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## Unemployment and Employment Pattern in Jammu and Kashmir: A Case Study of Kupwara District

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### ABSTRACT

*Unemployment are one of the burning issue that nation has been facing since a long. Its magnitude has increased in the post reform period. There are wide inter-state variations regarding magnitude of unemployment in India. Though J&K State figures at the lowest level, yet the actual figure is far from reality due to declining importance of employment exchanges of the state for providing data regarding educated unemployment. At the same time employment structure in the state demonstrates skewed distribution biased towards tertiary sectors. In this paper an attempt has been made to examine the rates and causes of unemployment in the state and present pattern of employment in J&K.*

*Keywords: Magnitude, burning issue, Employment Exchange, J&K*

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### INTRODUCTION

Jammu and Kashmir is the state popularly known as the paradise on earth. The state is bestowed with beauty of snow-clad mountains, rich forests, fresh water springs and rivers, besides distinct cultural ethos. However, the trend in the development of J & K is unfortunately not encouraging. The slow growth of the state can be attributed to various factors like poor industrial infrastructure, poor investment climate, misdirected economic policies, Indo-Pak relations, political turmoil, armed insurgency, low productivity and lack of good government etc. And as the sequence this has impeded employment generation. Undoubtedly the most powerful devil in this state is unemployment. During the planning period unemployment in absolute terms has increased. The main objective of our economic policies, right from the First Five Year Plan has been the provision of gainful employment opportunities. Every plan ends up with a greater backlog of unemployed people. That is, at the end of each five year plan period, this country has more unemployed than at the beginning. This has happened because during the planning period trend rate of growth was considerably lower than the targeted growth. Therefore, jobs were not created in adequate number. The Youth, particularly the educated lot of rural India are the worst victims of unemployment. The defective educational system, lack of entrepreneurship culture in rural areas and the mismatch in skills between those demanded by employers and those acquired in schools are the main causes of unemployment facing the youth of rural India. Though a number of Rural Development schemes have been implemented for the overall development of backward areas, tribal and hilly regions, no special schemes were exclusively proposed for the poor educated youth in rural areas. Life is very tough for the rural unemployed. Whatever be the schemes or contract, the labor has to compromise on various front. He has to bribe in every step- be it grant, loan stipend or assistance for self-employment. Unemployed, underemployment and lack of measures compel him to find short-cuts. He migrates to the cities and sometimes tries his luck in petty or serious crime for quick money. Frustrated by joblessness, unemployed educated youth take place in toxic substances to overcome stress and anxiety. Thus he is alienated from both the village and the town.

However, not much action has been initiated to implement the objective of removing or even alleviating unemployment among the youth. Since the researchers, policy planners, professionals or economists while framing policies and solutions regarding unemployment focus the issue mostly at the national/state level. Taking the same issue at the District/Block level plays a significant role. This is the main reason why the need for present study is felt which is undertaken to study the

unemployment among rural educated youths at the block level. Moreover, the literature survey made by the researchers suggests that there is no comprehensive work done at micro level, which can act as a policy guideline for the Government. An attempt is made in the present study to study the phenomena of educated unemployment in rural areas at the micro level, taking the block Kupwara in district Kupwara of Jammu and Kashmir state as a case study. It is indicated that unemployment affects a man not only physically and psychologically, but also cause a sharp decline in him of human values. Dumont (1997) has reported that joblessness is sensitively related to mental illness, sexual importance, crime alcoholism and suicide. Further, migration, divorce, late marriage and child abuse, resulting in personal and financial pathology, are some other repercussions of unemployment. Platt (1985) Henkel (1985, 1987) has also arrived at a similar conclusion. Hagen (1983), Liem and Reymond (1984) and Oddy et al. (1984) have found that prolonged unemployment commonly generates a serious threat to the physical and emotional well-being of those who experience it. Strom (2003) also suggested that unemployed individuals and their families are exposed to many adverse events and circumstances. Rozada and Menendez (2006) found that unemployment accounts for a large part of the increase in income inequality and poverty. Unemployment brings a shock and carries with it a range of stressors (psychological, social and economic) which adversely affects our well-being (Jackson and Warr 1984). Rawal (2006) also analyzed that wage laborers particularly women faced extremely high level of unemployment – as employment in agriculture was limited and new forms of labor hiring contracts had emerged under conditions of high unemployment which resulted low earnings of manual workers and greater gender disparities. Thus, it appears that unemployment especially of educated youth is a snag in adjustment in different spheres of life.

