

A STUDY OF INDUSTRIES
Operated in
TRIBAL AREAS

Report Writing

Shri Jaswantsinh Rathod
Shri Devchandbhai Vahoniya

Edited by

Dr. Chandrakant Upadhyay

TRIBAL RESEARCH AND TRAINING INSTITUTE

Gujarat Vidyapith, Ahmedabad-380 014

416

2006

INDEX

Chapter No.	Details	Page No.
1.	Introduction - Tribal area of Gujarat, Significance of the study and selection of Area	1
2.	General Information about Industries, Selection of Area for the industries, land with industries, selection of workers and their number, details about production, details about profit/loss, damage to environment, problems faced by respondents, development of area by the industries, welfare works and their extension, opinions about development.	4
3.	General Information about workers, type of employment, Wages, time, benefit, risks, advantages and disadvantages, change in standard of living, opinions about development, relationships between owners and workers.	28
4.	Other observations about industries (points of observation), Chemical Industry, Mining Industry, pressure of population.	48
5.	Findings of the study and Suggestions	53

List of Tales

No.of Table	Details
2.1	General Information about Industries
2.1.1	Table showing the year of establishment of the Industry
2.1.2	Table showing opinions of the industries regarding selection of area for establishment of industry
2.1.3	Table showing land with the industries covered in the study
2.1.4	Table showing incentives provided by Government for establishing industries in tribal area
2.1.5	Table showing information about selection of workers
2.1.6	Table showing total number of workers engaged in industries and type of their employment
2.2	Total production of the industries and total net annual profit/loss
2.2.1	Table showing annual production of the industries covered in the study
2.2.2	Table showing net profit/loss in annual production of the industries
2.3	Environmental damage by the industries and opinions about the complaints
2.3.1	Table showing details about damage and complains about damage to the environment caused by the industries
2.3.2	Opinions of the industries about difficulties in establishing and running the Industries.
2.4	Development and welfare works carried out by the industries for the tribal areas and opinions of the industries about what could be done for the development of tribal areas.
2.4.1	Table showing development and welfare works in tribal areas.
2.4.2	Table showing opinions of the industries about development works in tribal areas
3	General information about workers covered in the study
3.1	General information about the workers

- 3.1.1 Table showing general information of the workers
- 3.1.2 Table showing wages paid to the workers, type of employment and training
- 3.1.3 Time for the workers to report for the job and time to leave the factory and table showing distance between the residence of the workers and their industries
- 3.2 Information about Benefits available to workers and the risks involved.
 - 3.2.1 Table showing benefits to the workers by their industries.
 - 3.2.2 Table showing other benefits provided to the workers by the industries
 - 3.2.3 Table showing risks for the workers
- 3.3 Change in tribals due to industries and contribution of industries in area development.
 - 3.3.1 Table showing change in standard of living of the workers due to industries
 - 3.3.2 Opinions of the respondents about how the industries can be useful in the development of tribal people
 - 3.3.3 Behaviour of industrialists with tribal workers, Table showing whether the industries have contributed to development of opportunities for employment

CHAPTER-I TRIBAL AREA OF GUJARAT

In the State of Gujarat, the tribal communities reside in the hilly areas of Arvalli, Vindhyachal and Satpuda, covering Ambaji in North to Dangs in South. They reside in forests and border areas, covering border areas of Banaskantha and Sabarkantha districts in the North; Panchmahal, Dahod, Vadodara, Bharuch and Narmada districts of Central Gujarat and Surat, Navsari, Valsad and Dangs districts in South Gujarat in Satpuda hills. All these areas are known as tribal areas.

Majority of tribal population (80.45 percent) reside in 14.31 percent of the geographical area of the entire State, in a strip covering these areas. Most of the Talukas and small areas are important from tribal population point of view. The tribals form 15 percent of total population of the State. A number of welfare schemes of Central as well State Government are operated for the welfare of tribals. One can see better results of these schemes. But undoubtedly, the total and allrounded development is yet remains to be achieved.

Whatever scheme is put forward for implementation is targeted to the development of tribals. Likewise the scheme of industrialisation in tribal areas is also meant for development of tribal areas and tribal population. This scheme is implemented in the tribal areas with an expectation and a motive that it will provide employment to local tribal population, that it will bring their standard of living upward, that it will bring development in the area.

Significance of the Study :

Government of India, Ministry of Human Resource Development addressed a letter no. F. No. 18012-1-2002-C&LM dated 27-5-03 to the Principal Secretary, Tribal Development Department, Gujarat State, Gandhinagar and it was asked as to what the Industries located in tribal areas do for the development and welfare of the areas concerned. Thereafter, the tribal development department replied to the Government of India vide letter No. AAVI/AJN/2003-04/273 dated 8-8-2003 indicating about the action taken on the recommendation of sixth report of SC/ST Commission. As a part of these recommendations, each of the industries had to spend 20 percent of their profit by developmental activities in the tribal areas and were required to submit our findings. This study report is a part of this inquiry.

Selection of Area and Planning of the Survey :

For selection of the area, one criteria was to be kept in kind that in the area concerned, the industry must be operating in scheduled tribe area. Obviously, Government provides some special incentives and benefits to the industries which operate in scheduled tribe areas. Considering all these aspects, the areas were indentified.

Initially, the letter was addressed to the Commissioner of Industries, followed by a personal visit to obtain a letter of recommendation on the District Industries Centres to extend their co-operation to us in this study. Simultaneously, the Project Administrators were also informed. Alongwith this, we also paid a personal visit to Shri N.D. Josiara, Director of Industrial Safety and Health; and their subordinaters were contacted as telephone especially their district offices located in tribal areas to solicit their co-operation. Thus, all the offices concerned with industries in one way or other as well as Project Administration Offices were contacted and we started to study small and big industrial units located in these areas. The details of the industries investigated in respective areas were as below :

Table No.1

Sr. No.	District	Number of Industrial units	Number of Tribal employees
1.	Dahod	50	50
2.	Panchmahal	9	8
3.	Vadodara	6	50
4.	Bharuch	6	15
5.	Narmada	18	17
6.	Surat	33	36
7.	Valsad	33	28
	Total	155	204

The field work was done during June, July and August 2005. The surveyers were provided training and orientatia. As a part of this training, the trainees were supposed to work on two schedules - one for industrial unit and one for a worker. The schedule also contained information about the wages paid to the tribal workers engaged in such industrial units as well as any other benefits provided to them. This was meant to study the standard of living of the tribal worker. Besides, one interview guide was also formulated so that the information not covered in schedule during the interview process, could be collected in interview guide. Thus, total preparations were made before the field work was practiced.

Nevertheless, it is essential to disclose a fact that we could not get adequate support and co-operation from the private sector. This can be reflected in our table 1 above. The figures are self explanatory. In fact, we had initially considered that we will find out at least 50 diversified industrial units from each tribal area. But we couldnot succeed. The only factor behind this unsuccessful mission was none else but private management. It could be seen that they donot have control from any authority.

Besides, it is also difficult to testify as to what is a force behind a local worker. It is difficult to judge as to how much time shall be consumed in reaching to management and through them, to industrial owners. We had a very bitter experience here, that the information which could be collected from a Government Office or a semi-government agency in few minutes or a few hours takes months and often years in this private sector. And see a fun. Even after providing information after long and prolonged waiting, they are doubtful about validity or credibility of that information. As such, private sector is a well organised body. Then how come, they are so lazy and unconcerned in this aspect ? Besides, we donot have any criteria to evaluate its validity. Therefore it can be concluded that here there is total absence of transperancy. It can be conclusively mentioned that private sector lacks such transperancy. Any way, we present this report which is an outcome of co-operation from many other corners and we present it without any apology or hesitation.

