

Occupational Structure of Kashmir: A Case Study of Block Kupwara

Dr. BILAL AHMAD KHAN (Kupwara)
School of Economics
University of Indore
India

Abstract:

A very high proportion of working population is engaged in agriculture. In Jammu and Kashmir about seventy five percent of the population derives its livelihood directly and indirectly from the agricultural sector. It is evident that the proportion of population engaging agriculture in developed economies is much less than the proportion of population engaged in agriculture in under developed economies like Jammu and Kashmir economy. In J&K State where present occupational structure clearly reflects the backwardness in Jammu and Kashmir economy. We also examined that occupational distribution of employment has changed last from five decades and employment structure in the state demonstrates skewed distribution biased towards tertiary sectors. The main objective of this study is to identify the employment pattern of different sectors and to examine the growth rate of working population of state.

Key words: Kashmir, occupational structure, Block Kupwara

Introduction

The basic characteristics of Jammu and Kashmir economies are that it is a primary producing economy. A very high proportion of working population is engaged in agriculture. In Jammu and

Kashmir economy in 2005-2006 about 75 percent of the population derives its livelihood directly and indirectly from the agricultural sector. It is evident that the proportion of population engaging agriculture in developed economies is much less than the proportion of population engaged in agriculture in under developed economies like Jammu and Kashmir economy. In J&K State where present occupational structure clearly reflects the backwardness in Jammu and Kashmir economy. We also examined that occupational distribution of employment has changed last from five decades. As considering the three main sectors, primary sector, secondary sector and tertiary sector, primary sector maintains the dominance for employment. According to Census 1961 the total labor force employed in primary sector was 75.8 percent which gradually decreased to 45.3 percent in 2011 census. Considering the secondary sector, less amount of forces were employed, reflects lack of small scale and heavy manufacturing industries in Jammu and Kashmir. However there was a terrific rise in percentage of labor force employed in service sector from 1961 to 2011. In 1961, the labor force employed in tertiary sector was 12.35 percent which rises to 49.2 percent in 2011 which means that there was sharp increased in employment in this sector. This study work shows that the work participation rate fluctuated from 1961 to 2011. In 1961 census the total work force growth rate was 42.7 percent, which declined to 29.75 percent in 1971. Then increased to 44.3 percent in 1981 then again decreased to 36.6 percent in 2001 and again increased to 55.47 percent which shows erratic trend. Occupational pattern of the state has shifted from agricultural sector to non-agricultural sector that shows us the good path of development on the one hand and agricultural backwardness on the other. For the sustainable development of the state it is necessary that agricultural sector of the economy should be developed which can give support to both manufacturing as well as service sector of an economy.

Review of Related Literature

In this chapter, an attempt has been made to review the related and earlier literature on Occupational pattern in Kashmir. The chapter has been divided into three sections: Section 1 deals with the review of the studies conducted at international level. In section 2, the studies undertaken in India at national level has been reviewed & section 3 takes care of studies and literature at state level means Jammu and Kashmir.

Section 1: International Review

The following work conducted at international level related with topic is given below:-

1. Tella, R. D and MacCuulloch, R. (2002) conducted a study and presented a simple model where workers desire for insure against unemployment risk. Authors then conducted first empirical analyses of the determinants of parameters of the benefit system while using data for developed countries for 1971-89 year. The study found that the level of benefits falls when the unemployment rate is high which is consistent with Wright's tax effect.
2. Fermandes, R. and Felicio, F. (2005), used panel data obtained while studying a short recall period in order to evaluate the "added worker effect" (AWE) i.e. temporary participation of wives in labor force whose husbands have become unemployed in the six major Brazilian metropolitan areas. The results showed a positive AWE that is much more substantial than those found for the U.S economy. The finding of an important AWE for Brazil suggests that liquidity constraints may prevent Brazilian households from smoothing income and consumption in periods when the male head of family is unemployed.