### **Objectives**

The objectives of the study are:

1. To examine the rate of unemployment
2. To evaluate the main causes responsible for unemployment of the state;
3. To examine the occupational pattern in State

### **METHODOLOGY**

Study is based both on primary and secondary sources. The author gathered, computed and codified the data in order to find out the unemployment rate in J&K state and work on study area is based on primary source. Present study has been undertaken to assess the configuration of unemployment, therefore, Kupwara block in district Kupwara of Jammu and Kashmir state has been selected purposely as: (a) almost 85% of population of the block is rural and (b) the block has the highest literacy rate i.e. (68.57%) compared to other four blocks of the district. As per the data collected from offices, there are three tehsils-Kupwara, Handwara and Karnah and comprises of 369 villages. Handwara tehsil is the largest followed by tehsil kupwara which has 137 villages and 4 Community Development Blocks namely Kupwara, Sogam, Trehgam and Karalpora among which Kupwara block which also happens to be one of its blocks. Kupwara block is lying towards the west of district. Mainly the people are engaged in primary and tertiary activities. As per the data collected from District Statistics and Evaluation Office Kupwara, Kupwara Zone (hence block) consists of 34 villages with population of 395159 (207306 males and 187853 females). Since the present study has been under taken to assess the configuration of unemployment among population of block Kupwara, therefore a two stage survey was conducted. In the first stage, approximately 6% sample i.e; two villages namely Halmat Pora and Soolkoot were selected through purposive sampling. The total number of households in village Halmat Pora happened to be 636 with total population of 5226 (2495 males and 2731 females) and in village Soolkoot there was 400 households with a total population of 4600 (2823 males and 1777 females) respectively. After selection of sample, a door to door survey i.e; census of these two villages was conducted to collected and complete information. During this survey, all relevant information was gathered from 1036 households. Since it is not practically possible for an individual researcher to conduct census of whole block, therefore, sampling method was also used for present study. Further in order to avoid a bias and to give due courage to whole study area, second stage survey with a large size of sample become mandatory. A 12% sample i.e; 5 villages out of 34 villages namely Manigah, Lashdat, Teker, Buhi Pora, and Gulgam were selected for selected for second stage survey. The total number of households village-wise in

above 05 villages on 10% sampling are 873 (87) (Manigah), 45 (4) (Lashdat), 203 (20) (Teker), 259 (25) (Buhipora) and 1292 (129) (Gulgam) being 2672 households in total with population of 18869 (265) (9691 males and 9178 females). After selection of sample villages, again 15% household in each village was conducted through questionnaire. In this stage survey of 15% households in each village was conducted to collect correct and complete data. During the survey, all relevant information was gathered from 15% households. The main objective of this survey is to find out exact number of unemployed and employment pattern of population. Information collected from different types of respondents was analyzed, classified and tabulated for making further analysis in consonance with the objectives of the study.

## RESULTS AND DISCUSSION

Due to limited job opportunities available for job seeker youth in the State, the number of job seeker youth has been increasing with every passing year. The number of job seeker youth registered in various District Employment & Counseling Centers of the J&K State is 6.01 *laks* ending September, 2011. The qualification-wise/divisional-wise breakup is given in table as under:-