As it was proposed to make a study of industries located in tribal areas and especially in the districts of Dahod, Panchmahal, Vadodara, Narmada, Bharuch, Surat and Valsad Districts. There are scheduled areas where the industries are operated. Hence, we examined the industries both within GIDC as well as those functioning outside.

In Dahod district, in GIDC complex, and particularly at Usarvan, Kharedi, Delsar etc. one finds the industries such as food products, plastics, chemicals and cement etc. operating through their factories. In the district of Panchmahal, especially at Halol and Kalol which are not in scheduled areas but they are attached to the tribal villages of Bariya Taluka border. Besides in Goghamba and proper Godhara there are some factories besides scheduled units in GIDC. In Panchmahal district, one finds both small and big industries, in which those located in Kalol and Halol GIDC are main. There are many quarries also.

In Vadodara district, especially in Chhota Udepur taluka, there are many mineral factories functioning in different villages around Chhota Udepur and quant areas. It has been brought to the notice that the mineral companies of Chhota Udepur Taluka have purchased land from local Koli farmers at lower prices and have established their mines. At present, they consider themselves as Ratwa-Koli.

Likewise in Narmada and Bharuch districts, we have covered industrial units of Jhagadiya area. These are big industries with an investment of crores of Rupees. They are mainly Steel, Brass, Copper Units as well as colour and Chemical units. These are all located in GIDC.

In Surat District, in Mandvi and Songadh area the industrial units have been established. These industrial areas are located in various villages of Mandvi and Songadh talukas.

In Valsad district, investigation has been made in industrial units in Sarrgam, Umargam tribal areas.

CHAPTER - II

GENERAL INFORMATION ABOUT INDUSTRIES

If one looks at the Information analysis in table No. 2.1.1 about establishment of industrial units covered in study, it will be seen that 52.26 percent of the total industrial units under study were established during 1991 to 2000; whereas 16.77 percent of units were established during 2001 to 2005 (five years) and 14.84 percent of units were established during the decade of 1981-1990 and only 3.22 percent of industrial units were established in the decade of 1961 to 1970.

Establishment of Industrial units :

It can be said on the basis of this analysis that the history of industrial field in tribal areas of the State traces back in the decade of 1941 to 1950. None of the industrial units in the State was established during the decade 1951 to 1960. Interestingly, 10 industrial units (i.e. 6.45 percent) have not responded to the question about establishment year of their industries. If we examine the entire data in depth;

- * 52.56 percent (majority of the industrial units covered in this study) were established in the decade of 1990-2000.
- * The number of industrial units in tribal areas of the State have been gradually developing since 1961.

This is clear from the data contained in Table 2.1.1.

In table no. 2.1.2, we find the responses of 155 industrial units. 30.71 responses mention that the industries were established in particular place because of existence of GIDC facilities. This response accounts for majority number among all responses. Some 21.73 responses mention that the industry was established at that particular place because the raw material was easily available there. Likewise 17.60 percent mentioned that they established the industry there, because there was existence of similar kind of industry and the equal number (17.60 percent) mentioned that they established the industry there because plenty of water was available there. Some 12.36 percent responses mention that they preferred the place because land was available at low price.

The responses received in this study, in short, indicates that the industrial units were established at a particular place either because of availability of GIDC facilities, or availability of raw material or availability of adequate water facilities necessary for the industry or because of availability of land at lower rates.

Land with Industrial Units :

131 out of 155 industrial units under study (84.52 percent) have provided information about

availability of land with them. This information is classified in Table 2.1.3. But 24 industrial units (15.48 percent) did not reply about availability of land with their units. They kept silence on this question.

Analysis of information about land indicates that,

- * 131 industrial units (74 percent) have 835.37 acres of land. In other words, 835.37 acres of land has been used for industrial purpose.
- * Out of this, 349 acres of land belongs to Jhagadiya industrial area of Bharuch district. This is the biggest lot; being 41.80 percent of total land in the industrial units under study.
- * 6 of the industrial units have been functioning in 58.16 acres each.
- * 50 industrial units of Dahod district have totally 46.6 acres of land; with an average of less than one acre. These are very small industrial units usually small mineral quarries.
- * In Vadodara district (Chhota Udepur), Surat district (Songadh and Mandvi), Bharuch district (Jhagodiya), Narmada district (Rajpipla), Valsad district (Umargam, Sarigam) and in Panchmahal district, majority of industrial units have more than one acre of land with their units.
- * Totally 131 industrial units, who responded to this question have average 6.34 acres of land.

All this information has been presented in tabular form in Table No.2.1.3

Facilities Provided by Government :

In table No. 2.1.4, we have presented in details about facilities made available by Government in tribal areas of the State. The response to this question is indicated below :

- * Out of 155 industrial units 20 percent of the units have responded that they did not get any facility from the Government in establishing industrial units in tribal areas of the State.
- * 23.23 percent of the industrial units did not respond to this question. They kept silence on this aspect of study.
- * 56.77 percent (88 units) have mentioned that they got different kind of assistance from the Government. The details of such assistance are as under :
 - * 44.24 percent have been provided subsidy in establishing the unit, (This is the largest number of units)
 - * 7.88 percent have been provided relief in Sales Tax.
 - * 7.28 percent have availed the loan/advances from the Bank.

Thus, among all, the largest number of units have been provided subsidy by Government, followed by relief in Sales Tax and Bank Loans.

Selection of Workers :

In table no. 2.1.5 there are responses of industrial units about selection of workers for their industries. All 155 industrial units have responded to this question; but in most of cases, there are more than one responses. This is obvious, because there can not be any one single criteria for selection. However, the responses are indicated below :

- * In 27.84 percent of industrial units the selection has been done by the industries themselves, usually by their owners at their discretion;
- * 20.27 percent of industries give priority to the experienced workers;
- * 16.50 percent of industries even give chance to unskilled or inexperienced workers;
- * 14.43 percent of industries select general category of workers.
- * 11.34 percent industries select the trained workers.
- * 5.84 percent industries select those workers having training from ITI or other technical institutes.
- * 3.78 percent industries select technical diploma holders.

Thus, the discretionary selection of workers tops the list; whereas technical training or technical qualification has the least priority. The unskilled or inexperienced workers are between these two categories. Analysis of this data indicates that in most of the cases, the owners of industrial unit select the workers as per their own choice and their own standards and norms; and such workers are not necessarily trained or technically qualified. In other words, the local artisans are selected for skillful or unskillful jobs in the industries; and such selection mostly depends on the industrial owners / entrepreneurs. Usually technically qualified are from other regions outside the State.

Type of Employment :

Table No. 2.1.6 indicates total number of workers and the type of their employment in the industries. The details are as below :

- * In 155 industries, totally 11316 workers including technical staff were employed.
- * 46.29 percent (5238) of the work force was tribal and 53.71 percent (6078) were non-tribals.
- * Out of total tribal workers in the industrial units under study, 51.97 percent were engaged on temporary basis and 48.03 percent were permanent. This is indicated in table 2.1.6
- * The maximum number of permanent workers are found in Narmada district (94.60 percent i.e. 1576 workers) and in Valsad district (93.92 percent). In other tribal areas, the number of permanent tribal workers are less in number.

- * From other angle, 64.17 percent of tribal workers were permanent. They comprise 41.34 percent of total permanent workers in the industry.
- * There were 78.48 percent of non-tribal permanent workers (4770) which is 58.66 percent of total work force.
- * Totally 765 (14.60) percent of tribal workers were deployed on daily wages and 1112 (21.23 percent) are deployed on contract basis.
- * On case of non-tribal workers, 306 (5.03) percent are deployed on daily wages and 1002 (16.49 percent) are deployed on contract basis.

