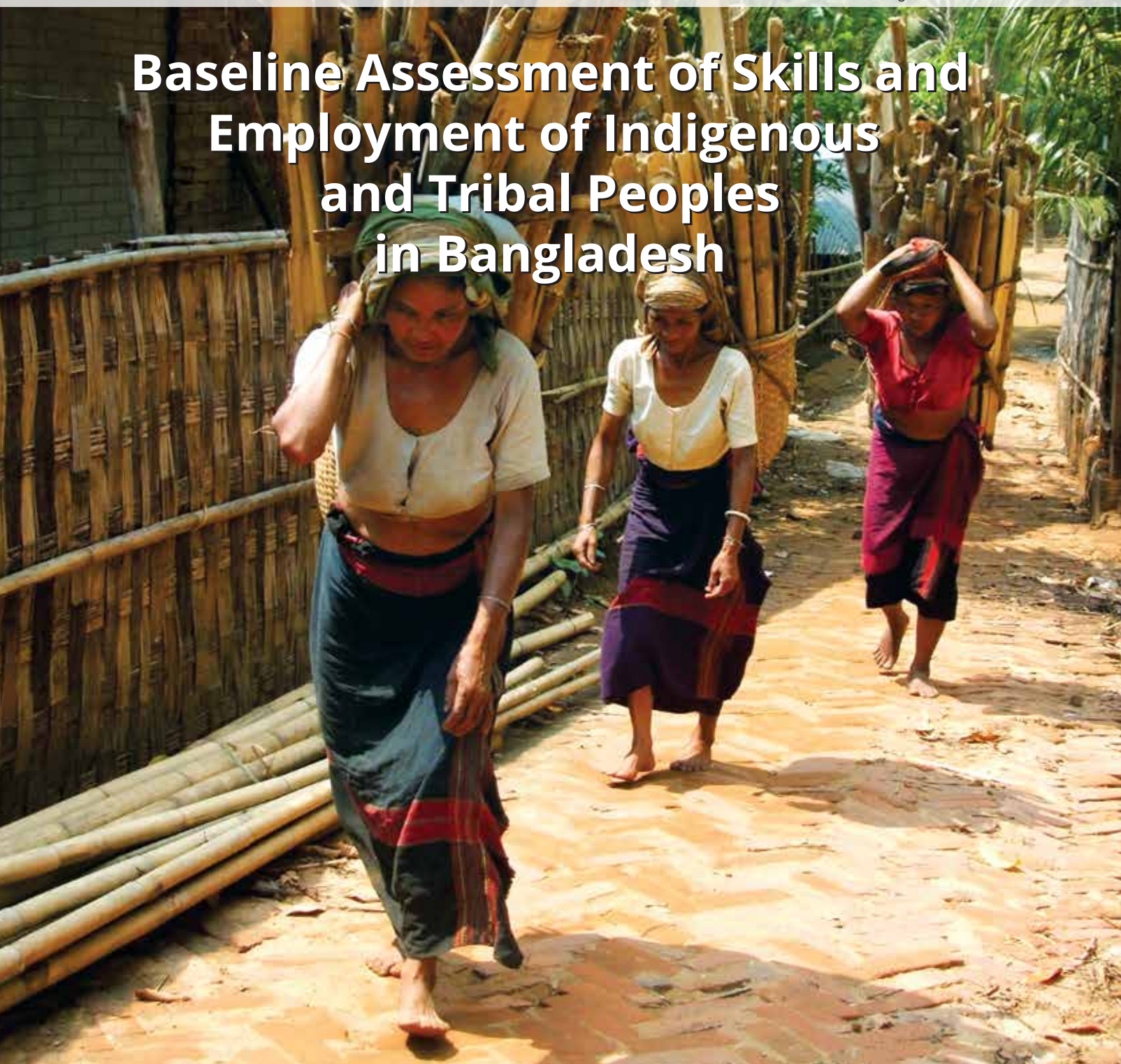
Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

Swiss Agency for Development and Cooperation SDC

International Labour Organization

Baseline Assessment of Skills and Employment of Indigenous and Tribal Peoples in Bangladesh



Study prepared for the

International Labour Organization

by

Bangladesh Institute of Development Studies (BIDS)

Baseline Assessment of Skills and Employment of Indigenous and Tribal Peoples in Bangladesh

Kazi Ali Toufique
Abdul Hye Mondal
Mohammad Yunus
Sinora Chakma
Sami Farook

Study prepared for the
International Labour Organization

Bangladesh Institute of Development Studies
E-17 Agargaon, Dhaka-1207

Published by ILO Country Office for Bangladesh
House 2, Road 140, Central Gulshan, Gulshan-1, Dhaka-1212, Bangladesh

The printing of this publication was funded by Sida

First published 2017

The ILO Convention on Indigenous and Tribal Populations, 1957 (No. 107) and The Laws of Bangladesh: A Comparative Review/ International Labour Office.- Geneva: ILO, 2009 1 v.

ISBN 978-984-34-3707-5

Indigenous peoples / tribal peoples / ILO Convention / legislation / text / ratification / comment / application / comparative law/ Bangladesh 14.08

ILO Cataloguing in Publication Data

Report on Baseline Assessment of Skills and Employment of Indigenous and Tribal Peoples in Bangladesh is available at http://www.ilo.org/global/topics/indigenous-tribal/publications/lang--en/index.htm

Cover design and layout: Alexius Chicham

Printed by: Tangsree Color System, Printed in Bangladesh

CONTENT

Director General
Bangladesh Institute of Development Studies

Preface

Bangladesh Institute of Development Studies (BIDS) conducted the study on the 'Skill and Employment Baseline Assessment of Indigenous and Tribal Peoples (ITPs) in Bangladesh' funded by Swiss Agency for Development and Cooperation (SDC) with support of the International Labour Organization (ILO). The report was prepared by Dr. Kazi Ali Toufique with the help of a team comprising of Dr. Mohammad Yunus, Dr. Abdul Hye Mondol, Ms. Sinora Chakma, and Mr. Sami Farooq. I would like to thank them all for their contribution and hard work. The generous support and cooperation provided by the respondents during the survey is also highly acknowledged. Information provided by various organizations working with ITPs greatly helped the research team in their work.

The availability of information pertaining to ITPs appear to be uneven. For example, they were included in the 1991 population census but mysteriously got excluded in the 2001 census. According to the population census of 2011, Bangladesh had around 1.6 million indigenous and tribal people representing about 1.1% of the total population.

Based on a large sample of 10,000 households, this report provides valuable information on socio-economic conditions, skills and employment situation of the ITPs. The study shows they are primarily involved in low skill, low productive economic activities and they lag behind the rest of the rural population of Bangladesh in terms of housing conditions, sanitation facilities, access to land etc. They are mainly employed in the informal sector and their skill levels are extremely low. Over 80% of them could be described as being unskilled, with no or very limited skill-levels in evidence.

I would like to thank the ILO and SDC for providing financial and technical assistance in the design and implementation of the survey. I hope this report will help policy makers, planners and executives of Government and Nongovernment Organizations monitor change in the labour force and employment situation of the ITPs.

Dr. K.A.S. Murshid
Director General
Bangladesh Institute of Development Studies

Naba Bikram Kishore Tripura, ndc
Secretary
Ministry of Chittagong Hill Tracts Affairs
Govt. of the People's Republic of Bangladesh

Foreword

Bangladesh is a country rich in cultural diversity. People of different ethnic minority groups have been living since times immemorial with their distinct language, culture and heritage in Chittagong Hill Tracts and in the districts of the plains. The Chittagong Hill Tracts is a distinct region in terms of its ethnic, cultural and geographic diversity to the rest of Bangladesh.

The report on 'Skill and Employment Baseline Assessment of Indigenous and Tribal Peoples in Bangladesh' was prepared by Bangladesh Institute of Development Studies (BIDS) in 2016 through a study. This is an important survey that provides a wealth of detailed, accurate and up-to-date data on the lives and employment of small ethnic minorities of Chittagong Hill Tracts and plain lands.

This Baseline Assessment Report on Skill and Employment of ITPs in Bangladesh present quantitative and qualitative data as well as analysis and findings on the socio-economic condition of tribal peoples' household and their needs and aspirations in terms of skills and employment. The Report assesses the scope for skill development and employment in growing labour intensive industries and service sector. Further, the report identifies areas for policy intervention and institutional reform for skill development and employment.

I would to express my since appreciation to Dr. K.A.S. Murshid, Director General of BIDS for his leadership, Dr. Kazi Ali Toufique and his team members Dr. Mohammad Yunus, Dr. Abdul Hye Mondol, Ms. Sinora Chakma and Mr. Sami Farooq for successfully completing this study report. I would like to appreciate and acknowledge the support and cooperation provided by different government department and officials, respondents and enumerators for this study.

The International Labour Organization (ILO) and Swiss Agency for Development Cooperation (SDC) deserve commendation for providing financial and technical assistance for the study.

I hope this report will help policy makers, academics, government and development partners in designing development plans for Chittagong Hill Tracts and the districts of the plains where ITPs live and work.

Naba Bikram Kishore Tripura, ndc

Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

Swiss Agency for Development and Cooperation SDC

Message

Bangladesh is home to around 3 million indigenous and tribal people (about 2% of total population) from 50 or more different indigenous and tribal people (ITPs) with their distinct language, culture and heritage. Contrary to popular beliefs, IPTs live in the plain lands of Bangladesh as well as in the Chittagong Hill Tracts (CHT). All social and economic indicators such as health, education, household level income, food consumption, participation and women's empowerment remain below the national average.

The 'Skills and Employment Assessment of Indigenous and Tribal People in Bangladesh' was commissioned to the Bangladesh Institute of Development Studies (BIDS) through the International Labour Organization (ILO), mandated by the Swiss Agency for Development and Cooperation (SDC). Such an assessment gave SDC and opportunity to look closely at the ground realities ITPs in Bangladesh and to shape the inclusion strategy that SDC may embark upon through the Swiss Cooperation Strategy 2018 - 21. The assessment also includes policy recommendations for key development partners and government, should they wish to work on inclusion.

According to the study results, ITPs face a low unemployment rate of 0.37% compared to a national rural average of 4.13%. However, this is attributable to their need to eke out a living given that most of them live below the poverty line (58.6%) of all ITPs living on less that US$1.25 per day compared to a national average of 24.8%). As such, this group of people are willing to work in dirty, demeaning or dangerous jobs with less than the market wage. Moreover, about 90% of ITP engage in the informal sector, which is slightly higher that the national rural average of 87.5%. Only 2.63% of ITPs can be considered skilled workers while over 80% have either no or very limited levels of skill training. Informal employment among the ITPs stands at 89.84% compared to national rural average of 87.5%. The ITP are also relatively young - 71.15% of the total population falls within the working age compared to the national rural figures of 61%. Another notable figure was that ITPs have a high probability to migrate - about 12.3% of all ITP households have internal or international migrants. Most of them were migrants from rural to urban areas and a small portion (about 3.8% of all migrant households) chose to migrate internationally.

From the assessment, it is clear that the ITPs face a disadvantage in terms of poverty, education and employment - all resulting in a vicious cycle of poor human capital. If Bangladesh is to meet the SGS targets for Goal 1, 8 and 13 (among others), then it will be crucial that ITPs are explicitly targeted in all development policies. I hope these study findings and recommendations will help the government and development partners to design appropriate interventions for including indigenous and tribal groups in development.

I would like to convey my gratitude to the key team members of this study Mr. Kazi Ali Toufique with his team members Dr. Mohammad Yunus, Dr. Abdul Hye Mondol, Ms. Sinora Chakma and Mr. Sami Farooq from BIDS, for their hard work and completion of this study.

Beate Elsässer
Deputy Head of Mission and Director of Cooperation
Swiss Agency for Development and Cooperation (SDC)
Embassy of Switzerland in Bangladesh

International Labour Organization

Message from ILO

Bangladesh is home to around three million indigenous and tribal peoples1 (about 2% of total population) from 50 or more different indigenous and tribal peoples (ITPs)2 with their distinct languages, cultures and heritage. They live in the delta region of the country (popularly known as the plains) and in the Chittagong Hill Tracts (CHT). All social and economic indicators for this group such as health, education, household level income, food consumption, participation and women's empowerment remain below the national average.

The 'Skill and Employment Baseline Assessment of Indigenous and Tribal Peoples in Bangladesh' was carried out by the Bangladesh Institute of Development Studies (BIDS) for the Swiss Agency for Development and Cooperation (SDC) with the support of the International Labour Organization. A national level tripartite consultation workshop to share the results of the survey amongst stakeholders took place at BIDS in Dhaka on 10 August 2016. Key recommendations from that event have been incorporated in this report.

The findings of this baseline survey will contribute greatly to the body of knowledge on the socio-economic condition and skills of indigenous and tribal peoples in Bangladesh. The survey indicates that the skills and employability of Indigenous and Tribal men and women in Bangladesh urgently need to be enhanced. Providing skills that link to Decent Work is an important step which will help lift many out of poverty.

I would like to express my sincere appreciation to Dr. K.A.S. Murshid, Director General of BIDS for his leadership of this work. Mr. Kazi ali Toufique, Director and Focal Point for this survey also deserves special mention for his untiring efforts to produce this report. I would furthermore like to thank my colleagues at ILO GED HQ and from the New Delhi Decent Work Team as well as here in Dhaka for their technical support. I thank the Swiss Development and Cooperation (SDC) for providing financial assistance to this important work. I also extend my gratitude to the Ministry of Chittagong Hill Tracts Affairs for providing policy guidance and support.

I sincerely hope that this report will provide the government with useful information upon which it can plan future development programmes. I also hope that it facilitates employers and workers organizations, researchers, academics and civil society to better understand the dynamics of the labour market and to determine future steps for employment creation in this country.

Srinivas B. Reddy
Country Director
ILO Country Office for Bangladesh

1 Bangladesh government uses the term in the constitution (15th amended) "Tribal, minor races, ethnic sects and communities" but indigenous communities use the term "indigenous peoples" and ILO uses the term "Indigenous and Tribal Peoples" following the ILO Convention No. 107 & 169.

2 More than 50 indigenous communities live in Bangladesh including the Santal, Oraon, Munda, Garo, Khasi, Hajong, Pahan, Rakhain, Barman, Hodi, Mahato, Malo, Rajbangsi and Dalu who live in the plain land areas and Chakma, Marma, Tripura, Bom, Lusai, Khumi, Chak, Tanchanga and Pankho communities live in the CHT area.

LIST OF TABLES

LIST OF FIGURES

ABBREVIATIONS AND ACRONYMS

BDT	:	Bangladesh Taka
FGDs	:	Focus Groups Discussions
ITP	:	Indigenous an Tribal Population
ILO	:	International Labour Organization
KIIs	:	Key Informant Interviews
MCHTA	:	Ministry of Chittagong Hill Tracts Affairs
NSDC	:	National Skills Development Council
NSDP	:	National Skills Development Policy
PPS	:	Probability Proportional to Size
RMG	:	Ready-Made Garments
SDC	:	Swiss Agency for Development Cooperation
TVET	:	Technical Vocational Education and Training

CURRENCY CONVERSION

1 US$ was approximately equivalent to 78 Bangladesh Taka during the period of the survey.

DEFINITIONS OF TECHNICAL TERMS USED

Employment-to-population ratio (EPR): Employment-to-population ratio is the ratio of total number of employed persons to the size of the total labour force.

Labour force: Persons aged 15 years and over, who are either employed or unemployed during the reference period of survey. It excludes disabled and retired persons, income recipients, full time housewives and students, beggars and other persons who is not paid or get profit at least one hour during the reference week.

Labour force participation rate (LFPR): The labour force participation rate is calculated by expressing the number of persons in the labour force as a percentage of the working-age population.

Underemployment: Underemployed persons are employed persons working less than 35 hours weekly and looking for additional hours of work

Unemployment Rate: The unemployed include all persons age 15 years and over who meet the following three conditions during the week of reference: (i) they did not work, (ii) were actively searching for work or took concrete action to start their own business, (iii) were available to start work within the next two weeks following the reference week. The “unemployed” comprise persons who are simultaneously “without work”, “currently available for work” and “seeking work” during the reference period. Unemployment rate is the ratio of the number of unemployed persons to the labour force.

Working age population: We considered population 15 years and above as working age population.

ACKNOWLEDGEMENT

This study was supported by the International Labour Organization with funding from the Swiss Agency for Development and Cooperation (SDC). We are grateful to Mr. Alexius Chicham, National Project Coordinator, Indigenous and Tribal Peoples' Project, ILO for taking special interest in the study and helping us in each stage of the work. This was with the full backing of Mr. Srinivas B Reddy, Country Director, with support from Mr. Gagan Rajbhandari, Deputy Director, Ms. Khondker Khadija, Programme Officer, Country Office for Bangladesh, Ms. Miranda Fajerman, Standards Specialist, Decent Work Team, Country Office for New Delhi, India, Mr. Martin Oelz, Senior Specialist on Equality and Non-Discrimination, Gender and Equality Department, ILO HQ. We are also grateful to SDC not only for the financial support but also for arranging two internal discussion sessions which helped improve the report. In this regard we would like to particularly thank Ms. Nazia Haider, Senior Program Officer, Skills Development, Embassy of Switzerland in Bangladesh. Dr. K.A.S. Murshid, DG, BIDS also took special interest in this study and helped us with very useful suggestions and guidelines. Special thanks also to the Ministry of Chittagong Hill Tracts Affairs for linking us up with the local authorities in the districts of Chittagong Hill Tracts which greatly facilitated collection of data and information. MOCHTA's Secretary, Mr. Naba Bikram Kishore Tripura, NDC, was particularly generous with his time, guidance and other support to this study. Various groups and associations of the ITPs at different administrative levels helped us by providing information, including locations where ITPs are concentrated.

I am also grateful to the members of the team who took special interest in this study. I would also like to acknowledge help received from Sami Farook who took care of the data parsimoniously. Research Assistants associated with data editing, cleaning also helped improve the quality of data. Finally, I am grateful to all the Field Officers who worked incessantly to finish data collection in a very short period.

EXECUTIVE SUMMARY

BACKGROUND OF THE STUDY

Objective, Methodology and Sampling

The objective of the study is to assess the socio-economic conditions, skills and employment situation of indigenous and tribal people in Bangladesh and to make recommendations for improving their socio-economic conditions, skills and employment.

The study takes a comprehensive approach combining qualitative and quantitative methods. The total size of the sample is 10,000 households of which 2000 were selected from the Hills and the rest from the Plains. Probability proportionate to size (PPS) technique was used to determine the size of the sample at the village, union, upazila and district levels using the Bangladesh Population and Housing Census of 2011. From the Hills we have selected 890 Chakma, 454 Marma, 246 Tripura, 111 Tanchaynga, 105 Murong and 194 households from other ITP communities. From the Plains we have selected 1,041 Garo, 133 Khasi, 291 Monipuri, 137 Hajong, 533 Barmon, 2,345 Santal, 101 Munda, 1165 Oraon, 899 Pahan, 127 Kuch and 1228 households from other ITP communities.

SOCIO-ECONOMIC CONDITIONS OF THE ITPs

Housing

The ITPs live mostly in kutcha houses. While almost 90% of the ITPs live in kutcha houses, nationally 74% of rural households live in kutcha houses. While about 91% of rural households live in owned houses in Bangladesh, only 73% of ITP households own houses. More than a fifth of the ITP households have insecure rights as they either live on khas land (public property) or on land owned by others. More than a fourth of the Tanchaynga and Murong households live on khas lands. 73% of the Khasi households live on khas land followed by Mundas (27.7%) and the Santals (19.1%).

Land ownership

More households in the Hills own cultivable land. Almost 43% of the ITP households from the Hills own cultivable land. In comparison, 26.3% of ITP households living in the Plains own cultivated land. Highest ownership of cultivable land is reported by the Chakma households (55%) followed by the Tripura (43.5%) and Marma (38.8%) households. In the Plains, the highest cultivable land ownership is found among the Monipuri households (58.4%), followed by the Barmon (40.7%) and Garo (39.9%) households.

Access to land through leasing is slightly higher in the Hills. Almost a quarter of ITP households in the Hills lease-in land through the land rental market. The corresponding figure for the households in the Plains is 29%. About 16% of the ITP households lease out land to others in the Hills. In the Plains this is much less, only 9%. Access to khas land is higher among the ITPs of the Hills. About 41% of the ITPs in the Hills reported access to khas land as compared to 9% reported by the ITPs living in Plains. Thus the ITP households living in the Plains are relatively land poor.

Other assets and liabilities

81.5% of the households in the Hills and 78.6% in the Plains own mobile phones. Computer is owned by a negligible number of households (1.7% in the Hills and less than 1% in the

Plains). The ITPs in the Hills generally have higher level of savings and debts. The ITPs in the Plains buy more on credit and forward sale labour more than the ITPs in the Hills. Forward sale of labour involves getting wages now in exchange for promise to work at a later period. The incidence of forward sale of labour is however negligible.

Toilet

Most of the ITP households do not have access to sanitary toilets. Only 43.8% of them have access to sanitary toilets compared to the national average of 56.8%. Open defecation is very high, 22.6% as compared to 8.2% in rural Bangladesh. In the Hills 47.6% of the Murong households have no toilet facilities. Among the ITP communities living in the Plains, open defecation is found very high among the Pahans (45.2%), Oraons (40.2%) and the Santals (35.3%).

Water

The ITP households have limited access to water from tube wells as compared to the national average. National rural average of the proportion of households having access to tube well is 95%. In contrast 83% of ITP households have access to tube wells. In the Plains it is 83% and in the Hills 63%. Those living in the Hills depend more on natural sources of drinking water (springs, wells). These sources of water cannot be easily reached and they often dry up or get contaminated.

Energy

The ITPs living in the Hills almost entirely depend on firewood (98% of the households against a national figure of 35.1%) as their primary source of fuel while those living in the Plains depend more on dungs, straw, and leaves (66.6% against the national rural figure of 59.1%). The households from the Hill's hardly use dung, straw, and leaves as primary source of fuel. Access to electricity (around 37.5% of households) is lower than the national rural average of almost half. Most of the ITP households depend on kerosene and it matches with the national (rural) level of 46.4%. Use of solar energy is very high (18.3%), particularly among the ITPs from the Hills (29.4%).

Food Security

The number of households who are perennially in food deficit is almost negligible but it is slightly higher in the Hills. About a fifth of the households faces occasional food deficit. If we relate some food deficit to poverty, then this figure may indicate the extent of extreme poverty. Though chronic food shortage is slightly higher among the ITPs living in the Hills, our data suggest that there are proportionately more ITP households in the Plains who had to skip meals, consume less, borrow food from others and are therefore more food insecure. This means that the severity of food insecurity is higher among the households living in the Plains as compared to the households living in the Hills.

Health

About 3.6% of the ITP households in the Hills reported of having chronically ill members or members having disability. The corresponding figure for the ITPs in the Plains is more than double than that found in the Hills; 7.3% of their members are chronically ill. 8.9% of the ITP members in the Hill reported of symptoms of illness or injury. This is, in contrast, very high in the Plains; 21.1%. Those who reported illness in the Hills, 29.8% of them did not seek medical treatment. The corresponding figure for the ITPs in the Plains is slightly higher, 32.6%.

Overall, the health situation of the ITPs in the Plains is worse than that of those in the Hills. In the Hills the most common chronic illness among the ITPs is chronic fever, gastric ulcer (13.8%), arthritis or rheumatism, and asthma or breathing problems. Among the ITPs in the Plains, the most common chronic illnesses are chronic fever, asthma or breathing difficulties, arthritis or rheumatism, and injuries or disability.

In the Hills about a quarter of the ITP patients received treatment from the salespersons of pharmacies, the village doctors, and government doctors. In the Plains the highest number of patients received treatment from village doctors. They also received treatment from salespersons of pharmacy, government doctors using services from government facilities, and also from doctors using private facilities. More ITPs from the Hill are served in government hospitals as compared to the ITPs in the Plains. The reasons why those who did not receive any treatment ranges from not giving enough importance to the diseases or symptoms to accessibility and cost of health services.

Sources of Employment and Income

Transformation of rural Bangladesh is being brought about by increase in non-farm income and employment but this trend is hardly noticeable in the ITP population. Dependence on agriculture is higher in the Plains. 70% of the ITP households are involved in agriculture but mainly as agricultural labourers whereas in the Hills 63% of the ITP households are involved in agriculture but mainly as farmers. Main source of income from self-employment in non-agriculture is low but higher in the Hills (18% against 9%). Less than 3% of households have income from wage labouring in the non-agricultural sector.

Disaster and Shocks

Almost a third of all ITP households experienced shocks or natural disasters. The figure is much higher for the ITPs in the Plains; about 38% in contrast to 11% in the Hills. These shocks include pest attacks, disease of livestock, floods, drought, low/high price of farm outputs/inputs and illness/accident of a household member. These disasters and shocks impacted on the incomes and assets of the ITPs.

Education

There is hardly any difference in literacy rate between the ITP populations in the Hills and Plains. The ITP male population in the Hills is, however, more literate. Literacy rate among the female is lower than male both in the Hills and Plains. The difference in literacy rate between male and female is higher for the population in the Hills as compared to those in the Plains. More ITP population go to school but many of them do not reach the secondary level. They are quite at par with other Bangladeshis in completing the primary level of education but the difference between them becomes large later on with a reversal at the tertiary level where more ITP members seem to have finished tertiary education. About a third of ITP population completes primary level of education against 30% rural population of Bangladesh. However, only 7% of them could finish secondary level of education as compared to more than a fourth of the population in rural Bangladesh. Among the ITPs from the Hills, the Chakma population has done the best and the Murongs worst in the education front. Among the population in the Plains, the Monipuris have performed the best (89%) followed by the Garos.

Migration

The extent of migration is higher for the ITPs in the Plains (12.3% of households have a migrant) as compared to those in the Hill (8.8%). The extent of migration varies from one ITP community to another. Marmas (8.8%) and Chakmas (7.9%) migrate most whereas in the

Plains, Garos (37.9%), Monipuris (29.6%), Khasi (8.8%) and Hajong (26%) have the most migrants. The most common type of migration is from rural to urban areas (85% of all migration). About a fifth of all migration is confined within rural areas in the Hills as against 10% in the Plains. The extent of international migration is the lowest; 5.4% of all migrants from the Hills and 3.5% of all migrants from the Plains migrate abroad.

The dominant cause of migration is work. The ITPs in the Plains migrate more for work as compared to those in the Hills. Another important cause of migration is education, 29% for the ITPs in the Hills and 26% for those in the Plains migrate for this purpose. In the Hills ITPs also migrated for political and family reasons.

Household Income, Expenditure, Poverty and Inequality

Average annual household income in the Hills is BDT 1,64,696 and that in the Plains BDT 1,65,010. Wage labour contributes to 34% of household income of the ITPs in the Hills and 57% for ITPs in the Plains. For the ITPs in the Hills the combined share of crop and non-crop agriculture stands around 36%, which falls to 24% for ITPs in the Plains. Annual total food and non-food expenditure in the Hills is BDT 1,40,724 and in the Plains the corresponding figure is BDT 91,641.

51.1% of the households in the Hills are poor as compared to 35.0% in the Plains. The extent of poverty among the ITPs taken together is 38.2%. This should be compared with national rural poverty of 35.2% as estimated in the Household Income Expenditure Survey, 2010 (BBS 2011). The current level of poverty in Bangladesh is even lower (24.8 per cent in 2015) and hence poverty among the ITP population is much higher than the overall extent of poverty in Bangladesh. Depth of poverty is also higher in the Hills but the severity of poverty is higher in the Plains. Thus, even if an average ITP in the Hills has comparable level of income as found for a household in the Plains, the incidence and depth of poverty is higher in the Hills. In contrast, the severity of poverty is higher in the Plains.

Distribution of household income is more skewed in the Hills. Inequality of income as measured by Gini coefficient is higher in the Hills (Gini coefficient 0.45) as compared to that in the Plains (0.38). Average income inequality is 18% higher in the Hills. Income inequality within same ethnic community is also more severe in the Hills than in the Plains. ITP community with higher income also have higher income inequality.

EMPLOYMENT, SKILLS AND TRAINING

Population and Labour Force

Working age population in the ITP is higher than those in the comparable national level. ITP working age population accounts for 71.2% of total population and does not vary much by location (Hills/Plains) and gender. This should be compared with the working age national rural population of 61.0%. ITP labour force is 62.8% of total working age population compared to national rural of 58.7% with much higher proportion of male and in the Plains.

Largest proportion of labour force is in 30-64 age group (62.71%) followed by 15-29 (32.83%) and 65+ (4.46%) with virtually no variation between them. Monipuri accounts for the largest proportion of labour force in 30-64 age group followed by Kuch and Garo. Proportion of youth labour force (those between 15 to 29 years old) is the largest among Khasi followed by Murong and Munda.

Among males, proportion of labour force in age group 30-64 figures most prominently among Kuch followed by Monipuri, Garo and Barmon. In the male youth age group Khasi predominates. Among females, share of youth labour force is higher with the highest among Murong followed by Marma, Munda and Pahan. Share of this age group in female labour force is most prominent among Hajong followed by Monipuri and Garo. Share in 65+ age group is much lower among females than among males.

Labour Force Participation Rate

Labour Force Participation Rate or LFPR of ITPs is 62.76% with 65.05% in Plains and 53.88% in Hills compared to national rural average 58.7% indicating higher than national supply of labour currently available in Plains than in Hills. LFPR for males is much higher than that of females in Plains. In the Hills also it is much higher for males than for females. LFPR is the highest among Khasi followed by Oraon and lowest among Murong.

Employment to Population Ratio or EPR for ITPs is 0.63 with 0.65 in Plains and 0.53 in Hills reflecting much greater employment opportunities in the Plains. Khasi has the largest EPR followed by Oraon and Santal indicating their greater employment opportunities than other ITPs. EPR for male is much higher in Plains than in Hills reflecting greater employment opportunities for males.

Unemployment

ITP unemployment rate is 0.37% with 0.28% in Plains and 0.78% in Hills compared to national rural 4.13%. It is the highest among Marma followed by Munda. There is no evidence of unemployment among Tanchaynga, Murong and Khasi. Unemployment rate is higher among tertiary graduates compared to those with no education indicating inverse relationship of unemployment with education. Very low or no unemployment among ITPs may attributable to their involvement in multiple economic activities and their unaffordability to remain unemployed to eke out a living. Labour underutilization is virtually non-existent among ITPs. The issue here is the quality of employment rather than low extent of unemployment.

Occupation in Employment

Majority of the ITPs (48.25%) are employed as agricultural day labourers with 54.99% in Plains and 16.46% in Hills. The Pahan community figures most prominently in this occupation followed by the Oraon and Santal. Larger portion of female ITPs are employed as agricultural day labour (55.36%) with 62.74% in Plains and 17.78% in Hills. Self-employment in agriculture is 21.42% with 46.43% in Hills and 16.12% in the Plains reflecting greater employment fragility of ITPs living in the Hills. Agricultural self-employment is most predominant among Chakmas followed by Murong. Self-employment in non-agriculture is 6.7% with 12.63% in the Hills and 5.45% in the Plains. The extent of permanent workers is 5.73% with 3.53% in the Hills and 6.2% in The Plains.

Industry of Employment

Largest portion of the ITPs are employed in agriculture (71.85%) with 73.05% in Plains and 66.18% in Hills compared to national rural average of 55.3% reflecting preponderance of ITP employment in traditional primary sector. Employment in agriculture is most prominent among Khasi followed by Pahan, Oraon, Santal and Murong. Larger proportion of ITP females are employed in agriculture.

Share of manufacturing in ITP employment is 10.44% with almost equal share of ITPs from the Hills and the Plains. Manufacturing predominates among the Monipuri followed by Munda and

Kuch primarily due to widespread practice of handloom among them. Manufacturing employment is more prominent among females with 14.25% in the Hills and 11.16% in the Plains. Female manufacturing employment is predominant among Monipuri (70.16%) followed by Munda and Kuch.

ITP employment in the real sector is 85.35% which compares well with national rural average of 86.5%. In service sector share of wholesale and retail trade is 3.55%, transportation and storage 2.11%, health 2.04% and education 1.73%. In education share of female employment is higher than male employment.

Occupation Safety and Health

ITP employed population suffering occupational injury accounts for only about 1% with 0.73% in the Hills and 1.04% in the Plains. Occupational injury rate is highest in construction (3.62%) followed by professional and scientific (3.08%), construction (2.17%) and electricity and gas (1.92%). It is the highest among Kuch (9.68%) with the highest in manufacturing (27.12%) followed by construction (20%). It is also prominent among Khasi (5.94%) only in agriculture. Among males, it is the highest in household activities (6.67%), while among females it is highest in administrative and support services (2.22%). Largest proportion of ITP employed population suffer exposure to extreme cold or heat (52.26%) followed by dust and fumes (48.18%) and dangerous tools (22.54%). All these are more prominent among ITPs in the Plains. Kuch and Santal account for largest share in all these exposures. This pattern is more prominent among males.

Education and Employment

ITPs without education account for largest share of employment followed by those with primary education, secondary education, higher secondary education and tertiary education reflecting that education has little or no correspondence to job market. Employment with no education is most predominant among Murong followed by Pahan, Oraon and Tanchaynga. Employment with primary education is highest among Garo followed by Monipuri.

Employment share with secondary, higher secondary and tertiary education is highest among Monipuri. Employment with no education is much lower for males than for female. Share of male employment without education is lowest among Monipuri followed by Garo. Share of male employment with primary education is highest for Garo and with all other education levels it is highest for Monipuri. The same pattern holds for female employment.

Employment Status

Largest portion of employed ITPs are agricultural day labourers (48.21%) followed by self-employment in agriculture (21.74%), paid employee (14.29%), self-employment in non-agriculture (9.81%) and non-agricultural day labour (4.76%). Share of self-employment is only 32.48% compared to national rural average 66.7%. Contributing family workers account for only 0.64% compared to national rural average of 15%.

Extent of self-employment is much higher in the Hills than in the Plains due to preponderance of agricultural and non-agricultural self-employment especially among Chakma, Murong and Tanchaynga. An outlying case in the Plains is agricultural self-employment among Khasi (88.37%).

Underemployment

Only 8.45% of ITPs were underemployed (working less than 35 hours weekly and looking for additional hours of work) with 7.77% male and 9.43% female. Underemployment rate is higher in Plains with lower among males and higher among females than in Hills.

Across occupations, agricultural day labour has largest share of underemployment (14.12%) with highest among Barmon and Hajong followed by weavers with highest among Marma, unpaid family worker with highest among Tanchaynga. Among male, weaver accounts for largest share of underemployment (46.15%) with highest among Marma followed by Monipuri. Agricultural day labour accounts for 13.85% of underemployment with highest among Barman and Pahan. Among females, underemployment figures most prominently among fishermen (21.05%) with highest among Munda followed by agricultural day labour with highest among Hajong and Pahan.

Across industries, underemployment is most prominent in agriculture (10.88%) with 12.35% in Plains as against only 3.22% in Hills followed by mining and quarrying and construction. Underemployment in agriculture is largest among Pahan followed by Barmon, while in mining and quarrying it is highest among Santal and Pahan. In construction, underemployment figures most prominently among Tanchaynga and Monipuri followed by Pahan and Hajong. Underemployment is lowest in transportation and storage. In industries in which underemployment is prominent it is much higher among females.

Informal Employment

Informal employment among the ITPs accounts for 89.84% compared to national rural 87.5% with negligible variation between ITPs in the Hills and in the Plains. It is most predominant among Pahan (98.38%) followed by Oraon, Santal and Khasi. Informal employment is highest in agriculture (96.62%) followed by manufacturing (75.12% as against national rural 88.9%) and service. In Hills, informal employment is higher in agriculture and much higher in manufacturing than in the Plains. While formal employment is higher in agriculture and manufacturing in the Plains, it is higher in service in Hills. Among Murong informal employment is 100% in manufacturing, while among Khasi formal employment is highest in manufacturing (75%).

Among male ITPs, informal employment accounts for 88.96% with highest among Pahan (97.77%) followed by Oraon (96.4%) and Santal (94.01%). Among female ITPs, share of informal employment is higher (91.15%) with highest among Pahan (99.11%) followed by Oraon (97.71%) and Hajong (95.45%). In formal employment, service sector accounts for largest share (41.08%) followed by manufacturing (35.04%). In formal service sector, Tanchaynga accounts for largest share followed by Monipuri. In formal agriculture, Khasi figures most prominently, while in formal manufacturing employment Munda accounts for the largest share.

Wages

Average monthly wage of the ITPs amounts to BDT 2,159 with BDT 2,455 for males and BDT 1,697 for females compared to national rural BDT 10,545 with BDT 10,576 for males and BDT 10,379 for females. Thus ITPs are employed mostly in extremely low-paying jobs which largely explain their much greater activity rate and much lower unemployment rate than nationally. Average monthly wage level of the Monipuri, however, is astoundingly much higher (BDT 5,645) than ITP average with BDT 5,633 for males and BDT 5,720 for females. This is largely explained by the preponderance of employment of the Monipuri in high-yielding handloom manufacturing.

Economically Inactive Population

Economically inactive ITP population accounts for 37.24% of total working age population compared to national rural 41.3% with 46.12% in the Hills and 34.95% in the Plains reflecting greater activity rate among ITPs than nationally. Economic inactivity rate is much larger among the female ITPs than among the males. More than 50% of youth aged 15-29 years (men 56.67% and women 46.83%) are outside the labour force. Among the youth ITPs highest inactivity rate prevails among Khasi followed by Tripura and Tanchaynga. This high inactivity rate among the youth is explained by the fact that most of them are still in education or training. The biggest gender-related difference in this age group is that women get involved in family responsibilities as their main reason for not looking for a job, while for young men education primarily causes their inactivity.

Population in age group 30-64 accounts for second largest share (38.24%) of inactive population with 42.17% in the Hills and 36.9% in the Plains. In this group, inactivity rate of male is 30.3% with highest among Munda followed by Murong and Marma compared to 42.54% for female with highest for Munda and lowest for Khasi indicating highest activity rate among Khasi female.

Vocational Training and Skills

The ITPs have very limited or no access to labour market information. Most of the ITPs who are employed (85.98%) are not aware of the available public or private services and benefits related to skills development and employment. However, most of them (86.86%) also face no discrimination in access to training and employment.

ITP population aged 15 years and above who received vocational training accounts for only 2.64% with 2.79% male and 2.5% female compared to national rural average of 2.7% with male 3.6% and female 1.8%. Among ITPs largest proportion of Monipuri received vocational training followed by Munda, Santal and Tripura. Across gender more or less the same pattern holds.

Among the trainings received by the ITPs, overall agriculture predominates followed by ready-made garments or RMG, computer, livestock, poultry, and driving. For males, training received is most prominent in agriculture followed by computer, driving, livestock and fish rearing. For female, training is most prominent in RMG followed by poultry, livestock, computer, agriculture and health. In RMG training Pahan and Santal participants predominate.

Overall 40.55% of ITPs (41.69% male and 39.43% female) are averse to training. Among those who express no need for training are Monipuri who tops the list followed by Tripura, Khasi and Murong. Among those who expressed most training needs are Pahan, Kuch, Barmon and Oraon. Among trainings in demand, poultry figures most prominently with highest among Kuch followed by Hajong and Barmon. Next in importance are agriculture and crop production, computer, RMG, driving, motor mechanic, craftsmanship and handicrafts.

Among males, training on agriculture and crop production comes out most prominently followed by training on computer and driving and motor mechanic. Among females, largest demand for training is found in poultry with highest among Kuch, Munda and Barmon followed by RMG. Among other trainings, mention can be made of computer, craftsman or handicraft and agriculture and crop production.

Skills level of the ITPs is extremely poor. While largest segment of them (43.01%) have no minimum level of skills required to carry out simple tasks, a large segment of them (37.49%)

have very limited level of skills to use tools required to carry out simple tasks. Skills shortage is much more pronounced among ITPs in Hills where overwhelming proportion of them (73.13%) have no minimum level of skills. ITPs in the Plains have much higher proportion of skilled workers at all levels indicating much greater employment potential of the ITPs from the Plains.

ITPs having limited range of basic skills account for only 14.12%. Incidence of basic cognitive and practical skills is very thin (2.62%). Higher cognitive and practical skills are also limited (2.63%). Very broad range of cognitive and practical skills is negligible. This pattern is more pronounced for the female workforce.

Among the ITPs most unskilled are Chakmas (82.47%) followed by Tanchaynga (80.90%) and Tripura (74.18%) reflecting their backwardness in skills acquisition. Pahan has the highest proportion of the basic worker followed by Oraon and Barmon, while Monipuri has the highest proportion of basic skilled worker (62.5%) followed by Kuch and Khasi. Monipuri also has the highest proportion of skilled workers (10.36%) followed by Khasi and Munda indicating their considerable advancement in terms of skills acquisition.

RECOMMENDATIONS

1. Poverty reduction strategy should be merged with skill development activity for the ITP. The ITP households lag behind others in some basic socio-economic indicators such as housing, sanitation, water etc. Just assuming skill development will generate more employment and hence more income and hence improvement of these socio-economic factors may be superfluous.

2. Poor human capital of the ITP population is indicated by the fact that only a few carry on beyond primary level of education. This should be taken seriously while planning to develop skills of the ITP. There are also trade-offs. More factory or urban oriented training (RMG, parlour work) requires picking up trainees from more educated section of the ITP community. This may increase ITP employment but may have less impact on poverty reduction because the trainees are less likely to come from the poor segment of the population. Skill development is more likely to work for those ITPs who have more years of schooling and eager to learn new things. They are less likely to be very poor. Skills that are less demanding on education may work well and will get more trainees from the poorer households.

3. The constraint of lack of interest in acquiring skills through training as found in the study has to be taken seriously and understood in a field setting. This attitude may come from lack of knowledge about gains from acquiring skills. The benefits of training have to be made clear to the ITP population.

4. The link between the socio-economic conditions of the ITPs and their skill development is problematic but requires recognition for any skill development strategy. Poverty and equity is less likely to be jointly served by skill development strategy. The nature of poverty and existing skill of the ITP population requires direct interventions to integrate them with labour and product market opportunities and provide them with services like better housing, water and sanitation facilities.

5. Economically active population of the ITP is almost all employed. They are either wage labourers or farmers and a very few of them are non-agricultural labourers. It is perhaps very difficult to improve their skills. For those involved in farming, improved extension services can help. The agricultural labourers may be helped to diversify to the non-agricultural sector where wages are higher. Training needs of the ITP population are not uniform.

6. A large part of the economically inactive population are in the schools. Two things can be done with them. Either they should be given support or incentives so that

they carry on up to secondary level or beyond. Those who do should be trained in areas less related to farming.

7. The qualitative study has found that the ITP male and female have started to concentrate on nonfarm labouring works; migrating for work in factories, RMG sectors and beauty parlours. There are carpenters, masons, electricians, motor cycle drivers, car drivers, goldsmiths, tailors, domestic help and so on already among the ITPs. These trades could be shortlisted for training.

8. Training program should be designed on the basis of demand of the ITPs as found from the household survey which include poultry (especially for Kuch, Hajong and Barmon communities), agriculture and crop production, computer, RMG, driving, motor mechanic, and craftsmanship and handicrafts.

9. The qualitative study has also found that lack of information about available training as well as inconvenient venue, distance, absence of daily allowance or inadequate allowance and absence of training in desired trade or subject are the major constraints to acquire skills. These issues should be specifically addressed.

10. A basic skills needs assessment should be conducted in advance to specifically identify suitable training trades. Industry representatives should be consulted to ensure that the skills attained would have demand in the market.

11. More women from the Plains should be trained and helped to get skilled work as they need to be more empowered.

12. ITP workers in occupations and activities of highest risk can be targeted more effectively for inspection visits, development of regulations and procedures, and also for safety campaigns.

13. ITP skills development training programs need to be implemented in keeping with the broad framework of National Skills Development Policy-2011 (NSDP). To this end, inter-agency coordination, strong linkages with industry and the labour market, sufficient capacity of key agencies, ITP friendly rules and regulations, training quality assurance, and planning of delivery and infrastructure development, particularly at the District and Upazila levels, should be ensured. Ministry of Chittagong Hill Tracts Affairs (MCHTA) needs to see that the ITP skills training programs are properly incorporated in the action plan of the National Skills Development Council (NSDC) on a priority basis as spelled out by the NSDP for improved access of skills training for under-represented groups.

14. The study findings point to the pressing need for creating more productive employment opportunities among the ITPs and accordingly enabling them to perform effectively. To this end, the relevant line ministries including the MCHTA should undertake all out active labour market policies and programs for the ITPs. These programs may broadly include: (i) creation of new jobs through introduction of wage or employment subsidies, direct job creation (e.g. public works) and supporting the unemployed and the underemployed e.g. through micro-enterprise development assistance or self-employment creation measures a la handloom among the Monipuri; (ii) labour market training defining roles of

public and private training providers and linking training with labour market; and (iii) employment services matching jobs with job seekers.

15. SDG Goal 1.1 states that by 2030, extreme poverty for all people everywhere should be eradicated. The extent of extreme poverty among the ITPs when measured by $1.25 per person per day is 58.6%. It is higher in the Hills (63.3%) and lower in the Plains (38.9%). If Bangladesh wants to achieve this SDG goal, the ITPs have to be specially targeted.

16. The SDG Goal 8 of decent work and economic growth seeks to promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. This study has found that the extent of informal employment of the ITP population is higher than national average and they are mostly involved in low skill, low wage employments where conditions of work are often precarious. For realization of this SDG goal the ITP population also needs special attention.

17. Goal 13 of SDG emphasizes taking urgent action to combat climate change and its impacts. Our study has found that about a quarter of ITP households from the Hills are affected by climate related factors such as drought, irregular rain, flood and other natural disasters. About 17% of the ITPs in the Plains suffered from climate related factors. Interventions to combat climate change impacts must address the issues faced by the ITPs.

18. ITP communities are extremely heterogeneous. Within a community they are also highly differentiated. Those with higher income also suffer from higher income inequality. Thus ITP skill development programme has to be targeted.


Consultation Meeting on
Skills and Employment Baseline Assessment of
Indigenous and Tribal Peoples in Bangladesh
Bangladesh Institute of Development Studies

1 INTRODUCTION

The indigenous and tribal peoples (ITPs) are marginalized and excluded from overall benefits of growth in Bangladesh besides facing discrimination including those based on identity, threats to land grabbing, and climate vulnerability. Skills contribute to increased employability and income of a population. The development of skills for employment acquires special importance for the ITPs of Bangladesh primarily because of the prevalence of inequity and exclusion in existing skills development programs and their poor employment outcome. There do not appear to be any national statistics on ethnicity especially relating to the labour market and employment outcome of skills formation and development. Lack or inadequacy of labour market information for the ITPs is more acute than for the rest of the population in Bangladesh. This justifies the need for generating baseline information on skills and employment of the ITPs with a view to measuring and understanding changes in their skills portfolio and employment outcome in the future.

Economic empowerment of indigenous women and men and their communities through the realization of the right to decent work should also be an integral part of national policies for the promotion and protection of human rights. Increased attention to vocational and skills training in accordance with indigenous peoples' needs and aspirations is crucial in this regard. Indigenous peoples' right to engage in their traditional occupations and livelihood strategies should be recognized and facilitated. Traditional occupations, skills and knowledge are assets which can provide a basis for self-employment. The situation of large numbers of indigenous women and men in labour markets is highly precarious. Indigenous workers are overrepresented in the informal economy where vulnerability to exploitation and violations of human rights, including labour rights, is high. This calls for targeted action to protect indigenous workers from such unacceptable forms of work. National policies on education, training, employment and social protection should promote and protect the indigenous peoples' rights and be responsive to their concerns and circumstances. Targeted action in these areas benefiting indigenous peoples is needed as a means of overcoming persisting exclusion and discrimination.

In fact very little is known and even less understood about the skills and employment situation of the ITPs. A baseline study on the skills and employment situation of the ITPs is, therefore, important in its own right. Such a study will be helpful in understanding the current situation and in providing baseline information for assessing future changes in skills and employment of the ITPs.

This Baseline Assessment Report on Skills and Employment of Indigenous and Tribal Peoples in Bangladesh presents quantitative and qualitative data as well as analysis and findings on the socio-economic conditions of ITP households and their needs and aspirations in terms of skills and employment. The Report assesses the scope for skills development and employment in identified growing and labour intensive industries and services. Further, the report identifies areas for policy intervention and institutional reform for skills development and

employment, including related recommendations. The Report incorporates feedback from a national stakeholder review meeting organized by the ILO.

2 RATIONALE OF THE STUDY

The ILO and the SDC are cooperating with the aim to enhance the skills and employment situation of the ITPs in Bangladesh. This report is expected to contribute to and strengthen knowledge and polices regarding skills and employment and related socio-economic rights of the ITPs. The report is expected to encourage and support the Ministry of Labour and Employment as well as workers' and employers' organizations in the context of policy debates on employment, including access of ITPs to skills development. To this end, the assessment has made an all-out effort to develop high-quality knowledge on the skills and employment situation of ITPs.

The results of the assessment have been presented to and shared with Bangladesh Employment Federation (BEF) and National Coordination Committee for Workers Education-NCCWE, National Skills Development Council, Ministry of Labour and Employment, Ministry of Chittagong Hill Tracts Affairs and other relevant line departments including Bureau of Statistics, as well as with members of the ITP Parliamentary Caucus. The results are expected to be used for awareness raising of the working conditions, skills and employment situations of ITPs in Bangladesh and to support dialogue among ILO constituents, ITP organizations, and other stakeholders, with a view to strengthening and developing measures to enhance access of ITPs, including ITPs women and persons with disabilities, including the promotion of ratification and implementation of the ILO Conventions Nos. 122, 142, and 169.

3 OBJECTIVES OF THE STUDY

The overall objective of the study is to assess the socio-economic conditions, skills and employment situations of indigenous and tribal peoples in Bangladesh and develop recommendations for related interventions and programmes.

In order to attain the overall objective, the baseline assessment includes the following:

Collection of socio-economic information on ITP households related to the life and livelihood of communities including educational/vocational/skills status, income and wages, and related discrimination.

Assessment of current levels of enrolment and completion of TVET by ITP women and men and demand in growing sectors in ITP areas.

Review of relevant national laws and policies to assess coverage and/or exclusions of ITPs in law or practice, taking into account relevant international ILO instruments.

4 METHODOLOGY

A comprehensive approach, combining qualitative and quantitative methods has been followed to conduct the study. Quantitative data has been collected through a predefined

structured questionnaire. Qualitative data has been collected through Focus Groups Discussions (FGDs) and Key Informant Interviews (KIIs) based on semi-structured guidelines (checklist or semi-structured questionnaire) in order to capture perceptions, beliefs, value judgements etc. usually expressed by respondents rather than providing quantitative information. The baseline assessment also includes collection and review of secondary data, including available statistical data and available literature and reports. This includes a desk review of main policy and legal instruments of immediate relevance to the baseline assessment as well as available materials concerning indigenous and tribal women and men. The review makes an attempt to identify explicit or implicit exclusions of indigenous and tribal women and men from their respective scope of existing national polices and measures promoting skills and employment.

4.1 DETERMINATION OF SAMPLE HOUSEHOLDS

The baseline assessment of the ITPs includes designing, testing and conducting a field survey covering 10,000 ITP households and the members living with the households. 2000 households were selected from the Chittagong Hill Tracts and the rest from other parts of Bangladesh (Plains) where the ITP population is concentrated. The distribution of the selected households is given in Table 4 1.

Table 4-1: Sample households by region and district

Region	Districts	Indigenous Communities	Households
Chittagong Hill Tracts and South region	Bandarban, Khagrachori and Rangamati including Cox's Bazar	Chakma, Marma, Tripura, Tangchangya, Khumi, Bom, Lushai, Khiyang, Khumi, Chak, Pangkho and Rakhaine	2000
North-East region	Moulvibazar and Sunamganj	Garo, Khasi, Monipuri, Patro, Hajong, Banai, Hodi	1000
North region	Mymensingh, Tangail and Netrokona	Garo, Hajong, Hodi, Banai, Barman, Dalu	1500
North-West region	Rajshahi, Dinajpur, Noagaon, Natore, Satkhira and Chapainawabganj	Santal, Munda, Mahato, Oraon, Mahali, Teli, Pahan, Malo, Karmakar, Turi, Shing, Karmakar, Rajbangshi, Paharia, Bagdi	5500
All Regions			10000

The universe of the sample of ITP population is diverse: the total number of ethnic households living in the rural areas of Bangladesh. The ILO suggested that 10,000 ITP households are to be selected from this universe. It was also suggested that 2,000 of 10,000 ethnic households are to be selected from the Chittagong Hill Tracts and South region and the rest from the North (1,500), North-east (1,000) and North-west (5,500) regions. The spatial distribution of the sample by communities was determined using the Population and Housing Census, 2011.

To ensure geographic representation, a multistage probability proportional to size (PPS) sampling method has been adopted to select the ethnic households considering them as the ultimate sampling units and unions as primary sampling units. For operational purpose, the sample was first split into four parts in the first stage: Chittagong Hill Tracts and South region (2,000), North (15,00), North-east (1,000) and North-west (5,500). In the second stage these sub-samples are prorated according to PPS both across the districts and the ethnic communities. However, this selection criterion leaves one district and one ethnic community under-represented: the Rakhaine Community in Cox's Bazar. To circumvent this practical problem, Chakma Community in Rangamati district was under-sampled by about 30 households and Rakhaine Community from Cox's Bazar district was over-sampled by the same magnitude. In the third stage, the sample of the district thus obtained was prorated both across the constituent upazilas and the ethnic communities according to PPS. This criterion leaves, the Rakhaine Community sparsely distributed across the eight upazilas of the district. This problem was circumvented by choosing sample from Ukhia and Teknaf by brute force. In the fourth stage, sample of the upazila thus obtained was prorated both across the constituent unions and the ethnic communities according to PPS.

