

Trends And Patterns Of Employment And Development In Jammu District

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Abstract

In this paper the trends and patterns of employment, development and progress in different sectors of economy have been explored. The focus is on the contribution of service sector in absorbing unemployed, and role of political and social institutions to generate income or job among people. The views and opinions have been taken from local MLA and officials of District of Jammu on the shrinking rate of employment in the state of Jammu and Kashmir, particularly in Jammu district and the kind of role they are playing in formulating new policies and programmes of employment generation. The paper also explores various solutions to the problem of labor surplus. For achieving the objectives of the paper both primary and secondary source of data has been used.

Introduction

Jammu District is geographically and demographically better suited for peace and better climatic conditions for living, for getting education and also for getting work for livelihood in all the seasons as compared to the Kashmir region. It is also known as a “city of temples” which provides a phenomenal scope for employment. Most people migrate from Kashmir and Ladakh to Jammu city during winters for living and for other livelihood opportunities. There is need to develop Jammu in terms of infrastructure, transportation, communication ability through information and technological advancement. Bilal, A. Khan said in his article “Unemployment is most powerful devil and one of the hurdles for the state development”. There is no doubt about the fact that educated youth of the state is searching for jobs day and night, which they are searching, they are searching according to their qualification and skill, but ironically it has mismatch and no collaboration. There is need for career counseling from the social and political institutions for youth of the state, because these institutions matter a lot in such a deprived state Jammu and Kashmir (Khan, A. B. 2013).

The need of employment at certain age and after having some qualification is required and it becomes the toughest life period of one's life to get a job. In India the problem of unemployment is stagnant due to various issues such as developing stage, backward in industrialization, lacking skills among youth and others societal norms and issues. The same problem is with the state of Jammu and Kashmir, one of the important states of India. It feels disconnected with rest of the states of India due to various rules, regulations and ordinances and disturbances.

Institutions like political and social which includes family, schools, colleges, society, customs, norms and religions are most important to change the existing patterns of employment and unemployment, which usually do not get considered by the policy makers while framing policies for employment generation. In India the pluralism is very deeply rooted and to change the mind set of people towards religion and region is one of the difficult tasks, exposure to higher education is one tool education, exposure to outer world can do it. An education policy in the past was elitist due to which workforce was not able to get the skill. Lack of technical education in the state J&K, and decent way to get productive employment is difficult (Mundle.S, 2017). Need of hour is to study the past, present trends and patterns of employment in Jammu as there is sizeable and aspirational gap between the policies of employment generation and livelihood opportunities.

Objectives of the Paper:

- Study the trends and patterns of employment and unemployment in Jammu district.
- Study the role of political and social institutions in relation to employment generation in Jammu district

Methodology: In order to explore the trends and patterns of employment and unemployment in Jammu district, both primary and secondary data has been used. Primary data includes discussions, questions and answers with local MLAs of Jammu district and with other officials of administrative unit and institutions of development in the city of Jammu. Secondary data has been collected from Directorate of economics and statistics that includes statistical handbook of district Jammu 2011-12 and 2015-16. The information and data has been collected, analyzed and tabulated by the researcher to find out the scope of pursuing research in employment and unemployment in Jammu district.

Questionnaire that has been asked and discussed with the selected interviewees are as follows.

- Why is there disappointment regarding employment among the youth of Jammu district?
- Do you think if Jammu could separation from Kashmir bring prosperity in the Jammu district, and progress would be faster? If yes how and if not why?
- What is the status of self-employment generation plan of Prime Minister? How it is being Implemented at the ground level so that poorest of the poor can avail the benefits of schemes?
- What are the reasons for lack of initiative in the state government towards the investment into the lives of young youth?
- What are the reasons for shrinking employment rate in the district?
- What are the emerging areas, which can generate employment among unemployed or job seekers?
- How far is the political instability a reason behind the ensuing employment crisis in the state? If these differences would solve then is there any chances that employment generation can occur.
- As an official of Jammu district, what is your strategies or plan to generate employment and to boost economic growth of the state?
- What are the various livelihood opportunities in the district Jammu?
- As an elected representative of the state Jammu and Kashmir and District Jammu, what is your vision, mission and goal towards state development especially Jammu area development which is deprived and underdeveloped since terrorism in the state.
- What is the biggest challenge towards the development and progress of the state (Social, Economic and Political)?

