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Determinants of wage discrimination of scheduled tribes in Andhra Pradesh

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Abstract
The main objective of the paper is to analyse the rights of Scheduled tribes in India and Andhra Pradesh and to analyse the socio-economic and demographic status of Schedule Tribe Population in the study area. The paper divided in to two sections, Section -1 analyse the status of the Scheduled Tribes in India and Andhra Pradesh. Section –II shows the Determinatesof the wage Discrimination in Scheduled tribes in the study area. The paper based on the secondary data and primary data. The study is concerned with Andhra Pradesh which is the major states having largest number of ST population, among states in India. Multi stage random sampling method is used to select the study area. In the first stage Vishakapatnam district from Andhra region, Annathapur district from Rayalasema region and Kammam district from Telegana region is selected for the study. In the second stage each district one mandals are selected on the above criteria, Paderu from Visakhaptnam, Annathapur from Annanthapur districts are selected. In the third stage each mandal two villages are selected which are valasamamidi and vanthapalli feom paderu mandal, and Annanthapur and Belugumpa thanda from Annanthapur mandal. In the final stage each village 75 sample households are selected, altogether 300 sample households are selected. A structured questionnaire is used to collect the primary data from the sample households.

Keywords: scheduled tribes, status, constitution, Andhra Pradesh, India, population, mgnregs, wage discrimination

Introduction
Tribal population in India is 10.43 crores as per 2011 census accounting for 8.6 percent of the total population and nearly half of them are women. They are spread over all the states and union territories with the exception of Punjab, Haryana, Delhi and the Union territories of Pondicherry and Chandigarh. The government of India have taken up various programs for eradication of poverty and unemployment as throughout the plan period initiating different income generating employment programmes culminating into the MGNREGA, guaranteeing 100 days of employment. In this context, it is pertinent to note that tribal women work hard and earn incomes to supplement the household incomes by involving in a couple of economic activities. This research study makes an attempt to analyse the employment patterns and income earning activities of the tribal women and the significance of the study is due to the fact that the sample for the study is drawn from Khammam district which has the largest concentration of ST population (27.4 percent) both in the erstwhile Andhra Pradesh and Telangana states of which this district are a part. The study compares two major tribes of distinct nature (Lambada and Koya) inhabiting two adjoining mandals of specific endowments by choosing a sample of 150 women from each tribe. The issue of tribal development is complex and often not understood very well. Each of more than 300 main tribal groups differs from each other in customs, practices, traditions, faith and language. As such, uniformity in socio-economic development plans for all tribal groups and programmes is not appropriate. Inclusive growth is the essence of development strategy across the economies. Since the introduction of economic reforms in early nineties, there has been greater focus of development and planning towards enhancement of human well being and reduction in inequalities along with growth of per capita income especially targeting vulnerable social groups, viz. STs, SCs etc. This well being encompasses individual attainment in the areas of education, employment, health care, nutritional level and amenities like electricity, water supply, sanitation, housing etc besides guaranteeing them their civil rights and protection against atrocities or crimes. The tribal population of the country, as per 2011 census, is 10.43 crore, constituting 8.6 per cent of the total population. 89.97 per cent of them live in rural areas and 10.03 per cent urban areas. The decadal population growth of the Tribals from Census 2001 to 2011 has been 23.66 per cent against the 17.69 per cent of the entire population. The paper is based on secondary data. The main objective of the paper is to analyse the status of scheduled tribes in Andhra Pradesh and India.

Objectives and Methodology
The main objective of the paper is to analyse the rights of Scheduled tribes in India and Andhra Pradesh and

1. To analyse the socio-economic and demographic status of Schedule Tribe Population in the study area.
2. To analyse the Determinates of wage Discrimination in Scheduled tribes in the study area.

Methodology
The paper based on both primary data and secondary data. The paper divided in to two sections, Section -1 analyse the status

of the Scheduled Tribes in India and Andhra Pradesh. Section –II shows the Determinates of the wage Discrimination in Scheduled tribes in the study area. The paper based on the secondary data and primary data. The study is concerned with Andhra Pradesh which is the major states having largest number of ST population, among states in India. Multi stage random sampling method is used to select the study area. In the first stage Vishakapatnam district from Andhra region, Annathapur district from Rayalasema regions are selected for the study. In the second stage each district one mandals are selected on the above criteria, Paderu from Visakhaptnam, Annathapur from Annanthapur districts are selected altogether two mandals are selected. In the third stage each mandal two villages are selected which are valasamamidi and vanthapalli from paderu mandal and Belugumpa thanda from Annanthapur mandal. In the final stage each village 75 sample households are selected, altogether 300 sample households are selected. A structured questionnaire is used to collect the primary data from the sample households, which is related to demographic, socio, economic and income and consumption pattern of the households, occupational pattern and wage differences among man and women in the study area

