



INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, ECONOMICS AND MANAGEMENT

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- Schemenner, R.W., Huber, J.C. and Cook, R.L. (1987), "Geographic Differences and the Location of New Manufacturing Facilities," Journal of Urban Economics, Vol. 21, No. 1, pp. 83-104.

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EXTENT OF UNEMPLOYMENT AMONG THE TRIBAL AND NON-TRIBAL HOUSEHOLDS IN THE RURAL AREAS OF HIMACHAL PRADESH: A MULTI-DIMENSIONAL APPROACH

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ABSTRACT

In this paper an attempt has been made to work out the distribution pattern of family human labour mandays employed in different activities i.e. agricultural, non-agricultural and household necessary activities with a view to find out the nature and magnitude of unemployment with the help of multi-dimensional approach i.e. time, willingness and income criteria among the tribal and non-tribal households in the rural areas of Himachal Pradesh. The present empirical investigation reveals that the percentage of unemployment with the help of time, willingness and income criteria shows a decreasing tendency with an increase in the size of holdings. The percentage of unemployed is highest on the smaller holdings mainly due to their uneconomic size of holdings, higher dependency and illiteracy percentage, higher burden of debt payment, low paid occupations and irregular sources of household income etc. whereas, contrary to it, the percentage of unemployed/underemployed is quite low on larger holdings on account of their higher percentage of literacy, sound and regular sources of income, well paid professions as well as availability of gainful employment on their own farms in the tribal and non-tribal areas of Himachal Pradesh.

KEYWORDS

Unemployment, Tribal, Households, Rural, Himachal Pradesh.

INTRODUCTION

Unemployment and underemployment in association with low and irregular incomes are the major causes of poverty. Unemployment problem in India is not only complicated but also becoming very explosive. The existence of idle labour has become the essential characteristic of Indian economy. These labourers neither get the opportunity of becoming full productive nor are they in a position to secure any gainful employment (Ahuja, 1978). One of the most important objectives of the development planning during all Five Year Plans in India has been to increase employment opportunities so that all the new entrants into the labour force be absorbed in gainful employment and the backlog of unemployment at the end of plan period would be small. However, the planning has failed to achieve this objective. Unemployment in India can be seen both in the rural as well as urban areas. The problem of rural unemployment is mainly in the nature of lack of full utilization of labour than of complete unemployment. This phenomena is so on account of two factors, viz. the predominance of self-employment workers on family farms without receiving wages and the seasonal variations in the demand for labour due to seasonality of farming operations. Thus rural unemployment consists of both seasonal and chronic unemployment. But on the whole rural unemployment can be considered as disguised unemployment in view of the predominantly joint family system in rural areas (Thakur, 1985). There has been a general notion for a long time that the traditional agriculture provides employment to many more persons than is necessary to produce a given level of output. This notion was very strong during the fifties and sixties, particularly in India and it was regarded as an almost established fact that the agriculture sector of developing country like India suffer from large scale disguised unemployment or underemployment (United Nations, 1975). The concept of disguised unemployment was rather unknown in classical economics which, however, recognized the pressure of growth of population and diminishing return tending to lead the economy in the absence of technical progress to a state of stagnation and in subsistence or near subsistence level of wages. The concept of disguised unemployment is used as a new tool in development economics claiming a special contribution of its own to the analysis of an underdeveloped economy. The belief is that the agricultural economy of an underdeveloped country is largely characterized by not so much open unemployment as by disguised unemployment (Mandal, 1966).

Unemployment is a condition of joblessness. It is "a state of affairs in which for various reasons, men have to remain without jobs over many months or even for a longer period" (Das, 1968). Unemployment denotes the existence of a reserve of labour time available for utilization. This reserve may be visible and/or invisible. Visible unemployment is indicative of the manhours of work which, in existing conditions, the labour force is willing but unable to perform. In short, it is synonymous with enforced idleness (Bahadur, 1961). Again, visible unemployment has two elements: (i) complete unemployment in the sense of being out of job, and (ii) partial unemployment in the sense of having only part time job. It may mean jobs with seasonal slacks or other forms of discontinuous work. Invisible unemployment may be either in the nature of disguised unemployment, under employment or frictional unemployment. A number of studies have shown that the employment elasticity of agricultural output is not only considerably below unity but also declining. The inadequate rate of labour absorption in the non-agricultural sectors in India has further aggravated the already enormous problem of unemployment. (Jayadevan, 1998).