Results and Discussion: The discussion about the trends and patterns of employment or working force in different sectors of economy with the help of primary data collected from office of District Collector. The census data from the period 1971 to 2011 is discussed in the table below:

Table 1:1: Working Force in Jammu District in different categories of economy and employment (Census data, Gov. of India.)

S.No.	Category	Census1971		Census1981		Census2001		Census2011	
		Number	%Age	Number	% Age	Number	% Age	Number	%Age
1.	Cultivator	8690	8.64	105684	42.03	113922	25.00	47745	11.64
2.	Agriculture labor	9567	9.51	13738	5.46	24724	5.43	16414	4.01
3.	Livestock hunting forestry	2600	2.58	5983	2.38	NA	NA	NA	NA
4.	Mining and quarrying	558	0.55	443	0.18	NA	NA	NA	NA
5.	Manufacturing and processing other than household section	8575	8.52	19047	7.57	NA	NA	NA	NA
6.	House hold industry	5392	5.36	3884	1.57	6423	1.41	6597	1.61
7.	Construction	7125	7.08	11864	4.72	NA	NA	NA	NA
8.	Trade and commerce	14936	14.85	24306	9.67	NA	NA	NA	NA
9.	Communication and transportation	12115	12.04	17186	6.83	NA	NA	NA	NA
10.	Others	31044	30.87	49338	19.62	310616	68.16	339588	82.76
	Total	100601	100	251473	100	455685	100	410344	100

Source: Census Department Statistical Handbook District Jammu 2011-12 and 2015-16, Directorate of economics and statistics Govt. of Jammu and Kashmir.

From the above table 1:1 the trends of workforce in Jammu district in the 1980s and 2011 was in agricultural employed the maximum people, other sectors like manufacturing, industry, construction work, Trade and commerce had decreasing trends of worker participation, which means labor who possess the skill of construction and manufacture have less scope in the Jammu, during the time of slump in jobs, these people try to find out the work in other sector, the other sector skill and knowledge they don't possess but they try hard to get the work for survival. The other sector in the table 1:1 has good absorption of workforce, which includes service sector. The idea that employment rate in service sector has increased from 90s onwards with the coming up of new economic policy is not true. According to data from Jammu district, the 90s census was not done in the state due to the reason of unrest and violence in the state, but one can assume that at that period people were not searching jobs, but they were searching shelter to live peacefully and safely. As Atul Kohli said in his article "that new industrial economy policy of India was not helpful in creation of jobs in all the states of India, which is true in the sense that most of the states were deprived from new industrial economy policy implementation. It could be true that new industrial economic policy has strengthened the service sector in few states but jobs remains in the same proportion from the very beginning, if one argues that service sector has increasing trends of unemployed absorption after 90s, then why still unemployment rate is not decreasing can be an argument, still people are without work and seeking jobs" (Atul Kohli, 2006). If we see overall trends of employment in Jammu district are increasing in nature, but the increased number are very less and very slow and this is due to institutional failure in the state Jammu and Kashmir. Jammu district has no other source of livelihood except service, daily wages work, agriculture and few industrial works.

March and Olsen talked about the Concept "Logic of appropriateness" which means every individual has different preference and need of doing work in particular period of time and situation. He defined that what is required by particular individual in a particular period of time is decided and framed by the political and social institutions, state should take care during making policies for the development of the people in such a conflicting zone area.

