

## CHAPTER – 5

### SOCIAL PARAMETERS ASSOCIATED WITH THE EMPLOYMENT OF TRIBAL PEOPLE IN MALDA DISTRICT

#### 5.1. Introduction

The tribal population is identified as the aboriginal inhabitants of our country. The tribal people live in contiguous areas unlike other communities (Sinha & Behera, 2009). Tribal communities of Malda district are commonly referred to as Adivasi and are recognized as 'Scheduled Tribes' under the constitution of India. Scheduled Tribes are characterized by a low level of education and economic backwardness (Sahu, 2014). 'Work' is defined as participation in any economically productive activity (Panda, 2013). Employment status is the most important indicator of standard of living, social wellbeing as well as the level of human development. This chapter is an effort to highlight the social parameters associated with the employment of tribal people in the Malda district. The condition of tribes of Malda is very poor in terms of literacy, health, and economic (Hoque & Mohammad 2017).

Most of the tribal people of the Malda district are engaged in primary and secondary economic activities. As a result, the economic condition of the tribes of the Malda district did not improve. The Constitution of India has provided many safeguards for the welfare and development of the tribes. According to Article No. 46 provides special care to the promotion of education and economic interests of the scheduled caste, scheduled tribes and the weaker sections of society (Sindhu 2014). The nature of economic activities (primary, secondary, tertiary and quaternary) is a very important indicator for the assessment of the economic status of the population. In the present study, workers have been categorized on the basis of economic activities pursued. In the present study, the workers have been classified into five categories include of the farmer (cultivation), labourers (further sub-divided into agricultural labours and non-agricultural labours), business, home-based workers and Regular Salaried Workers (further sub-divided into government and private).

This chapter highlights the distribution of scheduled tribe workers by sex and residences (block, rural & urban) on the basis of economic activities. In order to explore the real situation of the employment status of the tribal communities of the Malda district, a study has been carried out on the basis of primary data on different employment levels of the tribal communities. The different levels of employment of the indigenous people of the Malda district are discussed in detail below.

## 5.2 Methods and Materials

The present chapter focuses on the employment status of the scheduled tribe population in the Malda district since 2012-16. The different levels of employment status of the ST population of the study area has been carried out after intensive study of the similar works or the peripheral works done by the different researchers from different regions of India (Hoque & Mohammad 2017, Mandal & Bhattacharya 2017 & 2018, Siddique & Nasser 2004, and Sindhu 2014).

The study is based on primary data. The primary data have been collected from a field survey with a questionnaire method and interview in the Malda district. The data has been processed, analysis and results derived from Percentage, Mean and Standard Deviation (SD) of statistical techniques. The quantitative methods will be presented through suitable Bar diagrams and the block-wise distribution of ST population for different levels of employment purpose (in %) of the study area used by separate Choropleth Maps in Malda district (Mandal & Bhattacharya 2018).

The distribution of ST different levels of employment by blocks arranged into three categories of high, medium and low has been worked out by calculating mean (Average) and Standard Deviation (SD) of that variable. The medium levels include all CD blocks of Malda district which are values between mean (average) and add plus & minus ( $\pm$ ) half standard deviation (Siddiqui & Naseer 2004).

### The Formula of High, Medium and Low

$$\text{Medium} = \text{Range within } > \left( \text{Mean} + \frac{\text{SD}}{2} \right) \text{ and } < \left( \text{Mean} - \frac{\text{SD}}{2} \right)$$

$$\text{High} = > \left( \text{Mean} + \frac{\text{SD}}{2} \right)$$

$$\text{Low} = < \left( \text{Mean} - \frac{\text{SD}}{2} \right)$$

## 5.3 Employment status of the Scheduled Tribes population in Malda District

Before going to the detail discussion of the employment status of the scheduled tribe population following terms has been made clear taking reference of the report published by Govt. of India:

### Self-employed

Persons who operate their own farm or non-farm enterprises or are engaged independently in a profession or trade on own-account or with one or a few partners are called self-employed in household enterprises. (Kolamkar, 2012).

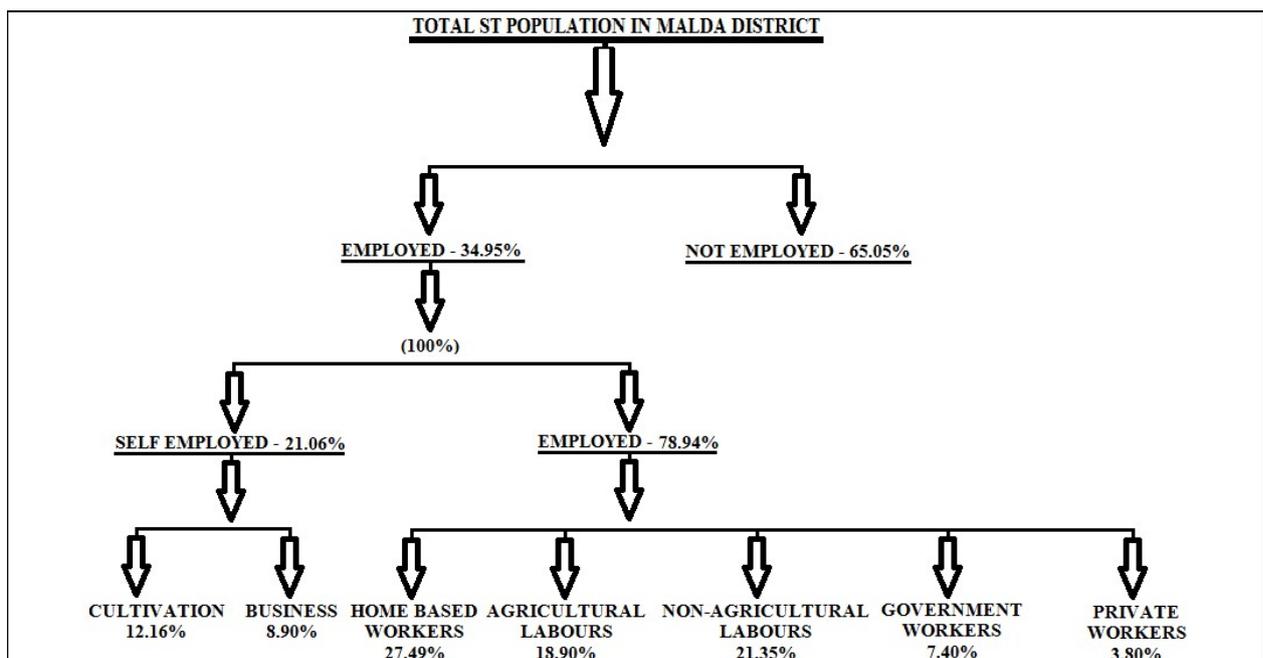
### Employed or Workers

Persons who, during the reference period, are engaged in any economic activity or who, despite their attachment to economic activity, have temporarily abstained from work, for reasons of illness, injury or other physical disability, bad weather, festivals, social or religious functions or other contingencies necessitating temporary absence from work constitute workers. Unpaid helpers who assist in the operation of economic activity in the household, farm or non-farm activities are also considered as workers. (Kolamkar, 2012).

### Unemployed

Persons who are seeking or available for work or the persons, who owing to lack of work, had not worked but either sought work through employment exchanges, intermediaries, friends or relatives or making applications to prospective employers or expressed their willingness or availability for work under the prevailing condition of work (Kolamkar, 2012).

On the basis of the above definition, a framework of the employed and non-employed ST population of the Malda district has been adopted in Module 5.1 and the following explanations and analyses have been carried out.



Module 5.1 Employment rate of the scheduled tribe population in Malda District, 2012-16.

### 5.3.1 Levels of Employment

This part of the chapter discusses the variations in the employment levels of the ST population by blocks of the study area. Table 5.1 reveals that the classification of employment levels in the Malda district on the basis of the primary field survey by the researcher (2012-16). These employment levels are Home Based Workers (HBW), Cultivation, Business, Agricultural Labours, Non- Agricultural Labours, Government Regular Salaried Workers (GRSW) and Private Regular Salaried Workers (PRSW). These major employment levels are studied in detail to know the occupational condition of the ST population in the Malda district.

Module 5.1 shows that in the Malda district of the total Scheduled Tribe (ST) population (100 percent) are two types of the category, employed (34.95 percent) and not employed (65.05 percent). The Scheduled tribe employment rates are 21.06 percent of self-employed and 78.94 percentage of employed each out of hundred. Further the self-employed have been classified into two categories like Cultivation & Business and Employed have been classified into five categories such as Home-Based Workers, Agricultural labours, Non-agricultural labours, Government and Private Workers. The different levels of employment rate of ST people are Home Based Workers (HBW) 27.49 percent, Cultivation 12.16 percent, Business 8.90 percent, Agricultural labours 18.90 percent, Non- Agricultural labours 21.35 percent, Government Regular Salaried Workers (GRSW) 7.46 percent and Private Regular Salaried Workers (PRSW) 3.80 percent in respect of total employed ST people. These employment levels are highest in Home Based Workers (HBW) and lowest in Private Regular Salaried Workers (PRSW) of ST people in Malda district (Table 5.1 & Fig. 5.1).

**Table 5.1** Structure of Employment of tribal people in Malda district

<b>Nature of Employment</b>	<b>Levels of Employment</b>	<b>Percentage (100%)</b>
Self-Employment	Cultivation	12.16
	Business	08.90
Employment	Home Based Workers (HBW)	27.49
	Agricultural labours	18.90
	Non- Agricultural labours	21.35
	Government Regular Salaried Workers (GRSW)	07.40
	Private Regular Salaried Workers (PRSW)	03.80

**Source:** Primary Field Survey by the Researcher, 2012-16

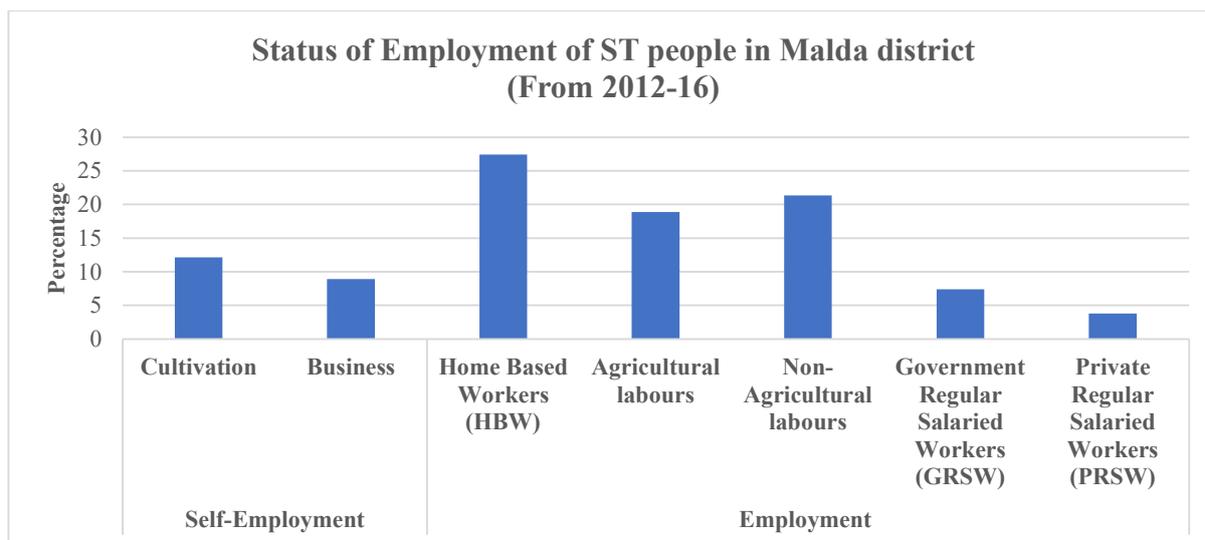


Fig. 5.1 Employment Status of the Scheduled Tribe Population in Malda District (From 2012-16).

### 5.3.1.1 Self-employed ST Population

This portion (Self-employed) of the ST population of the Malda district are engaged in the following traits of life.

#### 5.3.1.1.1 Cultivation

Table 5.2 Block-wise distribution of ST Cultivations in Malda district, 2012-16 (in %).

SL. NO.	Name of Blocks & Municipality	Cultivation		
		Male	Female	Total
1	Harischandrapur-I	33.74	5.55	19.64
2	Harischandrapur-II	25.87	2.77	14.32
3	Chanchal-I	30.23	2.26	16.24
4	Chanchal-II	26.45	3.56	15.00
5	Ratua-I	32.72	4.16	18.44
6	Ratua-II	21.06	3.84	12.45
7	Manikchak	12.51	2.07	7.29
8	English Bazar	14.82	3.12	8.97
9	Old Malda	13.52	4.54	9.03
10	Habibpur	30.01	1.02	15.51
11	Bamongola	23.54	8.32	15.93
12	Gazol	21.37	2.77	12.07
13	Kaliachak-I	16.29	5.25	10.77
14	Kaliachak-II	17.06	5.25	11.15
15	Kaliachak-III	24.01	3.56	13.78
<b>A</b>	<b>RURAL AREAS</b>	<b>22.88</b>	<b>3.86</b>	<b>13.37</b>
1	English Bazar(M)	2.64	0.00	1.32
2	Old Malda(M)	4.89	4.99	4.94
<b>B</b>	<b>URBAN AREAS</b>	<b>3.76</b>	<b>2.49</b>	<b>3.13</b>
<b>AB</b>	<b>MALDA TOTAL</b>	<b>20.63</b>	<b>3.70</b>	<b>12.16</b>

Source: Field Survey in Malda District, 2012-16.

Table 5.2 and Fig. 5.2 which reveals that the tribal people of Malda district, engaged in cultivation are only 12.16 percent (20.63 percent of males and 3.70 percent of females) in respect of total employed ST people from different employment levels. In rural and urban areas of tribal people in cultivation are 13.37 percent and 3.13 percent respectively out of different employment levels. Thus, rural areas of tribal people in cultivation are 10.24 percent higher than urban areas. The main reasons for the increase of cultivation in rural areas compared to urban areas are the availability of agricultural land in rural areas, improved irrigation system and easy availability of

agricultural labours, etc. Also, another reason is that most tribal people in rural areas (87.47 percent BPL) are very poor compared to urban areas (66.07 percent BPL, as per field survey by the researcher, 2012-16) of Malda district. As a result, many poor tribal people in rural areas are working as agricultural labour.

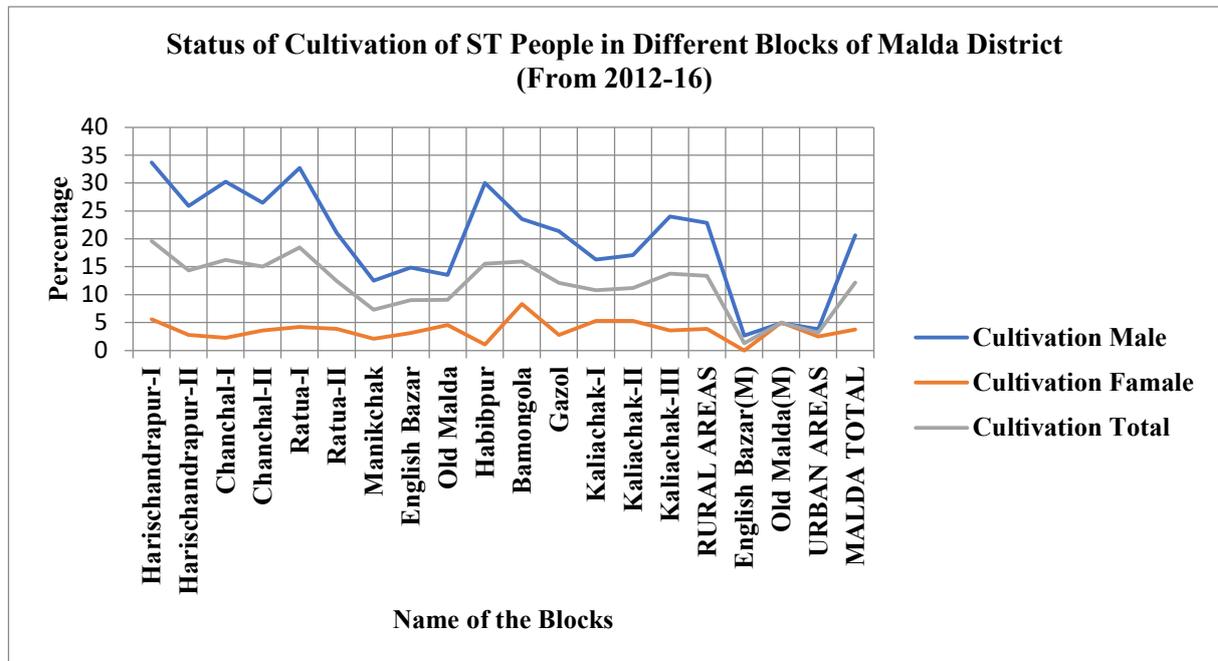


Fig. 5.2 Cultivation status of ST People in Malda district (From 2012-16).

