

WORKFORCE TREND AND EXISTENCE OF NEW ECONOMIC CONCEPT “NEGATIVE EMPLOYMENT” IN CONFLICT ZONE OF KASHMIR IN INDIA

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Abstract *Kashmir being a conflict ridden zone has far less opportunities for employment than rest of the other states. With an underdeveloped industrial sector and the inability of government to create enough jobs, there seems to be no immediate solution. The instability and lack of any conclusive resolution have left the population of Kashmir divided and uncertain about their future resulted impoverishment through the channels of reduction of the capital, income and employment, physical destruction and mass displacement of human resources. The brunt of violence resulted negligible investments with business marred by uncertainties. Serious unemployment and economic downturn during 90s, a large number of unemployed youth extremely poor sections of society joined anti-nation movement and also forced migration of Kashmiri Hindu and pundits took place. Researcher can’t look economic growth in isolation. There must be social, political and cultural harmony. Kashmir UT is the highest militarized zone in the world and this kind of military presence is highest in the world per square foot. There is no part of the world which has this kind of concentration of military presence. In the light of research work, the main objective is to look the workforce trend and examine on the existence of negative unemployment in the conflict zone Kashmir.*

Keywords *Conflict zone, Unemployment, Economic downturn, Migration, Resolution, and Mass displacement*

INTRODUCTION

History bears the witness to the fact that whenever and wherever militancy or political instability found roots, the economy of that region became a major causality (Bookman, 1991). The inception of violence since 1989 converted Jammu and Kashmir economy into fragile economy. As a result of prolonged conflict till now, the UT’s economy has been one of the slowest growing regional economies in South Asia. That is why it is among the poorest in the India. In 2001, it was the 6th poorest state in India in terms of PCY (Economic Survey, 2016-17). Prior to the turbulent period, the J&K economy was primarily based on agriculture and the service sector was dominated only by tourism. However, militant activities since 1989 onwards, there was a colossal setback of tourism.

The serious unemployment and economic downturn during the early phase of militancy, a large number of unemployed youth who belong to extremely poor sections of society joined anti-nation movement. Forced migration of Kashmiri Hindu and pundits took place. The instability and lack of any conclusive resolution have left the population of Kashmir divided and uncertain about their future resulted impoverishment through the channels of reduction of the capital and employment, physical destruction, reduced investment and mass displacement of human resources (Islam, 2014). In addition to falling within “grey zone”, death, curfew and other mobility restrictions have added fuel to the fire. Every sphere of the economy remains under the eclipse of non-economic activities (Singh, 2004).

Furthermore, the armed conflict results loss of number of human resources. More commonly the widows become economically dependent on the labor of their children with the result child labor trend increased in the UT. Insurgency leads poor industrial infrastructure along with the poor investment that left the industrial sector in its infant stage which impeded employment and income generation. There has not been a suitable strategy for potential sectors to achieve

higher growth. Lack of good governance and sound fiscal management also has been responsible for poor economic growth (*GK, Sept. 24, 2007*).

The economic wheel of the UT is stagnant and it has far reaching consequence if it is not handled with care right now. It is the need of the hour to reinstate political stability, peace and communal harmony for bringing about reconstruction of the State (*Sehgal, 2011*). Militancy and militarization (occupied large productive land area) has ruined the state and reconstruction of economic sector and education sector are the need of the hour. Union Territory of Kashmir is the highest militarized zone in the world. This kind of military presence per square foot is highest in the world. There is no part of the world which has this kind of concentration of military presence.

It would, therefore, be necessary to put the economy back on the rails to enable the average person to get employment opportunities. The Government should bring unemployed youth (idle brains) in the loop of economic development. This would require giving fillip to the economic activities that have traditionally been the mainstay of the UT's economy and continue to hold significant potential. Such activities include Agriculture (including Horticulture), Handicrafts and Livestock on modern lines. It would be equally necessary to ensure diversification of the economy, especially expanding the industrial base by generally have a traditional bent of mind. Diversification of agricultural activities is the need of the hour to keep up with the changed circumstances (*Report from DAC, 2007, retrieved 2010*).

Economy grows not in isolation. There must be social, political and cultural harmony. What is needed, therefore, is the reconstruction of the enabling conditions for a functioning peacetime economy. Mere growth of economy cannot bring social justice unless it is coupled with employment generating opportunities for deprived and marginalized sections of the society. More poverty alleviation and developmental schemes should be in operated in the State with central assistance in order to curb and tackle the prevailing situation in the state.

METHODOLOGY

In the light of research work, the following objectives are laid down for an in-depth study.

Objectives

1. To investigate the workforce trend in Kashmir since turbulent Period.
2. Examine the existence of negative unemployment in the conflict zone Kashmir.

For achieving these given objectives the study is based on the primary and secondary data. The secondary data is collected from various sources like National Sample Surveys, Directorate of Economics and Statistics etc. The study also evaluate government reports and other related published work, population and demography and assess the trends attributed to turbulent conditions.

The primary data has been collected through sample survey. The sample designed for the study is Purposive Multi- Stage Stratified Random Sampling. The precision in statistical analysis also shall be substantiated by primary data collected based on sampling. The methodology used in this study was also attached with non-probability method with quantitative approach. Interview schedules were used to collect the data from the respondents. This was done so that both fractions of society illiterate and literate youth can be interviewed and views can be obtained. The interview schedule having close ended questions was used only to ensure the safety of the interviewers.