The people of the state is already divided regions wise, religious wise, a huge communication gap between people from three different regions Jammu, Kashmir and Ladakh is already there, only state institutions legislature and executive can fill this gap by dialogue also need to make a different policy for each region according to individual situation of the different region, appropriation and equal distribution is the need of hour in the state, which is lacking since independence which is one of the cause that why people from Jammu , Kashmir and Ladakh have different opinions related to status of the state why Kashmir people raise slogan of independence, and other two region Jammu and Ladakh remains silent and keep calm with the current scenario. When there are such kind of issues then who will think about the development of the state and its people and employment generation, as these are not in the agenda of the state institutions to generate employment among young and give them platform to represent themselves socially and financially. We can notice from the table 1:1 that most of the data is missing; from the table 3:1 we can analyze the functioning process and procedure of social and economic institutions in Jammu district. As they have not maintained the record of trends of workforce or employed people in different categories of economy, then it could not be possible for the policy makers to make policies according to local and district level individual needs, because exact numbers are missing from the data collected.

Table 1:2: Number of people registered themselves as jobseekers or unemployed in the institution of Employment exchange In Jammu district from the period 1997 to 2015.

Year	Number of Employment Exchange	Number of Registration	Number of Placements effected
1997	1	9990	35
1998	1	5898	42
1999	1	9617	
2000	1	7775	85
2001	1	8495	1
2002	1	5779	8
2003	1	11377	22
2004	1	11236	-

2005	1	29086	-
2006	1	27822	-
2007	1	29535	-
2008	1	22540	-
2009	1	56017	-
2010	1	7731	-
2011	1	4715	-
2012	1	25444	-
2013	1	26400	-
2014	1	26111	-
2015	1	12354	-

Source: Deputy Director Employment, Jammu Census Department Statistical Handbook District Jammu 2011-12 and 2015-16, Directorate of economics and statistics Govt. of Jammu and Kashmir.

From the above table 1:2 it is very clear that District Jammu which is hub for all people of vicinity have only one employment exchange cell from 1997 to 2018 where people registered themselves as unemployed, seeking job, or seeking better jobs. The unemployment data from the period 1997 to 2002 had same trends and patterns the registered candidates were of the same numbers very few increase and decrease has been seen, but the trends of registering themselves as unemployed has been increased from the period 2003 to 2009 this period has increasing registration of people as unemployed which show us the failure of economic policies in the state. The number came down in the period 2010-11¹ on the live registered of candidate as unemployed but again in the period of 2012 to 2014² the registered candidate as unemployed has been increased which came down in the year 2015³. It shows that trends and

¹Table 1.2 The number of people registered themselves as unemployed in the year 2011 was 4715 and in the year 2010 was 7331, data collected from the institution of employment exchange in Jammu district.

² Table 1.2 The number of people registered themselves as unemployed has increased in the year 2012 into 25444, data collected from the institution of employment exchange in Jammu district

³ Table 1.2 The number of unemployed people registered has reduced a little in the year 2015 which is 12354, data collected from the institution of employment exchange in Jammu district.

patterns of the unemployment in the state has been fluctuating there is no stagnant unemployed numbers which shows that policies of employment generations are not working properly in the Jammu District. Policies failure and slow delivery of services is one of the causes of unemployment in the state, as we see from above table 3:2 the institutions are unable to place the unemployed candidate. Effected placement is not there in political and public institutions.

Table 1:3: Number. of Job seekers on live register of employment exchange with qualification.

