Research Paper

Spatial Pattern of Workforce of Scheduletribe Population in Jammu Province (J&k)

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ABSTRACT: *The spatial patterns of workface constitute the most important economic aspect of any social group. In this research paper, the main objective is to assess the patterns of workforce of the one of the marginalised community that is schedule population in the form of mainand marginal workers. This is a census-based study based on district census handbook 2011 where district constitute a unit of study. In this study, we used the statistical tools of correlation and regressionto find the interrelation between literacy and workforce as well as to predict the workforce based on literacy respectively. The data has been presented in tabular form , the spatial pattern of workforce among schedule tribe population, it is found that district that represent the high main working population are Kathua, Samba, Jammu and Udhampur that are located in the south and south-western part of Jammu province with high urbanization and industrialisation .The deprived districts in terms of main working population are located in north and north-western part of Jammu province which are highly uneven and have rough topography as well as industrial backwardness.*
KEYWORDS: *Workforce, Spatial Pattern, Literacy, Schedule Tribe, Jammu Province*

I.   INTRODUCTION

Work participation is well thought-out as a vital health outcome and on the individual level; it contributes to health and welfare while on the societal level demographic pressure due to ageing and shrinking populations make a broad participation more and more imperative (Holwerda, Van Der Klink, Groothoff, & Brouwer, 2012). In India, nearly 95 per cent of the rural workforce is engaged in unorganised activities whereas barely 5 per cent of rural workers are found in formal economic activities. On the other hand, roughly, two-thirds of the labourers in urban areas constituting around 76 per cent of the total are engaged in the unorganised sector and the rest one-third of them are engaged in the organised segment (Sakthivel & Joddar, 2006). The study of workforce and occupational organization occupies an important place in the field of population geography. The development whether it is social or economic of any region depends on the number of persons who are economically active and the excellence and reliability of their work and the share of economically active population in various occupations highlights that economic profile of various social groups of society in a region. This workforce or occupation structure in a region depends upon number of factors resource base, agricultural development, industrialization etc. The occupation and economic development are closely related to each other as the occupation depends upon the degree of economic development and sophistication of a country.

As far as diversity in workforce is concerned, the gap between the representation of scheduled caste population that is target population and other castes is so wide that only a state policy can remedy it (Rao, 2002). The intensity of caste-based discriminatory social practices varied in different parts of the country (Sundaram & Tendulkar, 2003).Their occupational structure is essential to understand the Scheduled Caste and its distribution into various occupations as well as sex wise participation in different economic activities. However, in the recent decades, the way unemployment rate is increasing at alarming rate, the question of work and workforce has become more important. The distribution of economically active population is an important indicator to divide the country into developed and developing regions.

It is established fact that the regions where the primary sector provides employment to a larger proportion of labour force are mostly underdeveloped and backward thus most of the poor countries of the world are fundamentally agricultural and even if some industries have been established there, their impact is yet to be felt on the socio-economic existence of the people.

According to NSS "the persons who were occupied in any activity which is economic (any activity resulting in production of goods and services and at the same time add value to national product was considered as an economic activity) or who, in spite of their attachment to economic activity, abstained from work for reason of illness injury or other physical disability, bad weather, festivals, social or religious functions or other contingencies necessitating temporary absence from work, constituted the category of workers. Workers are further of two types: one is main workers who work for the major part of the year and other is marginal workers who do not work for major part of the year (Census of India, 2001). The more the number of main workers in a country, the better will be the economic condition of the inhabitants and on the other hand more the marginal workers lesser the economic development. Therefore, in order to gauge the overall economic conditions, the study of workforce has utmost importance.
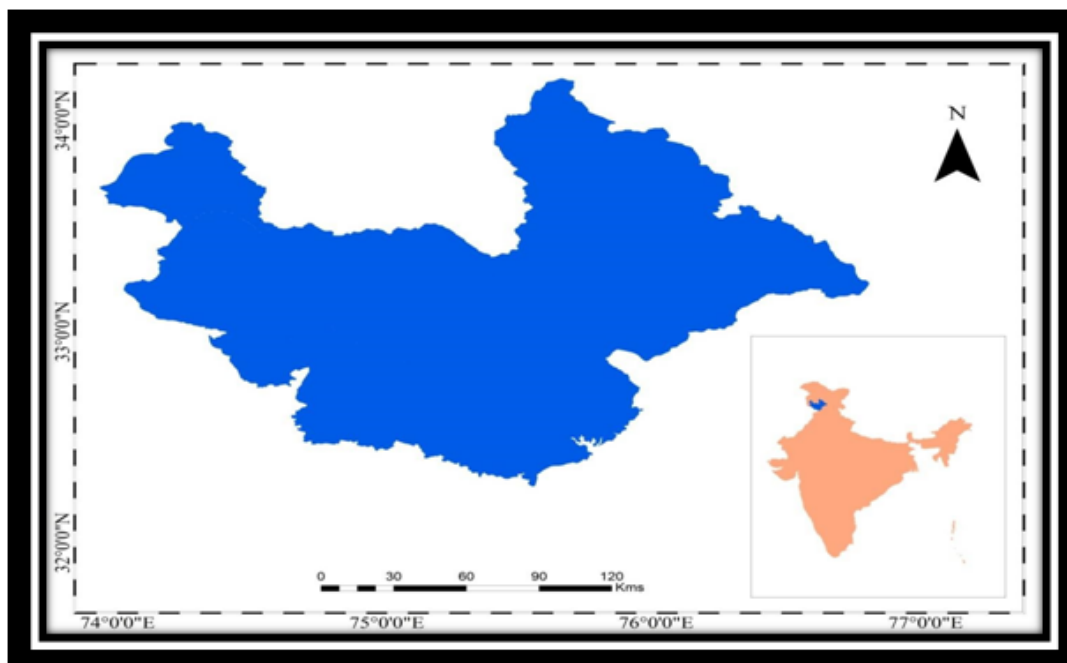
II.   METHODOLOGY

