluka where Seva Rural (an NGO) has been running a

Technical Institute where the tribal youth is learning vocational skills like electric gadget repairing, plumbing, fitting various industrial parts, etc.

- Forest based employment opportunities:
 - (a) In Netrang taluka, some youngsters can make various bamboo products but they are not registered as the member of government run Bamboo Produce Corporation. Thus they are neither getting bamboos regularly nor market to sell their products. They are not organized; not assisted financially and therefore have remained educated unemployed youth.
 - (b) In Amod taluka, women can collect various forest produce like gundar, timru pan, kesudo, honey, which they can sell in the market and earn. However, the government officials, especially the forest officials do not help them to promote JFM to enhance their earnings.
 - (c) A lot of potential for cottage industry is observed. Collecting Bamboos without permission is illegal. The Government of Gujarat runs Bamboo Corporation but does not make these youngster members of this corporation. thus, though it is a potential industry for employment, the deadlock between the government and tribals puts and end to it.
 - (d) A lot of potential for bee keeping and production of honey is observed.
 - Jhagadia was one of the industrially developed talukas but many of the units are not functional, e.g. Girnar scooters. Therefore, most of the youngsters work as casual laborers and earn Rs. 50-60/- per day, as more than 50% have studied upto 10th or 12th standard pass. Although minimum wages set between Rs. 70-100/- as per the type of labour under Labour Act, the implementation of the Act is poor and therefore minimum wages are not ensured or paid in any industry unit as per the law or regulations.



2.1.2 Surat – Tapi District:

Surat/Tapi district have a long tradition of Khadi making units in 1980s and 1990s. The women had made DWAKRA groups and were preparing various items from leaves of Palash / Khakhro, forest produce, etc. However, these activities have not been sustained on the scale that was started and Khadi and Village Industries Corporation (KVIC) has not come up with innovative, viable plan for sustaining these efforts for livelihood

earning. Surat-Tapi districts also have a history as one of the pioneers for papad making, pickle making and engaging women at home and establishing home based industries.

- With better irrigation facilities, cash crop like sugarcane is the most popular crop. Sugar making factories are one of the major sources that provide agriculture and casual labour to the tribals.
- Allied industries related to sugar factories like transportation, service based - loading and unloading, food processing, agro-based, etc requires labour.
- Medicinal plants are also nurtured on many farms and selling ayurvedic medicines has greater potential for expansion.
- Most of the youngsters are skilled in cutting wood mainly teak wood (locally known as 'Saag'. Cutting wood is illegal, if not registered under government Corporation of van mandali as part of JFM many youngsters sell it to agents and earn as much as Rs. 600-700/- per day.
- Industries like paper mills, textiles, diamond polishing, sugar making are located in Surat city and many educated youngsters (10th std pass) work in these units but end up doing educated less than do labour work in these factories.
- In many of the villages near Surat city; cattle rearing and milk dairying has become a major source of income.



- Youth in small number is employed at power stations supported by Ukai Dam Project as contract laborers and earn Rs. 100-200/- per day.
- Fishing industry is still alive but is not as well flourished as it was before. The youths need to be trained skillfully and cold storage houses need to be developed nearby.

Table 15: Distribution of workers in difference industries unit

| Name of the industrial units | Districts – no. of respondents (n=1941) | | | | Total |
|------------------------------|---|--------------|------------------|------|-------|
| | Bharuch - Narmada | Surat - Tapi | Valsad - Navsari | Dang | |
| BCL dora | 20 | - | - | - | 20 |
| Cloth mill | - | 02 | - | - | 02 |
| CPM | - | 17 | - | - | 17 |
| Diamond business | - | 02 | 97 | - | 99 |
| Garison | 179 | - | - | - | 179 |
| JK Paper mill | - | 12 | - | - | 12 |
| Power station | - | 07 | - | - | 07 |