Geographical Demography

Broadly the STs inhabit two distinct geographical areas - the Central India and the North-Eastern Area. More than half of the Scheduled Tribe Population is concentrated in Central India, i.e., Madhya Pradesh (14.69), Chhattisgarh (7.5), Jharkhand (8.29), Andhra Pradesh (5.7), Maharashtra (10.08), Orissa (9.2), Gujarat (8.55) and Rajasthan (8.86). The other district area is the North-East (Assam, Nagaland, Mizoram, Manipur, Meghalaya, Tripura, Sikkim and Arunachal Pradesh)2. Among States, Mizoram has the highest proportion of Scheduled Tribes (94.43) and Uttar Pradesh has the lowest proportion of Scheduled tribes (0.57). At the District level, 2011 Census reveals that there are 90 districts where ST population is 50 per cent more. With respect to districts, Kurung kumey district of Arunachal Pradesh has the highest proportion of Scheduled Tribes (98.58) and Kannauj in Uttar Pradesh has the lowest proportion of Scheduled Tribes (0.0009). 1.3. Growth of Population The growth of tribal population in six decades are given below.

Table 1: Trends in population of scheduled tribe population (population in Millions).

S. No	Census year	Total Population	Scheduled tribe population	Proportion of STs population
1	1961	439.2	31.1	6.9
2	1971	547.9	38.0	6.9
3	1981	665.3	51.6	7.8
4	1991	838.6	67.8	8.1
5	2001	1028.6	84.3	8.2
6	2011	1210.8	104.3	8.6

***Source*:** Ministry of tribal Affairs, SD, GOI (2013) Statistical Profile of STs in India 2013, p.2)

The table 1 above reveals that tribal population is on ever increasing. Three- fold increase of population is found, whereas tribal population also in similar wave length. The percentage of Tribal population has raised from 7 per cent to 9 per cent in six decades.

Standard of Living

Amenities are the indicators of standard of living of any person or group of people in any location. The following table informs the economic position of tribal.

Table 2: Basic Amenities in India- A comparison of all Social groups and STs (figures in Percentages).

S. No	Indicators	All Social groups	ST
1	Total Hours (no)	24,66,92,667	2,33,29,105
	a) Good Houses	53.1	40.6
2	Drinking Water within premises	46.6	19.7
	A) Preceived full intervention (treated tap water, hand pump set etc.)	65.46	53.82
3	Household having latrine facility within premises	46.9	22.6
4	Availability of bathing facility within permises	42.0	17.3
5	Percentage of households having separate kitchen inside	61.3	53.7
6	Electricity	67.2	51.7
7	Availing of Banking services	58.7	44.98
8	Mobile Connectivity	53.2	31.1
9	Possession of Television	47.2	21.9

***Source*:** Ministry of tribal Affairs, SD, GOI (2013) Statistical Profile of STs in India 2013, p.69.

The table 2 above informs the minimum facilities available to Tribals in India, comparing other social groups. The population of tribal are 10 crore, whereas houses are 2 crore, among them good houses are 41 per cent. The all indicators of drinking water. latrines, bathing, separate kitchen, electricity for lighting, banking services. mobile connectivity and Television are found abnormally below to other social groups. In fact, the interest has to come within tribal groups through education and State intervention is also indispensable in this regard with good governance. More the amenities to the people, more the production and productivity to the society was observed and realized.

Lower infant mortality rate

As per census 2011, there are 640 districts in the Country, out of which 631 are rural districts. There are 5879 sub-districts (Teusils), 5,97,483 villages, 8398 towns and 82,251 wards. All India level number of districts have risen 8 per cent (from 584 in 2001 to 631 in 2011). It can be seen that across India, out of 152 districts with more than 25 per cent scheduled Tribe population, 28 districts have ST literacy below 50 per cent and 9 districts have female ST literacy rate below 30 per cent'.

It is found that STs have a lower infant mortality rate (62.1%) than SCs (66.4%) but higher than OBCs (56.6%). Even the pre-natal mortality rate for STs (40.6%) is lower than other social group / castes.

II.1 Scheduled Tribes in Andhra Pradesh: Demography

Among human beings the worst affected people and far away people to civilized societies are tribal, who are called indigenous, primitive people and pre-agricultural development level. Much of them, centuries together are in Superstitious, Savage, Hunting and Gathering. In past 68 years, the fruits of development were flown into them, In fact, it is found that civilized people are exploiting the tribal people in all stages - socio-economically, politically and culturally. The following table analyses the distributions of Tribal population in Andhra Pradesh State.

