

A Study on Labour Market Among the Major Tribal Communities in Kerala

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ABSTRACT

After globalization the economy of Kerala has changed from the one dominated by the agriculture economy to the one dominated by the service sector over the years. This pattern of development based on urbanization and tertiarism opened wide avenues for non- agricultural employment even in rural areas. But there exists a severe mismatch between the talents and skills required for various sectors and skill sets possessed by the population. The forward communities in Kerala easily overcome the above said mismatch. Those who suffered most are the tribal communities in Kerala who are historically suffered with social disabilities, educational and economic deprivation and backwardness. Over the years several steps have been taken to bridge the gap between these groups and the rest of the population. But the gap still persists and the structural transformation taken place in India in general and Kerala in particular has little influence on the tribal communities of Kerala. Even within the tribal group the structural transformation has influenced different communities differently. So the present study focused on how the structural transformation, which is an outcome of globalisation has changed the labour market of tribal communities in Kerala.

KEYWORDS: Globalisation, Labour market, Work Participation Rate, Cultivators, Agricultural Labourers, Household industries, Tribals

INTRODUCTION

Development and modernization through industrialization has been the dominant strategy of economic development ever since the experience of industrialization in nineteenth century Europe (Haldor and Abraham, 2015). Friedman divided the history of globalization is into three periods (Thomas L. Friedman, 2005): Globalization 1 (1492–1800), Globalization 2 (1800–2000) and Globalization 3 (2000–present). He states that Globalization 1 involved the globalization of countries, Globalization 2 involved the globalization of companies and Globalization 3 involves the globalization of individuals. In the midst of technological

revolution labour market is changing the way it works. The technological advancement had made huge changes in the distribution of employment by sector which is the outcome of globalization. According to ILO (international Labour Organisation) the sectoral employment distribution is characterised with a declining share of workers in agricultural employment observed as households move up the economic ladder.

Globalization has both positive and negative impact on Indian economy. India has witnessed an impressive GDP growth rate of over 6 per cent since the 1980s. Growth has been particularly rapid since the post reform period of the 1990s. In 2015-16 the GDP growth rate reached 7.6 per cent, up from 5.6 per cent in 2012-13 (ILO). This high rate of growth of Indian economy had an impact on a slight improvement in Per capita income and standard of living of the people. It also reduced the absolute poverty in the economy

The challenge that continues in the economy after globalization is that how far this changes continues to be to ensure that economic growth translates into better labour market conditions. The employment scenario in India is probably the worst in recent years due to globalization. Overall, labour-force to population ratio (in the age group 15 years and above) at 56 per cent is low in India compared to nearly 64 per cent for the rest of the world. The low participation in India is largely because the female labour force participation rate (LFPR) is dismally low at 31 per cent, which is amongst the lowest in the world and the second lowest in South Asia after Pakistan (though official figures are clearly underestimated). (ILO JOURNAL) .

Occupational shift after globalization in india shows that although the economy has moved out of agriculture to non agricultural sectors construction has absorbed more workers than other sectors in recent years.

In India, a large proportion of workforce is still dependent on the agricultural sector (48.9 per cent employment share in 2011-12). At the same time, its share in gross value added has fallen rapidly, from 18.4 per cent in 2011-12 to 15.4 per

cent in 2015-16. The Indian economy is dominated by the services sector, which accounted for 53.4 per cent of GVA in 2015-16. In terms of employment, the share of the services sector in urban areas was 58.7 per cent (2011-12), compared to just 16.1 per cent in rural regions. This unbalanced pattern of growth is at variance with not just the experience of the fast growing economies of East and South East Asia but also the economic historical experience of the present day developed countries of the West.

The growth benefits of globalization aside, the costs imposed by these are often unevenly borne by the poorest and the marginalised of the society. The gainers of this process improve their economic status and are able to enjoy better quality of life. For millions of people, this development strategy has displaced them from their life-supporting economic activities and stability of the existing pattern of living cost them their homes, their livelihood, their health and even their lives (Hussain, 2008).

A indepth look into the economy of kerala also shows that there is an improvement in the growth rate of the economy. Labour market sectoral Distribution of Gross State Value Added During 2014-15, the contribution from primary, secondary and tertiary sectors to the GSVA at constant prices (2011-12) was 12.15 per cent, 25.11 per cent and 62.74 per cent respectively(Economic Review, Kerala).At current prices, the primary, secondary and tertiary sectors contributed 12.91 per cent, 24.81 per cent and 62.28 per cent respectively to the GSVA during 2014-15

The driving factor for the growth of the tertiary sector is mainly the growth in storage, trade, hotels and restaurant which is showing an increase of 14.72 per cent in 2014-15 compared to 7.10 per cent in 2013-14. Negative growth in agriculture is generally because of the decrease in production of some of the cash crops like pepper, turmeric, cashew, tea, coffee and rubber.

The sectoral distribution of workers in organised sector across different years indicates that the dependence on agriculture continues to decline; whereas dependence on service sector continues to rise. The employment in agriculture (relative to other sectors) gradually fell from 7.5 per cent in 2004-05 to 5.9 per cent in 2014-15. Whereas, the relative share of employment in Community, Social and Personal Services increased from 44.7 per cent in 2004-05 to 50.43 per cent in 2014-15. This indicates that nearly half of the employment is in the community, social and personal services. Manufacturing sector accounted for 20.4 per cent of employment. Its share in employment exceeded its share in income. The share of secondary sector in employment exceeded its share in income from 1993-94 onwards. In this

respect, the secondary sector in Kerala differed from that of India.