Therefore, the rural areas better position as compared to urban areas in regards to cultivation employment level. In rural areas of tribal people engaged in cultivation by sex are 22.88 percent of males and 3.86 percent of females. The corresponding figure for urban areas 3.76 percent and 2.49 percent respectively. In rural areas, both tribal male and female persons in cultivation are higher in number as compared to urban areas. Thus, in rural and urban areas of tribal male cultivators are higher in number than female cultivators. The main reason is that most of the female persons are involved in household work and Bidi binding.

The block-wise distribution of tribal people in cultivation has been presented in Fig. 5.3. Fig. 5.3a shows that a high percentage (above 15.15 percent) of ST engaged in cultivation are recorded in Harishchandrapur-I (19.64 percent), Chanchal-I (16.24 percent), Ratua-I (18.44 percent), Habibpur (15.51 percent) and Bamongola (15.93 percent). Therefore, Harishchandrapur-I, Ratua-I and Chanchal-I blocks have the highest rate of cultivation compared to other blocks of Malda district. The main reasons for the highest rate of cultivation in these blocks are fertile soils, improved irrigation systems and availability of agricultural labours (Lamburn 1918, Sengupta 1969). Availability of agricultural labours (Lamburn 1918,

Sengupta 1969) in these blocks, because there are most tribal people very poor (almost 72-79 percent BPL, as per field survey by the researcher, 2012-16) in these blocks. As a result, most poor tribal people in these blocks are interested to work as agricultural labours. Medium percentage of tribal people in cultivation (11.59–15.15 percent) has been observed in five blocks. These blocks are Harishchandrapur-II (14.32 percent), Chanchal-II (15.00 percent), Ratua-II (12.45 percent), Gazol (12.07 percent) and Kaliachak-III (13.78 percent).

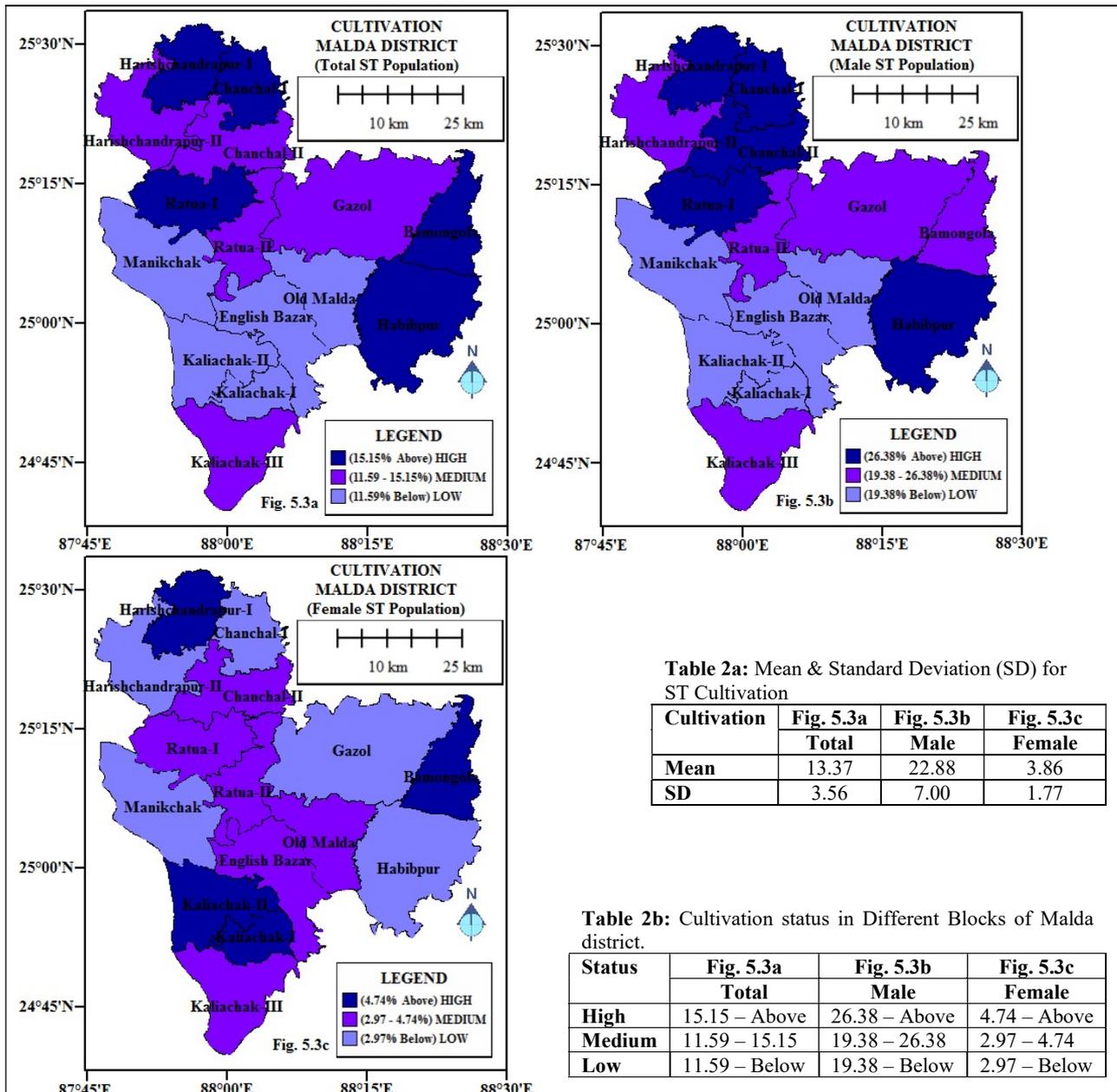


Fig. 5.3 Cultivation status of ST population in different blocks of Malda district (From 2012-16).

The low percentage of tribal people in cultivation (below 11.59 percent) has been in five blocks, which form a notable zone in the south-western part of the district. These blocks are Kaliachak-

I (10.77 percent), Kaliachak-II (11.15 percent), Manikchak (7.29 percent), English Bazar (8.97 percent) and Old Malda (9.03 percent). The main reasons for the decline in the cultivation of these blocks are both physical and socio-economic conditions. Manikchak and Kaliachak-II blocks suffer from regular river erosion. Home-based sericulture and Bidi binding attract self-employed ST people in the Kaliachak region (Kaliachak-I & II blocks) more than agricultural practice. English Bazar & Old Malda blocks affect from the frequent flood and urban-centric.

The block-wise distribution of tribal people in cultivation by sex has been presented in Fig. 5.3b and 5.3c. Fig. 5.3b which reveals that the high percentage of tribal males in cultivation (above 26.38 percent) recorded in five blocks are Habibpur (30.01 percent), Ratua-I (32.72 percent), Chanchal-II (26.45 percent), Chanchal-I (30.23 percent) and Harishchandrapur-I (33.74 percent), whereas it is low (19.38 percent) in the five blocks are Kaliachak-I (16.29 percent), Kaliachak-II (17.06 percent), Old Malda (13.52 percent), English Bazar (14.82 percent) and Manikchak (12.51 percent). Fig. 5.3c shows that the high percentage of tribal females in cultivation (above 4.74 percent) has been recorded in four blocks, namely, Kaliachak-I (5.25 percent), Kaliachak-II (5.25 Percent), Bamongola (8.32 percent) and Harishchandrapur-I (5.55 percent) whereas it is low (2.97 percent) in five blocks, namely, Gazol (2.77 percent), Habibpur (1.02 percent), Manikchak (2.07 percent), Chanchal-I (2.26 percent) and Harishchandrapur-II (2.77 percent).

In all the blocks of Malda district, female persons are less involved in cultivation than male persons, the main reason is that most of the female persons are involved in household work and *Bidi* binding. Fig. 5.3 shows that from the viewpoint of the total, male and female of tribal people in cultivation employment level it is found that Harishchandrapur-I block is which stands as high, Ratua-II and Kaliachak-III blocks are which placed as medium and only one block of Manikchak as low.

#### **5.3.1.1.2 Business**

Table 5.3 and Fig. 5.4 which reveals that the tribal businessmen in Malda district are only 8.90 percent (14.97 percent of males and 2.84 percent of females) in respect of total employed ST people from different employment levels. In rural and urban areas of ST businessmen are 7.87 percent and 16.68 percent respectively out of different employment levels. Thus, urban areas of ST businessmen are 8.81 percent higher than rural areas. Further, in rural areas of ST businessmen by sex are males (13.92 percent) 12.11 percent higher than females (1.81 percent). The corresponding figure for urban areas of ST businessmen by sex is males (22.82 percent)

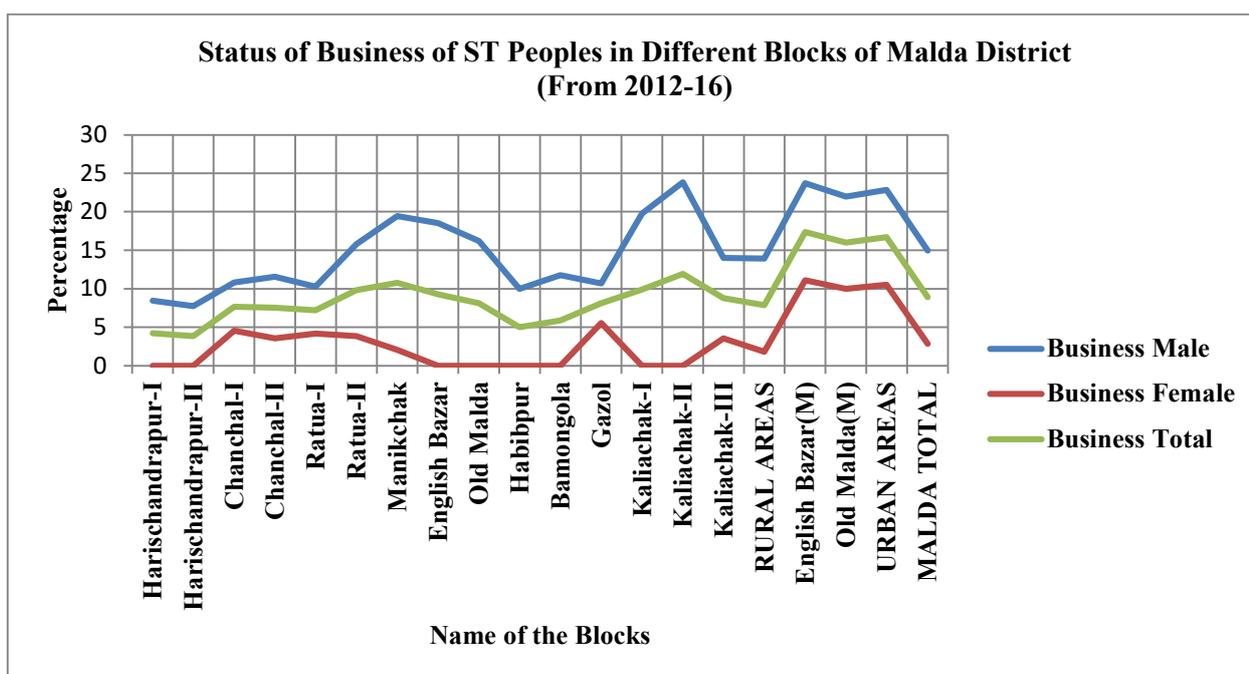
12.28 percent higher than females (10.54 percent). In urban areas, both male and female businessmen are higher in number as compared to rural areas. Therefore, the rate of business in urban areas (16.68 percent) is higher compared to the rural areas (7.87 percent) of Malda district.

**Table 5.3** Block-wise distribution of ST People in Business in Malda district, 2012-16 (in %).

SL. NO.	Name of Blocks & Municipality	Business		
		Male	Female	Total
1	Harischandrapur-I	8.43	0.00	4.21
2	Harischandrapur-II	7.76	0.00	3.88
3	Chanchal-I	10.8	4.54	7.67
4	Chanchal-II	11.55	3.56	7.55
5	Ratua-I	10.29	4.16	7.22
6	Ratua-II	15.8	3.84	9.82
7	Manikchak	19.45	2.07	10.76
8	English Bazar	18.52	0.00	9.26
9	Old Malda	16.22	0.00	8.11
10	Habibpur	10.00	0.00	5.00
11	Bamongola	11.76	0.00	5.88
12	Gazol	10.69	5.55	8.12
13	Kaliachak-I	19.77	0.00	9.88
14	Kaliachak-II	23.86	00.00	11.93
15	Kaliachak-III	14.01	3.56	8.78
<b>A</b>	<b>RURAL AREAS</b>	<b>13.92</b>	<b>1.81</b>	<b>7.87</b>
1	English Bazar(M)	23.69	11.10	17.39
2	Old Malda(M)	21.96	9.99	15.97
<b>B</b>	<b>URBAN AREAS</b>	<b>22.82</b>	<b>10.54</b>	<b>16.68</b>
<b>AB</b>	<b>MALDA TOTAL</b>	<b>14.97</b>	<b>2.84</b>	<b>8.90</b>

Source: Field Survey in Malda District, 2012-16.

Thus, urban areas are better position as compared to rural areas in regards to the business employment level. So, most tribal people in urban areas are more interested to work in business than rural areas of the Malda district. The main reason for the high rate of business in the urban areas of Malda district is that there are available of advanced communication systems, high-density of the population (both English Bazar & Old Malda Municipality, 12094 persons per square km, as per census of India, 2011) capital (79.12 percent APL, as per RSBY of Malda district, 2012), demand and markets.



**Fig. 5.4** Business status of ST People in Malda district (From 2012-16).

The block-wise distribution of ST businessmen has been presented in Fig. 5.5. Fig. 5.5a which reveals that the high percentage of ST businessmen (above 9.04 percent) is recorded in five blocks. These blocks are Kaliachak-I (9.88 percent), Kaliachak-II (11.93 percent), English Bazar (9.26 percent), Manikchak (10.76 percent) and Ratua-II (9.82 percent).