3. Rozadq, M.G. and Menendez, A. (2006) analyzed the trends in income inequality and poverty among Argentina households during the nineties. By using a micro simulation approach, the authors assessed the effect of changes in labor force participation, unemployment, educational levels and returns to individual characteristics on income inequality and poverty. The study found that changes in labor force participation are associated with a reduction in the poverty rate.
4. Eliason, M. and Storrie, D. (2006) observed that recently improved Swedish register data have made it possible to remedy many weakness of previous research on displaced workers. Using linked data, the authors identify all displaced workers in 1987, due to an establishment closure. Study found displaced workers suffer both earnings losses and worsened labor-market position not only during a transitory period of adjustments but also in long run.
5. Greversen, B. K. and Ours, J. (2008) investigated how a mandatory activation program me in Denmark affects the job finding rate of workers. The analysis showed that job finding rate in the treatment group is 30% higher than the control group which is mainly driven by the intensive contacts between the unemployed and the public employment service.

Section 2: National Level

In this section, an attempt has been made to review various employment patterns.

1. Gill (1966) conducted empirical study of surplus labor in Punjab agriculture. He assumed full employment norms of 315 days per worker per year

- and concluded that 28% of labor force in Punjab agriculture is surplus.
2. Bhalla (1970) has also occasionally argued that only a small proportion of tertiary employment in the less developed countries is a function of income elasticity of demand for services and a large majority of it is believed to be a manifestation of excess supply of labor relative to demand.
 3. Fallon (1983), investigated why job seekers tend to experience longer search. The empirical analysis based on a survey of Delhi job seekers indicates that while the duration of search is mainly determined by educational level.
 4. Singh L.B. (1994) has undertaken a study with sole objective of finding out the extent of the problem of adjustment confronted by the educated unemployed young men as against the educated employed young men in different spheres of life.
 5. Bhattacharya (1997) has conducted the empirical study on changing composition of employment in tertiary sector.
 6. Ghose, A. K. (1999) has observed that growth performance of the Indian economy has failed to improve employment conditions in the country. The study revealed that if this practice continues, the country will soon be confronted with a number of socio-economic problems.
 7. Saika (2000) conducted a primary survey in 1994-95 in three villages of Jorhat District, Assam; Chakial, Baruagaon and Sensoach and examined the role of women in crop production and allied activities in rural Assam. The main findings of the study are that working participation rate was 42% for females and 47% for males.

8. Sundaram (2001) examined the changes in the size and structure of workforce, labor productivity, and wage earnings per worker and per head of population in rural and urban areas. The finding of the study shows a slow growth of work force relative to that of population and reduction in the share and size of the workforce in agriculture.

Section 3: State Level

Thus enough work has been done on employment pattern at international or national level. However, no study work was done on this topic but small attempt has been made in the form of articles which are published and unpublished regarding employment pattern and generation in Jammu and Kashmir.

Hypothesis

In order to investigate the proposed problem, following hypothesis has been tested in the course of investigation:

1. H_0 : There will be positive and significant relationship between population growth and work force growth
2. H_0 : The employment structure in the state demonstrates skewed distribution biased towards tertiary sectors.

Objectives

The problem is proposed to be investigated with following objectives:

- To identify the employment pattern of different sectors.
- To examine the growth rate of labor force related with growth rate of population.
- To examine the growth rate of working population of state.

Methodology

Source of data

The study work is based on both primary and secondary data. Small portion of the present study is based on data collected from primary survey. For collecting primary data in the area, sample was selected for information regarded to study work. However more study will be based on secondary data.

