Published by

British Journal of Contemporary Research

BEXFORD PUBLISHING

WORKFORCE FRAMEWORK: Existence and Emergence of new Economic Concept "Negative employment" in Conflict Zone Kashmir India

Original Research Article | Volume 1 | Issue 2 | 2026 | Article Number: 029

Accepted: 30 June 2026 | Published: 10 July 2026 | ISSN: 2979-8582 (Online)

Crossref doi : **https://doi.org/10.67693/BJCR-NRUDIBV6**

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Abstract

The Kashmir Valley has gone through prolonged civil strife and unrest since 1980. The government took stock of the performance in major developmental programmes and the policy initiatives. However, the drawbacks of unrest violence put it to tremendous economic hardships. Consequently, there are virtually no engines of job creation. Productive resources converted into unproductive factors. This prolonged cycle of unrest became the stumbling block for economic development. Growth and development get retarded to a large extent. Due to serious unemployment and economic downturn during the early turbulent phase of the 90s, a large number of youth crossed the Line of Control. Forced migration of Kashmiri Hindu and pundits took place to a large extent. The whole pattern of employment was distorted and disrupted. The instability and lack of any conclusive resolution have left the population of Kashmir divided and uncertain about their future resulting in impoverishment through the channels of reduction of the capital, income and employment, physical destruction and mass displacement of human resources. UT of Kashmir is the highest militarized zone in the world. 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 examine trends and structure of the workforce. To look at the trends of workforce growth and changes in distribution of workforce in respect of gender and geographical area since 1980s due to violence results out-migration and disruptions in the pattern. To examine and analyze the existence of new Economic Concept "Negative employment" in Conflict Zone Kashmir India

Keywords: Conflict Zone, Unemployment, Economic Downturn, Migration, Resolution, Mass Displacement

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INTRODUCTION

Conflict zone Kashmir in India has gone through prolonged civil strife and unrest that converted it into a fragile economy resulting in the slowest growing regional economies in South Asia and 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 from 1989 onwards, there was a colossal setback of tourism. A large number of unemployed youth who belong to extremely poor sections of society joined the anti-nation movement during the early phase of turbulence. 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 resulting in 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 the "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)*.

Conflict results huge loss of human resources and victimized families become economically dependent on the labour of their children with the result child labour trend increased. Lack of sound fiscal management, poor industrial infrastructure and poor investment left the industrial sector in its infant stage which impeded employment and income generation *(GK, Sept. 24, 2007)*. There is no part of the country which has this kind of concentration of military presence i.e. highest militarized zone. It is the need of the hour to reinstate political stability and peace for reconstruction *(Sehgal, 2011)*. There are certain inherent strengths that can be utilized to improve the income of its people and to provide gainful employment opportunities on a sustainable basis (DES, 2011-12). Even the 'Expert Group, 2011', (constituted by PM for J&K, 2010) was set up in the context of enhancing the employment opportunities and to formulate a jobs plan involving both the public and private sectors, especially for the youth on employment over two primary issues of one identifying and enhancing employment opportunities in the various sectors and second skill development for improving employability of youth.

Unemployment in Kashmir, in essence, is the manifestation of mismatch between physical and human resources that needs a radical shift in its policies especially in the education sector so as to give birth to specialized workforce capable to manage all potential sectors on modern lines. During field work a situation of perversion means false employment (appearance) which is *perverse employment* or what investigators call *negative employment* came into existence. A phenomenon that exists in a conflict region Kashmir, that government jobs are saturated. Parents spent lot of money on their children and when they complete education, they find no jobs in private sector due to non existence. Find no job in the government sector due to full saturation. Parents prefer to keep their adults busy and engaged in some any establishment on low emolument monthly so that they remain busy and avoid their children to get in to depression. Just to avoid depression for their adults, children appear to be employed but their earning per month is minus, thus they are *negatively employed.* In economic terms they are neither employed nor disguisedly employed as their MP is equal to zero and their wage is either is equal to zero or plus but much lower than maintenance cost.

It would be necessary to put the economy back on the rails to enable the average person to get employment opportunities. This would require giving fillip to the economic activities that have traditionally been the mainstay of UT's economy and hold significant potential. Such activities include agriculture, floriculture and handicrafts on modern lines *(Report from DAC, 2007, retrieved 2010)*. What is needed, therefore, is the reconstruction of the enabling conditions for a functioning peacetime economy. More poverty alleviation and developmental schemes should be in operation with central assistance in order to curb and tackle the prevailing situation.