| Name of the industrial units | Districts – no. of respondents (n=1941) | | | | Total |
|------------------------------|---|--------------|------------------|------------|-------------|
| | Bharuch - Narmada | Surat - Tapi | Valsad - Navsari | Dang | |
| Quarry business | 01 | 05 | 02 | - | 08 |
| Sardar Sarovar | 301 | - | - | - | 301 |
| Shree Khand Udyog | - | 04 | - | - | 04 |
| Shree Madhi Khand Udyog | - | 64 | - | - | 64 |
| SS NID | 01 | - | - | - | 01 |
| Sugar Factory | 10 | 51 | - | - | 61 |
| NA | 231 | 392 | 50 | 493 | 1166 |
| Total | 743 | 556 | 149 | 493 | 1941 |

2.1.3 Valsad District:

- There is not much industry developed in this district except for Silvassa and Vapi. Most of the area is covered by forest.
- People of Jamilia village have now been seen to be engaged in stone cutting and have started earning the daily wages from it.

2.1.4 Dang District:

- Farming on small land holding / hilly land is the only possible source of income in this district, as it is mostly covered by forest and hills and therefore having less infrastructure developed.
- About 10% of the youth are employed by NGOs or private firms – work as community organisers - spreading awareness, engaged in implementation of government schemes, providing legal support, etc.
- Educated youth too have started migrating to Surat in search of work / to work on sugarcane fields like uneducated tribal migrant laborers from Dangs. The contractors take the youth collectively from Diwali to March, on the contract of Rs. 5,000-6,000/- along with food and bring them back in April to the respective villages.



- Young girls have got the stitching skills but only 2-3 of the whole lot gets the opportunity and financial help to buy sewing machines and start teaching classes.

- Sewing machines are available under Tribal sub-plan but market linkages are weak. Despite good skills of sewing and of embroidery, the girls do not get more work from the respective villages or neighbouring villages.



2.2 Efforts put in and Skills Acquired for Employment

The very first step educated youth takes is to register themselves at 'Employment Office' run by the government after completion of their study.

- Migrating youth for employment: Some youngsters have learnt masonry and brick-making skills but they have to migrate out, as employment is not available locally. They are ready to work if employment opportunities are developed there.
- The girls need special attention for meaningful employment outside home. Most of them are skilled in stitching, papad-making, handicrafts and are earning while working at home.
- Many of the youths do small businesses like collective farming, small shops selling daily households, etc.
- People who are little educated and having technical skills, that too only 5 % migrates to Silvassa, Surat and Vapi for working in textile, sugar, diamond polishing, engineering goods, industries, etc. Here they earn Rs.100-200 per day. They mainly get work for about 5-6 months and rest of the time they are either jobless or earn about Rs.30-40/day by doing petty manual tasks.
- Bore well activity is very well taken up by the government, where people are paid monthly Rs.1500-3000/- plus the food.
- Some of the companies at Silvassa and Vapi have appointed contractors who bring workers from the villages to work; the poor tribals have to migrate to serve these industries during seasons i.e from Diwali to March mainly / as and when required.
- Discrimination is seen in the industries for the Tribals is observed. Non-Tribals always try to snatch away the employment opportunity from the Tribals and tribals do not know how to protect their source of employment, upgrade their skills and reaching out to the market to earn better.
- With given opportunity, the girls of Dangs are ready to go and teach – sewing, embroidery, etc. – anywhere in Gujarat. They can teach basics but they are not well-trained according to the market needs. If given training they can work at various garment-manufacturing units.



2.3 Willingness to learn and generate employment

- The children of government employee are not ready to leave Kevadia colony (Bharuch district) i.e 7.4% only, as they are able to live comfortable life without working, being dependent on their fathers. They just sit idle doing nothing.
- The most of the youth from all districts are willing to learn skills – vocational / technical and entrepreneurial - for income generation.
- Several youngsters reported need for financial assistance for self-employment and need for such agencies. Banks do not provide financial support.
- Most of the youths i.e about 40% is reluctant to go out of villages and prefer to do farming only, in Valsad district.
- However, if you consider the overall view, then there seems to be a need for training institutes and placement agencies/government employment office as 80% people are showing their willingness to move out of their places in search of good quality work along with good wages.