Thus, there are more number of non-tribals or workers from other State than, local tribal workers even in industries functioning in tribal areas. Besides, there are more number of permanent workers from non-tribal workforce as compared to tribal workers. More number of tribal workers are deployed on daily wages or contract basis.

Table No. 2.1.3**Table showing Land with Industries**

Sr. No.	District	No.of Units	Area of land Acres-Guntha	No. Response
1.	Dahod	50	46.6	-
2.	Vadodara	6	6.36	1
3.	Surat			
	- Songadh	20	290.02	0
	- Mandvi	13	19.00	7
4.	Bharuch (Jhagadiya)	6	349.00	1
5.	Narmada (Rajpipla)	18	43.00	1
6.	Valsad			
	- Umargam	14	4.09	7
	- Sarigam	19	23.09	7
7.	Panchmahal	9	54.15	1
	Total	155	835.37	24
	Percent	100	131 (84.52)	15.48

2.2 Total Production of Industries and total net annual profit/loss.

Considering the total production and net annual profit-loss of all 155 industrial units covered in this study, only 117 (75.49%) industrial units have provided their opinions. They have been reflected in Table 2.2.1.

Looking at this table, it is seen that,

- * 65 industrial units i.e. 41.94 percent have made production worth Rs. 5.00 lakhs to 50 lakhs.
- * 16.13 percent of industrial units have made production worth Rs. 1.5 crores to Rs. 25 crores;
- * 7.75 percent of industrial units have made production worth Rs. 51 lakhs to 1 crore;
- * 3.87 percent of industrial units have made production worth Rs. 20 crore to 50 crores;
- * 2.58 percent of industrial units have made production worth Rs. 250 crores to 300 crores, whereas;
- * 0.64 percent of industrial units, which means only 1 industrial unit have shown production worth Rs. 51 crores to 100 crores.

This information covers only 75.49 percent units, whereas the remaining 24.51 percent units have not provided any information on this aspect; and as such, the information in those units could not be computed.

Alongwith annual production by the industrial units, the information regarding annual profit/loss from these industries has been shown in table 2.2.2. It shows thatl

- * 3.23 percent (5 units) have made net profit between Rs. 1.5 crore to Rs. 10 crores;
- * 1.29 percent (2 units) have made net profit between Rs. 81 lakhs to Rs. 1 crore;
- * 1.29 percent (2 units) have earned profit worth Rs. 21.41 lakhs to Rs. 60 lakhs;
- * 1.93 percent (3 units) have earned net profit worth Rs. 21 lakhs to Rs. 40 lakhs,
- * 7.10 percent (11 units) have made net profit of Rs. 1.5 lakhs to Rs. 20 lakhs.
- * 19.25 percent (30 units) have earned net profit worth Rs. 81,000 to Rs. 1.00 lakh;
- * 10.32 percent (16 units) have made profit of Rs. 41,000 to Rs. 80,000;
- * 7.10 percent (11 units) have made net profit of Rs. 20,000 to Rs. 40,000/-.
- * 1.93 percent (3 units) have been run under loss (Amount of annual loss not indicated).

More details are in table 2.2.2

The above details were provided by the industries through their annual reports as well as during personal discussion. Considering the above details, it becomes clear that more number of industries (i.e. 19.25 percent or 30 units) have recorded their net annual profit between Rs. 81,000 to 1.00 lakh. Interestingly, 66 units (42.59 percent) have not provided with any information about amount of profit/loss. Their silence seems suspicious. The details are provided in tabular form in table 2.2.2.

2.3 Environmental damage by industries and opinions about complaints.

Table 2.3.1 contains the information about environmental damage caused by the industries covered in this study. If we look at the opinions expressed by the industries, 94.84 percent have indicated that there is no damage to surrounding environment because of their industries where as 5.16 percent of industries have not expressed any opinion. That means that the industries believe that they do not make any damage to the environment. Besides, 90.32 percent have mentioned that they have not received any complaints by people. Regarding complaints by people, 9.68 percent of industries remained silent and did not express any opinion.

If we consider the opinions of the industry expressed by them, the industries are not at all harmful to the surrounding environment; and there has not been a single complaint about such harmful effect by any member of public; and therefore the industries are environmentally safe. But such statement cannot be accepted at its face value. The study team has gone in detailed study along with observation around industrial areas, and they could find that the truth is rather different than what is stated by industries.

Difficulties in establishing and running the industries and opinions of the industries about surities given to Government by in industries.

If we look at table 2.3.2 about the difficulties faced by the industries in establishing and running the industries, it will be seen that 43.87 percent of the industries have expressed their opinions. The analysis indicates that;

- * 22.83 percent have difficulty about availability of adequate water
- * 21.74 percent have difficulties about availability of adequate labour force.
- * 6.52 percent have difficulties about excessive electricity bills.
- * 48.91 percent have other miscellaneous difficulties such as politics, lack of good roads, lack of adequate and proper drainage system, difficulties regarding market and guidance etc., higher rates of interest on loans, financial difficulties, no relief in Sales Tax, transportation and communication, lack of police protection etc.
- * 56.13 percent units have not responded to this question.

As regards surities given to Government while starting the industry, the responses have been presented in table 2.3.3 Analysing this data, it shows that;

- * 44.52 percent have not responded to this matter
- * 55.48 percent responded as follows :
- * 40.65 percent said that they have not given any surity.
- * 14.83 percent say that they have given surities to Government;

Thus majority of the industries hold a view that no surity was given to Government. However, those who hold that surities were given, seems to comply with the conditions of surities. Thus, the difficulties faced by the industries are rather more personal than general. The unit holders have been making continuous efforts to resolve these. Contradictly, the same industries do not show any concern for solving the difficulties of their own workers.

2.4 Development and Welfare works carried out by industries for tribal areas and opinions of the industries about what could be done for the development of tribal areas.

In table 2.4.1 the information provided by the industrial units about the development and public welfare works carried out by them has been compiled. From this information, it is seen that, out of total 155 units covered in the study, 34.84 percent (i.e. 54 units) have given their opinions; whereas 65.15 percent (i.e. 101 units) have not given their response. Analysing the available data, it is seen that;

- * 21.43 Percent have done work for rural development and educational facilities;
- * 21.43 percent have done work for social development;
- * 14.05 percent have done rural development activities
- * 3.57 percent have done health oriented activities
- * 34.52 percent have done other miscellenous works such as providing drinking water facilities, amenities at various religious places, donation in schools, providing raw material to local bodies/municipality for public welfare facilities etc.

What kind of welfare activities were undertaken by the industries ? 21.94 percent of industrial units (34 units) have responded to this question; but 78.06 percent (121 units) were silent on this. Considering the responses of industries available;

- * 28.57 percent have constructed roads;
- * 24.49 percent have given financial contribution;
- * 23.47 percent have contributed towards construction of class rooms in a school;
- * 3.06 percent have conducted medical check-up and treatment camps in remote tribal areas,
- * 20.41 percent have provided other facilities such as Hand pumps, donation in a temple, Bore-well for drinking water, water tank, educational aids in a school etc.

But as many as 78.06 percent of industrial units have refrained from giving any response; which indicates that industries are not serious about development activities in tribal areas.

Table 2.4.2 contains the information as to what could be done for development in tribal areas. In response to this question, the industries responded as under :

- * 54.76 % opine to raise the employment opportunities
- * 35.72 % opine to raise the level of education
- * 4.76 % opine to construct the roads & means of communication
- * 4.76% opine to increase electricity facilities.
- * 25.81 % (40 industrial units) were silent on this question.

