

Tribal Population and Development Policies in the Himalayan State of Jammu and Kashmir: A Critical Analysis

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ABSTRACT : India is home to tribal population of about 85 million, with more than 700 groups each with their distinct cultures, social practices, religions, dialects and occupations and are scattered in all States and Union Territories in India. The Tribes, like the Scheduled Castes, is the most socially, economically and educationally disadvantaged, marginalized and excluded groups in our country. The wide-spread discrimination against scheduled groups has long histories in India. However the status of this community in the state of Jammu and Kashmir is somewhat different from their counterpart in other part of the country. In Jammu and Kashmir, the tribal people are very affluent, highly educated, politically aware and have good number in white-collar jobs. In this context and with this backdrop, this is a modest attempt to study the demographic particulars of tribal and the development policies in India in general and Jammu and Kashmir in particular.

KEYWORDS: Tribes • Tribal Population • Tribal Development • Constitutional Safeguards • Scheduled Tribes • Jammu and Kashmir

I. INTRODUCTION

India is a pluralist and multi-cultural country, with rich diversity, reflected in the multitude of culture, religions, languages and racial stocks. The population of the country comprises of different castes, communities, social and ethnic groups. India, a second most populous country in the world, has also the second largest concentration of tribal population, perhaps next only to Africa. The tribal population represents one of the most economically impoverished and marginalized groups in India. The Constitution of India had recognized tribal population as weaker section of society based on their socio-economic backwardness and the age-old social discrimination and physical isolation that they had been subjected to. Although the tribal are a minority and constitute about 8.2 per cent of the total population in India or 85 million people in absolute number but unlike scheduled caste population, the tribes are not discriminated against in the same way by the mainstream Hindu population. There are at present more than 700 tribal groups each with their distinct cultures, social practices, religions, dialects and occupations and are scattered in all States and Union Territories in India except for the states of Haryana, Punjab, Delhi, Chandigarh and Puducherry. The tribes are heavily concentrated in the north-eastern states although they constitute a small percentage of the total tribal population in India.

II. TRIBE DEFINED

In India the tribes are known to be the autochthonous people of the land. Tribals are often referred to as Adivasi, Vanyajati, Vanvasi, Pahari, Adimjati and Anusuchit Jan Jati, the latter being the constitutional name (Basu 2000). Tribe as a category, separate from the mainstream caste society, is an invention of the British administrators. According to Singh (1995), “The notion of a tribe was introduced by colonial administrators. It was part of the universal trend to dichotomize the indigenous peoples and colonizers, the savage and the civilized, the tribals and non-tribals”. Several anthropologists however hold the view that a tribe is no different from a caste (Ghurye 1943, 1959; Beteille 1974; Bailey 1960). The term „tribe“ has been defined in different ways by different individual scholars and hence there is no universally accepted definition. Though definition of the term “tribe” has long been a subject for discussion among anthropologists. The Constitution of India though made a several provisions for safeguard to tribal but it is nowhere defined in the Constitution. It only declares that the Scheduled Tribes are “the tribes or the tribal communities or parts of or groups within tribes or tribal communities” which the President of the country may specify by public notification (Article 342). Some of the common definitions available in the tribal literatures are as follows. Oxford Dictionary defines tribe as “a group of people in a primitive or barbarous stage of development acknowledging the authority of a chief and usually regarding themselves as having a common on sector”.

The dictionary of Anthropology views a tribe as a social group, usually with a definite area, dialect, cultural homogeneity and unifying social organization. The term „tribe“ in that sense refers to a type of society and marks a stage of evolution in the human society. As a type of society, the term signifies a set of characteristic features and as a stage of evolution; it connotes a specific mode of social organization. The most acceptable definition of tribes in the Indian context is propounded by D.N. Majumdar (1958). According to him, “a tribe is a collection of families or groups of families bearing a common name, members of which occupy the same territory, speak the same language and observe certain taboos regarding marriage, profession or occupation and have developed a well-assessed system of reciprocity and mutuality of obligations”.