This is primarily a census-based study covering the entire Jammu province of the state of Jammu and Kashmir and this study has been conducted at district level. Secondary data pertaining to the workforce in the form of marginal and main workers from District Census Handbook (2011) has been used. To present the data in tabular form.

In addition to this, we have also used **Correlation**, Regression Analysis with the help of which we have been predicted the unknown percentage of main workers from the variable of literacy that is considered as the detriment of main workers and this regression analysis, and prediction of variables has been done automatically using MS-Excel.

Location of the Study Area: The Jammu province extends between 32° 20' N to 33°10' N latitude and 74° 45' E to 75° 55' E longitude. Nestled against the backdrop of the Pir Panjal
Mountains, the region of Jammu constitutes the southernmost unit of the state of Jammu and Kashmir. It forms part of the transition between the Himalayan range in the north and the plains of Punjab state in the south. The study area covers an area of 26,293 sq km, which is 1/8th of the total area of the state. Administratively, within the actual line of control (ALC), Jammu province is divided into ten districts viz. Jammu, Kathua, Udhampur, Reasi, Ramban,
Kishtwar, Samba, Doda, Rajouri and Punch. These districts are further divided into 37 tehsils.

Map No. 1 Location of the Study Area (Jammu Province)

Spatial Patterns of Work Force

The spatial pattern of total working population of schedule population is irregular in nature. The workforce has been assessed and presented in the form of percentage of Main workers and Marginal workers.

Main Workers

According to census of India and NSS, the main workers are the workers who work for more than 183 days of the year. The spatial distribution of main working population of scheduled castes in the study area is very uneven, due to various socio- economic and physical factors. The main working population has been elaborated with the help of choropleth map given below and the entire study area can be divided into three regions of main working population, which are as follows:-

Marginal Workers

The census of India defines the marginal works as all those workers who had worked any time in the year prior enumeration but did not work for a major part the year i.e. those who worked less than 183 days or less than **6** months were categorised as marginal workers. They are inversely proportional to main workers.

Table: Representing the Main and Marginal, and Non workers of schedule tribe population in jammu province (percentage wise)

S.No	District	Main workers	Marginal Workers	Non Workers
1	Jammu	22.74	8. 58	68.68
2	Kathua	24.24	11.17	64.19
3	Samba	21.20	6.34	72.46
4	Udhampur	24.36	21.27	54.34
5	Rajouri	15.68	30.38	53.94
6	Poonch	11.86	19.29	68.85
7	Ramban	16.99	16.22	66.79
8	Kishtwar	16.13	21.54	62.33
9	Reasi	26.20	17.38	56.41
10	Doda	14.58	18.06	67.37

Source: District Census Handbook (2011)

The given table tells us about the percentage main and marginal working population of scheduled tribes of Jammu Province in the census year 2011, which is very uneven, due to various socio- economic and physical factors. The entire study area can be divided into two regions of main and marginal working population (, high and low concentration areas) which are as follows

i)   **District with high percentage of main working population***: -* We find that the district namely Reasi, Udhampur, Jammu and Kathua have high rate of main working population i.e. 21.20 to 26.20 percent. This is primarily due to the dispersed scheduled tribe population in these districts and most of them engaged in the industrial complexes as industrial labourer and they also engaged in supplying milk within the districts as the demand of milk is very high in these distrcits.

ii)   **District with low percentage of main working population***: -* It is found in the districts namely Ramban,Kishtwar, Rajouripoonch and Doda with main working population ranging from 11.86 to 16.99 percent. There is medium proportion of scheduled tribe population and have fewer employment opportunities. These are agriculturally dependent districts and agricultural need more working force than secondary and tertiary activities.