Table 3: District wise scheduled tribes population and sex ratio, 2011.

Sl. No	District	Male	Female	Total	Sex ratio
1	Srikakulam	1.25.214	1.30.450	2,55,664	1042
		(49.0)	(51.0)	(100.0)	
2	Vizaianagaram	1,21,493	1,26,235	2,47,728`	1039
		(49.0)	51.0)	100	
3	Visakhapatnam	1,62,873	1,66,613	3,29,486	1023
		49.0	51.0	1000	
4	East Godavari	4,68,883	4,76,386	89,45,269	1016
		50.0	50.0	100.0	
5	West Godavari	4,03,693	4,08,005	98,11,698	1011
		50.0	50.0	1000	
6	Krishna	4,35,412	4,35,651	8,71,063	1001
		50.0	50.0	100.0	
7	Guntur	4,76,333	4,81,074	9,57,407	1010
8	Prakasam	3,97,242	3,90,619	6,65,588	983
9	SPS Nellore	3,32,673	3,33,915	6,66,588	1004
10	Chittoor	3,89,582	3,96,178	7,85,760	1017
11	Anantapur	2,92,379	2,90,756	5,83,135	994
12	YSR Kadapa	2,32,215	2,33,671	4,65,794	1007
13	Kurnool	3,70,215	3,67,730	7,37,945	993

***Source*:** DES, 2013 Statistical Abstract Andhra Pradesh 2013, P. 49

The table 3 denotes that Guntur District stood first with 9.57 lakh tribal population, next east Godavari with 9.45 lakhs. The least tribal population district are Vizianagaram, Srikakulam. Regarding sex ratio, Srikakulam District had high female sex ratio and least district is Anantapur, follows Nellore and Kurnool, respectively. It is fortunate that female number is just higher than male.

Table 4: District wise and Category wise Distribution of Scheduled Tribes Main Workers in Andhra Pradesh.

Sl. No	District	ST Main Workers	Cultivators	Agrcultural Labours
1	Srikakulam	56,489	6,988	42,330
			(12.37)	(74.93)
2	Vizaianagaram	98,009	12,949	73,463
			(13.21)	(74.96)
3	Visakhapatnam	2,48,972	1,38,637	80,635
			(55.68)	(32.39)
4	East Godavari	89,011	22,183	55,092
			(24.90)	(61.85)
5	West Godavari	52,352	3,804	`39,899
			(7.27)	(76.21)
6	Krishna	57,209	1,854	36,857
			(3.24)	(64.43)
7	Guntur	1,20,613	8,140	85,938
			(6.97)	(71.25)
8	Prakasam	66,876	2,841	43,914
			(4.25)	(65.66)
9	SPS Nellore	1,22,842	2,201	91,913
			(1.79)	(74.82)
10	Chittoor	68,117	5,770	46,398
			(8.46)	(66.59)

11	Anantapur	60,121	11,286	30,403
			(18.77)	(50.57)
12	YSR Kadapa	31,485	1,977	18,015
1			(6.28)	(57.22)
13	Kurnool	35,619	3,480	18,274
			(9.72)	(51.02)

The table-4 above has analysed that regarding Main Workers, Cultivators Visakapatnam is the leader with the highest number 2.5 lakhs, 1.4 lakhs respectively and least in Kadapa district with 31.4 thousands and 1.9 thousands respectively. Whereas in Agricultural labourers Nellore District is in top with 92 thousands and least is 1.8 thousands in Kadapa district. In overall, in Coastal Districts Tribals were spread both in riverside and on hillocks; who needed education and health services for speedy development. The distribution of Tribal population is uneven and dispersed in different pockets of newly formed Andhra Pradesh. Generally, they are far away to normal citizens either in hill areas, rivers side or below hills in Andhra Pradesh. They are moving from hunting and gathering stage to digital Tribals.

Determinates of wage discriminations among the tribal women in study area

Table 5: Results and Dicussions.

The Multiple Regression Analysis: The mathematical form of the Model is as follows: $Y = a_0 + a_1 x_1 + a_2 x_2 + a_3 x_3 + a_4 x_4 + U$		
Where,		
Y	=	Yearly Income
X_1	=	Size of land holding
X_2	=	Education
X_3	=	Number of Working days
X_4	=	Size of Household
U	=	Disturbance term having the usual properties and, a0,a1, a2, a3, a4 areunknown constants

Total Sample

It can be seen from Table -6, that all the explanatory variables together explained 69 percent variation in the dependent variable i.e., Yearly Income. The Coefficient of Multiple Determination is found to be significant at one percent probability level. Most of the coefficients have registered the expected signs with *a priori* economic logic. The coefficients associated with Size of Land holding, Education and Number of working days are found to be significant at one per cent probability level, On the other hand, the coefficient associated with Size of household participation is found to be not significant even at 10 percent probability level.