III. CHARACTERISTIC FEATURES OF TRIBES

The tribes in India have many characteristic features. The original tribes in India have been divided and sub-divided into large number of sub-tribes. They are mutually exclusive, each having the endogenous and exogamous clan with their own named and culture, customs, locational practice and lifestyle. One of their distinguishing features is that the majority of them live in scattered and small habitations located in remote and inaccessible settlements in hilly and forest areas of the country. Originally following characteristics were used for awarding a community the status of a scheduled tribe: (i) the primitive way of living, (ii) habitation in remote and less accessible areas, and (iii) nomadic habits and love for drinks and dance. The Commissioner of Scheduled Castes and Scheduled Tribes, in its reports (1952) has listed eight features of the tribal groups in India:

1. They live always away from the civilized world and are found in the inaccessible parts lying in the forest and hills.
2. They generally belong to three stocks such as Negritos, Australoids and Mangoloids.
3. They speak the same tribal dialect.
4. They prefer primitive occupations such as gleaning, hunting and gathering of forest produce.
5. They are mostly carnivorous.
6. They live and prefer to be naked and semi-naked.
7. They have nomadic habit and are fond of drinking and dancing.
8. They prefer primitive religion known as “Animist” in which they worship ghost and spirits as the most important elements.

According to Ghurye (1963), the common features possessed by all the tribal groups are as follows :

- They live away from the civilized world in inaccessible parts in the forests and hills.
- They speak the same tribal dialect.
- They belong to either one of the three stocks – Negritos, Austroloid or Mongoloids.
- They profess primitive religion known as animism in which worship of ghosts and spirits is the most important element.
- They follow primitive occupation such as gleaning, hunting and gathering of forest products.
- They are largely carnivorous.
- They live either naked or semi-naked.
- They have nomadic habits and love for drink and dance.

T.B. Naik (1972) proposed seven criteria by which a “tribe” can be recognized . They are:

- functional interdependence within the community;
- economic backwardness;
- geographical isolation;
- common dialect;
- politically a unit under a common tribal authority;
- own traditional laws and
- members are averse to change.

Tribal Population in India

The population of Scheduled Tribes, according to the 2001 Census, in the country is 8.43 crores, which is 8.2 per cent of the total population of the country. The population of Scheduled Tribes has been on the increase since 1961 (Table 1). The decadal population growth between the Census Year 1971 to 1981 in respect of the tribal population has been higher (36.8%) than that of the entire population (24.6%). The decadal population growth between the Census Year 1981 to 1991 in respect of the tribal population has been higher (30.8%) than that of the entire population (23.9%). Similarly during Census year 1991 to 2001 it has been 23.5% against the growth rate of 21.5% for the entire population (Table 2). The sex ratio of ST population was

always high compare to the sex ratio of overall population in all Census Years. The sex ratio of ST was in better

Table 1

Year	Distribution of ST Population (1951-2001)		% of ST to Total Population
	Scheduled Tribe	General Population	
1951	19.1	361.1	5.29
1961	30.1	439.2	6.85
1971	38.0	548.2	6.93
1981	51.6	685.2	7.53
1991	67.8	846.3	8.10
2001	84.3	1028.61	8.20

position at 988 as against the overall sex ratio which was 946 in 1951. In 2001, the sex ratio of ST population was 978, which was higher than the sex ratio of overall population i.e. 933 (Table 2).

Source: Annual Report 2007-08, Ministry of Tribal Affairs, Government of India

Table 2.

Year	Decadal Growth		Sex Ratio	
	Overall Population	ST Population	Overall Population	ST Population
1951	-	-	946	988
1961	21.6	52.6	941	987
1971	24.8	31.0	930	985
1981	24.6	36.8	935	983
1991	23.9	30.8	927	972
2001	21.5	23.5	933	978

Source: Census 1951-2001

Except in the State like Haryana, Punjab, Chandigarh, Delhi, and Puducherry, the tribal population in India is unevenly distributed in different States and Union Territories. Table 3 indicates the States/UTs wise distribution of tribal population in India. State wise, Madhya Pradesh accounts for the highest percentage of Scheduled Tribes population to total STs population of the country (14.51%) followed by Maharashtra (10.17%), Orissa (9.66%), Gujarat (8.87%), Rajasthan (8.87%), Jharkhand (8.40%) and Chhattisgarh (7.85%). The proportion of the Scheduled Tribes to the total population of the States/Union Territories is highest in Mizoram (94.5%) and Lakshwadeep (94.5%) followed by Nagaland (89.1%) and Jharkhand (26.3%) (Census 2001) [14].