WORKFORCE TREND AND PATTERN

The valley of Kashmir has gone through prolonged civil strife and unrest for more than three decades. The government took stock of the performance in major developmental programmes and highlights the policy initiatives. However, the drawbacks and disadvantages of the enduring

unrest caused due to conflict have put the state in general and the valley in particular to tremendous economic and welfare hardships. As a result, there are virtually no engines of job creation and resources are used inefficiently and productive sources converted into unproductive factors (*JK digest, 2011-2012*).

This prolonged cycle of unrest became the stumbling block for economic development and turned it into shambles. The State was the bone of contention between India and Pakistan and three wars have been fought between these two countries over this region and both have their own perspectives regarding the cause and course of conflict however, the people of Kashmir particularly youth are suffering the most and plunged into grief. Growth and development get retarded to a large extent. Due to serious unemployment and economic downturn during the early turbulent phase of 90s, a large number of youth joined militancy and also forced migration of Kashmiri Hindu and pundits took place to a large extent. Thus whole pattern of workforce was distorted (*Khan. 2016*). In 2019, an important decision took place regarding abrogation of Article 370 and 35A and economic growth, development and generation of more employment to all is expected.

TREND OF WORKFORCE IN RESPECT OF GENDER, 1981 – 2011

J&K witnessed rapid rate of population against workforce i.e. the pace of workforce is very slow than population. That workforce increased 26.50 lakhs to 43.22 lakhs in corresponding with population increase from 59.87 to 125.48 lakh. Pearson *Correlation coefficient* shows high and positive correlation between population and workforce is statistically calculated 0.91. The working population of male increased continuously and female decelerated due to increase of girls’ enrollment in the schools. In order to investigate the disparity between male and female, applied the David Sopher’s Disparity Index. However, 2001 shows high D.I. (0.88) between the male and female work force.

Table 1.1:- Sex Wise Working Population of J & K, 1981-2011 (Lakhs)

Year	Pop	Workforce	%age	Male Workers	%age	Female Workers	%age	D. I
1981	59.87	26.50	47.85	17.66	66.64	8.83	33.35	0.60
2001	100.69	29.51	29.30	26.41	89.79	3.10	10.21	0.88
2011	125.48	43.22	34.44	30.95	71.61	12.27	28.38	0.80

Source: Economic census, Govt. of India, various issues

TRENDS OF WORK FORCE IN TERMS OF AREA, 1981 – 2011

Jammu and Kashmir economy at the time of 1971 was overwhelmingly rural and agricultural in character. The cause is perceived due to migration when dynamic nature of workforce is examined area wise. It is found that rural workers decreased and urban workers increased. Migration is due to high job opportunity and high wages in urban areas. Since most industries are concentrated in and around urban areas. The only place of cities and towns undergoes industrialization and construction, with the result UT’s economy shift to cities. Migration took place by farmers for better jobs in urban areas. The area wise change in workforce and sectoral shift of labor force (primary to non-primary sector) is related with *Simon Kuznets Hypothesis*. The Kuznet’s curve implies that as a nation undergoes industrialization, the center of nation’s economy will shift to cities. The area wise shift of work force from rural and urban is shown in the table below:-

Table 1.2:- Area wise work force between rural & urban population, (lakhs)

Year	Rural Pop. (lakhs)	Rural Workers	%age	Urban Pop	Urban Workers	%age	D.I
1971	37.58	11.46	30.5	8.58	2.27	26.47	0.086
1981	42.76	22.55	52.75	12.60	3.94	31.32	0.388
2001	75.64	28.69	37.93	25.05	8.19	31.71	0.119
2011	91.65	23.66	25.17	33.83	11.26	33.29	0.149

Source: Economic census, Govt. of India, various issues

Note:- In 1991, no census was held in Jammu and Kashmir due to outbreak of violence.

SECTORAL SHARE OF LABOUR FORCE (Percent)

The 1970 period was a period of near-stagnation for the J&K Economy. At the time of 70s large people were engaged in agriculture which is judged and reflected by the unbalanced occupational structure with 71 percent of labour force occupied in primary sector.

Structural Change Index Method (SCI): $SCI = \frac{1}{2} \sum |x_i(t) - x_i(t-1)|$ Where $X_i(t)$ and $X_i(t-1)$ represent each industry's percentage share in employment at time (t) and (t-1), respectively. 1971-1981 Stands $|x_t - x_{t-1}|$

Sectors	1971	1981	2001	2011	Causes
Primary	71.55	63.88	50.10	41.48	Declined due to advancement of technology.
Secondary	8.94	12.07	6.21	8.41	Due to lack of small scale & heavy manufacturing industries
Tertiary	18.10	24.05	43.71	51.11	Due to well performance of transport and comm and tourism.

Source: Economic census, Govt. of India, various issues/District Handbook, Department of Planning, 2011

Table 1.4:- Structural Change Index, 1971-2011(Percent)

Sectors	$ x_t - x_{t-1} $	$ x_t - x_{t-1} $	$ x_t - x_{t-1} $	Sum	SCI
Primary	7.67	13.78	8.62	30.07	15.03
Secondary	3.13	5.86	2.2	11.19	5.59
Tertiary	5.95	19.66	7.4	33.01	16.50

The above table 1.4 depicts that structural change index of sectors shows tertiary sector accounts highest change (16.50 percent) followed by primary sector. However, secondary sector produced small change of only 5.59 percent due to lack of small scale & heavy manufacturing industries. This is a welcome development as it reflects improvement in tertiary sector.