Table 16: Details of going far away for employment & training

| Districts | willingness for employment & training (n=1941) | | | |
|-------------------|--|-------------|------------|-------------|
| | Yes (%) | | No (%) | |
| Bharuch - Narmada | 688 | 92.6 | 55 | 7.4 |
| Surat - Tapi | 441 | 79.3 | 115 | 20.7 |
| Valsad - Navsari | 90 | 60.4 | 59 | 39.6 |
| Dang | 353 | 71.6 | 140 | 28.4 |
| Total | 1572 | 81.0 | 369 | 19.0 |

About the 81% of the respondents are prepared to move away from their villages in search of good job opportunity i.e. where they would get good wages and the work would be related to their education and training.

Table 17: Willingness to migrate for employment & training (district)

| Willingness to migrate for employment & training | Districts - No. of respondents (n=1941) | | | | | | | | Total | |
|--|---|-----|--------------|-----|------------------|-----|------|-----|-------|------|
| | Bharuch - Narmada | | Surat - Tapi | | Valsad - Navsari | | Dang | | | |
| | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No |
| In your taluka | 658 | 85 | 338 | 218 | 83 | 66 | 270 | 223 | 1349 | 592 |
| In your district | 639 | 104 | 330 | 226 | 43 | 106 | 288 | 205 | 1300 | 641 |
| Any place in your state | 458 | 285 | 112 | 444 | 7 | 142 | 290 | 203 | 867 | 1074 |
| Any place in India | 239 | 504 | 35 | 521 | 0 | 149 | 202 | 291 | 476 | 1465 |

But most youths are ready to migrate only in their districts and not too far. It was seen in Dang district that they are ready to go any where in the country to earn their livelihood. This is because there is no educational or employment opportunities in the district.

Table 18: Willingness to migrate for employment & training (sex)

| Willingness to migrate for employment & training | Sex of the respondents | | | | | | Total |
|--|------------------------|------------|------------|------------|------------|-------------|-------------|
| | Female | | | Male | | | |
| | Married | Un-married | Total | Married | Un-married | Total | |
| Yes | 179 | 249 | 428 | 429 | 715 | 1144 | 1572 |
| No | 77 | 51 | 128 | 105 | 136 | 241 | 369 |
| Total | 256 | 300 | 556 | 534 | 851 | 1385 | 1941 |

Of the total female surveyed (556), 428 are ready to move away from their homes in search of employment, mainly unmarried girls (249). But not too far from their villages was the precondition of married females.

2.4 Capabilities for employment:

2.4.1 Bio-data prepared – Many of the respondents (44%) are not aware about bio-data and its importance.

2.4.2 Placed bio-data on internet – Though most of the respondents are aware of the use of computers yet no attempt is made to present their bio-data through internet. Those who have graduated and have been exposed to internet, i.e. about 5% respondents have put their bio-data on internet.

2.4.3 Registered with any placement agency – Most of the respondents are not aware about placement agency and its importance and therefore not more than 10% reported to register their names.

2.4.4 Financial Support- The youths do not have much finance to pay the fees for any sort of vocational training programme, maximum they can pay upto 10% of the fees. They have no idea how to prepare loan papers for getting finance for training activity.

2.4.5 Usage of different media-The youths watch TV and also listen to the radio but only for entertainment purpose. Only some elite have access to Dish TV. Though all of them follow and speak Gujarati, they watch Hindi movies and serials and listen to Hindi songs. Sometimes they gather to watch cricket matches and not for news. There is no weekly newspaper on employment opportunities being circulated in these districts.