Table 3

Distribution of STs Population in different States/UTs of India

S. No.	States/UTs	% of ST Population in States/UTs to the Total Population of the Country
1.	Madhya Pradesh	14.51
2.	Maharashtra	10.17
3.	Orissa	9.66
4.	Gujarat	8.87
5.	Rajasthan	8.87
6.	Jharkhand	8.40
7.	Chhattisgarh	7.85
8.	Andhra Pradesh	5.96
9.	West Bengal	5.23
10.	Karnataka	4.11
11.	Assam	3.92
12.	Meghalaya	2.36
13.	Nagaland	2.10
14.	Jammu and Kashmir	1.31
15.	Tripura	1.81
16.	Mizoram	1.00
17.	Bihar	0.90
18.	Manipur	0.88
19.	Arunachal Pradesh	0.84
20.	Tamil Nadu	0.77

21.	Kerala	0.43
22.	Uttaranchal	0.30
23.	Himachal Pradesh	0.29
24.	Dadra and Nagar Haveli	0.16
25.	Sikkim	0.13
26.	Uttar Pradesh	0.13

Source: Census 2001

It is obvious from the Table 3 that about 80 percent of tribal populations are to be found along the central belt that covers the states like Gujarat, Maharashtra, Rajasthan, Madhya Pradesh, Chhattisgarh, Orissa, Jharkhand and West Bengal. The rest 20 percent are in the North-Eastern States, Southern States and Island groups. Santhals, Gonds, Bhil, and Oraon are numerically strong Scheduled Tribe groups in India. Smaller tribal groups are to be found in A&N Islands (Andamanese, Onges) and Kerala-Tamil Nadu (Paniyans and Kattunaickens). Some of the major tribes of different States/UTs in India are shown in Table 4.

Table 4
The Major Tribes In India

S.No.	State/UTs	Name of Tribes
1.	Andhra Pradesh	Bhil, Chenchu, Gond, Kondas, Lambadis, Sugalis etc.
2.	Arunachal Pradesh	Dafla, Khampthi, Singpho etc.
3.	Assam	Boro, Kachari, Mikir (Karbi), Lalung, Dimasa, Hmar, Hajong etc.
4.	Bihar	Asur, Banjara, Birhor, Korwa, Munda, Oraon, Santhal, etc.
5.	Goa	Dhodi, Mikkada, Varti, etc.
6.	Gujarat	Bhil, Dhodia, Gond, Siddi, Bordia, etc.
7.	Himachal Pradesh	Gaddi, Gujjar, Lahuala, Swangla, etc.
8.	Jammu and Kashmir	Chdddanga, Garra, Gujjar, Gaddi, etc.
9.	Jharkhand	Asur, Banjara, Birhor, Korwa, Munda, Oraon, Santhal, etc.
10.	Karnataka	Bhil, Chenchu, Goud, Kuruba, Kolis, Koya, Mayaka, Toda, etc.
11.	Kerala	Adiyam, Kammrar, Kondkappus, Malais, Munda, Palliyar, etc.
12.	Madhya Pradesh & Chhattisgarh	Bhil, Birhor, Damar, Gond, Kharia, Majhi, Munda, Oraon, Parahi, etc.
13.	Maharashtra	Bhil, Bhunjia, Chodhara, Dhodia, Gond, Kharia, Oraon, Pardhi, etc.
14.	Meghalaya	Garo, Khasi, Jayantia, etc.
15.	Mizoram	Lusai, Kuki, Garo, Khasi, Jayantia, Mikir etc.
16.	Nagaland	Naga, Kuki, Mikir, Garo, etc.
17.	Orissa	Birhor, Gond, Juang, Khond, Mundari, Oraon, Santhal, Tharua, etc.
18.	Rajasthan	Bhil, Damor, Garasta, Meena, Salariya, etc.
19.	Sikkim	Bhutia, Lepcha, Limboo, Tamang, Sherpa, etc.
20.	Tamil Nadu	Irular, Kammara, Kondakapus, Kota, Mahamalar, Palleyan, Toda etc.
21.	Tripura	Chakma, Garo, Khasi, Kuki, Lusai, Liang, Santhal etc.
22.	Uttaranchal & Uttar Pradesh	Bhoti, Buxa, Jaunsari, Tharu, Raji etc.
23.	West Bengal	Asur, Birhor, Korwa, Lepcha, Munda, Santhal, etc.
24.	Andaman and Nicobar Islands	Jarawa, Nicobarese, Onges, Sentinelese, Shompens, Great Andamanese
25.	Daman and Diu & Dadra and Nagar Haveli	Dhodi, Mikkada, Singpho etc.