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REVIEW OF LITERATURE

Enough work has been done at international or national level. However, scanty work has been done in the form of small articles at regional level.

Barry Eichengreen (1989) makes his remarkable work on "Unemployment and Underemployment in Historical Perspective" noting that unemployment is, of course, the single most controversial aspect of labor market behavior. An extensive study has been made by *Tella, R. D and MacCuuloch, R. (2002)* having used eighteen years data for observation and presented a benefit system model by using data for developed countries from 1971 - 1989 year. *Reynaldo and Felicio (2005),* used ―Worker Effect in Brazilian Metropolitan Area‖, 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 investigated for the U.S economy. *Thurik Roy, Carree and A. David et al (2008),* investigated ―Does Self Unemployment Reduce Unemployment, found the dynamic relationship between self-employment and unemployment rates.

In this section, relevant literature is reviewed and justified at national level. In this context, *Gill R. (1966)* conducted an empirical study of surplus labor in Punjab agriculture. *Fallen P. R, (1983),* made an attempt on the work ―Education and the Duration of job search: An Empirical Analysis based on a survey of Delhi job seekers investigated why job seekers tend to experience longer search. *Bhattacharya, B. B (1997),* explored ―Changing Composition of Employment in Tertiary Sector. *Saika A. (2000)* conducted a primary survey in 1994-95 ―Employment Pattern of Rural Women and their Involvement in Decision Making: A Case Study in Jorhat District of Assam. *Sandaram K (2001)* justified ―Employment-Unemployment Situation in the Nineties. *Dipak M and Sandip S (2008),* worked ―Globalisation, Labour Market and Inequality in India investigated that globalization improved the condition of the labour market and reduced inequality in India.

METHODOLOGY

In the light of research work, the following objectives are laid down.

OBJECTIVES

- To examine the trends and changes in structure of the workforce in respect of gender and geographical area since 1980s due to violence results out-migration and disruption in the pattern.
- To examine and analyze the existence of new Economic Concept *"Negative employment"* in Conflict Zone of Kashmir India

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. Further study evaluates government reports and other related published work, population and demography and assesses the trends attributed to turbulent conditions.

The primary data has been collected through a 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 a non-probability method with a quantitative approach. Interview schedules were used to collect the data from the respondents. This was done so that both fractions of society's 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.

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WORKFORCE FRAMEWORK:

PATTERN AND DISTRIBUTION

The UT of Jammu and Kashmir became a 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, crossed LoC and also forced migration of Kashmiri Hindu and pundits took place to a large extent. Thus the whole pattern of the workforce gets distorted *(Khan, 2016)*.

TREND OF WORKFORCE IN RESPECT OF GENDER, 1981 – 2011

The UT of 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 females 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		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 the dynamic nature of the workforce is examined area wise. It is found that rural workers decreased and urban workers increased. Migration is due to high job opportunities 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 shifts 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 the 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

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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 the 70s large people were engaged in agriculture which is judged and reflected by the unbalanced occupational structure with 71 percent of the labour force occupied in the primary sector.

Table 1.3:- Trends of Labour force into three Economic sectors, 1971-2011 (%)

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	Best performance of transport, communication and tourism sector.

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

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

Sectors	|xt-xt-1|	|xt-xt-1|	|xt-xt-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, the 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 the tertiary sector.

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

TRENDS OF WORKFORCE IN TERMS OF CATEGORIES, 1981 - 2011

During the three decade 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: -

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Table 1.5:- Workforce in terms of Categories (UT of J&K), 1981 and 2011 (Lakhs)				
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

Table 1.6:- District wise Crude Work Participation Rate, 1981-2011 (age %)									
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 table reflects district wise work participation rates and 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

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With minor divergence, the results are almost the same. It is examined from 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 38th R			Census 1981			NSS 55th R			Census 2001			NSS 67th 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 38th & Census 1981			NSS 55th R & Census 2001			NSS 67th 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+
Total Workers																	
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 MAIN SECTORS

The J&K have a rich heritage of tourism, handloom and handicrafts and occupy a valid position in the international markets, besides major contribution in the employment generation. However, these industries reflected a highly fluctuated erratic trend since 1989. It is analyzed that size in the industries decelerated steeply during peak turbulent period of 1995-96. The main cause was violence and insecurity. The year wise employment trend of main sectors is delineated in the table from 1987 to 2017.