Table 19: Details of Bio-data and private placement agency

| Details | No of respondents (n=1941) | |
|--|----------------------------|--------------|
| | Yes | No |
| Prepared your bio-data for getting job | 1090 (56.2%) | 851 (43.8%) |
| Registered your name in private placement agency | 206 (10.6%) | 1735 (89.4%) |

Section 3: Development of appropriate outreach strategy

The recommendations are tentative set of suggestions, based on the forms collected in the first phase of data collection. They should be read in light of overall scenario of tribals, keeping educated tribal youth at the centre. The key needs in this contexts are - (i) Need of the market, (ii) need of the tribals, (iii) attitudes and behavior of tribals as they have been very shy, introvert and nature-worshippers, (iv) need for infrastructure or other facilities – institutional mechanism - should be considered, and (v) quick assessment of existing government programmes and support also have been taken into consideration before suggesting the following measures / action / activities.

The suggestions are presented with the perspective - considering tribals not only as employee but as potential contributors to the growth of the region, community and economy of Gujarat. Otherwise they would remain seasonal migrant labour, small or marginal farmers and educated unemployed and stagnated lot.

- Government sponsored / supported / run projects (infrastructural and industrial): Most of the respondents look forward to the government to provide employment, through industrial units, providing assistance for agriculture and so on. However, we see a great potential for providing technical and entrepreneurial skills since most of them are educated but unemployed tribals. This is applicable across all tribes and districts.
- Home-based industries: Khadi, handloom, papad making, etc are home based or village based industries in all these districts and mainly women are engaged in these income generation activities. However, the trade of these items has remained largely with non-tribals and therefore one needs to be innovative and strategic in promoting these activities where larger share is received by tribals.
- Forest-based industries: With good quality forest cover nearby, there is a great potential for forest based activities, such as, selling minor forest produce based and agro based products; honey-bee keeping; collecting medicinal plants and / or making medicines and selling them; registering youth with existing government run Bamboo Products Corporation. This will provide incentive, encouragement and motivation to tribal youth and they would in turn be protected from illegal activity of cutting wood from the forest.
- Service-based industries: Almost half of the respondents feel the need for business but they lack entrepreneurial skills. Not many have tried to get loan. These areas are highly industrialized and therefore there is a great potential for allied activities or service based activities supporting industrial units, for example, transport, food catering, masonry, repairing of machines, etc. This is applicable across all tribes and districts.
- Career-counseling: For educated youth, the channelising to job market is very necessary. Career counseling camps can be organized. Placement agencies can pro-actively work towards skill mapping for providing livelihood to educated unemployed youth. Entrepreneur skills can be enhanced through camps / courses and consistent counseling.
- Link between job-seekers and job-providers:
 - (a) Almost all know government run 'Employment Office' and register themselves for employment. These offices in each district should update the data and link up with industrial units, banks and institutions that can assist raising employment

opportunities. The government should simplify recruitment procedures for educated youth. It should also decide the percentage of old recruitment to be continued and the opportunity to be given to the educated youths.

Table 20: Details of government employment office?