Statistical Tools and Techniques

Appropriate statistical techniques will be applied as follows

1. Percentage: Percentage is obtained by the working population of area by the total number of population of area i.e.

$$\frac{\text{No. of working population of area} \times 100}{\text{Total population of area}}$$

2. Growth Rate: In order to find out the change of working force from one period to another in the state, we find out the growth rate by this formula

$$PR = \frac{V_{\text{PRESENT}} - V_{\text{PAST}}}{V_{\text{PAST}}}$$

Where, PR= Percent Rate

V_{Present} = Present Value, V_{Past} = Past Value

3. Pearson's Coefficient of Correlation: To analyze the degree or extent between two variables i. e; workforce and population of study area. Pearson's correlation coefficient is used by adopting the following formula:

$$R = \frac{\sum XY - n \bar{x} \bar{y}}{\sqrt{\sum X^2 - n \bar{X}^2} \sqrt{\sum y^2 - n \bar{Y}^2}}$$

4. Time Series Graph: The time series graph is used to find out the trend of employment curve of different sectors from different periods.

Discussion and Findings

It is observed from last five decades that growth of population has its impact on the occupational patterns. Among the different demographic aspects, occupational pattern of a country play an important role in analyzing the population. Occupational distribution of a country's population provides the information regarding the radiance of occupation and main source of livelihood. It also indicates the main source of production of GNP. A high percentage of population engaged in the agriculture sector shows that subsistence sector is the main sector of economy which provides major proportion of gross national output. Besides it throws light on the extent of labor force and population engaged in different sectors of economy. It has got practical importance too while framing the economic policy of the country with a view to provide gain full employment, the framers of policy have to bear in mind the occupational pattern of population. In developing countries like India where economic policies have been adopted to achieve the objectives of optimum utilization of resources, occupational pattern is an integral part of the policy or economic planning. A country's population is both a means to and an end of economic development. For the success of comprehensive economic planning examination of different facts of occupational distribution of population becomes a pre-condition. Broadly various occupations can be divided into three categories i.e. Primary, secondary and tertiary. Agriculture, forestry, fishing, animal husbandry, poultry, farming, mining, quarrying are considered to be primary occupations. These occupations are primary connected with land and nature. These are primary because the products of these occupations are essential or vital for human existence. Secondary sector covers large and small scale industries, manufacturing units and construction. Their finished products are based on raw material produced in primary sector. The secondary sector is invariable in 3rd world

countries and absorbs only a small section of labor force. Trade transport, communication and banking and insurance etc. are included in the tertiary sector. Kuznet and Colin Clark prefer to call them service industries. Generally productivity in tertiary sector is very high. Hence transfer of population primary industries to secondary and eventually to tertiary activities is considered a reliable index of economic progress.

Colin Clark in his book "Conditions of Economic Progress" argues that there is a close relationship between developments of an economy on the one hand and occupational Structure on the other and economic progress is generally associated with certain distinct necessary and predicable changes in occupational structure. Fisher also reached the same conclusion, we may prefer in every progressive economy there has been a steady shift of employment and investment from primary activities of all kinds and to a still greater extent into tertiary production. In our country namely India, occupational distribution of population steadily changes in favor of the industrial sector and services. This happens as the result of decline in importance of agriculture sector and transfer to other sectors.

Working Population of Jammu and Kashmir

The number of working persons constitutes the working population of the country. It depends upon many factors such as age composition, sex composition, life expectancy, definition of worker's attitude towards work, availability of work etc; hence these factors are different in different regions of a same country and over time. The proportion of population engaged in economic activity is called work participate rate.

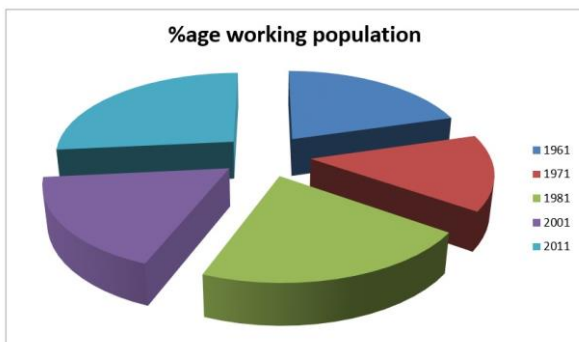
Table: Working Growth Rates of J & K

| Year | Total population | Total workers | %age working population |
|------|------------------|---------------|-------------------------|
| 1961 | 3560975 | 1523621 | 42.7 |
| 1971 | 4616632 | 1373901 | 29.75 |
| 1981 | 5987389 | 2650044 | 44.3 |
| 2001 | 10069917 | 3688875 | 36.6 |
| 2011 | 12548926 | 6961637 | 55.47 |

Source: Compiled Form Census of India.