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

Year	Tourism	Log	Growth Rate	Handicrafts	Log	Growth Rate	Handlooms	Log	Gr. Rate

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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	--

Source:- Census from Handlooms in India, Ministry of Textile, GoI/ Digest of Statistics (DES)

Report of Tourism Department, Govt. of J&K, various issues

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, the periods of 1990, 1995 and 2000 exhibit less than 1 value doesn't imply the low employment potential of industries but the adverse impact of terrorism in the same years. The UT has proportionally more workers employed in a specific industry than the larger comparison area. It is proved by the value of Location quotients.

The situation is going from bad to worse with just 15-20 per cent occupancy in hotels and advance bookings even on the peak season only during 2016, down from 55 per cent since 1987. Hoteliers and travel agents are now forced to look for another business. The decline of industries began in 1990 and more in the mid 1996 due to horrific attacks. It discouraged the production of handicraft and handloom made goods which led to the decay of these industries *(Yasmen, 2013)*. Ultimately convert into a 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.

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)

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The insurgence caused erratic changes in the key sectors and declined in terms of employment as well as in growth. Prior to the turbulent period, Kashmir economy has experienced high progress in terms of job opportunities. Thus, savagery that spilled over since 1989 hit all the sectors.

The UT revived to some extent depending upon the normalcy produced in the state. For instance, the peace process (Initiation of a Dialogue Process) was held in 2004 then recovery took place *(Lovass, Mastrone et al, 2014)*. The two countries agreed that constructive dialogue would promote progress towards a common objective of peace and economic development for the future generation. However, it remained quite vibrant till 2006 and started losing 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.

Location Quotients: - A tool for comparing regional industry composition

LQ = State's Industry Employment/States Total Employment

Country's Industry Employment/Country's Total Employment

If LQ >1, then the 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

Descriptive

VAR00002

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1.00	8	2.4850	.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

ANOVA

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 < o.o5, H_0 is rejected

Post Hoc Test

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Multiple Comparisons

Dependent Variable: VAR00002

Dunnett t (2-sided)[a]

(I) VAR00001	(J) VAR00001	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
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. Dunnett t-tests treat one group as a control, and compare all other groups against it.

The conflict ridden zone of Kashmir has far less opportunities for employment. With an underdeveloped industrial sector and the inability of the government to create enough jobs, there seems to be no immediate solution *(Habibullah, 2009)*. Lack of avenues to engage youth in meaningful ways drive youth towards the miscreants in this society. Young populations across the world are generally seen as drivers of socio-economic growth, but in Kashmir, the youth bulge is a problem.

The brunt of violence culminated negligible investments with business marred with uncertainties. Economic development is the first causality due to lack of "enduring peace". Conflict creates macroeconomic instability and crisis volatility. The major costs of macroeconomic instability are significant in terms of welfare loss, increase in inequality, poverty and decline in long term growth. Jammu & Kashmir economy is experiencing abnormal volatility but *"crisis volatility"*. Crisis volatility is an extreme shock exceeding certain cut off points. The continued lockdown or curfews in the state due to unrest are instances of Crisis volatility *(JK Economy Survey, 2016-17)*.

The government adroitly must think about a long-term plan for unemployed youth. It has to devise a policy to channelize youth bulge constructively. The government should be aware that the growing rate of unemployment sitting idle has 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 government needs to realize the explosive dimensions of the problem. The frustration of the youth is increasing rapidly which apart from increasing their alienation is converting them into a readymade material for destructive exploitation.

Now an important decision has been taken regarding abrogation of Article 370 and 35A that follows with the introduction 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, internet and phone services were blocked and the prime season of business was lost. However, Article 370 and 35A kept our state isolated and away from the development processes in the country for a long run. Despite massive fund allotment there was only limited improvement in the conditions of the poor. In fact, the purpose of the abrogation is economic growth, development and more employment generation to all and encouragement of all economic sectors.

Kashmir's economy is intricately linked with the non migrant workforce working in Kashmir despite years of turmoil and violence. Kashmir is witnessing a scarcity of skilled and non-skilled workforce after tens of thousands of expatriates from Bihar, Uttar Pradesh, West Bengal and some other states of the country fled the Valley in the past fortnight. Four to five lakh seasonal labourers from these states turn up in the Valley

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with the onset of spring every year to earn better wages in comparatively amiable work and weather conditions. They include masons, carpenters, painters, plumbers and other skilled and non-skilled workforce. Most of them return home in November, before the start of harsh winter in the Valley. With non-local labourers and artisans moving out, the Valley is facing dearth of both skilled and non-skilled workforce, bringing many construction projects to a standstill. The local population is facing difficulty in their day to day lives, also in absence of non-local barbers, tailors and other craftsmen *(Newspaper, Asian Age, August 19, 2019).*