Table No1: Qualification-wise job seekers in 2011 of Jammu and Kashmir

Qualification	Kashmir Division	Jammu Division	Total
Illiterate	2771	432	3203
Middle	21211	55876	77087
Matric	78991	86217	165208
PUC	18774	656	19430
TDC	102621	83846	186467
Graduate			
Arts	26585	11977	38562
Science	15181	6620	21801
Commerce	3798	1565	5363
Others	13191	6105	19296
Total	58755	26267	85022
Post Graduate			
Arts	5432	4575	10007
Science	3227	2143	5370
Commerce	913	573	1486
Others	2690	1217	3907
Total	12262	8508	20700
Diploma Holders			
Civil	554	464	1018
Elect.	447	695	1142
T/Com	291	466	757
Mechanical	428	506	934
Others	3149	2034	5183
Total	4869	4165	9034
Total	4869	4165	9034
Draftsman			
Civil	152	229	381
Electrical	190	39	229
T/Com	47	2	49
Mechanical	72	27	99
Others	324	63	387
Total	785	360	1145
Skill other than ITI	2087	1657	3744
ITI Trained	7766	4717	12483
Grand Total	321562	280285	601847

Source: Director Employment, J&K

The figures, quoted above, may be higher as the registration with the employment department is voluntary process and not mandatory.

Table2: Year wise and Qualification wise details of job seekers registered with DECC

Category	2007		2008		2009		2010		2011	
	Number	% to Total	No.	% to Total	No.	% to Total	No.	% to Total	No.	% to Total
Illiterate Job seekers	4030	3.6	3141	2.96	4033	0.90	3475	0.6	3203	0.53
Literate Job seekers below Matric	2496	22.0	22460	21.2	67100	17.05	77751	13.02	77087	12.8
Matric & Above	40729	37.0	38275	36.1	244540	54.63	364846	61.08	371105	61.6
Graduates	15637	14.0	15472	14.60	76322	17.05	85313	14.28	85022	14.3
Post Graduates	5479	4.9	5133	4.84	18768	4.19	20702	3.47	20770	3.45
Degree Engineers	3079	2.8	3112	2.93	6343	1.42	8881	1.49	9034	1.50
Degree Engineers	6279	5.6	6129	5.78	14311	3.20	19141	3.20	19399	3.22
ITI Trained	9106	8.2	9620	9.06	12158	2.72	13269	2.22	12483	2.07
Skilled (Other than ITI/Others)	2310	2.1	2788	2.63	3987	0.89	3944	0.66	3744	0.62
Total	82619	74.0	80529	75.0	376429	84.1	516096	86.40	521557	86.6
Grand Total	111564	100	106130	100	447562	100	597322	100	601847	100

Source: Government of J&K

It becomes amply clear from the position indicated in the above table that at the state level, the number of registered job seekers had increased from 111564 in 2007 to 601847 in 2011 (ending November) thereby registering an increase of 439%. However the number of job seekers witnessed decline of 4.87% in 2008 in comparison to the registration figures of 2007. The ground level position was not so because the Statistics of employment exchanges, does not provide accurate picture of unemployment in the State. The data suffers mainly from two defects. On the one hand, all the unemployed persons do not register themselves with these Employment Exchanges and on the other hand, some of the registered persons may not be actually unemployed but only in search of better jobs. However, in the past, the process of placements which was made through employment exchanges has vanished altogether as a result of which there has been decrease in the registration level at these employment exchanges. In anticipation to the announcement of Employment Policy in the State and the invitation of the government to the unemployed persons to register themselves in the Employment Exchanges, the whole scenario changed. The registration level increased tremendously. The registration of illiterate persons has decreased but that of educated unemployed persons has increased.

The term used for measuring unemployment is the 'unemployment rate', defined by NSSO as the number of persons unemployed per 1000 persons in the labour force (which includes both the employed and the unemployed). For calculation of unemployment rate, person-days as per the Current Daily Status (CDS) approach is followed. This, in effect, gives the unutilized position of labor force. Thus, it is a more refined indicator of employment situation in a population than the 'proportion unemployed', which is merely the number of unemployed per thousand persons in the population as a whole. The Quinquennial survey on employment - unemployment carried out by NSSO provides estimates on various characteristics pertaining to employment and unemployment at the National as well as State level. The data on Unemployment-employment scenario across the state has also become a regular feature of all the NSSO Survey rounds on some selected parameters. The latest NSS Survey- 66th round conducted during July, 2009 - June, 2010 throughout the country constitutes an important source of information on unemployment. The unemployment rates

revealed by 66th round of NSS for J&K State in comparison to all India figures are given in the following table:-