From the above discussions, it is clear that the labour market of Kerala has achieved a structural transformation as far as employment is concerned. After globalization the economy of Kerala has changed from the one dominated by the agriculture economy to the one dominated by the service sector over the years. This pattern of development based on urbanization and tertiarism opened wide avenues for non- agricultural employment even in rural areas. But there exists a severe mismatch between the talents and skills required for various sectors and skill sets possessed by the population. The forward communities in Kerala easily overcome the above said mismatch. Those who suffered most are the tribal communities in Kerala who are historically suffered with social disabilities, educational and economic deprivation and backwardness. Over the years several steps have been taken to bridge the gap between these groups and the rest of the population. But the gap still persists and the structural transformation taken place in India in general and Kerala in particular has little influence on the tribal communities of Kerala. Even within the tribal group the structural transformation has influenced different communities differently. *In this background, the present study focused on how the structural transformation, which is an outcome of globalisation has changed the tribal communities in the labour market of Kerala.* In order to get the clear picture of tribals in the labour market of kerala we have gone through the work participation rate, total workers main and marginal workers and their industrial classification.

Scheduled Tribe households in Kerala have a better standard of living than their counterparts in the rest of the country in general. However, Tamil Nadu has shown an even better standard of living for Scheduled Tribe households than Kerala(Economic Review, Kerala)The Scheduled Tribe population of Kerala is 484839 persons as per 2011 Population Census constituting 1.45 per cent of the total population of the State. There has been an increase of 0.63 per cent point as compared to 2001 population census. Sex ratio of Scheduled Tribe population in Kerala is 1035. Literacy rate is 75.81. The Scheduled Tribes in Kerala are not only geographically concentrated, but are overwhelmingly rural. Highest concentration of Scheduled Tribes is seen in Wayanad district (31.24 per cent) followed by Idukki (11.51 per cent), Palakkad (10.10 per cent) and Kasaragod (10.08 per cent).These four districts together account for 62.93 per cent of Scheduled Tribes in the State. The coastal district of Alappuzha has the lowest percentage (1.36 per cent). Scheduled Tribes, households in Kerala have much greater access to banking services, television,

computer with internet, land line and car than an average Scheduled Tribe household in India Compared to other southern states, only Scheduled Tribe households in Tamil

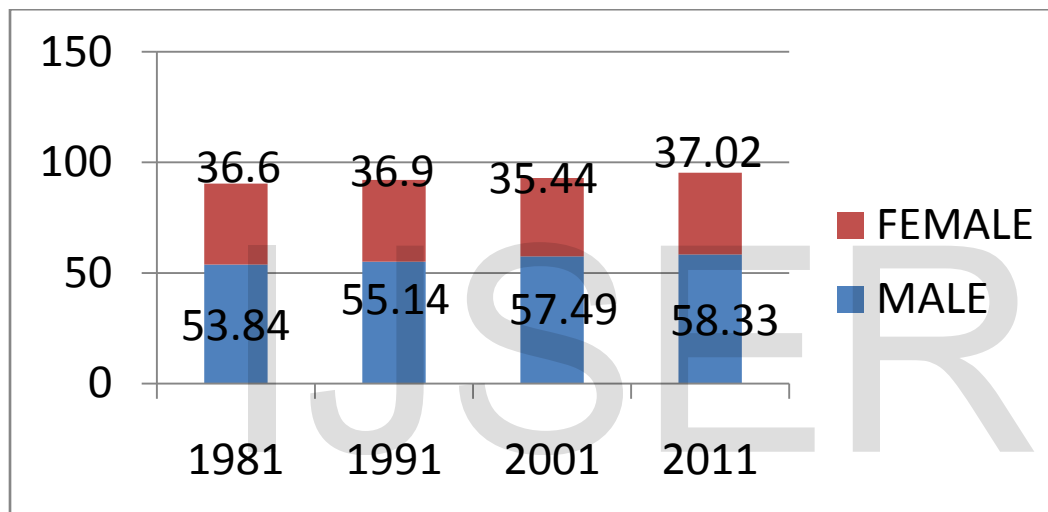
Nadu have greater access to televisions, computer with internet, landline phones and car than Kerala.

SCHEDULED TRIBES IN THE LABOUR MARKET OF KERALA

As all the economies in India, Kerala economy is also undergoing huge changes. Changes are occurring in all aspects of the economy. Labour market is also changing the way it works. But still there are some exceptions as far as tribals in the Kerala economy are concerned. The work participation of scheduled tribes (both for males and females) in the labour market is increasing which is a contrast to the non tribals in the Kerala economy. The work

participation rate of scheduled tribe males in Kerala has increased from 53.84 per cent in 1981 to 58.33 percent in 2011 i.e., an increase of around 4 points over the years and The work participation rate of Scheduled tribe females also increased from 36.6 percent in 1981 to 37.02 per cent in 2011. Only during 2001 the work participation rate of females has declined (35.44 percent) which is given in the figure below. Even though the female work participation rate in Kerala has increased, the increase is very meager that is around 1 percentage points.

FIG.1 WORK PARTICIPATION RATE OF SCHEDULED TRIBES IN KERALA (IN PERCENTAGE)