Corona Pandemic Lockdown 2020 multiplied the plight of already distressed unorganized workforce in J&K. Living a hand to mouth life, the degree of their economic miseries is quite unimaginable. It becomes morally imperative, socially demanding to ameliorate their budget economy so as to dwindle such hardships. So COVID-19, in a way, offers an opportunity to review and revisit this unorganized labor market to ensure economic development of the workforce *(Greater Kashmir, January 15, 2021).*

FIELD SURVEY

FIRST STAGE OF FIELD SURVEY: Investigation on Nature of Workforce Distribution at District Level

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.km comprising 362 census villages. As per 2011 census, the population of the 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 for 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 the 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 the 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 a 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 the head of household and married female.

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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.

The table illustrates that the 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 purposely 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 coming from distant places) and second the researcher is basically the resident of the district and well versed with the conditions of the district. Third, the highest literacy rate has been recorded in block Kupwara.

However, it was not practically possible for individual researchers to conduct a census of the whole block. Therefore a sampling method was used for the present study. Thus various stages of survey were conducted in order to assess the configuration of workforce among the population of block Kupwara, therefore two stage surveys were conducted. In the first stage, approximately 9% sample i.e. 3 villages

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through *purposive sampling* were selected from the whole universe in block Kupwara. Further in order to avoid bias and to give due courage to the whole study area, 2nd stage surveys with large size of sample become 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 a survey from 18% HH in each village was conducted through a questionnaire to collect correct and complete data in connection with economic activity. During the survey, all relevant information was gathered from 18 percent of 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 numbers 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. Again analyze the data just done in the 1st stage. After this, 18% households in each village have been selected through a questionnaire. The information collected from these households selected through census and sampling methods has been put to various tests. The results are almost the same which justifies the findings of sampling method indicating that the sample chosen is representing the whole universe, what is true of this sample is true of the whole population. The results showed not much significant difference as those obtained through census studies. Data collected through the primary survey by sampling method is almost the same at UT level based on secondary data.

CONTRAST PRIMARY AND SECONDARY DATA

According to official data, the total workers of J&K UT 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 UT. Thus Kupwara is insignificant and asymmetry at UT level in the main workforce of females.

Table 1.13: - Comparative Analysis between Census and Sampling Figure

		J&K		District Kupwara		Block Kup. (Census)		Block Kup. (Field Survey)	
		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

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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 for the 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 Kup	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" in Conflict Zone Kashmir

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 the survey. Socio-Economic development can be achieved by providing a proper atmosphere for academic achievements, vocational training for skill development. The researcher is residing in the conflict zone where the safe environment provided by education and employment has been destroyed.

During the researcher's survey, observed cases of psychological and social unhealthy behavior of unemployed youth in areas. During the 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. All youth endeavor to meet their basic needs for their socio-psychological grooming. 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 of youth. The further education system got highly deteriorated resulting in the failure of youth in their future. The psycho-economic impact is revealed by the field work done by researchers based on primary surveys.

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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

Table 1.15 above the respondents profile gives an outlook of respondents. Analysis of the table above showed that; 54.48% of respondents were male and 45.51% of respondents were female. 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. 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. 58.97% of respondents belong to nuclear families and 41.02% of respondents belong to joint families.

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 surrounding them. 55.1 percent of respondents mentioned they face identity crises due to living in conflict zones. 84.0 percent of respondents revealed that conflict has a greater negative impact on youth. 79.4 percent of respondents mention that conflict plays a 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 the 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

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Yes	214	68.5	
No	98	31.4	
Do you feel youth living in conflict zones face identity crises?			100
Yes	172	55.1	
No	140	44.8	
Do you feel the prevailing situation in Kashmir has a negative impact on youth?			100
Yes	262	84.0	
No	50	16.0	
Do you think conflict has played a major role in increasing unemployment?			100
Yes	248	79.4	
No	64	20.5	
Do you feel the ongoing turmoil has 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 the state's economy has been badly hit by ongoing conflict?			100
Yes	258	82.6	
No	54	17.3	
Do you feel psychological problems among youth have grown up since conflict erupted?			100
Yes	270	86.5	
No	42	13.4	
Are you in favor of industrialization in the state?			100
Yes	282	90.4	
No	30	9.6	
Do you find a shortage of employment opportunities in the government sector in the state?			100
Yes	182	58.83	