TRENDS OF WORKFORCE IN CATEGORIES FOR J&K STATE, 1981 - 2011

During the three decades period since 1981, the proportion of main workers always exceeded. Their proportion to total workers was 68.6 percent against 31.4 percent of marginal workers in 1981 and 69.5 and 30.5 percent in 2001. Thereafter, main workers kept on declining steadily and stood at 61.17 percent against 38.82 percent in 2011. The analysis is depicted in the table below: -

Year	Total Workers	Main Workers	Marginal Workers	Non-workers (Lakhs)
1981	26.50 (44.3)	18.18 (68.6)	8.31 (31.4)	33.37
2001	37.53 (37.0)	26.08 (69.5)	11.45 (30.5)	63.89
2011	43.22 (34.44)	26.44 (61.17)	16.78 (38.82)	82.26

Source: Compiled census of India

The rate of marginal workers during three decades from 1981 onwards was erratic. It declined to 30.5 percent during 2001. Thus, the decrease in the main and marginal workers was dramatic in 2001.

DISTRICTWISE WORK PARTICIPATION RATE FOR J&K, 1981-2011

Districts	1981			2001			2011		
	Total	Male	Female	Total	Male	Fem.	Total	Male	Female
Kupwara	48.86	56.93	39.46	32.67	45.34	18.69	30.45	44.34	18.56
Baramulla	45.44	56.66	32.56	31.76	46.83	15.06	32.93	48.80	17.06
Srinagar	34.90	52.62	14.60	31.99	50.14	10.68	41.96	57.24	26.68
Badgam	48.73	58.65	37.46	35.91	48.53	22.34	41.95	58.50	25.40

Pulwama	50.70	56.53	44.19	32.58	46.95	17.36	31.34	44.32	18.36
Anantnag	42.44	56.18	27.27	33.69	45.95	20.39	33.50	46.70	20.30
Leh/Ladakh	50.39	59.46	40.15	49.58	58.32	38.97	48.64	54.36	34.92
Doda	43.36	55.52	29.90	46.00	52.72	38.56	42.29	50.08	34.50
Kargil	54.94	59.53	49.57	46.64	50.08	42.53	43.22	46.10	40.35
Udhampur	54.58	62.04	46.35	49.28	57.83	39.35	51.67	58.80	44.54
Punch	46.56	56.04	35.86	53.97	57.68	49.93	43.65	49.60	37.70
Rajauri	44.98	55.18	33.73	45.15	52.15	37.19	36.73	42.26	31.20
Jammu	39.43	52.46	25.02	33.25	50.56	13.32	39.09	59.76	18.43
Kathua	43.40	55.34	30.37	37.34	50.64	22.58	31.80	38.28	25.32
CV	12.02	4.60	26.56	6.95	6.56	4.63	16.95	13.65	32.56

Sources: Various Reports of Census of India, (J&K)

This above table reflects district wise work participation rates and further examines the nature of disparity among the districts over time. Higher co-efficient of variation (CV) shows an increasing disparity & vice-versa.

COMPARISON OF WORKERS FROM TWO COMPARATIVE SOURCES: NSS & CENSUSES

With minor divergence, the results are almost same. It is examined from the both sources that workers in urban areas are more than 80% during all reference periods.

Table 1.7:- Comparison of workers from comparative sources of NSS Rounds & Censuses, (Percent)

NSS 38 th R			Census 1981			NSS 55 th R			Census 2001			NSS 67 th R			Census 2011		
T	R	U	T	R	U	T	R	U	T	R	U	T	R	U	T	R	U
31.1	20.3	83.9	36.1	15.6	84.4	37.1	12.8	87.2	51.1	5.5	94.5	49.6	10.6	89.4	58.5	4.8	95.2

Sources:- NSS Reports and Various issues of census

Table 1.8:- Disparity Index

NSS 38 th & Census 1981			NSS 55 th R & Census 2001			NSS 67 th R & Census 2011		
T	R	U	T	R	U	T	R	U
0.09	0.13	0.07	0.17	0.38	0.23	0.11	0.36	0.24

Computed

AGE GROUP OF WORKERS IN TERMS OF PERCENTAGE, 1981 – 2011

Researcher divides the lifespan of person into three groups, 0-14, 15-59 & 60 plus

Table 1.9:- Age Group of Workers in Terms of Percentage, J&K, 1981, 2001 & 2011

1981						2001						2011					
Male			Female			Male			Female			Male			Female		
0-14	15-59	60+	0-14	15-59	60+	0-14	15-59	60+	0-14	15-59	60+	0-14	15-59	60+	0-14	15-59	60+
7.47	84.79	7.74	14.31	81.92	3.77	3.37	87.87	8.77	8.01	86.58	5.41	1.84	88.24	9.92	4.32	87.44	8.24

Sources: Various Reports of Census of India, (J&K)

EMPLOYMENT TREND OF THREE IMPORTANT SECTORS

The recorded size of below important industries reflected high fluctuated erratic trend. However, it is important to analyze that size decelerated steeply in all the industries during the peak turbulent period of 1995-96. The main cause was the Anti Propaganda Movement, which led to chaos, militancy and insecurity. The year wise employment trend level of three main sectors (*Tourism, Handicrafts and Handlooms*) is delineated in the table from 1987-88 to 2016-17.