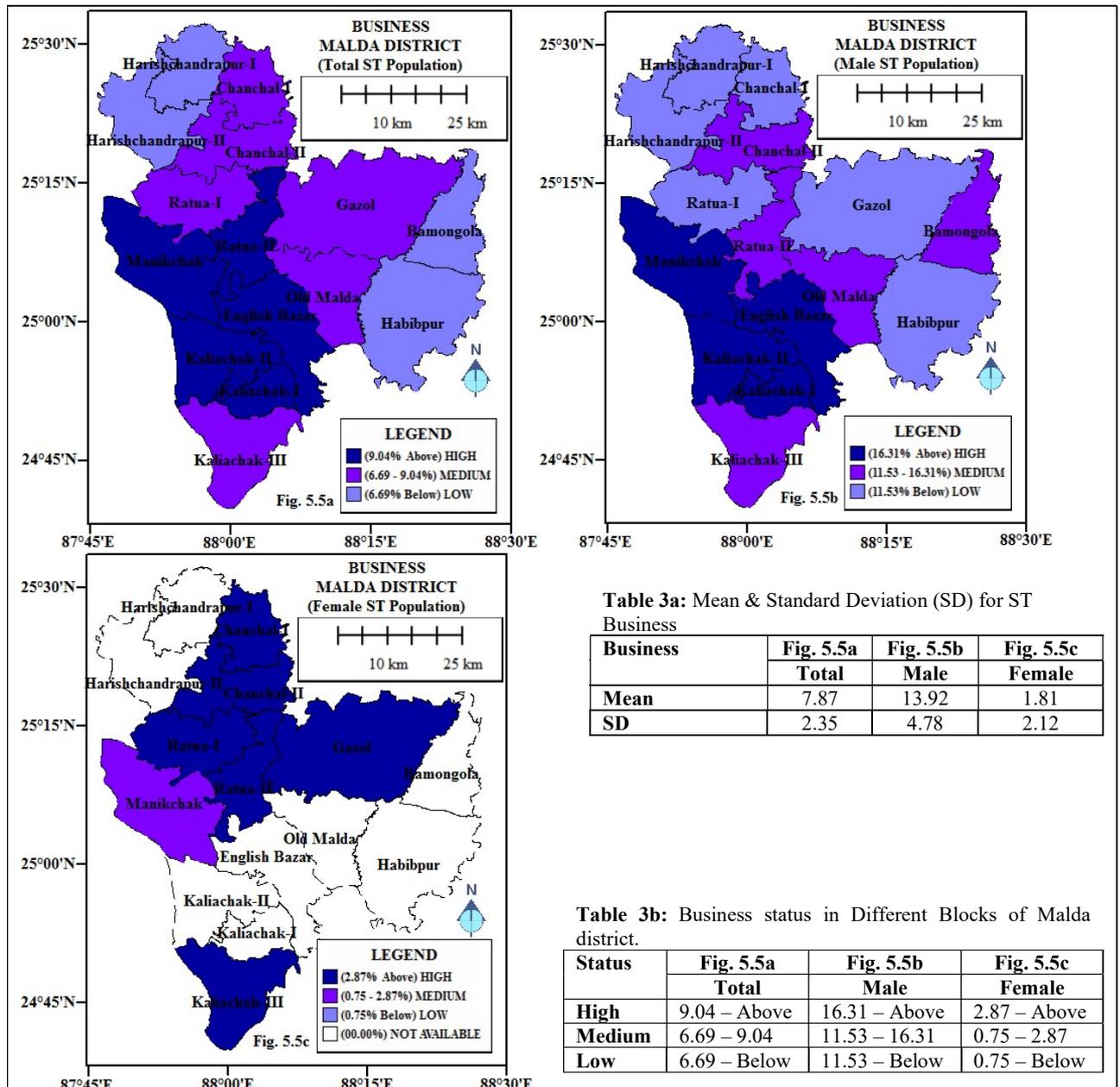


Fig. 5.5 Business status of ST population in different blocks of Malda district (From 2012-16).

Medium percentage of ST businessmen (6.69 – 9.04 percent) has been reported in six blocks, namely, Kaliachak-III (8.78 percent), Gazol (8.12 percent), Old Malda (8.11 percent), Ratua-I (7.22 percent), Chanchal-I (7.67 percent) and Chanchal-II (7.55 percent). The low percentage of ST businessmen (below 6.69 percent) has been observed in four blocks. These blocks are

Bamongola (5.88 percent), Habibpur (5.00 percent), Harishchandrapur-I (4.21 percent) and Harishchandrapur-II (3.88 percent). The main reasons for the decline in the rate of business in these blocks are the lack of necessary opportunities and facilities for doing business. For example, there is a lack of capital (almost 73-79 percent BPL, as per field survey by the researcher, 2012-16), improved communication system, demand and market in these blocks. Because these blocks are situated far away from Malda town (almost 41-61 km, as per field survey by the researcher, 2012-16).

The blocks-wise distribution of scheduled tribe businessmen by sex has been presented in Fig. 5.5b and 5.5c. Fig. 5.5b which reveals that the high percentage of ST male businessmen (above 16.31 percent) has been recorded in four blocks, namely Kaliachak-I (19.77 percent), Kaliachak-II (23.86 percent), English Bazar (18.52 percent) and Manikchak (19.45 percent) blocks. Medium percentage of ST male businessmen (11.53-16.31 percent) are reported in Kaliachak-III (14.01 percent), Bamongola (11.76 percent), Old Malda (16.22 percent), Chanchal-II (11.55 percent) and Ratua-II (15.80 percent) blocks, whereas it is low (below 11.53 percent) in the blocks of Gazol (10.69 percent), Habibpur (10.00 percent), Ratua-I (10.29 percent), Harishchandrapur-I (8.43 percent), Harishchandrapur-II (7.76 percent) and Chanchal-I (10.80 percent).

Fig. 5.5c shows that the high percentage of scheduled tribe female businessmen (above 2.87 percent) have been recorded in six blocks, namely Kaliachak-III (3.56 percent), Gazol (5.55 percent), Ratua-I (4.16 percent) and Ratua-II (3.84 percent), Chanchal-I (4.54 percent) and Chanchal-II (3.56 percent). Medium percentage of ST female businessmen (3.56 – 6.83 percent) is reported in only the Manikchak block of the Malda district. The female businessmen are not found in Harishchandrapur-I, Harishchandrapur-II, English Bazar, Old Malda, Habibpur, Bamongola, Kaliachak-I and Kaliachak-II blocks of Malda district. The main reason for this is that women people are not interested in business and cannot able or afford it.

Fig. 5.4 shows that in the case of the business employment level of Malda district, it is found that the rates of male businessmen in all blocks of Malda district are higher than that of women businessmen. The main reason is that tribal male secondary, higher secondary and higher education rates are higher than female people in most of the blocks of Malda district. As a result, many men tribal people are more interested and capable than women people to work in the business sector.

### 5.3.1.2 Employed ST Population

**Table 5.4** Block-wise distribution of ST People in Home Based Workers (HBW) in Malda district, 2012-16 (in %).

SL. NO.	Name of Blocks & Municipality	Home Based Workers (HBW)		
		Male	Female	Total
1	Harischandrapur-I	16.86	33.34	25.10
2	Harischandrapur-II	15.51	26.01	20.76
3	Chanchal-I	11.50	25.01	18.25
4	Chanchal-II	17.78	25.01	21.39
5	Ratua-I	15.88	25.01	20.44
6	Ratua-II	17.10	30.78	23.94
7	Manikchak	16.66	35.43	26.04
8	English Bazar	9.87	50.01	29.94
9	Old Malda	18.91	22.74	20.82
10	Habibpur	9.99	39.01	24.50
11	Bamongola	8.81	25.01	16.91
12	Gazol	17.47	36.12	26.79
13	Kaliachak-I	19.76	71.06	45.41
14	Kaliachak-II	14.76	70.19	42.47
15	Kaliachak-III	15.99	67.87	41.93
<b>A</b>	<b>RURAL AREAS</b>	<b>15.12</b>	<b>38.84</b>	<b>26.98</b>
1	English Bazar(M)	23.67	38.90	31.28
2	Old Malda(M)	22.80	40.01	31.40
<b>B</b>	<b>URBAN AREAS</b>	<b>22.23</b>	<b>39.45</b>	<b>30.84</b>
<b>AB</b>	<b>MALDA TOTAL</b>	<b>16.07</b>	<b>38.91</b>	<b>27.49</b>

Source: Field Survey in Malda District, 2012-16.

This portion (employed) of the ST population of the Malda district is engaged in the following traits of life.

#### 5.3.1.2.1 Home Based Workers (HBW)

Home Based Workers are those who are engaged in the production of goods or services for an employer or contractor in an arrangement whereby the work is carried out at the place of the workers' own choice, often the workers own home.

More precisely the term "homework" means work carried out by a person, to be referred to as a home worker: - a. in

his or her home or in other premises of his or her choice other than the workplace of the employer; b. for remuneration; c. which results in the production of goods and/ or services as specified by the employer, irrespective of who provides the equipment, materials or other inputs used (Kolamkar, 2012).

Table 5.4 and Fig. 5.6 which reveals that the tribal Home-Based Workers (HBW) in the Malda district are only 27.49 percent (16.07 percent of males and 38.91 percent of females) in respect of total employed ST people from different employment levels. In rural and urban areas of ST, Home Based Workers are 26.98 percent and 30.84 percent respectively out of different employment levels. Thus, urban areas of ST Home Based Workers are 3.86 percent higher than rural areas. Further, in rural areas of ST Home Based Workers by sex are females (38.84 percent) 23.72 percent higher than males (15.12 percent). The corresponding figure for urban areas of ST Home Based Workers by sex is females (39.45 percent) 17.22 percent higher than males (22.23 percent). In urban areas, both male and female Home-Based Workers are higher in number as compared to rural areas. Thus, urban areas are better position as compared to rural areas in regards to the HBW employment level.

In the case of home-based workers' employment level in the Malda district, it is found that rates of both male and female tribal workers are higher in urban areas than in rural areas. The main reason for the high rate of home-based workers in the urban areas of Malda district is that there are various types of cottage industries established here. Various types of cottage industries such as bamboo work, cane work, woodwork, clay work, cloth sewing work, etc. have been established. As a result, many tribal people get the opportunity to work as home-based workers. Also, another reason is that compared to both men & women people in rural areas, most men & women people in urban areas are working as a servant in any household. In particular, compared to women people in rural areas, most urban women people working as auntie (slaves) in any household. Moreover, population density in urban areas (12627 persons per square km) is higher compared to rural areas (1069 persons per square km, as per the census of India, 2011) of the Malda district. So, most of the tribal people in the urban areas of Malda district are working as home-based workers.

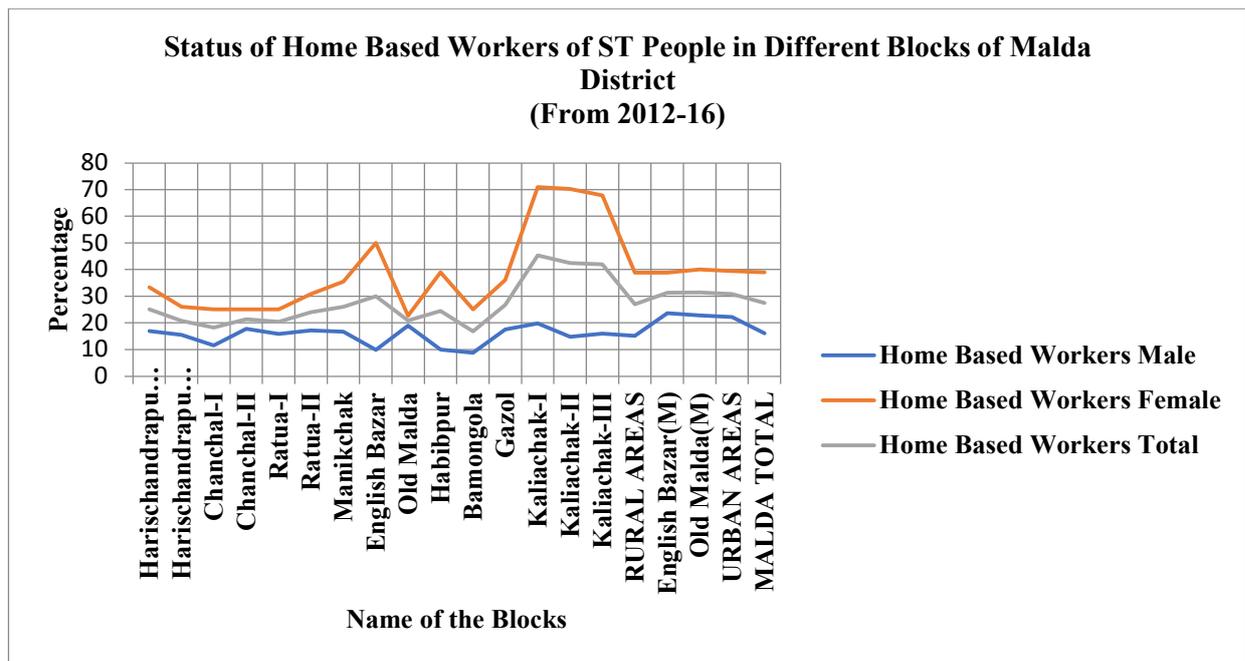


Fig. 5.6 Home Based Workers (HBW) status of ST People in Malda district (From 2012-16).

The block-wise distribution of ST Home Based Workers has been presented in Fig. 5.7. Fig. 5.7a which reveals that the high percentage of ST Home Based Workers (above 31.53 percent) are recorded in three blocks. These blocks are Kaliachak-I (45.41 percent), Kaliachak-II (42.47 percent) and Kaliachak-III (41.93 percent). The rate of home-based workers in the Kaliachak region of the Malda district is the highest than in other employment sectors. Not only that, the

rate of home-based workers in the Kaliachak region is the highest compared to other blocks of Malda district. The main reason for the highest rate of home-based workers in this region is that there is a tradition of Bidi binding and sericulture. As a result, a large number of tribal people are involved in the Bidi binding and sericulture sector. Medium percentage of ST Home Based Workers (22.42 – 31.53 percent) has been reported in six blocks, namely, Gazol (26.79 percent), Habibpur (24.50 percent), English Bazar (29.94 percent), Manikchak (26.04 percent), Ratua-II (23.94 percent) and Harishchandrapur-I (25.10 percent). The low percentage of ST Home Based Workers (below 22.42 percent) has been observed in six blocks. These blocks are Bamongola (16.91 percent), Old Malda (20.82 percent), Harishchandrapur-II (20.76 percent), Chanchal-I (18.25 percent), Chanchal-II (21.39 percent) and Ratua-I (20.44 percent).

The blocks-wise distribution of scheduled tribe Home Based Workers by sex has been presented in Fig. 5.7b and 5.7c. Fig. 5.7b shows that the high percentage of ST male Home-Based Workers (above 16.84 percent) has been recorded in six blocks, namely Kaliachak-I (19.76 percent), Gazol (17.47 percent), Old Malda (18.91 percent), Ratua-II (17.10 percent), Chanchal-II (17.78 percent) and Harishchandrapur-I (16.86 percent) blocks. Medium percentage of ST male Home-Based Workers (13.40-16.84 percent) are reported in Kaliachak-II (14.76 percent), Kaliachak-III (15.99 percent), Manikchak (16.66 percent), Ratua-I (15.88 percent) and Harishchandrapur-II (15.51 percent) blocks, whereas it is low (below 13.40 percent) in the blocks of Bamongola (8.81 percent), Habibpur (9.99 percent), English Bazar (9.87 percent) and Chanchal-I (11.50 percent). Fig. 5.7c which reveals that the high percentage of scheduled tribe female Home Based Workers (above 47.59 percent) have been recorded in four blocks, namely Kaliachak-I (71.06 percent), Kaliachak-II (70.19 percent), Kaliachak-III (67.87 percent) and English Bazar (50.01 percent). Medium percentage of ST female Home Based Workers (30.09 – 47.59 percent) are reported in Gazol (36.12 percent), Habibpur (39.01 percent) Manikchak (35.43 percent), Ratua-II (30.78 percent) and Harishchandrapur-I (33.34 percent) blocks, whereas it is low (below 30.09 percent) in the blocks of Bamongola (30.09 percent), Old Malda (22.74 percent), Harishchandrapur-II (26.01 percent), Chanchal-I (25.01 percent), Chanchal-II (25.01 percent) and Ratua-I (25.01 percent).