Table No 3: Unemployment Rate\* for J&K State vis-a-vis All India, 66th Round of NSSO Survey (July 2009 –June 2010)

Area	J&K (%)			All India (%)		
	Male	Female	Persons	Male	Female	Persons
Rural						
UPS	3.1	19.3	4.9	2.0	2.5	2.1
CWS	3.0	5.7	3.9	3.4	3.7	3.5
CDS	3.8	10.3	5.1	6.7	8.3	7.0
Urban						
UPS	5.0	14.5	6.5	3.0	7.3	3.7
CWS	5.2	13.1	6.9	3.7	7.7	4.3
CDS	5.5	15.0	7.3	5.2	9.6	5.9
Combined (R+U)						
UPS	3.6	17.1	5.3	2.3	3.6	2.6
CWS	3.6	7.1	4.6	3.4	4.6	3.6
CDS	4.2	11.1	5.6	6.2	8.5	6.7

UPS: Usual Principal Status; CWS: Current Weekly Status; CDS: Current Daily Status

\* : Unemployment rate per 100 persons

The unemployment indicators have been worked on the following three basic principles;

- a) Usual Principal status (UPS) - Indicator of chronically unemployed.
- b) Current Weekly Status (CWS) - Indicator of chronic and seasonal unemployment.
- c) Current Daily Status (CDS) - Indicator of unemployment on a day of the conduct of Survey,

The analysis of data reveals that the Unemployment Rate for Rural + Urban (Combined) under UPS (5.3%) and CWS (4.6%) while-as the indicator for CDS was (5.6%). As against this the All India level indicator was lower than that of State level under UPS as well as CWS status. However, under CDS the unemployment rate for All India level was higher when compared to the State figures as indicated in the above table.

In India estimates of the rates of unemployment are provided by the NSSO and uses three different criteria's of unemployment: (i) number of persons unemployed based on Usual Principle Status (ii) number of persons unemployed based on the Current Weekly Status and (iii) number of person-days unemployed based on the Current Daily Status. These estimates suffer from a few limitations. First, studies conducted at the national mostly employ only (UPS) criterion for educated and secondly they lack accuracy as they collect data regarding educated unemployment from secondary sources i.e. from employment exchanges which as discussed does not possess wider importance as for as Jammu and Kashmir State is concerned. The present study assumes importance because the whole data is collected through primary studies and unemployment rate is measured by employing all the three criteria's adopted by National Sample Surveys.

Table4: Unemployment Rates among Sample Educated Youth (17-37 years) according to UPS, CWS & CDS of during 2011(% of labor force)

Measurement Criteria	Male	Female	Combined
UPS	2.7	4.4	3.5
CWS	4.6	5.9	5.3
CDS	6.2	7.3	6.6

1. (Unemployment Rate has been worked out as the number of unemployed per 000 persons in the labor force)

The work provides information about unemployment rates among educated youth from the study area according to all the three alternative concepts used by NSSO namely Usual Principal Status (UPS), Currently Weekly Status (CWS)& Current Daily Status (CDS) preceding the date of survey. The first estimate (UPS) is measured in number of persons i.e. persons who remain unemployed for a major part of the year. This measure is more appropriate to those in search of regular employment i.e. educated and skilled persons who may not accept casual or contractual type of work. This is also referred to as 'open unemployment'. The second estimate (CWS) measured in number of persons i.e.

persons who did not find even an hour of work during the period of one week. The third estimate (CDS) is measured in person days or person years i.e. persons who did not find work on a day or some days during the survey week. It is pertinent to mention here that unemployment rates according to all the three estimates are higher in case of females than in case of males. The study area witnessed several reasons for this male-female difference: First, because of conflict situation which the state witnessed over the years, most educated women from rural background particularly from Kashmir valley feel insecure and are reluctant to move outside the state for better and well paid jobs. Second, Jammu & Kashmir being a closed economy, people are wholly and solely dependent up on government jobs. Self employment schemes launched by the government from time to time have got very poor response from rural areas. Getting jobs in the private sector within J&K is still a distant dream for the rural educated youth. Thus who so ever is educated keeps on waiting for government jobs with the result unemployment level increases day by day. Third, because of weak returns from the private sector, most educated women because of their higher education levels and social status do not want to go for low paid jobs. Last and not the least reason is that although facilities of micro-financing are available, still educated rural unemployed youth of J&K are reluctant to go for self-employment schemes launched by government because of weak entrepreneurship culture, lack of proper guidance and lack of counseling centers at micro level.