Table 1.10:- The Employment level of Three main Industries, (lakhs)

Year	Tourism	Log	Growth Rate	Handicrafts	Log	Growth Rate	Handlooms	Log	Gr. Rate
1987-88	12.86	2.55	-33.24	1.79	0.58	-4.46	0.056	-2.88	-5.38
1995-96	0.76	0.27	22.47	1.30	0.26	6.10	0.038	-3.27	18.08
2009-10	10.60	2.36	-11.42	2.81	1.03	-3.96	0.331	-1.10	-8.79
2016-17	5.12	1.63	--	2.20	0.78	--	0.198	-1.66	--

Sources: Census from Handlooms in India, Ministry of Textile, GoI/ Digest of Statistics, Report of Tourism Department, Govt. of J&K, various issues

In 2016, Kashmir had suffered a 55 per cent decline since 1978. The situation is going from bad to worse and just only 15-20 per cent occupancy in hotels and advance bookings even on the peak season only, down from 70-80 per cent a year ago. Hoteliers and travel agents are now forced to look for another business. It is worth mentioning that Government could give much importance on maintenance of civic law and order and internal security.

The calculated value of Location quotients for tourism and handicraft exceeds much more than 1.25 values at various points of time (table 1.11). However, periods of 1990, 1995 and 2000 exhibits less than 1 value doesn't imply the low employment potential of industries but the adverse impact of the terrorism in the same years as per *Annual J&K Economy Survey* source is concerned. The UT has proportionally more workers employed in a specific industry than the larger comparison area. For instance, the average relative concentration of handicraft employment of state compare to all India is 10.4 times higher.

The decline of these industries began towards the beginning 90s and become more accentuated by the middle of the 1996 due to highest horrific events recorded in the turbulent phase that convoked with convoluted susceptibility on potential industries. The militancy and militarization (occupied productive and tourist spots land area) compelled to encouraged import of handicraft and handloom made goods which led to decay of these industries. Ultimately convert into fragile economy and make the conditions of what is known as 'dependency syndrome'. Subsequently the wrecked economy eroded by the main sectors ruined lakhs of job avenues (*Yasmen, 2013*).

Table 1.11:- Employment trend at All India level, Location Quotients, lakhs

Year	Tourism		LQ	Handicraft		LQ	Handloom		LQ	Total Employment	
	J&K	India		J&K	India		J&K	India		J&K	India
1980	09.75	396.11	1.54	1.44	8.69	10.4	0.061	26.31	0.14	39.50	2420.13
1985	12.86	404.24	2.15	1.75	8.70	13.5	0.053	23.77	0.15	40.78	2766.19
1990	0.92	452.56	0.12	2.25	10.01	14.7	0.047	25.19	0.12	46.05	3060.54
1995	0.76	423.42	0.18	1.30	14.02	9.5	0.038	31.97	0.12	35.64	3689.91
2000	3.44	483.13	0.57	3.29	19.67	13.6	0.037	47.51	0.63	49.51	4022.34
2005	12.64	424.39	2.31	3.48	22.84	8.3	0.035	45.73	0.59	56.86	4398.21
2010	10.60	339.31	2.38	2.80	29.94	7.12	0.331	43.31	0.58	63.22	4817.38
2015	16.74	373.15	3.81	3.57	37.76	6.7	0.152	41.88	0.25	69.88	4991.78
			1.63			10.4			0.32		

Source: - Government of J&K, Economic Survey (various issues), Srinagar, Directorate of Economics and Statistics

Census from Handlooms in India, Ministry of Textile, GoI, Census of India, various issues, NSSO, (Various Years)

Location Quotients: - A tool for comparing regional industry composition

State's Industry Employment/States Total Employment

LQ = Country's Industry Employment/Country's Total Employment

If LQ >1, then area has proportionally more workers employed in a specific industry than the larger comparison area.

If LQ >1.25, then area industry has potential to be classified as exporter

If LQ <1, then may indicate opportunity to develop businesses in the local area

Descriptives								
VAR00002					95% Confidence Interval for Mean		Minimum	Maximum
	N	Mean	Std. Deviation	Std. Error	Lower Bound	Upper Bound		
1.00	8	2.450	.92630	.32750	1.7106	3.2594	1.30	3.57
2.00	8	8.4638	6.01161	2.12543	3.4379	13.4896	.76	16.74

3.00	8	.0943	.10308	.03644	.0081	.1804	.04	.33
Total	24	3.6810	4.91854	1.00399	1.6041	5.7579	.04	16.74

VAR00002					
	Sum of Squares	Df	Mean Square	F	(P-value) Sig.
Between Groups	297.359	2	148.680	12.052	.000
Within Groups	259.057	21	12.336		
Total	556.416	23			

P- Value < 0.05, H₀ is rejected

Post Hoc Test

Multiple Comparisons

Dependent Variable: VAR00002 Dunnnett t (2-sided) ^a						
(I)	(J)	Mean Difference	Std. Error	Sig.	95% Interval Lower Bound	Confidence Upper Bound
VAR00001	VAR00001					
1.00	3.00	2.39075	1.75614	.312	-1.7717	6.5532
2.00	3.00	8.36950	1.75614	.000	4.2070	12.5320

*. The mean difference is significant at the 0.05 level.

- a. Dunnnett t-tests treat one group as a control, and compare all other groups against it.

With political instability and unrest circumstances, these above sectors declined in importance in terms of its share in employment as well as in growth. The UT revived to some extent depends upon the normalcy produced in the state. For instance, peace process (Dialogue Process) was held in 2004 then recovery took place (Lovass, Mastrone et al, 2014). However, this could not achieve much in the long run. Peace process remains quite vibrant till 2006 and lost its momentum in 2007. The overall analysis of composite dialogue shows that it was a *zero sum game* and both sides have not achieved desired goals in the prolonged life. Lack of avenues to engage youth in meaningful ways will always drive youth towards the miscreants in this society. In the absence of healthy sources of entertainment and competitive sports, they are inevitably going to be on the streets, either as mob or harmlessly wasting away their lives. Young populations across the world are generally seen as drivers of socio-economic growth, but in Kashmir, the youth bulge is a problem.