The information on the distribution of the ITP population at the village level in a given union had to be collected from other sources. This was provided by organizations working with the ITP community or local authority. We selected ITP households in terms of their concentration at the union level. For example, we took 19 households from Chokhyong union of Alikadam upazila from the district of Khagrachari. We had to select 8 from the Marma community, 6 from Mro, 2 from Tripura and 3 from other communities present in this union. We selected the village/s where most of these communities lived. If they were located in one village, that village was selected. The households were selected randomly form the selected village. Since we did not know the composition the residual category "others", we had to collect the names of these ITP communities and take two sample households from these communities. If one single community dominated the "others" category, 2 households were selected from this community.

5 ITPS IN BANGLADESH, CONVENTIONS AND LAWS

According to the population census of 2011, Bangladesh has around 1.6 million indigenous and tribal people comprising about 1.1% of total population. The actual number of tribal communities is not possible to determine from the information we have collected. The Census report of 2011 mentions names of 22 communities (Barmon, Khiyang, Chakma, Marma, Mro, Tripura, Rakhaine, Garo, Khumi, Santal, Oraon, Lusai, Cool, Tanchaynga, Monda, Monipuri, Malpahari, Coach, Pahari, Khasi, Hajong, and Dalu). The rest are lumped together as "others" and consist 21% of the tribal communities. The largest ITP is comprised of the Chakmas (28%), Marma (13%), Santal (9%), Tripura (8%), Garo (5%), Oraon (5%), Barmon (3%), Mro (3%), and Tanchaynga (2%). The presence of a large proportion of the residual category indicates that there are a large number of smaller ITPs who have distinct cultures and heritage but we do not know them well. They live in the delta region of the country (popularly known as the Plains) and in the Chittagong Hill Tracts (CHT). Most, if not all social and economic

indicators such as health, education, household level income, food consumption, participation and women's empowerment remain below the national average. Identity based discrimination also affects their rights and entitlements as citizens. A composite poverty index for CHT region finds that only 4 out of 25 CHT upazilas have satisfactory performance, 6 upazilas have moderate and 15 (60% of the CHT upazilas) have worst performance (Mujeri and Bashar 2015).

In Bangladesh, there is a general paucity of detailed, accurate and up-to-date data and analysis relating to the ITPs. In fact, as yet, there is no comprehensive list of, and census on, what the Government refers to as the 'tribal' population of the country. Many small ITPs are aggregated as "others." The 1991 census provides information on the ITP population but the census of 2001 does not. However, demographic data relating to the ITPs from the 2011 census have become available in the public domain. The facts and figures of ITPs in Bangladesh always remained a political issue as such information relates to the position of the largest minority and marginalized community. This absence of data and visibility lead to misperceptions about their identity and underrepresentation at all levels of the development framework. While there is generally a lack of official data and analysis on the employment situation of ITPs in Bangladesh, some studies carried out by the NGOs or international agencies as well as estimates and assessments made by experts in this field to arrive at a rough composite picture of the general situation, are available.

The National Skills Development Policy 2011 acknowledges ITPs as a key target group which ultimately creates scope for taking long-term development initiatives. The national skills survey phase 1 report 2012 funded by the Swiss Agency for Development Cooperation (SDC) and managed by the ILO TVET Reform Project looked at the skill needs of specific economic sectors, rather than the skill needs of specific target groups including ITPs.

Due to low levels of education and skills, geographical context and inadequate information, indigenous women and men have little knowledge about available training facilities and job opportunities. Access to labour rights and their membership in trade unions is very limited. The mainstream trade unions also have insufficient information and awareness for engaging the ITPs in their democratic movements. Thus the voices of ITPs remain silent in the national labour law, 2006 and revision processes of 2013.

Most ITP households lack adequate livelihoods assets (financial, natural, human, material and social) and as a result their livelihoods remain highly vulnerable. Loss of land due to conflict, land grabbing and climate change have led to enormous and rapid changes in their livelihoods, resulting in increased rural-urban migration, impoverishment and food insecurity. The indigenous peoples' situation is characterized by subsistence farming, insecurity of land tenure, high incidence of informality irrespective of whether employed in rural or urban areas, seasonal nature of work and precarious working conditions and vulnerability to violations of fundamental principles and rights at work. The livelihood conditions of the ITPs are much worse than the national average as evident from a study which revealed that hard-core poor and absolute poor among the ITPs is 24.6% and 59.9% compared to national averages of 17.9% and 39.5%, respectively (Barkat et al. 2009).

Gender and diversity based discrimination is a common phenomenon in society including within the indigenous and tribal communities in Bangladesh. Most indigenous and tribal communities are patriarchal and their traditional social structures are controlled by men. Women tend to be excluded from participating in decision-making, despite the fact that they are important income earners. Indigenous and tribal women work on their own fields as well as

agricultural day labourers, in contrast to other women who have less mobility and opportunity to engage in such work. Indigenous and tribal women also work more often as day labourers than indigenous men. Moreover, there is a particularly worrying trend of exposure of indigenous women to violence which is often related to conflicts over land. ITPs with disabilities remain underrepresented in development initiatives. The national disability survey did not include ITPs with disabilities. Moreover, there is no segregated information about ITPs with disabilities. Their lives and livelihoods are more precarious than others.

A lack of skills among ITPs also affects the effective implementation of the country's policies to promote ITPs access to the public service employment. The Constitution of Bangladesh has guaranteed equal employment opportunities for citizens declaring that "there shall be equality of opportunity for all citizens in respect of employment or office in the service of the Republic" (Article 29 [1]). However under Clause (3) of the same Article, the Constitution has provided certain exceptions that read: "Nothing in this article shall prevent the state from making special provision, in favour of any backward section of citizens for the purpose of securing their adequate representation in the service of the Republic". The study report on the implementation of 5% quota policy for the ITPs (Islam, 2013) revealed that "In the last 10 Bangladesh Civil Service recruitments (from 24th to 33rd), a total of 2051 positions were available in the 'Tribal Quota' of which only 275 positions were filled. The overwhelming 1776 posts remained 'unfulfilled due to non-availability of Tribal Candidates'. One possible reason for the lack of posts for indigenous candidate is also the lack of skills among this group. Moreover, there is an issue related to the access of ITPs to skills building programmes, not only due to poverty but also due to the remoteness of some communities. It means that only 13.40% of the 'Tribal Quota' was fulfilled on average and most of the ITPs were eliminated in the preliminary exam.

Bangladesh ratified the ILO Indigenous and Tribal Populations Convention (No. 107) in 1972 as a sign of commitment towards the country's indigenous and tribal populations, as well as the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) and the Equal remuneration Convention, 1951 (No. 100). However, the ILO's most recent and up-to-date instrument on ITPs, the Indigenous and Tribal Peoples Convention, 1989 (No. 169) and other relevant ILO instruments addressing ITPs' employment, such as the Employment Policy Convention, 1964 (No. 122) and the Human Resources Development Convention, 1975 (No. 142), have not yet been ratified.

Among the various factors impeding progress in addressing the situation of ITPs is the absence of knowledge and awareness of their working and living conditions, weak capacity of ILO constituents relating to ITP issues and the absence of specific legislation on ITP rights. The proposed action, which formulates the baseline and platform for designing the long-term development initiatives, will show the pathway for increasing the capacity of ITPs to become a higher skilled segment in the national workforce. In addition to knowledge development and to inform policy debates, there is a need to build the capacity of and promote dialogue and partnerships among key stakeholders on ILO Conventions Nos. 107, 100, 111, 122, 142 and 169 regarding employment promotion, skills development and issues concerning discrimination of ITPs in the country, including ILO constituents and indigenous peoples' institutions. National policies for decent work and full, productive and freely chosen employment should take into account the specific situation and needs of indigenous peoples, belonging to the vulnerable groups of the labour force. ITPs' access to education, training and lifelong learning should be promoted (Paragraph 5(h) of Recommendation No. 195). Moreover, governments should take measures to prevent any discrimination between workers belonging to indigenous peoples and other workers, in particular with regards to admission to

employment, including skilled employment, as well as measures for promotion and advancement (Convention No. 111, Articles 1 and 2; Convention No. 169, Article 20(2) (a)).

6 SOCIO-ECONOMIC CONDITIONS

6.1 DISTRIBUTION OF THE SAMPLE HOUSEHOULDS

Table 6 1 provides distribution of the sample ITP households in the Hills and the Plains by regions. In the Hills 44.5% of the ITPs come from the Chakma population followed by Marma (22.7%), and Tripura (12.3%) In the NE, small ITPs categorized as “others” constitute the largest tribal population, 39%. In our sample they include small ITP communities such as Almik, Bhuiya, Barak, Soura, Bauri, Manraji, Mudi, Rabidash, Gour, Bhumij, Layek, Goala, Rikhmon, and Rikshan. According to the population census 2011, our basis of household sampling, this region comprise of two districts, Moulvibazar and Sunamganj. According to the census, 45% of ITP households in Moulvibazar are from the category “others”. From, Sunamganj, it is 93%. This explains why we could not meaningfully separate out many ITPs from this region and had to lump them together as “others.” Slightly over 29% of the households from the NE region are from the Monipuri community followed by the Khasi community (13%) and Santal community (9.0%). A two-third of the ITP households from the North comes from the Garo community, followed by the Barmon (10.6%) and the Kuch communities (8.5%). The Santals make up the largest number of ITP population in the NW accounting for 41% of the ITP population. The second largest ITP community in this region is the Oraon community (21%) and the third Pahan community (16%). The category “others” in the NW includes Kolohe, Korq, Mushor, Baridash, Turishardar, Bouragi, Rajuar, Murari, Rai, Rabidash, Mahali, and Rajoyar. Overall, in the total sample, the Santal consists the largest community representing 23.4% of ITP households followed by Oraon (11.7%) and the Garo (10.4%). Due to oversampling of the ITPs living in the Plains the nationally largest Chakma community has been reduced to 8.9% of all ITP households. The “others” still holds the second largest category mainly because of their preponderance in the NE region. In the population census of 2011, “others” constituted 20.75% of all ITP population.

Table 6-1: Regional distribution of the ITPs

ITP	Chittagong			North East			North			North West			All		
	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %
Hill	**2000**	**100**	**100**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**2000**	**100**	**20**
Chakma	890	100	44.5	0	0	0	0	0	0	0	0	0	890	100	8.9
Marma	454	100	22.7	0	0	0	0	0	0	0	0	0	454	100	4.5
Tripura	246	100	12.3	0	0	0	0	0	0	0	0	0	246	100	2.5
Tanchaynga	111	100	5.5	0	0	0	0	0	0	0	0	0	111	100	1.1
Murong	105	100	5.3	0	0	0	0	0	0	0	0	0	105	100	1.1
Other Hill	194	100	9.7	0	0	0	0	0	0	0	0	0	194	100	1.9
Plains	**0**	**0**	**0**	**1000**	**12.5**	**100**	**1500**	**18.8**	**100**	**5500**	**68.8**	**100**	**8000**	**100**	**80**
Garo	0	0	0	43	4.1	4	998	95.9	66.5	0	0	0	1041	100	10.4
Khasi	0	0	0	133	100	13.3	0	0	0	0	0	0	133	100	1.3
Monipuri	0	0	0	291	100	29.1	0	0	0	0	0	0	291	100	2.9
Hajong	0	0	0	22	16.1	2.2	115	83.9	7.7	0	0	0	137	100	1.4
Barmon	0	0	0	0	0	0	159	29.8	10.6	374	70.2	6.8	533	100	5.3
Santal	0	0	0	86	3.7	9	0	0	0	2259	96.3	41.1	2345	100	23.4
Munda	0	0	0	28	27.7	2.8	0	0	0	73	72.3	1.3	101	100	1
Oraon	0	0	0	9	0.8	1	0	0	0	1156	99.2	21	1165	100	11.7
Pahan	0	0	0	0	0	0	0	0	0	899	100	16.3	899	100	9
Kuch	0	0	0	0	0	0	127	100	8.5	0	0	0	127	100	1.3
Other Plains	0	0	0	388	31.6	39	101	8.2	6.7	739	60.2	13.4	1228	100	12.3
All	**2000**	**20**	**100**	**1000**	**10**	**100**	**1500**	**15**	**100**	**5500**	**55**	**100**	**10000**	**100**	**100**

6.2 RELIGION

Most of the ITPs follow three religions: Hinduism, Christianity, and Buddhism (Figure 6 1 and Table 6 2). Only an insignificant number of ITP populations pursue the Muslim religion (one-fifth of 1% among all ITP population). They are concentrated in the Plains (less than a third of 1% of them) and most of them are Monipuris (4.9% of them), Kuch (less than 1%) and Oraon (less than 1%).

In the Hills, the dominant religion is Buddhism (81%) followed by Hinduism (10%). In the Plains the dominant religion is Hinduism (63%) followed by Christianity (37%). Almost all the Chakmas, Marmas and Tanchayngas are Buddhists. Most of the Tripuras are Hindus (75%) or Christians (22%). More than two-third of the Murongs are Buddhists and the rest have many religions, including Christianity (6%).

In the Plains the dominant religion among the ITPs is Hinduism (63%), followed by Christianity (36%). Almost all (95-97%) of the Monipuri, Hajong and Barmons are Hindus. The Pahans and the Kuch households are also mostly Hindus (98-99%). Garos and Khasi communities are Christian (98%). On the other hand 56% of the Santals are Christians. About 10% to 11% of the Mundas and Oraons are also Christians.

The ITP in the Hills are predominantly Buddhists whereas those in the Plains are predominantly Hindus but more than a third of them are also Christians observed mainly among the Garos, Khasis and the Santals.

Since we oversampled ITP households from the Plains, the dominant religion for all the ITPs is Hinduism (52%) followed by Christianity (31%) and Buddhism (17%).

Figure 6-1: Religion

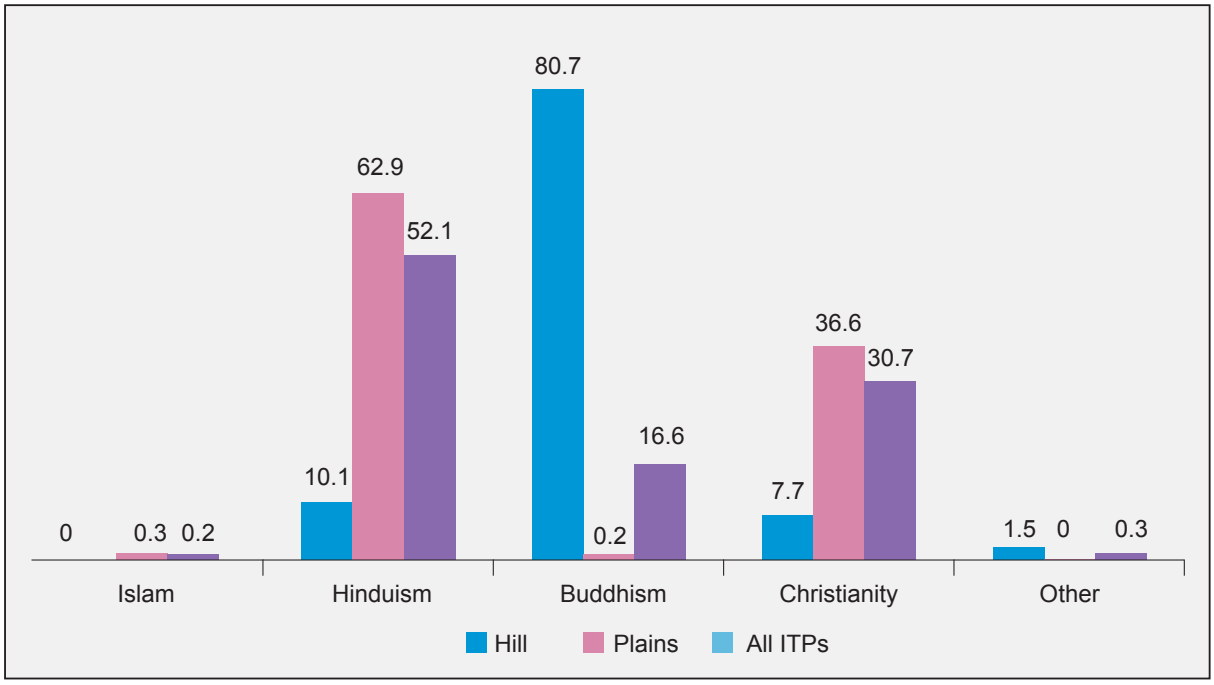


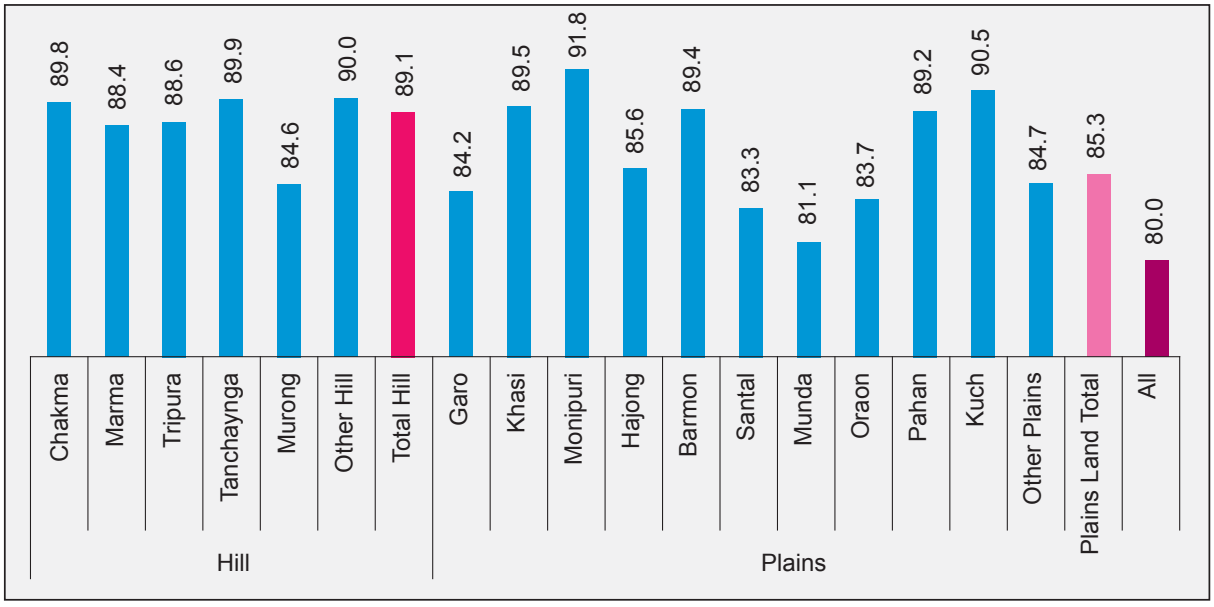
Table 6-2: Religion

	Islam			Hinduism			Buddhism			Christianity			Other			All		
ITP	**Freq.**	**Row%**	**Col %**	**Freq.**	**Row %**	**Col %**	**Freq.**	**Row %**	**Col %**	**Freq.**	**Row %**	**Col %**	**Freq.**	**Row %**	**Col %**	**Freq.**	**Row %**	**Col %**
Hill	0	0	0	906	10.1	4	7267	80.7	99.2	698	7.7	5.2	138	1.5	86.25	9009	100	20.5
Chakma	0	0	0	16	0.4	0.1	3920	98.6	53.5	39	1	0.3	0	0	0	3975	100	9
Marma	0	0	0	17	0.9	0.1	1948	98.5	26.6	12	0.6	0.1	0	0	0	1977	100	4.5
Tripura	0	0	0	866	75.4	3.8	32	2.8	0.4	250	21.8	1.9	0	0	0	1148	100	2.6
Tanchaynga	0	0	0	0	0	0	493	98.8	6.7	6	1.2	0	0	0	0	499	100	1.1
Murong	0	0	0	0	0	0	338	67.1	4.6	28	5.6	0.2	138	27.4	86.25	504	100	1.1
Other Hill	0	0	0	7	0.8	0	536	59.2	7.3	363	40.1	2.7	0	0	0	906	100	2.1
Plains	**109**	**0.3**	**100**	**22016**	**62.9**	**96**	**56**	**0.2**	**0.8**	**12809**	**36.6**	**94.8**	**22**	**0**	**13.75**	**35012**	**100**	**79.5**
Garo	5	0.1	4.6	87	1.7	0.4	0	0	0	4943	98.1	36.6	3	0.1	1.88	5038	100	11.4
Khasi	0	0	0	17	2.3	0.1	0	0	0	717	97.7	5.3	0	0	0	734	100	1.7
Monipuri	68	4.9	62.4	1308	95.1	5.7	0	0	0	0	0	0	0	0	0	1376	100	3.1
Hajong	0	0	0	563	97.2	2.5	0	0	0	16	2.8	0.1	0	0	0	579	100	1.3
Barmon	3	0.1	2.8	2086	96.2	9.1	0	0	0	79	3.6	0.6	0	0	0	2168	100	4.9
Santal	4	0	3.7	4391	43.1	19.2	52	0.5	0.7	5713	56.1	42.3	19	0.1	11.88	10179	100	23.1
Munda	4	0.8	3.7	440	90	1.9	0	0	0	45	9.2	0.3	0	0	0	489	100	1.1
Oraon	11	0.2	10.1	4302	88	18.8	3	0.1	0	570	11.7	4.2	0	0	0	4886	100	11.1
Pahan	4	0.1	3.7	3500	96.7	15.3	0	0	0	114	3.2	0.8	0	0	0	3618	100	8.2
Kuch	3	0.6	2.8	511	99.4	2.2	0	0	0	0	0	0	0	0	0	514	100	1.2
Other Plains	7	0.1	6.4	4811	88.6	21	1	0	0	612	11.3	4.5	0	0	0	5431	100	12.3
All	**109**	**0.2**	**100**	**22922**	**52.1**	**100**	**7323**	**16.6**	**100**	**13507**	**30.7**	**100**	**160**	**0.3**	**100**	**44021**	**100**	**100**

6.3 OWNERSHIP OF NATIONAL ID CARDS

89% of the ITPs in the Hill areas have National ID cards. These are the cards issued by the Government of Bangladesh and used mainly for identification. In the Plains the corresponding figure is 86%, slightly less than the ITPs in the Hill. In the Hills the Murong members of the households have the lowest ownership of NIDs (85%) and in the Plains the Munda's have lowest ownership of NIDs (81%). Overall, 80% of the eligible ITP population have NIDs.

Figure 6-2: Ownership of national ID cards



6.4 MARITAL STATUS

We have classified marital status into unmarried, married, widow, divorced, and separated (Table 6 3). Most of the population is either married or single. About 49% of ITPs in the Hills as well as in the Plains are married and in both regions about 45% to 46% of the ITPs are singles.

Table 6-3: Marital status

ITP	Unmarried			Married			Widow			Divorced			Separated			All		
	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %
Hill	4166	46.2	20.9	4431	49.2	20.5	368	4.1	16.8	24	0.3	16.1	20	0.2	17.7	9009	100	20.5
Chakma	1748	44	8.8	2032	51.1	9.4	174	4.4	7.9	12	0.3	8.1	9	0.2	8	3975	100	9
Marma	914	46.2	4.6	970	49.1	4.5	84	4.2	3.8	4	0.2	2.7	5	0.3	4.4	1977	100	4.5
Tripura	579	50.4	2.9	528	46	2.4	36	3.1	1.6	3	0.3	2	2	0.2	1.8	1148	100	2.6
Tanchaynga	225	45.1	1.1	249	49.9	1.2	24	4.8	1.1	1	0.2	0.7	0	0	0	499	100	1.1
Murong	263	52.2	1.3	229	45.4	1.1	9	1.8	0.4	2	0.4	1.3	1	0.2	0.9	504	100	1.1
Other Hill	437	48.2	2.2	423	46.7	2	41	4.5	1.9	2	0.2	1.3	3	0.3	2.7	906	100	2.1
Plains	**15807**	**45.1**	**79.1**	**17162**	**49**	**79.5**	**1825**	**5.2**	**83.2**	**125**	**0.4**	**83.9**	**93**	**0.3**	**82.3**	**35012**	**100**	**79.5**
Garo	2512	49.9	12.6	2252	44.7	10.4	254	5	11.6	8	0.2	5.4	12	0.2	10.6	5038	100	11.4
Khasi	424	57.8	2.1	271	36.9	1.3	35	4.8	1.6	1	0.1	0.7	3	0.4	2.7	734	100	1.7
Monipuri	591	43	3	682	49.6	3.2	100	7.3	4.6	2	0.1	1.3	1	0.1	0.9	1376	100	3.1
Hajong	255	44	1.3	284	49.1	1.3	39	6.7	1.8	0	0	0	1	0.2	0.9	579	100	1.3
Barmon	830	38.3	4.2	1234	56.9	5.7	97	4.5	4.4	3	0.1	2	4	0.2	3.5	2168	100	4.9
Santal	4639	45.6	23.2	4932	48.5	22.8	530	5.2	24.2	49	0.5	32.9	29	0.3	25.7	10179	100	23.1
Munda	221	45.2	1.1	243	49.7	1.1	24	4.9	1.1	0	0	0	1	0.2	0.9	489	100	1.1
Oraon	2088	42.7	10.5	2523	51.6	11.7	240	4.9	10.9	20	0.4	13.4	15	0.3	13.3	4886	100	11.1
Pahan	1554	43	7.8	1833	50.7	8.5	202	5.6	9.2	19	0.5	12.8	10	0.3	8.8	3618	100	8.2
Kuch	215	41.8	1.1	282	54.9	1.3	16	3.1	0.7	1	0.2	0.7	0	0	0	514	100	1.2
Other Plains	2478	45.6	12.4	2626	48.4	12.2	288	5.3	13.1	22	0.4	14.8	17	0.3	15	5431	100	12.3
All ITP	**19973**	**45.4**	**100**	**21593**	**49.1**	**100**	**2193**	**5**	**100**	**149**	**0.3**	**100**	**113**	**0.3**	**100**	**44021**	**100**	**100**

6.5 MIGRATION

6.5.1 EXTENT AND TYPE OF MIGRATION

Table 6 4 provides individual level information on the migrants not to be confused with households having migrants. The latter is discussed later in this section. We first notice that the extent of migration is quite low - only 4% of all ITP population have migrated. The extent of migration is higher for the ITPs of the Plains (4.3%) as compared to those in the Hill (2.9%). This is shown in the last column of Table 6 4.

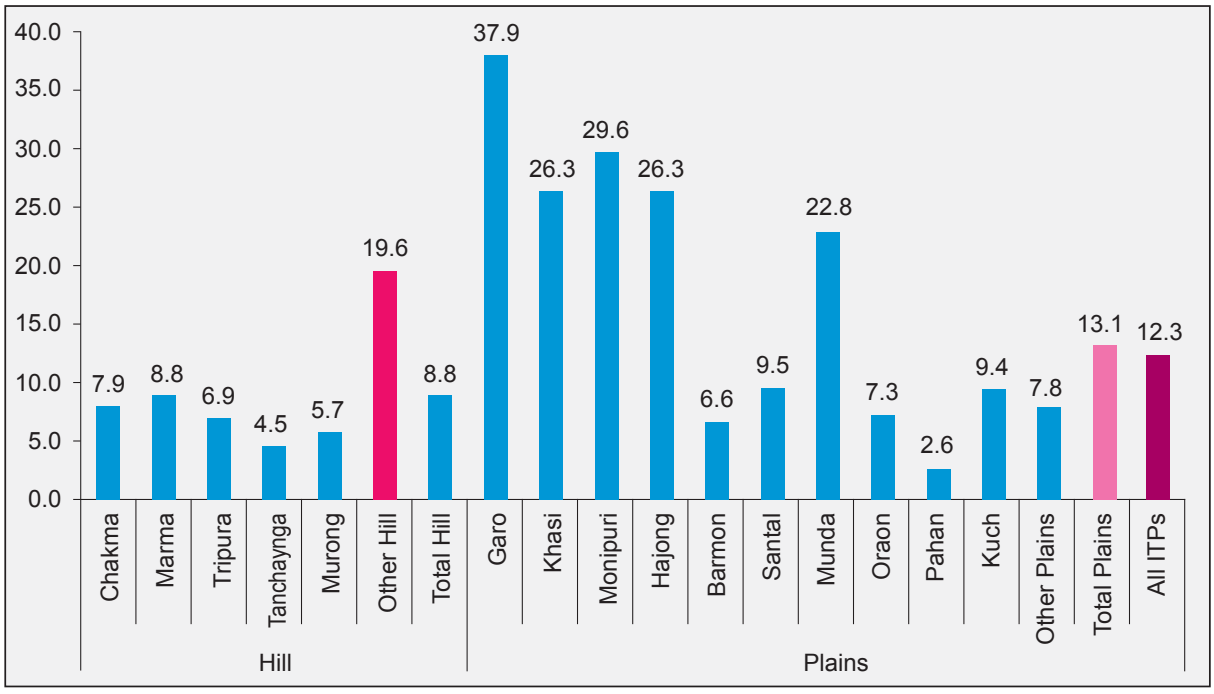
The column percentages under the heading “All Migrants” shows the extent of migration within a region, Hill or Plains. The extent of migration is the highest among the Chakmas. 37% of the migrants from the Hills are Chakmas. The second largest migrants from the Hills are the Marmas (22.3%). Among the ITPs located in the Plains, migration is highest among the Garos (42.5%) followed by the Santals (about a fifth). Among all the ITPs, the highest incidence of migration is found among the Garos (36.3%) followed by the Santals (19.7%). Thus migration as a livelihood strategy is not uniformly found across the ITPs and in fact it is concentrated among a selected type of ITPs (Chakmas and Marmas among the ITPs from the Hills and Garos and Santals from the Plains).

Table 6-4: Migration status

	Rural to rural			Rural to urban			International			All Migrants			Extent of migration (%)
ITP	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Col %	Col %	
Hill	53	20.4	27	193	74.2	12.9	14	5.4	21.2	260	100.0	14.8	2.9
Chakma	23	24	11.7	68	70.8	4.5	5	5.2	7.6	96	36.9	5.5	2.4
Marma	12	20.7	6.1	41	70.7	2.7	5	8.6	7.6	58	22.3	3.3	2.9
Tripura	17	50	8.7	17	50	1.1	0	0	0	34	13.1	1.9	3
Tanchaynga	1	20	0.5	4	80	0.3	0	0	0	5	1.9	0.3	1
Murong	0	0	0	10	100	0.7	0	0	0	10	3.8	0.6	2
Other Hill	0	0	0	53	93	3.5	4	7	6.1	57	21.9	3.2	6.3
Plains	143	9.5	73	1305	87	87.1	52	3.5	78.8	1500	100.0	85.2	4.3
Garo	47	7.4	24	576	90.3	38.5	15	2.4	22.7	638	42.5	36.3	12.7
Khasi	5	7.2	2.6	63	91.3	4.2	1	1.4	1.5	69	4.6	3.9	9.4
Monipuri	0	0	0	105	90.5	7	11	9.5	16.7	116	7.7	6.6	8.4
Hajong	7	15.9	3.6	32	72.7	2.1	5	11.4	7.6	44	2.9	2.5	7.6
Barmon	3	7.5	1.5	36	90	2.4	1	2.5	1.5	40	2.7	2.3	1.8
Santal	23	7.8	11.7	268	90.8	17.9	4	1.4	6.1	295	19.7	16.8	2.9
Munda	6	20.7	3.1	23	79.3	1.5	0	0	0	29	1.9	1.6	5.9
Oraon	24	21.6	12.2	85	76.6	5.7	2	1.8	3	111	7.4	6.3	2.3
Pahan	7	24.1	3.6	20	69	1.3	2	6.9	3	29	1.9	1.6	0.8
Kuch	2	14.3	1	7	50	0.5	5	35.7	7.6	14	0.9	0.8	2.7
Other Plains	19	16.5	9.7	90	78.3	6	6	5.2	9.1	115	7.7	6.5	2.1
All ITP	**196**	**11.1**	**100**	**1498**	**85.1**	**100**	**66**	**3.8**	**100**	**1760**	**100.0**	**100**	**4**

The most common type of migration is migration from rural to urban areas (Table 6 4). About 74% of the migrants from the Hills migrated from rural to urban areas in contrast to 87% of the migrants from the Plains that migrated also from rural to urban areas. About a fifth of the migration was contained from rural to rural areas for the ITPs in the Hills and for the Plains the figure is about a tenth. The extent of international migration is the lowest; 5.4% in the Hills and 3.5% in the Plains. The extent to rural to rural migration is the highest among the Tripura ITPs in the Hills.

Figure 6-3: Households with migrants



In Figure 6 3 we present the findings from measuring the extent of migration by the percentage of households having at least one migrant. We observe that among all the ITP households 12.3% of the households have at least one migrant. The extent of migrant households is higher for the households in the Plains: 13.1% as compared to the households in the Hills where 8.8% of the households have migrants. The extent of migration is the highest among the Garos, 37.9% followed by the Monipuri households (29.6%). We observe highest migrant households among the other ITPs in the Hills. It is the lowest among the Tanchaynga households. If one ignores the other Hill ITPs, the extent of migration is pretty low and limited to single digits. While there are some ITPs who migrate more in the ITPs such as the Garos or Monipuris, no such specific group with high migration is observed among the ITPs from the Hills.

6.5.2 CAUSES OF MIGRATION

The dominant cause of migration is work. 47% of the ITPs in the Hills migrate for work as compared to 67% in the Plains (Table 6 5). Thus the ITPs in the Plains migrate more for work as compared to those in the Hills. The second important cause of migration is for studies, 29% for the ITPs in the Hills and 26% for those in the Plains. In the Hills ITPs also migrated for political reasons (12%) and family reasons (9%). In the Plains, the ITPs also migrated for family reasons (5%) as well as for transfer in jobs (1%). The most prominent reasons for migration among the ITPs is work (63.4%) followed by studies (26.7%).

Table 6-5: Causes of migration

	Family Reason			Transfer			Study/training			Looking for work/ higher income			Natural disaster			Political Reason			Violence			Other reason			All		
ITP	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %
Hill	29	9.3	28.4	7	2.3	25.9	89	28.6	18.3	146	46.9	12.7	0	0	0	38	12.2	100	0	0	0	2	0.6	33.3	311	100	17.1
Chakma	3	3	2.9	1	1	3.7	27	27.3	5.6	62	62.6	5.4	0	0	0	4	4	10.5	0	0	0	2	2	33.3	99	100	5.4
Marma	0	0	0	2	3.5	7.4	22	38.6	4.5	33	57.9	2.9	0	0	0	0	0	0	0	0	0	0	0	0	57	100	3.1
Tripura	24	30	23.5	0	0	0	7	8.8	1.4	15	18.8	1.3	0	0	0	34	42.5	89.5	0	0	0	0	0	0	80	100	4.4
Tanchaynga	0	0	0	0	0	0	5	62.5	1	3	37.5	0.3	0	0	0	0	0	0	0	0	0	0	0	0	8	100	0.4
Murong	0	0	0	0	0	0	9	90	1.9	1	10	0.1	0	0	0	0	0	0	0	0	0	0	0	0	10	100	0.5
Other Hill	2	3.5	2	4	7	14.8	19	33.3	3.9	32	56.1	2.8	0	0	0	0	0	0	0	0	0	0	0	0	57	100	3.1
Plains	**73**	**4.8**	**71.6**	**20**	**1.3**	**74.1**	**397**	**26.3**	**81.7**	**1008**	**66.8**	**87.3**	**4**	**0.3**	**100**	**0**	**0**	**0**	**2**	**0.1**	**100**	**4**	**0.3**	**66.7**	**1508**	**100**	**82.9**
Garo	26	4.1	25.5	4	0.6	14.8	102	16	21	500	78.6	43.3	4	0.6	100	0	0	0	0	0	0	0	0	0	636	100	35
Khasi	0	0	0	0	0	0	61	93.8	12.6	4	6.2	0.3	0	0	0	0	0	0	0	0	0	0	0	0	65	100	3.6
Monipuri	5	4.3	4.9	10	8.7	37	37	32.2	7.6	63	54.8	5.5	0	0	0	0	0	0	0	0	0	0	0	0	115	100	6.3
Hajong	0	0	0	2	4.3	7.4	11	23.9	2.3	33	71.7	2.9	0	0	0	0	0	0	0	0	0	0	0	0	46	100	2.5
Barmon	1	2.6	1	0	0	0	10	26.3	2.1	27	71.1	2.3	0	0	0	0	0	0	0	0	0	0	0	0	38	100	2.1
Santal	30	9.7	29.4	1	0.3	3.7	112	36.1	23	164	52.9	14.2	0	0	0	0	0	0	0	0	0	3	1	50	310	100	17
Munda	0	0	0	0	0	0	0	0	0	29	100	2.5	0	0	0	0	0	0	0	0	0	0	0	0	29	100	1.6
Oraon	7	6.3	6.9	0	0	0	22	19.6	4.5	82	73.2	7.1	0	0	0	0	0	0	0	0	0	1	0.9	16.7	112	100	6.2
Pahan	3	9.4	2.9	2	6.3	7.4	11	34.4	2.3	15	46.9	1.3	0	0	0	0	0	0	1	3.1	50	0	0	0	32	100	1.8
Kuch	0	0	0	0	0	0	0	0	0	13	100	1.1	0	0	0	0	0	0	0	0	0	0	0	0	13	100	0.7
Other Plains	1	0.9	1	1	0.9	3.7	31	27.7	6.4	78	69.6	6.8	0	0	0	0	0	0	1	0.9	50	0	0	0	112	100	6.2
All ITP	**102**	**5.6**	**100**	**27**	**1.5**	**100**	**486**	**26.7**	**100**	**1154**	**63.4**	**100**	**4**	**0.2**	**100**	**38**	**2.1**	**100**	**2**	**0.1**	**100**	**6**	**0.3**	**100**	**1819**	**100**	**100**

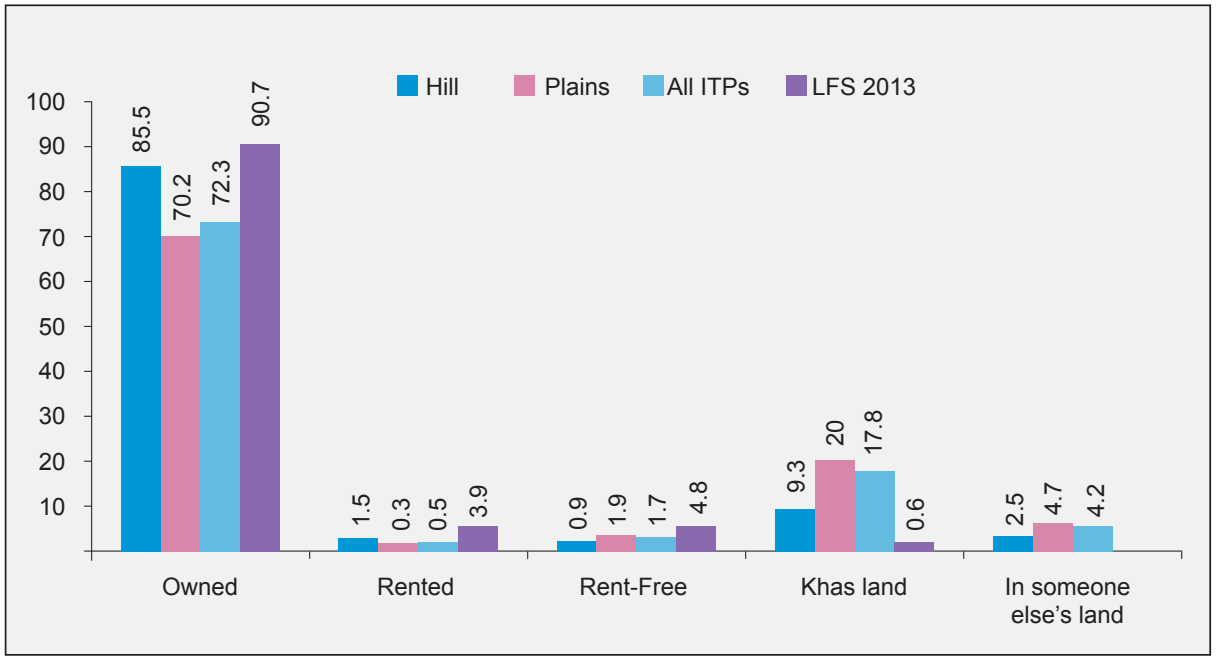
6.6 ASSETS

6.6.1 HOUSE

Most (85.5%) of the ITP households from the Hills live in owned houses as compared to 70.2% of ITP households living in the Plains that also live in owned houses (Figure 6 4). The extent of home ownership is lower than the national rural average as reported in BBS (2015).

In the Plains, 20% of the ITP households live on public lands (khas land) and 4.7% of the households on someone else's land. About a tenth of the households in the Hills live in government khas land. This figure is negligible for the rural households of Bangladesh (less than 1%). BBS (2015) does not have a category khas land but their residual category "others" can be considered as the upper limit of the percentage of households living on khas land. Thus the security of tenure of houses is weaker for a large number of ITP households, particularly for those living in the Plains. About 22% of all ITP households either live on khas lands or on others' land.

Figure 6-4: Ownership status of house



** BBS (2015) report of the category "others" which we consider as khas land.*

Only 1.7% of the Chakmas live on government khas land (Table 6 6). More than a fourth of the Tanchaynga and Murong households live on government khas lands. 73% of the Khasi households live on Government khas land followed by Mundas (27.7%) and the Santals (19.1%). 39.4% of the small ITPs from the Plains also live on khas lands.

Table 6-6: Ownership status of house

	Owned			Rented			Rent-Free			Khas land			In someone else's land			Others			All		
HILL	**Freq.**	**Row%**	**Col%**	**Freq.**	**Row%**	**Col %**	**Freq.**	**Row%**	**Col %**	**Freq.**	**Row%**	**Col%**	**Freq.**	**Row%**	**Col%**	**Freq.**	**Row%**	**Col%**	**Freq.**	**Row%**	**Col%**
Chakma	829	93.1	48.5	19	2.1	63.3	7	0.8	38.9	15	1.7	8.1	18	2	35.3	2	0.2	40	890	100	44.5
Marma	355	78.2	20.7	9	2	30	8	1.8	44.4	62	13.7	33.5	17	3.7	33.3	3	0.7	60	454	100	22.7
Tripura	202	82.1	11.8	0	0	0	2	0.8	11.1	30	12.2	16.2	12	4.9	23.5	0	0	0	246	100	12.3
Tanchaynga	81	73	4.7	0	0	0	1	0.9	5.6	29	26.1	15.7	0	0	0	0	0	0	111	100	5.5
Murong	75	71.4	4.4	1	1	3.3	0	0	0	29	27.6	15.7	0	0	0	0	0	0	105	100	5.3
Other Hill	169	87.1	9.9	1	0.5	3.3	0	0	0	20	10.3	10.8	4	2.1	7.8	0	0	0	194	100	9.7
All Hill	1711	85.5	100	30	1.5	100	18	0.9	100	185	9.3	100	51	2.5	100	5	0.3	100	2000	100	100
PLAINS																					
Garo	820	78.8	14.6	2	0.2	10	6	0.6	3.9	189	18.2	11.8	19	1.8	5.1	5	0.5	2.1	1041	100	13
Khasi	4	3	0.1	0	0	0	0	0	0	97	72.9	6.1	0	0	0	32	24.1	13.4	133	100	1.7
Monipuri	280	96.2	5	1	0.3	5	0	0	0	7	2.4	0.4	2	0.7	0.5	1	0.3	0.4	291	100	3.6
Hajong	112	81.8	2	1	0.7	5	1	0.7	0.6	15	10.9	0.9	8	5.8	2.2	0	0	0	137	100	1.7
Barmon	461	86.5	8.2	0	0	0	28	5.3	18.2	36	6.8	2.3	7	1.3	1.9	1	0.2	0.4	533	100	6.7
Santal	1593	67.9	28.4	5	0.2	25	36	1.5	23.4	449	19.1	28.1	146	6.2	39.2	116	4.9	48.5	2345	100	29.3
Munda	57	56.4	1	0	0	0	0	0	0	28	27.7	1.8	6	5.9	1.6	10	9.9	4.2	101	100	1.3
Oraon	871	74.8	15.5	5	0.4	25	35	3	22.7	170	14.6	10.6	55	4.7	14.8	29	2.5	12.1	1165	100	14.6
Pahan	719	80	12.8	3	0.3	15	27	3	17.5	98	10.9	6.1	48	5.3	12.9	4	0.4	1.7	899	100	11.2
Kuch	96	75.6	1.7	0	0	0	0	0	0	25	19.7	1.6	5	3.9	1.3	1	0.8	0.4	127	100	1.6
Other Plains	604	49.2	10.8	3	0.2	15	21	1.7	13.6	484	39.4	30.3	76	6.2	20.4	40	3.3	16.7	1228	100	15.4
All Plains	**5617**	**70.2**	**100**	**20**	**0.3**	**100**	**154**	**1.9**	**100**	**1598**	**20**	**100**	**372**	**4.7**	**100**	**239**	**3**	**100**	**8000**	**100**	**100**
All	7328	73.3	100	50	0.5	100	172	1.7	100	1783	17.83	100	423	4.2	100	244	2.4	100	10000	100	100

6.6.2 TYPE OF DWELLING UNIT

As can be seen from Figure 6 5, most of the households in the Hills as well as in the Plains live in Kutcha houses (87.8% in the Hills and 89.6% in the Plains). Kutcha houses refer to houses made of clay or other materials that do not last long. This is followed by semi-pucca (10.7% in the Hills and 9.7% in the Plains) and pucca (1.5%) in the Hills and 0.7% in the Plains). Some Chakmas (13.4%) and some Marmas (9.3%) live in semi-pucca houses while more than half of Khasi households (53,4) and about half of the Monipuri households also live in semi-pucca houses (Table 6 7). Thus the ITPs of the two regions do not differ much in terms of the type of houses they live in although they differ a lot in terms of ownership status of the land on which they have built their houses. The ITP households have, on the average, two rooms in their house.

According to BBS (2015), 74.1% of rural households in Bangladesh had Kutcha houses, 20.7% had semi-pucca and 5.2% had pucca houses. Thus it is clear that compared to a household in rural Bangladesh the condition of dwelling of the ITP households is poor primarily because far more ITP households live in Kutcha houses.

Figure 6-5: Type of dwelling unit

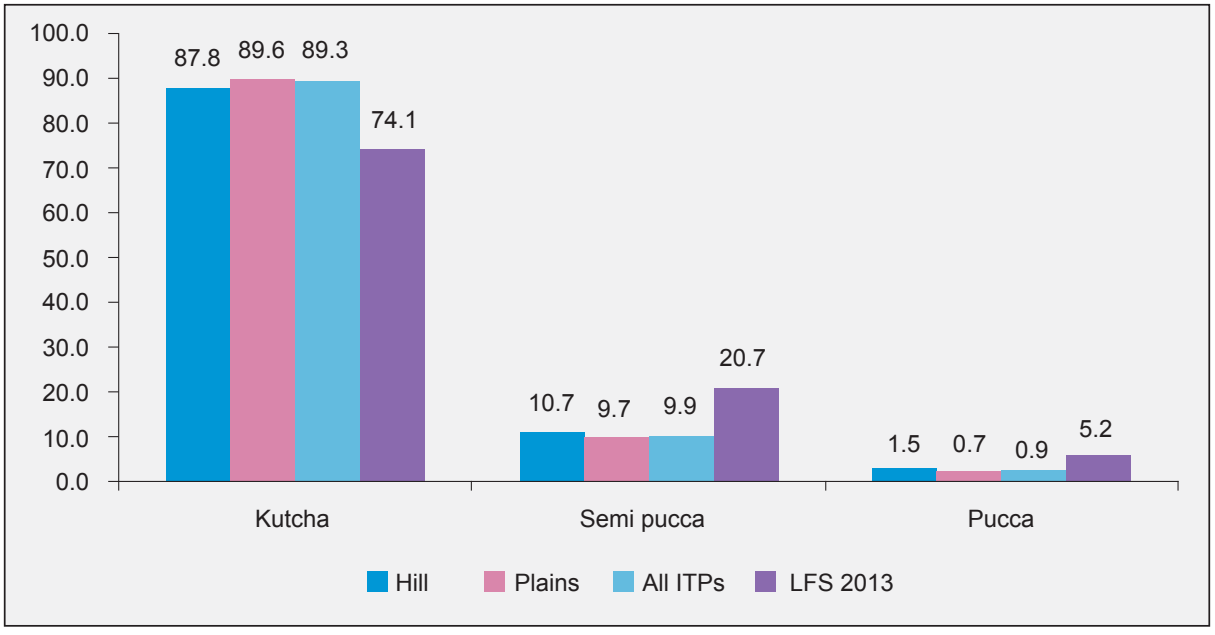


Table 6-7: Type of dwelling unit

	Kutcha			Semi pucca			Pucca			Total			Average no. of rooms
HILL	**Freq.**	**Row%**	**Col %**	**Freq.**	**Row%**	**Col%**	**Freq.**	**Row%**	**Col%**	**Freq.**	**Row%**	**Col%**	
Chakma	761	85.5	43.3	119	13.4	55.6	10	1.1	33.3	890	100	44.5	3
Marma	406	89.4	23.1	42	9.3	19.6	6	1.3	20	454	100	22.7	2
Tripura	238	96.7	13.6	6	2.4	2.8	2	0.8	6.7	246	100	12.3	2
Tanchaynga	105	94.6	6	5	4.5	2.3	1	0.9	3.3	111	100	5.5	2
Murong	97	92.4	5.5	8	7.6	3.7	0	0	0	105	100	5.3	2
Other Hill	149	76.8	8.5	34	17.5	15.9	11	5.7	36.7	194	100	9.7	3
All Hill	1756	87.8	100	214	10.7	100	30	1.5	100	2000	100	100	2
PLAINS													
Garo	913	87.7	12.7	125	12	16.1	3	0.3	5.5	1041	100	13	2
Khasi	56	42.1	0.8	71	53.4	9.2	6	4.5	10.9	133	100	1.7	3
Monipuri	134	46	1.9	135	46.4	17.4	22	7.6	40	291	100	3.6	3
Hajong	114	83.2	1.6	23	16.8	3	0	0	0	137	100	1.7	2
Barmon	498	93.4	6.9	33	6.2	4.3	2	0.4	3.6	533	100	6.7	2
Santal	2216	94.5	30.9	119	5.1	15.4	10	0.4	18.2	2345	100	29.3	2
Munda	95	94.1	1.3	6	5.9	0.8	0	0	0	101	100	1.3	2
Oraon	1081	92.8	15.1	79	6.8	10.2	5	0.4	9.1	1165	100	14.6	2
Pahan	856	95.2	11.9	39	4.3	5	4	0.4	7.3	899	100	11.2	2
Kuch	124	97.6	1.7	3	2.4	0.4	0	0	0	127	100	1.6	1
Other Plains	1083	88.2	15.1	142	11.6	18.3	3	0.2	5.5	1228	100	15.4	2
All Plains	7170	89.6	100	775	9.7	100	55	0.7	100	8000	100	100	2
All	8926	89.3	100	989	9.9	100	85	0.9	100	10000	100.0	100	2

6.6.3 OTHER ASSETS

The most commonly held asset owned by the ITPs is mobile phones (Table 6 8). 81.5% of the households in the Hills own mobile phones and in the Plains 78.6% of the households own mobile phones. So the extent of ownership of mobile phones is slightly higher in the Hills. The second widely owned asset for the ITP households in the Hills is a wardrobe (36.9%). Wardrobe holds the fourth position in the ownership of assets in the Plains (23.5%). The second important asset for the ITPs in the Plains is a bicycle which is owned by 34% of the households. Electric fan is owned by 34% of the ITP households in the Hills as compared to 24.4% of ITP households in the Plains. TV is owned by 26.6% of ITP households in the Hills. In the Plains, it is owned by about 18% of ITP households. Computer is owned by a negligible number of households (1.65% in the Hills, .9% in the Plains). In terms of ownership of listed assets, the ITPs in the Hills are better endowed.