Whole Kupwara block had only 05 Handicraft and 01 Handloom centers. These centers are meant to provide training to youth so that they can start their own business and generate self-employment. The combined unemployment rates of the study area reveal that it is the unemployment rates according to CDS approach (which is the most prominent measure) which is on a higher side than unemployment rates measured on the basis of UPS or CWS, thereby indicating a high degree of intermittent unemployment. This is mainly due to the absence of regular employment for many workers. These unemployment rates among the educated manpower are not only an economic waste, but pose a threat to the existing socio-economic and political fabric of the society, which does not provide them any place under the sun. They have the bad consequences attached with them as they are giving birth to a large number of anti-social evils like social unrest, tensions, drug abuse, suicides, crime rates, burglaries, thefts, makes to feel isolated from their family and rest of the society & makes their life more and more miserable.

Overall the situation in J&K is almost in tune with the scene at the national level, the educational system, particularly the secondary & higher education in the state has been developed in a lopsided manner. No worthwhile link has ever been created between educational planning and manpower planning in the state., with the result that in spite of an unflinching government support to education during the last 60 years, the state is ranked 4th from below in terms of the literacy rate. On the other hand, the output at the secondary and higher secondary stages have grown at a very high rate, and with low employability. Our education system is not generating sufficiently trained and skilled manpower that are in demand within and outside the state. Most of the educated workers in the state have not obtained vocational skills. Such 'skilled' workers lack the certificates required to get job in a competitive world. In a globalised world, the technological changes provide both challenges and growing opportunities for economic expansion and job creation. In a rapidly changing environment the people who work must possess the necessary knowledge, skills and attitudes for seizing opportunities inherent in globalization and technical progress.

Table5: Percentage of Educated Unemployed Youth registered with employment exchange during 2011 of block kupwara

Educational level	Actual percentage	Registered (%)	Non-Registered (%)
Non literate	6.83	3.1	3.55
Literate & up to primary	8.95	2.4	3.85
Middle	9.95	5.3	4.16
Secondary	13.74	3.0	10.87
Higher Secondary	16.69	4.3	15.76
Diploma/certificate	21.94	4.4	16.74
Graduate & above	21.89	9.2	14.09
All	100	31.7	69.3

For instance, a large number of applicants registered with the employment exchanges might be employed but continue to be on the live registers. Further, an applicant may be registered with more than one exchange. But the important point to note is that the number of applicants on the live register of different employment exchanges shows a declining trend year after year. Does it mean that unemployment rate has decreased? Certainly not, because decline in the registration level is possible due to the fact that all unemployed do not get registered themselves. Keeping this point in view, an attempt has been taken in block kupwara (Table) to work out this difference between the actual number of unemployed youth and the number of them registered in the district employment exchange.

It is evident from the Table that in the sample population of block Kupwara glaring difference occur by the level of education between the actual number of unemployed youths and the applicants of job seekers on the live register of district employment exchange. Taking the whole figure of sample population of block Kupwara into consideration, it has been found that out of total educated unemployed youth only 31.7 % unemployed youths have made registration in the district employment exchanges. It means that 69.3 % unemployed youths of the study area are those who are not on the list of job seekers in the said employment exchange. So for the percentage of unemployment is concerned, J&K state comes at the lowest level compared to other states of India. The registered unemployed youth of the state is around 1 Lakh (i.e. 4% unemployment rate). But as per the report released by the present National government, the number of educated unemployment youth of the state is more than 4.5 Lakh if all the educated youth register themselves with their respective employment exchanges. The Sample study witnessed two fold reasons for this non-registration of unemployed youths as firstly all unemployed do not get registered themselves because of the non- applicability of the Compulsory Notification of the Vacancies Act & secondly in view of no placement effected by the employment exchanges over the previous year's might have discouraged youth in registering them in the ranks of unemployment. Therefore to conclude, data regarding unemployment on the live register at employment exchanges in the state or district cannot be taken as an accurate estimate of the magnitude of unemployment. In order to have a comprehensive employment package for educated youth, it is important to have complete information about the magnitude of unemployment, i.e. exact number of unemployed youth. This is possible only if the government makes it mandatory for all to get registered with employment exchanges.