S.No.	Qualification	2008	2009	2010	2011	2012	2013	2014	2015	2016
1.	Illiterate	784	241	225	186	156	75	0	68	45
2.	Below matric	4787	3420	3894	3856	3849	1447	1552	1488	1123
3.	Matric and above	9767	8001	30727	32102	32671	9791	10232	10184	9272
4.	Graduate	4748	3692	9330	9505	9687	6317	6508	6383	5667
5.	Post Graduate	2749	2051	2782	2549	2710	1719	1772	1853	1610
6.	Medicine	-	32	288	246	174	44	44	44	0
7.	Degree Engineering	1440	982	2391	2396	2419	1487	1574	1572	1298
8.	Diploma Engineering	2935	1664	4544	4410	4259	3035	3034	3024	2527
9.	ITI Trained	2165	1733	1407	1262	1355	1125	1173	1109	1001
10.	Skilled other than ITI	44	664	300	324	299	309	317	270	542
11.	Draftsman	115	63	129	109	88	95	110	116	0
12.	Total	29534	22543	56017	56945	57667	25444	26316	26111	23085

Source: Dy. Director Employment, Jammu

The above table 1:3shows that students from technical and engineering are more unemployed in the Jammu district. As there is no scope of technical and engineering in the state because as such no multinationals companies and privatizations of economies is developed in the state that's why most of the people who registered themselves as unemployed on the live register have qualification

business studies, technical, and engineering. Graduate people are also have increasing trend of unemployment, after having graduation degree. Due to lack of counselling from government and family, scarcity of higher education, students usually don't prefer to go to cities for acquiring higher education due to financial crises and misguidance by the society and relatives. There is a lot of competition in higher education, getting seat in government institutions is very tough due to which candidate drop out from their studies and after few years they consider themselves unemployed. The Medical sector has less registered candidate as unemployed the trends in medicine is in decreasing order which means health sector has the power to absorb the unemployed candidate if they have possessed skill, degree or diploma of medicine department.

The trends and Patterns of employment and unemployment in Jammu district are very interesting in the sense that students who attain or diploma in medicine usually gets employed in a particular time period. The students who do engineering degree or diploma rarely gets a job and most of the time remain job seeker, state has no scope to absorb engineering candidates. The Patterns of unemployment in Jammu district is mostly restricted. The Metric passed students and engineering it's because the institutions of manual work, construction work, big projects work, trade and commerce is lacking in the state.

Role of Political and social institutions in making choices among youth to work according to the situation and demand.

The increasing or decreasing trends of employment or unemployment is also affected by other factors in the state like political factors, social factors. Which includes Customs traditions, Religion, Region, family pressure which do matters for development of the people and the state and also generation of employment. The discussions and interviews with member of legislatures and officials of Jammu district made us clear that how the people are deprived due to social issues like caste and religion and lack of self-motivation.

In an interview and discussion with speaker of legislative Assembly and Deputy chief Minister Kavinder Gupta, he revealed that the problem of decreasing or stagnant rate of employment in the state is due to many reasons which all must aware but the fact which come out is that firstly state needs to maintain fraternity (brotherhood) to achieve the employment rate and to develop a state. He did not believe in separation of state from India or with in Jammu and Kashmir, that is not the solution of problem, there is no doubt that there is difference's in the state but we need to maintain fraternity, secularism and democracy in the

state and among people so that problem would be resolve. He also talked about the migration issue. During 1947,1965,1971,1990 periods (independence time, wartimes, conflict and emergency) in Jammu District which is also one of the causes of decreasing trends and patterns of employment among people These all migration was uncertain, uncertainty in migration pattern is one of the feature of the state which results into the failure or slow processing of various welfare policies in the state and Jammu region. The tourism sector was lacking as most of the tourist attract towards Kashmir beauty there is need to develop tourism in Jammu division as well.

Hitherto discrimination faced by the state at the hands of past political institutions and parties due to which underdevelopment of the Jammu region had happened, delay and stoppage of work due climatic uncertainty and other issues of the state are hurdle to complete various dreams projects. In the current regime various projects of development has been initiated by the government which will show us a new picture of Jammu in near future. Red-Tapism in decision making process is very slow in the state due to different ideas and opinions of political leaders and parties. Lack of orientation and guidance by social institutions like family and friends are also unable to decide the career or future of children, misguidance results into spoiling of future. He is having the opinion and experience that mindset of the youth and families is not appreciative in context to self-employed jobs; girls of the family will do happily marry of a girl with a boy in 4th class employed of government but they don't prefer to do marry with business man or with private job holders due to insecurity. This trend in the society also resulted into a competition about government jobs among males in the state, due to which people prefer government jobs of any kind otherwise prefer to remain silent or unemployed. These kind of attitudinal behaviours' towards Jobs is very narrow minded they don't think beyond governments jobs. The one more important point he raised that there is need of stable government in the state for its development.