Table 6-8: Ownership of assets (% of households)

HILL	Radio	TV	Fridge	Telephone (land)	Mobile Phone	Electric Fan	Motor Cycle	Bicycle	Computer	Sewing machine	Air Condition	Rickshaw/ van	Motor boat	wardrobe	Constru -ction work	Other
Chakma	1.46	29.55	5.39	0.90	85.84	38.88	3.37	1.46	2.13	12.92	0.11	0.34	1.12	41.57	0.67	24.94
Marma	1.32	28.85	5.51	0.66	80.40	38.11	4.19	3.30	1.98	7.49	0.22	0.44	0.66	41.41	0.88	16.30
Tripura	2.03	6.91	0.41	0.00	74.39	6.10	0.41	1.63	1.22	2.85	0.00	0.41	0.00	17.07	0.00	18.70
Tanchaynga	1.80	35.14	4.50	0.00	75.68	38.74	3.60	1.80	0.90	3.60	0.00	0.00	1.80	36.04	1.80	13.51
Murong	0.95	4.76	0.00	0.95	51.43	5.71	0.00	0.95	0.00	2.86	0.00	0.00	0.00	11.43	0.00	27.62
Other Hill	2.06	39.69	11.86	0.52	89.18	52.06	4.12	0.00	0.52	7.73	0.00	0.00	0.52	44.33	0.00	14.95
All Hill	1.55	26.60	5.10	0.65	81.15	34.20	3.10	1.75	1.65	8.90	0.10	0.30	0.80	36.90	0.60	20.75
PLAINS	**Radio**	**TV**	**Fridge**	**Telephone (land)**	**Mobile Phone**	**Electric Fan**	**Motor Cycle**	**Bicycle**	**Computer**	**Sewing machine**	**Air Condition**	**Rickshaw/ van**	**Motor boat**	**wardrobe**	**Constru -ction work**	**Other**
Garo	3.75	29.20	2.11	0.29	87.61	22.57	7.01	43.71	1.92	4.51	0.00	2.21	0.00	47.36	0.38	5.67
Khasi	3.01	43.61	1.50	0.00	90.23	19.55	6.02	6.77	1.50	3.76	0.00	0.75	0.75	71.43	3.01	67.67
Monipuri	7.22	63.57	17.87	1.03	94.50	72.85	18.21	31.27	8.25	7.56	0.00	0.34	0.34	83.16	0.34	46.39
Hajong	2.19	13.87	0.00	1.46	83.21	6.57	2.92	29.93	0.73	3.65	0.00	0.00	0.73	21.17	0.00	11.68
Barmon	2.81	23.08	0.94	0.94	88.18	39.59	6.00	47.09	1.13	4.88	0.00	7.88	0.19	27.20	0.56	23.45
Santal	0.77	10.75	0.13	0.64	74.33	17.53	1.02	38.42	0.30	2.09	0.04	3.28	0.04	9.81	0.34	16.38
Munda	0.00	4.95	0.00	0.00	79.21	4.95	0.99	31.68	0.00	1.98	0.00	7.92	0.00	20.79	0.99	28.71
Oraon	0.69	13.13	0.17	0.34	76.74	24.21	1.46	30.82	0.43	1.72	0.00	3.86	0.26	10.47	0.17	22.58
Pahan	1.56	7.68	0.00	0.11	70.30	14.91	0.78	23.69	0.22	1.33	0.11	3.45	0.00	11.90	0.11	38.26
Kuch	0.79	33.07	2.36	0.00	88.98	56.69	2.36	43.31	0.79	7.87	0.00	6.30	0.00	33.86	0.00	6.30
Other Plains	1.38	18.57	0.90	0.57	75.90	29.15	1.63	25.90	0.33	2.44	0.00	2.12	0.00	28.75	0.33	25.90
All Plains	1.75	17.98	1.25	0.50	78.56	24.44	3.03	34.06	0.90	2.85	0.03	3.28	0.10	23.50	0.35	22.14
All	**1.71**	**19.7**	**2.02**	**0.53**	**79.08**	**26.39**	**3.04**	**26.7**	**1.05**	**4.06**	**0.04**	**2.68**	**0.24**	**26.18**	**0.4**	**21.86**

6.6.4 LAND

Almost 43% of the ITP households from the Hills reported of ownership of cultivable land and average size of cultivable land is about 100 decimal (Figure 6 6 and Table 6 9). On the other hand 26.3% of ITP households living in the Plains own cultivated land and the average size of cultivable land there is 102.2 decimal. Thus, though the extent of ownership of cultivable land is lower for the ITP households in the Plains, those who own cultivable land have slightly larger average size of cultivable land.

Highest ownership of cultivable land is reported by the Chakma households (55%) followed by the Tripura (43.5%) and Marma (38.8%) households. In the Plains the highest cultivable land ownership is found among the Monipuri households (58.4%), followed by the Barmon (40.7%) and Garo (39.9%) households.

About 16% of the ITP households lease out land to others in the Hills. In the Plains this is much less, only 9%. In the Hills it is the Murong and Marma households who lease out land most (26% and 22% respectively) and in the Plains it is the Mundas and Monipuri households who lease out land most (about a fifth of the households).

Almost a quarter of ITP households in the Hills lease-in land. The corresponding figure for the households in the Plains is 28%. The average size of land leased-in is also higher, 82.2 decimals in the Plains as compared to 65 decimals in the Hills. We observe that in the Hills those who lease out land most (Marmas, Murongs) also lease in more land. More Chakma households, on the other hand, lease in land.

Figure 6-6: Land ownership (% of Households)

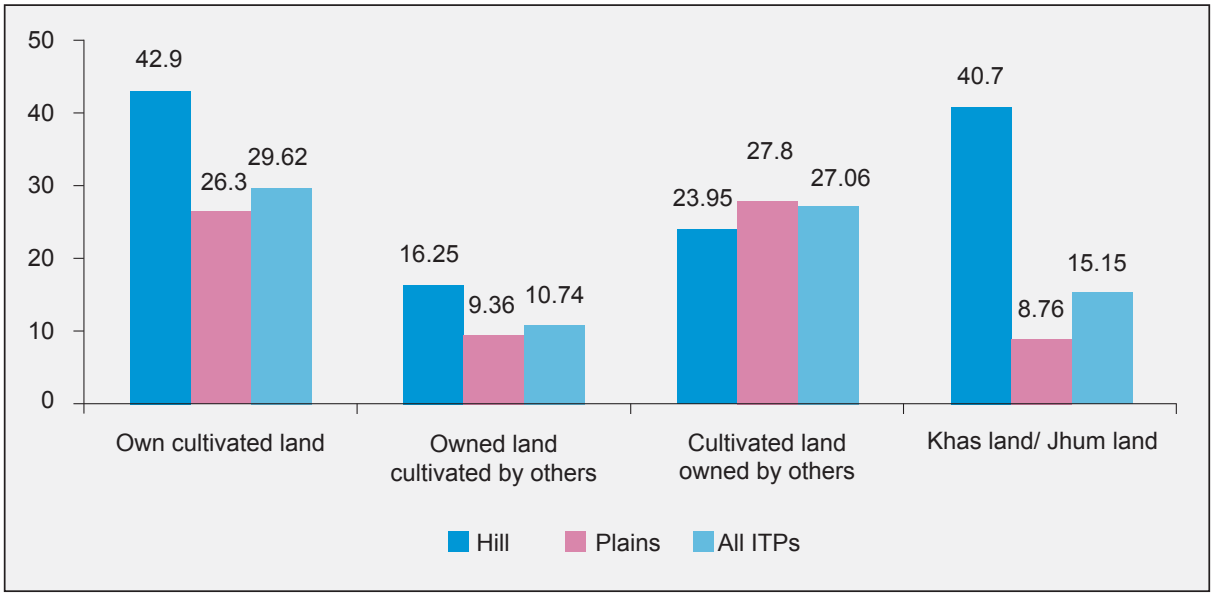


Table 6-9: Land ownership (in decimal)

	Own cultivated land			Owned land cultivated by others			Cultivated land owned by others			Khasland/Jhum land		
	No. of HH reporting	% of HH reporting	Average size of land	No. of HH reporting	% of HH reporting	Average size of land	No. of HH reporting	% of HH reporting	Average size of land	No. of HH reporting	% of HH reporting	Average size of land
Chakma	490	55.06	104.00	136	15.28	77.57	244	27.42	78.93	281	31.57	195.98
Marma	176	38.77	84.29	100	22.03	74.80	120	26.43	56.07	219	48.24	139.45
Tripura	107	43.50	94.28	35	14.23	13.71	65	26.42	52.31	105	42.68	195.13
Tanchaynga	37	33.33	115.08	13	11.71	91.54	15	13.51	58.67	52	46.85	170.19
Murong	33	31.43	67.88	27	25.71	7.41	27	25.71	17.78	87	82.86	248.85
Other Hill	15	7.73	181.33	14	7.22	171.43	8	4.12	32.50	70	36.08	312.86
Hill	858	42.90	99.18	325	16.25	68.62	479	23.95	64.73	814	40.70	194.71
Garo	415	39.87	149.89	189	18.16	187.31	217	20.85	107.72	52	5.00	164.67
Khasi	1	0.75	218.00	1	0.75	900.00	0	0.00		128	96.24	422.38
Monipuri	170	58.42	113.48	57	19.59	208.75	60	20.62	111.03	1	0.34	120.00
Hajong	45	32.85	101.07	22	16.06	108.23	29	21.17	80.83	1	0.73	144.00
Barmon	217	40.71	93.78	58	10.88	32.60	221	41.46	97.56	40	7.50	1.50
Santal	576	24.56	104.62	195	8.32	51.06	615	26.23	75.58	152	6.48	19.21
Munda	31	30.69	59.68	20	19.80	9.25	47	46.53	52.66	27	26.73	24.26
Oraon	297	25.49	79.24	87	7.47	27.54	472	40.52	83.40	68	5.84	4.01
Pahan	181	20.13	58.04	74	8.23	4.26	309	34.37	64.63	67	7.45	1.54
Kuch	23	18.11	87.91	7	5.51	91.86	28	22.05	84.89	0	0.00	
Other Plains	148	12.05	68.75	39	3.18	71.36	229	18.65	80.59	165	13.44	55.01
Plains	**2,104**	**26.30**	**102.17**	**749**	**9.36**	**91.79**	**2,227**	**27.84**	**82.20**	**701**	**8.76**	**108.39**
All	**2962**	**29.62**	**101.30**	**1074**	**10.74**	**84.78**	**2706**	**27.06**	**79.11**	**1515**	**15.15**	**154.77**

Access to khas land is much higher in the Hills. About 41% of the ITPs in the Hills reported access to khas land as compared to 9% reported by the ITPs living in the Plains. Almost all (96%) of the Khasi households reported of access to khas land. In the Hills 83% of Murong households reported access to khas land. From a third to almost a half of the ITPs also reported of having access to khas land.

Thus the ITP households living in the Plains are relatively land poor as compared to those living in the Hills. Proportionately less households from the Plains own cultivated land and their access to public land is far less. They increase access to land through the tenancy market by leasing in land from others. This is done also by the Hill households but less.

6.6.5 SAVINGS AND DEBT

The ITPs in the Hills generally have higher level of savings in various forms (Table 6 10). In particular, they have higher savings with the NGOs and in other informal organizations/co-operatives. They also have higher level of debts in various forms such as with the NGOs. (Table 6 11) Otherwise, the ITPs in the Plains have higher level of debts with the commercial banks. This may be due to higher presence of commercial banks in the Plains. Borrowing from the informal lenders is much higher in the Hills. The ITPs in the Plains also buy more on credit and forward sale labour more than the ITPs in the Hills. The extent of forward sale of labour is much less than usually supposed in existing literature. It happens with a small number of ITPs from the Hills (among Tanchaynga and the small ITPs there only). Some of the ITP from the Plains did not report forward sale of labour (such as the Khasi, Monipuri, Munda, Pahan, Kuch etc.)

Table 6-10 Savings (average in BDT)

ITP	Savings in commercial banks	Savings in microcredit organization /NGOs	Savings in informal organizations /cooperatives	Savings (post office, at home)	Loans given to other individuals /institutions	Savings in insurance scheme	Money invested in other ways
Chakma	46,444	8,854	14,926	2,971	8,050	14,811	37,639
Marma	55,301	7,398	10,066	3,188	57,333	18,700	600
Tripura	35,431	11,808	2,450	1,953	4,000	10,806	39,883
Tanchaynga	41,500	8,156	3,280	2,820	111,000	18,000	100,000
Murong	31,022	5,310	1,600	2,024	2,000	-	2,000
Other Hill	63,781	7,392	4,214	3,319	28,000	44,506	-
Hill	48,728	8,263	10,049	2,872	37,645	30,061	37,756
Garo	34,081	6,852	11,481	2,932	36,206	21,263	89,025
Khasi	35,118	7,899	9,480	4,919	1,000	95,250	200,000
Monipuri	82,270	6,920	3,233	4,389	58,000	26,871	69,650
Hajong	13,459	5,575	12,022	1,966	75,000	-	70,385
Barmon	41,874	8,181	3,306	2,498	6,505	9,009	85,680
Santal	32,845	4,617	7,388	1,604	37,513	9,714	36,295
Munda	13,786	3,921	1,400	1,164	45,000	13,560	1,600

ITP	Savings in commercial banks	Savings in microcredit organization /NGOs	Savings in informal organizations /cooperatives	Savings (post office, at home)	Loans given to other individuals /institutions	Savings in insurance scheme	Money invested in other ways
Oraon	36,536	6,828	8,920	3,169	13,961	10,900	63,686
Pahan	35,627	5,927	3,804	1,997	9,828	12,566	76,019
Kuch	46,292	6,239	4,700	2,556	-	11,629	53,786
Other Plains	18,945	4,671	4,990	1,562	16,115	13,763	52,450
Plains	**41,423**	**5,822**	**7,919**	**2,311**	**22,223**	**16,110**	**73,763**
All	**44,029**	**6,047**	**8,239**	**2,445**	**23,264**	**17,674**	**70,953**

Table 6-11: Debts (average in BDT)

ITP	Debt with commercial banks	Debt in micro-credit loans	Debt with informal lenders/ mahajans	Debt with friends/ relatives	Outstanding amount of the goods purchased on credit	Land mortgaged out	Assets mortgaged out (excluding land mortgaged out)	Forward sale of labour	Other debts
Chakma	31,791	23,473	28,100	10,060	2,956	58,130	50,000	-	15,733
Marma	35,081	16,326	12,083	6,395	1,112	38,000	-	-	50,000
Tripura	25,444	15,938	7,700	6,267	838	154,286	30,000	-	5,550
Tanchaynga	22,944	16,992	7,200	10,001	4,288	6,000	-	3,000	10,000
Murong	17,500	10,950		27,333	2,074	-	-	-	-
Other Hill	**78,400**	**26,969**	**90,000**	**3,865**	**827**	**-**	**-**	**1,500**	**-**
Hill	32,627	20,075	23,198	9,415	1,924	75,727	40,000	2,250	15,056
Garo	55,778	18,019	19,986	10,826	3,791	110,938	70,000	450	19,671
Khasi		28,407	56,583	13,000	12,696	-	-	-	-
Monipuri	112,810	24,011	30,600	91,000	2,458	-	-	-	-
Hajong	23,333	13,617	16,432	8,700	4,733	42,563		13,667	30,000
Barmon	68,826	17,439	22,776	24,500	5,388	55,833	70,000	400	11,333
Santal	51,148	10,187	8,347	4,790	2,589	84,891	21,750	600	6,200
Munda		14,531	12,333	2,600	5,459	200,000	-	-	-
Oraon	47,947	11,811	7,673	5,862	3,036	84,871	-	200	11,417
Pahan	15,809	9,676	10,381	5,747	3,702	67,250	-	-	10,538
Kuch	148,250	21,809	36,974	30,500	7,303	50,100	-	-	-
Other Plains	26,027	12,430	14,873	6,101	3,145	67,500	-	633	32,667
Plains	60,184	13,611	17,705	7,735	3,726	94,166	37,833	3,800	15,127
All	46,686	14,250	18,130	8,007	3,567	92,427	38,375	3,579	15,108

6.7 SANITATION AND WATER

Most of the ITP households have non-sanitary or kutcha toilets (Figure 6 7). The extent of non-sanitary toilet facilities is much higher in the Hills; 45.5% of the households there have non-sanitary toilets as compared to 30.6% of the households in the Plains. The national rural figure for this is 35.1% which is slightly higher than the ITP average of 33.6%. On the other hand, about a fifth of the households (19.3%) in the Plains have water sealed sanitary toilet facilities. According to Population Census of 2011, this figure is 22.9% for the rural households in Bangladesh. This is much lower in the Hills (11%). The second most common type of toilet facilities in the Hills is sanitary toilets without water sealing; 35.5% of the ITP households living in the Hills have this type of toilet facilities as compared to 23.8% of households in the Plains. The national figure for this for the rural households is 33.9% which should be compared with ITP figure of 23.8%. What is striking here is the extent of open defecation. More than a quarter of households (26.3%) in the Plains have no toilet facilities. This is much less in the Hills; only 8% of the households in the Hills have no toilet facilities. For all ITPs, 22.6% of the households have no access to toilet. According to Population and Housing Census this number is 8.2% for the rural households in Bangladesh. Thus 56.9% households in the Plains and 53.5% households in the Hills have no sanitary toilet facilities. Not only the extent non-sanitary toilet facilities higher in the Plains, it is the large extent of open defecation that is a cause of serious concern.

In the Hills 47.6% of the Murong households have no toilet facilities. Among the ITP communities living in the Plains open defecation is very high among the Pahans (45.2%), Oraons (40.2%) and Santals (35.3%) in the Plains (Table 6 12).

Figure 6-7: Toilet facilities

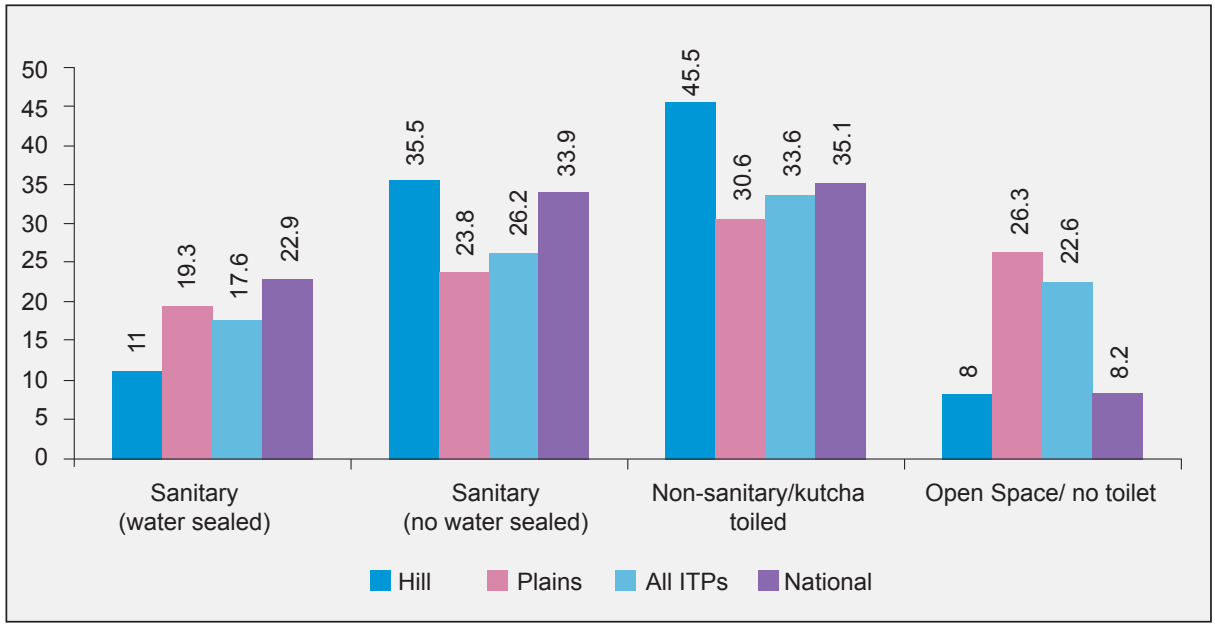


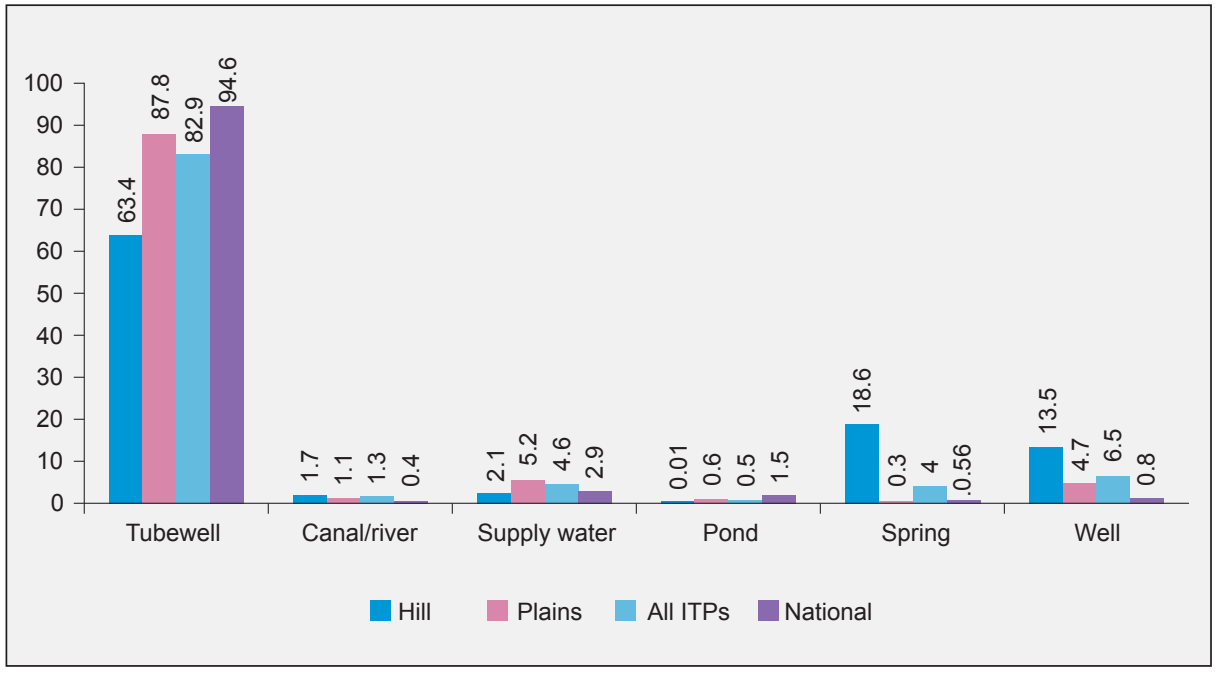
Table 6-12: Toilet facilities

	Sanitary (water sealed)			Sanitary (no water sealed)			Non-sanitary/Kutcha toilet			Open Space/no toilet			Total		
HILL	**Freq.**	**Row %**	**Col %**	**Freq.**	**Row %**	**Col %**	**Freq.**	**Row %**	**Col %**	**Freq.**	**Row %**	**Col %**	**Freq.**	**Row %**	**Col %**
Chakma	102	11.5	46.4	366	41.1	51.5	405	45.5	44.5	17	1.9	10.7	890	100	44.5
Marma	47	10.4	21.4	144	31.7	20.3	221	48.7	24.3	42	9.3	26.4	454	100	22.7
Tripura	14	5.7	6.4	75	30.5	10.5	130	52.8	14.3	27	11	17	246	100	12.3
Tanchaynga	7	6.3	3.2	29	26.1	4.1	59	53.2	6.5	16	14.4	10.1	111	100	5.5
Murong	6	5.7	2.7	3	2.9	0.4	46	43.8	5.1	50	47.6	31.4	105	100	5.3
Other Hill	44	22.7	20	94	48.5	13.2	49	25.3	5.4	7	3.6	4.4	194	100	9.7
Hill	220	11	100	711	35.5	100	910	45.5	100	159	8	100	2000	100	100

	Sanitary (water sealed)			Sanitary (no water sealed)			Non-sanitary/Kutcha toilet			Open Space/no toilet			Total		
PLAIN	**Freq.**	**Row %**	**Col %**	**Freq.**	**Row %**	**Col %**	**Freq.**	**Row %**	**Col %**	**Freq.**	**Row %**	**Col %**	**Freq.**	**Row %**	**Col %**
Garo	253	24.3	16.4	613	58.9	32.1	151	14.5	6.2	24	2.3	1.1	1041	100	13
Khasi	58	43.6	3.8	35	26.3	1.8	36	27.1	1.5	4	3	0.2	133	100	1.7
Monipuri	175	60.1	11.4	49	16.8	2.6	66	22.7	2.7	1	0.3	0	291	100	3.6
Hajong	17	12.4	1.1	93	67.9	4.9	23	16.8	0.9	4	2.9	0.2	137	100	1.7
Barmon	184	34.5	11.9	148	27.8	7.8	119	22.3	4.9	82	15.4	3.9	533	100	6.7
Santal	228	9.7	14.8	346	14.8	18.1	944	40.3	38.5	827	35.3	39.3	2345	100	29.3
Munda	9	8.9	0.6	50	49.5	2.6	30	29.7	1.2	12	11.9	0.6	101	100	1.3
Oraon	202	17.3	13.1	165	14.2	8.7	330	28.3	13.5	468	40.2	22.3	1165	100	14.6
Pahan	178	19.8	11.6	87	9.7	4.6	228	25.4	9.3	406	45.2	19.3	899	100	11.2
Kuch	60	47.2	3.9	48	37.8	2.5	12	9.4	0.5	7	5.5	0.3	127	100	1.6
Other Plains	176	14.3	11.4	273	22.2	14.3	511	41.6	20.9	268	21.8	12.7	1228	100	15.4
Plains	**1540**	**19.3**	**100**	**1907**	**23.8**	**100**	**2450**	**30.6**	**100**	**2103**	**26.3**	**100**	**8000**	**100**	**100**
All	**1760**	**17.6**	**100**	**2618**	**26.2**	**100**	**3360**	**33.6**	**100**	**2262**	**22.6**	**100**	**10000**	**100**	**100**

Most of the ITP households use water from Tube-wells (Figure 6 8). The extent of using Tube-wells is very high for the ITPs living in the Plains; 87.8% and it is lower in the Hills (63.4%). The figure for the national rural population is 94.6% which is much higher than the ITP average of 82.9%. The second important source of drinking water in the Hills is spring (18.6%) whereas in the Plains it is running water (5.2%) followed by water from well (4.7%). The extent of use of running water in the Plains is higher than the national average for the rural households, 2.9%. Thus the ITPs from the Plains seem to have better access to safe water. As Table 6 13 shows that the Murong households from the Hills depend heavily on spring (70.5%) as the major source of drinking water.

Figure 6-8: Primary source of drinking water



Note: No information on use of spring water at the national level hence used the source "others"

Our qualitative survey has found that women from the Hills have to travel long to fetch water as source of water is often very far away. The Tripura, Mro, Pangkua community people live on the top of the Hills and depend more on streams, dug-wells for drinking and other purposes. Those who live on the edges of the Hills also fetch water from rivers, dug-wells, streams etc. where water dry up in the dry season and get polluted in the rainy season. These groups of ITP community in the Hills have to spend much time to fetch water from distant places through going down and climbing up the Hills. This journey is often hazardous, particularly in the rainy season.

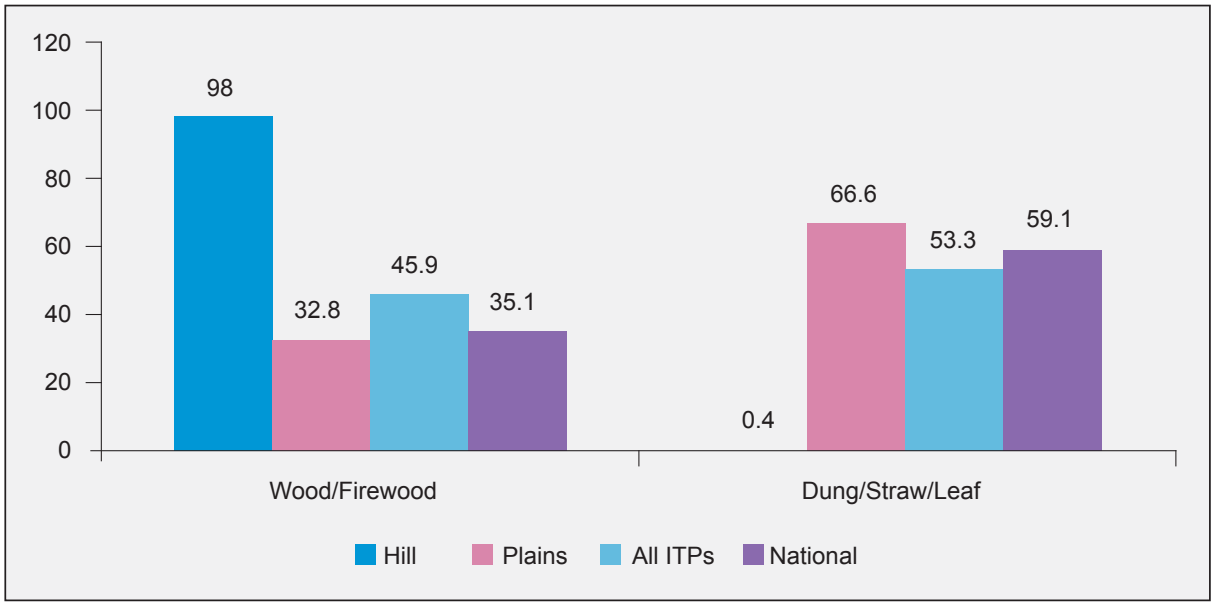
Table 6-13: Primary source of drinking water

	Tube Well/ Deep Tube Well			Canal/River			Piped/ Supply Water			Pond			Spring Water			Well			Other			Total		
	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %
HILL																								
Chakma	614	69	48.4	9	1	27.3	26	2.9	60.5	0	0	0	120	13.5	32.3	120	13.5	44.6	1	0.1	7.1	890	100	44.5
Marma	312	68.7	24.6	7	1.5	21.2	7	1.5	16.3	0	0	0	65	14.3	17.5	53	11.7	19.7	10	2.2	71.4	454	100	22.7
Tripura	153	62.2	12.1	0	0	0	0	0	0	0	0	0	39	15.9	10.5	54	22	20.1	0	0	0	246	100	12.3
Tanchaynga	48	43.2	3.8	2	1.8	6.1	7	6.3	16.3	2	1.8	100	18	16.2	4.9	32	28.8	11.9	2	1.8	14.3	111	100	5.5
Murong	14	13.3	1.1	11	10.5	33.3	1	1	2.3	0	0	0	74	70.5	19.9	5	4.8	1.9	0	0	0	105	100	5.3
Other Hill	127	65.5	10	4	2.1	12.1	2	1	4.7	0	0	0	55	28.4	14.8	5	2.6	1.9	1	0.5	7.1	194	100	9.7
Hill	**1268**	**63.4**	**100**	**33**	**1.7**	**100**	**43**	**2.1**	**100**	**2**	**0.1**	**100**	**371**	**18.6**	**100**	**269**	**13.5**	**100**	**14**	**0.7**	**100**	**2000**	**100**	**100**
PLAINS																								
Garo	987	94.8	14.1	16	1.5	17.4	6	0.6	1.5	0	0	0	13	1.2	48.1	19	1.8	5	0	0	0	1041	100	13
Khasi	45	33.8	0.6	1	0.8	1.1	0	0	0	1	0.8	2.1	4	3	14.8	82	61.7	21.7	0	0	0	133	100	1.7
Monipuri	254	87.3	3.6	0	0	0	1	0.3	0.2	0	0	0	0	0	0	36	12.4	9.5	0	0	0	291	100	3.6
Hajong	103	75.2	1.5	26	19	28.3	0	0	0	0	0	0	8	5.8	29.6	0	0	0	0	0	0	137	100	1.7
Barmon	470	88.2	6.7	4	0.8	4.3	32	6	7.7	0	0	0	0	0	0	27	5.1	7.1	0	0	0	533	100	6.7
Santal	2101	89.6	29.9	18	0.8	19.6	167	7.1	40.4	2	0.1	4.2	0	0	0	52	2.2	13.8	5	0.2	22.7	2345	100	29.3
Munda	44	43.6	0.6	0	0	0	0	0	0	40	39.6	83.3	0	0	0	14	13.9	3.7	3	3	13.6	101	100	1.3
Oraon	1073	92.1	15.3	9	0.8	9.8	42	3.6	10.2	3	0.3	6.3	0	0	0	28	2.4	7.4	10	0.9	45.5	1165	100	14.6
Pahan	860	95.7	12.3	8	0.9	8.7	6	0.7	1.5	2	0.2	4.2	0	0	0	21	2.3	5.6	2	0.2	9.1	899	100	11.2
Kuch	126	99.2	1.8	0	0	0	1	0.8	0.2	0	0	0	0	0	0	0	0	0	0	0	0	127	100	1.6
Other Plains	957	77.9	13.6	10	0.8	10.9	158	12.9	38.3	0	0	0	2	0.2	7.4	99	8.1	26.2	2	0.2	9.1	1228	100	15.4
Plains	**7020**	**87.8**	**100**	**92**	**1.1**	**100**	**413**	**5.2**	**100**	**48**	**0.6**	**100**	**27**	**0.3**	**100**	**378**	**4.7**	**100**	**22**	**0.3**	**100**	**8000**	**100**	**100**
All	**8288**	**82.88**	**100**	**125**	**1.3**	**100**	**456**	**4.6**	**100**	**50**	**0.5**	**100**	**398**	**4.0**	**100**	**647**	**6.5**	**100**	**36**	**0.4**	**100**	**10000**	**100**	**100**

6.8 ENERGY

The primary source of fuel for almost all (98%) the ITPs in the Hill is firewood (Figure 6 9). In contrast, the household from the Plains is less dependent on firewood as a primary source of fuel- about a third of the households from the Plains uses it. Overall, about 46% of the ITP households depend on firewood. According to Population Census of 2011, 35% of Bangladeshi households living in the rural areas depend on firewood. Thus the dependence on biomass-based fuel such as firewood is much higher for the ITP population, particularly for those living in the Hills. Firewood is the second major source of fuel for the ITPs as a whole. 53.3% of all the ITP households use dung, straw or leaves. This is also the primary source of fuel for the households living in the Plains. About two-third of the ITP households from the Plains depend on them. The ITPs from the Hill hardly depend on this source of fuel. The national rural average of this source of fuel is 59.1%. The ITPs depend less on dung, straw, leaves as compared to the national rural average but they depend more on firewood as compared to the national rural average. This is mainly due to excessive use of firewood in the Hills.

Figure 6-9: Primary source of fuel



As shown in Table 6 14, the extent of use of wood as fuel is high among the Garos (68.5%), Monipuris (96%) and Santals (22%).

Table 6-14: Primary source of fuel

	Wood/ Firewood			Dung/Straw/ Leaf			Biogas			Gas/LP Gas			Kerosene Oil			Other			Total		
	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %
ITP HILL																					
Chakma	871	97.9	44.4	3	0.3	37.5	1	0.1	100	12	1.3	80	2	0.2	22.2	1	0.1	14.3	890	100	44.5
Marma	443	97.6	22.6	2	0.4	25	0	0	0	2	0.4	13.3	4	0.9	44.4	3	0.7	42.9	454	100	22.7
Tripura	243	98.8	12.4	1	0.4	12.5	0	0	0	1	0.4	6.7	1	0.4	11.1	0	0	0	246	100	12.3
Tanchaynga	107	96.4	5.5	1	0.9	12.5	0	0	0	0	0	0	2	1.8	22.2	1	0.9	14.3	111	100	5.5
Murong	103	98.1	5.3	0	0	0	0	0	0	0	0	0	0	0	0	2	1.9	28.6	105	100	5.3
Other Hill	193	99.5	9.8	1	0.5	12.5	0	0	0	0	0	0	0	0	0	0	0	0	194	100	9.7
Hill	1960	98	100	8	0.4	100	1	0.1	100	15	0.8	100	9	0.4	100	7	0.4	100	2000	100	100
ITP PLAINS																					
Garo	713	68.5	27.1	326	31.3	6.1	0	0	0	0	0	0	1	0.1	4.8	1	0.1	7.7	1041	100	13
Khasi	133	100	5.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	133	100	1.7
Monipuri	279	95.9	10.6	2	0.7	0	0	0	0	8	2.7	100	1	0.3	4.8	1	0.3	7.7	291	100	3.6
Hajong	59	43.1	2.2	77	56.2	1.4	0	0	0	0	0	0	0	0	0	1	0.7	7.7	137	100	1.7
Barmon	108	20.3	4.1	425	79.7	8	0	0	0	0	0	0	0	0	0	0	0	0	533	100	6.7
Santal	514	21.9	19.6	1826	77.9	34.3	0	0	0	0	0	0	3	0.1	14.3	2	0.1	15.4	2345	100	29.3
Munda	39	38.6	1.5	61	60.4	1.1	1	1	16.7	0	0	0	0	0	0	0	0	0	101	100	1.3
Oraon	89	7.6	3.4	1071	91.9	20.1	1	0.1	16.7	0	0	0	2	0.2	9.5	2	0.2	15.4	1165	100	14.6
Pahan	89	9.9	3.4	803	89.3	15.1	1	0.1	16.7	0	0	0	3	0.3	14.3	3	0.3	23.1	899	100	11.2
Kuch	96	75.6	3.7	31	24.4	0.6	0	0	0	0	0	0	0	0	0	0	0	0	127	100	1.6
Other Plains	508	41.4	19.3	703	57.2	13.2	3	0.2	50	0	0	0	11	0.9	52.4	3	0.2	23.1	1228	100	15.4
Plains	2627	32.8	100	5325	66.6	100	6	0.1	100	8	0.1	100	21	0.3	100	13	0.2	100	8000	100	100
All	4587	45.9	100	5333	53.3	100	7	0.1	100	23	0.2	100	30	0.3	100	20	0.2	100	10000	100	100

Figure 6 10 and Table 6 15 show that the primary source of lighting in the Hills is electricity (39.2% of households) whereas in the Plains it is kerosene (47% of the households). Electricity is the second main source of lighting for the households in the Plains and used by 37% of the households. A higher percentage of households in the Hills use solar panels – 29.4% as compared to 15.6% of households living in the Plains.

At the national level electricity is the main source of lighting used by 48.8% of Bangladeshi households living in the rural areas. In contrast the ITPs use kerosene most: 44% against the national figure of 46.4% for the rural areas. Consumption of electricity by the ITP households is much lower for the ITP households as compared to the other households living in rural areas of Bangladesh. What is interesting is the higher use of solar panels by the ITP households. Here the national figure is 4% of all households.

Figure 6-10: Primary source lighting

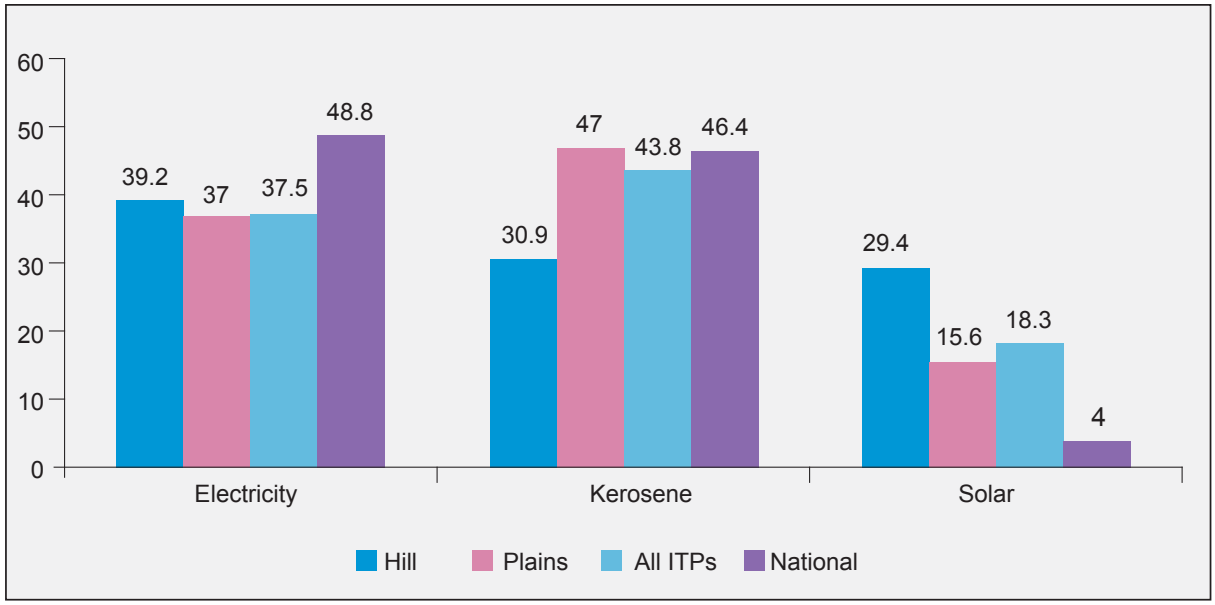


Table 6-15: Primary source lighting

	Electricity			Kerosene			Solar			Other			Total		
	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %
ITP HILL															
Chakma	389	43.7	49.6	188	21.1	30.4	308	34.6	52.4	5	0.6	50	890	100	44.5
Marma	210	46.3	26.8	158	34.8	25.6	83	18.3	14.1	3	0.7	30	454	100	22.7
Tripura	29	11.8	3.7	132	53.7	21.4	83	33.7	14.1	2	0.8	20	246	100	12.3
Tanchaynga	45	40.5	5.7	46	41.4	7.4	20	18	3.4	0	0	0	111	100	5.5
Murong	8	7.6	1	53	50.5	8.6	44	41.9	7.5	0	0	0	105	100	5.3
Other Hill	103	53.1	13.1	41	21.1	6.6	50	25.8	8.5	0	0	0	194	100	9.7
Hill	**784**	**39.2**	**100**	**618**	**30.9**	**100**	**588**	**29.4**	**100**	**10**	**0.5**	**100**	**2000**	**100**	**100**
ITP PLAINS															
Garo	266	25.6	9	270	25.9	7.2	505	48.5	40.6	0	0	0	1041	100	13
Khasi	7	5.3	0.2	14	10.5	0.4	112	84.2	9	0	0	0	133	100	1.7
Monipuri	235	80.8	7.9	19	6.5	0.5	36	12.4	2.9	1	0.3	3.2	291	100	3.6
Hajong	22	16.1	0.7	42	30.7	1.1	73	53.3	5.9	0	0	0	137	100	1.7
Barmon	272	51	9.2	201	37.7	5.3	55	10.3	4.4	5	0.9	16.1	533	100	6.7
Santal	781	33.3	26.4	1373	58.6	36.5	180	7.7	14.5	11	0.5	35.5	2345	100	29.3
Munda	10	9.9	0.3	42	41.6	1.1	47	46.5	3.8	2	2	6.5	101	100	1.3
Oraon	543	46.6	18.3	555	47.6	14.8	62	5.3	5	5	0.4	16.1	1165	100	14.6
Pahan	212	23.6	7.2	644	71.6	17.1	40	4.4	3.2	3	0.3	9.7	899	100	11.2
Kuch	82	64.6	2.8	36	28.3	1	9	7.1	0.7	0	0	0	127	100	1.6
Other Plains	533	43.4	18	566	46.1	15	125	10.2	10	4	0.3	12.9	1228	100	15.4
Plains	**2963**	**37**	**100**	**3762**	**47**	**100**	**1244**	**15.6**	**100**	**31**	**0.4**	**100**	**8000**	**100**	**100**
ITP ALL															
Chakma	389	43.7	10.4	188	21.1	4.3	308	34.6	16.8	5	0.6	12.2	890	100	8.9
Marma	210	46.3	5.6	158	34.8	3.6	83	18.3	4.5	3	0.7	7.3	454	100	4.5
Tripura	29	11.8	0.8	132	53.7	3	83	33.7	4.5	2	0.8	4.9	246	100	2.5
Tanchaynga	45	40.5	1.2	46	41.4	1.1	20	18	1.1	0	0	0	111	100	1.1
Garo	266	25.6	7.1	270	25.9	6.2	505	48.5	27.6	0	0	0	1041	100	10.4
Khasi	7	5.3	0.2	14	10.5	0.3	112	84.2	6.1	0	0	0	133	100	1.3
Monipuri	235	80.8	6.3	19	6.5	0.4	36	12.4	2	1	0.3	2.4	291	100	2.9
Hajong	22	16.1	0.6	42	30.7	1	73	53.3	4	0	0	0	137	100	1.4
Barmon	272	51	7.3	201	37.7	4.6	55	10.3	3	5	0.9	12.2	533	100	5.3
Santal	781	33.3	20.8	1373	58.6	31.3	180	7.7	9.8	11	0.5	26.8	2345	100	23.4
Munda	10	9.9	0.3	42	41.6	1	47	46.5	2.6	2	2	4.9	101	100	1
Oraon	543	46.6	14.5	555	47.6	12.7	62	5.3	3.4	5	0.4	12.2	1165	100	11.7
Pahan	212	23.6	5.7	644	71.6	14.7	40	4.4	2.2	3	0.3	7.3	899	100	9
Murong	8	7.6	0.2	53	50.5	1.2	44	41.9	2.4	0	0	0	105	100	1.1
Kuch	82	64.6	2.2	36	28.3	0.8	9	7.1	0.5	0	0	0	127	100	1.3
Other	636	44.7	17	607	42.7	13.9	175	12.3	9.6	4	0.3	9.8	1422	100	14.2
All	**3747**	**37.5**	**100**	**4380**	**43.8**	**100**	**1832**	**18.3**	**100**	**41**	**0.4**	**100**	**10000**	**100**	**100**

6.9 FOOD SECURITY

We collected information on food security situation of the ITP households for the year previous to the date of interview. As can be seen from Figure 6 11, perennially deficit households are few. About 3.4% of households have always had food insecurity in the Hills as compared to 0.7% households in the Plains. The Hill and the Plains have similar proportion of households having occasional food deficits (20.2% of the households in the Hills and 19.3% in the Plains). Thus our data suggests that the households in the Hills are slightly more food insecure, albeit at the extreme level of having always food deficit. In the Hills it is the Chakma, Tripura and Tanchaynga households who have higher levels of food insecurity (Table 6 16). In the Plains the Pahans, Santals, Kuch and Barmons have higher level of food insecurity. Khasi, Monipuri, and Hajong households have not reported always food deficit at all.

Figure 6-11: Food security

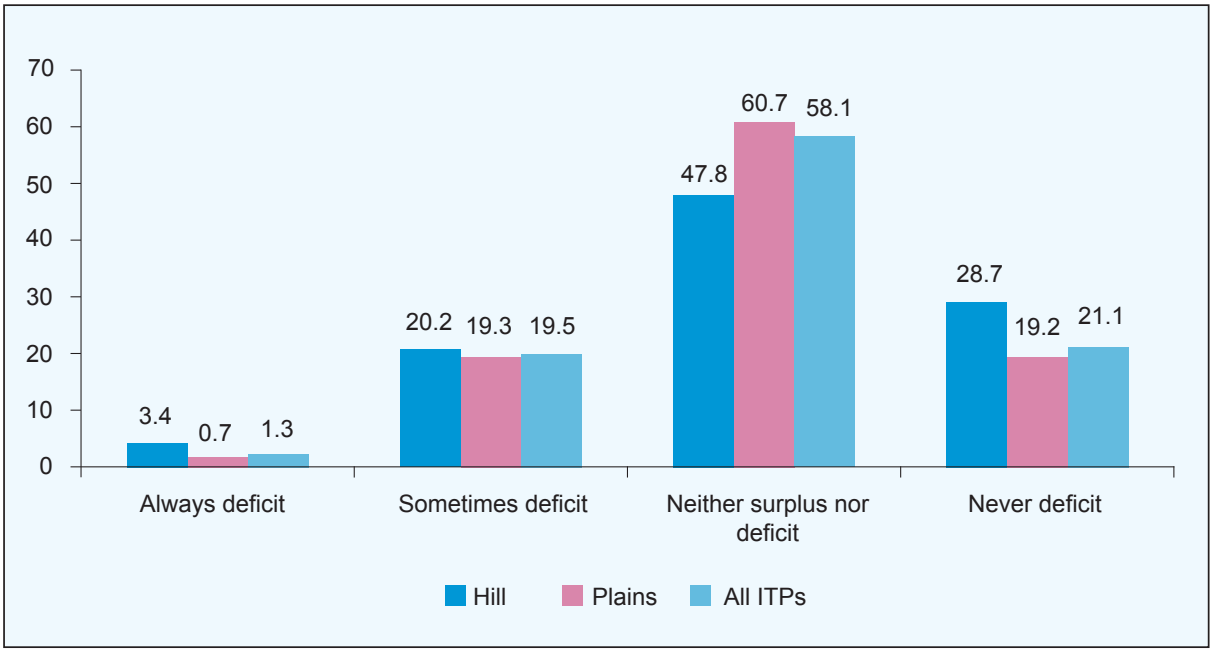


Table 6-16: Food security

	Always deficit			Sometimes deficit			Neither surplus nor deficit			Never deficit		
Hill												
	Freq.	**Row %**	**Col %**	**Freq.**	**Row %**	**Col %**	**Freq.**	**Row %**	**Col %**	**Freq.**	**Row %**	**Col %**
Chakma	44	4.9	64.7	186	20.9	46.2	369	41.5	38.6	291	32.7	50.7
Marma	7	1.5	10.3	86	18.9	21.3	257	56.6	26.9	104	22.9	18.1
Tripura	10	4.1	14.7	73	29.7	18.1	95	38.6	9.9	68	27.6	11.8
Tanchaynga	2	1.8	2.9	23	20.7	5.7	63	56.8	6.6	23	20.7	4
Murong	1	1	1.5	18	17.1	4.5	74	70.5	7.7	12	11.4	2.1
Other Hill	4	2.1	5.9	17	8.8	4.2	97	50	10.2	76	39.2	13.2
Hill	**68**	**3.4**	**100**	**403**	**20.2**	**100**	**955**	**47.8**	**100**	**574**	**28.7**	**100**
Plains												
Garo	1	0.1	1.7	151	14.5	9.8	697	67	14.3	192	18.4	12.5
Khasi	0	0	0	10	7.5	0.6	89	66.9	1.8	34	25.6	2.2
Monipuri	0	0	0	39	13.4	2.5	160	55	3.3	92	31.6	6
Hajong	0	0	0	18	13.1	1.2	90	65.7	1.9	29	21.2	1.9
Barmon	5	0.9	8.5	46	8.6	3	315	59.1	6.5	167	31.3	10.9
Santal	25	1.1	42.4	576	24.6	37.3	1432	61.1	29.5	312	13.3	20.3
Munda	0	0	0	17	16.8	1.1	59	58.4	1.2	25	24.8	1.6
Oraon	10	0.9	16.9	208	17.9	13.5	613	52.6	12.6	334	28.7	21.7
Pahan	10	1.1	16.9	139	15.5	9	573	63.7	11.8	177	19.7	11.5
Kuch	1	0.8	1.7	12	9.4	0.8	98	77.2	2	16	12.6	1
Other Plains	7	0.6	11.9	328	26.7	21.2	733	59.7	15.1	160	13	10.4
Plains	**59**	**0.7**	**100**	**1544**	**19.3**	**100**	**4859**	**60.7**	**100**	**1538**	**19.2**	**100**
All	**127**	**1.3**	**100**	**1947**	**19.5**	**100**	**5814**	**58.1**	**100**	**2112**	**21.1**	**100**

Those who reported lack of food security (i.e. having food deficit sometimes or always) were further asked how frequently they had to skip meals. The ITPs in the Hills seem to have skipped meals less as compared to the ITPs in the Plains (Figure 6 12). For example, about a fifth of the households in the Plains always skipped meals as compared to 5.5% of ITPs living in the Hills. Similarly, while 8.7% of the households from the Plains most of the time skipped meals, the corresponding figure for the Hill ITPs is 3.2%.

As can be seen from Table 6 17, the Murongs in the Hills skipped meals most whereas in the Plains it is the Oraons and Pahans who skipped meals most.