In the case of home-based workers (HBW) employment level of the Malda district, it is seen that the rates of female workers in all blocks of the Malda district are higher than that of male workers. The main reason for this is that in the case of Home-Based Workers, women's people are more interested and capable than men people.

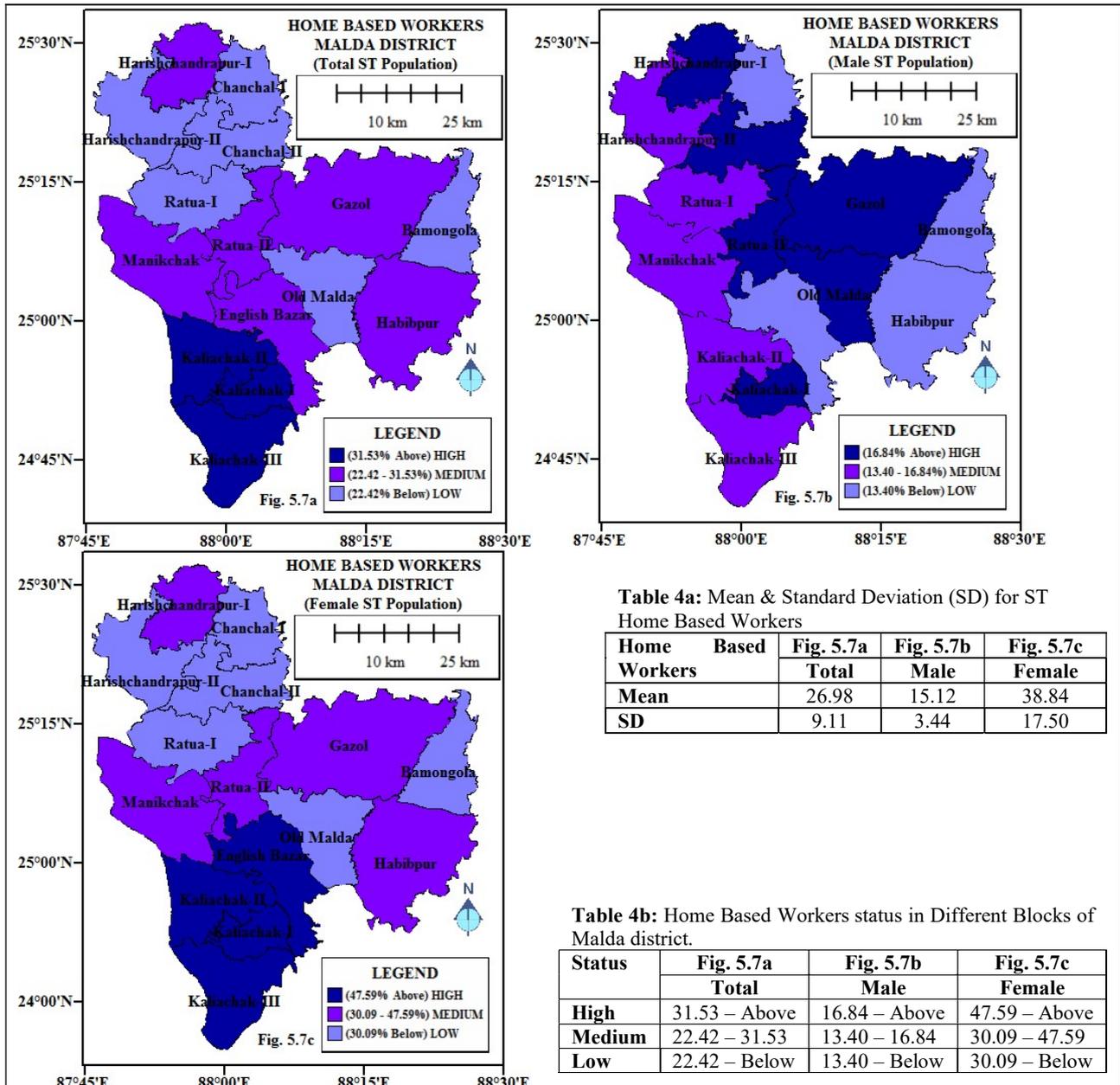


Fig. 5.7 Home Based Workers status of ST population in different blocks of Malda district (From 2012-16).

Among all the blocks in the Malda district, the rates of female home-based workers in Kaliachak-I, Kaliachak-II, and Kaliachak-III blocks are higher than male home-based workers. The main reason for this is that most tribal women's in the Kaliachak region are engaged in the cultivation of silk (sericulture) and Bidi binding.

Fig. 5.7 shows that from the viewpoint of the total, male and female of HBW employment level it is found that Kaliachak-I block is which stand as high, Chanchal-I and Bamongola blocks which are placed as low and only one block of Manikchak as a medium.

### 5.3.1.2.2 Agricultural Labours

**Table 5.5** Block-wise distribution of ST People in Agricultural Labours in Malda district, 2012-16 (in %).

SL. NO.	Name of Blocks & Municipality	Agricultural Labours		
		Male	Female	Total
1	Harischandrapur-I	21.70	38.88	30.29
2	Harischandrapur-II	28.46	41.66	35.06
3	Chanchal-I	15.12	40.90	28.01
4	Chanchal-II	16.84	44.63	30.73
5	Ratua-I	14.03	45.82	29.92
6	Ratua-II	19.75	23.07	21.41
7	Manikchak	15.29	20.82	18.05
8	English Bazar	14.82	15.62	15.22
9	Old Malda	13.52	27.26	20.39
10	Habibpur	20.01	19.99	20.00
11	Bamongola	14.72	24.99	19.85
12	Gazol	16.51	16.66	16.58
13	Kaliachak-I	10.48	7.88	9.18
14	Kaliachak-II	10.24	14.03	12.13
15	Kaliachak-III	14.01	10.70	12.35
<b>A</b>	<b>RURAL AREAS</b>	<b>16.36</b>	<b>26.19</b>	<b>21.28</b>
1	English Bazar(M)	00.00	00.00	0.00
2	Old Malda(M)	2.45	00.00	1.22
<b>B</b>	<b>URBAN AREAS</b>	<b>1.22</b>	<b>00.00</b>	<b>0.61</b>
<b>AB</b>	<b>MALDA TOTAL</b>	<b>14.58</b>	<b>23.11</b>	<b>18.85</b>

Source: Field Survey in Malda District, 2012-16.

Several landless and marginal tribal households are engaged as agricultural labour. (Xaxa, 2014) Table 5.5 and Fig. 5.8 which reveals that the tribal agricultural labors in Malda district are only 18.85 percent (14.58 percent of males and 23.11 percent of females) in respect of total employed of ST people from different employment levels. In rural and urban areas ST agricultural labors are 21.28 percent and 0.61 percent respectively out of different employment levels. Further, in rural areas of ST agricultural labors by sex are 16.36 percent of males and 26.19 percent of females. The corresponding figure for urban areas is 1.22 percent and 0.00 percent respectively. In rural areas, both male and female agricultural labours are higher in number as compare to urban areas. The main reasons for the increase of agricultural labours in the rural areas as compared to the urban areas, there is more opportunity to work in the agricultural field. But there is no such opportunity for agricultural work in urban areas of Malda district. Also, another reason is that tribal people in rural areas (87.47 percent BPL) are very poor compared to urban areas (66.07 percent BPL, as per field survey by the researcher, 2012-16) of Malda district. As a result, many poor tribal people in rural areas to work as agricultural labour.

The block-wise distribution of scheduled tribe agricultural labours has been presented in Fig. 5.9. Fig. 5.9a which reveals that among the blocks of the district shows the range of variation from 9.18 percent (Kaliachak-I) to 35.06 percent (Harishchandrapur-II). The high percentage of ST agricultural labours are (above 25.20 percent) found in Harishchandrapur-I (30.29 percent), Harishchandrapur-II (35.06 percent), Chanchal-I (28.01 percent), Chanchal-II (30.37 percent) and Ratua-I (29.92 percent) blocks. These blocks are located on the northern side of the Malda district and all these blocks are connected. The main reason for the high rate of agricultural laborers among these blocks is good cultivation. Due to good cultivation, most tribal people of these blocks are interested to work as agricultural laborers. Also, the other

reasons for the increase in the number (total, male & female) of agricultural laborers in these blocks are the high density of population (1001-1223 persons per square km, as per census of India, 2011), most tribal people are very poor (73-79 percent BPL, as per field survey by the researcher, 2012-16), fewer opportunities for non-agricultural jobs and more distance from Malda town (almost 39-61 km, as per field survey by the researcher, 2012-16). As a result, most poor tribal people in these blocks are more interested to work as agricultural labours.

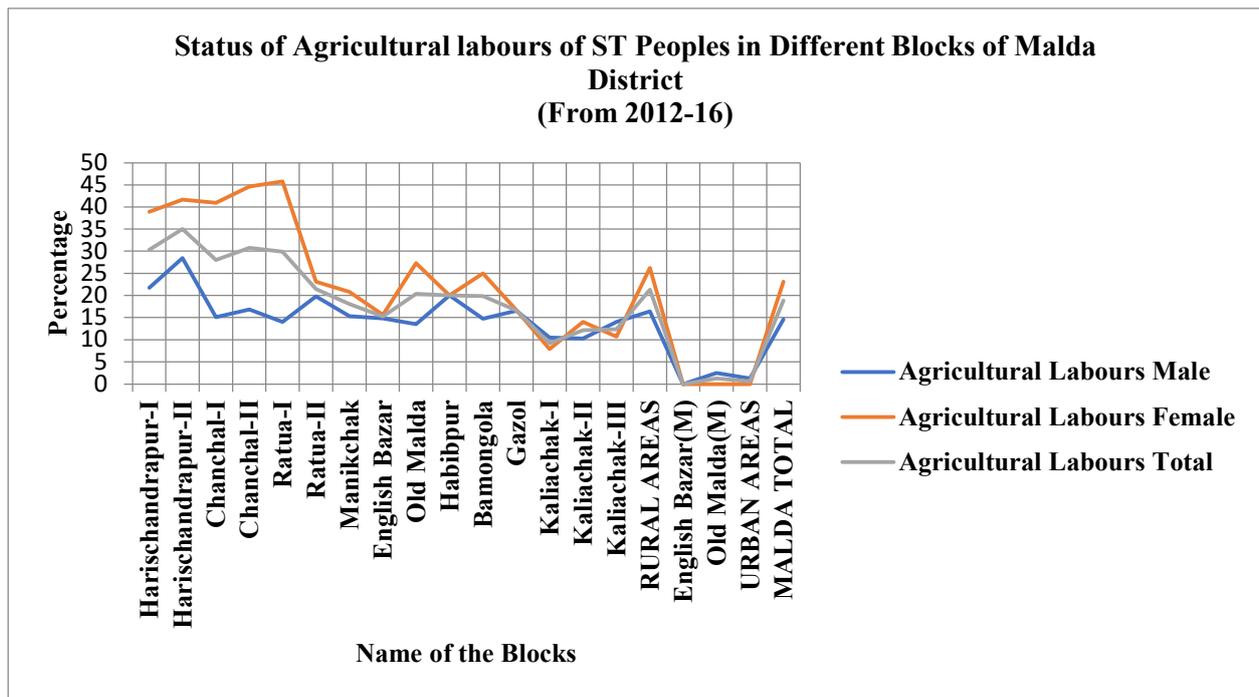


Fig. 5.8 Agricultural Labours status of ST People in Malda district (From 2012-16).

Medium percentage of ST in agricultural labours (17.35-25.20 percent) has been reported in five blocks. These blocks are from a continuous zone stretching from east to west includes the blocks of Bamongola (19.85 percent), Habibpur (20.00 percent), Old Malda (20.39 percent), Ratua-II (21.41 percent) and Manikchak (18.05 percent). The low percentage of ST agricultural labours (below 17.35 percent) has been observed in five blocks. Four blocks of them, namely, Kaliachak-I (9.18 percent), Kaliachak-II (12.13 percent) and Kaliachak-III (12.35 percent) and English Bazar (15.22 percent) from the contiguous zone in the southern part and other one block is Gazol (16.58 percent) in the northern part of Malda district. All of these blocks are well connected to the district headquarter by roads as well as by railway networks. The rate of agricultural laborers in the Kaliachak region (Kaliachak-I, II & III blocks) of the Malda district is very much lower than the rate of home-based workers. Not only that, the rate of agricultural laborers in the Kaliachak region is lowest compared to other blocks of Malda district. The main reason for this is that there is less scope to work in the agriculture sector. Because the rate of

cultivation in this block is very low. As a result, many tribal people do not get the opportunity to work in this employment sector. Also, there is a tradition of Bidi binding and sericulture in this block. This means that there are opportunities to work in the Bidi binding and sericulture sector in this block. English Bazar block is the urban-centric and the Gazol block is the situated in Barind region. There is a low rate of cultivation in these blocks due to the urban-centric and Barind region. As a result, most tribal people in these blocks are interested to work in the home-based worker sector. So, very few tribal people in these blocks are generally working as agricultural laborers.

The blocks-wise distribution of scheduled tribe male and female agricultural labours has been presented in Fig. 5.9b and 5.9c respectively. Fig. 5.9b which reveals that the high percentage of scheduled tribe male agricultural labours (above 18.66 percent) have been recorded in four blocks of Habibpur (20.01 percent), Ratua-II (19.75 percent), Harishchandrapur-I (21.70 percent) and Harishchandrapur-II (28.46 percent), whereas it is low (below 14.05 percent) in the blocks of Kaliachak-I (10.48 percent), Kaliachak-II (10.24 percent), Kaliachak-III (14.01 percent), Old Malda (13.52 percent) and Ratua-I (14.03 percent).

Fig. 5.9c shows that the high percentage of scheduled tribe female agricultural labours (above 32.66 percent) have been recorded in five blocks, namely, Ratua-I (45.82 percent), Chanchal-I (40.90 percent), Chanchal-II (44.63 percent), Harishchandrapur-I (38.88 percent) and Harishchandrapur-II (41.66 percent) from a compact zone in the northern part of the district, whereas it is low (below 19.72 percent) in five blocks, namely, Gazol (16.66 percent), English Bazar (15.62 percent), Kaliachak-I (7.88 percent), Kaliachak-II (14.03 percent) and Kaliachak-III (10.70 percent). In the three blocks (Kaliachak-I, II & III) of the Kaliachak region, the number of tribal men & women agricultural labours is less than the number of other blocks in the Malda district. This may be due to the prevalence of non-farm activities in these blocks as a large number of tribal male & female persons are exclusively engaged in sericulture, *Bidi* binding and embroidery works. The ST female agricultural labours are higher in number than male agricultural labours in most of the blocks, but ST male agricultural labours are also higher at the same employment level than female agricultural labours in Habibpur, Kaliachak-I, and Kaliachak-III blocks. The main reason is that most tribal women people are engaged in Bidi binding and sericulture. As a result, many poor men tribal people in these blocks to work as agricultural labour.