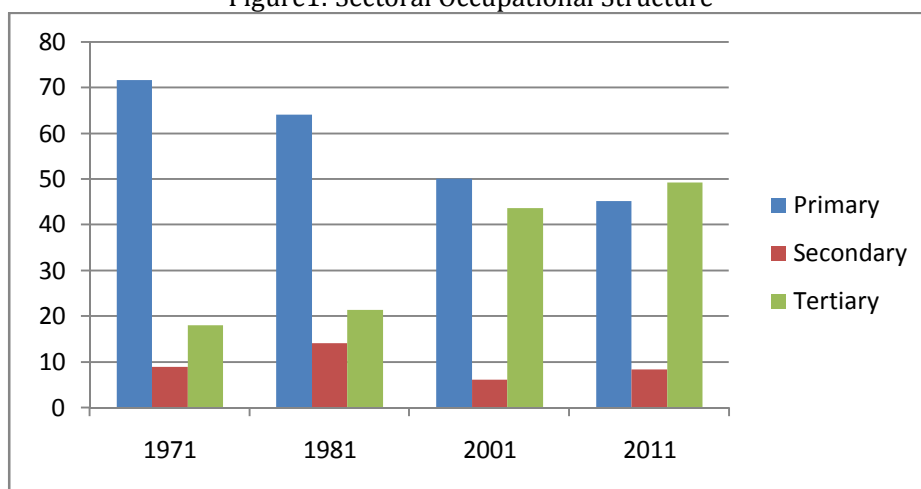
**Occupational Pattern from 1961 to 2011**

Table6: Sectoral Occupation Structure (percentage)

Occupation	1961	1971	1981	2001	2011
Primary	78.6	71.55	64.04	50.1	45.1%
Secondary	9.03	8.94	14.07	6.2	8.4%
Tertiary	12.35	18.10	21.45	43.7	49.2%

Source: Compiled Census of India.

Figure1: Sectoral Occupational Structure



The present occupational structure clearly reflects the backwardness in J&K economy. We shall now examine whether occupational distribution of labor force has changed since 1961. We notice that since 1961 until now agriculture remains the main occupation of the people. According to census 1961 the total labor force employed in primary sector was 75.8%. But there was gradual decrease in the primary sector from 1961 to 2011. In 1971 the total percentage of labor force employed in primary sector was 71.55%, but in 1981 and 2001, there is decline of 64.04% and 50.1% respectively, i.e. there is a decline of 13.9% labor force employed in primary sector since last two decades. Considering the overall secondary sector it looks that a very little has happened in this sector in terms of employment of labor force. In 1961 9.03% of labor force was employed in this sector. In 1971, 1981, 2001 and 2011, 8.94%, 14.04%, 6.2% and 8.0% were employed in this sector. It means that there was fluctuation i.e. up and down in this sector. The basic cause of less amount of labor employed in this sector reflects lack of small scale and heavy manufacturing industries in Jammu and Kashmir.

There is a terrific rise in the percentage of the labor force employed in service sector. There was great shift from agriculture sector to service sector. In 1961 the total labor force employed in tertiary sector was 12.35% which rises to 49.0% in 2011. This is a welcome development as it reflects improvement in the infrastructure, which this state badly lacks from last four decades.