Figure 6-12: Frequency of skipping meals due to scarcity of food

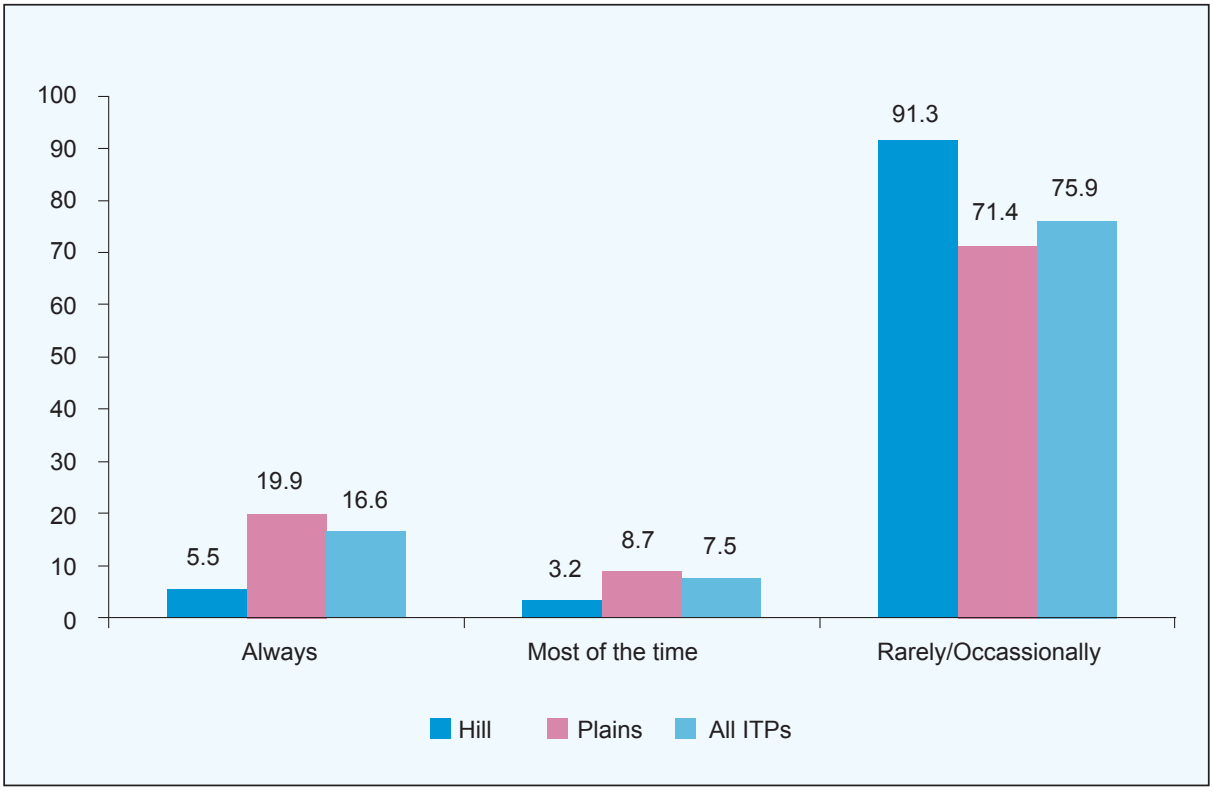
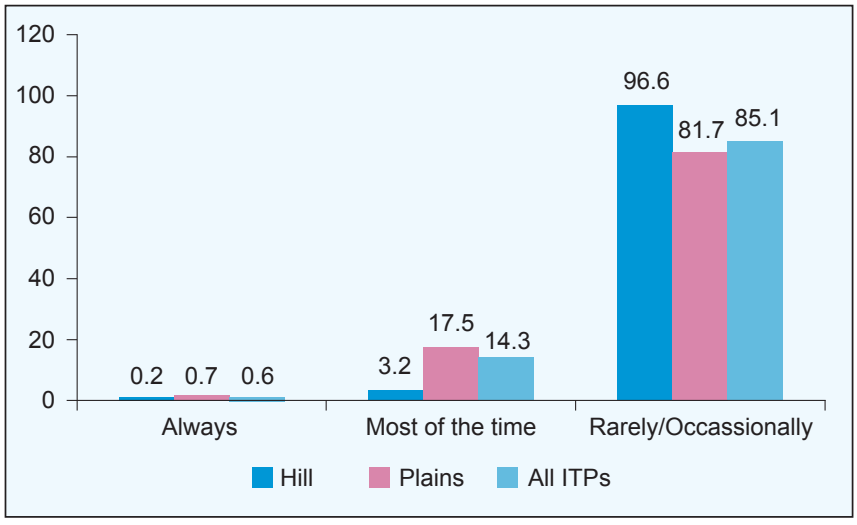


Table 6-17: Frequency of skipping meals due to scarcity of food

HILL	Always			Most of the time			Rarely/ occasionally		
	Freq.	Row %	Col %	Freq.	Row %	Col %	Freq.	Row %	Col %
Chakma	10	4.3	38.5	4	1.7	26.7	216	93.9	50.2
Marma	7	7.5	26.9	3	3.2	20	83	89.2	19.3
Tripura	4	4.8	15.4	6	7.2	40	73	88	17
Tanchaynga	0	0	0	0	0	0	25	100	5.8
Murong	3	15.8	11.5	2	10.5	13.3	14	73.7	3.3
Other Hill	2	9.5	7.7	0	0	0	19	90.5	4.4
All Hill	**26**	**5.5**	**100**	**15**	**3.2**	**100**	**430**	**91.3**	**100**
PLAINS									
Garo	13	8.6	4.1	26	17.1	18.6	113	74.3	9.9
Khasi	0	0	0	0	0	0	10	100	0.9
Monipuri	4	10.3	1.3	0	0	0	35	89.7	3.1
Hajong	0	0	0	1	5.6	0.7	17	94.4	1.5
Barmon	4	7.8	1.3	4	7.8	2.9	43	84.3	3.8
Santal	174	29	54.5	59	9.8	42.1	368	61.2	32.2
Munda	2	11.8	0.6	0	0	0	15	88.2	1.3
Oraon	49	22.5	15.4	11	5	7.9	158	72.5	13.8
Pahan	31	20.8	9.7	12	8.1	8.6	106	71.1	9.3
Kuch	1	7.7	0.3	0	0	0	12	92.3	1
Other Plains	**41**	**12.2**	**12.9**	**27**	**8.1**	**19.3**	**267**	**79.7**	**23.3**
All	**319**	**19.9**	**100**	**140**	**8.7**	**100**	**1144**	**71.4**	**100**

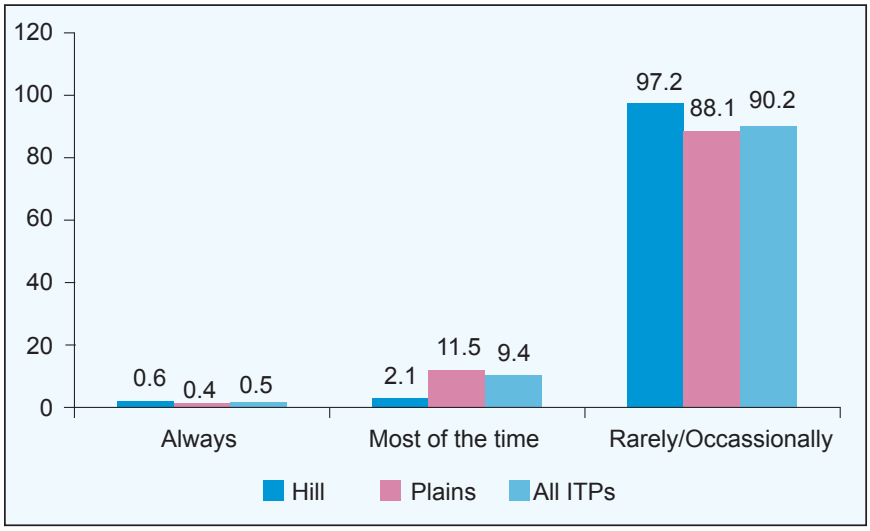
We observe that the ITP households in the Plains have a higher frequency of consuming less food as compared to the households in the Hills (Figure 6 13). In the Plains, it is the Santals who reported consuming less food most. The Garos, Oraons and the Pahan households also reported quite a large extent of consuming less food.

Figure 6-13: Frequency of consuming less food due to scarcity of food



The frequency of borrowing food is also higher among the ITPs in the Plains (Figure 6 14). We observed this among the Garos, Pahans, Hajongs, and Santals. Borrowing food is reported highest among the Murong households in the Hills.

Figure 6-14: Frequency of borrowing food due to scarcity of food



Our analysis of food security of the ITP households suggests that the extent of hunger or not having enough food is almost negligible among the ITP households. Slightly more than a fifth of the households have food shortages but only about one per cent of households have chronic food deficit. Though chronic food shortage is slightly higher among the ITPs living in the Hills our data suggest that there are proportionately more ITP households in the Plains who have to skip meals, consume less, borrow food from others and are therefore more food insecure. This means that the severity of food insecurity could be more among the households living in the Plains as compared to the households living in the Hills.

The qualitative study has found that food insecurity is higher among the small number of ITPs who have less access to diversified livelihood options and who mostly depend on subsistence farming. These issues need further investigation.

6.10 Income Inequality and Poverty

6.10.1 Household Income

Household income data were computed from information on wages, salaries and self-employment incomes earned by a household during the last 12 months preceding the survey. Total income for a household was calculated on the basis of the incomes earned by individual members as well as collectively by the household. As they are marginalized in crop agriculture, the ITPs in the Hills derive income from diverse sources including forests, livestock, etc. except the Murongs, who derive about 41% of their total income from crop agriculture (Table 6 18). In contrast, the ITPs in the Plains derive lion's share of their income from labour. Besides crop and agricultural wage income, net incomes from non-farm activities were considered in household income. Household incomes also include net receipts earned from activities partly or fully undertaken by a household or its members. These activities include non-farming activities such as running a shop, rental from various sources including transportation vehicles, transfers of various types, overseas and in-country remittances, contractual and professional activities or any other activities or products or services that generate income for the households.

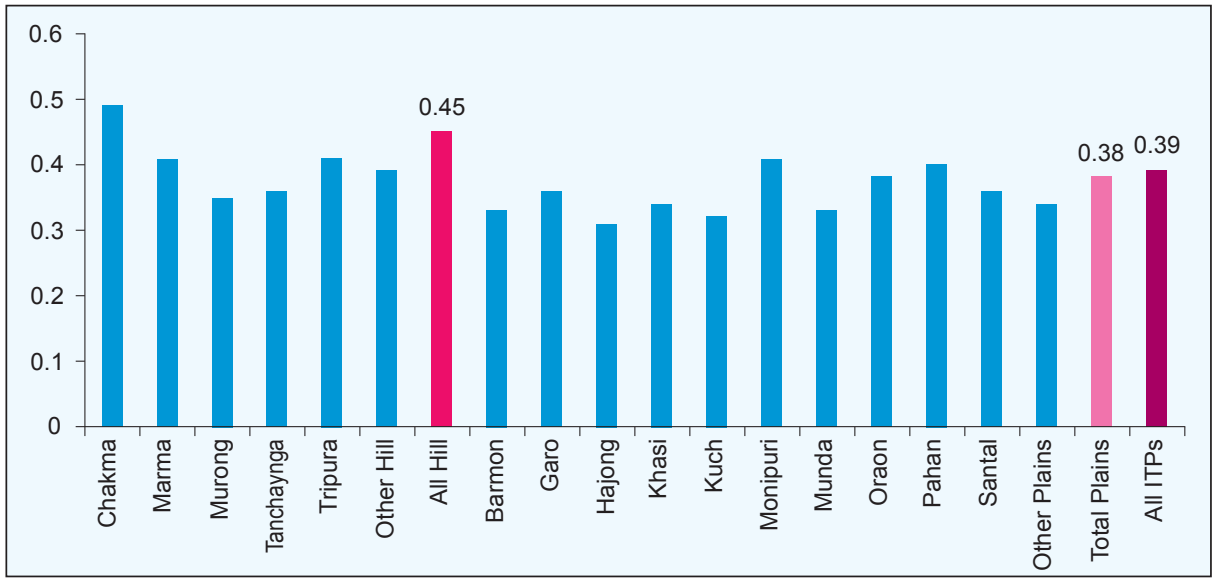
Table 6-18: Annual Household Income by Major Sources

Sources of Income /ITP	Crop (Net)	Livestock	Fish	Tree	Non-agriculture	Transport rental	Other professions	Agriculture land lease out	Labour	Grant	Remittance (in-country)	Remittance (abroad)	Others	Total Income	Gini Coefficient
ITPs in the Hills															
Chakma	20402	9725	2844	35126	18587	3096	11246	1226	61960	2596	926	2521	3697	173952	0.49
Marma	22131	10305	603	14748	24518	3923	21854	1362	49032	1325	1877	2415	4748	158841	0.41
Murong	56714	8362	569	20250	5065	905	14510	400	24807	2210	0	143	4295	138230	0.35
Tanchaynga	36227	8549	5264	15686	32111	2432	10775	1234	41940	658	0	0	5245	160121	0.36
Tripura	18686	10915	531	11895	7195	2116	12442	461	62525	628	146	1452	4858	133850	0.41
Other Hills	22427	3221	4601	11369	48842	124	29824	2247	56326	1918	3351	2907	4853	192010	0.39
All Hills	23564	9235	2236	23478	21507	2723	15748	1219	55487	1872	1181	2138	4308	164697	0.45
ITPs in the Plains															
Barmon	26394	11368	2508	4349	11459	6214	14697	832	65888	805	0	951	3206	148671	0.33
Garo	24257	11795	5816	9632	12590	1000	22936	12158	132934	4037	551	18196	4940	260842	0.36
Hajong	7099	7271	3678	9152	8940	3209	5866	5917	92351	4237	1507	8223	5637	163087	0.31
Khasi	198923	1600	214	5294	1101	0	4955	15	14295	1759	5	1218	6598	235977	0.34
Kuch	11158	10024	5632	11206	30230	2220	21449	1236	85223	1554	181	9969	6560	196642	0.32
Monipuri	22853	11222	1933	7617	40983	3107	72586	6534	113485	4826	3729	18212	6057	313144	0.41
Munda	11772	5957	2257	4435	4048	2302	26777	0	75240	811	0	7673	6410	147682	0.33
Oraon	17333	10294	847	1930	6827	2446	6060	238	91501	844	97	1643	3102	143162	0.38
Pahan	12981	11383	874	1910	1317	1048	2116	367	85871	520	228	236	3360	122211	0.40
Santal	15234	7778	886	2155	2512	1408	6358	523	95762	1004	290	1397	3296	138603	0.36
Other Plains	7533	9787	1112	2564	11409	2050	26516	844	80017	1103	782	1373	4352	149442	0.34
All Plains	19105	9646	1831	3820	8225	1978	14520	2355	93265	1536	481	4396	3932	165090	0.38
All ITPs	19997	9564	1912	7751	10881	2127	14765	2128	85710	1603	621	3944	4007	165010	0.39
Difference	4459	-411	405	19658	13282	745	1228	-1136	-37778	336	700	-2258	376	-394	0.07
P-value	0.01	0.64	0.06	0.00	0.00	0.07	0.47	0.03	0.00	0.09	0.01	0.00	0.20	0.94	-

The survey results show that the majority of households earn income from various forms of wages and salaries. Annually, this source contributes about BDT 55,487 for ITPs in the Hills but increases to BDT 93,265 in the Plains. Accordingly, this source contributes to 34% of total household income for ITPs in the Hills and more than 57% for ITPs in the Plains. The major part of this difference in labour's share in total income is due to contribution of agriculture or lack of it. For the ITPs in the Hills the combined share of crop and non-crop agriculture stands around 36%, which falls to 24% for ITPs in the Plains. The other dominant sources of household income include incomes from non-agriculture and low-skilled drudgery. With an annual contribution of approximately BDT 40,000 and BDT 28,000 respectively for ITPs in the Hills and Plains, it accounts for 24% of total household income in the case of Hills. But the share decreases to 17% in the case of Plains. Among the ITPs in the Hills, the average incomes of the Chakmas and Marmas are higher than that of Murongs, Tanchayngas, and Tripuras. However, the differences in total household incomes are not substantial: it ranges between 106% (Chakma) and 81% (Tripuras). In contrast, the average incomes of the Monipuris (190%), Garos (158%), and Khasis (143%) are substantially higher and that of other ITPs substantially lower than the average total household income for all ITPs in the Plains. The ITPs in the Hills derive higher income from crop, tree, and non-agriculture but those in the Plains derive higher income from labouring. All these differences are statistically significant at conventional levels. In the end, positive differences in crop, trees, and non-agriculture is compensated by deficits in labour income between the Hills and the Plains, the difference in total household income between the Hills and the Plains is not significantly different.

However, the average inequalities in incomes across the ITPs mask income inequalities within a particular ITP. To address this issue the Gini coefficients are estimated for each of the ITPs as well as the average Gini coefficients for both Hills and Plains. The results reported at the last column of Table 6 18 and also in Figure 6 15 show that the observed average income inequality is about 18% higher for the ITPs in the Hills compared to that in the Plains. The lower Gini coefficient in the Plains bears the evidence that income share of higher deciles is muted in the Plains than that in the Hills. One interesting result is evident when the estimates of total household income and that of the Gini coefficients are compared. ITPs with higher household incomes have higher Gini coefficients both in the Hills and the Plains: the estimates of correlation coefficients are 0.32 and 0.28 for ITPs in the Hills and Plains respectively. Thus, income inequality within same ethnic community is more severe in the Hills than in the Plains.

Figure 6-15: Income inequality among ITP households



6.10.2 Household Expenditures

Table 6 19 and Table 6 20 present the weekly food expenditure patterns of the households. Weekly food expenditure was BDT 1,750 per household in the Hills compared to BDT 1,082 in the Plains. As expected, cereals account for bulk of the food expenditure both in the Hills and Plains. The share of expenditure on cereals is about 25% for ITPs in the Hills but it is higher at 34% in the Plains. Share of meat, poultry, fish, and pulses roughly equals that of cereals in the Hills but is below at 24% in the Plains. The findings are consistent with the trend observed among the rural households nationally as reported in the HIES, 2010: the share of expenditure on cereals has a declining trend while that of meat, poultry, fish etc. has an increasing trend. Within animal source of protein the share of meat and poultry dominates in the Hills but that of fish dominates in the Plains. About 15% is spent on spices and vegetables both in the Hills and Plains. It may be noted that tobacco, betel leaf, betel nuts and tea, beverages and drinks together account for 12-14% weekly household expenditures both in the Hills and Plains. It may be noted that total household expenditures on the majority of broad food items, except for pulses and milk or milk products, are higher for ITPs in the Hills than in the Plains and the differences are statistically significant.

Table 6-19: Weekly Expenditures on Major Food Items

Heads of Exp./ITP	Cereals	Meat and Poultry	Fish	Pulses	Milk Products	Edible Oil and Fat	Spices	Vegetables	Fruits	Tea/Coffee, Biscuits and Drinks	Tobacco/ Betel Leaf	Misce-llaneous
ITPs in the Hills												
Chakma	427	326	125	6	9	53	114	165	60	120	122	18
Marma	474	295	114	12	7	51	102	144	80	129	122	18
Murong	431	250	142	7	1	51	103	135	106	164	155	19
Tanchaynga	467	315	178	11	17	55	110	160	95	156	146	14
Tripura	415	263	115	8	7	51	103	132	52	124	112	24
Other Hills	473	277	171	18	6	60	98	130	79	94	118	21
All Hills	**443**	**302**	**130**	**9**	**8**	**53**	**107**	**151**	**70**	**124**	**124**	**19**
ITPs in the Plains												
Barmon	330	109	116	22	18	46	72	67	25	49	55	21
Garo	399	242	178	36	39	57	84	81	63	112	85	24
Hajong	396	120	171	31	24	45	69	77	46	52	83	20
Khasi	610	247	238	87	49	96	131	183	71	168	217	51
Kuch	314	173	149	41	49	53	80	85	61	53	72	20
Monipuri	487	46	213	45	85	71	77	130	66	94	88	50
Munda	431	132	146	25	5	56	85	131	10	58	64	42
Oraon	322	68	94	19	9	44	66	70	9	53	45	18
Pahan	309	72	94	16	4	40	63	66	8	54	42	17
Santal	372	90	101	25	11	50	68	82	10	65	56	18
Other Plains	391	99	108	29	17	51	74	94	18	58	62	21
All Plains	**370**	**110**	**120**	**27**	**19**	**50**	**72**	**83**	**23**	**68**	**62**	**22**
All ITPs	**385**	**149**	**122**	**23**	**17**	**51**	**79**	**97**	**33**	**80**	**74**	**21**
Difference	**73**	**192**	**10**	**-18**	**-11**	**3**	**35**	**68**	**47**	**56**	**62**	**-3**
p-value	**0.00**	**0.00**	**0.99**	**0.00**	**0.00**	**0.17**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**

The amount of food expenditure includes the quantity of food consumed from own production, purchased from market, and received as gifts, etc. About 17% of expenditures on food is met through own productions by households for ITPs in the Hills, which increases to 21% in the Plains (Table 6 20). As the value of food consumed from gifts, etc. is a trivial share (2%) in total food expenditure, the lion share of food consumed comes from the market. While about 68% of food consumed is bought from the market in the Hills, the share marginally increases to more than 72% in the Plains. Besides, about 12% of food expenditure is incurred through consumption at hotels, restaurants, and food stalls, etc. by ITPs in the Hills. The share is subdued at around 5% by ITPs in the Plains. When income from food production is compared with expenditure on food, one contradiction emerges: the Khasis derive about 84% of their annual household income from crop production but they purchase about 88% of foods from the market. This apparent paradox is explained by the fact that 91% of crops grown by the Khasis are betel leaf from where their crop income comes. So, it is not surprising that they have to procure rice, pulse, etc. from the market. It is also evident from Table 6 20 that weekly food expenditures either at the points of consumption or at the sources of procurement is higher for ITPs in the Hills than those in the Plains. The differences are statistically significant.

Table 6-20: Points of Consumption and Sources of Procurement of Food

Location and Sources./ITP	Point of Consumption		Sources of Procurement			
	At Home	Away from Home	Own Production	From Markets	From Gifts	Total Expenditure on Food
ITPs in the Hills						
Chakma	1,545	249	318	1,198	30	1,794
Marma	1,550	198	275	1,243	32	1,748
Murong	1,566	150	400	1,032	135	1,717
Tanchaynga	1,725	185	393	1,235	97	1,910
Tripura	1,404	211	286	1,082	36	1,614
Other Hills	1,545	108	184	1,298	62	1,653
All Hills	1,540	210	300	1,197	43	1,750
ITPs in the Plains						
Barmon	929	60	238	681	10	989
Garo	1,401	50	368	1,005	27	1,451
Hajong	1,135	52	252	863	19	1,187
Khasi	2,150	98	160	1,980	9	2,247
Kuch	1,149	57	201	927	21	1,206
Monipuri	1,452	97	468	979	4	1,549
Munda	1,184	50	246	887	50	1,234
Oraon	816	50	201	596	19	867
Pahan	786	53	143	632	11	838
Santal	949	48	208	715	25	996
Other Plains	1,022	57	157	848	17	1,079
All Plains	1,027	54	224	783	20	1,082
All ITPs	**1,130**	**85**	**239**	**866**	**25**	**1,216**
Difference	**513**	**156**	**76**	**414**	**23**	**668**
p-value	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**

Two types of non-food expenditure were considered: those recurring monthly and those recurring annually. Non-food expenditure included rents and non-energy utilities (water, mobile phone bill and recharge, etc.), personal effects such as cosmetics, toiletries, soap, etc., energy (kerosene, candle, fuel wood, dung, etc.) and transport costs, and other monthly recurring expenditures like wage of domestic workers. In contrast, those recurring annually include items such as cloths and footwear, home textiles, jewellery and valuables, etc., school fees and monthly supply of any large-scale expenditure such as construction and maintenances of houses, land, buildings, etc., furniture, utensils, pots and pans, ceramic ware (plates, bowls, etc.) and so on; purchase, and repair of transport vehicles; schooling and medical expenses; social and religious occasions and any other major expenses. These expenditures were multiplied by 12 in order to annualize the amounts.

Table 6-21: Annual Expenditure on Food and Non-food Items (in Taka)

	Non-Food Expenditures									
Heads of Exp./ITP	Food Exp.	Clothing and Footwear	Rents and Bills	Personal effects	Energy and Transport	Household Effects	Education and health	Misce-llaneous	Total	Total Expen-diture
ITPs in the Hills										
Chakma	93313	7136	5173	8876	9537	8323	10115	1843	51004	144317
Marma	90908	7766	5976	7513	11413	4188	8887	2075	47819	138728
Murong	89258	5672	1804	5909	11249	3915	5181	1010	34740	123998
Tanchaynga	99330	7732	5077	7286	11386	5821	10951	1464	49717	149047
Tripura	83947	6812	3665	8174	10522	3721	8318	1867	43079	127026
Other Hills	85958	7540	6260	7252	11208	20421	11094	838	64613	150571
All Hills	91023	7235	5093	8079	10439	7622	9498	1736	49701	140724
ITPs in the Plains										
Barmon	51437	15001	4772	5183	5941	3116	7235	3723	44970	96407
Garo	75439	6541	5523	6033	6991	5929	13164	1273	45453	120892
Hajong	61711	5269	3788	4663	5817	2781	8681	881	31880	93591
Khasi	116848	10770	4699	10632	17398	8185	22247	2901	76832	193681
Kuch	62710	5383	5896	4776	4161	7498	5426	968	34107	96818
Monipuri	80553	8018	8494	9616	15363	12302	17425	2218	73438	153990
Munda	64172	5964	2500	4081	8690	2886	4511	713	29346	93519
Oraon	45064	4682	2628	4492	5860	3223	5606	1868	28359	73423
Pahan	43591	4731	2078	4312	6567	3681	4948	2610	28927	72518
Santal	51798	5211	2593	4240	6419	2771	6712	1750	29696	81494
Other Plains	56129	5186	3475	5325	7325	3567	6067	1625	32570	88699
All Plains	56239	6109	3523	5063	7026	4008	7762	1910	35402	91641
All ITPs	63196	6334	3837	5666	7709	4731	8109	1875	38262	101458
Difference	34784	1126	1570	3016	3413	3614	1736	-174	14299	49083
p-value	0.00	0.37	0.00	0.00	0.00	0.00	0.00	0.47	0.00	0.00

Besides, the weekly expenditure on food was multiplied by 52 so as to annualize and aggregate with the non-food expenditures. It appears from Table 6 21 that about 65% of total expenditure accounts for food and beverage for ITPs in the Hills, which marginally reduces to 61% for those in the Plains. It may be noted that education and health accounts for one fifth of

non-food expenditure for ITPs both in the Hills and Plains. Besides, household effects account for 15-32% of non-food expenditures across ITPs in the Hills; the variation is somewhat reduced to 9-22% across ITPs in the Plains. For other broad heads of expenditures the distribution of shares appears stable across the ITPs both in the Hills and the Plains.

After aggregating the annualized food and non-food expenditures the average total expenditures of ITPs in the Hills stands at BDT 140,724 compared to BDT 91,641 for those in the Plains. Variations in total expenditures are higher in the Plains than in the Hills across the ITPs. While the difference between the highest and lowest total household expenditure across ITPs is about BDT 26,000 (Tanchaynga vis-à-vis Murong) in the Hills, the same is about BDT 82,000 (Monipuri vis-à-vis Pahan) in the Plains. Similar to weekly food expenditures it is evident from that the ITPs in the Hills spend more on most of the non-food items than the ITPs in the Plains. The differences in expenditures on food (around BDT 35,000) and non-food (around BDT 14,000) items between the ITPs in the Hills and Plains are statistically significant.

6.10.3 Household Poverty

In Section 6.9 the issue of poverty was looked into from subjective food security perspective. This perspective exploits through self-categorization of the household on perceived food insecurity, based on respondents' qualitative notion of whether or not they are always in food deficit, sometimes in deficit, neither in deficit nor surplus, or food surplus. One may consider households reporting 'always in food deficit', 'sometimes deficit' as extreme poor or moderate poor in that analysis. Besides subjective assessment of poverty gauged through household food security, poverty may be measured by three indices – namely, (a) the headcount poverty index (P0), which measures the proportion of the households counted as poor, i.e., whose consumptions expenditure falls below the poverty line; (b) the poverty gap index (P1), which measures the average depth of poverty, i.e., on the average how far below the poverty line the poor household's consumption happens to lie; and (c) the squared poverty gap index (P2), which also measures the average depth of poverty but it is a weighted average, with greater weights being assigned to the gaps of the poorer persons. Foster, Greer, and Thorbecke (1984) provide a technique, dubbed the FGT method, to estimate these indices. As the headcount poverty rate gives only the percentage value of poverty incidence and does not measure the distance of the poor households from the poverty line, the poverty gap estimates about the depth and severity of poverty of the households provide further information on the nature of poverty.

For the present analysis the upper and lower poverty line incomes of the relevant divisions provided in Household Income Expenditure Survey conducted by the Bangladesh Bureau of Statistics for the year 2010 (BBS 2011) are considered with adjustment for inflation between 2010 and 2016. BBS (2011) uses the Cost of Basic Needs (CBN) method for estimating the incidence of poverty. It first defines a food poverty line which consists of the cost of obtaining a nutritional requirement of 2122 k.ca per person per day from a basket of 11 food items. This method defines two poverty lines, a lower poverty line and an upper poverty line by incorporating non-food expenditures to the food poverty lines. Table 6 22 presents estimates of all three measures of poverty across the ITPs both in the Hills and Plains. The results are also presented in Figure 6 16 and Figure 6 17.

The estimates reveal the varying degrees of incidence, depth and severity of poverty across the ITPs both in the Hills and the Plains. The average headcount rates, using the upper poverty line, are estimated at 51.1% and 35% respectively in the Hills and Plains. The rates

corresponding to lower poverty line, decreases to 39.1% and 25.7% respectively. Despite that ITPs in the Plains lag behind those in the Hills both in terms of average household income or expenditure, incidences poverty is lower. Even within lower poverty rates the ITPs in the Plains experience high variations, between 12% (Monipuri) and 46.7% (Pahan) using the upper poverty line, and between 11.3% (Monipuri) and 37.9% (Pahan) using the lower poverty line. In contrast, the rates are very close using the either poverty lines in Hills except for Tripuras.

Table 6-22: Measures of Poverty

FGT Poverty Indicators/ITP	HC	PG	SPG	HC	PG	SPG
	Upper Poverty Line			Lower Poverty Line		
ITPs in the Hills						
Chakma	53.1	22.0	14.2	41.2	17.1	11.9
Marma	45.6	20.5	14.6	36.6	16.2	12.9
Murong	56.2	20.9	13.7	40.0	15.4	11.7
Tanchaynga	49.6	17.3	8.8	36.0	12.3	6.1
Tripura	62.2	27.1	17.6	47.2	21.3	14.6
Other Hills	38.7	14.0	9.3	25.8	10.2	8.1
All Hills	51.1	21.2	13.9	39.1	16.4	11.7
ITPs in the Plains						
Barmon	36.8	12.0	12.0	24.0	8.3	12.8
Garo	20.2	5.3	2.5	12.9	3.5	1.9
Hajong	27.0	8.7	3.8	20.4	6.3	2.7
Khasi	14.3	4.6	3.8	11.3	4.1	3.7
Kuch	15.0	8.0	14.1	11.8	7.2	16.6
Monipuri	12.0	5.1	6.0	11.0	4.8	6.1
Munda	39.6	15.3	8.9	27.7	11.8	6.9
Oraon	40.5	15.9	9.7	29.4	12.0	7.8
Pahan	46.7	22.2	18.7	37.9	18.1	18.0
Santal	38.8	16.4	40.5	28.7	12.9	52.1
Other Plains	35.9	12.4	11.0	25.9	9.1	10.0
All Plains	35.0	13.7	18.9	25.7	10.6	21.7
All ITPs	38.2	15.2	17.9	28.4	11.7	19.7

Using the upper poverty line, the depth of poverty (poverty gap) ranges between 17.3% (Tanchayngas) and 27.1% (Tripuras) in the Hills with an average of 21.2%. In contrast, the depth ranges between 4.6% (Khasi) and 22.2% (Pahan) in the Plains with an average of 13.7%. For the lower poverty line, the depth ranges between 12.3% (Tanchayngas) and 21.3% (Tripuras) with an average depth of 16.4%. The depth of extreme poverty is less in the Plains: it ranges between 4.1% (Khasi) and 18.1% (Pahans) in the Plains with an average depth of 10.6%. The lower depth of the poverty in the Plains implies that the average consumption level of the people living below the poverty lines is higher in the Plains than that in the Hills. This means the poor in the Plains are not further off than the poverty line as is the case with the poor in the Hills.

The squared poverty gap measures the severity of poverty. Using the upper poverty line, the severity of poverty (squared poverty gap) ranges between 8.8% (Tanchayngas) and 17.6% (Tripuras) in the Hills with an average severity of 13.9%. In contrast, the severity ranges between 2.5% (Garo) and 40.5% (Santals) in the Plains with an average of 18.9%. For the lower poverty line, the severity ranges between 6.1% (Tanchayngas) and 14.6% (Tripura) with an average depth of 11.7%. Unlike the depth of poverty, severity of extreme poverty is higher in the Plains: it ranges between 1.9% (Garo) and 52.1% (Santals) in the Plains with an average severity of 21.7%. The higher severity of poverty implies that the poor in the Plains need disproportionately higher amounts of financial assistance to bring them close to the poverty line than that in the Hills.

Thus, even if the average ITPs in the Hills are better off compared to those in the Plains both in terms of average household income and expenditures, the incidence and depth of poverty is higher in the Hills. In contrast, the severity of poverty is higher in the Plains.

Figure 6-16: FGT Measures of Poverty (Upper Poverty Line)

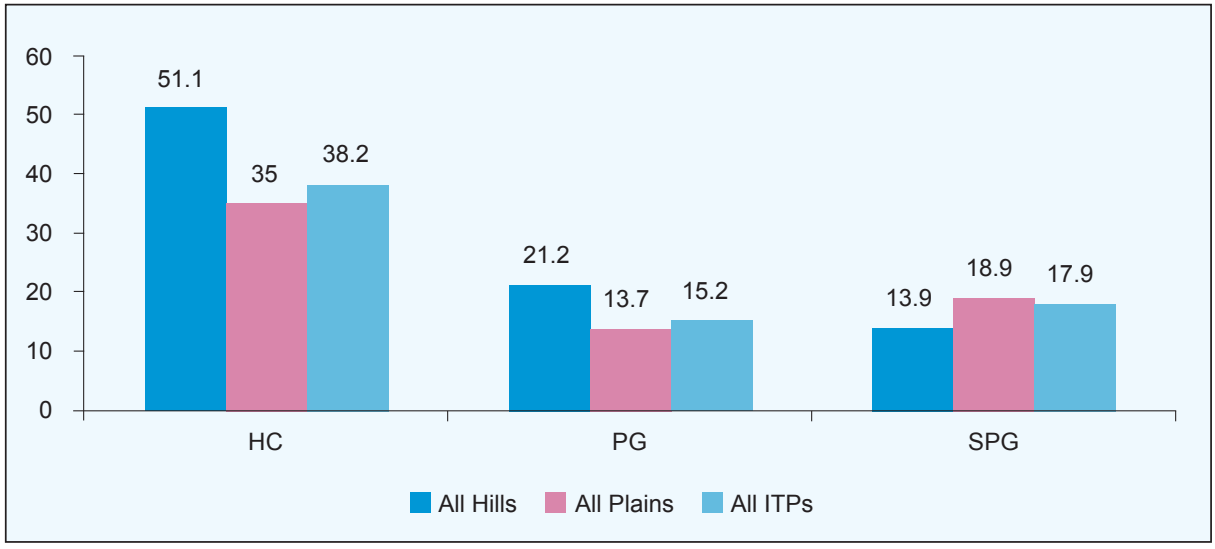
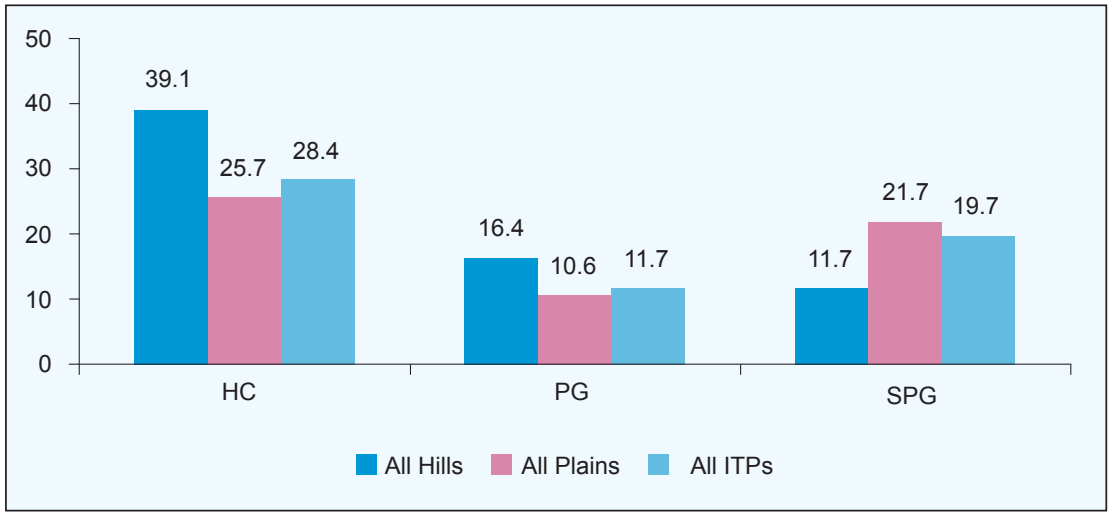


Figure 6-17: FGT Measures of Poverty (Lower Poverty Line)



6.10.4 REDUCTION OF EXTREME POVERTY

The SDG Goal 1.1 states that by 2030, extreme poverty for all people everywhere will be eradicated. Currently extreme poverty is measured as people living on less than $1.25 a day[1].

Figure 6-18: Extreme poverty ($1.25) among the ITP population

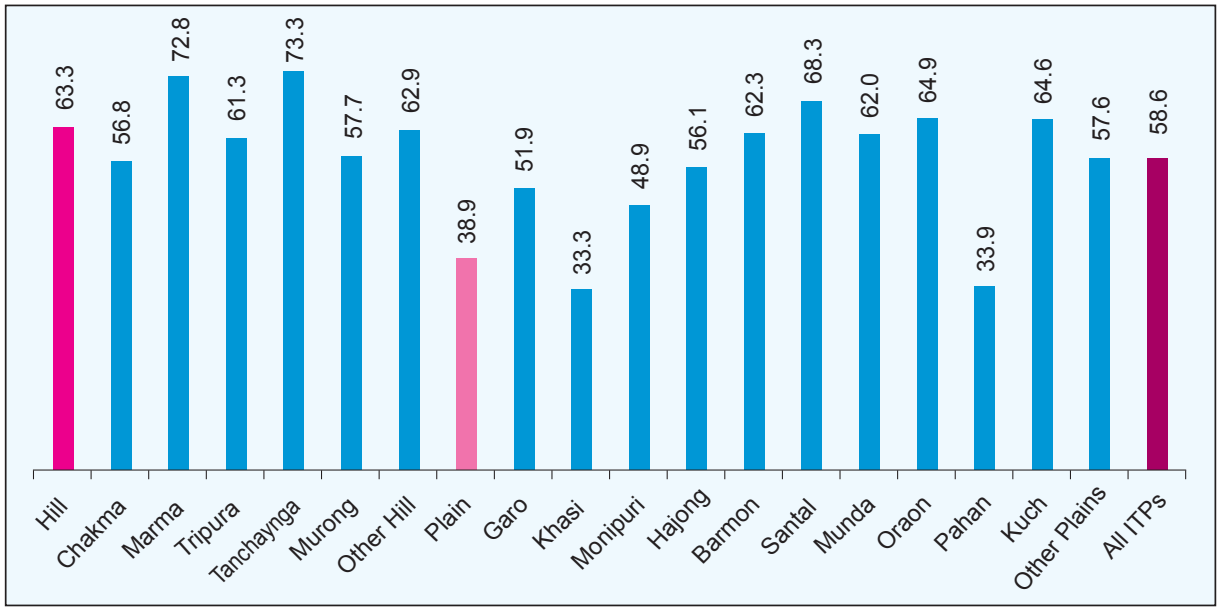


Figure 6 18 shows that about 59% of all ITPs are extreme poor according to the definition used in the SDGs. The figure is 63% in the Hills and 39% in the Plains. In the Hills the Tanchaynga and the Marma population has more extreme poor members of the community. In the Plains extreme poor is very high among the Santal, Oraon and the Kuch. If Bangladesh wants to achieve the SDG goal of eradicating extreme poverty, the ITPs cannot be excluded and has to be specifically targeted!

6.11 HEALTH

About 3.6% of the ITP households in the Hills reported of having chronically ill members or members having disability (Figure 6 19 and Table 6 23). The corresponding figure for the ITPs in the Plains is more than double than that of the Hills; 7.3% of their members are chronically ill. The incidence of chronically ill ITPs is the highest among the small ITPs in the Hills (8.4%). In the Plains the Monipuri and Khasi ITPs have the highest incidence of disability (11.7% and 10% respectively). 8.9% of the ITP members in the Hill reported of symptoms of illness/injury. This is in contrast very high in the Plains; 21.1% of the members of the ITPs in the Plains have reported illness. Again the small ITPs in the Hills and also those in the Plains have highest incidence of illness; 27.7% for the small ITPs in the Hills and 24.9% for the small ITPs in the Plains. Apart from the small ITPs in the Hills very high illness is found among the Murongs (13.7%) and Tanchayngas (13.0%). Among the ITPs in the Plains, very high occurrence of illness is reported by the Oraons (24.4%), Barmons (22.3%) and Monipuris (22.2%). Those who have reported illness in the Hills, 29.8% of them did not seek medical treatment for their illness. The corresponding figure for the ITPs in the Plains is slightly higher, 32.6%. In the Hills,

1 The international poverty line has been updated in 2015 to $1.90 a day in 2011 prices.

the Tripuras, Marmas, and the Chakmas sought medical treatment most; only about 16% to 18% of them did not seek for treatment. It is very high for the small ITPs there, almost half (48.6%) of them did not seek medical treatment. In the Plains least medical help sought is found in the case of Mundas (17.2%) and Hajong (24.3%).

Thus we observe that health situation of the ITPs in the Plains is worse than that in the Hills. Small ITPs are in particular more vulnerable, particularly in the Hills.

Figure 6-19: Households reporting disability/illness and treatment (%)

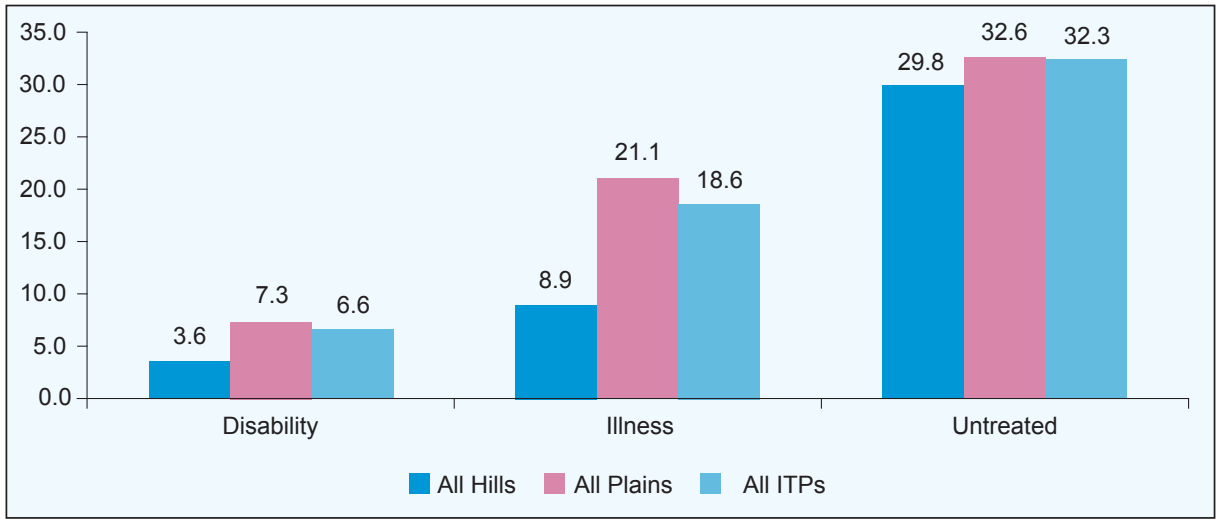


Table 6-23: Households reporting disability/illness and treatment (%)

Hills	Disability	Illness	Untreated
Chakma	2.14	4.35	20.23
Marma	3.69	7.64	17.88
Tripura	3.57	8.01	16.3
Tanchaynga	3.61	13.03	32.31
Murong	5.56	13.69	27.54
Other Hill	8.39	27.7	48.61
All Hill	3.56	8.89	29.84
Garo	5.93	17.01	34.07
Khasi	10.08	19.89	36.99
Monipuri	11.7	22.24	31.7
Hajong	5.53	18.48	24.3
Barmon	6	22.28	29.4
Santal	6.98	19.83	32.46
Munda	5.52	17.79	17.24
Oraon	7.53	24.4	34.98
Pahan	7.49	20.56	30.24
Kuch	4.28	17.51	30
Other Plain	8.69	24.86	33.63
All Plain	**7.33**	**21.08**	**32.57**
Total	**6.56**	**18.58**	**32.31**

As shown in Table 6 24), the most common chronic illnesses among the ITPs in the Hills are; chronic fever (28.2%), gastric ulcer (13.8%), arthritis or rheumatism (12.0%), asthma or breathing problem (8.3%). Among the ITPs in the Plains the most common chronic illness are; chronic fever (15.4%), asthma or breathing problem (13.0%), arthritis or rheumatism (11.0%), injuries or disability (8.7%). Chronic fever tops the list for all ITPs. Arthritis or rheumatism and asthma or breathing problems are also common form of chronic illness. The Chakmas suffer most from asthma or breathing troubles. Blood pressure is a serious problem among the Garos, Monipuris, and Hajongs while gastric is a serious problem for the Hajongs, Mundas, and the Kuchs.

Table 6-24: Type of chronic illness/disability faced

HILL	Chakma	Marma	Tripura	Tanchaynga	Murong	Other Hill	All Hill
Chronic Fever	13.33	32.00	28.21	36.36	50.00	32.43	28.22
Injuries / Disability	3.33	9.33	12.82	9.09	3.85	5.41	6.75
Chronic Heart Disease	8.89	4.00	0.00	9.09	0.00	4.05	4.91
Asthma/Breathing Trouble	15.56	5.33	10.26	4.55	0.00	5.41	8.28
Chronic Dysentery	0.00	2.67	0.00	0.00	0.00	0.00	0.61
Gastric/ Ulcer	17.78	10.67	7.69	13.64	19.23	13.51	13.80
Blood Pressure	7.78	1.33	7.69	9.09	3.85	20.27	8.90
Arthritis/ Rheumatism	6.67	24.00	2.56	13.64	15.38	9.46	11.96
Diabetes	1.11	1.33	0.00	0.00	0.00	1.35	0.92
Cancer	1.11	0.00	2.56	0.00	0.00	0.00	0.61
Paralysis	0.00	6.67	2.56	4.55	7.69	0.00	2.76
Epilepsy	3.33	1.33	2.56	0.00	0.00	1.35	1.84
Other	21.11	1.33	23.08	0.00	0.00	6.76	10.43
	100.00	**100.00**	**100.00**	**100.00**	**100.00**	**100.00**	**100.00**

ITP PLAIN	Garo	Khasi	Monipuri	Hajong	Barmon	Santal	Munda	Oraon	Pahan	Kuch	Other Plain	Total
Chronic Fever	4.05	23.08	2.96	10.53	19.55	16.60	9.68	16.02	18.82	8.33	20.52	15.44
Injuries / Disability	9.35	3.85	3.55	7.89	12.78	6.49	6.45	12.99	9.83	25.00	7.76	8.67
Chronic Heart Disease	5.61	3.85	10.06	13.16	3.01	3.12	9.68	1.52	2.53	0.00	4.25	3.86
Asthma/Breathing Trouble	10.90	7.69	9.47	7.89	17.29	14.23	9.68	14.07	14.89	12.50	11.65	13.00
Chronic Dysentery	0.93	0.00	0.59	0.00	3.76	1.12	0.00	1.08	1.97	0.00	1.11	1.22
Gastric/ Ulcer	15.89	14.10	7.69	18.42	6.02	14.86	16.13	12.34	12.36	29.17	12.94	13.27
Blood Pressure	22.12	11.54	27.81	15.79	9.77	6.87	12.90	7.14	2.81	8.33	8.50	10.02
Arthritis/ Rheumatism	13.40	19.23	13.02	5.26	6.02	10.11	3.23	11.69	13.76	8.33	7.39	10.73
Eczema	0.93	1.28	0.59	0.00	0.75	1.00	0.00	3.90	1.69	0.00	1.29	1.52
Diabetes	2.80	2.56	10.65	0.00	2.26	1.50	6.45	0.65	1.40	4.17	0.92	2.03
Cancer	0.31	1.28	0.00	2.63	0.00	0.37	0.00	0.22	0.28	0.00	0.00	0.27
Leprosy	0.31	0.00	0.59	0.00	0.00	0.12	0.00	0.00	0.28	0.00	0.74	0.27
Paralysis	1.56	0.00	2.37	2.63	2.26	2.37	3.23	2.60	3.09	4.17	1.85	2.27
Epilepsy	0.31	0.00	0.00	0.00	0.75	1.00	0.00	0.65	0.28	0.00	0.55	0.58
Other	**11.53**	**11.54**	**10.65**	**15.79**	**15.79**	**20.22**	**22.58**	**15.15**	**16.01**	**0.00**	**20.52**	**16.86**

Most common symptom faced by the ITPs in the Hills is fever - 46.4% of individuals have reported fever (Table 6 25). This is followed by pain (14.9%) and diarrhoea (11.6%). In the Plains the highest reported symptom is also fever (41.9%) followed by pain and weakness (11.0%).

Table 6-25 Type of symptoms/diseases faced

HILL	Chakma	Marma	Tripura	Tanchaynga	Murong	Other Hill	All Hill
Diarrhoea	20.22	15.22	7.55	15.63	15.58	2.69	11.62
Fever	38.20	48.37	50.94	56.25	55.84	43.46	46.38
Dysentery	1.69	0.54	0.00	0.00	0.00	0.38	0.58
Pain	4.49	16.30	9.43	12.50	12.99	24.23	14.84
Injury	0.00	0.54	0.00	0.00	0.00	0.38	0.23
Blood Pressure	4.49	0.54	2.83	3.13	1.30	5.38	3.34
Heart Disease	1.69	0.00	0.00	1.56	0.00	2.31	1.15
Breathing Trouble	6.18	1.63	5.66	0.00	0.00	1.54	2.76
Weakness	1.69	3.26	0.94	1.56	3.90	8.08	4.03
Dizziness	4.49	3.80	6.60	1.56	1.30	3.08	3.68
Pneumonia	0.56	0.54	0.00	0.00	0.00	0.77	0.46
Typhoid	0.56	1.63	2.83	0.00	0.00	1.15	1.15
Tuberculosis	0.56	1.09	0.00	0.00	1.30	0.00	0.46
Malaria	0.00	1.63	3.77	0.00	2.60	1.92	1.61
Jaundice	0.56	0.00	0.00	0.00	0.00	0.00	0.12
Female Diseases	1.12	0.00	0.00	3.13	3.90	0.38	0.92
Pregnancy Related	1.12	0.00	0.94	0.00	0.00	0.00	0.35
Cancer	0.56	0.00	0.00	0.00	0.00	0.00	0.12
Leprosy	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Paralysis	0.56	2.17	0.00	1.56	1.30	0.00	0.81
Epilepsy	0.56	0.00	0.94	0.00	0.00	0.00	0.23
Scabies	1.12	1.09	0.94	3.13	0.00	3.08	1.73
Kidney Disease	1.69	0.00	0.94	0.00	0.00	0.00	0.46
Gall Stone Diseases	0.56	0.00	0.00	0.00	0.00	0.00	0.12
Other	**7.30**	**1.63**	**5.66**	**0.00**	**0.00**	**1.15**	**2.88**

PLAINS	Garo	Khasi	Monipuri	Hajong	Barmon	Santal	Munda	Oraon	Pahan	Kuch	Other Plains	All Plains
Diarrhoea	5.26	7.75	12.36	7.32	6.59	6.70	16.67	5.49	5.51	13.33	8.86	6.99
Fever	48.21	57.36	58.91	52.03	43.31	40.55	44.05	35.77	34.36	53.33	44.47	41.89
Dysentery	1.20	3.10	2.18	3.25	3.58	5.45	2.38	2.71	3.85	2.22	2.91	3.56
Pain	17.46	20.16	10.18	9.76	16.20	13.09	10.71	13.21	16.19	15.56	10.54	13.57
Injury	0.84	0.00	0.36	0.00	0.94	0.73	0.00	1.22	0.88	2.22	0.65	0.81
Blood Pressure	5.74	0.78	3.27	4.07	2.26	1.33	0.00	1.29	0.88	2.22	1.62	1.91
Heart Disease	1.56	0.78	0.00	0.81	0.56	0.24	0.00	0.27	0.44	0.00	0.52	0.47
Breathing Trouble	3.35	0.00	1.45	2.44	3.39	2.95	3.57	3.12	3.96	3.33	2.46	2.97
Weakness	3.11	5.43	3.64	2.44	10.73	11.59	8.33	16.12	14.54	1.11	10.54	10.99
Dizziness	4.55	1.55	1.82	6.50	6.03	8.36	7.14	10.64	8.26	5.56	7.56	7.69
Pneumonia	1.56	0.00	0.00	4.07	0.75	1.09	0.00	0.75	0.88	1.11	0.52	0.91
Typhoid	2.27	0.00	0.00	1.63	0.56	0.69	0.00	0.61	0.44	0.00	0.26	0.68
Tuberculosis	0.00	0.00	0.36	0.00	0.00	0.32	0.00	0.68	0.55	0.00	0.45	0.37
Malaria	0.60	0.78	0.36	0.00	0.38	0.85	0.00	0.68	1.10	0.00	0.84	0.74
Jaundice	0.36	0.00	1.82	0.00	1.51	1.82	4.76	2.30	2.31	0.00	2.13	1.81
Female Diseases	0.12	0.00	0.00	0.81	0.19	0.36	0.00	0.20	0.33	0.00	0.19	0.25
Pregnancy Related	0.00	0.00	0.00	0.00	0.00	0.12	0.00	0.00	0.00	0.00	0.00	0.04
Cancer	0.12	0.00	0.36	0.00	0.19	0.00	0.00	0.07	0.00	0.00	0.06	0.06
Leprosy	0.24	0.00	0.73	0.81	0.19	0.24	0.00	0.41	0.77	0.00	0.13	0.32
Paralysis	0.12	0.00	0.00	0.00	0.00	0.12	0.00	0.07	0.00	0.00	0.26	0.11
Epilepsy	0.60	0.00	1.09	0.81	0.94	1.29	1.19	1.90	1.32	0.00	2.00	1.39
Scabies	0.24	0.00	0.00	0.00	0.38	0.00	0.00	0.14	0.22	0.00	0.13	0.12
Kidney Disease	0.00	0.00	0.00	0.00	0.19	0.12	0.00	0.07	0.11	0.00	0.06	0.08
Gall Stone Diseases	1.67	0.78	1.09	2.44	1.13	1.98	0.00	2.30	3.08	0.00	2.78	2.14

We inquired of why no treatment was sought from the households who reported illness but did not seek any treatment (Table 6 23). The responses are presented in Table 6 26. Both the ITPs in the Hills (51.4%) and in the Plains (75.0%) mentioned that the symptoms they experienced were not “serious” to them. In the Hills more than a quarter of the responses mentioned about accessibility of health facilities - they were far away. In the Plains the ITPs referred to the costs of treatment which they considered too high (14.5%). In the Hills about 13.5% of the responses also referred to high costs of medical service. In the Plains the ITPs also did not take treatment because they thought the quality of health care was not good (3.2%).