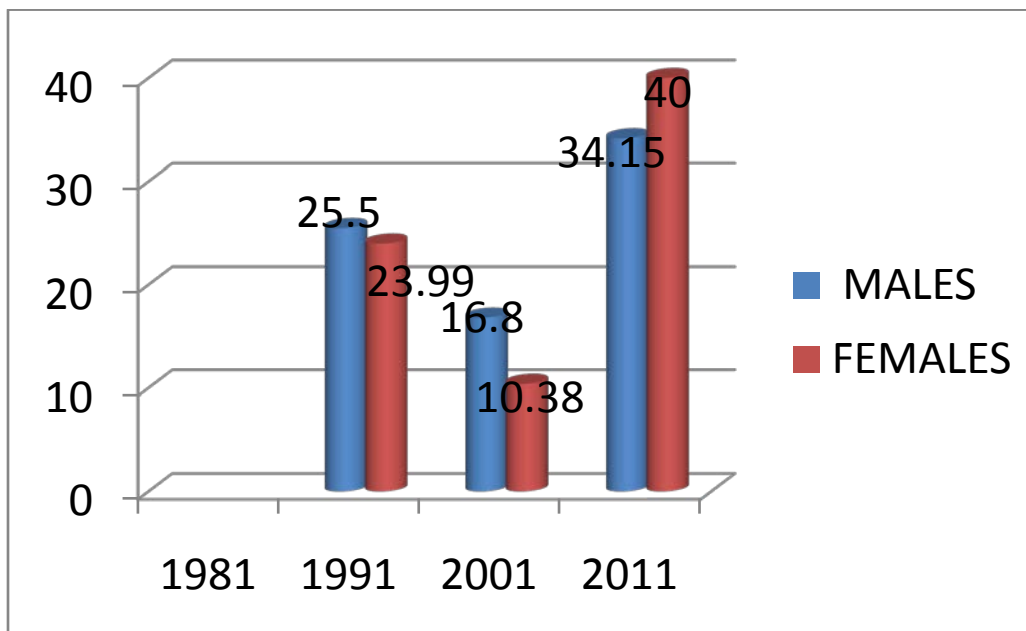


But another notable change that occurred among the ST is that eventhough the WPR has increased for both males and females, the main workers among both the males and females has declined (see fig.2). The main workers for males have declined from 93.47 percent in 1981 to 75.84 percent in 2011. The decline is around 18 percentage points. In the same manner the main workers among the females also declined from 83.78 percent to 22.71 percent from 1981 to 2011. The decline is high during the period 2001 i.e, 70.73 for males and 19.9 percent for females. The decline is an

after effect of 1991 policy. A change in the economy moved the tribals from main workers to marginal workers. The mismatch of the demand and supply made them to limit their labour power as marginal workers.

The 2001 data shows that they are unable to cop up with the changing economy, which made them to move as marginal workers but gradually they are overcoming the situation. It is clear from the data that the main worker for males and females is increasing from 2001 to 2011.

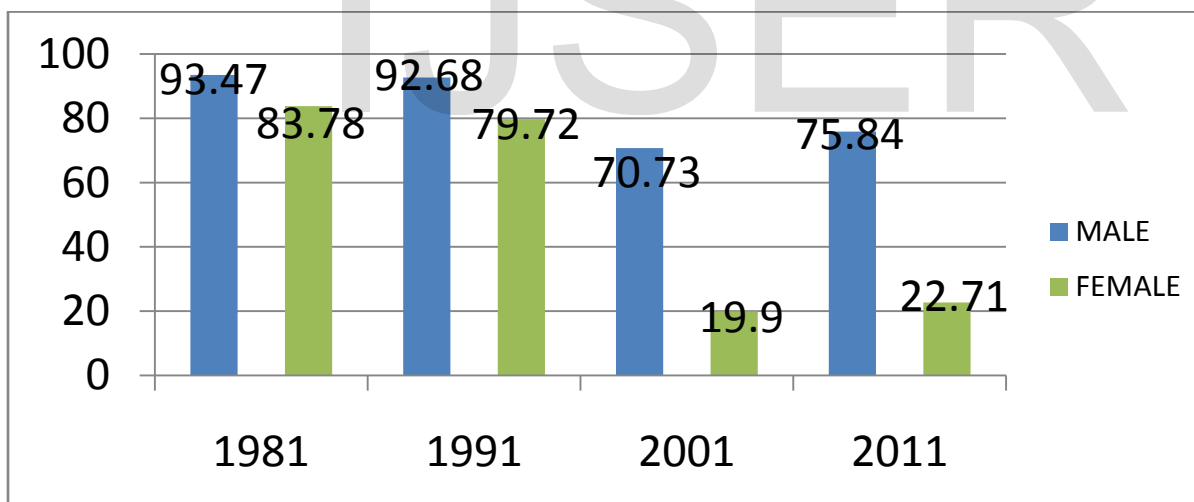
FIG. 2 GROWTH RATE OF TOTAL WORKERS IN KERALA



Growth rate of total workers for scheduled tribes also increased for both males and females. The total workers for males has grown from 25.5 percent from 1981 to 34.15 percent in 2011 and the same for females

FIG.3 TOTAL MAIN WORKERS IN KERALA

has increased from 23.99 percent in 1981 to 40 per cent in 2011. The increase among the females is high over the years



As mentioned earlier within the total workers for males and females the main workers are declining and the female workers is increasing. This is true for both males and females. This fact is clear from table 1. The marginal workers for males have increased from 6.53 percent in 1981

to 24.16 percent in 2011 for males and for the females the same moved up from 16.21 percent in 1981 to 38.65 percent in 2011. Only a variation is marked in 2001, the reason is that the globalization and modernization of labour market pushed the workers from main workers to marginal ones.

TABLE 1: TOTAL MARGINAL WORKERS IN KERALA

YEAR	MALE	FEMALE
1981	6.53	16.21
1991	7.32	20.28
2001	29.27	43.84
2011	24.16	38.65

Source: various census reports

In short, we can see that the globalization improved the WPR of STs in Kerala. But the movement is towards marginal workers rather than main workers. From 2001 census data it is clear that 1991 reforms forced them to become marginal workers and gradually they are overcoming the situation as there is a meager improvement in main workers in 2011 compared to 2001.