The government adroitly must think about a long-term plan for unemployment youth. It has to devise a policy to channelize youth bulge constructively. Government should aware about the growing rate of unemployment sitting idle have a disastrous impact during the time to come in the conflict zone.

It cannot be tackled by slogans and ad hoc measures. It requires a definite and clear policy with a time bound blue print to tackle various possible avenues of employment. The frustration of youth is increasing rapidly which apart from increasing their alienation is converting them into a readymade material for destructive exploitation. Now an important decision have been taken regarding abrogation of Article 370 and 35A that follows with the introducing of Jammu and Kashmir Reorganization Bill in the Parliament to bifurcate the state into Union Territories of J&K and Ladakh. In the wake of abrogation of Article 370, the region’s economy was under stress and owing to lockdown of business and prime season of business lost. However, Article 370 and 35A kept our state isolated and away from the development processes in the long run. In fact, the purpose of the abrogation is economic growth, development and more employment generation to all and encouragement of all economic sectors.

FIRST STAGE OF FIELD WORK:

INVESTIGATION ON NATURE OF WORKFORCE

The district came into existence in 1979 as carved out from Baramulla district. The district is situated 90 kms from Srinagar city and spread over an area of 2379 sq.kms comprising 362 census villages. As per 2011 census, the population of district stood at 8.70 lacs (4.74 (M) & (F) 3.96) which are mostly rural (7.65 lacs) and only 12.03% of it resides in towns. Workforce (main workers) accounts 15.77% of its population. The district consists of 11 blocks.

In order to examine the existence of *Negative Employment*, it is important to look at the very outset the exact nature of work force at district level; the pre-requisite condition is that the concerned department should have correct, accurate and reliable information. The only option is the employment exchange boards but these boards don't have the exact figure and nature about the magnitude of work force. 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 and hypothesis of present research in view, an attempt has been made to collect complete and correct information.

The primary data has been collected through sample survey. The sample designed for the study is Purposive Multi- Stage Stratified Random Sampling.

The sample selected for the study is based on census 2011 data. The total number of households of the whole district as per census 2011 was 113929 with population 870354 and the average family size of the given district is 7 members per family. If we assume that the average family size is 7 members per family also at block level, then on this criteria, the maximum number of households are in block Kupwara (17105) followed by Langet (15641), Rajwara (12012), Kralpora (11720), Sogam (9972), Trehgam (8988), Kalarooch (7711), Ramhall (7481) Tangdar (6390) and Teetwal (5032). From Kupwara block 7 villages are selected and while from remaining blocks 4 villages from each block are selected. Villages are selected on the basis of *purposive sampling* with more concentration on economic activity. From each village 18 households are selected *randomly* and finally a total of 846 HHs have been selected from 11 blocks with 90 households from block Kupwara, while remaining 76 HHs from each 10 blocks. From each HH, information has been collected from head of household and married female.

Table 1.12:- Employment of Sampled Household for District Kupwara. (%age)

Block/District	Labour	Business/skill	Farmer	Government Job
Kupwara	34.40	12.10	13.28	40.22
Langet	36.63	11.07	14.12	42.18
Rajwara	52.10	10.37	15.44	22.09
Kralpora	48.08	12.11	19.35	20.46
Sogam	36.14	8.70	10.72	44.44
Wawoora	41.18	8.04	14.40	37.22
Trehgam	37.20	10.64	13.42	38.74
Kalarooch	50.34	4.14	23.38	22.14
Teetwal	38.73	10.50	16.27	34.50
Ramhall	29.14	13.64	20.34	36.88
Tanghdar	22.26	15.10	18.22	44.42
District: Kupwara	38.74	10.60	16.26	34.40

Source: Field Survey

The table under reference shows the quality of employment, which reveals that 38.74 percent of sample population in District Kupwara are working as labourers in unorganized sectors (*like agriculture, mining, wood cutters, animal rearing etc.*), 10.60 percent in engaged in business and skilled work, only 16.26 percent as farmer or cultivator (*cultivate own land*) and 34.40 percent have government jobs.

The highest proportion of labour is found in Rajwara block with the distribution of 52.10 percent, followed by Kalarooch (50.34 percent). The lowest numbers of labour population are found in Tangdar with 22.26 percent. At block level, the higher number of business and skilled

workers were found in block Tangdar followed by Ramhall, the highest number of government job/seekers also found in Sogam and highest number of farmers or cultivators in Kalarooch block. Table illustrates that maximum population are working in the unorganized sector like agricultural labourers, animal rearing, forestry etc. where they are working on subsistence wages and every working hand is engaged with this low work.

The researcher did his field work on Kupwara block deeply by keeping the objectives in mind. Kupwara block has been chosen purposively from the 11 blocks of Kupwara District. There are three reasons for the purposive sampling. First block Kupwara has the highest working population, that is, occupies the rich land use and hub of various economic activities (townscape- for the people come from distant places) and second the researcher is basically the resident of district and well versed with the conditions of the district. Third, highest literacy rate has been recorded in block Kupwara.