Table 6-26 Reasons for not receiving treatment

HILL	Chakma	Marma	Tripura	Tanchaynga	Murong	Other Hill	All Hill
Quality of health care is not good	8.33	0.00	20.00	0.00	0.00	0.00	5.41
Problem was not serious	75.00	11.11	40.00	100.00	0.00	66.67	51.35
Treatment cost is too much	8.33	33.33	0.00	0.00	0.00	16.67	13.51
Distance is too long	8.33	55.56	20.00	0.00	100.00	16.67	27.03
Other	0.00	0.00	20.00	0.00	0.00	0.00	2.70

PLAINS	Garo	Monipuri	Hajong	Barmon	Santal	Oraon	Pahan	Kuch	Other Plains	All Plains
Quality of health care is not good	13.33	100.00	0.00	12.50	3.03	0.00	2.78	0.00	2.22	3.20
Problem was not serious	40.00	0.00	0.00	81.25	70.71	80.43	84.72	50.00	73.33	75.00
Treatment cost is too much	6.67	0.00	50.00	6.25	16.16	14.13	11.11	0.00	22.22	14.53
Distance is too long	6.67	0.00	0.00	0.00	3.03	0.00	0.00	50.00	2.22	1.74
Afraid to take action	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.29
Nobody to take care at home	6.67	0.00	0.00	0.00	2.02	0.00	0.00	0.00	0.00	0.87
No one to accompany	6.67	0.00	0.00	0.00	0.00	2.17	0.00	0.00	0.00	0.87
Hassle to go outside	0.00	0.00	0.00	0.00	0.00	1.09	0.00	0.00	0.00	0.29
Can't make own decision on healthcare	13.33	0.00	0.00	0.00	2.02	2.17	0.00	0.00	0.00	1.74
Didn't know where to go	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.29
Other	**0.00**	**0.00**	**0.00**	**0.00**	**3.03**	**0.00**	**1.39**	**0.00**	**0.00**	**1.16**

We also inquired of the Health Service Providers accessed by the ITPs (Table 6 27). About a quarter of the ITP patients received treatment from the salespersons of pharmacy or dispensary in the Hills (25.8%). Another quarter (25.1%) received treatment from the village doctors. The patients also went to the government doctors who used government facilities (18.7%). About 11.1% of the patients were treated by government doctors using private facilities. In the Plains the highest number of patients received treatments from the village doctors, followed by sales-persons from pharmacy (26.6%), government doctor using services from government facilities (9.13%), and also from doctors using private facilities (7.0%). We observe that more ITPs from the Hill are served in government hospitals as compared to the ITPs in the Plains (18.7% against 9.1%).

Table 6-27 Health service providers giving treatment to ITP households

HILL	Chakma	Marma	Tripura	Tanchaynga	Murong	Other Hill	All Hill
Govt. Health Worker	7.41	2.96	4.26	6.25	2.53	3.33	4.35
NGO Health Worker	1.85	0.99	8.51	0.00	8.86	0.00	2.56
Homeopath	1.23	0.99	0.00	0.00	0.00	0.00	0.51
Ayurveda/Kabiraji/Hekim	8.02	1.48	5.32	4.69	1.27	3.33	3.96
Other Traditional/ Spiritual/Faith Healer	6.79	0.00	2.13	0.00	1.27	0.00	1.79
Govt. Doctor (Govt. Facility)	9.26	29.06	15.96	18.75	25.32	13.89	18.67
Govt. Doctor (Private Facility)	10.49	14.78	15.96	9.38	12.66	6.11	11.38
Doctor from NG0 Facility	1.85	0.00	0.00	0.00	1.27	0.00	0.51
Doctor from Private Facility	2.47	4.93	4.26	6.25	2.53	2.22	3.58
Salesman of a Pharmacy/ Dispensary	35.19	27.59	25.53	25.00	24.05	16.67	25.83
Family treatment	3.09	0.49	1.06	0.00	0.00	0.00	0.90
Self-treatment	0.62	0.49	1.06	0.00	0.00	1.11	0.64
Village doctor	11.11	15.76	15.96	29.69	20.25	53.33	25.06
Others	**0.62**	**0.49**	**0.00**	**0.00**	**0.00**	**0.00**	**0.26**

Table 6-27 Health service providers giving treatment to ITP households

HILL	Chakma	Marma	Tripura	Tanchaynga	Murong	Other Hill	All Hill
Govt. Health Worker	7.41	2.96	4.26	6.25	2.53	3.33	4.35
NGO Health Worker	1.85	0.99	8.51	0.00	8.86	0.00	2.56
Homeopath	1.23	0.99	0.00	0.00	0.00	0.00	0.51
Ayurveda/Kabiraji/Hekim	8.02	1.48	5.32	4.69	1.27	3.33	3.96
Other Traditional/Spiritual/Faith Healer	6.79	0.00	2.13	0.00	1.27	0.00	1.79
Govt. Doctor (Govt. Facility)	9.26	29.06	15.96	18.75	25.32	13.89	18.67
Govt. Doctor (Private Facility)	10.49	14.78	15.96	9.38	12.66	6.11	11.38
Doctor from NG0 Facility	1.85	0.00	0.00	0.00	1.27	0.00	0.51
Doctor from Private Facility	2.47	4.93	4.26	6.25	2.53	2.22	3.58
Salesman of a Pharmacy/Dispensary	35.19	27.59	25.53	25.00	24.05	16.67	25.83
Family treatment	3.09	0.49	1.06	0.00	0.00	0.00	0.90
Self-treatment	0.62	0.49	1.06	0.00	0.00	1.11	0.64
Village doctor	11.11	15.76	15.96	29.69	20.25	53.33	25.06
Others	0.62	0.49	0.00	0.00	0.00	0.00	0.26

PLAINS	Garo	Khasi	Monipuri	Hajong	Barmon	Santal	Munda	Oraon	Pahan	Kuch	Other Plains	All Plains
Govt. Health Worker	4.31	1.56	1.41	3.74	2.95	6.76	0.00	5.33	1.75	0.00	4.57	4.55
NGO Health Worker	0.72	0.00	0.00	0.93	0.00	0.93	2.63	0.10	0.48	0.00	0.81	0.60
Homeopath	0.72	0.00	1.06	0.93	1.23	1.40	0.00	1.05	0.80	0.00	1.17	1.07
Ayurveda/Kabiraji/Hekim	1.01	0.00	0.35	0.00	0.98	2.21	0.00	1.78	1.43	0.00	1.61	1.52
Other Traditional/Spiritual/Faith Healer	0.29	0.00	0.00	0.00	0.98	0.76	0.00	0.84	1.27	0.00	0.27	0.61
Govt. Doctor (Govt. Facility)	7.04	32.81	15.55	2.80	5.90	7.16	19.74	7.01	9.55	10.45	11.66	9.13
Govt. Doctor (Private Facility)	3.30	23.44	14.49	1.87	2.46	3.15	5.26	1.88	1.91	1.49	4.22	3.92
Doctor from NG0 Facility	2.59	0.00	0.00	1.87	0.49	1.28	0.00	0.00	0.00	0.00	0.36	0.78
Doctor from Private Facility	9.91	13.28	8.48	10.28	3.44	6.52	3.95	2.72	3.18	2.99	12.29	7.04
Salesman of a Pharmacy/Dispensary	33.05	21.88	36.40	41.12	28.99	27.72	19.74	19.98	20.22	41.79	25.47	26.60
Family treatment	1.44	0.00	0.71	0.00	0.25	0.17	0.00	0.21	0.16	0.00	0.27	0.36
Self-treatment	0.86	0.00	0.00	0.00	0.25	0.17	0.00	0.10	0.00	0.00	0.09	0.19
Village doctor	34.63	7.03	21.55	36.45	52.09	40.89	46.05	58.89	59.24	43.28	36.23	43.16
Others	0.14	0.00	0.00	0.00	0.00	0.87	2.63	0.10	0.00	0.00	0.99	0.49

6.12 COMMUNITY PARTICIPATION

About a fifth of the ITP households in the Hills have a member who is a member of a NGO (Table 6 28). The corresponding figure for the ITP households living in the Plains is 62%. Thus NGO membership is relatively very high in the Plains. This may be due to the presence of lesser NGOs in the Hills. On other aspects of community participation the ITPs in the Hills outperforms the ITPs in the Plains. In particular, almost all the households in the Hills helped other community members seeking help. This is the case for only half of the ITP households in the Plains. Similarly, about 80% of Hill ITPs participated as community volunteers as compared to 14% in the Plains. Participation in the Local Government is very low but higher in the Hills. Participation in school management is also low but much higher in the Hills.

Table 6-28 Community participation

	% of households having a member of an NGO/CBO	% of households having a member in a cooperative	% of households having a member in Local Government?	% of households having a member who participated in any school management activity during last on year	% of households having a member who participated in community volunteer activities during last one year	% of households having a member who helped community people when needed during last one year
Chakma	9.66	5.62	1.24	7.42	92.47	94.27
Marma	31.72	3.30	0.88	6.39	69.38	97.80
Tripura	17.07	5.69	0.41	7.32	82.11	99.19
Tanchaynga	30.63	5.41	1.80	10.81	68.47	95.50
Murong	9.52	0.95	0.00	7.62	60.95	100.00
Other Hill	39.69	4.12	0.52	7.22	58.76	89.69
Hill	**19.65**	**4.70**	**0.95**	**7.35**	**79.70**	**95.60**
Garo	64.94	10.09	0.19	1.83	3.27	26.71
Khasi	69.17	3.76	0.00	4.51	3.01	92.48
Monipuri	55.67	2.41	0.34	4.81	2.41	82.47
Hajong	66.42	8.76	0.73	1.46	2.19	12.41
Barmon	63.79	2.81	0.00	0.56	21.76	46.90
Santal	56.03	5.33	0.34	4.39	13.65	46.31
Munda	70.30	0.99	0.99	0.99	2.97	30.69
Oraon	62.15	3.69	0.43	3.00	23.00	62.23
Pahan	62.96	2.45	0.11	0.44	19.58	54.17
Kuch	81.89	3.15	0.00	0.00	0.00	22.05
Other Plains	64.33	3.01	0.65	1.22	13.76	63.76
Plain	**61.63**	**4.70**	**0.34**	**2.53**	**13.75**	**50.60**
All	**53.23**	**4.70**	**0.46**	**3.49**	**26.94**	**59.60**

6.13 SOURCES OF EMPLOYMENT AND INCOME

According to Figure 6 20 and Table 6 29, the main source of income of the ITP households in the Hills is self-employment in agriculture (48.7% of the households). In the Plains, the main source of income for the ITP households is day-labour in agriculture (52.8%). Only about 17.3% of the ITP households in the Plains have agricultural self-employment as the second major source of income. In the Hills, the second major source of income of ITP households is self-employment in non-agriculture (17.8% of households). Self-employment in non-agricultural employment is much higher among the ITPs in the Hill. In the Plains 9.4% of the households only reported self-employment in non-agriculture activities as their major source of income. Dependence on agriculture is however higher in the Plains where 70% of the ITP households are involved in agriculture but mainly as agricultural labourers whereas in the Hills 63% of the ITP households are involved in agriculture but mainly as farmers (self-employment in agriculture). Slightly more ITP households in the Plains have reported that their main income comes as employees (15.8% as against 13.3% in the Hills). In both the regions only an insignificant number of households reported that they received most of their income as wage labourers in the non-agricultural sector; being slightly higher in the Hills (3.2%) that in the Plains (1.8%).

Self-employment in agriculture is very high among the Murong households (72%) while it is relatively higher among the Barmons and Garos (about 28%). The Khasi households have the highest dependence on agriculture; about 93% of them reported agriculture to be the main source of income. Self-employment in non-agriculture is highest among the “other Hill” ITPs (32.5%) and among the Monipuri and Kuch households in the Plains (about 29% to 30%). About 41% of the Munda households reported employee income as the main source of household income. Day labourer is the main source of income for about 70% of Oraon and Santal households while it is the highest for the Pahan households, 81%.

The main self-employment non-agricultural activities in the Hills is having a grocery shop (16.9%) followed by rickshaw or van driving, timber or wood trader, and fish, milk, vegetable trading (all around 12%). In the Plains the most reported major source of income from self-employment in non-agriculture is rickshaw, van driving (25.8%) followed by cane, bamboo, shital pati (mats) work (10.3%) and grocery shop (8.3%).

About 57% of the households' main source of income is private service for the ITP households in the Plains. Households that depend most on non-agriculture wage labouring are involved predominantly in earth work (91%) in the Hills. On the other hand it is a bit diversified for the households in the Plains where besides earning from earthwork (53.6% of the households), they earn most from coal, sand, stone mining.

Figure 6-20: Main source of income

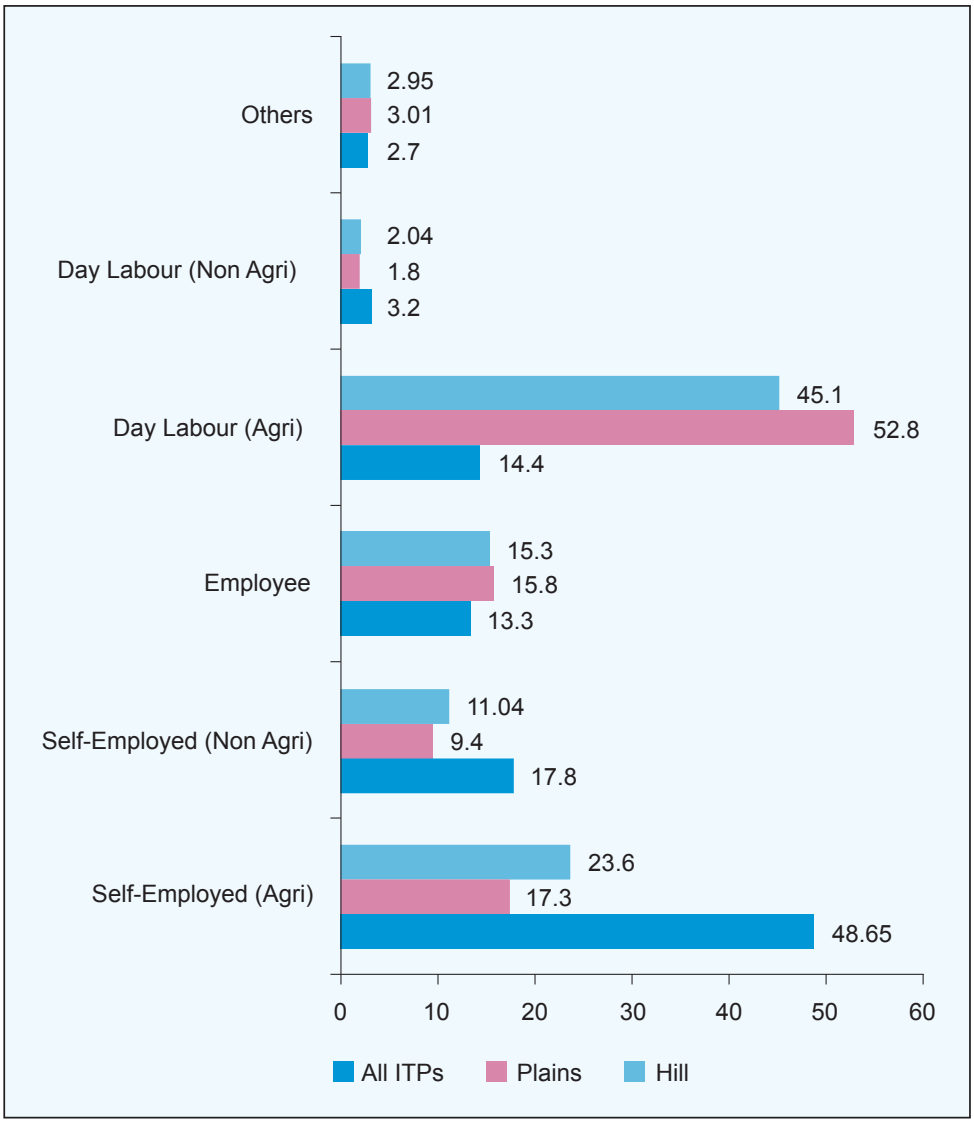


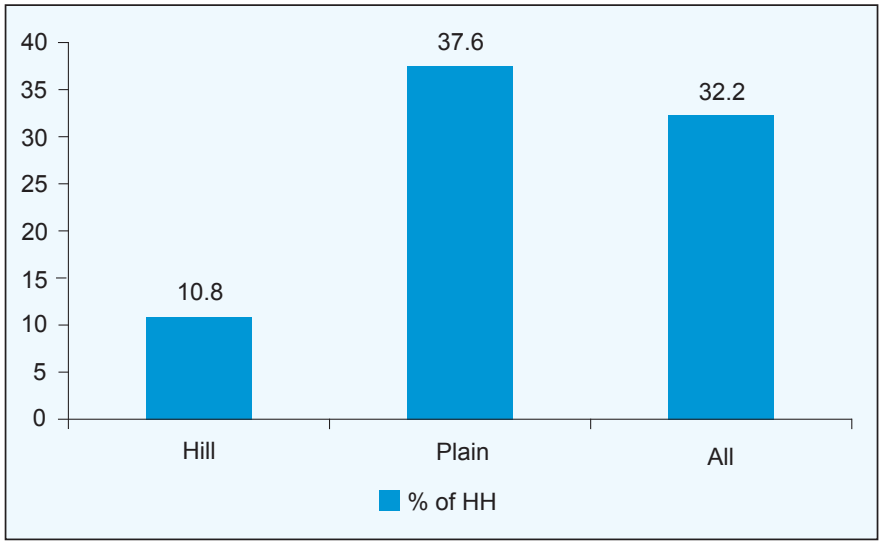
Table 6-29 Main source of income

	Self-employed (agri. work)	Self-employed (non-agri. work)	Employee	Day-labour (agri.)	Day-labour (non-agri.)	Others
Chakma	56.97	15.28	12.81	10.11	2.25	2.58
Marma	33.70	22.25	16.30	21.15	3.96	2.64
Tripura	43.50	12.20	15.45	17.07	10.16	1.63
Tanchaynga	49.55	18.02	9.01	22.52	0.00	0.90
Murong	72.38	5.71	4.76	16.19	0.95	0.00
Other Hill	38.66	32.47	12.37	9.28	0.00	7.22
Hill	48.65	17.80	13.25	14.40	3.20	2.70
Garo	28.43	6.63	26.80	25.26	2.98	9.89
Khasi	93.23	0.00	0.75	6.02	0.00	0.00
Monipuri	20.96	30.24	35.05	1.37	1.03	11.34
Hajong	25.55	9.49	21.17	23.36	16.06	4.38
Barmon	28.71	19.14	10.69	38.46	0.75	2.25
Santal	12.79	5.33	9.72	69.38	1.49	1.28
Munda	7.92	6.93	40.59	20.79	20.79	2.97
Oraon	18.03	4.89	5.67	69.79	0.52	1.12
Pahan	10.34	5.12	2.89	80.65	0.22	0.78
Kuch	15.75	29.13	23.62	26.77	0.00	4.72
Other Plains	7.08	16.61	32.82	39.90	1.30	2.28
Plains	17.34	9.35	15.78	52.78	1.75	3.01
Other All	11.39	18.78	30.03	35.72	1.13	2.95
All	23.60	11.04	15.27	45.10	2.04	2.95

6.14 DISASTER AND SHOCKS

Almost a third of all ITP households reported of experiencing shocks or natural disasters in the last 12 months (Figure 6 21). This is much higher for the ITPs in the Plains; about 38% in contrast to 11% in the Hills.

Figure 6-21: Households suffering from disaster



Almost a quarter of the ITP households reporting to have experienced disaster or shocks in the Hills have mentioned unusually high level of pest attack (Table 6 30). This is followed by livestock disease (21.3%), floods (12%), unusually low price of agricultural outputs (10.2%) and drought (9.7%).

On the other hand about a third of the ITP households reporting to have experienced disaster or shocks in the Plains have mentioned unusually high level of livestock disease. This is followed by high price of agricultural inputs (15.3%), unusually low price of agricultural outputs (13.9%), unusually high level of pest attack (11.9%), reduction in earning of an employed household member (11.4%), serious illness or accident of a household member (10.8%).

We investigated the impact of disasters or shocks on household's income, assets, food production and purchase of food (also shown in (Table 6 30). The impact is noticeable more on income and assets. For example, 19% of the ITP households from the Hills that experienced a disaster or shock have reported their income has reduced due to disease of livestock, 15% of the households also reported loss of assets for the same shock (livestock disease), and more than a fifth (21.8%) of the households faced a reduction of food production due to crop damage. The shocks had the lowest impact on food purchases.

About 30% of the ITP households from the Plains that experienced a disaster or shock have reported their income reduced due to disease of livestock, about a third of the households also reported loss of assets and about a quarter reported reduction in food production and 15% reported reduction in food purchases for the same shock. The loss of income is also reported due to high price of agricultural inputs and lower price of agricultural outputs. Compared to the ITPs in the Hills, a higher proportion of households have to purchase less food as a consequence of disaster/shock.

Livestock disease seems to be a common type of shocks experienced by the ITPs in the Hills and Plains. Crop damage due to pest attacks, unfavourable prices of agricultural inputs and output also appear to be a major shock for the ITP households.

Most of the shocks faced by the ITP households are economic in nature such as disease in livestock, lower prices of output and higher prices of inputs. Climate related factors such as flood, irregular rains and other natural disasters also affected the livelihoods of the ITP households. This is more pronounced in the Hills where almost a quarter of households (23.6%) reported of having affected by climate or weather related shocks. This is reported a bit less in the Plains where about 16.6% of the households reported being affected by these factors.

Table 6-30: Shocks and coping in distress (in last 12 months)

Hill	Household Experienced Shocks/Distress In Last 12 Months			Household Reporting Due To Shock/Disaster											
				Loss of Income			Loss of Assets			Reduction in Food Production			Reduction In Food Purchase		
Description of Distress Events	Freq	Dist. %	All %	Freq	Dist. %	All %	Freq	Dist. %	All %	Freq	Dist. %	All %	Freq	Dist. %	All %
Drought/Irregular Rains	21	9.72	1.05	11	5.09	0.55	11	5.09	0.55	18	8.33	0.90	2	0.93	0.10
Floods	26	12.04	1.30	24	11.11	1.20	21	9.72	1.05	26	12.04	1.30	14	6.48	0.70
Other Natural Disasters	4	1.85	0.20	4	1.85	0.20	4	1.85	0.20	3	1.39	0.15	0	0.00	0.00
Unusually High Level of Crop Pests And Disease	52	24.07	2.60	32	14.81	1.60	22	10.19	1.10	47	21.76	2.35	11	5.09	0.55
Unusually High Level of Livestock Disease	46	21.30	2.30	41	18.98	2.05	32	14.81	1.60	14	6.48	0.70	13	6.02	0.65
Unusually High Prices of Agricultural Inputs	12	5.56	0.60	11	5.09	0.55	10	4.63	0.50	11	5.09	0.55	9	4.17	0.45
Unusually Low Prices of Agricultural Outputs	22	10.19	1.10	22	10.19	1.10	9	4.17	0.45	12	5.56	0.60	9	4.17	0.45
Reduction In the Earnings of Currently Employed HH Members (On Farm)	12	5.56	0.60	10	4.63	0.50	1	0.46	0.05	7	3.24	0.35	8	3.70	0.40
Serious Illness Or Accident of Income Earners	18	8.33	0.90	17	7.87	0.85	11	5.09	0.55	8	3.70	0.40	10	4.63	0.50
Serious Illness Or Accident of Other HH Members	19	8.80	0.95	15	6.94	0.75	6	2.78	0.30	6	2.78	0.30	7	3.24	0.35
Death of Income Earner(S)	4	1.85	0.20	4	1.85	0.20	4	1.85	0.20	4	1.85	0.20	4	1.85	0.20
Death of Other HH Member(S)	4	1.85	0.20	4	1.85	0.20	4	1.85	0.20	4	1.85	0.20	4	1.85	0.20
Theft of Money/Valuables/Non Agricultural Assets	3	1.39	0.15	1	0.46	0.05	2	0.93	0.10	0	0.00	0.00	0	0.00	0.00
Theft of Agricultural Assets/ Output (Crop Or Livestock)	1	0.46	0.05	1	0.46	0.05	1	0.46	0.05	1	0.46	0.05	0	0.00	0.00
Conflict/Violence	1	0.46	0.05	1	0.46	0.05	1	0.46	0.05	1	0.46	0.05	1	0.46	0.05
Fire/Tornedo/Earthquake, Etc.	15	6.94	0.75	11	5.09	0.55	10	4.63	0.50	7	3.24	0.35	7	3.24	0.35

Plains	Household Experienced Shocks/Distress In Last 12 Months			Household reporting impact of shock/disaster											
				Loss of Income			Loss of Assets			Reduction in Food Production			Reduction In Food Purchase		
Description of Distress Events	Freq.	Dist. %	All %	Freq.	Dist. %	All %	Freq.	Dist. %	All %	Freq	Dist. %	All %	Freq.	Dist. %	All %
Drought/Irregular Rains	223	7.42	2.79	152	5.06	1.90	103	3.43	1.29	185	6.15	2.31	45	1.50	0.56
Floods	77	2.56	0.96	64	2.13	0.80	36	1.20	0.45	70	2.33	0.88	21	0.70	0.26
Landslides/River Erosion	8	0.27	0.10	7	0.23	0.09	5	0.17	0.06	6	0.20	0.08	3	0.10	0.04
Other Natural Disasters	192	6.39	2.40	162	5.39	2.03	134	4.46	1.68	131	4.36	1.64	103	3.43	1.29
Unusually High Level of Crop Pests and Diseases	359	11.94	4.49	262	8.72	3.28	159	5.29	1.99	333	11.08	4.16	103	3.43	1.29
Unusually High Level of Livestock Disease	983	32.70	12.29	895	29.77	11.19	959	31.90	11.99	739	24.58	9.24	453	15.07	5.66
Unusually High Prices of Agricultural Inputs	460	15.30	5.75	446	14.84	5.58	134	4.46	1.68	320	10.65	4.00	202	6.72	2.53
Unusually Low Prices of Agricultural Outputs	418	13.91	5.23	416	13.84	5.20	174	5.79	2.18	221	7.35	2.76	209	6.95	2.61
Reduction in the Earnings of Currently Employed household Members (On Farm)	342	11.38	4.28	340	11.31	4.25	60	2.00	0.75	175	5.82	2.19	148	4.92	1.85
Loss of Employment of Previously Employed Household Member(s) (Not Due To Illness/Accident)	12	0.40	0.15	11	0.37	0.14	2	0.07	0.03	3	0.10	0.04	7	0.23	0.09
Serious Illness or Accident of Income Earners	294	9.78	3.68	283	9.41	3.54	138	4.59	1.73	129	4.29	1.61	178	5.92	2.23
Serious Illness or Accident of															
Other HH Members	325	10.81	4.06	252	8.38	3.15	124	4.13	1.55	95	3.16	1.19	187	6.22	2.34
Death of Income Earner(s)	62	2.06	0.78	62	2.06	0.78	36	1.20	0.45	43	1.43	0.54	43	1.43	0.54
Death of Other household Member(s)	36	1.20	0.45	25	0.83	0.31	19	0.63	0.24	15	0.50	0.19	16	0.53	0.20
Theft of Money/Valuables/Non Agri Assets	22	0.73	0.28	11	0.37	0.14	21	0.70	0.26	6	0.20	0.08	6	0.20	0.08
Theft of Agricultural Assets/Output															
(Crop Or Livestock)	17	0.57	0.21	16	0.53	0.20	16	0.53	0.20	9	0.30	0.11	9	0.30	0.11
Conflict/Violence	173	5.76	2.16	54	1.80	0.68	20	0.67	0.25	12	0.40	0.15	37	1.23	0.46
Fire/Tornedo/Earthquake, etc.	121	4.03	1.51	98	3.26	1.23	110	3.66	1.38	88	2.93	1.10	100	3.33	1.25
Others	**98**	**3.26**	**1.23**	**95**	**3.16**	**1.19**	**90**	**2.99**	**1.13**	**41**	**1.36**	**0.51**	**74**	**2.46**	**0.93**

We also wanted to know the coping mechanisms adopted by the ITP households when they faced shocks or disaster situations. The ITPs in the Hills as well in the Plains responded passively. More than half of the ITP households (58.3%) in the Hills did not take any coping strategy – they did nothing (Table 6 31). Half of the ITP households in the Plains also did nothing to withstand the shock.

In the Hills, the ITP relied on savings (21.8%) or received unconditional loans from friends and relatives (16.7%). In the Plains about a quarter of the households also relied on savings. They have also managed to get loans from institutional sources (14.7%) as well as from informal sources (9%).

Table 6-31: Disaster/shock coping mechanisms

	Hill		Plains		All	
Coping mechanisms	**Row %**	**Hill %**	**Row %**	**Plains%**	**Row %**	**All ITPs**
Unconditional help provided by relatives or friends	18.00	16.67	82.00	5.46	100	6.21
Unconditional help provided by local government	30.00	2.78	70.00	0.47	100	0.62
Changed dietary patterns involuntarily	2.27	2.78	97.73	8.58	100	8.19
Changed cropping practices	2.13	0.46	97.87	1.53	100	1.46
Household members took more non-farm employment	2.30	0.93	97.70	2.83	100	2.70
Household members took more farm ways employment	1.39	1.39	98.61	7.09	100	6.70
Household members migrated	0.00	0.00	100.00	0.13	100	0.12
Relied on savings	5.81	21.76	94.19	25.35	100	25.11
Borrowed from informal sources	3.89	5.09	96.11	9.05	100	8.78
Mortgage out assets	0.00	0.00	100.00	0.77	100	0.71
Forward sale of labour	4.76	0.46	95.24	0.67	100	0.65
Forward sale of crops	11.11	0.93	88.89	0.53	100	0.56
Did nothing	7.73	58.33	92.27	50.07	100	50.62
Obtained institutional loans	6.54	14.35	93.46	14.74	100	14.71
Received help from non-government institutions	0.00	0.00	100.00	1.40	100	1.30
Received help from government institution	0.00	0.00	100.00	0.27	100	0.25
Others	**3.51**	**1.85**	**96.49**	**3.66**	**100**	**3.54**

6.15 EMPOWERMENT OF WOMEN

We wanted to evaluate the role of women in decision making at the household level. We wanted to find out their mobility, role in household decision making, purchases of personal items, and their personal autonomy. We have found that the female members of the ITPs in the Hill are relatively more empowered (Table 6 32). About 40% of the responses indicated that these important decisions are taken by the women in the Hills by themselves. In contrast, the female members from the Plains depend more on their husbands/fathers (61%). Only a quarter of responses from women living in the Plains indicated that they take their important decisions independently. Freedom of mobility for the women in the Hills is noticeably higher. This is also true regarding their decision to purchase things for themselves. There are however similarity between women from Hills and Plains in many aspects. For example, they hardly have any say in purchasing valuable assets such as land irrespective of where they are located. Only 4 to 5% of responses indicate female taking these purchasing decisions by themselves. Their role is also comparable and marginal in matrimonial issues related to their wards where these decisions are taken jointly either with father or husband. Family planning decisions are also scarcely taken by women but more responses of female taking such decision came from the Hills (11% against 6%). Political participation is also low but higher for the ITP women in the Plains (17% against 8%). Similarly, decision to marry is taken independently more by the female members of the ITPs from the Plains (20%) in contrast to the ITP women in the Hills (8%).

Table 6-32 Empowerment of women

	Self		Jointly with husband/father		Jointly with others		Husband/father		Others	
Freedom of mobility	Hill	Plains	Hill	Plains	Hill	Plains	Hill	Plains	Hill	Plains
Visiting parental home	68.42	26.80	20.26	65.77	7.88	4.36	3.39	3.06	0.05	0.01
Going for shopping in the market place	63.69	28.88	21.19	57.59	10.89	9.37	4.19	4.12	0.04	0.03
Going to banks/microfinance branches/offices	26.85	24.31	43.16	63.99	16.57	8.68	13.32	2.97	0.10	0.05
Visiting friends and relatives	64.41	29.60	20.69	56.29	12.19	10.58	2.68	3.47	0.04	0.06
Going outside the village	47.10	33.58	27.84	52.94	16.69	10.31	8.33	3.11	0.04	0.06
Household decision making										
Education of children	23.80	17.62	62.62	76.67	2.04	3.19	11.49	2.51	0.06	0.00
Own matrimony (with whom/how/at what age)	8.27	20.12	33.66	35.01	21.54	27.27	36.26	13.57	0.26	4.04
Children's healthcare	46.59	57.09	43.15	39.64	0.63	2.18	9.59	1.07	0.05	0.01
Own healthcare	81.83	78.82	16.90	18.33	0.34	2.00	0.89	0.84	0.04	0.01
Matrimony of sons/daughters/other dependents	6.19	6.66	66.10	75.29	19.91	14.98	7.69	2.98	0.11	0.08
Solving family problems	5.38	4.68	69.87	73.10	18.14	18.48	6.53	3.70	0.08	0.04
Purchase of personal items										
Purchase of personal items such as clothes	64.92	27.05	28.00	57.89	4.11	9.99	2.85	4.97	0.13	0.10
Purchase of household items, etc.	32.90	12.48	47.80	67.62	7.09	12.92	12.04	6.94	0.17	0.04
Purchase of expensive properties such as land, house	4.22	4.59	64.88	73.09	16.24	17.07	14.52	5.20	0.14	0.05
Purchase of children's clothes	39.17	20.46	47.76	67.66	2.19	5.99	10.78	5.84	0.10	0.04
Purchase of food items	34.32	17.44	44.80	61.51	5.30	11.42	15.32	9.56	0.25	0.07
Children's educational expenses	23.50	13.27	60.14	78.26	2.40	4.67	13.90	3.78	0.05	0.02
Personal autonomy										
Voting in the elections	80.67	52.50	10.04	40.79	1.10	4.17	8.15	2.53	0.04	0.01
Standing in (local) elections	7.54	17.01	51.83	65.94	26.93	14.16	13.56	2.88	0.13	0.02
Family planning	11.15	6.13	70.13	90.19	1.21	0.65	17.36	3.02	0.15	0.01
Participation in social events	53.76	10.30	30.37	67.79	5.54	18.24	10.29	3.64	0.04	0.03
All	**39.51**	**24.97**	**40.88**	**61.35**	**9.26**	**9.60**	**10.25**	**4.00**	**0.10**	**0.08**

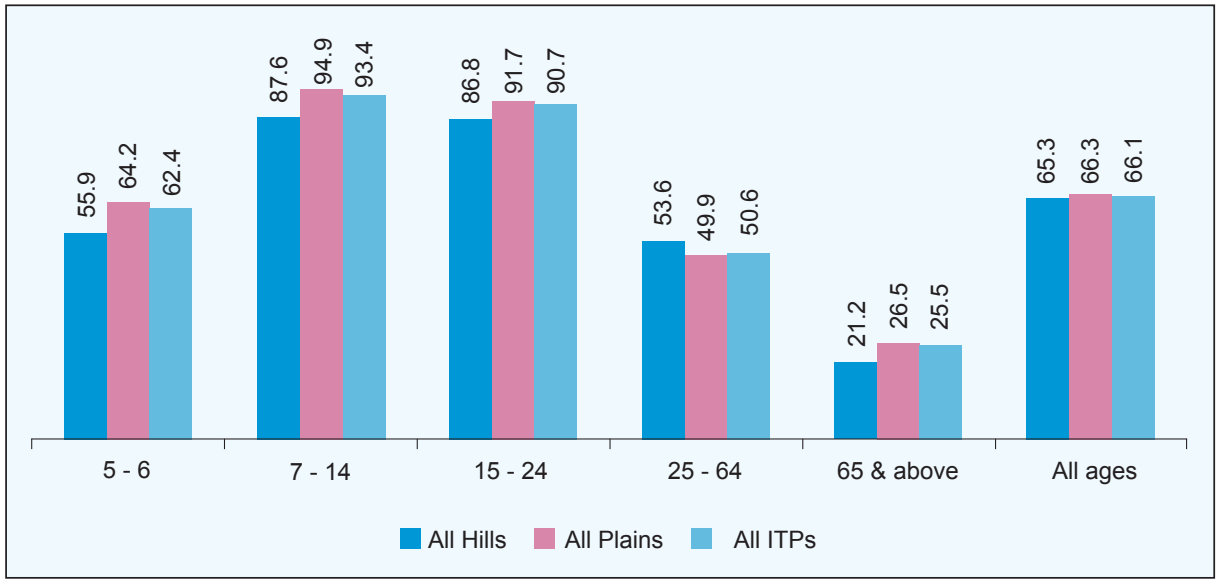
6.16 EDUCATION

6.16.1 LITERACY RATE

Following the LFS 2013 survey (BBS 2015), literacy in this study is defined as the ability of a member of a household aged 5 years and above to read and write in either Bangla or in any other language.

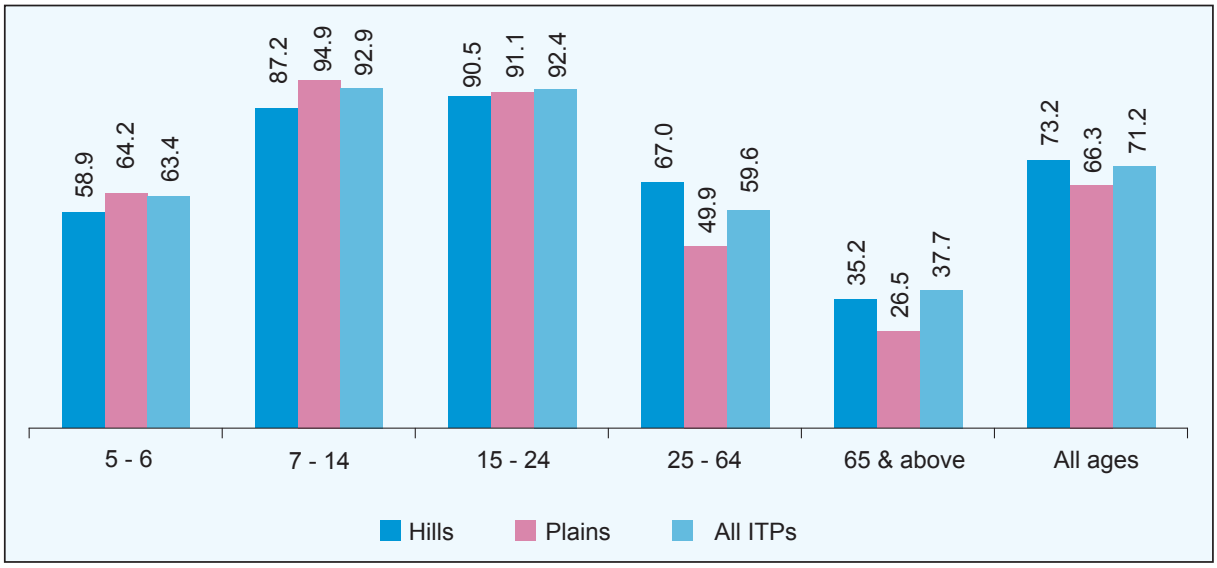
There is hardly any difference in literacy rate between the ITP populations in the Hills and Plains (Figure 6 22). The literacy rate among the ITP population in the Plains is slightly higher, 66.3% as compared to 65.3% in the Hills. The overall literacy rate is 66.1%. When we look at various age groups, we observe higher literacy rate among the ITP population in the Plains for all age groups except for the age group 25-64. Literacy rate in the Hills is more than 4 per cent point higher for this age group.

Figure 6-22: Literacy rate (%) of the ITP population aged 5 years and above (All)



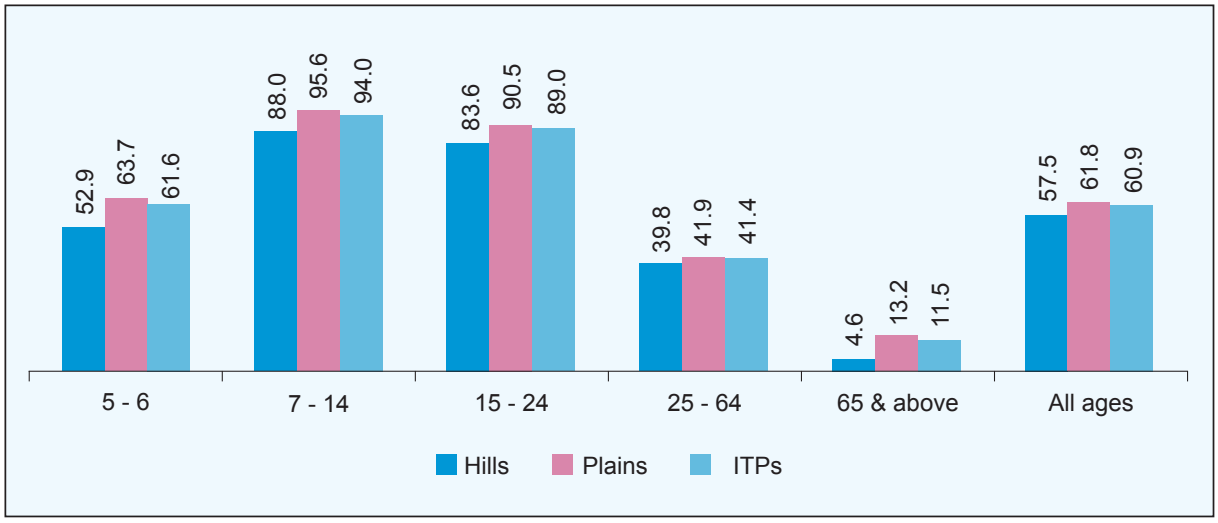
The ITP male population in the Hills is, however, more literate (Figure 6 23). While 73.2% of the males are literate in the Hills the corresponding figure for the male ITP population in the Plains is 66.3%, about 7 per cent point higher. This difference in literacy comes from higher literacy rates in the age slab 25-64 and also from population older than 65 years of age.

Figure 6-23: Literacy rate (%) of the ITP population aged 5 years and above (Male)



Literacy rate among the female is lower than male (Figure 6 24). While male literacy rate is 71.2%, in contrast female literacy rate is 60.9%. The difference in literacy rate between male and female is higher for the population in the Hills as compared to those in the Plains. The gap between male-female literacy is about 5 per cent point for the ITP population in the Plains as compared to 16 per cent point for the population in the Hills.

Figure 6-24: Literacy rate (%) of the ITP population aged 5 years and above (Female)



Among the ITPs in the Hills the Chakma has the highest literacy rate, about 70% (Table 6 33). Literacy rate is also high among the Marma population, 65%. The Murong population has the lowest literacy rate, 41.5%. Literacy rate is the highest for the Monipuri population: 89.1% of them are literate (Table 6 34). The second highest literacy rate is found among the Garo population, 84.4%. The Pahan and the Oraon population have the lowest literacy rates: 55% and 58% respectively.

Table 6-33: Literacy rate (%) for population aged 5 years and above in the Hills

Age Group	5 – 6		7 – 14		15 – 24		25 – 64		65 and above		All ages	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Chakma	79	63.20	540	90.15	699	89.16	1160	60.83	55	24.89	2,537	69.66
Marma	37	62.71	311	90.94	347	90.13	474	50.00	8	10.39	1,180	65.05
Tripura	22	44.00	200	85.11	191	82.33	211	44.70	5	14.29	629	61.31
Tanchaynga	4	28.57	67	76.14	90	84.91	101	46.54	5	20.83	267	59.47
Murong	10	62.50	79	73.83	48	55.17	43	20.09	0	0.00	180	41.47
Other Hill	9	37.50	116	90.63	154	92.22	263	59.23	18	28.13	560	67.71
Hill	**161**	**55.90**	**1,313**	**87.59**	**1,529**	**86.83**	**2252**	**53.59**	**91**	**21.16**	**5,353**	**65.34**
MALE												
Chakma	49	69.01	256	89.20	349	91.12	714	75.00	49	39.52	1,419	78.01
Marma	19	61.29	150	90.36	151	92.64	304	62.55	8	20.00	633	71.36
Tripura	10	41.67	94	83.93	97	91.51	149	59.60	5	27.78	355	69.34
Tanchaynga	2	25.00	41	78.85	46	95.83	72	63.16	4	30.77	165	70.21
Murong	3	50.00	42	80.77	30	66.67	35	31.25	0	0.00	110	50.23
Other Hill	6	54.55	52	88.14	71	92.21	152	70.70	16	47.06	297	75.00
Hill	**89**	**58.94**	**635**	**87.23**	**744**	**90.51**	**1,426**	**66.98**	**82**	**35.19**	**2,979**	**73.23**
FEMALE												
Chakma	30	55.56	284	91.03	349	87.47	444	46.59	6	6.19	1,115	61.30
Marma	18	64.29	161	91.48	196	88.29	170	36.80	0	0.00	547	59.01
Tripura	12	46.15	104	86.67	94	74.60	62	27.93	0	0.00	272	53.23
Tanchaynga	2	33.33	26	72.22	42	75.00	29	28.16	1	9.09	100	47.17
Murong	7	77.78	37	67.27	18	42.86	8	7.84	0	0.00	70	32.71
Other Hill	3	23.08	64	92.75	83	92.22	111	48.47	2	6.67	263	61.02
Hill	**72**	**52.94**	**676**	**88.02**	**782**	**83.64**	**824**	**39.79**	**9**	**4.57**	**2,367**	**57.54**

Table 6-34: Literacy rate (%) of the ITP population aged 5 years and above in the Plains

Age Group	5 – 6		7 – 14		15 – 24		25 – 64		65 and above		All ages	
Plains	**Freq**	**%**	**Freq**	**%**	**Freq**	**%**	**Freq**	**%**	**Freq**	**%**	**Freq**	**%**
Garo	91	71.65	864	98.41	923	96.65	1,848	79.45	171	51.35	3,897	84.37
Khasi	17	73.91	112	88.89	170	93.41	167	54.93	4	14.81	470	71.00
Monipuri	25	86.21	164	98.20	236	100.00	622	90.14	94	59.12	1,142	89.08
Hajong	9	64.29	90	100.00	112	99.12	174	63.50	19	43.18	404	75.51
Barmon	38	70.37	280	95.89	367	96.83	619	55.72	27	21.77	1,332	67.89
Santal	213	63.02	1,680	93.70	1,803	89.84	1,973	42.36	68	14.91	5,742	61.98
Munda	14	77.78	92	96.84	91	95.79	101	45.70	4	19.05	302	67.11
Oraon	97	58.08	766	95.51	899	89.01	785	34.78	16	7.48	2,567	57.59
Pahan	72	67.29	543	93.94	644	90.70	536	30.95	14	8.48	1,813	55.01
Kuch	8	66.67	96	96.97	73	94.81	158	65.56	11	44.00	346	76.21
Other Plains	109	57.07	905	93.11	881	88.19	1,130	45.99	45	20.83	3,075	63.52
Plains	**693**	**64.17**	**5,592**	**94.91**	**6,199**	**91.66**	**8,113**	**49.86**	**473**	**26.51**	**21,090**	**66.27**
MALE												
Garo	40	66.67	457	97.86	454	95.58	938	81.78	116	63.74	2,005	86.01
Khasi	6	75.00	54	93.10	85	90.43	100	62.89	2	16.67	247	74.62
Monipuri	12	85.71	89	97.80	120	100.00	325	97.01	74	84.09	620	95.68
Hajong	6	66.67	52	100.00	53	100.00	95	70.90	14	60.87	220	81.18
Barmon	17	73.91	141	95.27	188	98.43	358	61.09	20	33.33	724	71.75
Santal	98	63.64	810	93.10	925	92.13	1,224	51.97	61	24.30	3,122	67.28
Munda	7	87.50	48	96.00	41	97.62	67	58.77	4	36.36	167	74.22
Oraon	51	57.95	378	94.26	422	89.03	505	43.61	16	15.24	1,373	61.62
Pahan	37	67.27	258	92.81	288	91.14	336	37.97	12	12.90	933	57.27
Kuch	3	50.00	44	93.62	40	97.56	85	70.83	7	58.33	179	79.20

Age Group	5 – 6		7 – 14		15 – 24		25 – 64		65 and above		All ages	
Plains	**Freq**	**%**	**Freq**	**%**	**Freq**	**%**	**Freq**	**%**	**Freq**	**%**	**Freq**	**%**
Other Plains	54	62.07	440	92.05	431	91.90	721	57.45	37	33.33	1,686	70.16
Plains	331	64.65	2,771	94.25	3,047	92.92	4,754	57.64	363	38.29	11,276	70.74
FEMALE												
Garo	51	76.12	407	99.03	469	97.71	910	77.18	55	36.42	1,892	82.69
Khasi	11	73.33	58	85.29	85	96.59	67	46.21	2	13.33	223	67.37
Monipuri	13	86.67	75	98.68	115	100.00	297	83.66	20	28.17	521	82.31
Hajong	3	60.00	38	100.00	59	98.33	79	56.43	5	23.81	184	69.70
Barmon	21	67.74	139	96.53	179	95.21	261	49.71	7	10.94	608	63.80
Santal	114	62.30	866	94.23	877	87.52	748	32.51	7	3.43	2,613	56.61
Munda	7	70.00	44	97.78	50	94.34	34	31.78	0	0.00	135	60.00
Oraon	46	58.23	386	96.74	475	88.95	280	25.48	0	0.00	1,190	53.48
Pahan	35	67.31	282	94.95	353	90.28	200	23.61	2	2.78	874	52.62
Kuch	5	83.33	52	100.00	33	91.67	73	60.83	4	30.77	167	73.57
Other Plains	55	52.88	465	94.13	450	84.91	409	34.03	8	7.62	1,389	56.97
Plains	361	63.67	2,812	95.55	3,145	90.45	3,358	41.87	110	13.17	9,796	61.76

BBS (2015) reports a rural population literacy rate of 54.7%. The ITP population has much higher literacy rate of 66.1%. Since same definition of literacy is used, it is difficult to explain the difference.

Hassan and Ali (2009) do not define literacy rate but reports that 69.1% of ITP population they studied was illiterate. This is very close to our finding of 66.1%. However, the comparability between the two figures is not known.

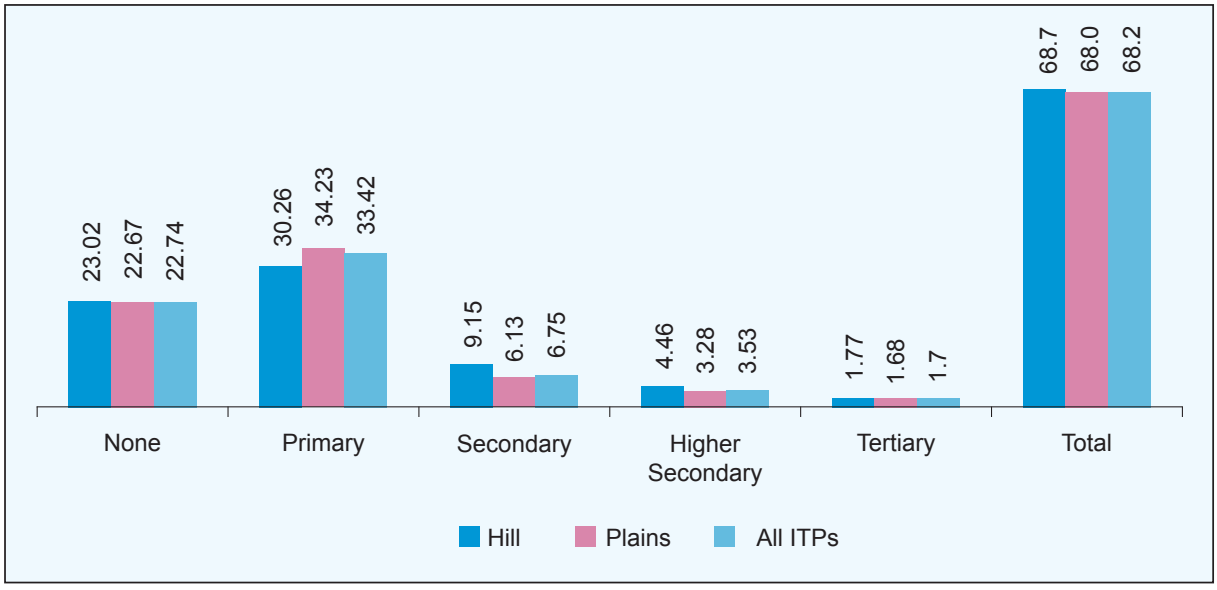
Hassan and Ali (2009) also found that the level of education at the primary level drops sharply from 44.5% to 11.7% for the education category 6-9. They classify primary as "up to class five" and therefore it is not clear whether those who were in class five but did not complete were included. In our study the extent of primary education is lower, about a third. However, we also observed the drop in participation from the primary level. In our study the extent of completing education up to Higher Secondary level is 3.53% and in Hassan and Ali (2009) it was .9%. We have found ITP population passing SSC to be 6.75% but in Hassan and Ali (2009) it is 2.6%. Given that the study was carried out about 7 years ago, it seems that the ITPs have slightly improved their level of education. However, one must not forget that the two sets of data are not fully comparable.

To sum up, we observe that ITP population living in the Plains has a higher literacy rate as compared to those living in the Hills. However, when we compare literacy by sex, we find that ITP male in the Hills are more literate than the ITP men in the Plains. We have also observed that ITP men aged 25 and above that are living in the Hills are more literate than their counterpart in the Plains. This would indicate that those older than 25 in the Hills got education earlier than their counterparts in the Plains, who seem to have now lacked behind. But now that the ITPs in the Plains are taking up education at ages below 25 more, this advantage of the ITPs in the Hills may disappear in the future. In general we have found that men are more literate than women and the difference is strikingly high for the women living in the Hills as compared to those from the Plains.