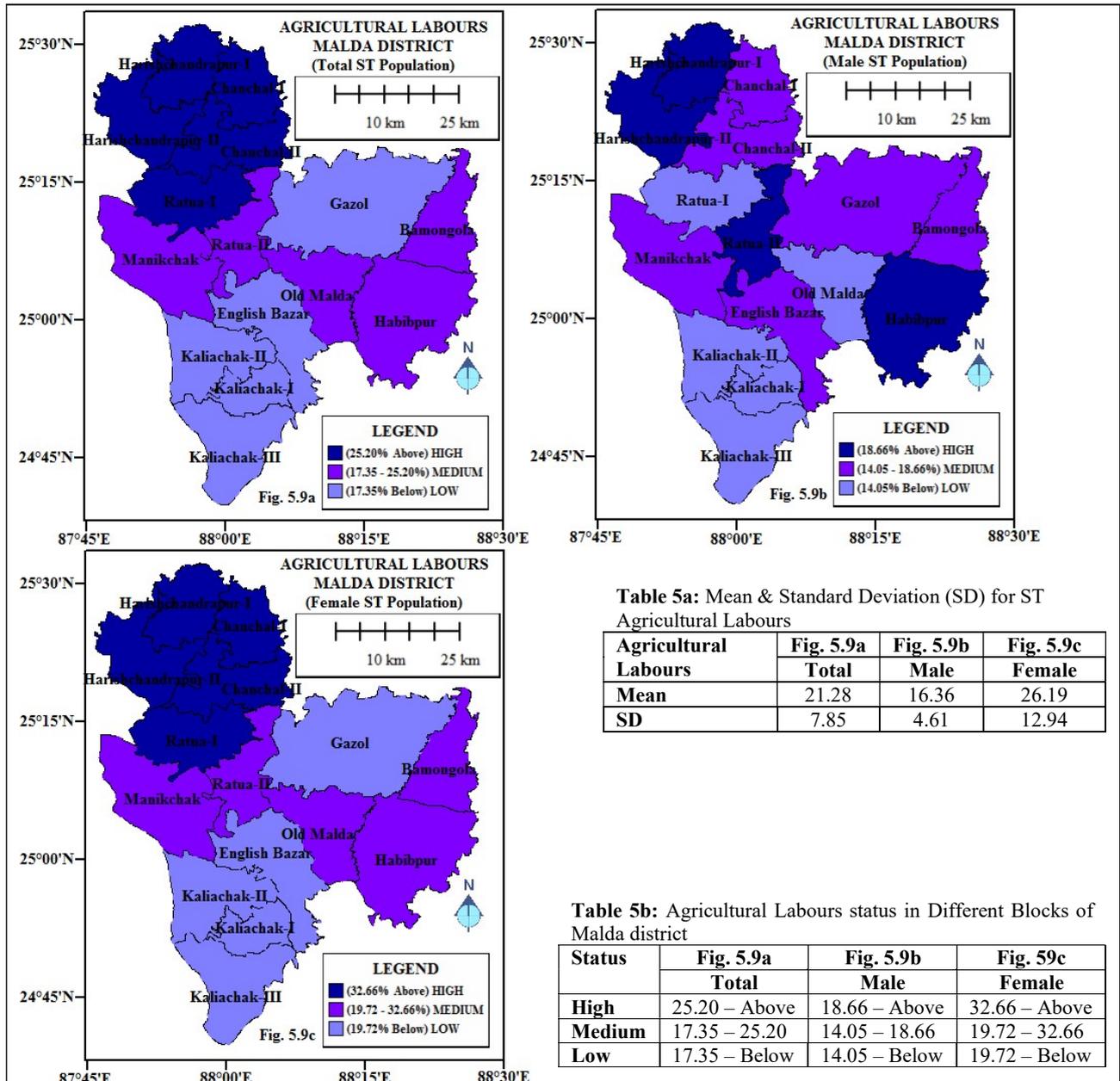


Fig. 5.9 Agricultural labours status of ST population in different blocks of Malda district (From 2012-16).

Fig. 5.9 shows that from the viewpoint of the total, male and female of tribal people in agricultural laborers employment level it is found that Harishchandrapur-I and Harishchandrapur-II blocks are which stands as high, Manikchak block is which placed as medium and Kaliachak-I, Kaliachak-II, and Kaliachak-III blocks are which placed as low.

### 5.3.1.2.3 Non-Agricultural Labours

Table 5.6 and Fig. 5.10 which reveals that the tribal non-agricultural labours (NAL) in the Malda district are only 21.35 percent (20.66 percent of males and 22.05 percent of females) in

respect of total employed ST people from different employment levels. In rural and urban areas of ST non-agricultural labours are 20.34 percent and 28.95 percent respectively out of different employment levels. Thus, urban areas ST people of non-agricultural labours are 8.61 percent higher than rural areas. Further, in rural areas of ST non-agricultural labours by sex are female (21.13 percent) 1.58 percent higher than males (19.55 percent). The corresponding figure for urban areas is 29.01 percent of males and 28.90 percent of females. In urban areas both male and female non- agricultural labours are higher in number as compared to rural areas. Thus, urban areas are better position as compared to rural areas in regards to non-agricultural labours employment level. The main reason for the high rate of non-agricultural laborers in the urban area of Malda district is that, due to the establishment of different types of factories in the Narayanpur and English Bazar region. As a result, many tribal people get the opportunity to work as non-agricultural laborers. Also, they are interested to work as a non-agricultural labourer because they get the opportunity to work on the railway line, road and building construction, etc. Moreover, population density in urban areas (12627 persons per square km) is higher compared to rural areas (1069 persons per square km, as per the census of India, 2011) of the Malda district. So, most of the poor tribal people in the urban areas of the Malda district are working as non-agricultural laborers.

**Table 5.6** Block-wise distribution of ST Non-Agricultural Labours in Malda district, 2012-16 (in %).

SL. NO.	Name of Blocks & Municipality	Non-Agricultural Labours		
		Male	Female	Total
1	Harischandrapur-I	13.24	16.68	14.96
2	Harischandrapur-II	18.96	27.79	23.37
3	Chanchal-I	20.85	20.46	20.65
4	Chanchal-II	17.30	14.30	15.80
5	Ratua-I	22.42	12.51	17.46
6	Ratua-II	14.46	30.78	22.62
7	Manikchak	20.13	20.84	20.48
8	English Bazar	20.98	18.76	19.87
9	Old Malda	24.31	36.37	30.34
10	Habibpur	19.99	38.99	29.49
11	Bamongola	26.46	33.34	29.9
12	Gazol	17.47	25.01	21.24
13	Kaliachak-I	17.43	5.27	11.35
14	Kaliachak-II	19.31	5.27	12.29
15	Kaliachak-III	19.99	10.72	15.35
<b>A</b>	<b>RURAL AREAS</b>	<b>19.55</b>	<b>21.13</b>	<b>20.34</b>
1	English Bazar(M)	26.31	27.79	27.05
2	Old Malda(M)	31.70	30.01	30.85
<b>B</b>	<b>URBAN AREAS</b>	<b>29.01</b>	<b>28.90</b>	<b>28.95</b>
<b>AB</b>	<b>MALDA TOTAL</b>	<b>20.66</b>	<b>22.05</b>	<b>21.35</b>

Source: Field Survey in Malda District, 2012-16.

middle-eastern part of Malda district. Due to the physiographic impediments of these blocks,

The block-wise distribution of ST non-agricultural labours has been presented in Fig. 5.11 Fig. 5.11a which reveals that among the blocks of the district shows the range of variation from 11.35 percent (Kaliachak-I) to 30.34 percent (Old Malda). The high percentage of ST non-agricultural labours (above 23.38 percent) are recorded in three blocks, which from the region of the middle-eastern part in the Malda district. These blocks are Habibpur (29.49 percent), Bamongola (29.90 percent) and Old Malda (30.34 percent) which form a compact zone in the

opportunities for agricultural work are limited and therefore tribal people opt for non-agricultural works.

The rate of non-agricultural laborers (30.34 percent) in the Old Malda block is the highest compared to the other blocks of the Malda district. The main reason for the highest rate of non-agricultural laborers in this block is that, due to the establishment of different types of factories in the Narayanpur region. As a result, many tribal people get the opportunity to work as non-agricultural laborers. Apart from this, they are interested to work as a non-agricultural labourer because they get the opportunity to work on railway lines, roads and building construction. Therefore, most tribal people of Old Malda block usually working as non-agricultural labours. Medium percentage of ST non-agricultural labours (17.30 – 23.38 percent) incorporates seven blocks. These blocks are Harishchandrapur-II (23.37 percent), Chanchal-I (20.65 percent), Ratua-I (17.46 percent), Ratua-II (22.62 percent), Manikchak (20.48 percent), English Bazar (19.87 percent) and Gazol (21.24 percent). The low percentage of ST non-agricultural labours (below 17.30 percent) has been observed in five blocks. Three blocks of them, namely Chanchal-II (15.80 percent), Harishchandrapur-I (14.96 Percent) in north and Kaliachak-III (15.35 percent), Kaliachak-II (12.29 percent) and Kaliachak-I (11.35 percent) in the southern part of the Malda district.

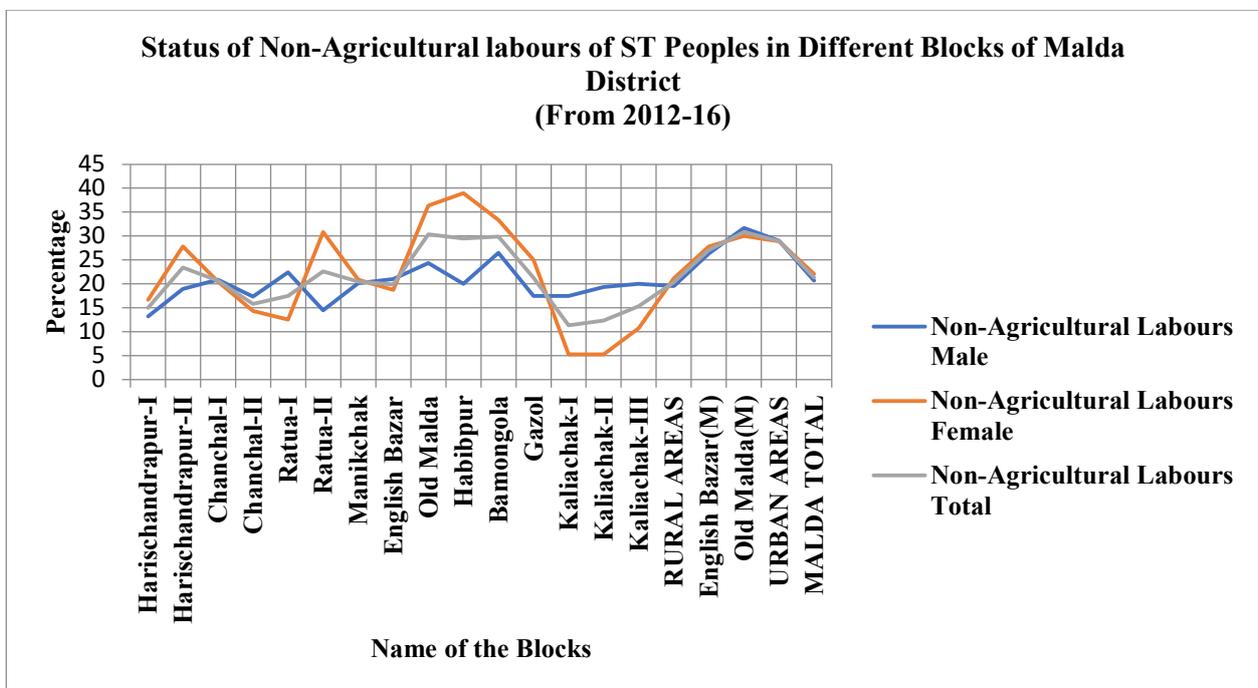


Fig. 5.10 Non-Agricultural Labours status of ST People in Malda district (From 2012-16).

The block-wise distribution of scheduled tribe male and female non-agricultural labours has been presented in Fig. 5.11b and Fig. 5.11c respectively. Fig. 5.11b shows that the high

percentage of ST male non-agricultural labours of this employment level (above 21.25 percent) are reported in three blocks of Ratua-I (22.42 percent), Old Malda (24.31 percent) and Bamongola (26.46 percent), whereas it is low (below 17.84 percent) in the blocks of Harishchandrapur-I (13.24 percent), Chanchal-II (17.30 percent), Ratua-II (14.46 percent), Gazol (17.47 percent) and Kaliachak-I (17.43 percent).

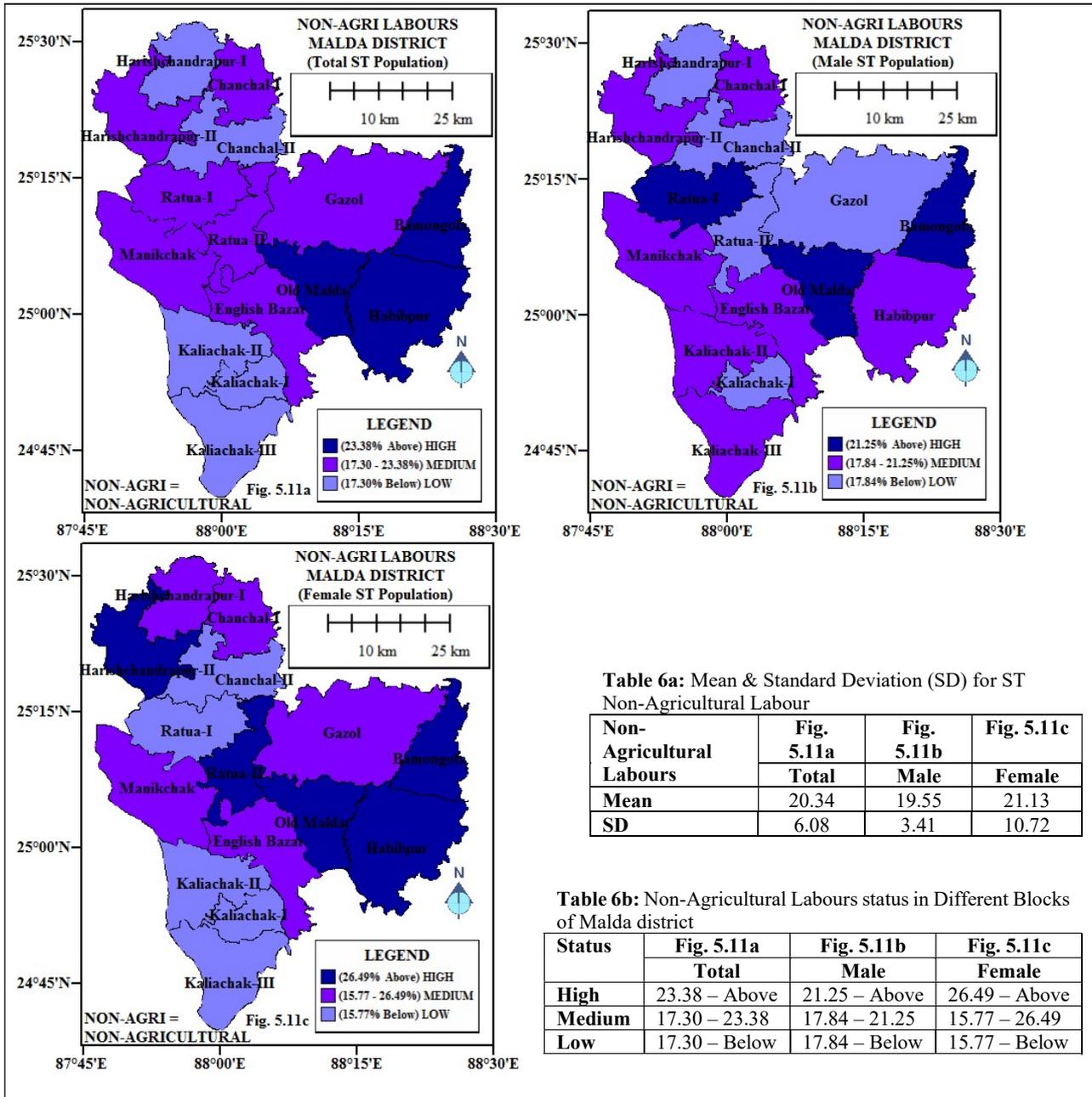


Fig. 5.11 Non-Agricultural labours status of ST population in different blocks of Malda district (From 2012-16).