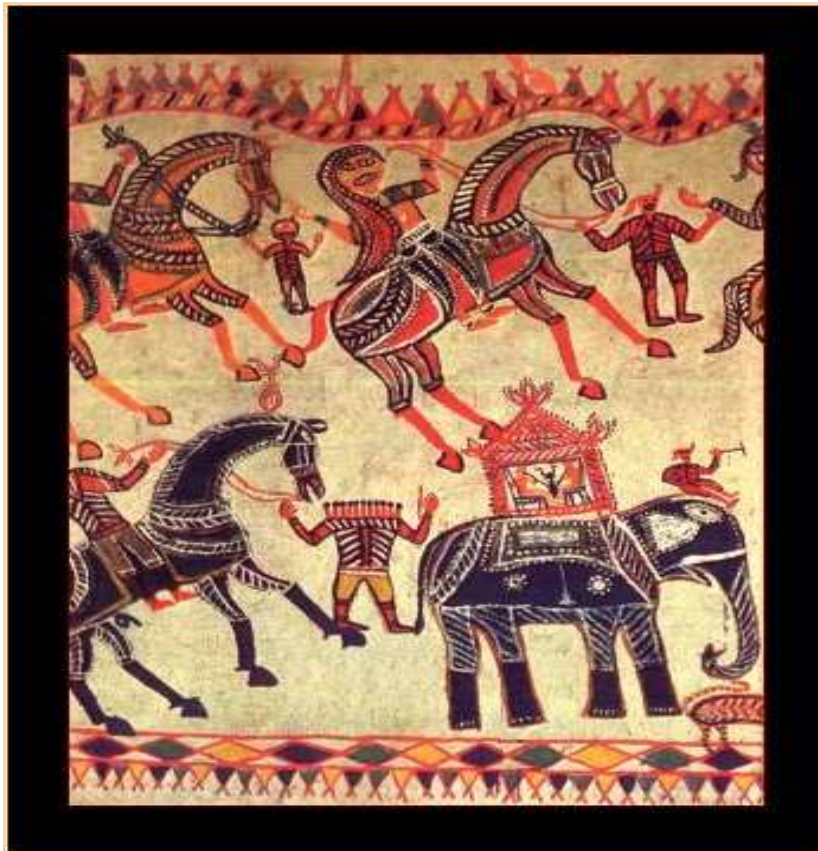
| Details | No of respondents | |
|--|-------------------|-------------|
| | Yes | No |
| Aware about government employment office | 1082 (55.7%) | 859 (44.3%) |
| If yes, have you registered your name | 524 (27%) | 1417 (73%) |

- (b) Private placement agency they should set up that the youth approach them, file their bio-data's and get appropriate jobs. They can build contacts with industrial employer and provide them with suitable people. Proper wages can be decided through negotiations.



- The major needs emerging are –
 - (i) **Developing skills** among educated tribal youth, based on market needs by starting multi-skill development / training centres – technical, vocational and entrepreneurial.
 - (ii) **Necessary financial support** / assistance for starting small scale enterprises by providing easy loans
 - (iii) **Providing support to acquire vocational skills**
 - a. **An idea of ‘community college’ should be explored**, wherein the youth is acquiring skills from the college and the college channelises the talents / skills of tribals to the respective employing agency.
 - b. **Identifying market need** Articulating market needs and identifying areas - sectors - activities for employment and enterprising
 - c. **Through short term workshops and training** – Vocational skills can be provided through short term workshops or training and upgraded with time based training for employment
 - d. **Need for developing institutional mechanism** - This includes multiple pronged strategies, namely, tying up with existing government / NGO run institutions, make members of existing government run programmes like JFM, Bamboo Corporation, Van Mandali, etc.
 - (iv) **Tie up with the government technical institutes** - The government technical institutes should be given the permission to hold campus interviews by the different companies and recruit the young people directly.

- (v) **Developing Fishing industry** – This needs special attention for its expansion; it should be encouraged more by giving incentives to the fishermen, linking them with the existing market to ensure fair prices as well as starting up cold storage houses in the vicinity.
- (vi) **Workers working in unorganized sector as unorganized labour**, i.e. paper mills, sugar factories, diamond factories, textile units, should be organized so that their union leaders can fight for their better wages. This situation also demands implementation of laws made for workers working in unorganized sector and ensure better living conditions for the migrant workers as well as keep a check on ‘unlicensed contractors’ and economic exploitation of tribal youth.
- (vii) **Mushroom as potential sector for employment:** Mushroom grows in abundance in Dang district but it has not been considered seriously as one of the sources of employment. If not on commercial scale, some youngsters can be employed if market linkages are established. Similarly, bee keeping and honey making can be developed as small scale industry across all districts.
- (viii) **Developing ‘Theme Park’:** Tribals are very close to nature and culturally inclined for performing arts, i.e. dance, music and singing. Although these could not be an economic venture on large scale, the creativity and positive energy of tribal youth should be channelized and employed for their betterment and for promoting their cultural ethos. We can create a theme park based on tribal goods / products, practices and culture which will act as vocational cluster. This will provide additional income opportunities for large numbers of tribal youths if they are positioned to the public as tourist spots.