6.16.2 LEVEL OF COMPLETED EDUCATION

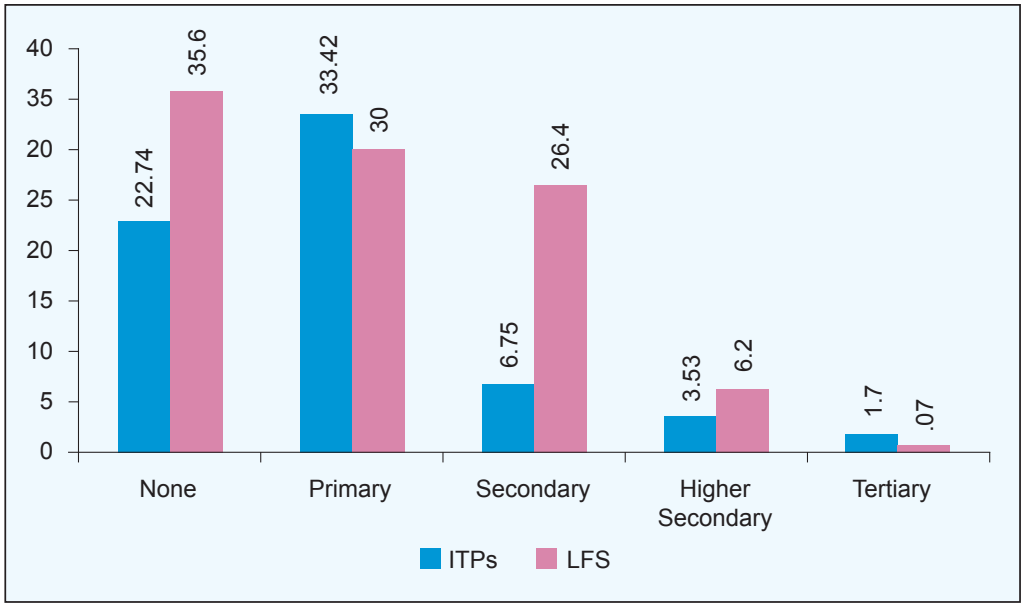
Slightly more than two-third of ITP population of age 5 years and above went to school (Figure 6-25).

Figure 6-25: Population aged 5 years & above by level of completed education (M & F)



BBS (2015) reported level of education completed by their surveyed population aged 5 and above (Figure 6 26).

Figure 6-26: Level of education completed: National and ITP population compared.



More ITP population aged 5 and above go to school but many of them do not complete secondary level of education. They are quite at par with other Bangladeshis in completing primary level of education but the difference between them becomes large later on with a reversal at the tertiary level where more ITP seem to have finished tertiary education. About a third of ITP population have completed primary level of education. This is slightly higher than the rural Bangladesh extent of 30%. However, only 6.8% of them could finish secondary level of education as compared to more than a fourth of rural Bangladesh population.

It is the primary level that most of the ITPs have completed, around a third of ITP population. This is slightly higher for the ITPs in the Plains as compared to those in the Hills (34.2% against 30.3%). Only 6.8% of ITP population completed secondary level of education. This is markedly higher for the population in the Hills (9.1% as against 6.1%). Completion rate of tertiary education is very low: less than 2% of ITP population have completed tertiary education. Thus though more ITP from the Plains completed primary level of education, it is the population from the Hills who outperforms the tribal population in completing secondary and higher secondary levels of education.

As can be seen from Figure 6 27 and Figure 6 28, proportionately more male than female went to school, 73.1% as against 63.2%. This is true for all levels of education, from primary to tertiary. Among the male population, proportionately more people from the Hill went to school (76.4%) as compared to male population from the Plains (72.2%). The situation is opposite for female: more female went to school from the Plains (63.8%) as compared to the female population from the Hills (61.0%).

Figure 6-27: Population aged 5 years & above by level of completed education (Male)

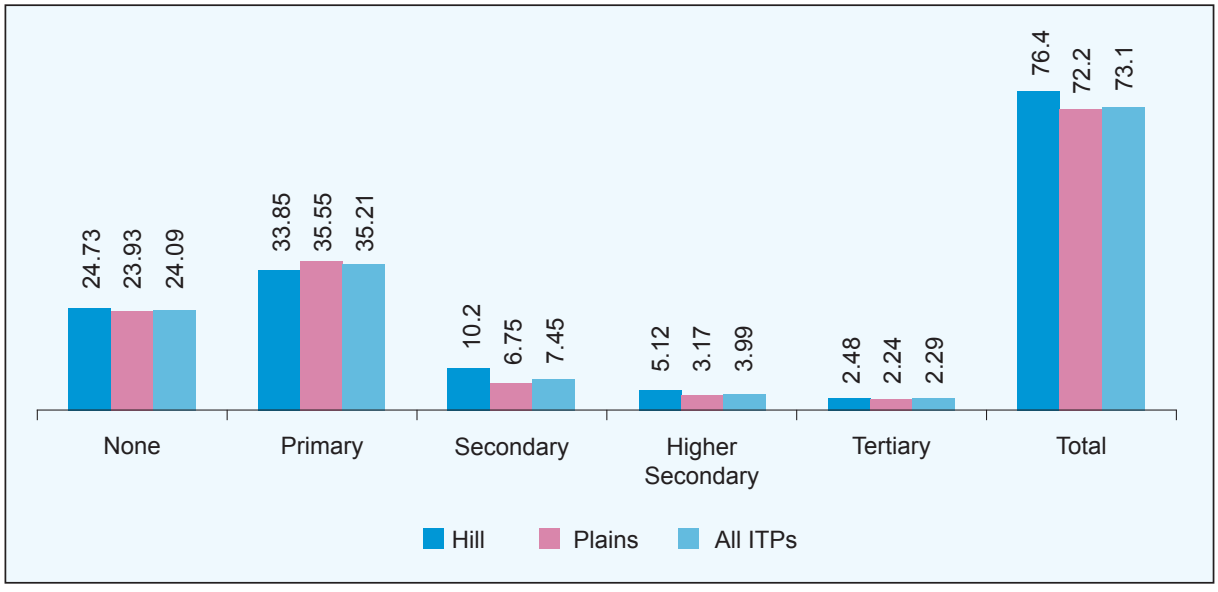
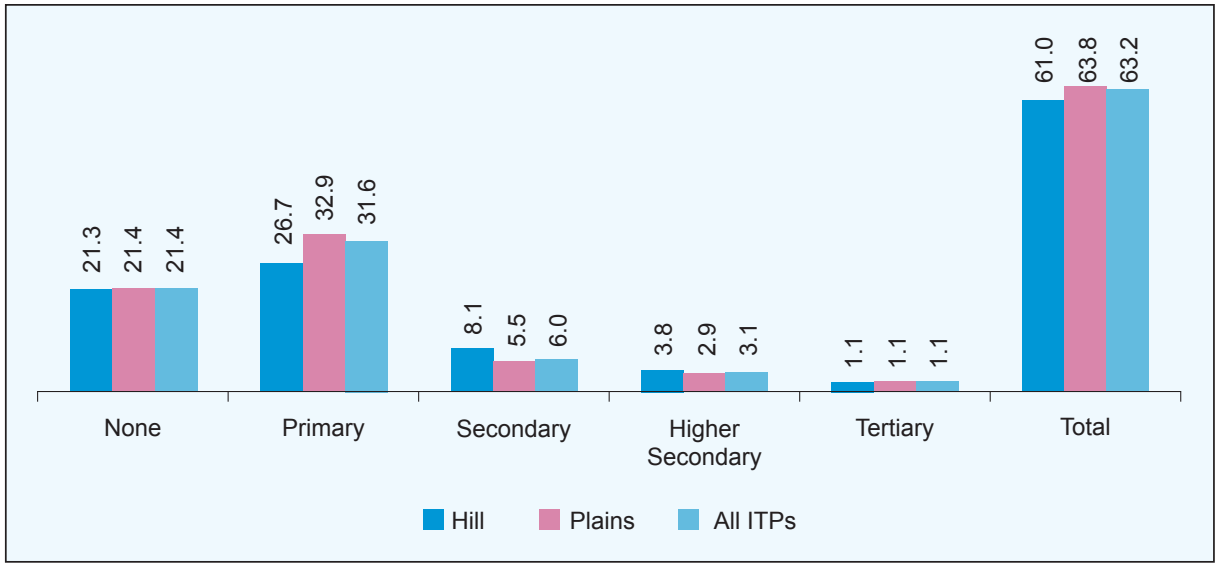


Figure 6-28: Population aged 5 years & above by level of completed education (Female)



Among the ITPs from the Hills, invariably the Chakma population has done the best in the education front (Table 6 35). The Murong population has performed the worst, particularly the female members of their community. Among the population in the Plains (Table 6 36), the Monipuris have performed the best (89%) followed by the Garos (84.7%). Completion of primary level education is the highest among the Garos (41.6%) but they are overtaken by the Monipuri population at the next levels (secondary onwards). The Pahan and Oraon communities are lacking behind at all levels of education.

Table 6-35: ITP population over 5 years by level of education in the Hills

	None		Primary		Secondary		Higher Secondary		Tertiary		Don't Know		Other		Total	
	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%
Chakma	805	22.10	1,155	31.71	377	10.35	206	5.66	77	2.11	1	0.03	1	0.03	2,622	71.99
Marma	403	22.20	548	30.19	177	9.75	73	4.02	25	1.38	0	0.00	0	0.00	1,226	67.55
Tripura	294	28.68	294	28.68	67	6.54	24	2.34	11	1.07	0	0.00	0	0.00	690	67.32
Tanchaynga	109	24.28	123	27.39	45	10.02	18	4.01	3	0.67	0	0.00	0	0.00	298	66.37
Murong	104	24.02	71	16.40	11	2.54	10	2.31	2	0.46	0	0.00	0	0.00	198	45.73
Other Hill	172	20.60	290	34.73	73	8.74	35	4.19	27	3.23	0	0.00	0	0.00	597	71.50
HILL (M+F)	**1,887**	**23.02**	**2,481**	**30.26**	**750**	**9.15**	**366**	**4.46**	**145**	**1.77**	**1**	**0.01**	**1**	**0.01**	**5,631**	**68.68**
	None		**Primary**		**Secondary**		**Higher Secondary**		**Tertiary**		**Don't Know**		**Other**		**Total**	
	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%
Chakma	446	24.47	615	33.74	228	12.51	119	6.53	51	2.80	1	0.05	1	0.05	1,461	80.14
Marma	210	23.62	312	35.10	77	8.66	42	4.72	18	2.02	0	0.00	0	0.00	659	74.13
Tripura	159	31.12	164	32.09	41	8.02	13	2.54	8	1.57	0	0.00	0	0.00	385	75.34
Tanchaynga	69	29.36	72	30.64	28	11.91	10	4.26	3	1.28	0	0.00	0	0.00	182	77.45
Murong	51	23.29	52	23.74	6	2.74	7	3.20	2	0.91	0	0.00	0	0.00	118	53.88
Other Hill	74	18.36	166	41.19	36	8.93	18	4.47	19	4.71	0	0.00	0	0.00	313	77.67
HILL (Male)	1,009	24.73	1,381	33.85	416	10.20	209	5.12	101	2.48	1	0.02	1	0.02	3,118	76.42

	None		Primary		Secondary		Higher Secondary		Tertiary		Total	
	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%
Chakma	359	19.78	539	29.70	148	8.15	87	4.79	25	1.38	1,158	63.80
Marma	193	20.84	236	25.49	100	10.80	31	3.35	7	0.76	567	61.23
Tripura	133	26.03	129	25.24	26	5.09	11	2.15	3	0.59	302	59.10
Tanchaynga	40	18.87	50	23.58	16	7.55	8	3.77	0	0.00	114	53.77
Murong	53	24.88	19	8.92	5	2.35	3	1.41	0	0.00	80	37.56
Other Hill	98	22.69	124	28.70	37	8.56	17	3.94	8	1.85	284	65.74
HILL (Female)	876	21.32	1,097	26.70	332	8.08	157	3.82	43	1.05	2,505	60.96

Table 6-36: ITP survey population over 5 years by level of education in Plains

	None		Primary		Secondary		Higher Secondary		Tertiary		Don't Know		Total	
	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%
Garo	1,055	22.70	1,933	41.60	518	11.15	252	5.42	179	3.85	1	0.02	3,938	84.74
Khasi	187	28.25	220	33.23	50	7.55	20	3.02	18	2.72	0	0.00	495	74.77
Monipuri	210	16.28	484	37.52	184	14.26	145	11.24	127	9.84	0	0.00	1,150	89.15
Hajong	111	20.71	210	39.18	47	8.77	29	5.41	9	1.68	0	0.00	406	75.75
Barmon	418	21.28	735	37.42	108	5.50	51	2.60	39	1.99	0	0.00	1,351	68.79
Santal	2,030	21.88	3,058	32.97	489	5.27	260	2.80	80	0.86	2	0.02	5,919	63.81
Munda	120	26.67	153	34.00	17	3.78	11	2.44	4	0.89	0	0.00	305	67.78
Oraon	936	21.00	1,381	30.98	210	4.71	103	2.31	33	0.74	0	0.00	2,663	59.74
Pahan	676	20.52	1,000	30.36	109	3.31	72	2.19	13	0.39	0	0.00	1,870	56.77
Kuch	179	38.91	154	33.48	21	4.57	3	0.65	1	0.22	0	0.00	358	77.83
Other Plains	1,306	26.96	1,586	32.74	202	4.17	101	2.09	32	0.66	0	0.00	3,227	66.62
Plains (M+F)	**7,228**	**22.67**	**10,914**	**34.23**	**1,955**	**6.13**	**1,047**	**3.28**	**535**	**1.68**	**3**	**0.01**	**21,682**	**68.01**

	None		Primary		Secondary		Higher Secondary		Tertiary		Don't Know		Total	
	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%
Garo	556	23.59	993	42.13	244	10.35	126	5.35	107	4.54	1	0.04	2,027	86.00
Khasi	85	25.68	116	35.05	30	9.06	10	3.02	12	3.63	0	0.00	253	76.44
Monipuri	105	16.06	250	38.23	104	15.90	77	11.77	86	13.15	0	0.00	622	95.11
Hajong	74	27.21	95	34.93	25	9.19	20	7.35	6	2.21	0	0.00	220	80.88
Barmon	221	21.86	382	37.78	62	6.13	37	3.66	32	3.17	0	0.00	734	72.60
Santal	1,058	22.73	1,641	35.26	287	6.17	154	3.31	60	1.29	1	0.02	3,201	68.78
Munda	59	26.22	89	39.56	9	4.00	6	2.67	3	1.33	0	0.00	166	73.78
Oraon	510	22.85	709	31.77	122	5.47	62	2.78	20	0.90	0	0.00	1,423	63.75
Pahan	372	22.84	484	29.71	61	3.74	39	2.39	9	0.55	0	0.00	965	59.24
Kuch	79	34.20	89	38.53	13	5.63	2	0.87	0	0.00	0	0.00	183	79.22
Other Plains	710	29.49	842	34.97	123	5.11	60	2.49	24	1.00	0	0.00	1,759	73.05
Plains (Male)	**3,829**	**23.93**	**5,690**	**35.55**	**1,080**	**6.75**	**593**	**3.71**	**359**	**2.24**	**2**	**0.01**	**11,553**	**72.19**

	None		Primary		Secondary		Higher Secondary		Tertiary		Don't Know		Total	
	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%
Garo	499	21.79	940	41.05	274	11.97	126	5.50	72	3.14	0	0.00	1,911	83.45
Khasi	102	30.82	104	31.42	20	6.04	10	3.02	6	1.81	0	0.00	242	73.11
Monipuri	105	16.54	233	36.69	80	12.60	68	10.71	41	6.46	0	0.00	527	82.99
Hajong	37	14.02	115	43.56	22	8.33	9	3.41	3	1.14	0	0.00	186	70.45
Barmon	197	20.67	353	37.04	46	4.83	14	1.47	7	0.73	0	0.00	617	64.74
Santal	969	21.01	1,413	30.63	202	4.38	106	2.30	20	0.43	1	0.02	2,711	58.77
Munda	61	27.11	64	28.44	8	3.56	5	2.22	1	0.44	0	0.00	139	61.78
Oraon	424	19.08	670	30.15	88	3.96	41	1.85	13	0.59	0	0.00	1,236	55.63
Pahan	302	18.20	513	30.92	47	2.83	33	1.99	4	0.24	0	0.00	899	54.19
Kuch	100	43.86	64	28.07	8	3.51	1	0.44	1	0.44	0	0.00	174	76.32
Other Plains	596	24.47	744	30.54	79	3.24	41	1.68	8	0.33	0	0.00	1,468	60.26
Plains (Female)	**3,392**	**21.39**	**5,213**	**32.88**	**874**	**5.51**	**454**	**2.86**	**176**	**1.11**	**1**	**0.01**	**10,110**	**63.76**

6.16.3 ITP POPULATION WITHOUT SCHOOLING

About 40% of ITP population above 15 years of age never attended school (Figure 6 29). This proportion is much higher in the Plains (45.8% against 38.7%) `and is valid for all age cohorts. As can be seen from a comparison of Figure 6 30 and Figure 6 31, the extent of female never attending school is higher than the extent of male never attending school (46.4% as against 33%). This is true for all age cohorts. We observe that the proportion of ITP population never attending school is the lowest for the age group 15 to 24, thereafter it starts to increase.

Figure 6-29: Population aged 15 years and above who never attended school (M & F)

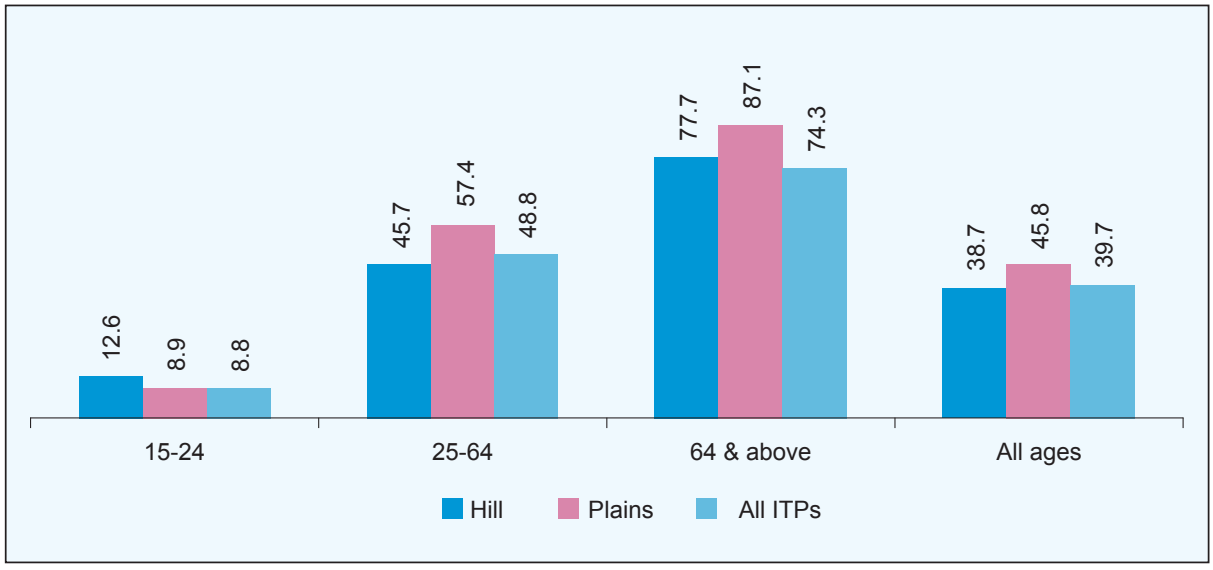


Figure 6-30: Population aged 15 years and above who never attended school (Male)

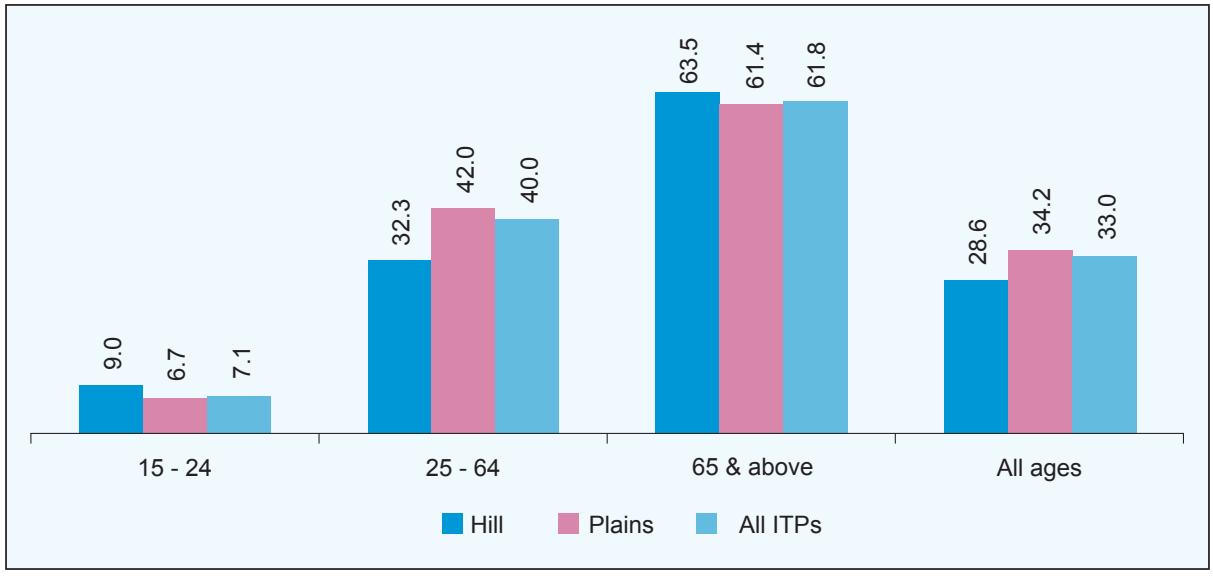
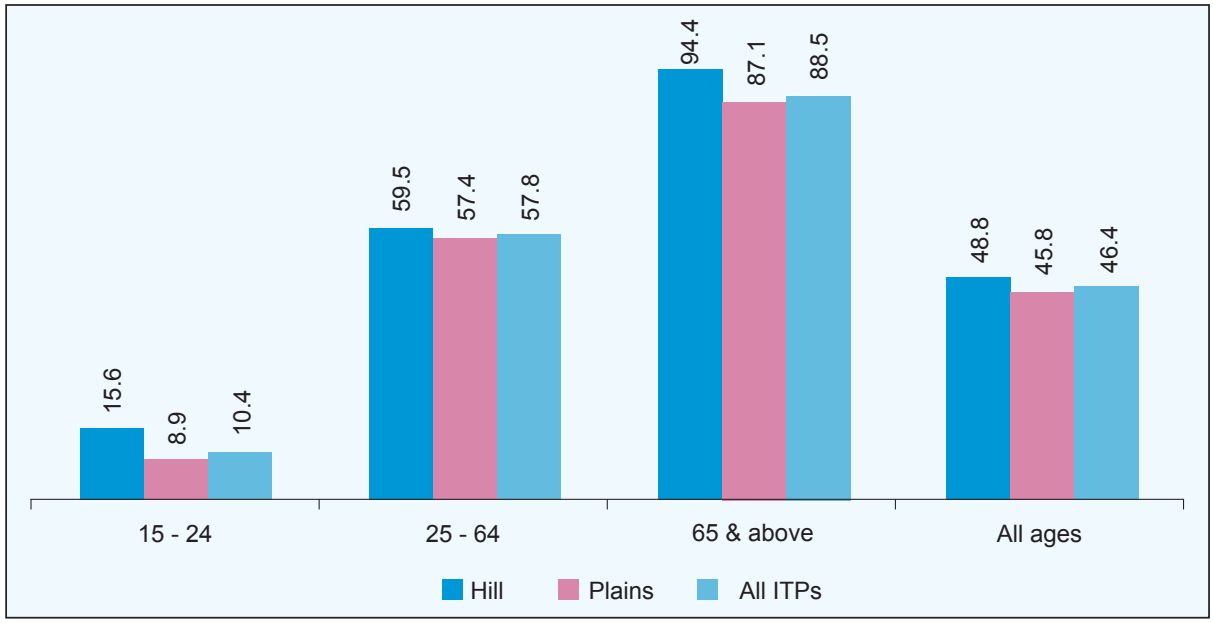


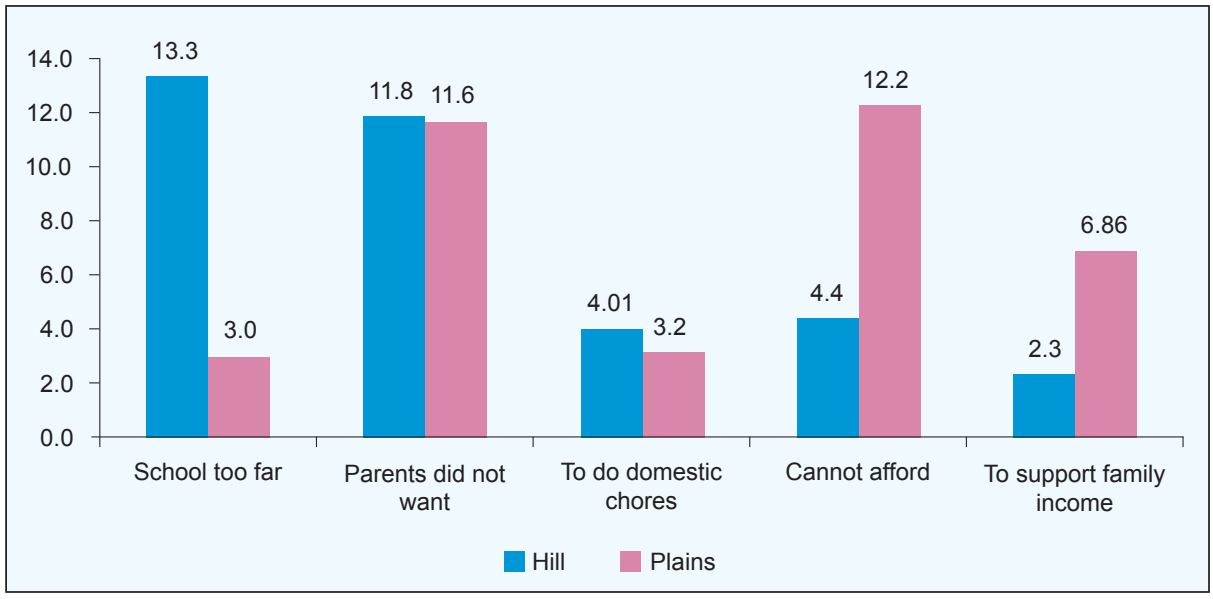
Figure 6-31: Population aged 15 years and above who never attended school (Female)



The extent of population never attending school is the lowest among the Chakmas (34%) and highest among the Murong population (70%). Among the population in the Plains, the proportion of population never attending school is the lowest for the Monipuris (12%) and the Garos (19%). It is very high among the Pahans (54%) and Oraon communities.

We also wanted to know the reasons for not attending school. The main reason for not attending schools in the Hill is the distance factor (Figure 6 32). The schools are too far away from home. 13.3% of ITP population living in the Hills did not attend school for this particular reason. In the Plains the main reason for not attending school is financial: the households could not afford expenditure on education. 12.2% of ITP population living in the Plains did not attend school for this reason. This is much less for the ITP population in the Hills (4.4%). Almost similar proportion of ITP population in Hill and Plains (12%) did not attend school because their parents did not want it. About 7% of ITP population in the Hills never attended school as they had to support their households. This happens to be the case for 2% of the population in the Hills. It seems that financial factors are prime reason for not attending school in the Plains whereas in the Hills the key factor is geographic (school too far) as well as social (the parents did not want their children to attend school).

Figure 6-32: Reasons for not attending school (15 year and above, in %)



7 EMPLOYMENT, SKILLS AND TRAINING

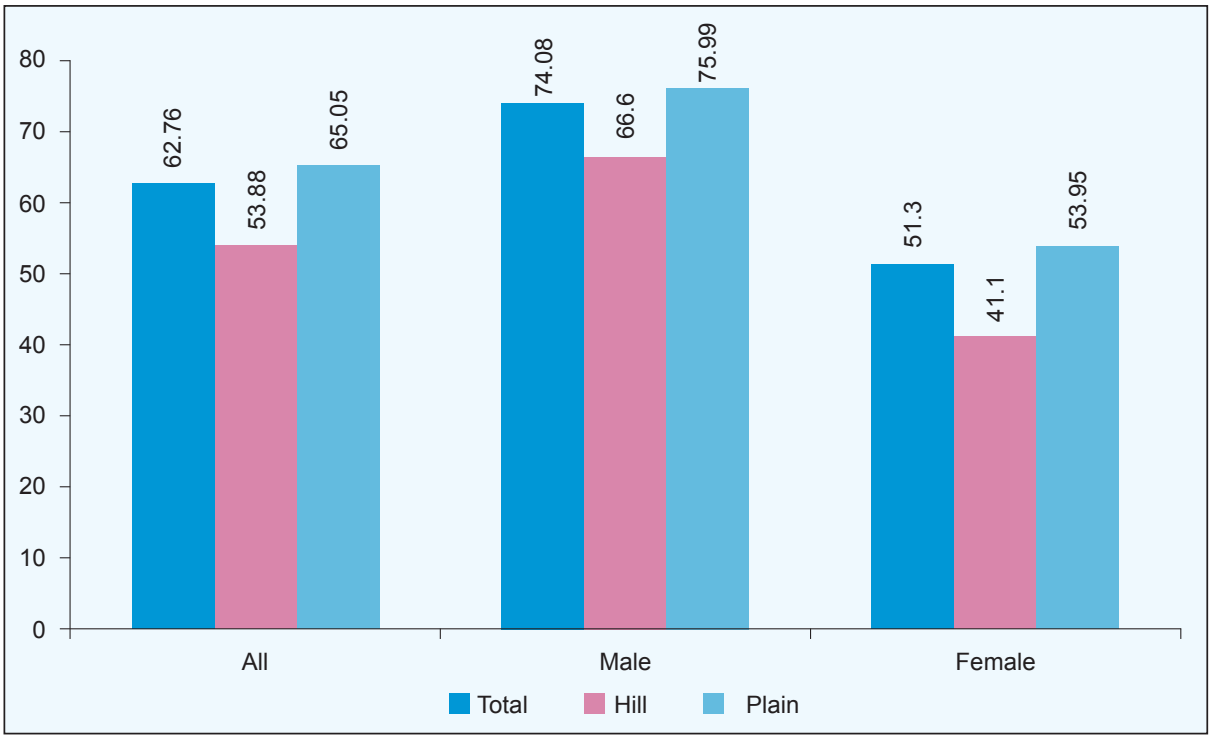
7.1 POPULATION AND LABOUR FORCE

The study covers a total ITP population of 44,021 individuals with 22,062 male (50.12%) and 21,919 female (49.79%) belonging to the total 10,000 households surveyed. ITP working age population accounts for 71.15 percent of total population compared to the national rural 61 percent. The distribution of working age population by type of ITP (hills or plains) or by gender hardly varies (Table 7 1 and Figure 7 1).

Table 7-1: Survey Population, Working Age Population and Labour Force

ITP Population					**%**			
	All	Male	Female	Other	All	Male	Female	Other
All	44,021	22,062	21,919	40	100.00	50.12	49.79	0.09
Hill	9,009	4,498	4,499	12	100.00	49.93	49.94	0.13
Plains	35,012	17,564	17,420	28	100.00	50.17	49.75	0.08
Working Age Population					**Working Age Population as % of Total Population**			
All	31,319	15,753	15,549	17	71.15	71.40	70.94	42.50
Hill	6,411	3,201	3,204	6	71.16	71.16	71.22	50.00
Plains	24,908	12,552	12,345	11	71.14	71.46	70.87	39.29
Labour Force					**Labour Force as % of Working Age Population**			
All	19,657	11,670	7,977	10	62.76	74.08	51.30	58.82
Hill	3,454	2,132	1,317	5	53.88	66.60	41.10	83.33
Plains	16,203	9,538	6,660	5	65.05	75.99	53.95	45.45

Figure 7-1: Labour Force as % of Working Age Population



Largest proportion of the working age population is in the 30-64 age cohort (53.60%) followed by 15-29 (39.33%) and 65+ (7.07%) (Table 7 2). Proportion of the working age population is the largest among Monipuri community (79.51%) followed by Barmon (74.63%), Hajong (74.61%) and Chakma (73.41%) communities. The proportion of youth working age population (15-29) is two percentage points higher among the females (40.06%) than among males (38.03), while the proportion of the remaining two age cohorts is slightly higher for the males (Table 7 3, and Table 7 4).

Table 7-2: Working age population by age group

All ITP	Age Group					Working age population as % of total population
	15-29	30-64	65+	Working age population	Total population	
Chakma	1,149	1,548	221	2,918	3,975	73.41
Marma	563	773	77	1,413	1,977	71.47
Tripura	336	369	35	740	1,148	64.46
Tanchaynga	155	168	24	347	499	69.54
Murong	136	165	9	310	504	61.51
Other Hill	250	369	64	683	906	75.39
All Hill	2,589	3,392	430	6,411	9,009	71.16
Garo	1,304	2,005	333	3,642	5,038	72.29
Khasi	253	233	27	513	734	69.89
Monipuri	338	597	159	1,094	1,376	79.51

All ITP	Age Group					Working age population as % of total population
	15-29	30-64	65+	Working age population	Total population	
Hajong	156	232	44	432	579	74.61
Barmon	598	896	124	1,618	2,168	74.63
Santal	2,866	3,823	456	7,145	10,179	70.19
Munda	134	182	21	337	489	68.92
Oraon	1,435	1,839	214	3,488	4,886	71.39
Pahan	1,037	1,407	165	2,609	3,618	72.11
Kuch	118	206	25	349	514	67.90
Other Plains	1,491	1,974	216	3,681	5,431	67.78
All Plains	**9,730**	**13,394**	**1,784**	**24,908**	**35,012**	**71.14**
All	**12,319** (39.33)	**16,786** (53.60)	**2,214** (7.07)	**31,319**	**44,021**	**71.15**

Note: Figures in parentheses are percentages of working age population for respective age groups.

Table 7-3: Working age population by age group (male)

ITP	Age Group					Working age population as % of total population
	15-29	30-64	65+	Working age population	All population	
Chakma	554	787	124	1,465	1,989	73.66
Marma	247	405	40	692	982	70.47
Tripura	156	201	18	375	575	65.22
Tanchaynga	74	88	13	175	265	66.04
Murong	68	89	4	161	248	64.92
Other Hill	117	182	34	333	439	75.85
All Hill	1,216	1,752	233	3,201	4,498	71.16
Garo	661	987	182	1,830	2,556	71.60
Khasi	136	117	12	265	368	72.01
Monipuri	167	294	88	549	690	79.57
Hajong	75	113	23	211	299	70.57
Barmon	302	478	60	840	1,106	75.95
Santal	1,415	1,964	251	3,630	5,125	70.83
Munda	63	93	11	167	245	68.16
Oraon	697	941	105	1,743	2,441	71.41
Pahan	475	728	93	1,296	1,784	72.65
Kuch	55	111	12	178	259	68.73
Other Plains	729	1,003	111	1,843	2,691	68.49
All Plains	**4,775**	**6,829**	**948**	**12,552**	**17,564**	**71.46**
All	**5,991** (38.03)	**8,581** (54.47)	**1,181** (6.76)	**15,753** (100.00)	**22,062**	**71.40**

Note: Figures in parentheses are percentages of working age population for respective age groups.

Table 7-4: Working age population by age group (female)

ITP	Age Group					Working age population as % of total population
ITP	15-29	30-64	65+	Working age population	Total population	
Chakma	592	760	97	1,449	1,982	73.11
Marma	316	368	37	721	995	72.46
Tripura	180	168	17	365	570	64.04
Tanchaynga	79	80	11	170	232	73.28
Murong	68	76	5	149	253	58.89
Other Hill	133	187	30	350	467	74.95
All Hill	1,368	1,639	197	3,204	4,499	71.22
Garo	643	1,018	151	1,812	2,482	73.01
Khasi	117	116	15	248	366	67.76
Monipuri	170	303	71	544	685	79.42
Hajong	81	119	21	221	280	78.93
Barmon	296	418	64	778	1,062	73.26
Santal	1,449	1,858	204	3,511	5,042	69.64
Munda	71	89	10	170	244	69.67
Oraon	736	898	109	1,743	2,437	71.52
Pahan	559	679	72	1,310	1,828	71.66
Kuch	62	95	13	170	254	66.93
Other Plains	762	971	105	1,838	2,740	67.08
All Plains	**4,946**	**6,564**	**835**	**12,345**	**17,420**	**70.87**
All	**6,314** (40.61)	**8,203** (52.76)	**1,032** (6.64)	**15,549** (100.00)	**21,919**	**70.94**

Note: Figures in parentheses are percentages of working age population for respective age groups.

7.2 LABOUR FORCE

Total ITP labour force accounts for 62.76 percent of total working age population (Table 7 1) compared to national rural 58.70 percent with 74.08 percent male and 51.3 percent female and 53.88 percent in the case of ITPs in the Hills and 65.05 percent in the case of ITPs in the Plains. In both Hills and Plains, the proportion of female labour force is more than 22 percentage points lower than the males.

Table 7-5: Distribution of labour force by age group

All ITP	15-29		30-64		65+		Total labour force	Working age population	Labour force as % of working age population
	Number	%	Number	%	Number	%			
Chakma	460	29.02	1,045	65.93	80	5.05	1,585	2,918	54.32
Marma	268	36.86	433	59.56	26	3.58	727	1,413	51.45
Tripura	142	35.77	246	61.96	9	2.27	397	740	53.65
Tanchaynga	72	36.18	112	56.28	15	7.54	199	347	57.35
Murong	64	40.51	91	57.59	3	1.90	158	310	50.97
Other Hill	139	35.82	218	56.19	31	7.99	388	683	56.81
All Hill	**1,145**	**33.15**	**2,145**	**62.10**	**164**	**4.75**	**3,454**	**6,411**	**53.88**
Garo	574	26.02	1,502	68.09	130	5.89	2,206	3,642	60.57
Khasi	162	41.86	211	54.52	14	3.62	387	513	75.44
Monipuri	112	19.93	405	72.06	45	8.01	562	1,094	51.37
Hajong	63	24.90	172	67.98	18	7.11	253	432	58.56
Barmon	252	28.31	595	66.85	43	4.83	890	1,618	55.01
Santal	1,605	33.11	3,063	63.18	180	3.71	4,848	7,145	67.85
Munda	75	39.47	107	56.32	8	4.21	190	337	56.38
Oraon	914	38.10	1,388	57.86	97	4.04	2,399	3,488	68.78
Pahan	640	37.06	1,017	58.89	70	4.05	1,727	2,609	66.19
Kuch	52	23.85	156	71.56	10	4.59	218	349	62.46
Other Plains	860	34.09	1,566	62.07	97	3.84	2,523	3,681	68.54
All Plains	**5,309**	**32.77**	**10,182**	**62.84**	**712**	**4.39**	**16,203**	**24,908**	**65.05**
All	**6,454**	**32.83**	**12,327**	**62.71**	**876**	**4.46**	**19,657**	**31,319**	**62.76**

As can be seen from Table 7 5, the largest proportion of the labour force is in the 30-64 age cohorts (62.71%) followed by 15-29 (32.83%) and 65+ (4.46%). There is virtually no variation of this distribution between the ITP communities living in the Hills and those living in the Plains. However, the Monipuri community accounts for the largest proportion (72.06%) of the labour force in 30-64 age group followed by the Kuch (71.56%) and Garo (68.09%). Proportion of the youth labour force is the largest among Khasi (41.86%) followed by Murong (40.51%) and Munda (39.47%).

Table 7-6: Distribution of labour force by age group (male)

ITP	15-29		30-64		65+		Total labour force	Working age population	Labour force as % of working age population
	Number	%	Number	%	Number	%			
Chakma	288	27.35	696	66.10	69	6.55	1,053	1,465	71.88
Marma	135	32.22	267	63.72	17	4.06	419	692	60.55
Tripura	95	34.42	173	62.68	8	2.90	276	375	73.60
Tanchaynga	39	33.62	66	56.90	11	9.48	116	175	66.29
Murong	31	37.80	48	58.54	3	3.66	82	161	50.93
Other Hill	68	36.56	98	52.69	20	10.75	186	333	55.86
All Hill	**656**	**30.77**	**1,348**	**63.23**	**128**	**6.00**	**2,132**	**3,201**	**66.60**
Garo	354	25.50	925	66.64	109	7.85	1,388	1,830	75.85
Khasi	87	42.65	109	53.43	8	3.92	204	265	76.98
Monipuri	67	18.06	265	71.43	39	10.51	371	549	67.58
Hajong	46	27.88	103	62.42	16	9.70	165	211	78.20
Barmon	186	28.70	431	66.51	31	4.78	648	840	77.14
Santal	905	32.39	1,756	62.85	133	4.76	2,794	3,630	76.97
Munda	37	36.63	59	58.42	5	4.95	101	167	60.48
Oraon	482	36.85	765	58.49	61	4.66	1,308	1,743	75.04
Pahan	315	33.48	579	61.53	47	4.99	941	1,296	72.61
Kuch	30	21.13	105	73.94	7	4.93	142	178	79.78
Other Plains	512	34.69	899	60.91	65	4.40	1,476	1,843	80.09
All Plains	**3,021**	**31.67**	**5,996**	**62.86**	**521**	**5.46**	**9,538**	**12,552**	**75.99**
All	**3,677**	**31.51**	**7,344**	**62.93**	**649**	**5.56**	**11,670**	**15,753**	**74.08**

Table 7 6 shows that among the males, the proportion of labour force in the age group 30-64 figures most prominently among Kuch (73.94%) followed by Monipuri (71.43%), Garo (66.64%) and Barmon (66.51%). In the male youth age group members of the Khasi community predominates (42.65%).

Table 7-7: Distribution of labour force by age group (female)

ITP	15-29		30-64		65+		Total labour force	Working age population	Labour force as % of working age population
	Number	%	Number	%	Number	%			
Chakma	170	32.14	348	65.78	11	2.08	529	1,449	36.51
Marma	133	43.18	166	53.90	9	2.92	308	721	42.72
Tripura	47	38.84	73	60.33	1	0.83	121	365	33.15
Tanchaynga	31	38.27	46	56.79	4	4.94	81	170	47.65
Murong	33	43.42	43	56.58	0	0.00	76	149	51.01
Other Hill	71	35.15	120	59.41	11	5.45	202	350	57.71
All Hill	**485**	**36.83**	**796**	**60.44**	**36**	**2.73**	**1,317**	**3,204**	**41.10**
Garo	220	26.89	577	70.54	21	2.57	818	1,812	45.14
Khasi	75	40.98	102	55.74	6	3.28	183	248	73.79
Monipuri	45	23.56	140	73.30	6	3.14	191	544	35.11
Hajong	17	19.32	69	78.41	2	2.27	88	221	39.82
Barmon	66	27.27	164	67.77	12	4.96	242	778	31.11
Santal	698	34.02	1,307	63.69	47	2.29	2,052	3,511	58.44
Munda	38	42.70	48	53.93	3	3.37	89	170	52.35
Oraon	431	39.54	623	57.16	36	3.30	1,090	1,743	62.54
Pahan	324	41.27	438	55.80	23	2.93	785	1,310	59.92
Kuch	21	28.00	51	68.00	3	4.00	75	170	44.12
Other Plains	348	33.24	667	63.71	32	3.06	1,047	1,838	56.96
All Plains	**2,283**	**34.28**	**4,186**	**62.85**	**191**	**2.87**	**6,660**	**12,345**	**53.95**
All	**2,768**	**34.70**	**4,982**	**62.45**	**227**	**2.85**	**7,977**	**15,549**	**51.30**

Among the females (Table 7 7), the share of the youth labour force is slightly higher than among the males (34.7% as against 31.51) with the highest among Murong (43.42%) followed by Marma (43.18%), Munda (42.7%) and Pahan (41.27%). The share of the age group 30-64 in female labour force is most prominent among Hajong (78.41%) followed by Monipuri (73.3%) and Garo (70.54%). Share of the 65+ age group in the labour force is much lower among females (2.85%) than among males (5.56%).

7.3 LABOUR FORCE PARTICIPATION RATE AND EMPLOYMENT

Labour force participation rate (LFPR) expresses the number of persons in the labour force as a percentage of the working-age population. Recall that labour force consists of the number of persons employed as well as those who are unemployed. The labour force participation rate provides information about the relative size of the supply of labour currently available for the production of goods and services in an economy.

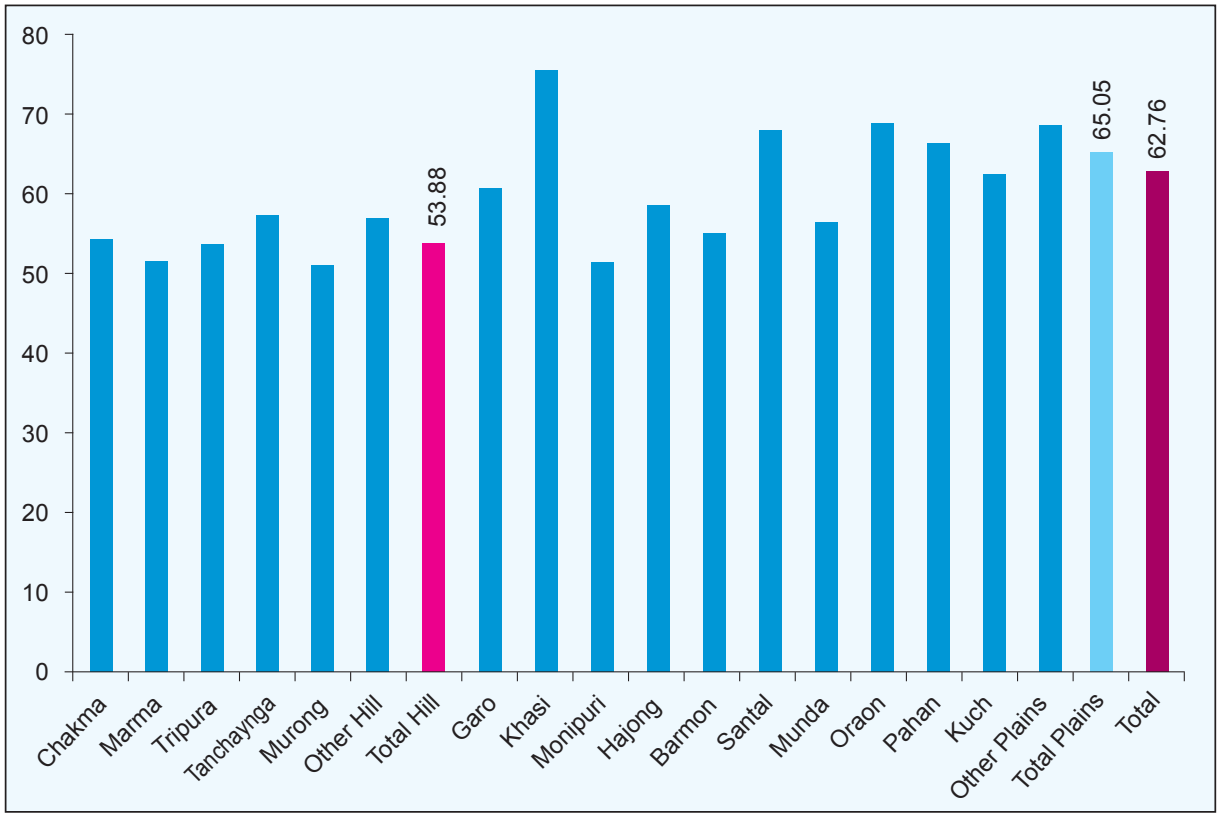
LFPR of all ITP works out to 62.76 percent with 65.05 percent in the Plains and 53.88 percent in the Hills (Table 7 8 and Figure 7 2) compared to national rural average 58.7 percent (LFS

2015) indicating higher than national rural supply of labour currently available for the production of goods and services and higher than national potential for economic growth for the ITP in the Plains than in the Hills where the LFPR is lower than the national rural average. We observe from Figure 7 2 that LFPR varies highly among the ITPs. LFPR is the highest among Khasi (75.44%) followed by Oraon (68.78%) and lowest among Murong (50.97%). LFPR for the males is much higher (75.99%) than that of females (53.95%) in the Plains. In the Hills also it is much higher (66.6%) for the males than for the females (41.1%)

Table 7-8: All ITP LFPR, employment rate, unemployment rate and EPR

All ITP	Employment Rate	Unemployment Rate	LFPR	Employment to Population Ratio
Chakma	99.31	0.69	54.32	0.54
Marma	98.35	1.65	51.45	0.51
Tripura	99.50	0.50	53.65	0.53
Tanchaynga	100.00	-	57.35	0.57
Murong	100.00	-	50.97	0.51
Other Hill	99.48	0.52	56.81	0.57
All Hill	**99.22**	**0.78**	**53.88**	**0.53**
Garo	99.27	0.73	60.57	0.60
Khasi	100.00	-	75.44	0.75
Monipuri	99.64	0.36	51.37	0.51
Hajong	99.21	0.79	58.56	0.58
Barmon	99.66	0.34	55.01	0.55
Santal	99.75	0.25	67.85	0.68
Munda	98.95	1.05	56.38	0.56
Oraon	99.92	0.08	68.78	0.69
Pahan	99.94	0.06	66.19	0.66
Kuch	99.54	0.46	62.46	0.62
Other Plains	99.84	0.16	68.54	0.68
All Plains	**99.72**	**0.28**	**65.05**	**0.65**
All	**99.63**	**0.37**	**62.76**	**0.63**

Figure 7-2: Labour force participation rate



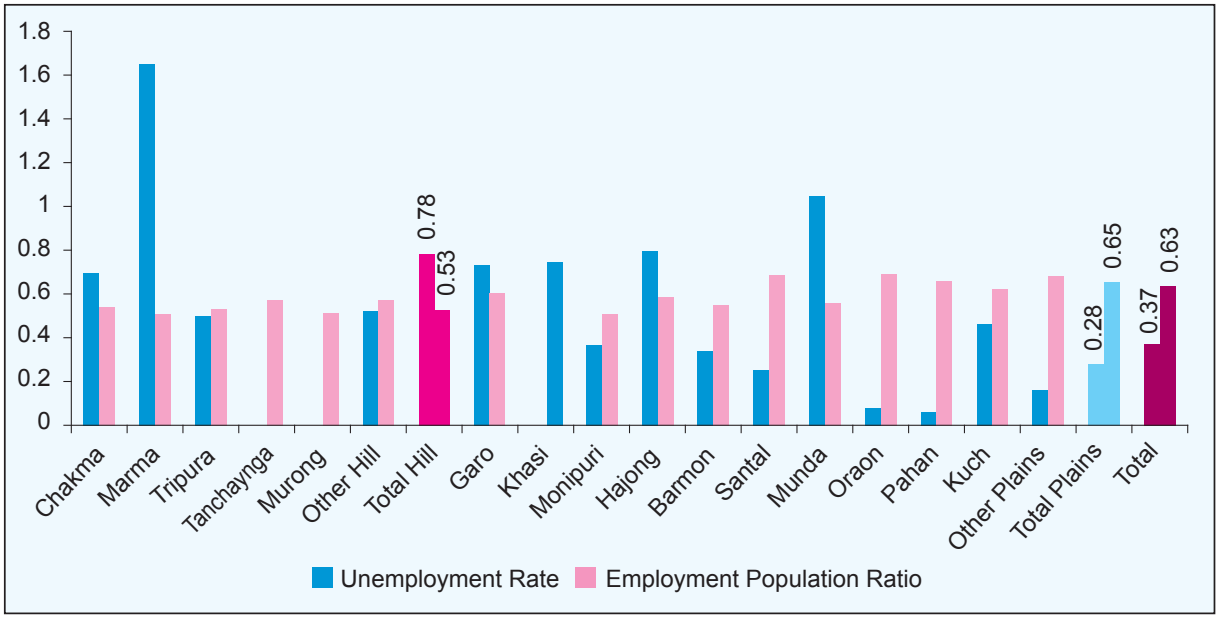
As a measure of the labour supply, the LFPR should be analysed together with the employment-to-population ratio (EPR), a key measure of labour demand. Employment to population ratio is expressed as the percentage of employed persons in the labour force. The employment-to-population ratio (EPR) is often considered a basic yardstick for understanding the overall demand for labour in an economy as it provides information on the ability of an economy to generate employment.

A low EPR means that a large share of the working-age population is unemployed and/or not attached to the labour force. Persons may not be in the labour force for reasons such as enrolment in an educational institution, retirement, carrying out domestic chores in their own household, illness or incapacity to work. Still others in this group may express a desire to work and be available to work but may not be seeking work for various reasons, both economic and noneconomic. This kind of information is essential for interpreting the EPR of various demographic groups, including youth, women and older persons. There is no optimal value and the EPR alone is not sufficient for assessing the employment opportunities dimension. For a better understanding of the labour demand and labour supply dynamics, changes in the indicator should be analysed jointly with changes in other key employment opportunities indicators (especially the unemployment rate and the LFPR).

A higher EPR usually indicates higher employment demand in terms of the number of workers. A high ratio is not necessarily a positive result, as it may signal, for example, limited education options for young people, minimal or non-existent unemployment assistance e.g. works program or other social benefits e.g. social safety nets and/or economic hardship. Ratios above 80 percent often indicate an abundance of low quality jobs. High EPR could point to low levels of labour productivity.