Source: Annual Report, 2000-2001, Ministry of Tribal Affairs, Govt. of India

Constitutional Safeguards for Scheduled Tribes

The Indian Constitution refers to tribal people as the Scheduled Tribes. The Constitution, adopted and enacted in 1950, is based on the principles of equality and guarantees equality before law and equal protection to all its citizens. It not only guarantees fundamental rights and freedoms, but also prohibits discrimination on the basis of religion, race, caste, sex, and place of birth. Recognizing the special needs of various weaker sections including STs, the Constitution also enjoins upon the State to make special provisions of affirmative discrimination for the advancement of any socially and educationally backward classes. These constitutional provisions have replaced the British policy of isolation and non-interference by a policy of inclusion and integration through development. The Framers of the Constitution of India incorporated several provisions which are meant for the welfare and development of the tribal. Some of the important constitutional provisions for STs are as follows:

Article 15 (4): The State to make special provisions for the advancement of any socially and educationally backward classes of citizens or for the Scheduled Castes and the Scheduled Tribes.

Article 16 (1): Equality of opportunity for all citizens in matters relating to employment or appointment to any office under the State.

Article 16 (4): The State to make provisions for reservation in appointment, posts in favour of any backward class citizens, which in the opinion of the State is not adequately represented in the services under the State.

Article 16 (4A): The State to make provisions in matters of promotion to any class or classes of posts in the services in favour of the Scheduled Castes and the Scheduled Tribes.

Article 46: The State, to promote with special care the educational and economic interests of the weaker sections of the people, and in particular of the Scheduled Castes and the Scheduled Tribes, and protects them from social injustice and all forms of exploitation.

Article 164 (1): In the States of Bihar, Madhya Pradesh and Orissa, there shall be a Minister in charge of tribal welfare who may in addition be in charge of the welfare of the Scheduled Castes and Backward Classes or any other work. (Now applicable to Chhattisgarh, Jharkhand, Madhya Pradesh and Orissa).

Article 243 D: Reservation of seats for the Scheduled Castes and the Scheduled Tribes in every Panchayat.

Article 243 (T): Reservation of seats for the Scheduled Castes and the Scheduled Tribes in every Municipality.

Article 244 (1): Provisions as to the administration and control of Scheduled Areas and Scheduled Tribes in any state other than the states of Assam, Meghalaya, Tripura and Mizoram (Fifth Schedule).

Article 244 (2): Provisions as to the administration of Tribal Areas in the states of Assam, Meghalaya, Tripura and Mizoram (Sixth Schedule).

Article 275 (1): Provision for payment of grants-in-aid to enable the States to meet the cost of such schemes of development as may be undertaken by the States with the approval of the Government of India for the purpose of promoting the welfare of the Scheduled Tribes in that State or raising the level of administration of the Scheduled Areas therein to that of the administration of the rest of the areas of that State.

Article 330: Reservation of seats for the Scheduled Castes and the Scheduled Tribes in the House of the People (Lok Sabha).

Article 332: Reservation of seats for the Scheduled Castes and the Scheduled Tribes in the Legislative Assemblies of the States.