Section 4: Alternative outreach strategies

- Community Mobilisers: Awareness programme can be started by building up small groups within the tribal youths having good leaders. They in turn will motivate and encourage the other youth of the same tribe to take part in such programmes and initiate their own skill development process.
- Street Theatre Approach: that is one theatre per a group of 3-4 villages to promote the concept of skill development and training among the youths can be useful to enhance chances of more people coming in to learn different skills. Video film of the theatre can be played frequently to sustain their interest level.
- Advertisement can play a major role to attract the target youths for which good radio jingle should be designed. Small interesting documentary should be designed to be telecasted on Tv to bring more and more youth forward.
- Role of NGOs and Gandhian organizations: The NGOs can help in doing street shows and carrying out group discussions among the youth.
- Blended learning model should be given weightage in technical institutes where youth are sent for factory visits, allowed to work in different departments for few months on stipend.
- Opportunities for self-employment is directly related to enterprising and entrepreneurial skill as well as resource based activities like financial support, acquiring raw material if required, attending or meeting market needs, service oriented skills and support, etc. The institutional mechanism should be worked out to enhance self-employment, especially Banks, financial assistance under Government schemes and advance contract with the respective industrial unit / house.

Annexure 1
Guidelines for conducting Focused Group Discussion (village as unit)

1. Name of village:
2. Name of taluka:
3. Name of district:
4. State literacy rate of village. Total:.....Female:.....Male:.....
5. Which castes reside in the village? Adivasi and Non-Adivasi
6. Which are the main financial activities for employment in the village.
7. Percentage of the people of village who are educated yet unemployment.
Total:.....Female:.....Male:.....
8. Percentage of the people of village who are uneducated yet unemployment.
Total:.....Female:.....Male:.....
9. Name of the industrial units near the village
10. If any vocational training is given in village, then how many young males/females can join- it?
11. How many youth between 18-35 years can read and write English?
12. How many of them can use computers?
13. Write special remarks on the attitude of people for giving employment to Adivasi youth in industrial units.
14. What are the employment opportunities for Adivasi young females and in this respect what necessary is to be done?

Annexure 2
Schedule for the survey

| | | |
|---------------------------|---------------|-----------------|
| Interviewer's name: _____ | | |
| Name of village: _____ | Taluka: _____ | District: _____ |
| Date: ___ / ___ /2008 | | |

Part I: Personal Information of Respondent

1. Full name of respondent:.....
2. Address:.....
3. Age:.....
4. Sex:.....
5. Adivasi subcaste:.....(e.g. Gamit, Vasava, Kotvalia, etc)
6. Religion:.....(Hindu, Christian, Adivasi, other)
7. Level of education
8. Routine language spoken at home
9. Do you know Gujarati (9.1) write yes/no (9.2) read yes/no (9.3) speak yes/no
10. Marital status:
11. Type of family: joint / Isolated
12. About your family (12.1) Total family members: (12.2) Total number of females (12.3) Total number of males
13. About your assets (13.1) Non cultivable land (13.2) Cultivable land (13.3) Vehicle (13.4) Cattle (13.5) Other assets (Specify) (13.6) No assets
14. Earning members in the family (14.1) Total number of earning persons (14.2) Earning females (14.3) Earning males
15. Source of income of family (Tick ✓ against appropriate option)
Farming Govt. job Casual labour Private job Business Other [specify]
16. Monthly income of the family including all earning activities [in rupees]
17. Yearly income of the family including all earning activities [in rupees]
18. Personal earning activity (Tick ✓ against appropriate option)
Farming Govt. job Casual labour Private job Business Other [specify]
19. Monthly income of the respondent including all earning activities [in rupees]
20. Annual income of the respondent including all earning activities [in rupees]
21. _____
22. Which earning activity is of your choice (Tick ✓ against appropriate option)
Farming Govt. job Casual labour Private job Business Other [specify]
23. Why do you like this earning activity