Fig. 5.11c which reveals that the high percentage of scheduled tribe female non-agricultural labours (above 26.49 percent) have been recorded in five blocks, namely, Harishchandrapur-II (27.79 percent), Ratua-II (30.78 percent), Old Malda (36.37 percent), Habibpur (38.99

percent) and Bamongola (33.34 percent), whereas it is low percentage (below 15.77 percent) in five blocks, namely, Kaliachak-I (5.27 percent), Kaliachak-II (5.27 percent) and Kaliachak-III (10.72 percent) from continuous zone in southern part and other two blocks are Chanchal-II (14.30 percent) and Ratua-I (12.51 percent) in the northern part of Malda district.

The ST female Non-Agricultural labours are higher in number than ST male Non-Agricultural labours in most of the blocks, but ST male Non-Agricultural labours are also higher at the same employment level than ST female Non-Agricultural labours in Chanchal-I, Chanchal-II, Ratua-I, English Bazar, Kaliachak-I, Kaliachak-II and Kaliachak-III blocks. The ST female non-agricultural labours are higher in number than male non-agricultural labours in most of the blocks, but ST male non-agricultural labours are also higher at the same employment level than female non-agricultural labours in Kaliachak-I, Kaliachak-II and Kaliachak-III blocks. Because there is a tradition of Bidi binding and sericulture in these blocks. As a result, most tribal women people in these blocks are engaged in Bidi binding and sericulture sectors. So, most of the men tribal people in the Kaliachak region are generally working as non-agricultural laborers compared to women tribal people. Because many men tribal people of these blocks are not interested to work in the Bidi binding and sericulture sectors.

Fig. 5.11 which reveals that from the viewpoint of the total, male and female of tribal people in non-agricultural labor employment level it is found that Old Malda and Bamongola blocks are which stand as high, Chanchal-I, Manikchak and English Bazar blocks are which placed as medium and Chanchal-II & Kaliachak-I blocks are which placed as low.

#### **5.3.1.2.4 Government Regular Salaried Workers (GRSW)**

Persons working in other farm or non-farm enterprises (both household and non-household) and getting in return salary or wages on a regular basis are the regular salaried/wage employees. The category not only includes persons getting time wage but also persons receiving piece wage or salary and paid apprentices, both full time and part-time (Kolamkar, 2012).

Table 5.7 and Fig. 5.12 which reveals that the tribal Government Regular Salaried Workers (GRSW) in the Malda district are only 7.46 percent (9.05 percent of males and 5.83 percent of females) in respect of total employed ST people from different employment levels. In rural and urban areas of the ST government, regular salaried workers are 6.96 percent and 11.00 percent

respectively out of different employment levels. Thus, urban areas of ST government regular salaried workers are 4.04 percent higher than rural areas. Further, in rural areas of ST Government Regular Salaried Workers by sex are males (8.73 percent) 3.53 percent higher than females (5.20 percent). The corresponding figure for urban areas of ST Government Regular Salaried Workers by sex is males (11.46 percent) 0.91 percent higher than females (10.55 percent). In urban areas, both male and female Government Regular Salaried Workers are higher in number as compared to rural areas.

**Table 5.7** Block-wise distribution of ST People in Government Salaried Workers in Malda district, 2012-16 (in %).

SL. NO.	Name of Blocks & Municipality	Government Salaried Workers		
		Male	Female	Total
1	Harischandrapur-I	4.83	5.55	5.19
2	Harischandrapur-II	2.60	2.77	2.68
3	Chanchal-I	6.48	2.26	4.37
4	Chanchal-II	7.70	7.13	7.41
5	Ratua-I	3.75	4.16	3.95
6	Ratua-II	9.22	3.84	6.53
7	Manikchak	11.82	10.41	11.11
8	English Bazar	13.59	9.37	11.48
9	Old Malda	10.82	4.54	7.68
10	Habibpur	10.00	0.00	5.00
11	Bamongola	11.77	8.32	10.04
12	Gazol	11.66	8.32	9.99
13	Kaliachak-I	10.48	7.88	9.18
14	Kaliachak-II	10.24	3.50	6.87
15	Kaliachak-III	6.00	0.00	3.00
<b>A</b>	<b>RURAL AREAS</b>	<b>8.73</b>	<b>5.20</b>	<b>6.96</b>
1	English Bazar(M)	13.16	11.11	12.50
2	Old Malda(M)	9.76	10.00	9.84
<b>B</b>	<b>URBAN AREAS</b>	<b>11.46</b>	<b>10.55</b>	<b>11.00</b>
<b>AB</b>	<b>MALDA TOTAL</b>	<b>9.05</b>	<b>5.83</b>	<b>7.46</b>

Source: Field Survey in Malda District, 2012-16.

tribal people in the urban areas of Malda district get the opportunity to work in government organizations.

The block-wise distribution of ST Government Regular Salaried Workers has been presented in Fig. 5.13. Fig. 5.13a which reveals that the high percentage of ST Government Regular Salaried Workers (above 8.41 percent) are recorded in five blocks. These blocks are Kaliachak-I (9.18 percent), Gazol (9.99 percent), Bamongola (10.04 percent), English Bazar (11.48 percent) and Manikchak (11.11 percent). English Bazar block has the highest rate of government (11.48 percent) jobs compared to other blocks in the Malda district. The main reason for the highest rate of government jobs in this block is that different types of government

The rate of Government Regular Salaried Workers in the urban areas (11.00 percent) of the Malda district is higher compared to rural areas (6.96 percent). Thus, urban areas are better position as compared to rural areas in regards to the GRSW employment level. The main reason for this is that the rates of secondary, higher secondary and higher education in urban areas are higher in comparison to rural areas. Also, another reason is that different types of government departments or offices are located in the urban areas compared to rural areas of Malda district. As a result, many

offices have been established here, which is much more than the other blocks of Malda district because of this block being near the urban-centric. As a result, many tribal people get the opportunity to work in the government sector. Also, the other reason for the high rate of government jobs in this block is that tribal secondary, higher secondary and higher education rates are higher compared to other blocks of Malda district. Medium percentage of ST Government Regular Salaried Workers (5.50 – 8.41 percent) has been reported in four blocks, namely, Kaliachak-II (6.87 percent), Old Malda (7.68 percent), Ratua-II (6.53 percent) and Chanchal-II (7.41 percent). The low percentage of ST Government Regular Salaried Workers (below 5.50 percent) has been observed in six blocks. These blocks are Kaliachak-III (3.00 percent), Habibpur (5.00 percent), Ratua-I (3.95 percent), Harishchandrapur-I (5.19 percent), Harishchandrapur-II (2.68 percent) and Chanchal-I (4.37 percent).

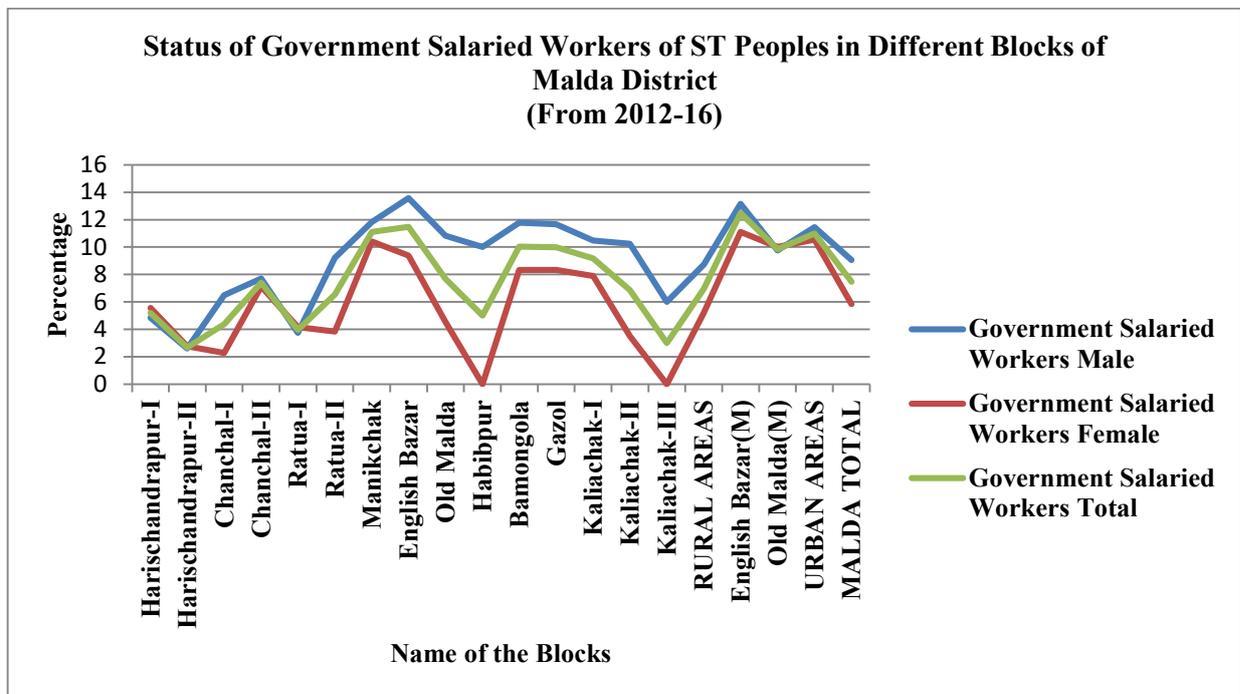
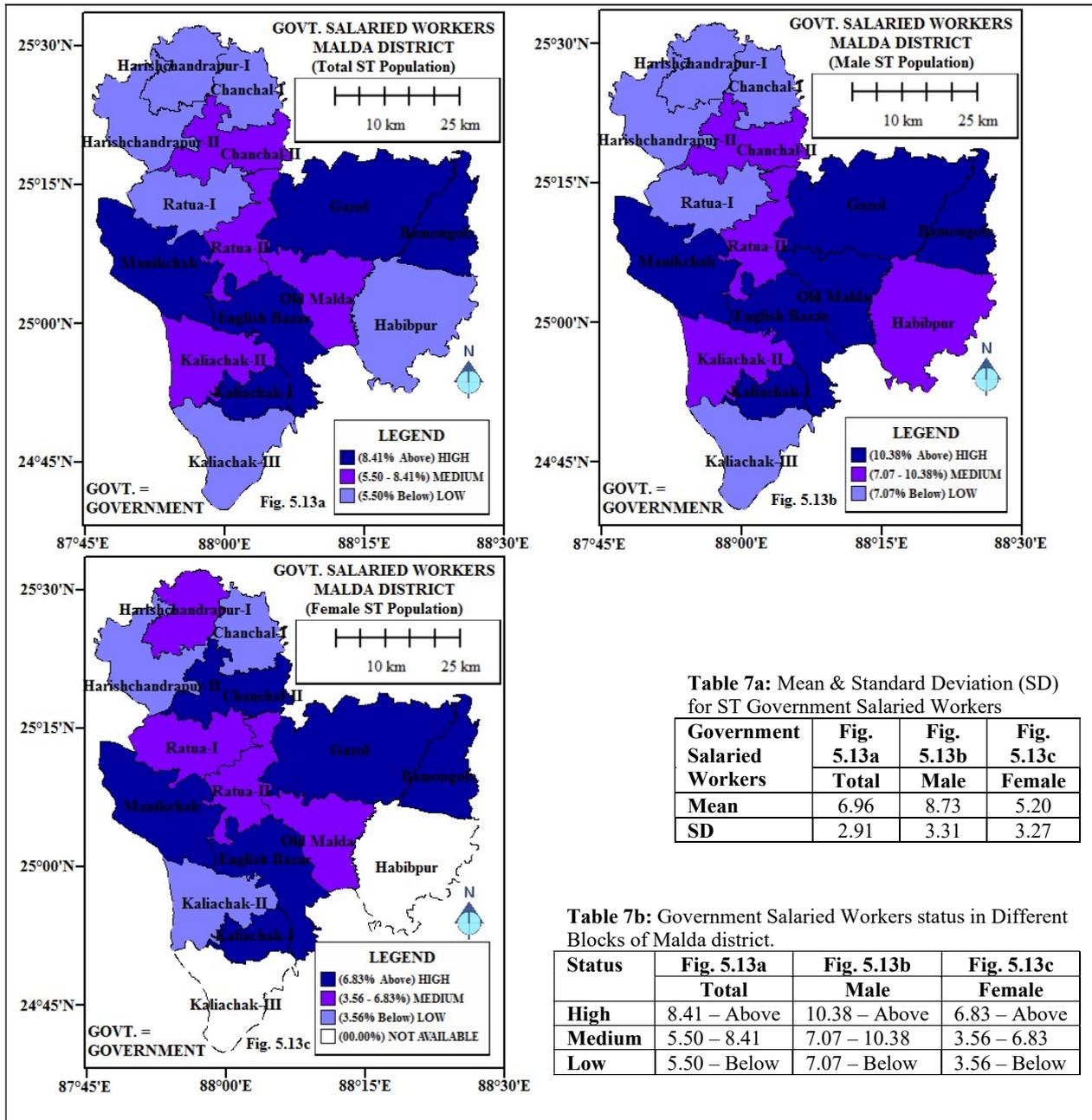


Fig. 5.12 Government Salaried Workers status of ST People in Malda district (From 2012-16).

The rate of government regular salaried workers (GRSW) in these blocks is the lowest compared to other blocks of the Malda district. The main reason is that tribal secondary, higher secondary and higher education rates in these blocks are very low compared to other blocks of Malda district. Also, other reasons are that these blocks situated far away from Malda town (almost 39-61 km, as per field survey by the researcher, 2012-16), non-improved communication system and there is a low number of government offices here. As a result, many tribal people in these blocks did not get the opportunity to work in the government sector.

The blocks-wise distribution of scheduled tribe Government Regular Salaried Workers by sex has been presented in Fig. 5.13b and 5.13c. Fig. 5.13b shows that the high percentage of ST male Government Regular Salaried Workers (above 10.38 percent) has been recorded in six blocks, namely Kaliachak-I (10.48 percent), Gazol (11.66 percent), Bamongola (11.77 percent), Old Malda (10.82 percent), English Bazar (13.59 percent) and Manikchak (11.82 percent) blocks.



**Fig. 5.13** Government salaried workers status of ST population in different blocks of Malda district (From 2012-16).

Medium percentage of ST male Government Regular Salaried Workers (7.07-10.38 percent) are reported in Chanchal-II (7.70 percent), Ratua-II (9.22 percent), Habibpur (10.00 percent)

and Kaliachak-II (10.24 percent) blocks. whereas it is low (below 7.07 percent) in the blocks of Kaliachak-III (6.00 percent) and Ratua-I (3.75 percent), Chanchal-I (6.48 percent), Harishchandrapur-I (4.83 percent) and Harishchandrapur-II (2.60 percent).

Fig. 5.13c which reveals that the high percentage of scheduled tribe female Government Regular Salaried Workers (above 6.83 percent) have been recorded in six blocks, namely Kaliachak-I (7.88 percent), Gazol (8.32 percent), Bamongola (8.32 percent), English Bazar (9.37 percent) and Manikchak (10.41 percent). Medium percentage of ST female Government Regular Salaried Workers (3.56 – 6.83 percent) are reported in Old Malda (4.54 percent), Ratua-I (4.16 percent), Ratua-II (3.84 percent) and Harishchandrapur-I (5.55 percent) blocks. whereas it is low (below 3.56 percent) in the blocks of Kaliachak-II (3.50 percent), Harishchandrapur-II (2.77 percent) and Chanchal-I (2.26 percent). The female Government Regular Salaried Workers are not found in Habibpur and Kaliachak-III blocks of Malda district. The main reason is that the tribal women people of these blocks have not been able to acquire appropriate educational qualifications for getting government jobs. As a result, they did not get government jobs.