Dr.Gagan Bagat, Member of a legislative assembly Jammu and Kashmir discussed and talked about the unemployment and development scenario of the state. He revealed that the main factor which is unawareness among people of the Jammu region. Lack of self-entrepreneurship knowledge, is resulting in lack of self-employment among youth in the state to start work which is self-initiated. The various factors like family pressure not to take loan, lack of skill and experience, negative approach and thinking towards private business, tag from the society that particular male or female have no government job at the age of marriage

who will marry him or her, other social norms and traditions, family heritage work, are some issues which matters a lot does not allow people of the Jammu to start their business. People need to come out from all these myths and misbeliefs and should be self-motivated to secure the future and to live decent life without the fear of society and relatives' comments. He revealed that youth of Jammu feels shy and ashamed for doing vendor, selling, construction and manufacture work as result of this these kind of small work is being done by the outsiders (like people from Bihar, MP UP etc.) .

The inclination to participate in the government exams such as union public service commission and state public service commission which is also lagging behind among the students in the Jammu region as compare to Kashmir region. According to him there is no difference between the people of Jammu and Kashmir expect people from Kashmir region are more hardworking than Jammu region. Lack of skills among the youth of Jammu like repairing of fans, air conditioners, plumber, electricians which are needed and have good scope of earning but as such no teaching of these small skills is available in the education system. A reform in the education system is the need of the hour. At an individual level, he has started computer education centre in his area to motivate the young people to participate in higher competitive level exams as there is a dire need for the state to compete at national level and emerge out of instability and conflict. Policies should be made according to needs of the people. There is need for proper planning for proper investment of the funds received from the centre. According to him, Separation is not the solution of any problem. instead of talking about separatism, we should talk about how to live together peacefully. There is a need to deliberate and discuss the things in an amicable manner.

Devender Singh Rana, member of legislative assembly Jammu district, was of the view that people of the state have become oblivious to the basic sources of employment generation like agriculture, cultivation, art and craft, horticulture etc. The wide demand for government jobs is ruining the state human capital, as a result of which, the human resource in the state continue to lack positive direction towards better opportunities. There is a need to think globally and beyond the small prism. Promotion of state's valuable art and craft, horticulture, and tourism needs to be promoted under the brand name of Jammu and Kashmir

The discussion and interview with officials and administrators of Jammu District clearly indicated the lethargy in the recruitment process as the root cause of unemployment. Increasing corruption at the lower level is another major issue in the state. They are of the

opinion that government is doing better but lot of things to be done. The maintenance of peace in all part of the state is necessary for its development. The challenges in Jammu and Kashmir is double pronged: employment and unemployability. Both the challenges need to be addressed simultaneously to ensure comprehensive developmental and equitable economy. The issue of unemployability can be tackled through giving adequate skill set to the people. Lack of initiative in this regards is a major hurdle. Political stability in the state is vital to ensure development and welfare of the people.

Conclusion: The trends and patterns of employment in the state are not appropriate, the trends are neither traditional nor modernized and patterns of employment in the 1971 census were service oriented and agriculture oriented, but the patterns changed with time and agriculture sector has not much grown, and the dependency of people for service sector has been seen, observed and explored due to societal norms and pressure.

Dependency of people upon the government jobs has been explored, this can help the policymakers to frame policies according to dependency and requirement of people. The state has shifted directly towards service sector without developing agriculture and industrial sector of the economy in the state and Jammu district.

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