EPR for the ITPs is estimated at 0.63 with 0.65 in the Plains and 0.53 in the Hills reflecting much greater employment opportunities in the Plains (Table 7 8 and Figure 7 3). The national EPR for Bangladesh is .60 in 2016 which is lower than those estimated for the ITPs. The EPR also varies widely among the ITPs. The Khasi community has the largest EPR (0.75) followed by Oraon (0.69) and Santal (0.68) indicating their greater employment opportunities than other ITP communities. Employment opportunities vary widely by gender – EPR for the male is 0.76 in the Plains and 0.66 in the Hills, while for the female it is 0.54 in the Plains and 0.41 in the Hills.

Figure 7-3: Employment to Population Rate and Unemployment



7.4 UNEMPLOYMENT

The unemployment rate signals to some extent the underutilization of the labour supply. It reflects the inability of an economy to generate employment for those persons who want to work but are not doing so, even though they are available for employment and actively seeking work. It is thus seen as an indicator of the efficiency and effectiveness of an economy to absorb its labour force and of the performance of the labour market.

Unemployment rate among the ITPs is as low as 0.37 percent with 0.28 percent in the Plains and 0.78 percent in the Hills (Table 7 8 and Figure 7 3) compared to national rural 4.13 percent (LFS 2015). Unemployment rate is the highest among Marma (1.65%) followed by Munda (1.05%). There is no evidence of unemployment among Tanchaynga, Murong and Khasi.

For the ITPs, the significance and meaning of the unemployment rate is much more limited. In the absence of unemployment insurance, other unemployment relief schemes or social safety nets, the majority of persons of working age must engage in some form of economic activity, however insignificant or inadequate. These persons mostly work in the informal economy and in self-employment characterized by poor working conditions and inadequate or no social protection.

Changes in the unemployment rate should also be analysed jointly with measures of total labour supply and labour demand, in particular the LFPR and the EPR, respectively. In most cases, a decline in the unemployment rate is accompanied by an increase in the EPR. The unemployment rate should also be analysed together with complementary measures of slack labour market and labour underutilization, including time-related underemployment and discouraged workers whose ranks often increase during periods of economic weakness.

The unemployment rate is often used to analyse gender differences in labour force behaviour and trends. It is often higher for women than for men, but it varies by area. While ITP labour markets have unique characteristics reflecting their particular social, cultural and economic factors, this overall result points to the fact that, women are more likely than men to exit and re-enter the labour force for family-related reasons. Moreover, there is a general "crowding" of women into fewer occupations of lower decision-making status as compared to men so that women often find a smaller number of opportunities for employment. Other gender inequalities, for example in access to education and training, also negatively affect how women fare in finding jobs.

LFPR is lower for female and this is the case for both the ITPs in the Hill as well as in the Plains (Table 7 9, Table 7 10 and Figure 7 4). It is also true for all types of ITP community. In the Hills and among male, it is lowest for Murong. In the Plains and among male, it is lowest for the Monipuri community. In the Hills and among female, it is lowest for the Tripura community. In the Plains and among female, it is lowest for the Barmons and Monipuri communities.

Table 7-9: ITP LFPR, employment rate, unemployment rate and EPR (male)

ITP	Employment Rate	Unemployment Rate	LFPR	Employment to Population Ratio
Chakma	99.34	0.66	71.88	0.71
Marma	98.57	1.43	60.55	0.60
Tripura	100.00	-	73.60	0.74
Tanchaynga	100.00	-	66.29	0.66
Murong	100.00	-	50.93	0.51
Other Hill	98.92	1.08	55.86	0.55
All Hill	99.30	0.70	66.60	0.66
Garo	99.42	0.58	75.85	0.75
Khasi	100.00	-	76.98	0.77
Monipuri	99.46	0.54	67.58	0.67
Hajong	98.79	1.21	78.20	0.77
Barmon	99.69	0.31	77.14	0.77
Santal	99.82	0.18	76.97	0.77
Munda	98.02	1.98	60.48	0.59
Oraon	99.85	0.15	75.04	0.75
Pahan	100.00	-	72.61	0.73
Kuch	99.30	0.70	79.78	0.79
Other Plains	99.93	0.07	80.09	0.80
All Plains	**99.74**	**0.26**	**75.99**	**0.76**
All Male	**99.66**	**0.34**	**74.08**	**0.74**

Table 7-10: ITP LFPR, employment rate, unemployment rate and EPR (female)

ITP	Employment Rate	Unemployment Rate	LFPR	Employment to Population Ratio
Chakma	99.24	0.76	36.51	0.36
Marma	98.05	1.95	42.72	0.42
Tripura	98.35	1.65	33.15	0.33
Tanchaynga	100.00	-	47.65	0.48
Murong	100.00	-	51.01	0.51
Other Hill	100.00	-	57.71	0.58
All Hill	**99.09**	**0.91**	**41.10**	**0.41**
Garo	99.02	0.98	45.14	0.45
Khasi	100.00	-	73.79	0.74
Monipuri	100.00	-	35.11	0.35
Hajong	100.00	-	39.82	0.40
Barmon	99.59	0.41	31.11	0.31
Santal	99.66	0.34	58.44	0.58
Munda	100.00	-	52.35	0.52
Oraon	100.00	-	62.54	0.63
Pahan	99.87	0.13	59.92	0.60
Kuch	100.00	-	44.12	0.44
Other Plains	99.71	0.29	56.96	0.57
All Plains	**99.70**	**0.30**	**53.95**	**0.54**
All Female	**99.60**	**0.40**	**51.30**	**0.51**

Figure 7-4: Labour force participation rate by Gender

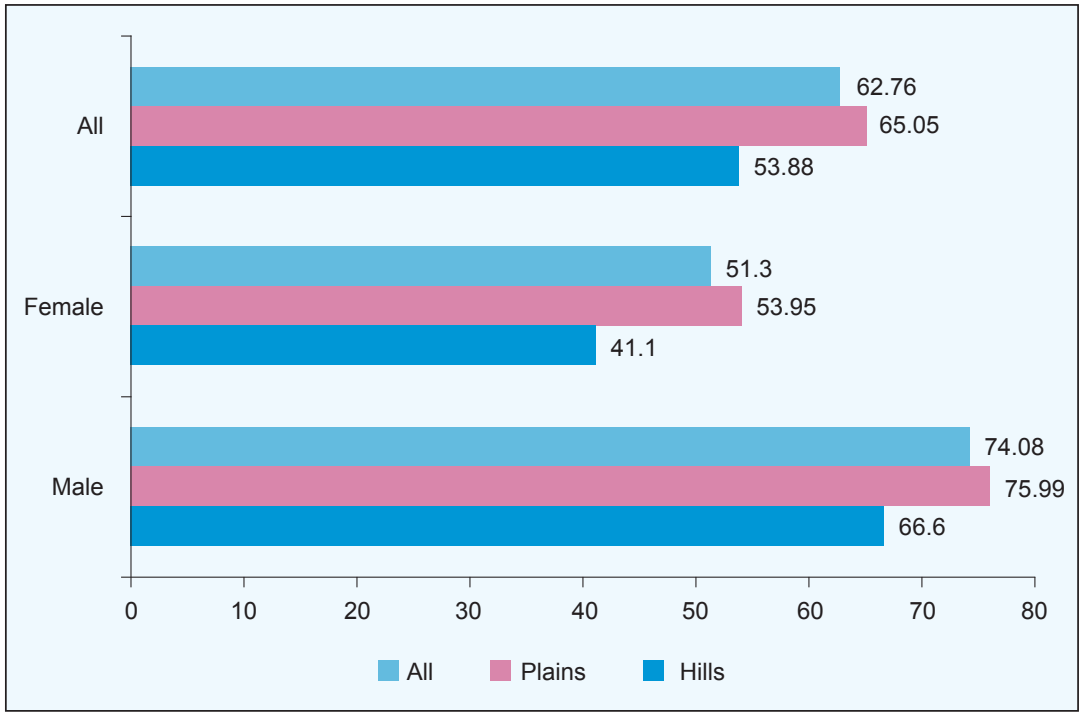


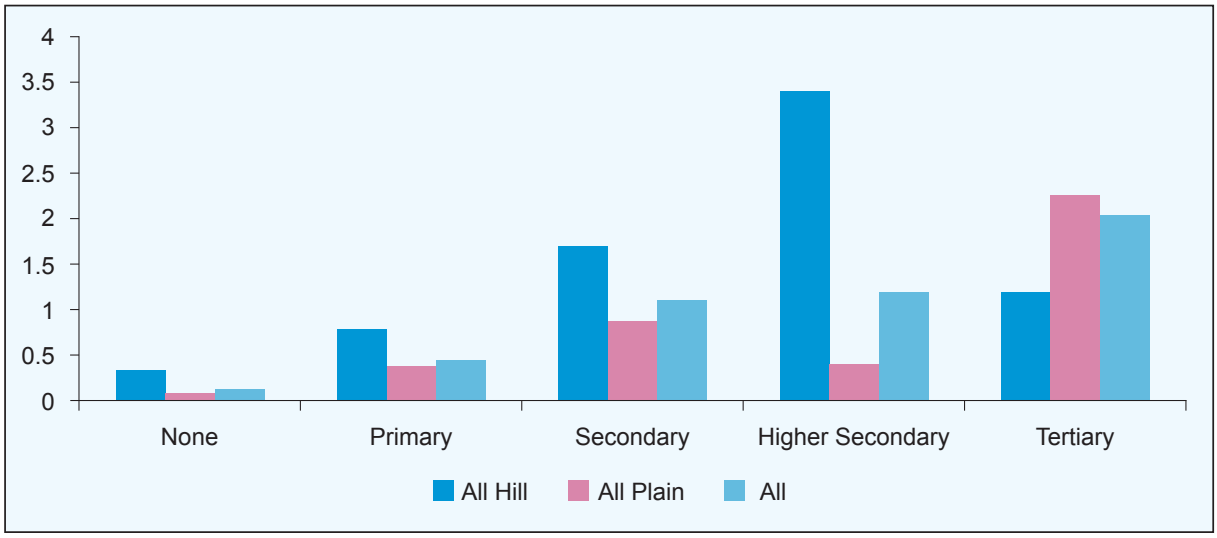
Table 7 11shows the extent of unemployment by level of education. Overall unemployment rate is the highest among tertiary level graduate ITPs (2.04%) compared to ITPs who have no education (0.11%). For the ITPs in the Hills unemployment is the highest for those having Higher Secondary level of education. There is an inverse relationship of unemployment rate with level of education (Figure 7 5). Such a very low level of unemployment or no unemployment is attributable to the fact that ITPs are essentially engaged in multiple economic activities and cannot afford to remain unemployed to eke out a living. Thus the incidence of labour underutilization is virtually non-existent among the ITPs.

Table 7-11: Unemployment rate by level of education

All ITP	None	Primary	Secondary	Higher Secondary	Tertiary	Total
Chakma	0.13	1.03	1.64	2.15	-	0.69
Marma	1.08	1.36	2.56	7.14	-	1.65
Tripura	0.43	-	3.23	-	-	0.50
Tanchaynga	-	-	-	-	-	-
Murong	-	-	-	-	-	-
Other Hill	-		-	5.56	7.14	0.52
All Hill	**0.33**	**0.77**	**1.68**	**3.39**	**1.18**	**0.78**
Garo	0.28	0.82	0.79	0.78	2.29	0.73
Khasi	-	-	-	-	-	-
Monipuri	-	0.43	1.06	-	-	0.36
Hajong	0.86	-	6.25	-	-	0.79
Barmon	-	0.29	2.63	-	4.35	0.34
Santal	0.11	0.25	0.43	-	6.90	0.25
Munda	-	2.86	-	-	-	1.05
Oraon	-	0.13	1.01	-	-	0.08
Pahan	-	0.19	-	-	-	0.06
Kuch	-	1.32	-	-	-	0.46
Other Plains	-	0.25	1.02	1.96	-	0.16
All Plains	**0.07**	**0.37**	**0.87**	**0.40**	**2.24**	**0.28**
Other	-	0.21	0.72	2.90	2.86	0.21
All	**0.11**	**0.44**	**1.09**	**1.18**	**2.04**	**0.37**

Among female ITPs unemployment rate is generally higher at all education levels than their male counterparts. It figures most prominently among female Tripura at secondary level (14.29%) followed by Santal at tertiary level (12.5%) and Marma at higher secondary level. Higher unemployment rate among female ITPs is attributable to social factors. However, there is no evidence of unemployment among male Tripura, Tanchaynga and Murong in the Hills and male Khasi and Pahan in the Plains. Similarly, unemployment is non-existent among female Tanchaynga, Murong and other ITPs in the Hills, Khasi, Monipuri, Hajong, Munda, Oraon and Kuch in the Plains.

Figure 7-5: Unemployment rate by level of education



7.5 EMPLOYMENT BY OCCUPATION

Overall, largest proportion of the ITP labour force is employed as agricultural day labour (48.25%) with 54.99 percent in the Plains and 16.46 percent in the Hills (Table 7 12). In this occupation Pahan figures most prominently (82.73%) followed by Oraon (71.05%) and Santal (70.93%). Across gender, a much larger proportion of female ITPs are employed as agricultural day labour (55.36%) with 62.74 percent in the Plains and 17.78 percent in the Hills. Next in importance is self-employment in agriculture which accounts for 21.42 percent of total ITP employment with 46.43 percent in the Hills and 16.12 percent in the Plains reflecting greater fragility of employment of the ITPs from the Hills. Agricultural self-employment is most predominant among Chakmas (54.96%) followed by Murong (52.53%). Next important occupation is self-employment in non-agriculture which accounts for 6.7 percent of total employment with 12.63 percent in the Hills and 5.45 percent in the Plains. Permanent worker accounts for the next most important occupation (5.73%) with 3.53 percent in the Hills and 6.2 percent in the Plains. Among other occupations mention can be made of teacher and mason. However, the share of female teacher is much higher than the males. By and large, ITPs concentrate on very elementary occupations which yield very limited income.

Table 7-12: Distribution of All ITP employed population by occupation (col %)

Occupation	Chakma	Marma	Tripura	Tanchaynga	Murong	Other Hill	All Hill	Garo	Khasi	Monipuri	Hajong	Barmon	Santal	Munda	Oraon	Pahan	Kuch	Other Plains	All Plains	All
Agricultural day labour	11.31	21.54	22.53	23.12	26.58	14.25	16.46	32.24	5.17	2.14	32.27	44.31	70.93	27.66	71.05	82.73	28.11	39.70	54.99	48.25
Non-agricultural day labour	2.29	3.92	8.10	3.52	1.27	12.18	4.44	3.42	0.00	1.43	12.75	2.14	2.87	13.83	3.67	1.68	4.15	4.01	3.26	3.46
Permanent worker	4.00	3.78	4.56	1.51	0.00	2.59	3.53	6.03	3.10	0.89	2.39	3.49	3.87	29.26	1.13	0.12	3.69	21.32	6.20	5.73
Machine operator/driver	0.44	0.00	0.51	0.00	0.00	0.00	0.26	0.73	0.00	0.18	1.20	0.45	0.60	0.00	0.33	0.06	0.00	0.16	0.41	0.38
Driver	0.76	0.70	1.01	0.00	0.00	0.26	0.64	0.87	0.00	2.86	0.00	0.56	0.27	2.66	0.13	0.29	0.00	0.64	0.51	0.53
Weaver	0.83	0.70	1.52	0.00	0.00	0.00	0.70	0.18	0.00	26.07	0.00	0.11	0.04	0.00	0.04	0.00	0.46	0.12	0.98	0.93
Carpenter	0.44	1.54	0.76	0.00	0.00	1.30	0.76	0.73	0.00	1.79	1.99	1.35	0.29	1.06	0.08	0.12	7.83	0.95	0.64	0.66
Mason	0.13	1.26	0.25	0.00	0.00	0.00	0.35	0.78	0.00	0.18	0.80	1.24	1.24	1.06	1.13	0.70	2.76	1.87	1.14	1.01
Blacksmith	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.05	0.00	0.00	0.00	0.11	0.04	0.00	0.08	0.12	0.00	0.44	0.12	0.10
Fisherman	1.46	0.14	0.00	5.03	0.00	4.40	1.49	0.64	0.00	0.00	0.40	1.13	0.04	2.66	0.08	0.06	0.46	0.12	0.24	0.46
Craftsman	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.14	0.26	0.00	0.00	0.00	0.04	0.00	0.08	0.00	0.46	1.35	0.27	0.22
Barber	0.06	0.00	0.25	0.00	0.63	1.04	0.20	1.10	0.00	0.00	0.00	1.24	0.21	0.00	0.38	0.46	5.99	0.40	0.53	0.47
Cobbler	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.11	0.06	0.00	0.00	0.00	0.00	0.32	0.07	0.06
Sweeper	0.00	0.00	0.00	0.50	0.00	0.00	0.03	0.05	0.00	0.00	0.00	0.11	0.14	0.00	0.00	0.00	0.00	0.16	0.08	0.07
Electrician	0.13	0.14	0.00	0.00	0.00	0.26	0.12	0.27	0.00	0.89	0.00	0.11	0.21	0.00	0.00	0.06	0.00	0.08	0.15	0.15
Welder	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.14	0.00	0.54	0.80	0.00	0.04	0.00	0.00	0.00	0.46	0.00	0.07	0.06
Clerk	1.08	0.70	1.52	1.51	1.90	2.07	1.23	2.28	0.26	2.14	0.80	1.01	0.39	1.60	0.50	0.12	0.92	0.48	0.77	0.85
Salesperson	0.70	0.14	0.76	0.50	0.00	0.26	0.50	1.28	0.00	2.32	1.59	0.45	0.37	0.00	0.50	0.23	1.84	0.87	0.67	0.64
Manager	0.19	0.28	0.00	0.00	0.63	0.26	0.20	1.37	0.00	0.89	1.59	0.23	0.14	0.00	0.13	0.00	0.00	0.20	0.35	0.32
Supervisor	0.70	0.70	0.51	0.00	1.90	0.78	0.70	2.37	0.26	2.50	1.99	0.23	0.14	0.00	0.00	0.17	0.46	0.44	0.59	0.61
Teacher	3.75	4.76	4.05	1.01	2.53	3.11	3.71	2.69	0.78	8.93	2.39	1.35	1.12	1.60	0.92	0.46	0.92	1.07	1.52	1.90
Domestic worker	0.19	0.28	0.51	0.00	0.00	0.00	0.20	1.83	0.00	0.18	1.20	0.11	0.23	0.00	0.08	0.12	0.00	0.36	0.43	0.39
Mechanic	0.00	0.14	0.76	0.00	0.63	0.52	0.20	0.55	0.00	3.39	0.00	0.23	0.48	0.00	0.29	0.12	0.46	0.40	0.47	0.42
Technician	0.06	0.14	0.00	0.50	0.63	0.26	0.15	0.50	0.26	0.36	0.00	0.11	0.06	0.00	0.08	0.00	0.00	0.04	0.13	0.13
Hawker	0.06	0.00	0.00	0.00	0.00	0.00	0.03	0.23	0.00	0.18	0.40	0.23	0.00	0.00	0.00	0.00	0.00	0.08	0.07	0.06
Employer/owner	0.57	0.28	0.25	0.00	0.63	0.00	0.38	0.46	0.00	1.79	0.40	0.23	0.21	0.53	0.04	0.06	0.92	0.48	0.31	0.32
Self-employed in agriculture	54.96	38.60	39.75	45.23	52.53	31.09	46.43	23.84	88.37	22.14	24.30	22.44	10.88	13.83	14.89	9.21	12.44	10.36	16.12	21.42
Self-employed in non- agriculture	12.01	14.83	9.37	12.56	7.59	16.58	12.63	5.53	0.00	8.75	7.17	14.09	3.08	2.66	3.13	2.26	25.35	9.69	5.45	6.70
Unpaid family worker	0.83	0.28	0.76	2.51	0.00	5.70	1.31	0.41	1.03	0.18	1.20	0.34	0.68	0.00	0.33	0.00	0.00	1.59	0.63	0.75
Others	3.05	5.17	2.28	2.51	2.53	3.11	3.36	9.32	0.52	9.29	4.38	2.48	1.30	1.60	0.92	0.87	2.30	2.34	2.83	2.93
All	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**

7.6 EMPLOYMENT BY INDUSTRY

Largest proportion of ITP labour force are employed in agriculture (71.85%) with 73.05 percent in the Plains and 66.18 percent in the Hills compared to national rural average of 55.3 percent (LFS 2015) reflecting preponderance of ITP employment in the traditional primary sector (Table 7 13). Employment in agriculture figures most prominently among Khasi (94.83%) followed by Pahan (92.41%), Oraon (86.82%), Santal (83.13%) and Murong (80.38%). Across gender, larger proportion of the ITP females (75.41%) is employed in agriculture with 77.42 percent in the Plains and 65.13 percent in the Hills. Manufacturing is the second most important sector of ITP employment accounting for 10.44 percent of total employment with almost equal share of ITPs in the Hills and the Plains. Manufacturing predominates among the Monipuri (34.11%) followed by Munda (32.45%) and Kuch (27.19%) primarily due to widespread practice of handloom manufacturing among them. Manufacturing employment is more prominent among the female ITPs (11.67%) with 14.25 percent in the Hills and 11.16 percent in the Plains. Female manufacturing employment is most predominant among the Monipuri (70.16%) followed by Munda (39.33%) and Kuch (29.33%). ITP employment in the real sector works out to 85.35 percent which compares well with the national rural average of 86.5 percent (LFS 2015). Wholesale and retail trade (3.55%), transportation and storage (2.11%), health (2.04%) and education (1.73%) dominate ITP employment in the service sector. In education the share of female employment is higher than male employment.

Table 7-13: Distribution of All ITP employed population by industry (Col. %)

Industry	Chakma	Marma	Tripura	Tanchaynga	Murong	Other Hill	All Hill	Garo	Khasi	Monipuri	Hajong	Barmon	Santal	Munda	Oraon	Pahan	Kuch	Other Plains	All Plains	All
Agriculture, forestry	69.12	62.52	66.33	74.87	80.38	50.52	66.18	58.72	94.83	24.46	59.36	69.00	83.13	44.15	86.82	92.41	44.70	54.62	73.05	71.85
Mining and quarrying	0.38	0.28	0.00	0.00	0.00	0.00	0.23	1.64	0.00	0.54	6.77	0.00	0.12	0.00	0.25	0.35	0.00	0.36	0.51	0.46
Manufacturing	8.13	8.81	8.61	7.04	2.53	32.12	10.71	8.77	3.10	34.11	6.37	9.70	5.42	32.45	2.38	1.45	27.19	28.46	10.38	10.44
Electricity, gas, stream and AC supply	0.32	0.42	0.00	0.00	0.00	0.26	0.26	0.55	0.00	1.43	0.00	0.23	0.31	0.00	0.04	0.06	0.00	0.16	0.27	0.27
Water supply, sewerage waste, remediation act	0.00	0.00	0.25	0.00	0.00	0.00	0.03	0.23	0.00	0.00	0.00	0.34	0.02	0.00	0.13	0.00	0.46	0.04	0.09	0.08
Construction	1.33	4.62	7.09	2.51	0.63	1.04	2.68	2.28	0.00	0.89	7.17	1.92	3.23	13.30	3.30	1.33	6.91	4.72	3.14	3.06
Wholesale and retail trade	7.94	9.09	6.58	8.54	5.06	5.70	7.67	3.24	0.00	9.82	5.98	5.41	1.70	1.06	1.54	0.87	7.83	3.57	2.67	3.55
Transportation and storage	2.92	2.10	2.28	0.50	1.27	0.78	2.22	2.19	0.00	3.39	1.99	5.41	1.99	4.26	1.92	1.39	1.38	1.63	2.09	2.11
Accommodation and food service	0.70	0.42	0.25	0.00	0.00	0.00	0.44	1.23	0.00	0.18	0.40	0.68	0.12	0.00	0.21	0.00	0.46	0.71	0.40	0.41
ICT	0.00	0.14	0.00	0.00	0.00	0.00	0.03	0.27	0.00	0.71	0.00	0.11	0.00	0.00	0.04	0.00	0.00	0.00	0.07	0.07
Financial and insurance service	0.19	0.00	0.51	0.00	0.00	0.52	0.20	0.18	0.00	0.89	0.00	0.00	0.06	0.00	0.04	0.06	0.00	0.08	0.10	0.12
Real estate activities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.05	0.00	0.18	0.00	0.00	0.04	0.00	0.00	0.00	0.00	0.00	0.02	0.02
Professional, scientific and technical activities	0.19	0.00	0.51	0.50	0.00	0.26	0.20	0.41	0.00	0.36	0.00	0.23	0.37	0.00	0.42	0.12	0.00	0.60	0.36	0.33
Administrative and support	1.14	0.98	1.01	2.01	1.27	0.52	1.08	1.51	0.00	1.79	1.20	0.79	0.37	1.60	0.17	0.29	0.00	0.48	0.59	0.67
Public administration and defence	0.70	0.70	0.00	0.50	1.27	0.52	0.61	0.64	0.00	4.82	2.79	0.45	0.12	0.00	0.13	0.17	0.46	0.16	0.43	0.46
Education	3.81	4.20	3.80	1.01	2.53	2.59	3.53	2.60	0.78	8.04	1.59	1.47	0.97	0.00	0.71	0.41	0.92	0.87	1.34	1.73
Human health and social work	2.80	4.48	1.52	2.01	3.80	3.37	3.06	6.71	0.78	5.36	3.59	2.03	0.74	0.00	0.71	0.17	1.84	1.11	1.83	2.04
Arts, entertainment and recreation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.05	0.00	0.71	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.24	0.07	0.06
Other service activities	0.19	0.98	0.76	0.50	1.27	1.81	0.67	6.76	0.52	1.96	1.59	2.14	0.99	3.19	1.13	0.81	7.83	1.75	2.10	1.85
Activities of household	0.06	0.14	0.51	0.00	0.00	0.00	0.12	1.96	0.00	0.18	1.20	0.11	0.27	0.00	0.08	0.12	0.00	0.40	0.46	0.40
Multinational organizations	0.06	0.14	0.00	0.00	0.00	0.00	0.06	0.00	0.00	0.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.04	0.01	0.02
All	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**

7.7 OCCUPATIONAL SAFETY AND HEALTH

Overall, ITP employed population suffering occupational injury accounts for less than one percent (0.99%) of total employed population with 0.73 percent in the Hills and 1.04 percent in the Plains (Table 7 14). Occupational injury frequency rate is the highest in construction (3.62%) followed by professional and scientific (3.08%), construction (2.17%) and electricity and gas (1.92%). Occupational injury frequency rate is the highest among Kuch (9.68%) with the highest in manufacturing (27.12%) followed by construction (20%). It is also prominent among Khasi (5.94%) only in agriculture. Among males, it is the highest in household activities (6.67%), while among females it is highest in administrative and support services (2.22%).

Table 7-14: Employed population suffering occupational injury by industry

Industry	Agricul-ture Forestry	Mining and Quarrying	Manufa-cturing	Electricity Gas etc.	Const-ruction	Wholesale and Retail Trade	Transpo-rtation and Storage	Accomm-odation and Food	Profes-sional, Scientific	Admini-strative and Support	Other Service Activity	Household activities	All
Chakma	0.28	0.00	0.00	0.00	0.00	0.00	2.17	0.00	0.00	0.00	0.00	0.00	0.25
Marma	2.01	0.00	1.59	0.00	0.00	0.00	0.00	0.00	0	0.00	0.00	0.00	1.40
Tripura	1.91	0	2.94	0	3.57	0.00	0.00	0.00	0.00	25.00	0.00	0.00	2.03
Tanchaynga	0.67	0	0.00	0	0.00	0.00	0.00	0	0.00	0.00	0.00	0	0.50
Murong	1.57	0	0.00	0	0.00	0.00	0.00	0	0	0.00	0.00	0	1.27
All Hill	**0.88**	**0.00**	**0.54**	**0.00**	**1.09**	**0.00**	**1.32**	**0.00**	**0.00**	**2.70**	**0.00**	**0.00**	**0.73**
Garo	0.31	0.00	0.00	0.00	2.00	0.00	0.00	3.70	0.00	0.00	0.00	0.00	0.27
Khasi	6.27	0	0.00	0	0	0	0	0	0	0	0.00	0	5.94
Monipuri	0.73	0.00	2.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.89
Hajong	0.00	0.00	0.00	0	11.11	0.00	20.00	0.00	0	0.00	0.00	0.00	1.20
Barmon	0.49	0	2.33	0.00	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.68
Santal	0.67	0.00	0.38	6.67	1.28	1.22	7.29	0.00	0.00	0.00	4.17	7.69	0.87
Oraon	0.48	16.67	0.00	0.00	1.27	0.00	4.35	0.00	10.00	0.00	0.00	0.00	0.63
Pahan	0.44	0.00	0.00	0.00	0.00	0.00	0.00	0	0.00	0.00	0.00	0.00	0.41
Kuch	1.03	0	27.12	0	20.00	0.00	0.00	0.00	0	0	5.88	0	9.68
Other Plains	1.53	0.00	1.26	0.00	1.68	1.11	9.76	0.00	6.67	0.00	4.55	0.00	1.59
All Plains	**0.82**	**1.20**	**1.91**	**2.33**	**2.37**	**0.46**	**4.14**	**1.54**	**3.45**	**0.00**	**1.47**	**1.33**	**1.04**
All	**0.83**	**1.10**	**1.66**	**1.92**	**2.17**	**0.29**	**3.62**	**1.25**	**3.08**	**0.76**	**1.38**	**1.27**	**0.99**

Occupational injury frequency rate is a measure of the risk of having a fatal or non-fatal occupational injury based on the duration of exposure to adverse work-related factors. Largest proportion of the ITP employed population suffer exposure to extreme cold or heat (52.26%) followed by dust and fumes (48.18%) and dangerous tools (22.54%) (Table 7 15). All these are more prominent among ITPs in the Plains. Kuch and Santal account for the largest share in all these adverse exposures. This pattern is more prominent among the males.

Table 7-15: Employed population by exposure to adverse work-related factors

	Dust, fumes	Fire, gas, flames	Extreme cold or heat	Dange-rous tools	Work under-ground or at height	Work in water	Dark or confined work-place	Chemi-cals, explo-sives	Other
Chakma	44.98	1.97	30.50	2.22	0.38	1.97	0.19	0.19	0.00
Marma	31.75	3.08	36.36	5.59	12.17	0.28	0.28	0.42	0.00
Tripura	39.24	2.03	24.81	4.81	4.30	1.01	0.25	0.51	0.00
Tanchaynga	40.70	2.01	37.19	3.02	7.54	3.02	0.50	0.00	1.01
Murong	22.78	1.27	44.30	6.33	35.44	0.00	0.00	0.00	0.00
Other Hill	27.20	2.85	37.05	10.36	19.69	5.44	8.03	1.04	0.00
All Hill	**38.28**	**2.28**	**32.83**	**4.38**	**7.50**	**1.87**	**1.11**	**0.35**	**0.06**
Garo	35.48	5.16	47.08	10.41	3.42	6.16	2.65	6.12	0.00
Khasi	0.00	0.00	20.67	1.81	60.72	0.78	0.00	0.00	0.52
Monipuri	4.64	4.11	14.82	7.86	1.07	0.18	0.36	0.36	0.54
Hajong	31.87	5.18	47.01	5.58	5.18	9.16	0.40	0.80	0.00
Barmon	33.71	2.48	59.98	16.46	2.48	4.06	0.90	4.85	0.00
Santal	75.66	1.96	64.85	40.12	5.85	18.88	1.03	2.79	0.29
Munda	39.36	2.66	55.85	23.40	5.85	7.45	1.60	5.32	0.00
Oraon	49.90	1.25	63.58	27.91	1.71	15.77	0.63	2.17	0.21
Pahan	34.88	0.46	50.35	15.59	0.75	10.72	0.17	0.52	0.00
Kuch	70.05	2.76	73.73	51.15	6.91	5.53	0.46	5.53	0.00
Other Plains	49.98	2.98	58.48	31.44	11.23	17.51	1.31	1.43	0.20
All Plains	50.28	2.41	56.39	26.39	6.17	13.25	1.08	2.69	0.18
All	**48.18**	**2.39**	**52.26**	**22.54**	**6.40**	**11.26**	**1.08**	**2.28**	**0.16**

Very negligible proportion of the ITP employed population suffers abuse in their workplaces (5.56%) with 6.36 percent in the Plains and 1.78 percent in the Hills (Table 7 16). Rate of abuse is most prominent among Santal (9.22%) followed by Oraon (7.3%). Females suffer slightly more abuse than the males.

Table 7-16: Rate of abuse of the employed population by type

	Frequency				% of Total Employed			
All ITP	**Constantly shouted, insulted**	**Beaten/ physically hurt**	**Sexually abused**	**Others**	**Constantly shouted, insulted**	**Beaten/ physically hurt**	**Sexually abused**	**Others**
Chakma	14	0	0	0	0.89	0.00	0.00	0.00
Marma	10	0	0	0	1.40	0.00	0.00	0.00
Tripura	6	1	0	0	1.52	0.25	0.00	0.00
Tanchaynga	2	0	0	0	1.01	0.00	0.00	0.00
Murong	0	0	0	0	0.00	0.00	0.00	0.00
Other Hill	29	0	0	0	7.51	0.00	0.00	0.00
All Hill	61	1	0	0	1.78	0.03	0.00	0.00
Garo	22	1	3	0	1.00	0.05	0.14	0.00
Khasi	0	0	0	0	0.00	0.00	0.00	0.00
Monipuri	3	0	0	0	0.54	0.00	0.00	0.00
Hajong	5	3	2	0	1.99	1.20	0.80	0.00
Barmon	33	2	1	0	3.72	0.23	0.11	0.00
Santal	446	18	16	2	9.22	0.37	0.33	0.04
Munda	4	0	0	0	2.13	0.00	0.00	0.00
Oraon	175	7	1	0	7.30	0.29	0.04	0.00
Pahan	25	2	2	2	1.45	0.12	0.12	0.12
Kuch	0	0	0	0	0.00	0.00	0.00	0.00
Other Plains	314	10	4	3	12.47	0.40	0.16	0.12
All Plains	**1027**	**43**	**29**	**7**	**6.36**	**0.27**	**0.18**	**0.04**
All	**1088**	**44**	**29**	**7**	**5.56**	**0.22**	**0.15**	**0.04**

7.8 EMPLOYMENT AND LEVEL OF EDUCATION

ITPs who have no education account for the largest share of employment (54.09%) followed in order by those with primary education (33.81%), secondary education (6.46%), higher secondary education (3.43%) and tertiary education (2.21%) reflecting that education has little or no relevance to job market (Table 7 17 and Figure 7 6). Employment with no education is most predominant among Murong (76.58%) followed by Pahan (63.90%), Oraon (61.54%) and Tanchaynga (60.8%). Employment with primary education is the highest among Garo (44.11%) followed by Monipuri (41.07%). Interestingly, employment share with secondary, higher secondary and tertiary education is the highest among Monipuri with respectively 16.61, 10.54 and 15.18 percent. Across gender, male employment with no education is 48.83 percent as against female 61.85 percent (Table 7 18, and Table 7 19). Share of male employment without education is the lowest among Monipuri (12.74%) followed by Garo (31.52%). Share of male employment with primary education is the highest for Garo (44.42%) and with all other education levels is the highest for Monipuri. The same pattern holds for female employment.

Table 7-17: Employed population by level of education

All ITP	None	Primary	Secondary	Higher Secondary	Tertiary
Chakma	49.36	30.62	11.44	5.78	2.80
Marma	51.33	30.49	10.63	5.45	2.10
Tripura	57.97	29.11	7.59	3.04	2.28
Tanchaynga	60.80	24.62	10.55	3.02	1.01
Murong	76.58	17.09	1.90	3.80	0.63
Other Hill	45.60	36.01	10.62	4.40	3.37
All Hill	52.26	30.06	10.24	4.99	2.45
Garo	32.79	44.11	11.42	5.84	5.84
Khasi	55.04	36.18	6.20	2.33	0.26
Monipuri	16.61	41.07	16.61	10.54	15.18
Hajong	45.82	39.84	5.98	5.58	2.79
Barmon	52.42	38.67	4.17	2.25	2.48
Santal	58.35	33.02	4.84	2.67	1.12
Munda	57.45	36.17	3.19	2.66	0.53
Oraon	61.54	31.37	4.09	2.09	0.92
Pahan	63.90	30.53	3.13	2.03	0.41
Kuch	61.29	34.56	3.23	0.46	0.46
Other Plains	61.85	31.48	3.85	1.98	0.83
All Plains	**54.48**	**34.60**	**5.66**	**3.09**	**2.16**
All	**54.09**	**33.81**	**6.46**	**3.43**	**2.21**

Figure 7-6: Employed population by level of education

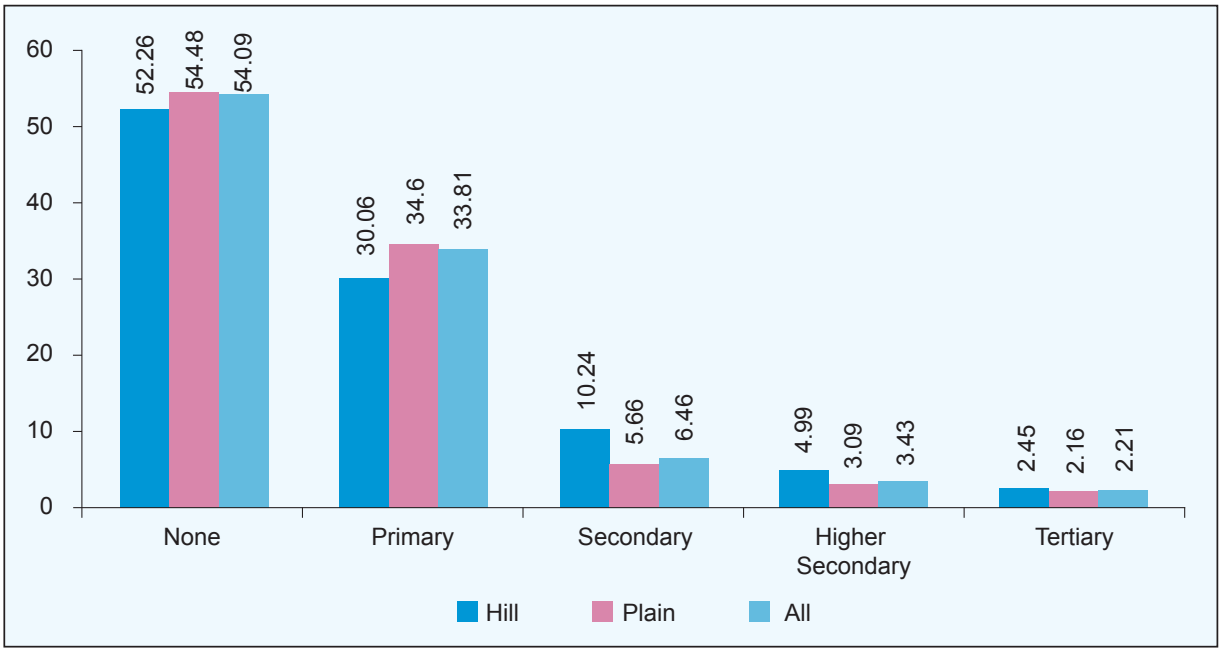


Table 7-18: Employed population by level of education (male)

Male ITP	None	Primary	Secondary	Higher Secondary	Tertiary
Chakma	41.97	34.51	13.67	6.50	3.35
Marma	46.49	36.80	8.47	5.57	2.66
Tripura	53.26	33.33	8.70	2.54	2.17
Tanchaynga	53.45	29.31	12.07	3.45	1.72
Garo	31.52	44.42	11.81	5.94	6.30
Murong	67.07	25.61	1.22	4.88	1.22
Other Hill	35.87	44.02	9.78	5.98	4.35
All Hill	39.92	38.72	11.38	5.69	4.29
Khasi	51.96	36.27	8.33	2.94	0.49
Monipuri	12.74	39.57	17.34	12.20	18.16
Hajong	43.56	38.65	7.36	7.36	3.07
Barmon	49.23	40.71	4.49	2.48	3.10
Santal	52.10	37.18	5.81	3.23	1.69
Munda	52.53	42.42	2.02	2.02	1.01
Oraon	57.81	33.61	4.82	2.60	1.15
Pahan	61.85	31.67	3.40	2.55	0.53
Kuch	58.16	37.59	4.26	0.00	0.00
Other Plains	55.39	36.20	4.95	2.31	1.15
All Plains	**52.66**	**36.26**	**5.66**	**3.23**	**2.19**
All	**48.83**	**37.00**	**7.38**	**3.97**	**2.82**

Table 7-19: Employed population by level of education (female)

Female ITP	None	Primary	Secondary	Higher Secondary	Tertiary
Chakma	64.19	22.86	7.05	4.38	1.52
Marma	57.95	21.85	13.58	5.30	1.32
Tripura	68.91	19.33	5.04	4.20	2.52
Tanchaynga	72.84	17.28	7.41	2.47	0.00
Garo	34.94	43.58	10.74	5.68	5.06
Murong	86.84	7.89	2.63	2.63	0.00
Other Hill	54.46	28.71	11.39	2.97	2.48
All Hill	**52.58**	**30.26**	**9.55**	**4.73**	**2.88**
Khasi	58.47	36.07	3.83	1.64	0.00
Monipuri	24.08	43.98	15.18	7.33	9.42
Hajong	50.00	42.05	3.41	2.27	2.27
Barmon	61.00	33.20	3.32	1.66	0.83
Santal	66.94	27.29	3.52	1.91	0.34
Munda	62.92	29.21	4.49	3.37	0.00
Oraon	66.06	28.62	3.21	1.47	0.64
Pahan	66.45	29.08	2.81	1.40	0.26
Kuch	68.00	28.00	1.33	1.33	1.33
Other Plains	70.98	24.81	2.30	1.53	0.38
All Plains	**65.21**	**28.66**	**3.52**	**1.87**	**0.74**
All	**61.85**	**29.09**	**5.12**	**2.63**	**1.31**

7.9 EMPLOYMENT STATUS

Largest proportion of the ITP employed labour force are agricultural day labourers (48.21%) followed by self-employment in agriculture (21.74%), paid employee (14.29%), self-employment in non-agriculture (9.81%) and non-agricultural day labour (4.76%) (Table 7 20). Thus self-employment accounts for only 32.48 percent compared to national rural average of 66.7 percent (LFS 2015) reflecting much less fragility of overall ITP employment. Contributing family workers accounts for a very low of 0.64 percent compared to a very high national rural average of 15 percent (LFS 2015). The main area of vulnerability among the self-employed occurs among the own-account self-employed who do not employ workers and who do not control the risks of the production process or accumulate capital. Unlike traditional self-employment, it more closely resembles employment than entrepreneurship. In some cases, these workers may qualify as an employee. In other instances, workers may be self-employed but have only one client and be in a state of significant dependency upon that client, making them vulnerable to exploitation. Not all own-account self-employed workers are vulnerable, but own-account self-employment can be an indicator of precarity, particularly when coupled with low wages because it does not include the protections associated with employment.

However, the extent of self-employment is much higher in the Hills (63.75%) than in the Plains (25.83%) primarily due to preponderance of agricultural and non-agricultural self-employment especially among Chakma, Murong and Tanchaynga. An outlying case in the Plains is agricultural self-employment among Khasi (88.37%) which is the highest of all.

Table 7-20: Distribution of employed population by employment status (all)

ITP	Employer	Self-Employed (Agriculture)	Self-Employed (Non-Agriculture)	Contributing Family Member	Paid Employee	Day Labourer (Agriculture)	Day Labourer (Non-Agriculture)	Apprentices/ Intern/ Trainees (If Paid)	Domestic Worker	Others
Chakma	0.76	55.72	14.42	0.95	14.36	11.37	2.35	0	0	0.06
Marma	0.28	38.04	16.92	0.28	17.06	22.66	4.76	0	0	0
Tripura	1.27	38.23	12.15	1.52	14.68	23.04	8.61	0.51	0	0
Tanch-Aynga	0.5	50.75	12.06	1.51	9.05	22.11	4.02	0	0	0
Murong	0	53.16	8.23	0	11.39	26.58	0.63	0	0	0
Other Hill	0	34.97	16.06	6.22	14.25	14.51	13.99	0	0	0
All Hill	**0.58**	**47.27**	**14.44**	**1.46**	**14.5**	**16.75**	**4.9**	**0.06**	**0**	**0.03**
Garo	0.27	24.43	7.81	0.27	29.82	32.15	4.52	0.09	0.64	0
Khasi	0	88.37	0.26	1.03	5.17	5.17	0	0	0	0
Monipuri	1.25	22.68	40.89	0.36	30.54	1.96	1.96	0	0.18	0.18
Hajong	0	24.7	8.76	1.2	16.33	31.87	16.73	0	0.4	0
Barmon	0.56	22.66	17.81	0.23	9.58	43.86	5.19	0	0.11	0
Santal	0.21	10.94	4.67	0.48	8.25	70.84	4.28	0.1	0.14	0.08
Munda	0	17.55	6.38	0	33.51	26.06	16.49	0	0	0
Oraon	0.17	14.69	4.51	0.29	4.71	71.13	4.38	0.04	0.04	0.04
Pahan	0.12	8.98	3.53	0	2.38	82.73	2.09	0.12	0.06	0
Kuch	0	14.75	35.94	0	10.6	26.73	11.98	0	0	0
Other Plains	0.08	10.68	14.33	1.11	27.47	39.58	6.39	0	0.28	0.08
All Plains	**0.22**	**16.32**	**8.83**	**0.46**	**14.24**	**54.88**	**4.73**	**0.06**	**0.2**	**0.05**
Total	**0.29**	**21.74**	**9.81**	**0.64**	**14.29**	**48.21**	**4.76**	**0.06**	**0.17**	**0.05**

As can be seen from Table 7 21and Table 7 22, between genders, the incidence of self-employment is much less among females (28.37%) than among males (35.27%). Agricultural day labour accounts for much larger share among females (55.24%) with 17.85 percent in the Hills and 62.59 percent in the Plains than among males (43.4%) with 16.11 percent in the Hills and 49.48 percent in the Plains.

Table 7-21: Distribution of employed population by employment status (male)

ITP	Emp-loyer	Self-Emp-loyed (Agricu-lture)	Self-Emp-loyed (Non-Agricu-lture)	Contri-buting Family Member	Paid Empl-oyee	Day Labo-urer (Agric-ulture)	Day Labo-urer (Non-Agricu-lture)	Appre-ntices/ Intern/ Trainees (If Paid)	Dome-stic Worker	Others	Total
Chakma	0.96	56.21	14.53	0.67	13.96	10.8	2.77	0	0	0.1	100
Marma	0.48	36.8	17.19	0	16.46	21.79	7.26	0	0	0	100
Tripura	1.45	42.39	10.14	1.09	12.68	22.83	9.06	0.36	0	0	100
Tanch-Aynga	0.86	45.69	13.79	1.72	9.48	23.28	5.17	0	0	0	100
Murong	0	54.88	6.1	0	9.76	28.05	1.22	0	0	0	100
Other Hill	0	36.96	11.96	4.89	15.76	13.59	16.85	0	0	0	100
All Hill	**0.8**	**48.32**	**13.89**	**0.99**	**14.03**	**16.11**	**5.76**	**0.05**	**0**	**0.05**	**100**
Garo	0.36	28.55	8.91	0.14	28.62	27.61	5.51	0.07	0.22	0	100
Khasi	0	87.75	0.49	0	6.86	4.9	0	0	0	0	100
Monipuri	1.9	30.35	23.85	0.27	37.94	2.71	2.71	0	0	0.27	100
Hajong	0	28.22	8.59	1.23	21.47	21.47	19.02	0	0	0	100
Barmon	0.62	24.77	19.5	0.15	9.13	39.16	6.66	0	0	0	100
Santal	0.22	12.23	5.74	0.32	9.57	65.44	6.31	0.11	0	0.07	100
Munda	0	20.2	10.1	0	23.23	31.31	15.15	0	0	0	100
Oraon	0.31	18.53	5.97	0	5.59	63.94	5.59	0.08	0	0	100
Pahan	0.21	11.58	4.36	0	2.44	78.32	2.98	0.11	0	0	100
Kuch	0	17.02	36.17	0	12.06	20.57	14.18	0	0	0	100
Other Plains	0.14	10.98	14.78	0.27	27.19	38.03	8.47	0	0	0.14	100
All Plains	**0.32**	**18.81**	**9.57**	**0.2**	**15.21**	**49.48**	**6.28**	**0.06**	**0.03**	**0.05**	**100**
Total	**0.4**	**24.18**	**10.35**	**0.34**	**15**	**43.4**	**6.18**	**0.06**	**0.03**	**0.05**	**100**

Table 7-22: Distribution of employed population by employment status (female)

ITP	Emp-loyer	Self-Emp-loyed (Agricu-lture)	Self-Emp-loyed (Non-Agricu-lture)	Contri-buting Family Member	Paid Empl-oyee	Day Labo-urer (Agric-ulture)	Day Labo-urer (Non-Agricu-lture)	Appre-ntices/ Intern/ Trainees (If Paid)	Dome-stic Worker	Others	Total
Chakma	0.38	54.67	14.29	1.52	15.05	12.57	1.52	0	0	0	100
Marma	0	39.74	16.56	0.66	17.88	23.84	1.32	0	0	0	100
Tripura	0.84	28.57	16.81	2.52	19.33	23.53	7.56	0.84	0	0	100
Tanchaynga	0	58.02	9.88	1.23	7.41	20.99	2.47	0	0	0	100
Murong	0	51.32	10.53	0	13.16	25	0	0	0	0	100
Other Hill	0	33.17	19.8	7.43	12.87	15.35	11.39	0	0	0	100
All Hill	**0.23**	**45.52**	**15.4**	**2.22**	**15.17**	**17.85**	**3.52**	**0.08**	**0**	**0**	**100**
Garo	0.12	17.41	5.93	0.49	31.85	39.88	2.84	0.12	1.36	0	100
Khasi	0	89.07	0	2.19	3.28	5.46	0	0	0	0	100
Monipuri	0	7.85	73.82	0.52	16.23	0.52	0.52	0	0.52	0	100
Hajong	0	18.18	9.09	1.14	6.82	51.14	12.5	0	1.14	0	100
Barmon	0.41	17.01	13.28	0.41	10.79	56.43	1.24	0	0.41	0	100
Santal	0.2	9.19	3.23	0.68	6.45	78.19	1.52	0.1	0.34	0.1	100
Munda	0	14.61	2.25	0	44.94	20.22	17.98	0	0	0	100
Oraon	0	10.09	2.75	0.64	3.67	79.72	2.94	0	0.09	0.09	100
Pahan	0	5.87	2.55	0	2.3	88.01	1.02	0.13	0.13	0	100
Kuch	0	10.67	36	0	8	38.67	6.67	0	0	0	100
Other Plains	0	10.25	13.7	2.3	27.87	41.76	3.45	0	0.67	0	100
All Plains	**0.09**	**12.77**	**7.79**	**0.84**	**12.86**	**62.59**	**2.5**	**0.06**	**0.45**	**0.05**	**100**
All	**0.11**	**18.15**	**9.04**	**1.07**	**13.24**	**55.24**	**2.67**	**0.06**	**0.38**	**0.04**	**100**

7.10 UNDEREMPLOYMENT

Underemployed persons are defined as those employed persons who work less than 35 hours weekly and look for additional hours of work. So defined overall only 8.45 percent of employed population were underemployed with 7.77 percent male and 9.43 percent female (Table 7 23). Underemployment rate among employed ITPs is much higher in the Plains (9.58%) with 8.84 percent in the case of male and 10.63 percent in the case of female than in the Hills (3.09%) with 2.98 percent in the case of male and 3.3 percent in the case of female.

Table 7-23: Underemployment

	All	%	Male	%	Female	%
Chakma	24	1.52	12	1.15	12	2.29
Marma	34	4.76	22	5.33	12	3.97
Tripura	15	3.80	10	3.62	5	4.20
Tanchaynga	10	5.03	6	5.17	4	4.94
Murong	8	5.06	6	7.32	2	2.63
Other Hill	15	3.89	7	3.80	8	3.96
All Hill	**106**	**3.09**	**63**	**2.98**	**43**	**3.30**
Garo	87	3.97	37	2.68	50	6.17
Khasi	0	0.00	0	0.00	0	0.00
Monipuri	16	2.86	10	2.71	6	3.14
Hajong	29	11.55	10	6.13	19	21.59
Barmon	110	12.40	82	12.69	28	11.62
Santal	427	8.83	230	8.25	196	9.58
Munda	8	4.26	5	5.05	3	3.37
Oraon	328	13.68	181	13.86	147	13.49
Pahan	395	22.89	209	22.21	186	23.72
Kuch	3	1.38	1	0.71	2	2.67
Other Plains	145	5.76	76	5.15	69	6.61
All Plains	**1548**	**9.58**	**841**	**8.84**	**706**	**10.63**
Other	160	5.51	83	5.00	77	6.18
All	**1654**	**8.45**	**904**	**7.77**	**749**	**9.43**

Across occupations, agricultural day labour accounts for the largest share of underemployment (14.12%) with the highest among Barmon (24.17%) and Hajong (22.22%) followed by weaver (10.99%) with the highest among Marma (40%), unpaid family worker (9.59%) with the highest among Tanchaynga (40%). Among the male ITPs, weaver accounts for the largest share of underemployment (46.15%) with the highest among Marma (66.67%) followed by Monipuri (56.25%). Next in order is agricultural day labour (13.85%) with the highest among Barman (27.17%) and Pahan (25.24%). Among the female ITPs, underemployment figures most prominently among fisherman (21.05%) with the highest among Munda (50%) followed by agricultural day labour with the highest among Hajong (35.56%) and Pahan (25.8%).