In short there is more emphasis on raising employment opportunities and expanding infrastructural facilities for development in tribal areas.

CHAPTER III

GENERAL INFORMATION ABOUT THE WORKERS

3.1 The General Information about workers has been provided in table 3.1.1 It indicates that;

District-wise distribution :

* Totally 204 tribal workers were employed in all 155 industrial units as below;

- Dahod district	50
- Vadodara district	50
- Surat district	36
- Bharuch district	32
- Valsad district	28
- Panchmahal district	8
Total	204

Male/Female distribution :

* There were 19 women employees (9.31%) and 185 male employees (90.69%)

Age-wise distribution:

* 11 to 20 years	15.20%
* 21 to 30 years	42.65%
* 31 to 40 years	33.33%
* 41 to 50 years	8.82%

Educational Qualification :

* Uneducated	88	43.14%
* Educated	116	56.86%
Total	204	100.00%
Primary level		21.07%
Secondary level		27.45%
Technical Education		5.88%
Higher Education		2.45%

Analysing this data in depth, it becomes clear that most of the tribal workers employed in industrial units, that means 75.98 percent of those included in this study are between the age group of 21 to 40 years. As against this, even children of tender age between 11 to 20 years are also employed as workers. Thus on one hand the tribal youth find employment in industry and earn their livelihood and maintain their families. Besides, the uneducated tribal youth also find some opportunities to work in the industry. Nevertheless, very few technically qualified tribal workers are found in the industries. Thus, it could be said that very few tribal youth get either white-collar jobs in offices or higher level of employment as technocrats.

From Education point of view we find both primary level and secondary level of education in tribal people with 21.07 percent and 27.45 percent respectively. This is most competitive time. Any private sector industry or any other industrial sector will prefer to provide employment to technically well qualified persons, especially an higher position. Obviously, the less educated unqualified tribale youth have to be satisfied by only labour work.

For how many years they have been in the industries. Here are details :

- * 35.78% working for last 1.5 years or 3 years,
- * 26.48% working for last 5 years or more
- * 10.78% working for last 1 year or below.

Thus most of the workers are engaged in industry for about 2-3 years. Even there are more number in 3 to 5 years category. At the time of study, there were 109 workers in this category (53.43 percent). Thus, there are more number of tribal workers engaged in organised sector too.

Analysing the details contained in table 3.1.2 it becomes clear as to under what conditions the workers are engaged. It shows that;

- * 48.03 percent (106) workers are engaged on daily wages or contract basis of which only 5.88 percent (12) workers are regularly trained. But 94.12 percent (192) workers are untrained, and work as labourer.

There are more number of workers getting their wages on daily basis. The amount differs with type of work. In labourers' case, as per type of work they get the wages. It ranges from Rs. 35 to 50 per day, or from Rs. 51 to Rs. 90 per day or more than Rs. 90 per day. Percentage wise,

- * 19.12% getting Rs. 35 to Rs. 50 per day
- * 25.49% getting Rs. 51 to Rs. 90 per day

- * 7.84% getting Rs. 91 to Rs. 100 per day

106 of the total workers comprising 51.97 percentage of working force get daily wage.

Rest of the workers are permanent and hence get monthly salary as below :

- * 30.88 percent get Rs 2100 to Rs. 5000 p.m.
- * 8.82 percent get Rs. 1550 to Rs. 2000 p.m.
- * 6.38 percent get more than Rs. 5000 p.m.
- * 1.96 percent get just Rs. 500 to Rs. 1500 p.m.

Thus there is a wide range of wages paid to the workers between less than Rs. 500 to more than 5000 p.m. But, there are few member in both extremes. Larger number of these have medium level of income around Rs. 2500/-.

Table no. 3.1.3 indicates the details about time for a workes to report for duty and time to leave the factory. It also shows the distance between the place of work and the residence. In all 155 industries covered in this study, the working hours are almost alike. Usually the workers join his duty at 9.00 a.m. and leave it at 6.00 p.m. Totally the worker is required to provide input for 8.30 hours a day. Rates of over time for excess input differs from factory to factory.

As regards distance between the residence and place of work, the data indicates as below :

33.33 percent of workers stay 5 kms away from residence

23.53 percent of workers stay 3 to 5 kms away from residence

21.08 percent of workers stay at less than 1 kms away from residence

Thus, in all these three categories, there are good number of workers. Some have to travel more than 5 mks for his duties and some reside closer to the place of work. In such cases, it could be presumed that local tribal people residing around the industrial units have been employed in the industry.

3.2. Benefits, disadvantages felt by the workers from industries and risks involved during work : responses of the respondents :

Table No. 3.2.1 contains information about advantages/benefits available to the workers provided by industries at the place of work and during working hours. This also includes benefit of overtime allowance for excess hours of work. Only 24.01% of Workers have responded to the questions. Majority of the workers (75.99%) have remained silent and provided no response. Out of those 24.01 percent who responded, 85.71 percent mentioned that they are provided overtime allowance for excess hours of work at the rate of 35% of wages per hour whereas 6.13 percent workers mentioned that they are paid only lump sum amount as overtime allowance. 8.16 percent of workers mentioned that the overtime allowance is paid in some other way, but they didnot specified the way of such payment. Thus the data available to us does not throw much light on this issue. If a worker is required to put in more hours of work besides his regular duty hours of 9.00 to 6.00 p.m, the rates of overtime paid to him doesnot follow any principle or rule. The workers donot come out with factual information about rates of over time; probably because they donot want to leave their job. Otherwise, overtime in a factory is a rule rather than exception.

As ragards Bonus, 85.29 percent of workers said that they get Bonus from their company; but 14.71 percent said that no bonus is paid to them. Usually bonus is paid to the regular permanent employees on annual basis. Earlier the amount of bonus differed from one to other factory; but now it is calculated on the basis of wages paid to the workers at unique rate. The workers also seem to be satisfied in this aspect. The workers engaged temporarily or on daily wages are deprived of bonus benefit. Most of the permanent employees get annual bonus.

As regards health facilities at the place of work, 52.05 percent responded that only some elementary medicines like standard tablets etc. are provided; 31.05 percent of workers mentioned that medical check up camps are organised; 7.31 percent mentioned that cash medical assistance is provided and 5.48 percent mentioned that company maintains a dispensary; and hence the medical services are availed. Here abviously more than one responses were also received. If transpires from the above data that some factories provide standard tablets during illness and some companies organise one or two medical check-up camps in the premises. 28.92 percent workers have refrained from giving any response to this question. It can be presumed that their companies might not be providing satisfactory health facilities.

As regards other benefits available to workers by the industry, the opinions of the respondents have been indicated in table 3.2.2. Placing the responses in order, it is seen that,

- * 53.43 percent workers have not at all responded to this issue.
- * 46.57 percent workers have responded, and their responses are more than one.

Analysing these responses, it is seen that,

- * 26.14 percent mention that they get bonus
- * 17.63 percent mention that they get medical facilities
- * 13.68 percent mention that they get benefit of leave.
- * 9.12 percent mention that they get provident fund facility
- * 7.60 percent mention that they get gratuity benefit
- * 6.08 percent mention that they get dress from the company
- * 4.56 percent mention that they get loan facilities
- * 4.86 percent mention that they get canteen facility
- * 4.25 percent mention that they get transportation facility to attend work
- * 6.08 percent mention that they get other benefits such as subsidised food, welfare facilities, conveyance, HRA, Medical Allowance etc.

However such benefits are availed by very few number of workers; which is evident from the fact that majority of the workers have refrained from giving any response.