Article 335: The claims of the members of the Scheduled Castes and the Scheduled Tribes in the appointments to services and posts in connection with the affairs of the Union or of a State to be taken into consideration consistent with the maintenance of efficiency of administration.

Article 338 A: A National Commission for Scheduled Tribes to investigate, monitor and evaluate all matters relating to the Constitutional safeguards provided for the Scheduled Tribes.

Article 339: Control of the Union over the administration of Scheduled Areas and the welfare of the Scheduled Tribes.

Article 339 (1): Appointment of a Commission to report on the administration of the Scheduled Areas and the welfare of the Scheduled Tribes in the States.

Article 340: Appointment of a Commission to investigate the conditions of socially and educationally backward classes and the difficulties under which they labour and to make recommendations to remove such difficulties and to improve their conditions.

Article 342: To specify the tribes or tribal communities to be Scheduled Tribes. In addition to the above constitutional provisions, there are numbers of laws both Central and State, which provide protection and safeguards for the interest of the Scheduled Tribes. Some of the important Central Acts are as follows:

- Protection of Civil Right Act, 1955
- Forest Conservation Act, 1980
- Bonded Labour (Prohibition and Regulation) Act, 1986
- Child Labour (Prohibition and Regulation) Act, 1986
- Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989

- The provisions of the PESA (Panchayat Extension to Scheduled Areas) Act, 1996
- The Schedule Tribes and other Traditional Forest Dwellers (Recognition of forest Rights) Act, 2006

Tribal Development Policies and Programmes

Jammu and Kashmir has a large proportion of tribal population (20 per cent). This percentage includes only the two tribal communities i.e., Gujjar and Gaddi. Both central and state governments have launched several developmental programmes for the welfare and empowerment of the weaker section of society including STs. In J&K these comprise schemes for educational development, economic development and social development. The Department of Social Justice, Empowerment and Welfare is a nodal agency which looks after the affairs of tribal in Jammu and Kashmir. The Department performs following functions:

1. All matters connected with the welfare of STs, economic betterment schemes, educational development schemes, facilities for vocational training and voluntary organisations connected with the welfare of STs.
2. Pre-Matric scholarship scheme for ST/SC/OBC.
3. Post-Matric scholarship scheme for ST/SC.
4. Up-gradation of Merit Scholarship for ST/SC students.
5. Tribal sub-plan for STs.
6. ST, SC and OBC Welfare Boards.
7. Monitoring and evaluation of schemes for STs.
8. Implementation of ST Prevention of Atrocities Act, 1989.

Integrated Tribal Development Area Programme (ITDAP)

This programme is launched by the central government and implemented in all the states where the tribal population exceeds 50 per cent of the local population. More than 55 per cent of the tribal populations are residing outside the ITDAP areas. With the view to cover more tribal population. The Welfare Officers of each district act as the drawing and disbursing office for the implementation of the programme.

Sex Ratio

The over all sex ratio of ST population is 910 females per 1000 males which is lower than the national average (978) for the total ST population. At individual level, all the seven major tribes have registered overall sex ratio which is lower than the national average with Bakarwal having the lowest (868). The sex ratio among the STs in the age group 0-6 years is (979) is higher than that of the national average. Among the numerically larger tribes, Purigpa, Balti, Gaddi and Gujjar have registered child sex ratio higher than that of all STs at the national level with Purigpa having a preponderance of girl children (1019), whereas Bot, Brokpa and Bakarwal have registered the child sex ratio lower than that recorded by all STs at the national level.

Sex Ratio

Age group	All STs (India)	All STs (J & K)	Gaddi	Bot	Balti	Brokpa	Gujjar	Purigpa	Bakrwal
All ages	978	910	948	941	936	916	908	903	868
0 – 6 yrs.	973	979	989	965	994	938	985	1019	928

Literacy & Educational Level

The over all literacy rate of the STs is 37.5 per cent at 2001 census. This is much lower than the national average of 47.1 per cent aggregated for all STs. Male and female literacy rates (48.2 per cent and 25.5 per cent) are much below if compared to those recorded by all STs at the national level (59.2 per cent & 34.8 per cent). Among the larger tribes, Balti, Bot, Purigpa and Brokpa have registered higher literacy rate whereas Gujjar, Gaddi and Bakarwal have a lower literacy rate than that of the national average. Similar trends are discerned in these tribes in respect of female literacy also.