Lambada Group: The explanatory variables in the Lambada Group explained about 80 percent of variation in the dependent variables. The Coefficient of Multiple Determinations is found to be significant at one percent propability level. Expected signs were registered by most of the coefficients with *a priori* economic logic. The coefficients associated with the Size of land holding and Number of working days are significant at one percent probability level. The coefficients of Yearly Total Income and Education are also found to be significant at one percent probability level. On the other hand, the coefficient associated with Size of household participation is not significant even at 10 percent probability level. These results indicate out that income increases, with an increase in social status.

Table 6: Estimated Regression Equations.

Dependent Variable (Y): Yearly Income $Y = a_0 + a_1 x_1 + a_2 x_2 + a_3 x_3 + a_4 x_4 + U$			
Independent Variables	**Lambada**	**Koya**	**Overall**
N	150	150	300
Constant	8.321	8.887	8.681
X_1	0.299* (7.49)	0.145* (3.56)	0.193* (8.58)
X_2	0.073** (2.41)	-0.012 (0.41)	0.051* (2.64)
X_3	0.441* (8.55)	0.343* (3.85)	0.375* (8.55)
X_4	0.016 (0.31)	0.025 (0.30)	0.020 (0.45)
R^2	0.80	0.65	0.69
F-Value	64.51	27.36	70.35

***Source*:** Computed From Primary Data. * =1% level if Significance, **= 5% level of Significance

Koya Group

The selected explanatory variables accounted for 65 percent of the variation in the Koya group. The Coefficient of Multiple Determinations is significant at one percent probability level. With *a priori* economic logic, expected signs were registered by most of the coefficients at one percent probability level. The coefficients associated with Size of Land holding, Number of working days are also found to be significant. On the other hand, there was no significance even at 10 percent probability for the coefficients associated with education and size of Household participation.

Conclusion

The Coefficient of Multiple Determinations is found to be significant and most of the coefficients have registered the expected signs with *a priory* economic logic. The coefficients associated with size of land holding, education, number of working days are found to be significant. The significance of the coefficient associated with Education in Lambada Group indicates that the opportunity to improve income though education is more in this group compared to Koya Group. Further the empirical results of the analysis clearly supports the hypothesis formulated in this Study. Majority of the women of both tribes in the sample work as agricultural labour. It is noted that Lambada women (95.3 percent) as agricultural labourers are more than Koya women (92 percent). There are variations in the employment days as relatively more Lambada women work for above 150 days. Working hours are not fixed and vary between 6 to 8 hours a day. Majority of the Koya women (86 percent) work for 100 to 150 days. Respondent women of both tribes in the sample area are allowed to work as labourers by the norms of their respective tribal societies. Average wage to the Lambada women is higher than that of the Koya women. It implies that more Koya women receive less than 100 rupees per day as wage. Wage discrimination between men and women is stated by majority of the respondent women of both the tribes.

NREGA has helped to increase the agriculture wage indirectly in the opinion of 77 percent of the Koya women against 72 percent of the Lambada women. Sample women of both the tribes are not aware of the Minimum Wages Act due to illiteracy and ignorance. There are variations in the problems faced by the respondent women as agricultural labour. More Lambada women state low wages, irregular payments as problems while long working hours and abusive language and threats to modesty are stated by Koya women. More Koya women state that the exploitation is allowed to get work assignments, credit and other favours. Lambada women are relatively more in stating that exploitation is allowed to earn the good will of the employer.

Non-agricultural employment is very limited in the study area. Only 8 Lambada women (5.3 percent) and 5 Koya women (3.3 percent) are in non-agricultural employment. Construction activities are the important source for the both the tribes as non-agricultural employment. Working conditions are stated to be good by majority of the respondent women in non-agricultural activities. It can be inferred that non-agricultural employment is relatively more to the Lambada women.

Self employment in the agro-allied activities is 39.3 percent to Koya women of the sample and 30.7 percent to Lambada women. Lambada women are more in dairy activities and poultry and bird rearing while Koya women are more in plantation crops, vegetable growing and goat and sheep rearing. Tribal women have a major role in the eco-management of the natural, social and economic resources. But their sufferings appear unending. They are backward due to traditions, illiteracy, ignorance, superstitions, submissive nature, social evils and cultural factors. Education, Skill Formation, Training and employment and income earning activities improve their status and empower them, which, in their turn, would transform the overall tribal living.

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