As regards risks while working in an industry, the responses of the respondents are recorded in table 3.2.3. Analysis of this data indicates that,

- * 73.53 percent of workers do not find any risk in their work
- * 27.47 percent workers find their work involving some risk.

It seems that some of the workers have not considered their work risky; but actually there is a risk factor involved in their work. Perhaps the workers did not prefer to disclose this because of presence of their owners at the time of interview. Among those who expressed their work as risky, 81.48 percent expressed the risk of accident, 18.48 percent expressed risk of other kinds such as chemical substance being thrown in eyes while working; chemical powder being entering in stomach, electric power shock, injury while working with machines etc.

What measures company takes to prevent such risks? Here the workers have given more than one responses.

- * 10.65 percent mention that they have been provided with the safety apparatus.
- * 6.41 percent mention about insurance benefit,
- * 5.13 percent mention about training to prevent accidents,

- * 5.99 percent mention about measures such as industrial safety measures, first aid, Helmat, Gogals, Hand Gloves, Safety shoes etc.

However, 71.79 percent have not made any response to this question. Perhaps the companies donot provide adequate safety measures and they donot want to disclose it due to some fear complex, hence they prafer not to opine. This is only a presumption.

What benefits could the tribal workers and tribal areas get from the industries ? Table 3.2.4 presents a reply. Out of tribal lot, 75.10 percents have responded; and 24.90 percent have preferred to keep silence.

- * 74.22 percent mention that employment opportunities have increased.
- * 10.52 percent mention that infrastructural facilities have been expanded
- * 7.89 percent mention that the standard of living of tribals have come up.
- * 7.36 percent mention that there is improvement in education of children of tribal families.

Thus major benefit is increase in employment opportunities.

However, some disadvantages have also been mentioned as under :

- * 83.82 percent did not express, their opinion.
- * 14.70 percent mentioned that there are disadvantages by the industries; but regarding type of disadvantage the reply is negative. They have been codified in other disadvantages.
- * 0.98 percent have mentioned about disadvantage to health.
- * 0.50 percent mentioned about evironmental damage

Perhaps large no.of workers are not ready to speak about disadvantages of industries. They do not what to displese their masters, and donot want to risk their job,

3.3 Change in Tribals due to industries and contribution of industries in area development :

If we look at the details provided in table 3.3.1 about changes in life of tribals;

- * 79.90 percent of respondents responded;
 - * 20.10 percent did not reply at all
- Out of those who responded;
- * 46.28 percent mentioned that their standard of living has gone up.
 - * 22.25 percent mentioned that their income level has gibe up;
 - * 8.45 percent mentioned that they could spend on education;
 - * 1.35 percent mentioned that their material amenities have improved;
 - * 0.68 percent mentioned that their health services could be availed;
 - * 7.10 percent mentioned about other improvement such as rural development, better relationship with other communities, availability of social services etc.

Considering the above details, industries could provide the tribals, one additional source of income other than their traditional sources, and therefore their annual income level has gone up; and thereby they could spend on education, health, material equipments etc. and obviously feel that their standard of living has gone up. But then, how would one interpret the 20.10 percent of workers who didnot respond to this question. ? This is a question which remains unanswered.

How the industries contribute to overall development of tribal area ? Table No. 3.3.2 presents a set of replies to this question. Interpreting the data contained in this table;

- * 45.18 percent have not responded to this question;
- * Out of those 49.51 percent who attempted;
 - 67.2% felt that industries provided additional opportunities for employment;
 - 3.2 % felt that they could develop the infrastructural facilities
 - 3.2% felt that they provided educational aids/assistance;
 - 1.6% felt that they became co-partners in welfare activities,
 - 0.8% felt that they became helpful in natural calamities;
 - 24.0% felt that they become helpful in other ways; such as in accidental circumstances, by providing better wages.

Thus, people by and large feel that industries should be useful to development of tribal

areas by providing employment opportunities to the tribals and also should provide infrastructural facilities, educational , assistance, public welfare activities, assistance during natural calamities etc. All such programme would surely contribute to development of tribal area. Unfortunately, 50.43 percent of workers didnot respond to this question and as such their views could not be compiled.

As per table 3.3.1, more people have stressed on more opportunities of employment for tribal people for development of tribal areas. Examining this in details, the question arises whether there are more opportunities in employment due to industries ? Most of the respondents i.e. 95.10 percent opined that employment opportunities have increased. Thus, industries have played an effective role in providing employment to tribals.

It was asked how the industrial owners as well as colleague workers behave with tribal workers. In response to this, as many as 70.59 percent mentioned that they behaved nicely with them, but 29.41 percent mentioned that the behaviour was neither bad not so good. It was medim type (50 - 50). But none of them mentioned about bad behaviour by any body. Such behaviour is a good binding force between industries and tribal community.

CHAPTER-IV

OTHER OBSERVATIONS ABOUT INDUSTRIES : POINTS OF OBSERVATION

The process of development in tribal areas is faster due to industrialisation. This development attracts the tribal youth. The main reason behind it is increase in employment opportunities. As such other labour, except agriculture labour and agriculture work, was available to tribals only if they move out of the district. In such conditions, now the employment became available at door-steps due to industrialisation. This resulted in increase in income and change in standard of living of youth. This is true without any doubt. But the environmental and social issues which are results of industrialisation have become clear slowly. Besides, industries cannot provide employment to all. But the kind of pressure on the area creates new problems. Tribals are not in a position to suggest any solution to these problems. Because the industries have been given recognition as per industrial policy. Therefore there is no other go except to suffer. When his capacity to suffer comes to an end, he joins agitation or destructive anti-government activities. If one wants to avoid this, the industrial policy should be planned in such a way that each one get his rights, his right to live and live gracefully. Industrialisation is of course an instrument to achieve development speedily. Besides, the tribal areas have a lot of resources which should be properly utilised; and tribals should get proper opportunities of employment. These are noble objectives, but the problems which are created during this process seem to have no solution. Unless the law is obeyed morally it is likely to be breached. The greed and temptations cannot be avoided. Sometimes, people for small benefit of self, donot hesitate to put Government or society to big loss. They are small minded people and they have their own way to behave.

We have to agree that some of the industries have given us whole hearted support but many of the industries functioning in tribal areas were totally non- co-operative, and they didnot provide us with any information. They are politically so much influential that even factory inspector has no access to these industries. Therefore they are not co-operative in sharing any information. We are not alone to have such experiences many others have also faced this situation, including our surveyors. Nevertheless, there were some industrial units which were highly co-operative. Navjivan Mills, Dahod, Paper Mill, Songadh etc. are some of such examples.

Among the benefits provided by these industries, the employment opportunities is one and main. In some case, he find infrastructural benefit in form of pucca roads. But if one goes in details, such roads are mostly for the use of their industries. In very few, cases, the industrial units have provided assistance for educational institutions. Likewise, they have made efforts to be useful to the village leaders who have been collecting small fund, for some welfare activities. Besides, the industries give their regular contribution to their Association. In short, the industries are well organised; whereas the tribals are most unorganised.

Out of those industries examined for this study, the main benefit provided by them to tribal people is increasing the opportunities for employment. In infrastructure benefit the pucca hoods are constructed but they are mainly for the use of their own industries. In very few cases, the benefit of educational development are provided. Besides, they have provided assistance for miscellenous rural development programmes, by contributing to their funds.