Literacy Rate

Literacy Rate	All STs	Balti	Bot	Purigpa	Brokpa	Gaddi	Gujjar	Bakrwal
Persons	37.5	62.1	61.3	60.9	55.5	37.3	31.7	22.5
Females	25.5	45.4	50.3	44.2	38.6	19.6	20.4	12.8

Among the ST literates, 34.9 per cent of tribal literates are either without any educational level or have attained education below primary level. The primary level literates constitute 26.2 per cent followed by literates up to middle level (22.1 per cent). The persons educated up to matric/secondary /higher secondary constitute 14.7 per cent whereas 2 per cent only are graduates & above. Non-technical & technical diploma holders form negligible percentage (0.1). At the level of individual tribe, Bot, Balti, Purigpa have more than 22 per cent literates are matriculates, implying that every 4th literate of these tribes are matriculates. Bakarwal have the lowest proportion of secondary level literates (7.8 per cent). The data show that the proportion of literates after middle school drops down to approximately half in the secondary level of education and declines sharply onwards. The census 2001 figures depict that less than half (44 per cent) of total 3.2 lakh tribal children in the age group of 5 -14 years attend school. Around 1.4 lakh (56 percent) children do not attend school. At the individual level, Purigpa, Balti and Bot have 74 - 78 per cent children in the corresponding age group go to school whereas Brokpa have 60.2 per cent school going children. Bakarwal have the lowest proportion of school going children.

Percentage of School going Children in the age group 5-14 yrs.

Age group	All STs	Bot	Balti	Purigpa	Brokpa	Gaddi	Gujjar	Bakarwal
5 -14 yrs.	44	78.2	74.7	74.2	60.2	44.9	38.5	25.8

Work Participation Rate (WPR)

The Work Participation Rate (WPR) of the ST population is 43.9 per cent which is lower than that of the total STs at the national level (49.1 per cent). Both male (50.9 percent) and female work participation rate (36.1 per cent) among the tribes are lower than the corresponding figures (53.2 per cent male WPR and 44.8 per cent female WPR) recorded by total STs at the country level. Among the total workers, 57.4 per cent remain workers and this proportion is considerably lower than the national average (68.9 per cent). Among the major tribal groups, Bakarwal, Bot, Gaddi and Purigpa have higher WPR than the State average. Similar trend has been shown by these tribes in respect of female WPR also.

Category of Workers

Agriculture is the main economic activity of the tribes of Jammu & Kashmir as 58.5 per cent of total workers are 'Cultivators' which is significantly higher than the national average of 44.7 per cent. 'Other Workers' constitute 32.7 per cent and this proportion is also twice that of the national average (16.3 per cent). 'Agricultural Labourers' constitute only 6.4 per cent which is significantly lower than that of all STs at the national level (36.9 per cent) and workers in 'Household Industry' account for 2.4 percent which is at par with the national average of 2.1 percent.

Percentage Distribution of Workers in four Economic Categories

Economic Category	All STs	Gujjar	Bot	Bakarwal	Brokpa	Balti	Purigpa	Gaddi
Cultivators	58.5	61.5	49.1	37.6	59.8	48.9	55.9	78
Agricultural Labourers	6.4	7.7	4.3	3.5	3.5	2.4	1.2	1.8
HHI Workers	2.4	2.7	1.6	2.3	1.6	2.1	1	1
Other Workers	32.7	28	45	56.7	35	46.5	41.9	19.2