One of the serious problems of Himachal Pradesh is its rising level of unemployment. Disguised unemployment in agriculture and the large volume of low quality employment are the causes of concern. Unemployment among the educated youth is serious considering that the state is one of the highly literate ones. According to 2001 Census the overall literacy percentage of Himachal Pradesh was 76.50 percent (85.30 percent for males and 67.40 percent for females). Comparatively, it is much higher than all India literacy rate, which was 65.30 percent. The Literacy rate of Himachal Pradesh is also improving faster than the all India figures (Directorate of Census Operations, 2005). The literacy rate for rural areas was 75.1 percent (out of which 84.5 percent for males and 65.7 percent for females) whereas the literacy percentage was higher for urban areas, which was 88.9 percent (92.0 percent for males and 85.0 for females) according to 2001 Census (Planning Department, 2004). The literacy percentage for the scheduled tribe population was 65.5 percent (out of which 77.7 percent for males and 53.3 percent for females) in the State. The percentage of literacy among the scheduled tribe population in the rural areas was 64.8 percent (77.2 percent for males and 52.5 percent for females) whereas, this percentage was higher in the urban areas among the scheduled tribe population at 87.2 percent (92.0 percent for males and 81.2 percent for females) (Directorate of Census Operations, 2005).

According to 55th NSSO Round (1999-2000), employment growth rate in the state during 1993-94 to 1999-2000 period was just 0.37 percent per annum and it was far lower than the all India employment growth rate of 1.07 per cent. The rate of unemployment on Current Daily Status (CDS) was 1.80 percent in 1990-94 and rose to 2.96 percent in 1999-2000 which was much lower than the national rate of unemployment that was 5.99 percent in 1993-94 and 7.32 percent in 1999-2000. However, employment elasticity during 1993-94 to 1999-2000 period was very low at 0.052 as compared to all India figure of 0.160 (Ministry of Finance and Company Affairs, 2003). Thus the unemployment scenario in the state is very discouraging. In addition to NSS data, estimates of unemployment are available from the state employment exchanges. According to their live registers, the total number of job seekers, both educated and uneducated was 8, 80,094 during 2003-04 but their number declined to 7,56,980 in 2006-07 (Department of Economics and Statistics, 2007). The employment exchange data suffers from limitations and constraints and do not give a reliable picture of unemployment in the state. For example, a large number of applicants registered with the employment exchange might be employed but continue to be on the live registers. This number roughly covers that segment of workforce, most of them being educated youth, which either suffers from chronic unemployment or belongs to the category of the underemployed (Planning Commission, 2005).

NEED AND IMPORTANCE OF THE PRESENT STUDY

A number of attempts have been made to estimate the nature and magnitude of employment and unemployment in the rural areas at the national level, but most of the studies are based on national sample survey which are aggregative in nature on the one hand and have applied uni-dimensional measure i.e. time criterion which is due to different full employment norms resulted in vary estimates. For the first time objection had been raised by the committee of experts on employment estimates in 1970 against the uni-dimensional approach and suggested multi-dimensional approach for working out the estimates of unemployment and/or underemployment. The modified version of multi-dimensional approach has been presented by Krishna (1973) and supported with the help of empirical facts by Krishna himself, Ahuja (1978) and Rath (1980). A few studies which are conducted at the state level are either related to all socio-economic groups together or cover only a particular section of the population. Due to different agro-climatic conditions, topography as well as regional variations, the problems related to employment and unemployment should be addressed separately in the tribal and non-tribal areas of Himachal Pradesh. Therefore, in order to avoid the underestimation and overestimation of unemployment as well as underemployment in this paper an attempt has been made to work out the nature and magnitude of unemployment among the tribal and non-tribal households with help of multi-dimensional approach i.e. by using time, willingness and income criteria on the different size of holdings. Thus the findings of this study will helpful for policy makers, planners as well as economists for policy formulation to reduce unemployment and/or underemployment and for generating gainful employment opportunities, which will help in removing regional imbalances and socio-economic inequalities prevailing in the tribal and non-tribal areas in the state of Himachal Pradesh.

OBJECTIVES OF THE PRESENT STUDY

The specific objectives of the present study are:

- to study the socio-economic profile of the tribal and non-tribal households;
- to analyse the pattern of human labour days utilization in different activities among the tribal and non-tribal households;
- to work out the extent of unemployment with the help of multi-dimensional approach i.e. time, willingness and income criteria; and
- to give suggestions for improving employment opportunities in the tribal and non-tribal areas of Himachal Pradesh.