In the case of Government Regular Salaried Worker (GRSW) employment level of Malda district, it is found that the rate of the male serviceman in most blocks of Malda district is higher than that of the female serviceman. Because the rates of male secondary, higher secondary and higher education in most of the blocks of Malda district are higher compared to female people. The ST male Government Regular Salaried Workers are higher in number than female GRSW in most of the blocks, but ST female Government Regular Salaried Workers are also higher at the same employment level than male GRSW in Harishchandrapur-I, Harishchandrapur-II and Ratua-I blocks.

Fig. 5.13 shows that from the viewpoint of the total, male and female of GRSW employment level it is found that Manikchak, English Bazar, Bamongola, Gazol and Kaliachak-I blocks are which stand as high, Harishchandrapur-II and Chanchal-I blocks which are placed as low and only one block of Ratua-II as a medium.

#### **5.3.1.2.5 Private Regular Salaried Workers (PRSW)**

Table 5.8 and Fig. 5.14 which reveals that the tribal Private Regular Salaried Workers (PRSW) in Malda district are only 3.80 percent (4.07 percent of males and 3.53 percent of females) in respect of total employed ST people from different employment levels. In rural and urban areas

of ST private regular salaried workers are 3.17 percent and 8.48 percent respectively out of different employment levels. Thus, urban areas of ST private regular salaried workers are 5.31 percent higher than rural areas. Further, in rural areas of ST Private Regular Salaried Workers by sex are males (3.42 percent) 0.49 percent higher than females (2.93 percent). The corresponding figure for urban areas of ST Private Regular Salaried Workers by sex is males (8.91 percent) 0.85 percent higher than females (8.06 percent). In urban areas, both male and female Private Regular Salaried Workers are higher in number as compared to rural areas. The rate of Private Regular Salaried Workers in the urban areas (8.48 percent) of the Malda district is higher compared to rural areas (3.17 percent). Thus, urban areas are better position as compared to rural areas in regards to the PRSW employment level. The main reason for this is that the rates of secondary, higher secondary and higher education in urban areas are higher in comparison to rural areas. Also, another reason is that different types of private departments or offices are located in the urban areas compared to rural areas of Malda district. As a result, many tribal people in the urban areas of Malda district get the opportunity to work in private organizations.

**Table 5.8** Block-wise distribution of ST Private Salaried Workers in Malda district, 2012-16 (in %).

SL. NO.	Name of Blocks & Municipality	Private Salaried Workers		
		Male	Female	Total
1	Harischandrapur-I	1.20	0.00	0.60
2	Harischandrapur-II	0.00	0.00	0.00
3	Chanchal-I	5.03	4.56	4.79
4	Chanchal-II	2.39	1.80	2.09
5	Ratua-I	0.92	4.18	2.55
6	Ratua-II	2.62	3.86	3.24
7	Manikchak	4.16	8.34	6.25
8	English Bazar	7.40	3.14	5.27
9	Old Malda	2.69	4.56	3.62
10	Habibpur	0.86	0.00	0.43
11	Bamongola	2.94	0.00	1.47
12	Gazol	4.84	5.57	5.20
13	Kaliachak-I	5.80	2.63	4.21
14	Kaliachak-II	4.54	1.75	3.14
15	Kaliachak-III	5.99	3.57	4.78
<b>A</b>	<b>RURAL AREAS</b>	<b>3.42</b>	<b>2.93</b>	<b>3.17</b>
1	English Bazar(M)	10.52	11.12	10.82
2	Old Malda(M)	7.31	5.01	6.16
<b>B</b>	<b>URBAN AREAS</b>	<b>8.91</b>	<b>8.06</b>	<b>8.48</b>
<b>AB</b>	<b>MALDA TOTAL</b>	<b>4.07</b>	<b>3.53</b>	<b>3.80</b>

Source: Field Survey in Malda District, 2012-16.

Medium percentage of ST Private Regular Salaried Workers (2.20 – 4.14 percent) has been reported in four blocks, namely, Kaliachak-II (3.14 percent), Old Malda (3.62 percent), Ratua-I (2.55 percent) and Ratua-II (3.24 percent). The low percentage of ST Private Regular Salaried

The block-wise distribution of ST Private Regular Salaried Workers has been presented in Fig. 5.15. Fig. 5.15a which reveals that among the block of the district shows the range of variations from 0.43 percent (Habibpur) to 6.25 percent (Manikchak). The high percentage of ST Private Regular Salaried Workers (above 4.14 percent) are recorded in six blocks. These blocks are Kaliachak-I (4.21 percent), Kaliachak-III (4.78 percent), Gazol (5.20 percent), English Bazar (5.27 percent), Manikchak (6.25 percent) and Chanchal-I (4.79 percent).

Workers (below 2.20 percent) has been observed in four blocks. These blocks are Bamongola (1.47 percent), Habibpur (0.43 percent), Chanchal-II (2.09 percent) and Harishchandrapur-I (0.60 percent). Not only that, the rate of private employment is not available in the Harishchandrapur-II (0.00 percent) block of Malda district. The main reason is that there is no private employment sector established in these blocks due to the non-improved communication system and far away from Malda urban centre (almost 46-61 km, as per field survey by the researcher, 2012-16). Also, another reason is that tribal secondary, higher secondary and higher education rates in these blocks are very low compared to other blocks of Malda district. As a result, many tribal people of these blocks did not get the opportunity to work in the private employment sector.

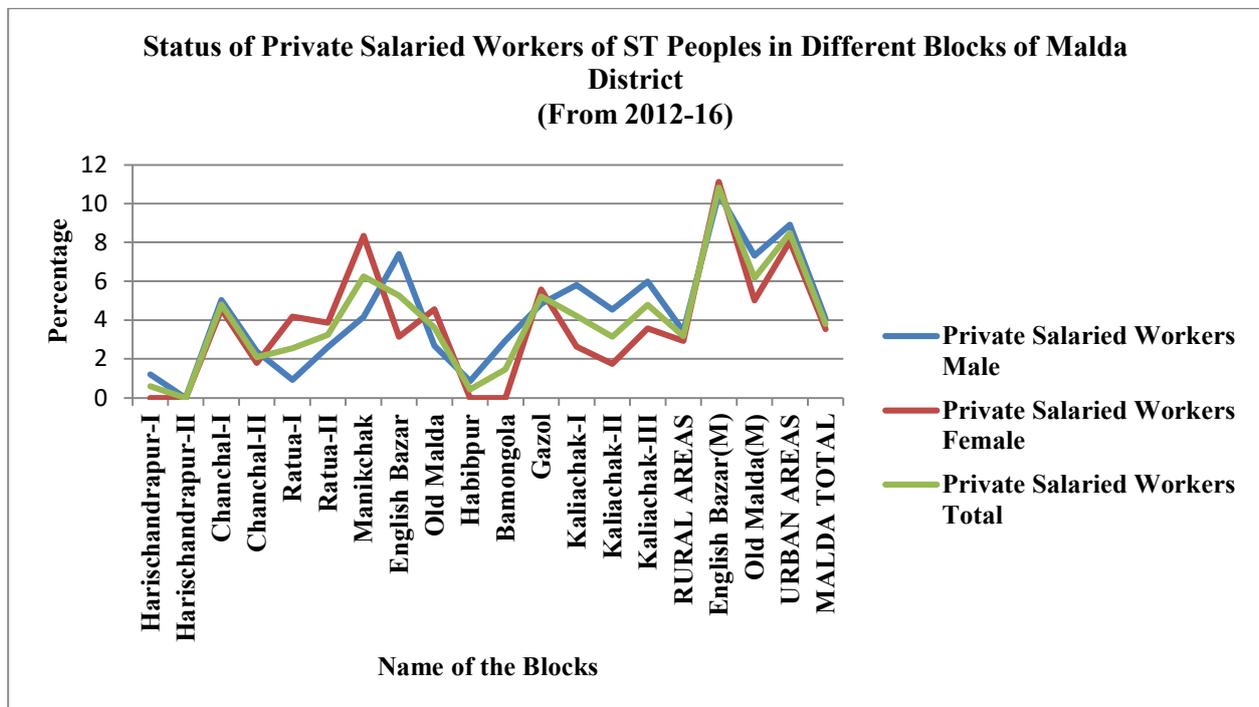


Fig. 5.14 Private Salaried Workers status of ST People in Malda district (From 2012-16).

The blocks-wise distribution of scheduled tribe male and female people of Private Regular Salaried Workers has been presented in Fig. 5.15b and 5.15c respectively. Fig. 5.15b shows that the high percentage of ST male people of this employment level (above 4.50 percent) are recorded in six blocks of Kaliachak-I (5.80 percent), Kaliachak-II (4.54 percent), Kaliachak-III (5.99 percent), Gazol (4.84 percent), Chanchal-I (5.03 percent) and English Bazar (7.40 percent). Since all these blocks have different types of private offices and factories, indigenous male people get the opportunity to work in private organizations. Also, most indigenous male people of these blocks go to work as drivers, domestic servants, salespersons and other similar

occupations in the outside state, as a result of which there is a high rate of private regular Salaried Workers in these blocks, whereas it is low (below 2.33 percent) in the blocks of Habibpur (0.86 percent) and Ratua-I (0.92 percent).

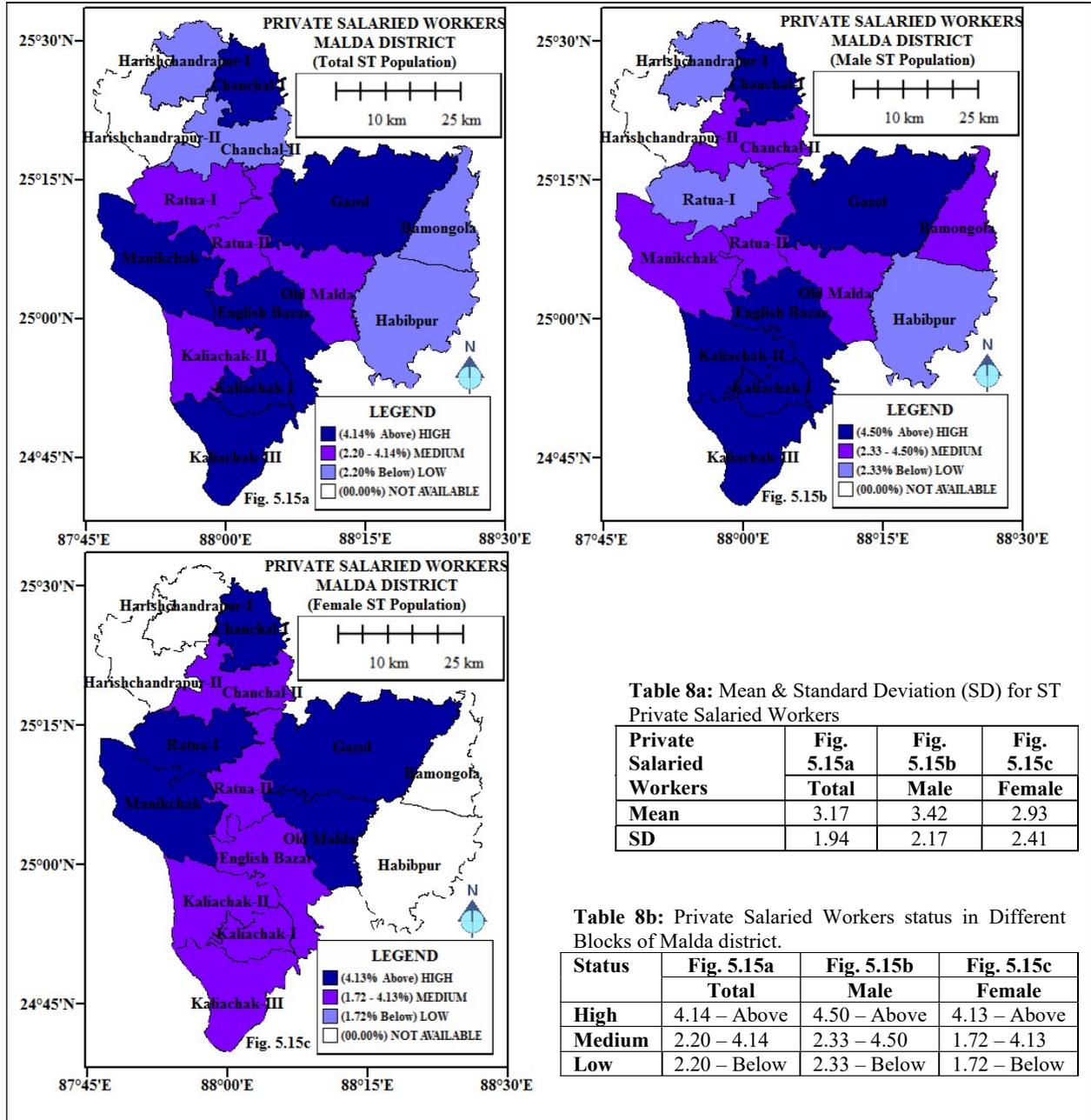


Fig. 5.15 Private salaried workers status of ST population in different blocks of Malda district (From 2012-16).

Fig. 5.15c which reveals that the high percentage of scheduled tribe female workers of this employment level (above 4.13 percent) have been recorded in five blocks, namely Chanchal-I (4.56 percent), Ratua-I (4.18 percent), Manikchak (8.34 percent), Old Malda (4.56 percent) and Gazol (5.57 percent). The female Private Regular Salaried Workers are not found in Harishchandrapur-I, Harishchandrapur-II, Habibpur and Bamangola blocks of Malda district.

The main reason is that these blocks are located far away from Malda city (almost 46-61 km, as per field survey by the researcher, 2012-16) and there is no opportunity for private work because of not having any kind of private offices and industry here.

In the case of Private Regular Salaried Worker (PRSW) employment level of Malda District, it is found that the rate of the male serviceman in most blocks of Malda district is higher than that of the female serviceman. Because the rates of male secondary, higher secondary and higher education in most of the blocks of Malda district is higher compared to female people. As a result, many men tribal people in these blocks get the opportunity to work in the private sector.

Fig. 5.15 shows that from the viewpoint of the total, male and female of private regular salaried works employment level it is found that Chanchal-I block is which stands as high and Ratua-II block is which placed as a medium.

In the case of the PRSW employment level of the Malda district, it is seen that total, male and female workers are not found only in the Harishchandrapur-II block of Malda district. The main reasons are that the low rate of education, far away from the city of Malda (almost 55 km, as per field survey by the researcher, 2012-16), the absence of different types of private offices and factories in Harishchandrapur-II block of Malda district. As a result, many indigenous people do not get the opportunity to work in private organizations. Therefore, tribal private regular Salaried workers are not available in this block.

The tribal people of Malda district are engaged in various activities through which they earn for a livelihood. The total tribal people of the Malda district have been divided into two groups based on field surveys by the researcher, namely Employed and Non-Employed. The tribal Employed people in the Malda district have been divided into two categories namely Employed (Without myself) and Self-Employed.

Again, the Employed tribal people of the Malda district have been divided into five categories namely Home-Based Workers (HBW), Agricultural Labour, Non-Agricultural Labours, Government Regular Salaried Workers (GRSW) and Private Regular Salaried Workers (PRSW). On the other hand, self-employed tribal people of the Malda district have been divided into two groups, namely Cultivation and Business.