At the same time there is visible movement among the STs in employment within the main workers. They have moved from agricultural sectors to non agricultural sectors over the years. Specifically speaking the STs has shifted

themselves from cultivators and agricultural labourers to other workers which include livestock, forestry, fishing, mining and quarrying, manufacturing process other than HHL, construction, trade and commerce, transport and other services. This is clear from table 2. During 1981 the STs especially the females among the STs are concentrated more as agricultural labourers (50.32 per cent for males and 69.28 per cent for females in 1981 to 8.76 for males and 13.49 per cent for females in 2011) and shifted towards others (23.13 for males and 18.13 for females in 1981 to 82.91 for males and 79.74 for females in 2011). This is seen from the table 2.

TABLE 2: INDUSTRIAL CLASSIFICATION OF MAIN WORKERS

	CULTIVATORS		AGRICULTURAL LABOURERS		HOUSEHOLD INDUSTRIES		OTHERS	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
1981	25.98	11.52	50.32	69.28	0.56	1.07	23.13	18.13
1991	19.49	11.72	51.41	62.55	0.32	0.74	28.79	24.99
2001	7.98	4.00	11.06	17.27	2.49	6.45	78.47	72.28
2011	6.48	3.69	8.76	13.49	1.84	3.08	82.91	79.74

Source: various census reports

The present study did not take into account the industrial classification of marginal workers as the industrial classification for marginal workers is available for 2001 and 2011 census year only. So it is not possible to study their

participation now without knowing where they concentrated before and the study focus there.

Now what we have to know is whether all the tribal communities are moving in the same pattern as the data revealed earlier. For that purpose the study takes in to account 28 tribal communities on the basis of the availability of data. From the data it is revealed that the WPR of all scheduled tribes remains more or less same for both males (53% in 2011) and females (36% in 2011). A close analysis into the tribal communities showed that the WPR of both males and females increased among maha malasar community from 20 per cent in 1981 to 50.50 per cent in 2011 among the males and 25% in 1981 to 37.35 % in 2011 among females. They are followed by kurichan and kochuvelan communities. The highest decline in WPR is among the arandan community that is, for males 64.86% in 1981 to 50.39% in 2011 and for Females 56.90 % to 37.01 percent in 2011. Female WPR increased among Uraly community (28.16 percent in 1981 to 46.37 percent in 2011) (see table in appendix)

LABOUR MARKET OF VARIOUS SCHEDULED TRIBE COMMUNITIES IN KERALA

Most of the tribal communities both males and females are engaged either as main workers or as marginal workers. peculiarity of tribal communities in Kerala is that more than 50 per cent of the tribal communities are engaged as main workers. So a study on industrial classification of main workers for various tribal communities itself gives where the tribal communities are in the labour market of Kerala. particularly speaking in which industrial group that is either as cultivators , agricultural labourers, Household industry workers or as other workers which includes livestock, forestry, fishing, mining and quarrying, Manufacturing, Processing, Servicing and Repairs in other than Household Industry; Constructions; Trade and Commerce; Transport, Storage and Communications, Other services in 1981 and Electricity, Gas and Water Supply; Construction; Wholesale and Retail Trade; Hotels and Restaurants, Transport, Storage and Communications; Financial Intermediation; Real Estate, Renting and Business Activities; Public Administration and Defence, Compulsory Social Security; Education; Health and Social Work; Other Community, Social and Personal Service Activities; Private Households with Employed Persons; Extra-Territorial Organisations and Bodies in 2001 and 2011. As most of tribal population is engaged as main workers the present study purposefully neglects the marginal workers.

Main workers among major tribal communities show that main workers among all Scheduled Tribes declined from 82.37 % in 1981 to 74.45 % in 2011 among males. Female main workers declined from 74.29% in 1981 to 61.29 % in 2011. Main workers declined highly among Arandan

community. Males declined from 100% in 1981 to 63.08% in 2011 and females declined from 90.01% to 71.93 %. Main workers increased highly among kochuvelan community. Males increased from 0.00 percent in 1981 to 66.67 percent in 2011. Females decreased from 100 per cent in 1981 to 83.33 per cent in 2011. Among eravallan and kurumbas main workers increased among females. Among all other communities both males and females declined. This means that globalization adversely affected the tribal communities and made them to move from main workers to marginal workers. The reason for this is due to the mismatch between skill, education, knowledge and awareness about the modern and changing technology and situations in the labour market. (see table in appendix)

INDUSTRIAL CLASSIFICATION OF MAIN WORKERS AMONG MAJOR TRIBAL COMMUNITIES

Industrial classification of main workers among major tribal communities in Kerala gives a different picture of the impact of globalization in the labour market. How the globalization has displaced them from their traditional employment to a different employment which needed more skill and education. Some of the tribal communities are able to overcome the situation of displacement but some others are not the worst affected are the arandan community whose WPR has declined after 2011 which means that they are moving away from labour market and becoming unemployed. To some extent the WPR of females increased among the tribal communities for subsistence. As they are far away from the education and skill that are needed in the current labour market the females have to enter the labour market for subsistence earning. The tables given below look in depth into the where the various tribal communities are or where there are employed in the current and flexible labour market of kerala where the whole economy is moving towards a service oriented employment. The tables shows the pace with which the tribal communities move differently.

During 2011 among the main workers, 40.59 % of the tribal communities are still dependent on agriculture, 48.27% on others and 10.09% as cultivators remaining 1.05 % in HHI.

The table given below shows that all these communities are still employed as agricultural labourers. More than 50 percent of the tribal population of most of the communities is still dependent on agriculture. Those who are not engaged as agricultural labourers are employed in other sectors which includes livestock, forestry, fishing, mining and quarrying, Manufacturing, Processing, Servicing and Repairs in other than Household Industry; Constructions; Trade and Commerce; Transport, Storage and Communications, Other services in 1981 and Electricity,

Gas and Water Supply; Construction; Wholesale and Retail Trade; Hotels and Restaurants, Transport, Storage and Communications; Financial Intermediation; Real Estate, Renting and Business Activities; Public Administration and Defence, Compulsory Social Security; Education; Health and Social Work; Other Community, Social and Personal Service Activities; Private Households with Employed Persons; Extra-Territorial Organisations and Bodies in 2001 and 2011. Least tribal population is engaged in household industries which includes Processing, Servicing and Repairs in Household industry.