Among the major tribes, Gaddi have the highest share of 'Cultivators' among their total workers followed by Gujjar, Brokpa and Purigpa. Bakarwal have the highest proportion of 'Other Workers', followed by Balti and Bot. Marital Status. The data on marital status of the STs show that the proportion of 'never married' persons (57.2 per cent) exceeds the 'married' persons (39.7 per cent). 'Widowed' persons form 2.8 per cent while a negligible 0.3 per cent are 'divorced and separated'. Marriages of girls and boys below the legal age for each are not commonly practised by the tribal communities of Jammu & Kashmir. The proportions of the married girls below 18 year (2 per cent) and married boys below 21 years (2.7 per cent) are nearly equal to those registered by the total STs at the national level (2.1 per cent & 2.8 per cent respectively). Among the larger

tribes, Bot, Brokpa, Balti and Purigpa have registered the proportions of married girls and boys below the legal age for each lower than those of the State average. The mean number of children ever born per ever married ST woman (age-group 45 - 49 yrs.) is 5 which is higher than that of all STs at the national level (4).

Religion

Islam is the predominant religion of the STs of the State (86.3 per cent). Buddhist and Hindu tribes constitute 9.3 per cent and 4.3 per cent respectively. Among the major tribes, 99.3 per cent population of Gujjar and Bakarwal are Muslims followed by Brokpa (95.2 per cent). While Gaddi are primarily Hindus (98.7 per cent) and Bot are Buddhists (95.9 per cent).

Reservation of Seats

The Government of Jammu and Kashmir has reserved 12 seats out of 32 for tribal in J&K Legislative Assembly. The provision of reservation is also extended to public employment. The new reservation policy under Notification No.5/GOS/9/(15)/SWD/WD dated 19.8.2003 reserves 33 per cent of seats for STs in all government jobs and in professional courses. Besides, five years relaxation in age is given to STs Candidates. As a result of this policy, the participation of STs in public employment is very high. As against their population percentage of 20.6 per cent, the percentage of STs Employees in the state government service as on December 2007 was 33.57 per cent. Even the representation of ST females in the government services is very high (7.20 per cent) which is encouraging sign of women's participation in the administration of the state.

Tribal Sub Plan (TSP)

The TSP as a strategy for tribal development was evolved in the Fifth Five Year Plan (1974-79) on the recommendation of an expert committee headed by Prof. S.C. Dube. The committee was constituted by the Ministry of Education and Social Welfare in 1972. The TSP covers all scheduled areas and Teshils/Block, with more than 60 per cent tribal population is living. The two main objectives of the TSP are: socio-economic development of STs and protection of tribes against exploitation. The salient features of TSP are:

- [1] It falls within the ambit of state plan meant for the welfare and development of tribes. Such a plan is a part of the overall plan of a state and is therefore called sub-plan. The benefits given to the tribes and tribal areas of a state from the TSP are in addition to what percolates from the overall plans of the state.
- [2] The sub-plan identifies the resources for TSP areas; prepare a broad policy framework for the development; and define a suitable administrative strategy for its implementation.
- [3] The most significant aspect of this strategy is to ensure flow of funds for TSP areas at least in equal proportion to the ST population of the state.

IV. ANALYSIS AND CONCLUSION

THE Scheduled Tribes (ST), like the Scheduled Castes, is the most socially and educationally disadvantaged and excluded groups in our country. The wide-spread discrimination against scheduled groups has long histories in India. The study however reveals that the status of this community in the state of J&K is somewhat different from their counterpart in other part of the country. In Jammu and Kashmir, the tribal people are very affluent, highly educated and have good number in white-collar jobs. Most of the important posts like Chief Secretary, Secretary, Director, etc. are occupied by tribal people in the state. There is no any sign of poverty, illiteracy and backwardness among the tribal people of state otherwise a main feature of tribal communities in other part of country. Besides, they are not backward but more advanced and developed in comparison to Scheduled Castes of the state. The educational progress of Scheduled Tribe populations is quite remarkable. There is little difference between the literacy rate of general population and tribal population. Many educated tribals play active roles in the new political system. The tribes have been provided a "space" in the decision-making body like state legislature and local bodies. The reservation provision ensured large number of representation of this community both in state administration and local governance. Notwithstanding their high position, the statutory provision of reservation has been equally implemented in the state. The Scheduled Tribes in other parts of the country are gradually losing access to their traditional lands - a process that is referred to as alienation.

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