However, it was not practically possible for individual researcher to conduct census of whole block. Therefore sampling method was used for present study. Thus various stages of survey were conducted in order to assess the configuration of workforce among population of block Kupwara, therefore two stage surveys were conducted. In the first stage, approximately 9% sample i.e. 3 villages through *purposive sampling* were selected from the whole universe in block Kupwara. Further in order to avoid a bias and to give due courage to whole study area, 2nd stage survey with large size of sample became mandatory. A 14% sample i.e. 6 villages out of 36 villages were selected for 2nd stage survey through *Random Sampling*. The comparative picture emerged from both the surveys.

After selection of sample villages, again survey from 18% HH in each village was conducted through questionnaire to collect correct and complete data in connection with economic activity. During the survey, all relevant information was gathered from 18 percent households.

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 1st stage census method has been done by choosing 9% (4 villages from the whole universe/block). After conducting door to door surveys, it was found that there were 8064 number of workers which accounts 48.44 percent, witnessed 5852 rural and 2212 urban workers and 6642 male and 1422 female workers. The work force was further interpreted into various categories and activities. We also analyzed the data into main workers (3034) and marginal workers (5030) and 2276 primary, 856 secondary and 4932 tertiary sectors. Since the 9% is small and is not able to represent the whole block, therefore the 2nd stage survey for comparison through Sampling has been undertaken, 14% sample has been selected through stratified random sampling from the whole universe/38 village of Kupwara block of district Kupwara, which constitute 6 villages. After this, 18% households in each village have been selected through questionnaire. The information collected from these households 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 the whole universe, what is true of this sample is true of whole population. The results showed not much significant difference as those obtained through census studies. Data collected through primary survey is almost same at UT level based on secondary data.

COMPERISON OF PRIMARY AND SECONDARY DATA

The total workers are divided into two main categories of main workers and marginal workers. According to official data, the total workers of Union Territory stood at 34.47 percent of total population and female workers constitute 19.11 percent of total workforce percentage and male constitutes 48.11 percent. The share of Main workers is 21.08 percent and marginal workers

13.38 percent against 14.23 percent and 12.09 percent at district level. The primary data at block level (based on Primary Survey, 9 % & 14 % sample & 18 % Questionnaire) through door to door survey shows somewhat difference with official data. Accordingly block level data based on primary survey is significant in marginal workers and insignificant in case of main workers contradicts with state. Thus Kupwara is insignificant and asymmetry at state level in main workforce of females.

Table 1.13:- Comparative Analysis between Census and Sampling Figure

		No. (lakhs)	%age	No. (lakhs)	%age	Number (thousands)	%age	Number (thousands)	%age
Total Workers	Persons	43.22	34.47	2.29	26.37	37.38	26.33	24.63	43.36
	Males	31.95	48.11	1.90	40.26	32.73	23.04	16.66	62.05
	Females	11.27	19.11	0.38	9.63	4.65	3.29	7.97	26.60
Main Workers	Persons	26.44	21.08	1.23	14.23	24.46	17.24	8.96	15.77
	Males	23.05	34.72	1.11	23.56	19.62	13.80	5.84	10.28
	Females	3.38	5.73	0.12	3.06	4.84	3.44	3.11	5.48
Marginal Workers	Persons	16.78	13.38	1.05	12.09	12.92	9.09	15.67	27.59
	Males	8.89	13.39	0.79	16.70	8.45	5.88	12.66	22.27
	Females	7.89	13.38	0.26	6.57	4.46	3.21	3.01	5.29
Non-Workers	Persons	82.18	65.53	6.41	73.63	104.65	73.67	32.18	56.64
	Males	34.45	51.89	2.83	59.74	31.91	22.46	7.72	13.60
	Females	47.73	80.89	3.57	90.37	72.74	51.20	24.45	43.03

Sources: - Directorate of Census Operations (J&K), Series II, Part XII-B & Primary Field

It is analyzed (table 1.13 & 1.14) that pattern of data collected through primary survey by sampling method is almost same at district level based on secondary data. The tertiary sector accounts highest proportion of workforce based on primary survey as well as data available on secondary sources.

Table 1.14: - Compare Official Data/Census figure with Primary Survey

Place	Total Workers	Rural	Urban	P Sector	S Sector	T Sector
District Kup	229064	195993	33071	62440 (27.27)	32844 (14.33)	133780 (58.40)
Block Kupw	37389	32382	5007	12486 (33.39)	6224 (16.64)	18679 (49.95)
Primary Survey of Block Kupwara (9 & 14 sample & 15 percent Questionnaire)						
Sample Data	24634	18644	5990	8522 (34.59)	5370 (21.79)	10742 (43.60)

Field Work,

P-Primary, S-Secondary and T-Tertiary

2ND STAGE OF FIELD WORK

EXISTENCE OF NEGATIVE EMPLOYMENT

Besides this, data about their family background, socio-economic, educational, political and occupational status was collected. But due courage was given to educated unemployed and employed youth during survey. Socio-Economic development can be achieved by providing proper atmosphere for academic achievements, vocational training for skill development. The researcher is residing in the conflict zone where safe environment provided by education and employment has been destroyed.

During researcher's survey, observed cases of psychological and social unhealthy behavior of unemployed youth in areas. During door to door survey, relevant information was gathered from households. Conflict has made many young boys and girls' parent-less with the result they were forced to earn to survive. Thus reduce their capabilities in the global market. Again conflict increased the number of orphans in Kashmir and many of such orphans left their schools at primary or middle school level to fetch their family needs. It increased the ratio of child labour of state. It is investigated that thousands of Kashmiri youth suffer from psychological disorders. Thus conflict hampers the socio-psycho development and education system got highly

deteriorated resulting failure of youth in their future. This psycho-economic impact is revealed by field work done by researcher based on primary survey.