A through look into different tribal communities gives a picture that the tribal community which still highly employed as agricultural labourers are adiyar community that is 78.94 per cent in 2011 and which employed least is muthuvan community (45.68 per cent).this is due to the fact that they are still working as cultivators. Now itself 27.91 percent of the muthuvan community remained as cultivators from 37.25 percent in 1981. This means that there is a meager transformation among this community people. All the communities selected for this study are either engaged as agricultural labourer or in other industrial group. Only a few are engaged in cultivation or in household industries. Table below makes the fact clear.

Apart from that when we compare 1981 data with that of 2011 data on industrial classification of agricultural labourers and others, we can see that adiyar community

transformed least from agricultural labourers to others. Their participation as agricultural labourers in 1981 was 85.28 percent which declined only to 6 percentage points by 78.94 percent compared to other communities in this table. And their participation as livestock, forestry, fishing, mining and quarrying, Manufacturing, Processing, Servicing and Repairs in other than Household Industry; Constructions; Trade and Commerce; Transport, Storage and Communications; Other services in 1981 and Electricity, Gas and Water Supply; Construction; Wholesale and Retail Trade; Hotels and Restaurants, Transport, Storage and Communications; Financial Intermediation; Real Estate, Renting and Business Activities; Public Administration and Defence, Compulsory Social Security. Education; Health and Social Work;Other Community, Social and Personal Service Activities; Private Households with Employed Persons; Extra-Territorial Organisations and Bodies in 2001 and 2011 increased only by the same 6 percentage points that is from 12.82 in 1981 to 19.62 in 2011. And among these communities which transformed most are irular community they were primarily engaged as agricultural labourers and cultivators in 1981 that is 50.74 percent and 40.04 percent respectively but after 1991 there is a change among them that they moved to other sectors that is from 9.14 percent in 1981 to 38.93 percent in 2011 , an increase of 29 percentage points. And their participation as agricultural labourers and cultivators declined to 48.95 percent and 10.01 percent respectively.

TABLE 3: TRIBAL COMMUNITIES WHICH REMAINED AS AGRICULTURAL LABOURER

TRIBAL COMMUNITIES	YEAR	CULTIVATORS	AGRICULTURAL LABOURERS	HOUSEHOLD INDUSTRIES	OTHERS
1. Adiyar	1981	1.60	85.28	0.40	12.82
	1991	5.49	83.28	0.00	11.23
	2001	1.11	76.26	0.54	22.09
	2011	1.33	78.94	0.11	19.62
2. Eravallan	1981	2.01	90.55	0.00	7.44
	1991	1.40	94.20	0.00	4.40
	2001	1.43	89.01	0.54	9.01
	2011	0.51	75.11	0.43	23.96
3. Hill Pulaya	1981	6.88	82.58	0.82	9.72
	1991	13.42	79.25	0.14	7.19
	2001	1.85	88.91	0.10	9.14
	2011	16.81	50.50	0.13	32.55
	1981	40.04	50.74	0.02	9.14

4. Irular, Irulan	1991	15.62	77.07	0.08	7.23
	2001	16.75	51.95	1.66	29.64
	2011	10.01	48.95	2.11	38.93
	1981	1.33	70.33	0.84	27.60
5. Kuttunayakan	1991	2.25	52.97	1.23	43.55
	2001	3.43	63.60	1.22	31.74
	2011	1.68	61.81	2.48	34.02
	1981	24.70	61.64	0.32	8.08
6. Mannan	1991	41.03	40.54	0.10	18.33
	2001	11.20	60.27	0.24	28.28
	2011	15.97	57.27	0.81	25.95
	1981	37.25	50.72	0.11	11.92
7. Muthuvan, Mudugar, Muduvan	1991	33.33	46.27	0.47	19.94
	2001	31.07	40.30	2.21	26.42
	2011	27.91	45.68	0.71	25.70
	1981	9.09	9.09	0.00	81.82
8. Palleyan	1991	4.39	35.09	0.00	60.53
	2001	6.63	30.72	0.00	62.65
	2011	4.92	71.15	0.00	23.93
	1981	0.50	85	0.03	14.24
9. Paniyan	1991	1.12	75.45	0.03	23.40
	2001	1.73	65.71	0.38	32.18
	2011	1.26	66.82	0.71	31.21
	1981	1.22	82.69	0.00	15.91
10. Malasar	1991	1.67	49.48	0.42	48.43
	2001	1.67	60.85	0.00	37.48
	2011	0.52	55.16	0.29	44.03
	1981	8.40	63.51	0.00	28.09
11. Malayan	1991	7.13	68.13	0.11	24.63
	2001	5.98	44.78	0.18	49.06
	2011	4.10	47.68	0.69	47.53
	1981	38.58	45.96	0.07	15.38
12. Kurichchan	1991	29.77	50.88	0.07	19.27
	2001	26.33	37.33	0.42	35.92
	2011	20.32	40.41	0.57	38.70

	1981	60.40	30.43	4.03	4.70
13. Kurumbas	1991	50.77	26.93	0.00	22.30
	2001	40.00	27.59	5.84	26.57
	2011	36.51	40.78	0.54	22.16

Source: various census reports

From the table it is also clear that there is an inverse shift happened among the palleyan community. The community moved from the IVth industrial classification to the IInd one that is as agricultural labourers. Their participation in others was 81.82 percent in 1981 which declined to 23.93 percent in 2011 and their participation as agricultural labourers was 9.09 percent which increased to 71.15 percentage. This may be due to the fact that the changing labour market needs more skilled labour which forces them to depend on agriculture with negative marginal productivity. The people of Malayan community are either employed in agriculture or in others. (see table 3) 47.68

percent as agricultural labourers and 47.53 percent employed in others.