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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 the government sector on a low monthly emolument to avoid depression during the unrest phase?			100
Yes	208	66.6	
No	104	33.3	
Have you applied for a government or private job outside the 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 the Indian Army?			100
Yes	108	34.6	
No	204	65.4	

Field Survey

Table 1.17:- social impact			
Item	Freq	%age	Cumulative
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	

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No	128	41.0	
Do you feel conflict in Kashmir has played a major role in family breakdown?			100
Yes	254	81.41	
No	58	18.5	
Do you think conflict in Kashmir has raised child labour ratio?			100
Yes	264	84.61	
No	48	15.38	
Have people from your village or area become victims of conflict at any point in their lives?			100
Yes	238	76.2	
No	74	23.8	
Do you feel conflict is a major responsible player for drug addiction among youth in Kashmir?			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 problems like late marriage; however 58.9% of respondents mentioned that conflict has increased cultural degradation. 81.41% of respondents mentioned that conflict has played a 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 the rate of drug addiction among youth.

Cross Tabulation 1

Do you think conflict has played a major role in increasing 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

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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 a 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 a low monthly emolument to avoid depression during the 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 $p < .05$

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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 a 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 the same views.

Analysis of this Cross tabulation 3 reveals that 85.54% of female respondents mentioned conflict in Kashmir has played a 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 the ongoing situation did not allow us to take risks in unavoidable circumstances.

This study mentions that conflict has given rise to 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 problems, 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 personnel made civilians vulnerable and 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)*. 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 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

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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, adults find no jobs in private sector and government sector due to full saturation. Families prefer to keep their adults busy engaged in some any establishment on low emolument monthly so that they remain busy and this parents avoid their children to get into 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 (adults) appear to be employed but their earning per month Rs. 4500-Rs 6000 is minus, thus they are *negatively employed.*

In the conflict zone of Kashmir parents prefer to keep their children/adults (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 activities. 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*.

Thus the new economic concept "*negative employment"* emerged and existed in the conflict zone of Kashmir India that is defined in a situation that "negatively impacts an employee's work experience or career prospects including underemployment, unemployment and discrimination". These situations can lead to financial hardship, reduced career growth opportunities and psychological distress. Negative employment includes a hostile environment that can have significant personal and economic repercussions for individuals, impacting their financial stability, career trajectory and overall well-being.

FINDINGS

In the conclusion, the study gains significance and depicts change in trend and distribution of workforce. The work participation rates fluctuated and were overwhelmingly rural in character. Migration took place from rural to urban areas for high job opportunities and high wages supporting Simon Kuznets Hypothesis. During field work a *perverse employment* or *negative employment* came into existence.

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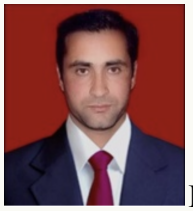

Dr. Bilal Ahmad Khan is a well-known economist hailed from Halmat pora, Kupwara (J&K, India). In the subject of Economics, he is Post-Graduate, Doctor of Philosophy and further Post-Doctoral/PDF from Jawaharlal Nehru University, New Delhi. He had qualified SET and has teaching

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experience more than ten years and worked as Economic consultant for several years. He is authored more than twelve (12) books and around fifty (50) research articles and did presentations of more than 15 national/international Conferences. He is recipient of numerous awards and member of various international organs. He is a great epitome of peace and initiated steps towards peace since childhood. He did his first presentation in international conference in 2011 on "Peace Process and Prospects for Economic Development in J&K" organized by University of Kashmir in collaboration with Indian Economic Association. Thereafter he uninterruptedly did major presentations and research work on peace. He published his work in **UNO** Journals, Cambridge Press and Oxford University Press (London-UK) etc. He explored the new concept of Economics "Negative Employment" in the conflict zone. In the paradoxical situation, author became victimized by violence several times by disloyal officers and local politicians on behalf of anti-national mafia but not deterred and provide data to promote peace and tranquility. Mafia tried to embrace such patriotic into offences time to time in order to produce deterrence in his career. He disgusted treacherous politicians who took advantage of time for vote bank. He aimed to raise awareness about the dangers of nuclear weapon and promote global peace, justice and understanding between nations. Now he started an initiative and founded "World Professional Peace University" in the volatile zone Kashmir that shall offer all job oriented programs especially Peace Research and Conflict Management. The overall contribution culminates peace initiative in hostile zone and furtherance orphans of victimized families.

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