 Most of the tehsils of these districts are located in unfavourable geographical location of

North eastern and northern parts of Jammu division.
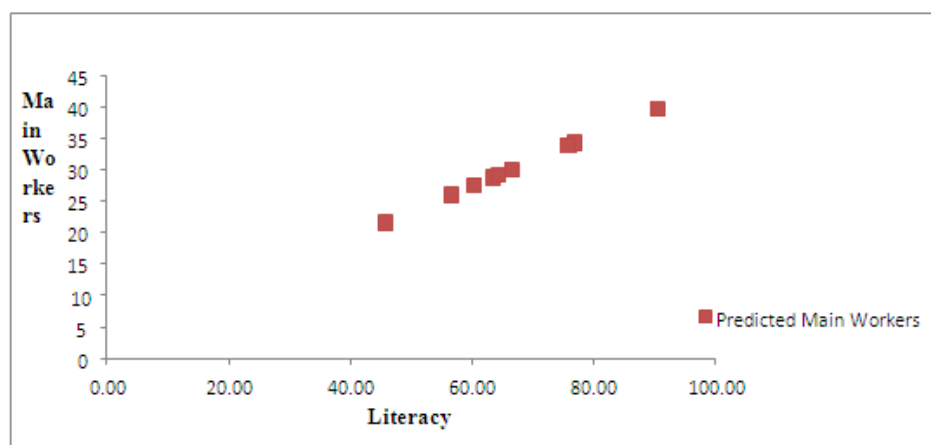
In villages hard life and poor economy

Compel every adult to work as marginal workers not main worker as work is not available year round in order to maintain himself and his family. In lack of industries in these rural districts, the major portion of population belongs to unemployed or nonworker class.

i)   **District with high percentage of marginal working population**: - We find that the district namely Ramban,Reasi Rajouri,Udhampur,poonch,Kishtwar and Doda   have high rate of marginal working population i.e.16.22 to 30.38 percent. Here year round employment opportunities are not available due to rough topography and absence of productive agriculture. Moreover, these districts are industrially backward.

ii)   **District with low percentage of marginal working population**: - It is found in Jammu, Samba and Kathua. The low marginal working population in these three districts are here because these tehsils are highly urbanised and industrialised and provide year round employment and in urban areas the students and educated youth find employment in private sector for some part of the year and have been considered as marginal workers this has also enhanced the ratio of marginal workers in towns.

Correlation, Regression Analysis and Prediction of Workforce (Main Workers)
Literacy and percentage of main workers among schedule tribe population have high correlation having correlation coefficient of 0.63. . The following graph shows the prediction of main workers on the basis literacy using regression tool.

Source: Computed and Generated by the Author

From the slope of the graph, it is clear that with the increasing level of district wise literacy there is corresponding increase in the percentage of main workers among scheduled tribe population. For example at above 50 percent of the literacy there would be around 50 percent main workers and on the other hand at 65 percent of literacy the there would be about 80 percent of the main workers in scheduled population. Therefore, literacy among scheduled tribe is the major detriment of the main workers and their economy.

III. CONCLUSION

From the above article it is found that the maximum percentage of main workers is found in the district of Reasi ,Udhampur Jammu and kathua but these district have very disperse scheduled tribe population are located in south and south-western part of Jammu province. The deprived districts in term of main working population are located in north and northwesternregion, which are highly uneven and have rough topography as well as industrial backwardness. Since the literacy rate of scheduled tribe,population decreases from northeastern to northwestern part and therefore there is corresponding decrease in main working population. Thus, there is positive and strong correlation between literacy and workforce. There also shows that from industrial complex district towards the hilly districts there is decline in the main working populatioin and increase in the marginal working population and it also shows in the same trend there is increase in the non-workers from the areas of main working population to the marginal working population this means that the dependency is more in the hilly districts than in the plain areas. The percentage of low workforce in the form of main workers in northern and north-eastern can be improved up to some extent by creating necessary infrastructure and extension services for diversification of agriculture and setting up of new enterprises in manufacturing or services sector.there is a need of urgent Steps to be taken to set up minimum wage fixing for improving the participation of work force. The educational infrastructure for the scheduled tribes should be improved to enhance their participation in work force.

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