There are communities which still either dependent as cultivators or agricultural labourers . such a trend is seen among the people of uraly community .among the community people 39.14 percent of them were cultivators, 47.09 were agricultural labourers , 13. 49 percent were engaged in others and 0.28 in HHI in 1981 and after 25 years of globalization they are still employed as cultivators and agricultural labourers (38.37 percent as cultivators and 34.87 percent as agricultural labourers in 2011). Only 26.39 percent on other works .This is clear from the table 4

TABLE 4: COMMUNITY WHICH REMAINED AS CULTIVATORS AND AGRICULTURAL LABOURERS

Tribal community	YEAR	CULTIVATORS	AGRICULTURAL LABOURERS	HOUSEHOLD INDUSTRIES	OTHERS
	1981	39.14	47.09	0.28	13.49
Uraly	1991	37.22	38.75	0.25	23.78
	2001	38.87	31.54	1.13	28.46
	2011	38.37	34.87	0.36	26.39

Source: various census report

When we come across the tribal communities which moved away from cultivators and agricultural labourers and engaged in others gives the idea that the Koraga community among the tribal communities had transformed from agricultural sector to non agricultural sector(see table below). During 1981 57.70 percent of the Koraga community was engaged in HHI but declined to 7.28 percent in 2011. And their participation in others increased from 23.01 percent in 1981 to 83.86 percent in 2011. Least moved were the Kuruman community. Primarily they were engaged as agricultural labourer that is about 51.79 percent in 1981 which declined to 37.37 percent in 2011. While, this community's participation in other activities of work

increased from 21.23 percent to 45.38 percent in 2011. Even though there is a transformation among those who transformed from agriculture to non agriculture, they are the least transformed tribal community. Another notable fact is that the malai arayan community was engaged in cultivation during 1981 (about 56.86 percent) which declined during 2011 (to 23.80 percent). And they transformed highly to other activities of work that is about 66.56 percent in 2011, during 1981 it was only 8.37 percent. In short the globalization had a huge impact on the employment pattern of the below given tribal communities of Kerala.

Table 5: Tribal Communities Which Moved to Other Sectors

	YEAR	CULTIVATORS	AGRIULTURAL LABOURERS	HOUSEHOLD INDUSTRY	OTHERS
	1981	0.00	62.96	0.00	37.04
1. Arandan	1991	2.78	47.22	0.00	50.00

	2001	0.00	21.67	6.67	78.33
	2011	0.00	18.29	0.00	81.71
	1981	2.65	10.91	0.00	80.09
2. Kadar	1991	4.18	21.03	1.18	73.61
	2001	6.44	17.67	0.42	75.47
	2011	2.52	13.57	0.72	83.19
	1981	49.55	35.27	1.36	13.69
3. Kanikaran, Kanikkar	1991	42.98	35.63	0.16	21.23
	2001	14.65	19.24	2.32	63.79
	2011	9.85	38.43	0.43	51.29
	1981	0.00	0.00	0.00	50.00
4. Kochu Velan	1991	0.00	5.56	0.00	94.44
	2001	8.33	25.00	8.33	58.33
	2011	9.09	18.18	9.09	63.64
	1981	0.37	18.55	57.70	23.01
5. Koraga	1991	2.19	21.20	28.32	48.29
	2001	0.23	8.41	54.67	36.68
	2011	0.90	7.96	7.28	83.86
	1981	5.49	13.19	0.00	81.32
6. Kudiya, Melakudi	1991	16.50	16.83	0.00	66.67
	2001	3.74	13.08	3.74	79.44
	2011	2.24	5.83	8.07	83.86
	1981	26.78	51.79	0.21	21.23
7. Kurumans	1991	17.66	48.69	0.19	33.46
	2001	17.83	35.30	0.82	46.05
	2011	16.69	37.37	0.56	45.38
	1981	0.00	50.00	0.00	50.00
8. Maha Malasar	1991	5.26	63.16	0.00	31.58
	2001	0.00	0.00	0.00	100.00
	2011	0.00	21.43	2.38	76.19
	1981	56.86	21.53	0.15	8.37
9. Malai Arayan	1991	43.62	19.76	0.02	36.59
	2001	28.22	8.82	0.86	62.11
	2011	23.80	8.75	0.89	66.56

	1981	7.66	26.31	4.09	60.79
10. Malai Pandaram	1991	8.04	55.70	2.44	33.81
	2001	1.39	15.83	4.44	78.33
	2011	1.04	33.43	0.90	64.63
	1981	7.66	76.17	0.00	16.17
11. Malai Vedan	1991	5.91	75.22	0.60	18.26
	2001	2.22	44.52	1.96	51.30
	2011	1.63	31.69	0.62	66.06
	1981	15.38	48.72	1.28	33.33
12. Malakkuravan	1991	5.78	47.98	4.05	42.20
	2001	3.90	19.48	0.00	76.62
	2011	1.56	18.75	0.00	79.69
	1981	15.34	39.81	5.07	41.57
13. Ulladan	1991	13.56	37.73	3.23	45.49
	2001	10.14	22.76	2.13	64.97
	2011	8.85	18.64	1.16	71.36

Source: various census reports

CONCLUSION

This study examined the changing labour market participation of various tribal communities in the course of development, which is development through modernization. The globalization via modernization had affected the various tribal communities differently. When the whole economy walks off with modernization only those who lag behind are the tribal communities. On a whole the tribal communities are on the path with globalization, but there are a number of tribal communities who lag behind and went to a worse situation especially in their employment. The skill and education which they achieved are not in par with the modernized economy which through them to a big trap. The four fold industrial classification for tribal communities says the story clearly. Their occupational distribution is highly skewed they are either engaged in agriculture or on other sectors. Some still on cultivation but none to household industries. These groups are still on the bottom level of employment hierarchy. Even though there are so many policies and programmes to take them to the upper hierarchy that are not reaching to these sections. That who benefitted and overcome the situation seems to be survival of the fittest.