Table 1.15 above respondents profile gives outlook of respondents. Analysis of table above showed that; 54.48% of respondents were male and 45.51% of respondents were female. That 12.17% of respondents belong to age group of 14 to 22 years, 43.26% of respondents belong to age group of 23 to 31 years and 44.56% of respondents belong to 32 to 40 years. That 41.34% of respondents were having educational qualification of post graduate level, 44.23% of respondents were having educational qualification of Undergraduate level and 14.42% of respondents were illiterate. That 58.97% of respondents belong to nuclear families and 41.02% of respondents belong to joint families.

RESULTS

Table 1.15: Respondents Profile

Parameter		Frequency	% age	Cumulative
Gender	Male	170	54.48	100
	Female	142	45.51	
Age	14-22	38	12.17	100
	23-31	135	43.26	
	32-40	139	44.56	
Educational Level	Illiterate	45	14.42	100
	U G	138	44.23	
	P G	129	41.34	
Family Type	Nuclear Family	184	58.97	100
	Joint family	128	41.02	
	Total	312	100	

Field Survey

Analysis of below table 1.16 depicted psycho-economic impacts reveals many interesting facts. That 68.5 percent of respondents revealed that they feel difficult to sustain in today’s world due to conflict surrounded them. 55.1 percent of respondents mentioned they face identity crises due to living in conflict zone. 84.0 percent of respondents revealed that conflict has greater negative impact on youth. 79.4 percent of respondents mention that conflict plays major role in youth unemployment. 63.5 percent of respondents revealed that their family has been affected economically due to conflict and 82.6% of respondents revealed that state’s economy has been badly hit by ongoing conflict. 86.5% respondents reveal that psychological problems among youth have grown up since conflict erupted.

Table 1.16:- Psycho-economic Impact

Item	Frequency	%age	Cumulative
Do you feel conflict in Kashmir has made youth’s life difficult to sustain in today’s world?			100
Yes	214	68.5	
No	98	31.4	
Do you feel youth living in conflict zone face identity Crises?			100
Yes	172	55.1	
No	140	44.8	
Do you feel prevailing situation in Kashmir has negative impact on youth?			100
Yes	262	84.0	
No	50	16.0	
Do you think conflict has played major role to increase unemployment?			100
Yes	248	79.4	
No	64	20.5	
Do you feel ongoing turmoil situation hit the education sector?			100

Yes	299	95.8	
No	13	4.2	
Has your family been affected economically due to conflict in Kashmir?			100
Yes	198	63.5	
No	114	36.5	
Do you think state's economy has been badly hit by ongoing conflict?			100
Yes	258	82.6	
No	54	17.3	
<i>Do you feel psychological problems among youth has grown up since conflict erupted?</i>			100
Yes	270	86.5	
No	42	13.4	
Are you agreeing for promotion of industrialization in state?			100
Yes	282	90.4	
No	30	9.6	
Do you find shortage of employment opportunities in government sector in the state?			100
Yes	182	58.83	
No	130	41.66	
Do you prefer government Job?			100
Yes	244	78.2	
No	68	21.7	
Do you prefer private Job if available within or outside the state?			100
Yes	68	32.7	
No	244	67.3	
Do you prefer to engage in government sector on low monthly emolument to avoid into depression during unrest phase?			100
Yes	208	66.6	
No	104	33.3	
Have you applied for a government or private job outside state?			100
Yes	198	63.4	
No	114	36.6	
Have you applied for a loan to start your own enterprise?			100
Yes	86	27.5	
No	226	72.5	
Have any cultivable or agricultural land occupied by Indian Army?			100
Yes	108	34.6	
No	204	65.4	

Field Survey

Table 1.17:- social impact			
Item	Frequency	%age	Cumulativ e
Do you think that conflict has added to the social problem like late marriage?			100
Yes	168	53.84	
No	144	46.15	
Do you feel cultural degradation at present is because of conflict?			100
Yes	184	58.9	
No	128	41.0	
<i>Do you feel conflict in Kashmir has played major role in family breakdown?</i>			100
Yes	254	81.41	
No	58	18.5	
<i>Do you think conflict in Kashmir has raised child labour ratio?</i>			100
Yes	264	84.61	
No	48	15.38	
Have people from your village or area become victim of conflict at any point in			100

their lives?			
Yes	238	76.2	
No	74	23.8	
<i>Do you feel conflict is major responsible player for drug addiction among youth in Kashmir?</i>			100
Yes	220	70.5	
No	92	29.4	

Field source

Analysis of social impact shows 53.84% of respondents feel that conflict has played any role in social problem like late marriage; however 58.9% of respondents mentioned that conflict has increased cultural degradation. 81.41% of respondents mentioned that conflict has played great role in family breakdown. 84.61 % of respondents think that conflict in Kashmir has raised child labour ratio. 76.2% of respondents revealed that people in their village or area have witnessed conflict in their lives. 70.5% of respondents revealed that conflict has increased rate of drug addiction among youth.