Keeping the above facts in view, an attempt is made to examine the magnitude of employment pattern in block Kupwara of district Kupwara. Selection of sample was made from the information collected from District Employment and Counseling Centre, District Statistics and Evaluation Office Kupwara and Chief Education Office. As per the data collected from offices, there are three tehsils- Kupwara, Handwara and Karnah and comprises of 369 villages. Handwara tehsil is the largest followed by tehsil kupwara which has 137 villages and 4 Community Development Blocks namely Kupwara, Sogam, Trehgam and Karalpora among which Kupwara block which also happens to be one of its blocks. Kupwara block is lying towards the west of district. Mainly the people are engaged in cultivation and tertiary activities. Cultivation of rice and maize and business activities occupies highest place. As per the data collected from District Statistics and Evaluation Office Kupwara, Kupwara Zone (hence block) consists of 34 villages with population of 395159 (207306 males and 187853 females). Since the present study has been under taken to assess the configuration of employment pattern among population of block Kupwara, therefore a two stage survey was conducted. In the first stage, approximately 6% sample i.e; two villages namely Halmat Pora and Soolkoot having good number of workers i.e; working or being engaged in economic activity were selected through purposive sampling. The total number of households in village HalmatPora happened to be 636 with total population of 5226 (2495 males and 2731 females) and in village Soolkoot there was 400 households with a total population of 4600 (2823 males and 1777 females) respectively. After selection of sample, a door to door survey i.e; census of these two villages was conducted to collected and complete information about occupation of people. During this survey, all relevant information was gathered from 1036 households. The main objective of this survey is to find out employment pattern of the area.

Since it is not practically possible for an individual researcher to conduct census of whole block, therefore, sampling method was also used for present study. However, to have an idea of magnitude of occupational pattern census of two villages provided valuable information which has later on compared with the information collected through second stage survey. Further in order to avoid a bias and to give due courage to whole study area, second stage survey with a large size of sample become mandatory. A 10% sample i.e; 5 villages out of 34 villages namely Manigah, Lashdat, Teker, Buhi Pora, and Gulgam were selected for selected for second stage survey. The total number of households village-wise in above 05 villages on 10% sampling are 873 (87) (Manigah), 45 (4) (Lashdat), 203 (20) (Teker), 259 (25) (Buhipora) and 1292 (129) (Gulgam) being 2672 households in total with population of 18869 (265) (9691 males and 9178 females). After selection of sample villages, again 15% households in each village were selected through random sampling method. Besides this, a questionnaire was prepared for these 15% households in each village so as to get a complete data of pattern. Data collected from both primary as well as secondary sources is analyzed, classified and tabulated for making further analysis in consonance with the objectives and hypothesis of the study.



In order to tackle the problem of occupational status of state or a district, the first and foremost essential and pre-requisite condition is that the concerned department should have correct, accurate and reliable information regarding magnitude of employment pattern. Now the question arises where and how to get this correct information. The only option is the employment exchange boards and other offices but these boards and offices do not have exact figures about the magnitude. It is due to paucity of data and non-availability of reliable information that one has to adopt different methods to seek information through primary sources. Keeping the objectives of present research in view, an attempt has been made to collect complete and correct information regarding employment pattern from two villages i.e; 6% of total universe in block Kupwara of District Kupwara. Since the 6% sample is small and is not able to represent the whole block, therefore, the second stage survey for comparison through sampling has been undertaken.

TABLE 7: Survey and Census of two villages of block Kupwara namely Halmat Pora and Soolkoot during 2012.

Place	Halmat Pora	Soolkoot
Household	636	400
Total Population	5226	4600
Male	2495	2823
Female	2731	1777
Cultivators (working in rice & maize cultivation ) & agricultural labors	1283	1147
Handicrafts and handlooms	12	18
Farming of animals	24	18
Forestry & logging & wood cutters etc.	47	38
Carpenters & masons	43	33
Tailoring services	93	58
Contractual & casual labors	36	78
Education Service i.e; teachers, R-e-Ts, librarians etc.	88	138
Medical & Health Service i.e; doctors, compounders, laboratory assistants & nursing's etc.	54	96
Businessmen i.e; walnut dealers, apple dealers etc.	179	105
Shop keeping services i.e; wholesalers & hotel managers etc	46	214
Banking services	34	56
Electricity, gas & water supply services	31	49
Communication services i.e; in Airtell & Aircell companies.	19	64
Transport	51	68
Construction services i.e; contractors	194	180
General Education level from primary to post-graduation & above	1464	1304
Public Adm. Defense & social security i.e; in police & army services etc.	674	188
Dependents i.e; children, housewives, old persons means pensioners-non-pensioners & handicapped, idle illiterates etc.	830	606
Others i.e; hair-cutters & mol vies of mosque etc.	24	37
Total	5226	4600