In effect, the globalization and modernization in the economy especially in the labour market has put the

indigenous people to depend on agriculture without any productivity or to move to fishing, mining and quarrying or to the low paid jobs within construction, trade, manufacturing and other services which made them live in the vicious circle of poverty.

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Appendix

Table 1: WORK PARTICIPATION RATE AMONG TRIBAL COMMUNITIES IN KERALA (TOTAL)

	total			
	YEAR	MALE	FEMALE	MALE+FEMALE
1. Adiyam	1981	56.34	53.04	54.64
	1991	57.18	51.74	54.43
	2001	56.78	47.58	51.99
	2011	57.61	44.39	50.71
2. Arandan	1981	64.86	56.90	60.00
	1991	58.51	57.84	58.16
	2001	67.14	46.99	56.21
	2011	50.39	37.01	43.11
3. Eravallan	1981	65.43	62.19	63.83
	1991	66.85	65.44	66.17
	2001	66.63	59.18	62.96
	2011	65.03	51.91	58.37
4. Hill Pulaya	1981	56.36	51.58	53.96
	1991	58.92	49.14	54.16
	2001	66.74	52.40	59.52
	2011	63.11	55.47	59.24
5. Irular, Irulan	1981	60.21	46.07	53.21
	1991	58.35	49.76	54.08
	2001	58.37	45.76	52.09
	2011	58.30	46.09	52.15
6. Kadar	1981	55.94	38.55	47.50
	1991	58.61	41.24	50.02
	2001	58.39	36.64	47.46
	2011	52.34	42.81	47.51
7. Kanikaran, Kanikkar	1981	54.76	22.51	38.44
	1991	56.76	33.69	44.83
	2001	55.17	24.00	38.85
	2011	57.93	28.71	42.43
8. Kuttunayakan	1981	56.82	47.11	52.11
	1991	57.81	44.71	51.47
	2001	57.78	40.64	49.29
	2011	56.10	42.45	49.23
9. Kochu Velan	1981	25.00	33.33	30.00
	1991	77.78	38.89	58.33
	2001	50.00	25.00	38.89
	2011	40.91	37.50	39.47
10. Koraga	1981	57.94	50.00	54.28
	1991	53.27	45.33	49.30
	2001	60.85	51.25	56.16
	2011	60.28	45.65	52.84
11. Kudiya, Melakudi	1981	58.67	43.96	51.34
	1991	56.43	34.86	45.81

	2001	56.96	30.00	44.30
	2011	58.06	26.96	42.93
	1981	47.54	29.19	38.52
12. Kurichchan	1991	47.96	27.93	38.12
	2001	55.50	29.49	42.57
	2011	60.98	35.51	48.28
	1981	50.37	32.83	41.74
13. Kurumans	1991	50.58	33.00	41.89
	2001	56.16	30.58	43.40
	2011	61.48	37.53	49.40
	1981	56.32	41.15	49.10
14. Kurumbas	1991	50.26	46.13	48.30
	2001	51.77	42.51	47.33
	2011	55.91	42.76	49.38
	1981	20.00	25.00	22.22
15. Maha Malasar	1991	57.14	59.09	58.33
	2001	65.63	59.62	62.93
	2011	50.70	37.35	43.51
	1981	50.17	14.19	32.17
16. Malai Arayan	1991	56.13	18.05	37.14
	2001	58.55	21.67	39.82
	2011	59.55	30.55	45.06
	1981	53.20	24.23	38.94
17. Malai Pandaram	1991	54.46	38.93	47.23
	2001	60.28	28.92	44.54
	2011	56.07	30.88	43.64
	1981	53.38	32.67	43.12
18. Malai Vedan	1991	56.07	30.10	42.84
	2001	55.71	23.83	39.31
	2011	57.75	31.29	43.96
	1981	54.70	20.29	36.08
19. Malakkuravan	1991	48.63	26.27	38.21
	2001	52.42	33.82	42.69
	2011	52.27	40.23	46.29
	1981	69.66	63.09	66.49
20. Malasar	1991	60.14	55.17	57.87
	2001	62.98	54.59	58.78
	2011	60.11	50.44	55.31
	1981	59.75	39.75	50.38
21. Malayan	1991	57.82	48.28	53.12
	2001	58.84	43.64	51.16
	2011	58.17	40.63	49.20
	1981	49.50	14.03	32.29
22. Malayarayar	1991	56.13	23.75	39.65
	2001	57.42	25.85	41.58
	2011	60.63	42.68	51.40
	1981	73.65	44.30	57.29
23. Mannan	1991	58.99	41.36	50.23
	2001	57.47	35.85	46.47
	2011	63.52	43.00	53.06

	1981	53.87	39.45	46.74
24. Muthuvan, Mudugar, Muduvan	1991	52.69	30.93	41.90
	2001	55.83	42.67	49.33
	2011	59.77	50.97	55.39
	1981	37.50	35.71	36.67
25. Palleyan	1991	52.54	50.00	51.27
	2001	57.94	52.20	55.13
	2011	64.54	57.83	61.20
	1981	55.06	49.13	52.04
26. Paniyan	1991	57.49	47.31	52.29
	2001	57.85	40.41	48.92
	2011	57.29	42.72	49.76
	1981	53.76	19.44	36.90
27. Ulladan	1991	54.89	22.07	38.48
	2001	56.66	23.31	39.62
	2011	58.58	27.95	42.82
	1981	53.15	28.16	41.05
28. Uraly	1991	56.19	28.17	42.58
	2001	62.09	38.86	50.46
	2011	64.00	46.37	55.20