Across industries, underemployment is most prominent in agriculture (10.88%) with 12.35 percent in the Plains as against only 3.22 percent in the Hills followed by mining and quarrying (6.59%) and construction (6.18%). Underemployment in agriculture is the largest among Pahan (24.26%) followed by Barmon (17.8%), while in mining and quarrying it is the highest among Santal and Pahan (16.67%). In construction, underemployment figures most prominently among Tanchaynga and Monipuri (20%) followed by Pahan (17.39%) and Hajong (16.67%). Underemployment is the lowest in transportation and storage (0.24%). In all the industries in which underemployment is prominent underemployment rate is much higher among the females.

7.11 FORMAL AND INFORMAL EMPLOYMENT

Informal employment among the ITPs accounts for 89.84 percent compared to national rural 87.5 percent (LFS 2015) with negligible variation between the Hills and the Plains (Table 7 24). Informal employment is most predominant among Pahan (98.38%) followed by Oraon (97%), Santal (93.34%) and Khasi (92.51%). Informal employment is the highest in agriculture (96.62%) followed by manufacturing (75.12% as against national rural 88.9%) and service (69.87%). In the Hills, informal employment is higher in agriculture and much higher in manufacturing than in the Plains. While formal employment is higher in agriculture and manufacturing in the Plains, it is higher in service in the Hills. Among the Murong informal employment is 100 percent in manufacturing, while among Khasi formal employment is highest in manufacturing (75%).

Table 7-24: Distribution of employed population by formal and informal sector

	Formal				Informal			
ITPs	**Agricu-lture**	**Manuf-acturing**	**Service**	**Total**	**Agricu-lture**	**Manuf-acturing**	**Service**	**Total**
Chakma	3.95	16.88	46.01	13.98	96.05	83.13	53.99	86.02
Marma	3.58	7.92	42.51	13.29	96.42	92.08	57.49	86.71
Tripura	3.05	4.76	34.29	8.86	96.95	95.24	65.71	91.14
Tanchaynga	2.01	10.53	67.74	13.07	97.99	89.47	32.26	86.93
Murong	4.72	0.00	46.15	11.39	95.28	100.00	53.85	88.61
All Hill	1.03	8.53	30.65	8.29	98.97	91.47	69.35	91.71
All Hill	**3.44**	**10.69**	**43.55**	**12.43**	**96.56**	**89.31**	**56.45**	**87.57**
Garo	6.14	13.90	19.54	10.91	93.86	86.10	80.46	89.09
Khasi	5.18	75.00	12.50	7.49	94.82	25.00	87.50	92.51
Monipuri	9.49	9.66	60.65	29.29	90.51	90.34	39.35	70.71
Hajong	2.01	7.84	25.49	7.97	97.99	92.16	74.51	92.03
Barmon	2.61	5.56	28.14	7.78	97.39	94.44	71.86	92.22
Santal	3.56	25.00	18.35	6.66	96.44	75.00	81.65	93.34
Munda	3.61	45.35	26.32	25.00	96.39	54.65	73.68	75.00
Oraon	0.38	13.01	26.47	3.00	99.62	86.99	73.53	97.00
Pahan	0.82	3.64	17.11	1.62	99.18	96.36	82.89	98.38
Kuch	11.34	8.00	31.11	14.29	88.66	92.00	68.89	85.71
Other Plains	6.47	45.88	21.50	21.52	93.53	54.12	78.50	78.48
All Plains	**3.36**	**27.78**	**25.62**	**9.67**	**96.64**	**72.22**	**74.38**	**90.33**
All	**3.38**	**24.88**	**30.13**	**10.16**	**96.62**	**75.12**	**69.87**	**89.84**

Among the male ITPs, informal employment accounts for 88.96 percent with the highest among Pahan (97.77%) followed by Oraon (96.4%) and Santal (94.01%). Among the female ITPs, the share of informal employment is higher (91.15%) with the highest among Pahan (99.11%) followed by Oraon (97.71%) and Hajong (95.45%).

While agriculture predominates in both total and informal employment, in formal employment service sector accounts for the largest share (41.08%) followed by manufacturing (35.04%) (Table 7 25). In formal service sector, Tanchaynga accounts for the largest share (80.77%) followed by Monipuri (79.88%). In formal agriculture, Khasi figures most prominently (65.52%), while in formal manufacturing employment Munda accounts for the largest share (82.98%).

Table 7-25: Sectoral distribution of formal, informal and total employment

	Formal			Informal			All		
	Agriculture	Manufacturing	Service	Agriculture	Manufacturing	Service	Agriculture	Manufacturing	Service
Chakma	19.55	12.27	68.18	77.18	9.82	13.00	69.12	10.17	20.71
Marma	16.84	8.42	74.74	69.52	15.00	15.48	62.52	14.13	23.36
Tripura	22.86	8.57	68.57	70.56	16.67	12.78	66.33	15.95	17.72
Tanchaynga	11.54	7.69	80.77	84.39	9.83	5.78	74.87	9.55	15.58
Murong	33.33	0.00	66.67	86.43	3.57	10.00	80.38	3.16	16.46
Other Hill	6.25	34.38	59.38	54.52	33.33	12.15	50.52	33.42	16.06
All Hill	**18.31**	**11.97**	**69.72**	**72.98**	**14.20**	**12.83**	**66.18**	**13.92**	**19.90**
Garo	33.05	17.15	49.79	61.87	13.02	25.12	58.72	13.47	27.81
Khasi	65.52	31.03	3.45	97.21	0.84	1.96	94.83	3.10	2.07
Monipuri	7.93	12.20	79.88	31.31	47.22	21.46	24.46	36.96	38.57
Hajong	15.00	20.00	65.00	63.20	20.35	16.45	59.36	20.32	20.32
Barmon	23.19	8.70	68.12	72.86	12.47	14.67	69.00	12.18	18.83
Santal	44.41	34.16	21.43	85.89	7.31	6.80	83.13	9.10	7.78
Munda	6.38	82.98	10.64	56.74	33.33	9.93	44.15	45.74	10.11
Oraon	11.11	26.39	62.50	89.16	5.46	5.38	86.82	6.09	7.09
Pahan	46.43	7.14	46.43	93.17	3.12	3.71	92.41	3.19	4.40
Kuch	35.48	19.35	45.16	46.24	37.10	16.67	44.70	34.56	20.74
Other Plains	16.42	71.96	11.62	65.10	23.27	11.63	54.62	33.74	11.63
All Plains	25.40	41.33	33.27	78.15	11.50	10.35	73.05	14.39	12.56
Other	15.85	69.86	14.29	63.49	24.80	11.71	54.08	33.70	12.22
All	23.88	35.04	41.08	77.27	11.96	10.77	71.85	14.31	13.85

In formal service sector employment, ITP men accounts for the larger share (45.72%) than ITP women (32.43%). But in formal manufacturing employment the share of women is much higher (41.96%) than that of men (31.31%). In formal manufacturing employment female Munda accounts for the largest share (91.67%). In formal employment in agriculture, female Khasi accounts for the largest share (75%) followed by female Kuch (60%).

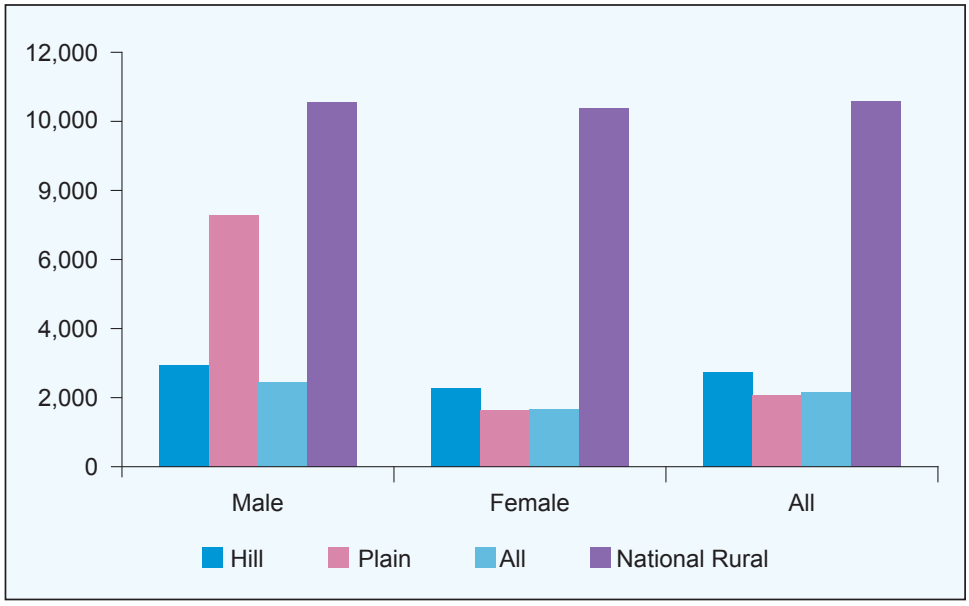
7.12 WAGE LEVEL

Average monthly wage level of the ITPs amounts to BDT 2,159 with BDT 2,445 for males and BDT 1,697 for females compared to national rural BDT 10,545 with BDT 10,576 for males and BDT 10,379 for females (Table 7 26 and Figure 7 7). Thus ITPs are employed mostly in low-paying jobs which largely explain their much greater activity rate and much lower unemployment rate than nationally. Average monthly wage level of the Monipuri, however, is much higher (BDT 5,645) than ITP average with BDT 5,633 for males and BDT 5,720 for females. Though there is a gender wage discrimination for most of the ITPs, this is not the case with the Monipuri and Tripura (to a lesser extent) communities. This is explained by the preponderance of employment of the Monipuri in high-yielding handloom manufacturing.

Table 7-26: Average monthly wages

ITP	Male	Female	All
Chakma	3,161	2,328	2922
Marma	2,704	2,266	2576
Tripura	2,387	2,458	2407
Tanchaynga	2,996	1,272	2544
Murong	2,894	1,558	2412
Other Hill	3,394	2,488	2986
All Hill	**2,938**	**2,290**	**2,742**
Garo	3,154	2,504	2903
Khasi	1,722	760	1196
Monipuri	5,633	5,720	5645
Hajong	2,774	1,368	2255
Barmon	2,246	1,861	2148
Santal	2,179	1,494	1897
Munda	2,418	1,544	2093
Oraon	2,227	1,500	1902
Pahan	2,185	1,414	1846
Kuch	3,595	2,293	3137
Other Plains	1,940	1,456	1752
All Plains	**2,392**	**1,646**	**2,093**
Other	2020	1529	1828
All	**2,455**	**1,697**	**2,159**

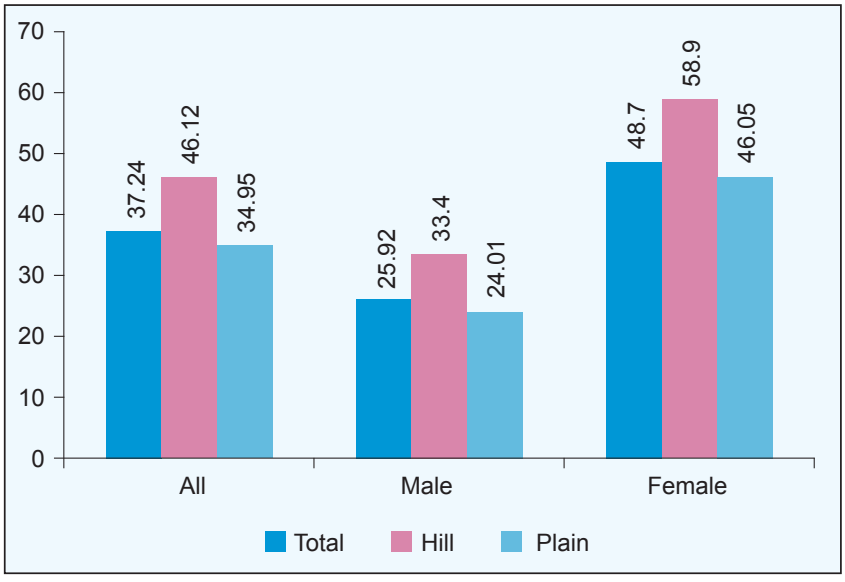
Figure 7-7: Average monthly wages



7.13 ECONOMICALLY INACTIVE POPULATION

The economically inactive population comprises all persons who are neither "employed" nor "unemployed" during the short reference period used to measure "current activity". The inactivity rate depends heavily on sex, age and education level. Overall, economically inactive ITP population stands at 11,662 persons accounting for 37.24 percent of total working age population compared to national rural 41.3 percent (LFS 2015) with 46.12 percent in the Hills and 34.95 percent in the Plains reflecting greater activity rate among the ITPs than nationally (Table 7 27 and Figure 7 8). Economic inactivity rate is much larger among the female ITPs than among the males (Table 7 28 and Table 7 29).

Figure 7-8: Population not in the Labour Force as % Working Age Population



The pattern in the inactivity rate hides very contrasting situations depending on the age group. More than 50 percent of men and women together aged 15-29 years are outside the labour force. Among the youth ITPs the highest inactivity rate prevails among Khasi (72.22%) followed by Tripura (56.56%) and Tanchaynga (56.08%). This high inactivity rate among the youth is explained by the fact that most people in this age group are still in education or training. Consequently they are not available for work or do not seek work. Faced with a tightening labour market, young people often defer their entry into the labour market, remaining longer in education, staying longer at their parents' home.

Young people tend not to be in the labour force. Differences are largely explained by the number of young people combining studies with participation in the labour market (having or seeking a small side job). The incidence of and reasons for inactivity of men and women in this age group 15-29 do not reveal gender differences comparable to those observed in older age groups. Being in education is by far the main reason that both sexes give for inactivity (46.83% for women and 56.67% for men). The biggest gender-related difference in this age group is that women get engaged in family responsibilities as their main reason for not looking for a job, while for young men education primarily causes their inactivity.

The population in the age group 30-64 accounts for the second largest share (38.24%) of inactive population with 42.17 percent in the Hills and 36.9 percent in the Plains. In this group, the inactivity rate of male is 30.3 percent with the highest among Munda (51.52%) followed by Murong (51.9%) and Marma (50.55%) compared to 42.54 percent for female with the highest for Munda (50.62%) and the lowest for Khasi (21.54%) indicating highest activity rate among Khasi female in this age category.

The category 65+ shows by far the lowest inactivity rate (11.47%) with 12.31 percent in the Plains and 9 percent in the Hills reflecting active ageing. In this group, the inactivity rate of men is 13.03 percent varying widely from 1.27 percent among Murong to 27.53 percent among Monipuri compared to 10.63 percent for women varying widely from 6.56 percent among Tripura to 18.41 percent among Monipuri indicating greater active ageing of women on average. This can be seen as a non-structural situation, as the ratio varies significantly across area, gender and ITP category. The main reasons for inactivity of this group are sickness, disability and retirement.

By and large, the concept of an economically inactive population encompasses people with very varying degrees of attachment to the labour market which can be analysed from the viewpoint of their behaviour with regard to their ability, willingness and availability to work. Many of them, though not all, may not be interested to work for personal or family reasons.

Table 7-27: Distribution of economically inactive population by age group

Total ITP	15-29		30-64		65+		Total		Inactive population as a % of working age population
Freq.	%	Freq.	%	Freq.	%	Freq.	Col %		
Chakma	689	51.69	503	37.73	141	10.58	1,333	11.43	45.68
Marma	295	43.00	340	49.56	51	7.43	686	5.88	48.55
Tripura	194	56.56	123	35.86	26	7.58	343	2.94	46.35
Tanchaynga	83	56.08	56	37.84	9	6.08	148	1.27	42.65
Murong	72	47.37	74	48.68	6	3.95	152	1.30	49.03
Other Hill	111	37.63	151	51.19	33	11.19	295	2.53	43.19
All Hill	**1,444**	**48.83**	**1,247**	**42.17**	**266**	**9.00**	**2,957**	**25.36**	**46.12**
Garo	730	50.84	503	35.03	203	14.14	1,436	12.31	39.43
Khasi	91	72.22	22	17.46	13	10.32	126	1.08	24.56
Monipuri	226	42.48	192	36.09	114	21.43	532	4.56	48.63
Hajong	93	51.96	60	33.52	26	14.53	179	1.53	41.44
Barmon	346	47.53	301	41.35	81	11.13	728	6.24	44.99
Santal	1,261	54.90	760	33.09	276	12.02	2,297	19.70	32.15
Munda	59	40.14	75	51.02	13	8.84	147	1.26	43.62
Oraon	521	47.84	451	41.41	117	10.74	1,089	9.34	31.22
Pahan	397	45.01	390	44.22	95	10.77	882	7.56	33.81
Kuch	66	50.38	50	38.17	15	11.45	131	1.12	37.54
Other Plains	631	54.49	408	35.23	119	10.28	1,158	9.93	31.46
All Plains	**4,421**	**50.79**	**3,212**	**36.90**	**1,072**	**12.31**	**8,705**	**74.64**	**34.95**
Total	**5,865**	**50.29**	**4,459**	**38.24**	**1,338**	**11.47**	**11,662**	**100.00**	**37.24**

Table 7-28: Distribution of economically inactive population by age group (male)

ITP	15-29		30-64		65+		Total		Inactive male as a % of working age population
	Freq.	%	Freq.	%	Freq.	%	Freq.	Col %	
Chakma	266	64.56	91	22.09	55	13.35	412	10.09	28.12
Marma	112	41.03	138	50.55	23	8.42	273	6.69	39.45
Tripura	61	61.62	28	28.28	10	10.10	99	2.42	26.40
Tanchaynga	35	59.32	22	37.29	2	3.39	59	1.45	33.71
Murong	37	46.84	41	51.90	1	1.27	79	1.93	49.07
Other Hill	49	33.33	84	57.14	14	9.52	147	3.60	44.14
All Hill	**560**	**52.39**	**404**	**37.79**	**105**	**9.82**	**1,069**	**26.18**	**33.40**
Garo	307	69.46	62	14.03	73	16.52	442	10.83	24.15
Khasi	49	80.33	8	13.11	4	6.56	61	1.49	23.02
Monipuri	100	56.18	29	16.29	49	27.53	178	4.36	32.42
Hajong	29	63.04	10	21.74	7	15.22	46	1.13	21.80
Barmon	116	60.42	47	24.48	29	15.10	192	4.70	22.86
Santal	510	61.00	208	24.88	118	14.11	836	20.48	23.03
Munda	26	39.39	34	51.52	6	9.09	66	1.62	39.52
Oraon	215	49.43	176	40.46	44	10.11	435	10.65	24.96
Pahan	160	45.07	149	41.97	46	12.96	355	8.69	27.39
Kuch	25	69.44	6	16.67	5	13.89	36	0.88	20.22
Other Plains	217	59.13	104	28.34	46	12.53	367	8.99	19.91
All Plains	**1,754**	**58.20**	**833**	**27.64**	**427**	**14.17**	**3,014**	**73.82**	**24.01**
All	**2,314**	**56.67**	**1,237**	**30.30**	**532**	**13.03**	**4,083**	**100.00**	**25.92**

Table 7-29: Distribution of economically inactive population by age group (female)

ITP	15-29		30-64		65+		Total		Inactive female as a % of working age population
	Freq.	%	Freq.	%	Freq.	%	Freq.	Col %	
Chakma	422	45.87	412	44.78	86	9.35	920	12.15	63.49
Marma	183	44.31	202	48.91	28	6.78	413	5.45	57.28
Tripura	133	54.51	95	38.93	16	6.56	244	3.22	66.85
Tanchaynga	48	53.93	34	38.20	7	7.87	89	1.18	52.35
Murong	35	47.95	33	45.21	5	6.85	73	0.96	48.99
Other Hill	62	41.89	67	45.27	19	12.84	148	1.95	42.29
All Hill	**883**	**46.79**	**843**	**44.67**	**161**	**8.53**	**1,887**	**24.92**	**58.90**
Garo	423	42.56	441	44.37	130	13.08	994	13.13	54.86
Khasi	42	64.62	14	21.54	9	13.85	65	0.86	26.21
Monipuri	125	35.41	163	46.18	65	18.41	353	4.66	64.89
Hajong	64	48.12	50	37.59	19	14.29	133	1.76	60.18
Barmon	230	42.91	254	47.39	52	9.70	536	7.08	68.89
Santal	751	51.47	551	37.77	157	10.76	1,459	19.27	41.56
Munda	33	40.74	41	50.62	7	8.64	81	1.07	47.65
Oraon	305	46.71	275	42.11	73	11.18	653	8.62	37.46
Pahan	235	44.76	241	45.90	49	9.33	525	6.93	40.08
Kuch	41	43.16	44	46.32	10	10.53	95	1.25	55.88
Other Plains	414	52.34	304	38.43	73	9.23	791	10.45	43.04
All Plains	**2,663**	**46.84**	**2,378**	**41.83**	**644**	**11.33**	**5,685**	**75.08**	**46.05**
All	**3,546**	**46.83**	**3,221**	**42.54**	**805**	**10.63**	**7,572**	**100.00**	**48.70**

8 VOCATIONAL TRAINING AND SKILLS

8.1 VOCATIONAL TRAININGS RECEIVED LABOUR FORCE

ITP working age population who received vocational training accounts for only 2.64 percent with 2.79 percent male and 2.5 percent female compared to the national rural average of 2.7 percent with male 3.6 percent and female 1.8 percent (Table 8 1). Among the ITPs largest proportion of the Monipuri (7.09%) received vocational training followed by Munda (4.46%), Santal (3.18%) and Tripura (2.98%). Across gender more or less the same pattern holds.

Among the trainings received by the ITPs, overall agriculture predominates (13.71%) followed by RMG (13.59%), computer (11.89%), livestock (11.17%), poultry (7.77%) and driving (7.28%). For the male, training received is most prominent in agriculture (18.35%) followed by computer (14.68%), driving (13.53%), livestock (9.63%) and fish rearing (5.28%). For the female, among the trainings received RMG figures most prominently (24.23%) followed by poultry (13.66%), livestock (12.89%), computer (8.76%), agriculture (8.51%) and health (5.15%). In RMG training Pahan and Santal participants predominated.

Duration of training received varies rather narrowly from 3-6 months for 11.29% participants to less than one week for 29.13% participants. It is more than six months for 14.44% participants. Of the training completers 44.28% received certificate which, according to 83.67% of them, is government recognized. Of the training completers 47.56% agree and 22.22% strongly agree that the training was very helpful. More than 18%, however, were neutral.

Table 8-1: Population aged 15 years and above who received vocational training

ITP	15-29		30-64		65 and Above		All Ages	
	Freq.	%	Freq.	%	Freq.	%	Freq.	%
Chakma	18	2.30	35	1.84		0.00	53	1.82
Marma	7	1.83	17	1.80	1	1.30	25	1.78
Tripura	9	3.88	13	2.75		0.00	22	2.98
Tanchaynga	1	0.94	3	1.38		0.00	4	1.15
Garo	24	2.52	63	2.71	5	1.50	92	2.55
Khasi		0.00	2	0.66		0.00	2	0.40
Monipuri	18	7.79	57	8.36	1	0.63	76	7.09
Hajong	4	3.54	5	1.82		0.00	9	2.09
Barmon	12	3.17	30	2.70	1	0.81	43	2.67
Santal	65	3.24	157	3.37	4	0.88	226	3.18
Munda	1	1.05	13	5.91	1	4.76	15	4.46
Oraon	36	3.56	46	2.04	2	0.93	84	2.41
Pahan	12	1.69	16	0.92	1	0.61	29	1.11
Murong		0.00		0.00		0.00	0	0.00
Kuch	5	6.49	1	0.41		0.00	6	1.74
Others	40	3.46	96	3.31	2	0.71	138	3.18
All	**252**	**2.97**	**554**	**2.71**	**18**	**0.81**	**824**	**2.64**

8.2 TRAINING DEMAND BY LABOUR FORCE

Overall 40.55% of the ITPs (41.69% male and 39.43% female) are averse to training and report that they have no need for training (Table 8 2). Among those who express no need for training are Monipuri who tops the list (75.56%) followed by Tripura (67.93%), Khasi (63.17%) and Murong (60.84%). Among those who expressed most training needs are Pahan, Kuch, Barmon and Oraon.

Among the trainings in demand, poultry figures most prominently (13.18%) with the highest among the Kuch (25.58%) followed by Hajong (19.95%) and Barmon (18.78%). Next in importance are agriculture and crop production (9.89%), computer (7.27%), RMG (6.57%) and driving and motor mechanic (3.73%) and craftsmanship and handicrafts (3.28%).

Among the males, training on agriculture and crop production comes out most prominently (16.53%) followed by training on computer (8.21%) and driving and motor mechanic (7.23%). Among the females, largest demand for training is found in poultry (23.06%) with the highest among the Kuch (47.93%), Munda (34.71%) and Barmon (33.85%) followed by RMG (12.07%) with the highest among the Pahang (17.33%) and others (16.51%). Among the needs for other trainings, mention can be made of computer (6.29%), craftsman/handicraft (3.7%) and agriculture and crop production (3.2%).

Largest proportion of the training aspirants (40.65%) opted for training duration of more than six months, while 17.02 percent of them opted for 2-4 months and 15.15 percent for 1-2 months.

Table 8-2: ITP over 15 years willing to receive vocational training by type of training

Area of Training		Chakma	Marma	Tripura	Tanch-aynga	Garo	Khasi	Mon-ipuri	Hajong	Barmon	Santal	Munda	Oraon	Pahan	Murong	Kuch	Other	Total
Mechanical	Freq	18	5	3	2	9	0	2	0	5	34	3	14	4	2	1	11	113
/Civil	Row %	15.93	4.42	2.65	1.77	7.96	0	1.77	0	4.42	30.09	2.65	12.39	3.54	1.77	0.88	9.73	100
Engineering	Col %	0.62	0.36	0.41	0.58	0.25	0	0.19	0	0.31	0.48	0.89	0.4	0.15	0.65	0.29	0.25	0.36
Electrical	Freq	21	8	3	1	13	8	3	1	4	33	1	8	8	0	0	12	124
and	Row %	16.94	6.45	2.42	0.81	10.48	6.45	2.42	0.81	3.23	26.61	0.81	6.45	6.45	0	0	9.68	100
Electronics	Col %	0.72	0.57	0.41	0.29	0.36	1.58	0.28	0.23	0.25	0.46	0.3	0.23	0.31	0	0	0.28	0.4
Computer	Freq	219	133	53	27	433	31	88	46	115	451	10	247	161	14	24	214	2,266
	Row %	9.66	5.87	2.34	1.19	19.11	1.37	3.88	2.03	5.08	19.9	0.44	10.9	7.11	0.62	1.06	9.44	100
	Col %	7.53	9.47	7.17	7.78	11.99	6.14	8.21	10.67	7.13	6.34	2.98	7.1	6.18	4.53	6.98	4.94	7.27
Leather	Freq	6	5	4	1	2	0	2	2	4	32	0	4	2	0	1	11	76
and	Row %	7.89	6.58	5.26	1.32	2.63	0	2.63	2.63	5.26	42.11	0	5.26	2.63	0	1.32	14.47	100
Textile	Col %	0.21	0.36	0.54	0.29	0.06	0	0.19	0.46	0.25	0.45	0	0.11	0.08	0	0.29	0.25	0.24
Catering,	Freq	13	4	0	2	15	3	0	2	9	7	0	2	0	2	3	10	72
Hotel and	Row %	18.06	5.56	0	2.78	20.83	4.17	0	2.78	12.5	9.72	0	2.78	0	2.78	4.17	13.89	100
Restaurants	Col %	0.45	0.28	0	0.58	0.42	0.59	0	0.46	0.56	0.1	0	0.06	0	0.65	0.87	0.23	0.23
Craftsman/	Freq	137	47	37	12	64	1	7	4	22	211	4	75	74	4	25	297	1,021
Handicraft	Row %	13.42	4.6	3.62	1.18	6.27	0.1	0.69	0.39	2.15	20.67	0.39	7.35	7.25	0.39	2.45	29.09	100
	Col %	4.71	3.35	5.01	3.46	1.77	0.2	0.65	0.93	1.36	2.96	1.19	2.15	2.84	1.29	7.27	6.85	3.28
Creative	Freq	0	1	1	0	2	2	1	0	2	7	0	1	2	0	0	1	20
Arts/Artists	Row %	0	5	5	0	10	10	5	0	10	35	0	5	10	0	0	5	100
	Col %	0	0.07	0.14	0	0.06	0.4	0.09	0	0.12	0.1	0	0.03	0.08	0	0	0.02	0.06
Agriculture	Freq	425	178	37	45	387	58	32	32	193	571	45	389	313	43	21	312	3,081
Crop Production	Row %	13.79	5.78	1.2	1.46	12.56	1.88	1.04	1.04	6.26	18.53	1.46	12.63	10.16	1.4	0.68	10.13	100
	Col %	14.6	12.68	5.01	12.97	10.71	11.49	2.99	7.42	11.97	8.02	13.39	11.17	12.01	13.92	6.1	7.2	9.89
Non-Crop	Freq	21	23	6	2	24	1	0	8	5	44	2	24	7	3	0	83	253
Agricultural	Row %	8.3	9.09	2.37	0.79	9.49	0.4	0	3.16	1.98	17.39	0.79	9.49	2.77	1.19	0	32.81	100
	Col %	0.72	1.64	0.81	0.58	0.66	0.2	0	1.86	0.31	0.62	0.6	0.69	0.27	0.97	0	1.91	0.81
Health	Freq	26	18	10	7	53	3	1	5	20	75	1	15	23	4	2	26	289
and	Row %	9	6.23	3.46	2.42	18.34	1.04	0.35	1.73	6.92	25.95	0.35	5.19	7.96	1.38	0.69	9	100
Paramedical	Col %	0.89	1.28	1.35	2.02	1.47	0.59	0.09	1.16	1.24	1.05	0.3	0.43	0.88	1.29	0.58	0.6	0.93

Area of Training		Chakma	Marma	Tripura	Tanch-aynga	Garo	Khasi	Mon-ipuri	Hajong	Barmon	Santal	Munda	Oraon	Pahan	Murong	Kuch	Other	Total
Office	Freq	30	20	1	6	26	0	1	1	12	14	2	8	11	2	0	30	164
Management	Row %	18.29	12.2	0.61	3.66	15.85	0	0.61	0.61	7.32	8.54	1.22	4.88	6.71	1.22	0	18.29	100
	Col %	1.03	1.42	0.14	1.73	0.72	0	0.09	0.23	0.74	0.2	0.6	0.23	0.42	0.65	0	0.69	0.53
Driving	Freq	81	39	21	4	99	9	19	16	62	304	12	179	145	6	9	157	1,162
and Motor	Row %	6.97	3.36	1.81	0.34	8.52	0.77	1.64	1.38	5.34	26.16	1.03	15.4	12.48	0.52	0.77	13.51	100
Mechanic	Col %	2.78	2.78	2.84	1.15	2.74	1.78	1.77	3.71	3.84	4.27	3.57	5.14	5.56	1.94	2.62	3.62	3.73
Beautician	Freq	9	7	2	0	60	0	0	4	6	50	1	13	16	0	6	23	197
and Hairdresser	Row %	4.57	3.55	1.02	0	30.46	0	0	2.03	3.05	25.38	0.51	6.6	8.12	0	3.05	11.68	100
	Col %	0.31	0.5	0.27	0	1.66	0	0	0.93	0.37	0.7	0.3	0.37	0.61	0	1.74	0.53	0.63
Tourism	Freq	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	4
	Row %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100	100
	Col %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.09	0.01
Journalism,	Freq	1	0	0	0	3	0	0	0	2	3	0	2	1	0	0	0	12
Mass	Row %	8.33	0	0	0	25	0	0	0	16.67	25	0	16.67	8.33	0	0	0	100
Comm.	Col %	0.03	0	0	0	0.08	0	0	0	0.12	0.04	0	0.06	0.04	0	0	0	0.04
Printing	Freq	1	0	0	0	0	0	0	0	0	2	0	0	0	0	0	1	4
Technology	Row %	25	0	0	0	0	0	0	0	0	50	0	0	0	0	0	25	100
	Col %	0.03	0	0	0	0	0	0	0	0	0.03	0	0	0	0	0	0.02	0.01
Foreign Language	Freq	13	1	1	0	3	0	1	0	1	6	2	0	0	0	0	1	29
	Row %	44.83	3.45	3.45	0	10.34	0	3.45	0	3.45	20.69	6.9	0	0	0	0	3.45	100
	Col %	0.45	0.07	0.14	0	0.08	0	0.09	0	0.06	0.08	0.6	0	0	0	0	0.02	0.09
Construction	Freq	3	7	1	2	30	2	1	11	29	111	16	76	62	1	3	71	426
Related	Row %	0.7	1.64	0.23	0.47	7.04	0.47	0.23	2.58	6.81	26.06	3.76	17.84	14.55	0.23	0.7	16.67	100
	Col %	0.1	0.5	0.14	0.58	0.83	0.4	0.09	2.55	1.8	1.56	4.76	2.18	2.38	0.32	0.87	1.64	1.37
Furniture	Freq	5	1	1	1	3	0	0	1	3	11	0	4	7	0	0	11	48
	Row %	10.42	2.08	2.08	2.08	6.25	0	0	2.08	6.25	22.92	0	8.33	14.58	0	0	22.92	100
	Col %	0.17	0.07	0.14	0.29	0.08	0	0	0.23	0.19	0.15	0	0.11	0.27	0	0	0.25	0.15
Welding	Freq	3	4	0	0	5	4	1	2	3	30	2	16	14	0	1	38	123
	Row %	2.44	3.25	0	0	4.07	3.25	0.81	1.63	2.44	24.39	1.63	13.01	11.38	0	0.81	30.89	100
	Col %	0.1	0.28	0	0	0.14	0.79	0.09	0.46	0.19	0.42	0.6	0.46	0.54	0	0.29	0.88	0.39

Area of Training		Chakma	Marma	Tripura	Tanch-aynga	Garo	Khasi	Mon-ipuri	Hajong	Barmon	Santal	Munda	Oraon	Pahan	Murong	Kuch	Other	Total
Poultry	Freq	148	82	34	15	635	10	11	86	303	1,102	61	544	444	19	88	524	4,106
	Row %	3.6	2	0.83	0.37	15.47	0.24	0.27	2.09	7.38	26.84	1.49	13.25	10.81	0.46	2.14	12.76	100
	Col %	5.09	5.84	4.6	4.32	17.58	1.98	1.03	19.95	18.78	15.48	18.15	15.63	17.03	6.15	25.58	12.09	13.18
Plumbing	Freq	3	2	2	2	8	0	0	8	0	12	0	2	1	0	0	6	46
/Pipe	Row %	6.52	4.35	4.35	4.35	17.39	0	0	17.39	0	26.09	0	4.35	2.17	0	0	13.04	100
Fitting	Col %	0.1	0.14	0.27	0.58	0.22	0	0	1.86	0	0.17	0	0.06	0.04	0	0	0.14	0.15
RMG	Freq	46	56	12	21	173	45	85	33	133	468	40	276	235	9	23	392	2,047
	Row %	2.25	2.74	0.59	1.03	8.45	2.2	4.15	1.61	6.5	22.86	1.95	13.48	11.48	0.44	1.12	19.15	100
	Col %	1.58	3.99	1.62	6.05	4.79	8.91	7.93	7.66	8.25	6.57	11.9	7.93	9.01	2.91	6.69	9.04	6.57
No Need	Freq	1,670	743	502	195	1,440	319	810	168	431	2,751	95	961	568	188	84	1,713	12,638
of	Row %	13.21	5.88	3.97	1.54	11.39	2.52	6.41	1.33	3.41	21.77	0.75	7.6	4.49	1.49	0.66	13.55	100
Training	Col %	57.39	52.92	67.93	56.2	39.87	63.17	75.56	38.98	26.72	38.65	28.27	27.61	21.79	60.84	24.42	39.52	40.55
Livestock	Freq	0	8	0	2	0	0	0	0	8	91	8	94	106	5	0	24	346
	Row %	0	2.31	0	0.58	0	0	0	0	2.31	26.3	2.31	27.17	30.64	1.45	0	6.94	100
	Col %	0	0.57	0	0.58	0	0	0	0	0.5	1.28	2.38	2.7	4.07	1.62	0	0.55	1.11
Others	Freq	11	12	8	0	125	9	7	1	241	698	31	527	403	7	53	363	2,496
	Row %	0.44	0.48	0.32	0	5.01	0.36	0.28	0.04	9.66	27.96	1.24	21.11	16.15	0.28	2.12	14.54	100
	Col %	0.38	0.85	1.08	0	3.46	1.78	0.65	0.23	14.94	9.81	9.23	15.14	15.46	2.27	15.41	8.37	8.01
Total		2,910	1,404	739	347	3,612	505	1,072	431	1,613	7,118	336	3,481	2,607	309	344	4,335	31,163
		9.34	4.51	2.37	1.11	11.59	1.62	3.44	1.38	5.18	22.84	1.08	11.17	8.37	0.99	1.1	13.91	100
		100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

8.3 SKILLS LEVEL OF EMPLOYED POPULATION

Skills level of the ITP employed population is extremely poor (Table 8 3). While the largest segment of them (43.01%) have no minimum level of skills required to carry out simple tasks, a large segment of them (37.49%) have very limited level of skills to use tools required to carry out simple tasks. Skills shortage is much more pronounced among ITPs in the Hills where overwhelming proportion of them (73.13%) have no minimum level of skills. On the other hand, ITPs in the Plains have much higher proportion of skilled workers at all levels indicating much greater employment potential of the ITPs in the Plains.

ITP employed population having limited range of basic skills required to carry out simple tasks account for only 14.12%. Incidence of basic cognitive and practical skills required to use relevant information in order to carry out tasks and to solve routine problems using simple rules and tools is very thin (2.62%). Range of cognitive and practical skills required to accomplish tasks and solve problems by selecting and applying the full range of methods, tools, materials and information is also limited (2.63%). Very broad range of cognitive and practical skills required to generate solutions to specific problems in one or more areas is very negligible. This pattern is more pronounced for the ITP female workforce.

Among the ITPs most unskilled are Chakmas (82.47%) followed by Tanchaynga (80.90%) and Tripura (74.18%) reflecting their backwardness in skills acquisition. Pahan has the highest proportion of the basic worker (69%) followed by Oraon (52.73%) and Barmon (46.34%), while Monipuri has the highest proportion of basic skilled worker (62.5%) followed by Kuch (45.62%) and Khasi (42.38%). Monipuri also has the highest proportion of skilled workers (10.36%) followed by Khasi (8.53%) and Munda (5.85%) indicating their considerable advancement in terms of skills acquisition.

Table 8-3: Distribution of employed population by skill level

ITP	Below Level	Basic Worker	Basic Skilled Worker	Semi-Skilled Worker	Skilled Worker	Highly Skilled Worker	Total
Chakma	82.47	11.63	4.38	0.44	1.08	-	100
Marma	60.00	23.22	13.01	2.52	1.26	-	100
Tripura	74.18	13.42	9.11	2.28	1.01	-	100
Tanchaynga	80.90	12.56	4.52	1.51	0.50	-	100
Murong	52.53	27.22	18.99	1.27	-	-	100
Other Hill	62.69	18.65	15.54	1.30	1.55	0.26	100
All Hill	**73.13**	**15.82**	**8.67**	**1.28**	**1.08**	**0.03**	**100**
Garo	33.61	32.74	24.47	5.53	3.06	0.59	100
Khasi	1.81	42.89	42.38	4.39	8.53	-	100
Monipuri	2.50	18.93	62.50	5.54	10.36	0.18	100
Hajong	39.84	30.68	20.72	7.97	0.40	0.40	100
Barmon	22.32	46.34	21.53	5.52	4.17	0.11	100
Santal	54.96	35.69	6.08	1.55	1.72	-	100
Munda	42.02	30.85	18.09	3.19	5.85	-	100
Oraon	35.67	52.73	9.43	1.17	1.00	-	100
Pahan	23.99	69.00	6.14	0.23	0.64	-	100
Kuch	17.97	34.56	45.62	0.46	1.38	-	100
Other Plains	32.47	40.10	16.51	4.64	5.99	0.28	100
All Plains	**36.63**	**42.09**	**15.27**	**2.90**	**2.96**	**0.14**	**100**
Other	36.49	37.25	16.39	4.20	5.40	0.28	100
All	**43.01**	**37.49**	**14.12**	**2.62**	**2.63**	**0.12**	**100**

8.4 OTHER SKILL FEATURES

Overall, average past work experience of the ITP employed population is 213 months with 192 months for the Hills and 217 months for the Plains (Table 8 4). It varies widely from 185 months for the Garo to 253 months for Pahan. Current work experience is 206 months with 188 months for the Hills and 210 months for the Plains. It also varies sharply from 170 months for the Tripura to 244 months for Pahan. Thus Pahan stands out with both highest past and current work experience. Apparently, ITPs with very limited level of skills to use tools required to carry out simple tasks have the longest work experience implying that ITPs with higher skills levels have limited access to job market possibly due to no relevance of their acquired skills to local market demand. This is corroborated by the fact that most of them (85.98%), except Monipuri, are not aware of the available public or private services and benefits related to skills development and employment. However, according to most of them (86.86%), they face no discrimination in access to training and employment. It means that ITPs have very limited or no access to labour market information (LMI). Majority of the Kuch (54.38%), however, report that they face discrimination in their access to training and employment. All these findings apply more or less equally across gender.

Table 8-4: Distribution of employed population by other skill features

ITP	Average past work experience (months)	Average experience in current job (months)	Aware of available public/private services and benefits related to skills development and employment?		Face discrimination in access to training and employment?	
			Yes (%)	No (%)	Yes (%)	No (%)
Chakma	187	185	15.06	84.94	6.23	93.77
Marma	194	187	23.64	76.36	11.05	88.95
Tripura	188	170	15.70	84.30	13.42	86.58
Tanchaynga	207	223	16.08	83.92	10.05	89.95
Murong	204	203	18.99	81.01	12.66	87.34
Other Hill	204	201	37.05	62.95	44.04	55.96
All Hill	**192**	**188**	**19.64**	**80.36**	**12.84**	**87.16**
Garo	185	177	19.18	80.82	26.53	73.47
Khasi	233	234	15.25	84.75	3.88	96.12
Monipuri	224	218	50.18	49.82	2.86	97.14
Hajong	188	184	15.54	84.46	16.73	83.27
Barmon	244	227	5.75	94.25	14.66	85.34
Santal	222	216	9.47	90.53	8.77	91.23
Munda	203	192	11.70	88.30	26.60	73.40
Oraon	231	225	6.80	93.20	11.22	88.78
Pahan	253	244	3.77	96.23	9.10	90.90
Kuch	200	191	5.99	94.01	54.38	45.62
Other Plains	190	183	19.89	80.11	13.14	86.86
All Plains	**217**	**210**	**12.82**	**87.18**	**13.20**	**86.80**
Other	192	186	22.17	77.83	17.25	82.75
All	**213**	**206**	**14.02**	**85.98**	**13.14**	**86.86**

9 CONCLUSIONS

The irony of the ITP population is that 38.2% of them are poor despite almost all of them being employed. This means they are involved primarily in low skill, low productive economic activities such as agricultural labouring, petty trading and farming. Their human capital is mostly frozen at the primary level with a strong aversion to training and acquiring skill. Differentiation and polarization on various dimensions exist between and within the ITP communities and almost on all counts they are lagging behind the rest of the rural population of Bangladesh.

A vibrant rural Bangladesh economy characterized by declining share of the agricultural sector, rising non-farm economy, increasing inflow of remittances, growth of infrastructure and market has not benefited a large part of the ITP population (World Bank 2016). This rising tide of rapid rural development in Bangladesh has not lifted all boats! Here lies the opportunity as well as constraint to skill development of the ITP population in Bangladesh.

Since a large part of ITP population live on agricultural labouring and given that real wages for agricultural labour in Bangladesh has been increasing since 2000 (Zhang et al. 2014) it is not clear why the incomes of the ITPs are so low. There is likely to be some form of segmentation in the labour markets because this general picture of rising agricultural wages in Bangladesh and widespread poverty among the ITP population does not match. Future skill development strategy should investigate in greater detail why the ITP population is not benefiting from participating in the labour market. Agricultural labouring is not skill intensive and hence wage differential may not be due to differences in skill. It may be the case that the ITP population is confined to regions where wages are depressed or they face discrimination and paid lower wages. Skill development strategies should also take into these factors into consideration.

While Bangladesh boasts achievement in many aspects of human development index (Asadullah et al. 2014), this study shows that the ITP population has to make progress in several dimensions related to human development. Open defecation is still very high, access to sanitary toilets low, access to water is poor and unreliable; quality of dwelling houses is also poor and characterized by insecure rights. The ITPs need catching up not only in economic terms but also in socio-economic terms. Thus skill development cannot go alone without addressing these basic human aspects of living.

The appalling socio-economic conditions of the ITPs suggest that for many of them, particularly those who are extremely poor, the immediate issue is not lack of skill as such but a meaningful existence. Providing training to them is less likely to address their more pressing demand of having a secured house, safe water, better toilet facilities etc. Most of them have not gone beyond primary level of education and are heavily involved in low skill agricultural activities and trading or handicrafts. This possibly explains why a large number of them are averse to training as they see no immediate increase in income from improving their skills. On the other hand those who have education and young are likely to be interested in training and can be trained in areas such as computer, RMG, parlour related work and so on. But this is less likely to reduce poverty as they are likely to come from non-poor households. Skill development projects can in this situation accentuate inequality without reducing poverty. Thus skill development and socio-economic development of the ITPs should go hand in hand and may address different sets of ITPs for different purpose. Those poor ITPs who are heavily dependent on agriculture can be better assisted by improved extension services or by helping them to make a move to non-agricultural activities that require relatively less skill.

At the same time the ITP of Bangladesh is exposed to climate related factors such as irregular rain, drought and the like that affect their livelihoods negatively. Goal 13 of SDG emphasized urgent actions against climate change and its impacts. Implementation of the SDGs must include the ITP population who are also vulnerable to climate change.

Extreme poverty reduction interventions in Bangladesh often focus on certain locations. For example, they are mostly concentrated in the Chars or in the low-lying depressions in the Haor regions of Bangladesh. This study suggests that the focus of extreme poverty eradication should also be on marginalized communities such as the ITPs who are not necessarily concentrated in specific locations. This is also a must because of the importance given to eradication of extreme poverty by 2030 in the SDG.

10. RECOMMENDATIONS

1. Poverty reduction strategy should be merged with skill development activity for the ITP. The ITP households lag behind others in some basic socio-economic indicators such as housing, sanitation, water etc. Just assuming skill development will generate more employment and hence more income and hence improvement of these socio-economic factors may be superfluous.

2. Poor human capital of the ITP population is indicated by the fact that only a few carry on beyond primary level of education. This should be taken seriously while planning to develop skills of the ITP. There are also trade-offs. More factory or urban oriented training (RMG, parlour work) requires picking up trainees from more educated section of the ITP community. This may increase ITP employment but may have less impact on poverty reduction because the trainees are less likely to come from the poor segment of the population. Skill development is more likely to work for those ITPs who have more years of schooling and eager to learn new things. They are less likely to be very poor. Skills that are less demanding on education may work well and will get more trainees from the poorer households.

3. The constraint of lack of interest in acquiring skills through training as found in the study has to be taken seriously and understood in a field setting. This attitude may come from lack of knowledge about gains from acquiring skills. The benefits of training have to be made clear to the ITP population.

4. The link between the socio-economic conditions of the ITPs and their skill development is problematic but requires recognition for any skill development strategy. Poverty and equity is less likely to be jointly served by skill development strategy. The nature of poverty and existing skill of the ITP population requires direct interventions to integrate them with labour and product market opportunities and provide them with services like better housing, water and sanitation facilities.

5. Economically active population of the ITP is almost all employed. They are either wage labourers or farmers and a very few of them are non-agricultural labourers. It is perhaps very difficult to improve their skills. For those involved in farming, improved extension services can help. The agricultural labourers may be helped

to diversify to the non-agricultural sector where wages are higher. Training needs of the ITP population are not uniform.

6. A large part of the economically inactive population are in the schools. Two things can be done with them. Either they should be given support or incentives so that they carry on up to secondary level or beyond. Those who do should be trained in areas less related to farming.

7. The qualitative study has found that the ITP male and female have started to concentrate on nonfarm labouring works; migrating for work in factories, RMG sectors and beauty parlours. There are carpenters, masons, electricians, motor cycle drivers, car drivers, goldsmiths, tailors, domestic help and so on already among the ITPs. These trades could be shortlisted for training.

8. Training program should be designed on the basis of demand of the ITPs as found from the household survey which include poultry (especially for Kuch, Hajong and Barmon communities), agriculture and crop production, computer, RMG, driving, motor mechanic, and craftsmanship and handicrafts.

9. The qualitative study has also found that lack of information about available training as well as inconvenient venue, distance, absence of daily allowance or inadequate allowance and absence of training in desired trade or subject are the major constraints to acquire skills. These issues should be specifically addressed.

10. A basic skills needs assessment should be conducted in advance to specifically identify suitable training trades. Industry representatives should be consulted to ensure that the skills attained would have demand in the market.

11. More women from the Plains should be trained and helped to get skilled work as they need to be more empowered.

12. ITP workers in occupations and activities of highest risk can be targeted more effectively for inspection visits, development of regulations and procedures, and also for safety campaigns.

13. ITP skills development training programs need to be implemented in keeping with the broad framework of National Skills Development Policy-2011 (NSDP). To this end, inter-agency coordination, strong linkages with industry and the labour market, sufficient capacity of key agencies, ITP friendly rules and regulations, training quality assurance, and planning of delivery and infrastructure development, particularly at the District and Upazila levels, should be ensured. Ministry of Chittagong Hill Tracts Affairs (MCHTA) needs to see that the ITP skills training programs are properly incorporated in the action plan of the National Skills Development Council (NSDC) on a priority basis as spelled out by the NSDP for improved access of skills training for under-represented groups.

14. The study findings point to the pressing need for creating more productive employment opportunities among the ITPs and accordingly enabling them to perform effectively. To this end, the relevant line ministries including the MCHTA should undertake all out active labour market policies and programs for the ITPs.

These programs may broadly include: (i) creation of new jobs through introduction of wage or employment subsidies, direct job creation (e.g. public works) and supporting the unemployed and the underemployed e.g. through micro-enterprise development assistance or self-employment creation measures a la handloom among the Monipuri; (ii) labour market training defining roles of public and private training providers and linking training with labour market; and (iii) employment services matching jobs with job seekers.

15. SDG Goal 1.1 states that by 2030, extreme poverty for all people everywhere should be eradicated. The extent of extreme poverty among the ITPs when measured by $1.25 per person per day is 58.6%. It is higher in the Hills (63.3%) and lower in the Plains (38.9%). If Bangladesh wants to achieve this SDG goal, the ITPs have to be specially targeted.

16. The SDG Goal 8 of decent work and economic growth seeks to promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. This study has found that the extent of informal employment of the ITP population is higher than national average and they are mostly involved in low skill, low wage employments where conditions of work are often precarious. For realization of this SDG goal the ITP population also needs special attention.

17. Goal 13 of SDG emphasizes taking urgent action to combat climate change and its impacts. Our study has found that about a quarter of ITP households from the Hills are affected by climate related factors such as drought, irregular rain, flood and other natural disasters. About 17% of the ITPs in the Plains suffered from climate related factors. Interventions to combat climate change impacts must address the issues faced by the ITPs.

18. ITP communities are extremely heterogeneous. Within a community they are also highly differentiated. Those with higher income also suffer from higher income inequality. Thus ITP skill development programme has to be targeted.

REFERENCES

Asadullah et al. (2014), Asadullah, M. Niaz, Antonio Savoia, and Wahiduddin Mahmud. "Paths to development: Is there a Bangladesh surprise?." World Development 62 (2014): 138-154.

BBS (2015), Bangladesh Bureau of Statistics, Labour Force Survey (LFS) Bangladesh 2013, Dhaka, Bangladesh.

BBS (2011). Household income and expenditure survey 2010. Dhaka: Bangladesh Bureau of Statistics, Ministry of Planning, Government of the People's Republic of Bangladesh.

Barkat et al. (2009), Abul Barkat, Mozammel Hoque, Sadeka Halim and Asmar Osman, Life and Land of Adibashis.

Hassan and Ali (2009), Not Myth but Reality: The Indigenous People of Bangladesh, a compilation of Baseline Survey of Anagrasar Ganounnyan Prokalpo (AGUP), Oxfam.

Islam, S. (2013), A Qualitative Study on Quota Policy for Indigenous and Tribal People in Government Services of Bangladesh 2013.

Mujeri and Bashar (2015), Poverty Analysis in the CHT Region, September 2015, Dhaka, Bangladesh.

World Bank (2016), Dynamics of Rural Growth in Bangladesh: Sustaining Poverty Reduction, May 17, 2016, Conference Edition, World Bank.

Zhang , Xiaobo, Shahidur Rashid, Kaikaus Ahmad, Akhter Ahmed, Escalation of Real Wages in Bangladesh: Is it the Beginning of Structural Transformation?, World Development, Volume 64, December 2014, Pages 273-285.

The Baseline Assessment of Skills and Employment of Indigenous and Tribal Peoples in Bangladesh was carried out with funding from the Swiss Agency for Development and Cooperation.

ISBN 978-984-34-3707-5