The industries covered under the study reflected great problems of pollution in tribal areas. Of course, some such industries have not provided us with adequate information; but our contacts with people revealed the facts e.g. Gujarat Florow Chemicals Ltd. at Ghoghamba, Dist. Panchmahal has been found very risky to public life; because it produced and stored risky Chemicals and gas and often during rains or during night hours spreads in great quantity either in air or on land. This pollutes the air, under geound water and land causing very serious damage to health of people. Often the children are born with physical disformation or handicap or with mental effects on their brains. Even the production of milk by cows or buffalow is seriously affected. An unit named Remy Metals at Jhagadiya, Dist. Bharuch, produces steel and iron pipes. Its pollution has affected land within 12 kmts. radius around the unit. This has affected productivity of land. Besides, around 20 kmts. of Jhagadiya GIDC, around 20 kmts of this area, the air is polluted with bad smell of gas and chemicals causing great risk to health.

In Chhota Udepur Taluka of Vadodara Distrit, there are 120 mining factories. The land of mining has been purchased at lower rates or by giving temptation, which is evident from the details provided by Talati-cum-secretary of Vasedi Group Panchayat. Besides the labourers working in these mines are given wages at the rate of Rs. 30/- to Rs. 35/- per day, and they are required to put in hard labour. In Umargam taluka of Valsad district at Sarigam GIDC, the 'Sabora' company produces chemicals and thereby the atmosphere around 5 kmts radius is polluted. In this factory, 50 to 60 percent of labourers are from outside Gujarat.

In Umargam taluka, GIDC have affected social life of people. The ICDS survey has indicated that at least 1700 parents have left their children. Besides, the labourers coming from outside Gujarat, entre into sexual relations with local tribal girls, promising them of marriage; but when the girls become pregnant or give birth to a child; and if the labourer is terminated from his job; they run away from the area leaving the tribal girl in difficult situation. This is a great social problem which needs to be studied by an independent research study.

Maining Industry in tribal areas :

The development of mining industry is very fast in tribal areas of Gujarat. In Ambaji area of Danta taluka alone, there are as many as 190 mines. Danta taluka has tribal population of 52.76 percent; whereas in many villages around Ambaji; there are 100 percent tribal people; but somehow, this area is

not notified as tribal area (ST area). Therefore it is likely that the land belonging to tribal people or that belonging to forest area is likely to be alienated. The mines are given on lease by Govt. for 90 years. Though the villages are 100 percent tribal, they donot get the benefits because the area is not declared as scheduled area.

CHHOTA UDEPUR :

The Chhota Udepur taluka of Vadodara district is a tribal taluka. There are as many as 120 mining units. These units have availed many benefits from Government. Among mines, the Dolo nite, Florspar and Limestone are main ones. Though there are so many mining units, only six units provided their information. Rest of the units hesitated in providing information. The meeting of their Association was held on 29-6-2005, and we were also invited in the meeting. Shri Aniruddhbhai Patel informed that the industry runs in loss. The merchants donot buy their products and when they purchase, they donot give payments for 6 months. The miners have to go there to get their payments. Besides the material produced here is comparitively weaker and therefore they get lower prices. "In fact," he said "We have been serving this area; and but for our existance here, the tribals would have been starving." He therefore demanded that the Government should help them, that the Government should provide us regular electricity. He also mentioned that the area has bad roads; and consequently the maintenance of vehicle becomes unaffordable. He maintained that the industries function as a part of social services, and that they have been tired of paper work with government offices and no more they want to have more paper work. He also maintained that they have been submitting all necessary information to Industries Commissioner at Udyog Bhavan, Gandhinagar. In short, the Association almost refused to direct their member units to provide us necessary information for our study. We did try to make out our case by explaining the utility of this study but they were not convinced.

While listening to their arguements and bitter representation, we, for a while, felt that perhaps these industrialists are more poor than our tribal workers; and therefore they should be provided with a package of assistance ! In fact, each one of them have come to the meeting with their costly motor cars. The matter of not providing information should be viewed seriously; because they were disobeying the Government instructions. The Government needs to examine this matter in depth and take appropriate action. They claim to be 'masiha' of tribal people. They claim that they have been providing loans and advances to their tribal workers when they need money and that they have been providing better wages. They go to the extent of mentioning that tribals have no opportunity of employment if there are no mines here. He also claimed that mining units provide financial assistance or donations in tribal areas. He therefore claimed that Government should provide them assistance. They had apprehension that Government interference would increase their load; because their industries donot necessarilly comply with all statutory or administrative requirements.

In Songadh taluka of Surat district also, mining industry has flourished of course the number of tribal workers in mines is less; but nevertheless, the presence of industry has increased the employment opportunities.

In Chikhli taluka, 64 mines are known as black gold. It provides employment to 30,000 people. This also appeared as news in a news paper. Out of 64 mines, only 4 or belong to local owners. Rest of the mines are owned by industrialists from outside Gujarat. There were some news about mines in Pardi taluka too.

In Dharampur taluka of Valsad district, there are 84 mining units. All these are located in tribal areas. We couldnot cover these units in our study; but the industry is associated with tribal hills and tribal stones. Of course they provide employment to tribal people but such employment need not be at the cost of environment and at the cost of rights of local tribals. Such employment is worthless. The industrial development in tribal areas by non-tribals is for speedy benefits as a part of Government's development schemes. In reality, it is a part of exploitation of tribals. Thus, the industries provided on lease or rent to non-tribals in a tribal area is going to affect the basic essence of tribals in future.

There have been two distinct objectives in formulations of schedule tribal areas. One objective is to help the local tribals to see that they can enjoy their traditional rights absolutely. Another objective is to develop the schedule tribe areas and to make progress of tribe communities economically, educationally and socially. The tribal areas are basically established to see that first priority is provided to protect the interest of tribals in relation to their land; to protect the tribals from the exploitation of money lenders, to give first priority to tribals in distribution of land etc.

In present perspectives, it seems a tribal person is stringed day by day. The stringency affects all parts of his life.

When such conditions become intolerable, it comes out like a spring and it may sometimes result into extremism. This is not a criteria of sustainable, alround and equitable progress.

If one wants to take an example of industrialisation of Gujarat, that of Vapi and Atul industries is most appropriate. This industrial estate is located in Pardi taluka of Valsad district. Pardi taluka has tribal population and belongs to tribal areas. The industrialisation in this area had an objective of providing employment to tribal people as well as getting the area developed through various useful services. Such an objective was supported by Government and consequently the industries got good support from Government. Now if one looks into the table below, one can get the clear picture of the real situation. One of the striking fact is that the tribals have been now in minority. If there is an increase in non-tribal popualtion; it is at the cost of tribals and they have been under great pressure. The present day life of tribal is full of conflicts and unsafety. They being in minority now, their voice is not heard. They have not been able to protect their own rights in their own area. If one sees superfluously, one will

find excellent development of the area; one will find all modern amenities and sophistication; but the area has lost its identity and the tribals have cost their identity. When we met Shri M.A. Bhutka, Deputy Director in the office of Industrial Safety and Health Office of the District; his simple response about this grave situation was that, that Vapi and Atul donot belong to tribal areas; and better if we make a study of GIDC at Umargaon. This shows lack of concern and sensitivity in Government Officials. The situation in Vapi and Atul is considered as development of tribals; and it is according to them is a matter of pride that the whole area is now a non-schedule tribe area from a schedule tribe area. Prima facei, this may impress somebody; but one should ask, where is a tribal person ? Our concern is a tribal person; and if any development is done by marginalising him, we cannot consider it to be real sustainable development. We want to see that there is positive change in his standard of living.

Table showing population of Pardi Taluka of Valsad district in last five decades

Year	Total Population	Tribal Population	Percent
1971	1,62,465	95,059	58.51
1981	2,05,538	1,16,221	56.54
1991	2,27,219	1,39,165	54.12
2001	4,05,902	1,58,786	39.11

If one looks at these figures, it will be seen that a taluka with majority of tribal people has now the tribal population in minority. One thing which attends our attention is that there is a constant pressure of non-tribals on tribal people. If this continues for long, the tribals will almost disappear. The figures of 2001 are striking one. Our basic condition is that, that if an area has development, the tribal population of the area must also develop. If he lags behind in the process of development; his conditions will be worse than pre-historic age when he was living in forest and was largely dependent of hunting and forest products. Therefore, he should be protected from alround exploitation.