Therefore, the total tribal people of Malda district have been divided into seven categories based on employment, namely Home-Based Workers (27.49 percent), Cultivation (12.16 percent), Business (8.90 percent), Agricultural Labours (18.90 percent), Non-Agricultural Labours (21.35 percent), Government Regular Salaried Workers (7.46 percent) and Private Regular Salaried Workers (3.80 percent) in respect of total employed ST People. This means that tribal people are involved in various social parameters. **Therefore, it is true that the Employment of the tribal people in the Malda district is associated with some important social parameters. So, hypothesis 2 is accepted.**

#### **5.4 Conclusions**

1. Among the tribal communities in the Malda district, 34.95 percent are employed and 65.05 percent are unemployed.
2. In the tribal communities of the Malda district, 21.06 percent are self-employed and 78.94 percent are employed.
3. According to the percentage of tribal employment and self-employment rates of Malda district, it is found in sequence that 1st position Home Based Workers employment level (27.49 percent), 2nd Non-Agricultural Labours (21.35 percent), 3rd Agricultural Labours (18.90 percent), 4th Cultivation (12.16 percent), 5th Business (8.90 percent), 6th Government Salaried Workers (7.40 percent) and 7th Private Salaried Workers (3.80 percent) employment level has occupied place.
4. Among the employment levels of the Malda district, the rate of home-based workers (27.49 percent) is highest and the lowest position is Private Salaried Workers (3.80 percent). The main reason for the highest rate of home-based workers in the district as a whole is that there is a tradition of Bidi binding and sericulture. As a result, a large number of tribal people are involved in the Bidi binding and sericulture sector. The lowest position is Private Salaried Workers, because when the tribal people do not have the opportunity to work at any other employment level, then finally they decide to work in the private sectors.
5. Harishchandrapur-I (19.64 percent), Ratua-I (18.44 percent) and Chanchal-I (16.24 percent) blocks have the highest rate of cultivation compared to other blocks of Malda district. The main reasons for the highest rate of cultivation in these blocks are fertile soils, improved irrigation systems and availability of agricultural labours (Lamburn 1918, Sengupta 1969). There is the availability of agricultural labours in these blocks

because there are most tribal people are very poor (almost 72-79 percent BPL, as per field survey by the researcher, 2012-16).

6. Manikchak (7.29 percent), English Bazar (8.97 percent) and Old Malda (9.03 percent) blocks have the lowest rate of cultivation compared to other blocks of Malda district. Manikchak block has the lowest rate of cultivation compared to other blocks of the Malda district. The main reasons are that every year riverbank erosion and flood (Bhutni region) by the Ganga river. Also, the rate of cultivation in the English Bazar and Old Malda blocks is very low compared to the other blocks of Malda district, the main reasons for the decline in the rate of cultivation are flood and urban-centric. Due to flood and urban-centric, most tribal people in these blocks to work as home-based workers and non-agricultural labours.
7. The rate of cultivation in rural areas is higher compared to the urban areas of the Malda district. The main reasons for the increase of cultivation in rural areas compared to the urban areas are the availability of agricultural land in rural areas, improved irrigation system and easy availability of agricultural labours, etc. Because most tribal people in rural areas (87.47 percent BPL) are very poor compared to urban areas (66.07 percent BPL, as per field survey by the researcher, 2012-16) of Malda district. As a result, many poor tribal people in rural areas to work as agricultural labour.
8. From the viewpoint of the total, male and female of tribal people in the cultivation sector it is found that Harishchandrapur-I block is which stands as high, Ratua-II and Kaliachak-III blocks are which placed as medium and only one block of Manikchak as low.
9. In all the blocks of Malda district, female persons are less involved in the cultivation sector than male persons, the main reason is that most of the female persons are involved in household work and Bidi binding.
10. The rate of business in the Kaliachak-II, (11.93 percent) Manikchak (10.76 percent) and English Bazar (9.26 percent) blocks is the highest compared to the other blocks of Malda district. The main reasons for the highest rate of business in the Manikchak and Kaliachak-II blocks are that the Ganga river erosion and floods. This means that the amount of agricultural land decreased due to the Ganga river erosion in Manikchak and Kaliachak-II blocks. Also, these blocks are not cultivated due to flooding every year. Therefore, due to the riverbank erosion and the flood of every year, many tribal people of these blocks are forced to work in the business sector. The rate of business in English Bazar block is higher compared to another block of Malda district. Because this block

is urban-centered, there is a necessary improved communication system, capital, demand and market for doing business here.

11. The rate of business in Harishchandrapur-II (3.88 percent), Harishchandrapur-I (4.21 percent), Habibpur (5.00 percent) and Bamongola (5.88 percent) blocks are the lowest compared to other blocks of the Malda district. The main reasons for the decline in the rate of business in these blocks are the lack of necessary opportunities and facilities for doing business. For example, there is a lack of capital (almost 73-79 percent BPL, as per field survey by the researcher, 2012-16), improved communication system, demand and market in these blocks. Because these blocks are situated far away from Malda town (almost 41-61 km, as per field survey by the researcher, 2012-16).
12. The rate of business in urban areas (16.68 percent) is higher compared to the rural areas (7.87 percent) of Malda district. The main reason for the high rate of business in the urban areas of Malda district is that there are available of advanced communication systems, high-density of the population (both English Bazar & Old Malda Municipality, 12094 persons per square km, as per census of India, 2011) capital (79.12 percent APL, as per RSBY of Malda district, 2012), demand and markets.
13. In the case of the business employment level of the Malda district, it is seen that the rates of male businessmen in all blocks of Malda district are higher than that of women businessmen. The main reason is that tribal male secondary, higher secondary and higher education rates are higher than female people in most of the blocks of Malda district. As a result, many educated men tribal people are more interested and capable than women people to work in the business sector.
14. In some blocks of Malda district, ST female businessmen are not available. These blocks are Harishchandrapur-I, Harishchandrapur-II, English Bazar, Old Malda, Habibpur, Bamangola, Kaliachak-I and Kaliachak-II. The main reason for this is that tribal women people are not interested and capable to work in the business sector.
15. The rate of home-based workers in the Kaliachak region (Kaliachak-I 45.41 percent, Kaliachak-II 42.47 percent & Kaliachak-III blocks 41.93 percent) of Malda district is the highest than other employment sectors. Not only that, the rate of home-based workers in the Kaliachak region is the highest compared to other blocks of Malda district. The main reason for the highest rate of home-based workers in this region is that there is a tradition of Bidi binding and sericulture. As a result, a large number of tribal people are involved in the Bidi binding and sericulture sector.
16. In the case of home-based workers (HBW) employment level of the Malda district, it

is seen that the rates of female workers in all blocks of the Malda district are higher than that of male workers. The main reason for this is that in the case of Home-Based Workers, women's people are more interested and capable than men people.

17. Among all blocks of Malda district, the number of female home-based workers in Kaliachak-I (71.06 percent), Kaliachak-II (70.19 percent) and Kaliachak-III (67.87 percent) blocks are higher than that of male home-based workers. The main reasons for these are that most tribal women people in the Kaliachak region are engaged in sericulture and Bidi binding.
18. The rate of home-based workers in urban areas (30.84 percent) is higher compared to the rural areas (26.98 percent) of Malda district. The main reason for the high rate of home-based workers in the urban areas of Malda district is that there are various types of cottage industries established here. Various types of cottage industries such as bamboo work, cane work, woodwork, clay work, cloth sewing work, etc. have been established. As a result, many tribal people get the opportunity to work as home-based workers. Also, another reason is that compared to both men & women people in rural areas, most men & women people in urban areas are working as a servant in any household. In particular, compared to women people in rural areas, most urban women people working as auntie (slaves) in any household. Moreover, population density in urban areas (12627 persons per square km) is higher compared to rural areas (1069 persons per square km, as per the census of India, 2011) of the Malda district. So, most of the tribal people in the urban areas of Malda district are working as home-based workers.
19. Harischandrapur-II (35.06 percent), Chanchal-II (30.73 percent), Harishchandrapur-I (30.29 percent), Ratua-I (29.92 percent) and Chanchal-I (28.01 percent) blocks have the highest rate of agricultural laborers compared to other blocks in Malda district. The main reason for the high rate of agricultural laborers among these blocks is good cultivation. Due to good cultivation, most poor tribal people of these blocks are interested to work as agricultural laborers. Also, the other reasons for the increase in the number (total, male & female) of agricultural laborers in these blocks are the high density of population (1001-1223 persons per square km, as per census of India, 2011), most tribal people are very poor (73-79 percent BPL, as per field survey by the researcher, 2012-16), fewer opportunities for non-agricultural jobs and more distance from Malda town (almost 39-61 km, as per field survey by the researcher, 2012-16). As a result, most poor tribal people in these blocks are more interested to work as

agricultural labours.

20. In rural areas, both male and female agricultural labours are higher in number as compare to urban areas. The main reason for the increase of agricultural labours in rural areas as compared to urban areas of Malda district is that there is more opportunity to work in the agricultural field. But there is no such opportunity for agricultural work in urban areas of Malda district. Also, another reason is that tribal people in rural areas (87.47 percent BPL) are very poor compared to urban areas (66.07 percent BPL, as per field survey by the researcher, 2012-16) of the Malda district. As a result, many poor tribal people in rural areas to work as agricultural labour.
21. The rate of non-agricultural laborers (30.34 percent) in the Old Malda block is the highest compared to the other blocks of the Malda district. The main reason for the highest rate of non-agricultural laborers in this block is that, due to the establishment of different types of factories in the Narayanpur region. As a result, many poor tribal people get the opportunity to work as non-agricultural laborers. Apart from this, they are more interested to work as a non-agricultural labourer because they get the opportunity to work on railway lines, roads and building construction. Therefore, most poor tribal people of Old Malda block usually working as non-agricultural labours.
22. The rate of non-agricultural labours in urban areas (28.95 percent) is higher compared to the rural areas (20.34 percent) of Malda district. The main reason for the high rate of non-agricultural laborers in the urban area of Malda district is that, due to the establishment of different types of factories in the Narayanpur and English Bazar region. As a result, many poor tribal people get the opportunity to work as non-agricultural laborers. Also, they are interested to work as a non-agricultural labourer because they get the opportunity to work on the railway line, road and building construction, etc. Moreover, population density in urban areas (12627 persons per square km) is higher compared to rural areas (1069 persons per square km, as per the census of India, 2011) of the Malda district. So, most of the poor tribal people in the urban areas of the Malda district are working as non-agricultural laborers.
23. The rates of both agricultural laborers and non-agricultural laborers in the Kaliachak region (Kaliachak-I, II & III blocks) of the Malda district are very much lower than the rate of home-based workers. Not only that, the rates of both agricultural laborers and non-agricultural laborers in the Kaliachak region are lowest compared to other blocks of the Malda district. The main reason for this is that there is less scope to work in the agriculture and non-agricultural employment sectors. Because the rate of cultivation

and the number of factories in these blocks are very low. As a result, many poor tribal people do not get the opportunity to work in these employment sectors. Also, there is a tradition of Bidi binding and sericulture in this Kaliachak region. This means that there are opportunities to work in the Bidi binding and sericulture sector in these blocks. As a result, most tribal people in this region are more interested to work in the home-based worker sector. So, very few poor tribal people in the Kaliachak region are generally working as agricultural laborers and non-agricultural laborers.

24. The ST female agricultural labours and non-agricultural labours are higher in number than male agricultural labours and non-agricultural labours in most of the blocks of Malda district. But ST male agricultural labours and non-agricultural labours are also higher at the same employment level than female agricultural labours and non-agricultural labours in Kaliachak-I, and Kaliachak-III blocks. Because there is a tradition of Bidi binding and sericulture in these blocks. As a result, most tribal women people in these blocks are engaged in Bidi binding and sericulture sectors. So, most of the men tribal people in the Kaliachak region are generally working as agricultural laborers and non-agricultural laborers compared to women tribal people. Because many men tribal people of these blocks are not interested to work in the Bidi binding and sericulture sectors.
25. English Bazar block has the highest rate of government (11.48 percent) jobs compared to other blocks in the Malda district. Not only that, this block has the highest rate of private (5.27 percent) jobs in comparison to other blocks of Malda district except Manikchak block (6.25 percent). Therefore, the rate of both government and non-government jobs in this block is higher than the other blocks of Malda district. The main reason for the highest rate of government and private jobs in this block is that different types of government and private offices have been established here, which is much more than the other blocks of Malda district because of this block being near the urban-centric. As a result, many tribal people get the opportunity to work in the government and private sectors. Also, the other reason for the high rate of government and private jobs in this block is that tribal secondary, higher secondary and higher education rates are higher compared to other blocks of Malda district.
26. The rate of Government Regular Salaried Workers (GRSW) in the Harishchandrapur-II (2.68 percent) and Kaliachak-III (3.00 percent) blocks is the lowest compared to other blocks of Malda district. The main reason is that tribal secondary, higher secondary and higher education rates in these blocks are very low compared to other blocks of Malda

district. Also, other reasons are that these blocks situated far away from Malda town (almost 39-61 km, as per field survey by the researcher, 2012-16), non-improved communication system and there is a low number of government offices here. As a result, many tribal people in these blocks did not get the opportunity to work in the government sector.

27. The rate of private employment in the Harishchandrapur-I (0.60 percent) and Habibpur (0.43 percent) blocks is the lowest compared to other blocks of the Malda district. Not only that, the rate of private employment is not available in the Harishchandrapur-II (0.00 percent) block of Malda district. The main reason is that there is no private employment sector established in these blocks due to the non-improved communication system and far away from Malda urban centre (almost 42-61 km, as per field survey by the researcher, 2012-16). Also, another reason is that tribal secondary, higher secondary and higher education rates in these blocks are very low compared to other blocks of Malda district. As a result, tribal people of these blocks did not get the opportunity to work in the private employment sector.
28. In the case of both Government Regular Salaried Worker (GRSW) and Private Regular Salaried Worker (PRSW) employment level of Malda District, it is found that the rate of the male serviceman in most blocks of Malda district is higher than that of the female serviceman. Because the rates of male secondary, higher secondary and higher education in most of the blocks of Malda district are higher compared to female people.
29. The rate of both Government Regular Salaried Workers and Private Regular Salaried Workers in the urban areas (GRSW 11.00 percent & PRSW 8.48 percent) of the Malda district is higher compared to rural areas (GRSW 6.96 percent & PRSW 3.17 percent). The main reason for this is that the rates of secondary, higher secondary and higher education in urban areas are higher in comparison to rural areas. Also, another reason is that different types of government and private departments or offices are located in the urban areas compared to rural areas of Malda district. It means that the number of government and private offices is higher in urban areas compared to rural areas of Malda district. As a result, many tribal people in the urban areas of Malda district get the opportunity to work in government and private organizations.
30. The female Government Regular Salaried Workers are not found in Habibpur and Kaliachak-III blocks of Malda district. The main reason is that the tribal women people of these blocks have not been able to acquire appropriate educational qualifications for getting government jobs. As a result, they did not get government jobs.

31. The percentage of male private regular salaried workers in Kaliachak-I (5.80 percent), Kaliachak-II (4.54 percent), Kaliachak-III (5.99 percent) and Chanchal-I (5.03 percent) blocks are higher as compared to the other blocks of Malda district. The main reasons are that most indigenous male people of these blocks go to work as drivers, domestic servants, salespersons and other similar occupations in the outside state, as a result of which there is a high rate of private regular salaried workers in these blocks.
32. In some blocks of Malda district female Private Regular Salaried Workers are not available. These blocks are Harishchandrapur-I, Harishchandrapur-II, Habibpur, and Bamangola. The main reasons are that these blocks are located far away from Malda city (almost 42-61 km, as per field survey by the researcher, 2012-16), very low rate of female education and there is no opportunity for private work because of not having any kind of private offices and industry here.
33. The ST both male and female private regular salaried workers are not found only in Harishchandrapur-II block. The main reason is that this block has the lowest rates of secondary (11.93 percent), higher secondary (3.95 percent, except Harishchandrapur-I block), undergraduate (1.31 percent), postgraduate (0.31 percent) education compared to other blocks of Malda district. Also, other reasons are that this block is situated far away from the city of Malda (almost 55 km, as per field survey by the researcher, 2012-16), the absence of different types of private offices and factories in the Harishchandrapur-II block of Malda district. As a result, many tribal people do not get the opportunity to work in private organizations. Therefore, tribal private regular salaried workers are not available in this block.

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