SOURCE: VARIOUS CENSUS REPORTS

Table 2: main workers among major tribal communities in Kerala

	TOTAL			
	YEAR	MALE	FEMALE	MALE+FEMALE
1. Adiyen	1981	92.28	87.38	89.83
	1991	92.01	83.19	87.77
	2001	65.16	54.07	59.88
	2011	78.44	70.54	74.83
2. Arandan	1981	100.00	90.91	94.74
	1991	96.36	93.22	94.74
	2001	70.21	69.23	69.77
	2011	63.08	71.93	67.21
3. Eravallan	1981	93.30	79.06	86.46
	1991	94.45	91.27	92.92
	2001	84.63	80.88	82.89
	2011	94.60	88.13	91.68
4. Hill Pulaya	1981	96.43	93.38	94.96
	1991	98.03	88.12	93.65
	2001	59.54	52.82	56.56
	2011	89.48	79.66	84.83
5. Irular, Irulan	1981	93.04	83.29	88.86
	1991	96.11	91.30	93.91
	2001	75.62	62.89	70.05
	2011	72.11	61.45	67.36
6. Kadar	1981	97.00	91.81	94.96
	1991	97.33	84.71	92.19
	2001	56.98	31.90	47.25
	2011	68.99	48.13	59.46
7. Kanikaran, Kanikkar	1981	95.04	62.83	85.50
	1991	93.02	71.50	84.65

	2001	54.76	48.81	52.83
	2011	70.44	53.60	64.40
	1981	90.83	85.24	88.38
8. Kuttunayakan	1991	85.38	76.40	81.60
	2001	62.98	49.38	57.42
	2011	61.41	52.73	57.64
	1981	0.00	100.00	66.67
9. Kochu Velan	1991	92.86	71.43	85.71
	2001	100.00	50.00	85.71
	2011	66.67	83.33	73.33
	1981	93.29	86.56	90.44
10. Koraga	1991	91.59	87.70	89.80
	2001	69.36	62.15	66.15
	2011	66.31	65.94	66.15
	1981	92.61	83.97	88.93
11. Kudiya, Melakudi	1991	97.21	72.87	88.08
	2001	62.22	36.51	54.04
	2011	73.08	50.49	66.17
	1981	91.82	85.38	89.42
12. Kurichchan	1991	94.20	75.74	87.55
	2001	73.61	54.92	67.18
	2011	75.13	55.90	68.08
	1981	92.07	76.57	86.07
13. Kurumans	1991	90.81	69.53	82.53
	2001	68.09	50.78	62.00
	2011	80.72	63.25	74.03
	1981	86.28	47.81	70.95
14. Kurumbas	1991	87.71	73.18	81.11
	2001	75.94	54.18	66.57
	2011	85.16	87.61	86.22
	1981	100.00	100.00	100.00
15. Maha Malasar	1991	100.00	84.62	90.48
	2001	83.33	67.74	76.71
	2011	75.00	48.39	62.69
	1981	97.02	74.51	92.06
16. Malai Arayan	1991	96.59	64.87	88.90
	2001	85.30	73.43	82.02
	2011	82.08	60.01	74.60
	1981	97.21	89.33	94.79
17. Malai Pandaram	1991	81.17	54.03	70.75
	2001	63.29	53.20	60.00
	2011	67.30	56.10	63.39
	1981	93.45	82.99	89.52
18. Malai Vedan	1991	95.75	84.35	91.67
	2001	64.76	59.37	63.08
	2011	76.30	64.18	71.80
	1981	95.31	60.71	84.78
19. Malakkuravan	1991	88.73	70.15	82.78
	2001	70.77	67.39	69.37
	2011	76.09	82.86	79.01
	1981	89.11	88.78	88.96
20. Malasar	1991	82.71	71.91	78.01
	2001	68.95	60.85	65.18
	2011	80.02	72.78	76.74
	1981	98.42	93.05	96.43

21. Malayan	1991	93.94	90.59	92.44
	2001	79.37	68.39	74.64
	2011	72.64	65.12	69.46
	1981	96.86	83.96	94.14
22. Malayarayar	1991	94.46	65.21	85.54
	2001	87.08	66.11	80.54
	2011	84.85	77.03	81.51
	1981	96.47	90.99	94.11
23. Mannan	1991	89.02	68.13	80.47
	2001	74.32	60.24	68.79
	2011	64.36	52.91	59.63
	1981	95.05	82.91	89.98
24. Muthuvan, Mudugar, Muduvan	1991	93.07	87.02	90.85
	2001	75.59	52.18	65.59
	2011	69.26	57.44	63.85
	1981	100.00	100.00	100.00
25. Palleyan	1991	95.16	93.22	94.21
	2001	75.81	67.29	71.86
	2011	90.53	81.47	86.27
	1981	92.09	86.96	89.62
26. Paniyan	1991	89.85	81.05	85.79
	2001	60.62	48.80	55.62
	2011	73.97	61.53	68.45
27. Ulladan	1981	89.60	72.17	85.09
	1991	92.76	73.63	87.27
	2001	78.98	65.95	75.06
	2011	81.21	58.29	73.51
28. Uraly	1981	97.13	91.71	95.33
	1991	91.83	65.35	83.32
	2001	75.40	59.91	69.43
	2011	82.62	66.55	75.89

Source: various census reports