What happened to the rule that 20 percent of the profit from tribal industries should be spent on tribal development ? If the rule had been observed in principle and practice, the tribals would not be as backward and as undeveloped as to day. Such a development would be normal because we strive for such development. The development in general should simulataously be reflected in equal development of tribal people. If this doesnt happen, the tribals would be marginalised, and only area would develop. But in that case, can it be said to be total, sustainable and alround development ?

We believe that the destruction is not a criteria for development. The development with self-identity and self-realisation is the real development. Some changes in physical get up or increase in level of consumption cannot be considered as criteria for development. Alongwith these, there should be moral values, truth, honesty, generocity, naturality and equality in life. Such development is a march in right direction.

CHAPTER V

INDUSTRIES IN TRIBAL AREAS FINDINGS AND SUGGESTIONS OF THE STUDY

This study was limited to industries in tribal areas; because Government have been providing some benefits and incentives to such industries because they are supposed to create more employment opportunities for tribal people and would also make industrial development of the area. It is necessary for them to comply with conditions laid down by Government; but the industries seem to be lagging behind in this aspect. There have been several big industries who have taken huge amount of loan and subsidy and the industries are defunct. Thus the large fund spent on them get wasted.

Besides this study was done for action after SC/St Corporations sixth report's recommendations. As per these recommendations, the industries in tribal areas were required to spend 20% of their profit on development of tribal areas. We were required to inquire into this and report whether industries spend these 20 percent on tribal development. We have to admit that the objective of the study could not be realised. Despite many efforts, we couldnot see the amount of 20 percent being spent on area's development activities. Only when some representation is made or somebody requests for assistance; they give some fund as donation; but such amount is very small. Besides, mostly welfare activities are organised by their Association; and they make their contribution to the Association. Therefore we donot see any example where the industries have spent 20 percent of their on profit development activities of tribal areas nor do we see any example of sustainable development through industries. None of the industries have created any useful assets for welfare and one doesnot know what amont is spent on it. It is obvious that industries are self-oriented and they are interested in welfare of none else but only that of their own industries. Only a couple of industries have done good thing and they have spent amount on noble cause. Most of the industries didnot co-operate in our study; therefore the study is prepared on the basis of those who co-operated. Nevertheless, we are confident that dispite this limitation, it is going to be useful to all concerned.

FINDINGS :

- (1) Most of the industries badly pollute the air, water and land of the area. Some of the industries throw gas in air and Chemical-contained water on land.
- (2) We could come to know during our field work that local people of Goghamba, Dist Panchmahal have been agitating against Florow Chemicals Ltd." for the damage it has been doing to environment.
- (3) No industrial unit seem to have done any development or welfare activity. Such work is shown on paper. If any infrastructural work is carried out like construction of road; it is only for benefit of their our industriy.

- (4) All the industrial units have avoided to give any information about their annual production and profit whatever information is provided, doesnot give any clear picture.
- (5) The industrialisation in tribal areas is faster in last decade i.e. 1990-2000. The development is due to liberal policy of Government to help the industries to start industries in tribal area presuming that it will provide employment opportunities for local tribals and would develop tribal area.
- (6) The reasons why the industries preferred to start industries in these areas were presence of GIDC resulting into availability of raw material necessary for the industries, plenty of water and land at lower price.
- (7) The industrial units under study (152) had 535.37 acres of land under their use. 24 of the industrial units didnot reply about their land.
- (8) As regards Government assistance, 20% of the industries under study did not avail any assistance; 23.33 percent have not replied to this question, 56.77 percent have availed all assistance including subsidy, reduction in sales tax, Bank loan. etc.
- (9) Out of those industries studied by us they have employed 46.29 percent tribals workers; 53.71 percent workers were non-tribals. Out of tribal workers, 64.17 percent were permanent, 14.60 percent were working on daily wages; 21.23 percent were working on contract base. Out of non-tribal workers, 78.48 percent were permanent and only 5.03 percent were on daily wages and 16.49 percent were on contract basis.
- (10) Regarding selection of workers, 11.34 percent were trained, 5.84 percent were ITI or Technically qualified; 3.78 percent were technical diploma holders. Thus, selection of workers was made as per local conditions and individual requirements.
- (11) Totally 11,316 workers were employed by all the units under study. Of these, 5238 were tribals (46.29) percent) and 6078 were non tribals (53.71 percent)
- (12) In Narmada district, 94.60 percent of workers and in Valsad district 93.92 percent of workers were permanent.
- (13) Out of total work force in all industrial units under study, there were more number of non tribals and those from outside as compared to local tribal workers.
- (14) 117 units out of 155 under study, (75.49 percent) had provided information about their annual production and net profit/loss; whereas rest of the units have not provided this data. Analysis of data available shows that,

- * 41.94 percent of industries had their annual production between 5.00 to 50.00 lakh
- * 16.13 percent of industries had their annual production between 1.5 crores to 25.00 crores.
- * 7.75 percent of industries had their annual production between 61.00 lakhs to 1.00 crores.
- * 3.87 percent of industries had their annual production between 26.00 crores to 50.00 crores.
- * 2.58 percent of industries had their annual production between 25.00 crores to 300.00 crores
- * 0.64 percent of industries had their annual production between Rs. 51 crores to 300 crores.

Thus the industries in tribal areas were having their annual production ranging from Rs. 5.00 lakhs to Rs. 300 crores.

- (15) 1.93 percent of industries under study were making loss; whereas all other were making profit. The amount of profit was shown to be between Rs. 81.00 to Rs. 1 lakh. But 42.59 percent of industries did not disclose the amount of their profit.
- (16) Considering the wide difference between the annual production and annual profit as well as considering large number of industries not revealing their information lead us to conclusion that they seem to hide the correct position.
- (17) Most of the industries respond that there is no harm to environment and that their industries do not cause any pollution. They claim that they have not received any complain about any such damage; but here too, the industries seem to hide some facts. The cross checking made by the team clearly indicated that there is definite damage to air, underground water, land and environment by these industries.
- (18) As regards difficulties in establishing industries in tribal areas, 43.87 percent of industries enumerated the difficulties like defect in local system, roads, loans, rates of interest, electricity supply, lack of labour etc; where as 56.13 percent of industries did not respond to this question.
- (19) Only 14.83 percent of industries have agreed that they have given some binding to Government. Rest of the industries maintained that they had not given any binding to Government. This means that they had made no commitment to Government about development works in the area or starting of any public welfare activities. If there is no such commitment, they cannot be forced