The number of working persons constitutes the working population of the country. The working population of Jammu and Kashmir was analyzed from 1961 to 2011. It was found that the correlation between population and work force is positive. The correlation between population and work force was 0.94, which is significant at 0.01 percent level of significance and positive. It reflects that there is a positive and significant relationship between population and workforce. Therefore that the hypothesis *“there will be positive and significant relationship between population and work force”* is not rejected. However, this 1.4 table shows that the work force fluctuated from 1961 to 2011. In 1961 census the total growth rate was 42.7%, which declined to 29.75 in 1971 i.e. by 12.95 percent. Then increased to 44.3% in 1981 then again decreased to 36.6% in 2001 and again increased to 55.47% in 2011 i.e. by 18.87 percent from 2001. In 1981 census the total workers of the state was 2650044 which gone up to 3688875 in 2001 census, an addition of 1038831 but increase of 39.2% against the increase in population of 68.2% which is alarming disproportion. However from 2001 to 2011, there was significant increase in total workforce i.e. 18.87 percent.

FIGURE



Decadal 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. The sectoral occupation of different sectors is given below in table.

Table: Sectoral Occupational Structure (percentage)

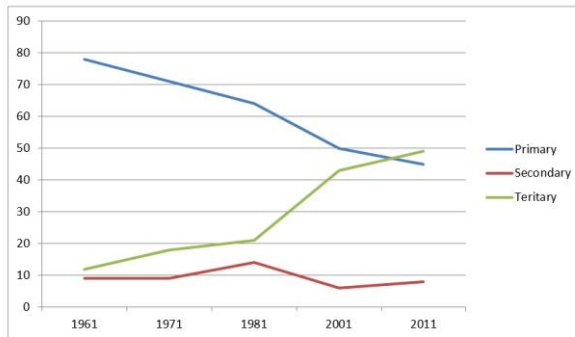
| Occupation | 1961 | 1971 | 1981 | 2001 | 2011 |
|------------|-------|-------|-------|------|-------|
| Primary | 78.6 | 71.55 | 64.04 | 50.1 | 45.1% |
| Secondary | 9.03 | 8.94 | 14.07 | 6.2 | 8.4% |
| Tertiary | 12.35 | 18.10 | 21.45 | 43.7 | 49.2% |

Source: Compiled Census of India.

According to census 1961 the total labor force employed in primary sector was 75.8 percent which gradually decreased up to now shown in table 2.7. In 1971 the total percentage of labor force employed in primary sector was 71.55 percent, but in 1981 and 2001, there is decline of 64.04 percent and 50.1 percent respectively. It further decreased to 45.1 percent in 2011. It was due to advance of technology that absorbs less amount of labor force in agriculture fields and migration of labor force to urban areas. Secondary sector indicates a little erratic change. In 1961 9.03 percent of labor force was employed in this sector. In

1971, 1981, 2001 and 2011, 8.94 percent, 14.04 percent, 6.2 percent and 8.0 percent were employed in this sector. It means that there was fluctuation i.e. up and down at low level. The basic cause of less amount of labor employed in this sector reflects lack of small scale and heavy manufacturing industries, poor road and rail connectivity, heavy snowfall during winter which disconnects all routes and relations and tribal and hilly regions and rough terrain. Lack of infrastructure has been a constant hurdle in the industrial development of the State. Due to closed economy, Jammu and Kashmir State has not been able to invite Foreign Direct Investment (FDI) and develop industrial sector and other causes especially political instability. Thus industrial structure is in shambles thereby failing to absorb a big chunk of educated youth of State. 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 percent which increased to 18.10 percent in 1971, 21.45 percent in 1981. In 2001 percentage contribution become double from 1981. In 2001, the total labor force employed in tertiary sector was 43.7 percent further which rises to 49.0 percent in 2011. The main cause of contribution of tertiary sector was by tourism sector, communication and hotels and restaurants. The trend curve of primary sector is decreasing continuously and curve of service sector is progressively increasing from last five decades. This is a welcome development as it reflects improvement in tertiary sector. Thus our hypothesis is accepted from this analysis which states that “Employment is skewed towards Tertiary sector”.