CROSS TABULATION 1

Do you think conflict has played major role in increase unemployment in Kashmir?								
Valid		Yes	Percentage	No	Percentage	Total	Chi-square Value	P Value
Gender	Male	132	77.64	38	22.35	170	0.77	0.378
	Female	116	81.69	26	18.30	142		
Total		248		64		312		

The result is not significant at $p < .05$,
if $p < .05$, then value is significant otherwise insignificant

CROSS TABULATION 2

Do you feel psychological problems among youth has grown up since conflict erupted?								
Valid		Yes	Percentage	No	Percentage	Total	Chi-square Value	P Value
Gender	Male	128	84.76	23	15.23	151	0.78	0.374
	Female	142	85.02	19	14.97	167		
Total		270		42		312		

The result is not significant at $p < .05$,

CROSS TABULATION 3

Do you think conflict in Kashmir has played major role in family breakdown?								
Valid		Yes	Percentage	No	Percentage	Total	Chi-square Value	P Value
Gender	Male	112	76.71	34	23.28	146	4.0018	0.045
	Female	142	85.54	24	14.45	166		
Total		254		58		312		

The result is significant at $p < .05$

CROSS TABULATION 4

Do you prefer to engage in any establishment (private/govt.) on low monthly emolument to avoid into depression during militancy phase?								
Valid		Yes	Percentage	No	Percentage	Total	Chi-square Value	P Value
Gender	Male	120	75.0	40	25.0	160	10.2632	.00135
	Female	88	57.89	64	42.10	152		
Total		208		104				

This result is significant at $p < .05$.

CROSS TABULATION 5

Do you think conflict in Kashmir has raised child labour ratio?								
Valid		Yes	Percentage	No	Percentage	Total	Chi-square Value	P Value
Gender	Male	146	83.90	28	16.09	174	0.1512	0.697
	Female	118	85.50	20	14.49	138		
Total		264		48				

The result is not significant at $p < .05$

CROSS TABULATION 6

Have you applied for a loan to start your own enterprise?								
Valid		Yes	Percentage	No	Percentage	Total	Chi-square Value	P Value
Gender	Male	68	29.56	162	70.43	230	1.755	0.1852
	Female	18	21.95	64	78.05	82		
Total		86		226				

The result is not significant at $p < .05$

Analyzing this Cross tabulation 1 show, 81.69% of female respondents mentioned that conflict has played major role in unemployment of youth in Kashmir, whereas 77.64% of male respondents also mentioned the same thing. However 22.35% of male respondents mentioned that conflict has not played any role in unemployment in Kashmir. This was supported with 18.30% of female respondents. Analyzing the Cross tabulation 2 it was revealed that 85.02 percent of female respondents mention that conflict has increased psychological problems among youth; however 84.02 percent of male respondents also have same views.

Analysis of this Cross tabulation 3 reveals that 85.54% of female respondents mentioned conflict in Kashmir has played great role in family breakdown and this view was supported by 76.71% of male respondents. Analysis of Cross tabulation 4 reveals that 85.50% of female respondents says conflict in Kashmir has raised child labour ratio and this view was supported by 83.90% of male respondents.

Analysis of this Cross tabulation 5 reveals that only 29.56 % of male respondents have applied for a loan to start their own enterprise and this view was supported by only 21.95% of female respondents. It is evident that ongoing situation did not allow to take risk in the unavoidable and turmoil circumstances.

This study mentions that conflict has given rise to the unemployment, with the result parents forced their children to join early labor hood. This study also showed the reason for the increase of unemployment among youth. It is found in Kashmir that conflict is responsible for the state's economic damage, which is supported by 82.6 percent of respondents.

Apart from psychological problem conflict brings physical, social, religious, educational etc. problems, the data of this study clearly showed that people feel conflict is directly connected with cultural, social, psychological and physical problems, many respondents revealed that drug addiction as well as late marriages are results of it. The data analysis showed that youth suffer from psychological disorders due to conflict hence it can have a greater impact on their working capabilities and even of their academic capabilities.

Deployment of huge armed personals in the state made civilians vulnerable became disabled psychologically as well as physically. The sayings of Hoover come true about Kashmir, *“Older men declare war. But it is youth that must fight and die. And it is youth who must inherit the tribulation aftermath of war”* (Hoover, 1944). This saying comes true about Kashmir where years ago older men started armed conflict and youth started losing their lives, psychological balance, avenues of employment and many more. Often young people are compelled to enroll themselves into armed conflict through individual hunger and poverty or through family economic strains. The number of youth lost their lives, their beloved ones and many others are languishing in jails,

detention centers and so many of them became psychological and physically disabled. During field work a situation of perversion means false employment (appearance) which is *perverse employment* or what investigator call *negative employment* came into existence. A phenomenon that exists in Kashmir, a conflict region, that government jobs have saturated on the one hand and boys and girls are given good education training in universities and outside the state by their parents, spent lot of money on their children and when they complete education, they find no jobs in private sector and government sector due to full saturation. Families prefer to keep their children busy engaged in some any establishment on low emolument monthly so that they remain busy and this parents avoid their children to get in to depression. Parents give the petrol expenses, for example, Rs. 6000/- per month and monthly emolument they (children) get Rs. 4500/- per month, less than the expenses per month, just to avoid depression for their children. They (children) appear to be employed but their earning per month Rs. 4500-Rs 6000 is minus, thus they are *negatively employed*. In conflict zone of Kashmir parents prefer to keep their children (educated) superficially engaged in private sector enterprise or even the government concern, without wage and work and also bear their daily routine expenses so that their children do not get into depression and avoid them to join anti-national movement. The person/s appear to be employed and socially they are pretended to be employed, but in economic terms they are neither employed nor disguisedly employed because their MP is equal to zero and their wage is either is equal to zero or plus but much lower than the maintenance cost. It is a situation of perversion but the benefit accrues in the form of mental health. Therefore this false employment (appearance) is *perverse employment* or what researcher calls *negative employment*.

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