- to carry out any such activity. But, this response indicates that industries are interested in developing their own industry rather than contributing to public responsibilities.
- (20) 54 out of 155 units have responded to public welfare activities. But 101 units (65.16 percent) have remained silent. This is clear indication that they are more interested in development of their own industry. But those who had participated in public welfare activities participated in activities related by education, drinking water, roads, health centre, local funds, raw material etc.
 - (21) As regards development of tribal areas, the industries gave their importance to creation of employment opportunities, education, roads, electricity and water supply. 25.81 percent of industries did not provide any opinion on this.
 - (22) From 155 industrial units, 204 workers were also covered under this study. Among these, 19 female workers were also included. Of course the number of female workers was small in terms of percentage.
 - (23) As regards age-breakup of the labourer, 15.20 percent belonged to 11 to 20 years age bracket, 42.65% belonged to 21 to 30 years age bracket, 33.33 percent belonged to 31 to 40 years age bracket, 8.82 percent belonged to 41 to 50 years age bracket. Thus there were child labour too in first age bracket of 11-20 years. Obviously, they were sent to work due to their poor economic conditions, sacrificing their education.
 - (24) 43.14 percent of workers were totally illiterate. Among those who were educated; most had gone upto primary or secondary level. Only 5.88 percent were technically qualified and 2.45 percent had taken higher education. Thus, the level of education was rather low.
 - (25) 48.03 percent of workers were employed as permanent workers, whereas remaining 51.97 percent were either temporary or were engaged on contract basis.
 - (26) Only 5.88 percent were trained workers. As many as 94.12 percent were untrained. Thus we find large scale neglect of training.
 - (27) 19.12 percent got daily wages @ Rs. 35 to Rs. 50, 25.49 percent got daily wages @ Rs. 51 to Rs. 90, 7.84 percent got daily wages @ Rs. 91 to Rs. 100, 52.45 percent (106) workers were on daily wages. They had no secure job.
 - (28) The permanent employees get monthly wages. The range of wages varied between Rs. 1500-2000; Rs. 2001 to 5000 etc. But 1.98 of workers were paid as low as Rs. 500 to 1500 p.m.
 - (29) Almost all industries follow the timings between 9.00 a.m. to 6.00 a.m. They have a lunch break of 30 minutes.

- (30) The workers came to their industries from a distance of 1 to 5 kms.
- (31) As regards over time, 75.99 percent of workers preferred to keep silence; but some workers replied that if they work overtime; they get 35 percent of daily wages per hour.
- (32) 85.24 percent of workers mentioned that they get bonus but, 14.71 percent were deprived of this benefit. Perhaps the daily wagers are not paid bonus and only permanent workers are entitled to it, as per company's rules.
- (33) 71.08 percent of workers mentioned that they had health facilities at the place of work and same of them were given local medical assistance also. But 28.92 percent workers didnot respond.
- (34) What benefits the workers get from their company ? 26.14 percent mentioned about bonus; 17.63 percent mentioned about health facilities, 13.68 percent mentioned about leave benefit. 9.12 percent mentioned about provident fund, 7.60 percent mentioned about graduity benefit, 6.08 percent mentioned about dress, 4.56 percent mentioned about loan facility, 4.25 percent mentioned about residential accomodation, Some percent mentioned about transperation facility, Some percent mentioned about welfare facility, Some percent mentioned about House rent, Some percent mentioned about contigency & Some percent mentioned about medical allowance. All these facilities depend on individual company. All workers donot get these facilities; but some good companies do take good care of their workers and provide facilities within their policy frame work. Nevertheless, most of the workers get some facility or the other from their companies.
- (35) 73.53 percent workers donot find it risky to work in an industry; but 26.47 percent can apprehend one risk or other in the industry. It could be a possibility of an accident, spray of chemicals in the eyes, chemical powder going in stomach, electric current etc.
- (36) What measures companies take to avoid such risks ? Only 10.68 percent workers, responded to this question; but as many as 71.79 percent did not respond to this question.
- (37) As regards advantages (benefits) and non-advantages from the industries, 75.10 percent workers responded; but 24.90 percent didnot respond. Most of the workers (74.22%) replied that the industries have increased the employment opportunities for local tribal people.
- (38) Most of the workers (83.82 percent) avoided to talk about disadvantages of industries, but 14.70 percent mentioned about disadvantages related to health and environment.
- (39) The workers were asked to respond regarding change due to industry or industry's contribution in development of tribal areas. 79.90% of workers responded to this question, but 20.10 per-

cent did not respond, 46.28 percent mentioned that their standard of living had gone up and 22.28 percent mentioned that due to increase in their income, they could afford more comfort and physical amenities. As such, the industries did provide a new avenue of employment, other than their traditional one and thereby contributing to the increase in their annual income level.

- (40) How the industries are useful in total area ? 45.18 % did not respond; but out of those 49.51% responding, 67.2 percent mentioned about more opportunities of employment in tribal areas, 3.2 percent mentioned about increase in infrastructural amenities; 3.2 percent mentioned about increase in education, 1.6 percent mentioned about assistance in welfare activities including natural calamities etc. Thus there were varied responses regarding expectation from industries.
- (41) As such the response of workers regarding industries is rather positive. As many as 95.10 percent believe that the employment facilities have increased. Besides, they mention that the general behaviour of industrial owners is good, positive, harmonious.
- (42) But, the tribal workers covered in this study, though working for more than 2 to 5 years are still not made permanent and they are deprived of their benefits. They get daily wages between Rs. 50 to 90.
- (43) 50 to 60 percent of workers come from outside State. Even some operators/ industrial owners / operators are from outside State. They are permanent employees of the company.
- (44) The private industrial units do not take interest in developing skills of their workers by exposing them to some in-service training. Especially tribal workers do not get such facilities and their future is limited in terms of expansion or development of career.
- (45) The Tribal worker's Union seem to be very ineffective with regards to tribal workers in these industries including GIDC units. These are labourers belonging to non-organised sector; and as such their voice remains unheard. It cannot impress upon the management.
- (46) Most of the labourers have problems of poor health especially due to waste being sprayed in air during processing and affecting their lungs and stomach. It causes normal to serious illness. But very few industries have adequate dispensaries/hospitals or even health related facilities.

Some Suggestions based on this study regarding industries functioning in tribal areas :

- (1) There should be a clear-cut policy regarding industries in tribal areas. Most of the industrial units functioning in tribal areas take much care about their own industries; its development and its profit. They are not oriented about their social responsibility towards tribal areas. Most of them are perhaps not aware about legal provision that they are required to spend 20 percent of

their profit on development of tribal areas. Some of the industries do undertake public welfare activities but here too, they are more concerned about the prestige of the industry or income tax rebate. We are of the opinion that there should be clear cut policy about providing employment to local tribals and development of area; and the industries should be oriented about it before giving sanction to start an industry.

- (2) We are of the opinion that the private industries are not in a position to provide better local employment nor the development of tribal area. We therefore propose that any new industry should be given to co-operative sector or to public sector.
- (3) The industries related to colour, chemicals etc. should be kept away from tribal areas. Most of such units pollute the air, underground water and land.
- (4) As far as possible, only reprocessing units should be sanctioned so that environment can be protected; the locally produced raw material will be utilised and the local tribals will be provided employment.
- (5) Industries are not panacea to development. Even small and household industries can be given importance. Big industries affect the population composition of tribal areas. The tribals are marginalised in minority and the chances of his exploitation increase.
- (6) Both the quarry and mining industrial are most risky for tribal areas. These industries are directly related to land. The upper level of land is removed rather softly but the level of stones below land has to be broken with force. This causes deformation of geographical position. Besides, when the land doesnot exist; there is no possibility of forest. The agriculture suffers a lot. Besides the land is washed away swiftly, because its upper level is removed. Thus, the mining industries cause great harm and damage to environment. Unfortunately, more and more tribal areas are covered under this industry.
- (7) If the industries want to have a new unit in a tribal area, it must maintain a list of unemployed tribal youth of the area; and they should be preferred in giving employment. The youth coming from outside should be given next preference.
- (8) There is no provision or arrangement for training of tribal youth in the industry. In fact, proper and adequate training should be provided, which should be suitable to the concerned industry.
- (9) The Industrial safety and Health Department should act very seriously to see that the companies act according to the provisions of Limited Companies Act and Factory Act; and that they maintain the staff pattern as per provisions of the Act; and provide benefits to the workers as laid down in the Acts.