Figure



Primary Survey of District Kupwara in view of Employment Pattern

Keeping the above facts in view, an attempt is made to examine the magnitude of employment pattern in block Kupwara of district Kupwara. Initially a part of Baramulla district in July 1979 it was carved out as a separate district. The geographical area of district is 2379 sq. kms. The district is flanked in the east and south by Baramulla district and in the west and north by Actual Line of Control (ALC) separating it from Muzafarabad district presently under the illegal occupation of Pakistan. It is located about 90 Kms from Srinagar in the north-west corner of Kashmir Valley. Kishanganga is the main river, originating from Himalayan range that flows through the outer north-west areas of district from east to west. It passes through Keran-Teetwal and finally joins Jhelum River at Domel in Muzafarabad district of Pakistan.

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 Karalpura 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 being engaged in economic activity 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 collect 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 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 and hypothesis 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 and finally 15 percent was selected through questionnaire.

Table: 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 |
| Agriculture and Forestry | 783 | 547 |
| Manufacturing | 22 | 78 |
| Electricity, gas and water supply | 64 | 98 |
| Construction | 87 | 68 |
| Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods | 83 | 95 |
| Hotels and restaurants | 13 | 58 |
| Education Service | 68 | 67 |
| Transport , storage and communications | 76 | 88 |
| Financial intermediation | 18 | 38 |
| Health Service | 27 | 61 |
| Real estate, renting and business activities | 165 | 206 |
| Public administration and defence; compulsory social security | 679 | 405 |
| Other services | 46 | 94 |
| Total working Population | 2131 | 1793 |

Source: Field Study

Working population of Villages:

$$\frac{\text{Total working population}}{\text{Total population}} \times 100$$

Halmat pora : $2131/5226 = 40.77$, Sulkoot: $1793/4600 = 38.97$

Table: 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% | 8.11% | 49.30% | --- |
| Solkoot | 400 | 4600 | 2823 | 1777 | 30.93% | 13.51% | 54.80% | ---- |
| Total | 1036 | 9826 | 5318 | 4508 | 34.63% | 11.52% | 52.05% | ---- |

Table: Results obtained from Sampling Method (10% Sampling) of five villages out of 34 villages of block Kupwara.

| Place | HH | Total Pop | 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% | |

Source: Field Study

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 1st 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; 34.63% in primary sectors and tertiary sectors 52.05%. 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 2nd 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. It was observed in total that 45.58% are employed on primary sectors and 47.14% in tertiary sectors.

The village Manigah is the leading one in case of primary sector and constituted 67.32% and Teker is top i.e. 74.32% employed in tertiary sector followed by Bohipora due to their market expansion. 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.

From the above chapter by analyses we observe that there are some diversifying trends in the occupational pattern of Jammu and Kashmir. Occupational pattern of the state has shifted from agricultural sector to non-agricultural sector that shows us the good path of development on the one hand and agricultural backwardness on the other. For the sustainable development of the state it is necessary that agricultural sector of the economy should be developed which can give support to both manufacturing as well as service sector of an economy.

Conclusion

By way of conclusion we can say that one of the basic characteristics of under developed economies is that it is a primary producing economy. A very high proportion of working population is engaged in agriculture which contributes a very large share in the national income. In Jammu and Kashmir economy about 75 percent of the population derives its livelihood directly and indirectly from the agricultural sector. It is evident that the proportion of population engaging agriculture in developed economies is much more less than the proportion of population engaged in agriculture in under developed economies like ours Jammu and Kashmir economy.

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