Part II: Employment Scenario in the Region

24. Is there any industrial unit near your village? yes/no

| No. | Name of industrial units | Distance in Km. | Possibility of employment |
|-----|--------------------------|-----------------|---------------------------|
| 1. | | | |
| 2. | | | |
| 3. | | | |
| 4. | | | |

25. Is it necessary to develop skills? (Yes /No)

25.1 If Yes then give details

| No. | Skill | Necessary | Your readiness | Your suggestions |
|-----|----------------------------|-----------|----------------|------------------|
| 1. | Can write and read English | | | |
| 2. | Have computer knowledge? | | | |
| 3. | | | | |
| 4. | | | | |
| 5. | | | | |

26. Do you know anyone who has skill, education, and industrial unit nearby yet he is unemployed?

26.1.1 Name of person:

26.1.2 Village:

26.1.3 Education:

26.1.4 Skill:

26.1.5 Reason for unemployment:

26.1.6 Attitude of owner of industrial unit towards Adivasis:

26.2.1 Name of person:

26.2.2 Village:

26.2.3 Education:

26.2.4 Skill:

26.2.5 Reason for unemployment:

26.2.6 Attitude of owner of industrial unit towards Adivasis:

27. What is the current situation of employment in the youth between 18 to 35 years of your village

| No. | Type of employment | Details of wages | | | Remarks |
|-----|------------------------|------------------|---------|--------|---------|
| | | Daily | Monthly | Yearly | |
| 1 | Labour under Migration | | | | |
| 2 | Daily Labour | | | | |
| 3 | Contract Labour | | | | |
| 4 | Government Job | | | | |
| 5 | Private Job | | | | |
| 6 | Farming | | | | |
| 7 | Cattle rearing | | | | |
| 8 | Business | | | | |
| 9 | Others | | | | |

28. Considering your skill, education, work experience, etc. which is an appropriate employment opportunity for you

| Your capability | Probable employment (place, field) | Financial return | Remark |
|-----------------|------------------------------------|------------------|--------|
| | | | |

29. Are you ready to go far for getting employment? Yes / No. If yes give following details
- 29.1 In your taluka (yes/No)
 - 29.2 In your District (Yes/No)
 - 29.3 Any where in your state (Yes/No)
 - 29.4 In any state of India (Yes/No)
30. Are you prepared for developing new skills for employment? (Yes/No)
- 30.1. If any vocational program is taken up then how much monetary contribution can you give?
31. Collect information of employment opportunities for Adivasi young females of age 18 to 35 years.
32. Are you aware about government employment office? (Yes/No)
- 32.1 If yes have you registered your name? (Yes/No)
 - 32.2 If yes then write month and year of registration.
 - 32.3 What is the response from employment office?
 - 32.4 If you have not registered your name then do you wish to do it now? (Yes/No/Not applicable)
 - 32.5 If you don't desire state your reasons.
33. Do you know any private agencies which give employment? (Yes/No). If yes give following details.
- 33.1 Have you registered your name there? (Yes/No)
 - 33.2 Tell your 2 experiences with the agency.
 - 33.2.1.....
 - 33.2.2.....
34. What can be the role and responsibility of private placement agencies?
35. What should the government do so that Adivasi youth of 18 to 35 years get employment?
36. What should educational institutions do so that Adivasi youth of 18 to 35 years get employment?
37. Give details of your efforts for getting employment up till now?
38. Do you have the capability of the following:
- 38.1 Have you prepared your bio-data? (Yes/No)
 - 38.2 Have you placed it on internet (Yes/No)
 - 38.3 Have you registered your name in private placement agency? (Yes/No)
 - 38.4 Have you prepared loan papers to do business? (Yes/No)
 - 38.5 Have you acquired any loan for employment? (Yes/No)
 - 38.6 Have you got the skill to do farming? (Yes/No)