Table 8: Sectoral Distribution of Employment in Different Sectors

Place	HH	Total popu	M	F	Primary Sectors	Secondary Sectors	Tertiary Sectors	Others
Halmat	636	5226	2495	2731	38.73%	9.01%	49.30%	---
Solkoot	400	4600	2823	1777	37.93%	11.51%	53.80	----
Total	1036	9826	5318	4508	38.33%	10.52%	51.54%	----

TABLE 9: Results obtained from Sampling Method (12% Sampling) of five villages out of 34 villages of block Kupwara.

Place	HH	Total popu	M	F	Primary Sectors	Secondary Sectors	Tertiary Sectors	Others
Manigah	87	624	343	343	67.32%	3.64%	28.32%	----
Lashdat	4	23	12	11	64.15%	5.07%	31.85%	----
Gulgam	129	875	433	442	46.44%	12.54%	42.76%	-----
Teker	20	173	81	92	17.65%	7.43%	74.32%	-----
Buhipora	25	189	98	91	30.04%	11.40%	59.82%	-----
Total	265	1884	967	917	45.58%	8.01%	47.14%	

In the above table, a comparison is drawn between Census and Sampling figures at village level about occupational pattern among the population of block kupwara during the survey period. This is done in order to analyze to what extent our sampling results are representative for the whole universe/population of block kupwara. In the 1<sup>st</sup> stage census method has been done by choosing 6% sample i.e; two villages from the block kupwara. After conducting door to door survey, it was found that there were 1036 households with total population 9826 of two villages. It is observed from the analyses that majority of the people are engaged in primary and tertiary sectors i.e; 38.33% in primary sectors and tertiary sectors 51.54%. Minority are engaged in secondary sectors (less than 12%) due to lack of manufacturing, road and railway connectivity to border areas and far-flung and far-way from the main city Srinagar. Employed people were classified from all activities. In the 2<sup>nd</sup> stage, 10% sample has been selected through stratified random sampling from 34 villages of Kupwara block of district Kupwara. These sample villages were conducted through census door to door in the same manner of like initial two villages and were divided into sectors. Thus in both the stages, all kinds of population were calculated from the census and were divided into economic and non-economic activities. Thereafter workforce was analyzed and distributed into different sectors. Almost it was observed from the door to door census that most people are engaged in cultivation i.e; rice and maize cultivation takes place. After this, 15% households in each village have been selected randomly through a questionnaire. The information collected from these household selected through census and sampling methods has been put to various tests. The results are almost same which justifies the findings of sampling method indicating that sample chosen is representing whole universe, and what is true of this sample is true of whole population of the block and district as well.

### CONCLUSION

By way of conclusion we can say that one of the basic characteristics of Jammu and Kashmir economies is that it is a primary producing economy. A very high proportion of working population is engaged in agriculture and due to this reason pattern of employment reflects the backwardness in Jammu and Kashmir economy. Political instability, rough terrain and lack of infrastructure has been a constant hurdle in the industrial development of the state, particularly Kashmir region. The industrial structure whether public or private is in shambles thereby failing to absorb a big chunk of educated youth of the state. Due to weak or no private sector, the educated unemployed youth of the state have cloned themselves only towards government sector which is already disguised and seems to have reached a point of saturation in terms of absorption of educated manpower. On the one hand, there is a large army of secondary school leavers, graduates and post graduates who are unemployed for long duration and on the other hand, most of the educated youth because of conflict situation of the state are reluctant to move outside state for opportunities, and better jobs thereby putting pressure to already paralyzed economic activity of the state. Self-employment schemes launched by the government have got poor response particularly from rural educated unemployed youth of the state due to cumbersome procedure of getting finance for such schemes and lack of orientation and entrepreneurship training among them. The Government at central, state, local level and the civil society should take effective steps in collaboration with one another to solve the problem of widespread unemployment in the state and make full utilization of idle resources and idle manpower for better and prosperous future of the state.

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