RESEARCH DESIGN

This study is based on an empirical investigation carried out in two districts namely Bilaspur and Kinnaur district of Himachal Pradesh. These two districts have been selected purposely, mainly due to the reason that the Kinnaur district is inhabited by the tribal population and Bilaspur district consists of the non-tribal population of the State. With the help of multi-stage random sampling, a sample of 170 households consisting of 80 tribal and 90 non-tribal households has been selected. The holding-wise analysis shows that out of 80 tribal households, 38 marginal farmers having landless than one hectare, 25 small farmers having land 1 to 2 hectares and the remaining 17 are medium farmers having land 2 to 10 hectares and out of 90 non-tribal households, 42 marginal, 29 small and 19 medium size of holdings have been selected randomly. The required information on the pattern as well as utilization of human labour days in agricultural, non-agricultural and necessary activities in order to work out the extent of unemployment with the help of multi-dimensional approach i.e. time, willingness and income criteria have been collected with the help of pre-tested schedule by conducting personal interviews of informants during the year 2003-2004.

MEASURES OF UNEMPLOYMENT

The extent of unemployment has been worked out among the tribal and non-tribal households with the help of multi-dimensional approach (i.e. by applying the time, income and willingness criteria for calculating the magnitude of unemployment) which has been suggested by Raj Krishna (1973). According to Raj Krishna a worker be termed unemployed or under employed if either, (i) he is gainfully occupied during the year for a number of days less than some normal or optimal days defined as full employment days; or (ii) he earns an income per year less than some desirable minimum i.e. the value of poverty index; or (iii) he is willing to do more work if it is offered on terms to which he is accustomed. These criteria have been termed by Raj Krishna (1973) as time, income and willingness criteria respectively. In the present study, these three criteria viz. time, income and willingness criteria have been used to work out the extent of unemployment in terms of 'idle', 'poor' and 'willing' respectively by taking into account the following facts into consideration:

- I. In the present study 8 hours a day, 25 days in a month or 300 days in a year have been considered as full employment norm, which has been suggested by the Committee of Experts on Employment Estimates (Planning Commission, 1970).
- II. In the present study due to differences in the work efficiency of male, female, children and old persons labour days have been converted into 'standard mandays' (MD) by attaching the proper coefficient of efficiency i.e. one woman day (WD) has been treated equal to (0.75) mandays (MD) and one child day (CD) has been treated equal to 0.50 (MD) (Ghosh, 1977). Further in the present study one old person has been treated equal to one child day i.e. $1\text{ CD} = 1\text{ OD} = 0.50\text{ MD}$ (Thakur, 1985).
- III. The value of poverty index has been worked out by taking into account the value of the minimum food and non-food requirements of the tribal and non-tribal sample households at local retail prices in the area under study during the period of investigation i.e. 2003-2004. All those persons who are earning less than the value of the poverty index have been termed unemployed and/or underemployed and the remaining persons earning more than the value of poverty index have been considered gainfully employed according to 'income criterion'.
- IV. The workers working at full employment norms are fully employed according to 'time criterion' but their earning from the present work is not sufficient to meet out their basic needs, such workers have been considered underemployed according to 'income criterion'. Those who are working at full employment norms according to 'time criterion' but are willing to work for additional hours and/or days on the existing wage rate have been considered unemployed or under employed according to 'willingness criterion'.

RESULTS AND DISCUSSION

The results and discussion based on the present empirical investigation are presented below:

Socio-Economic Profile of the Tribal and Non-Tribal Households in the Rural areas

The tribal sample households have total population of 474 persons which consist of 247 are males and 227 are females and among non-tribal households the total sample of population is 550, consisting of 278 are males and 272 are females (see table 1 and 2). The sex ratio has been worked out 919 among tribal households whereas this ratio is 978 among non-tribal households. The sex ratio shows a decreasing tendency with an increasing in the size of holdings. The average size of family for tribal households has been worked out 5.39, 6.04, 6.94 and 5.92 on the marginal, small, medium and among all holding groups together respectively, whereas, among the non-tribal households, the average size of family come out 5.31, 6.65, 7.05 and 6.11 on the respective size of holding groups. The average size of family shows an increasing tendency with an increase in the size of holdings. It happened mainly due to the reason that marginal farmers generally prefer nuclear family system on account of their smaller size of holdings and poor economic conditions. But contrary to it, small and medium farmers generally prefer joint family system due to their sound economic conditions as well as large and economic size of holdings. The percentage of family workforce (15-59 years) among the tribal households has been worked out 60.00, 63.58, 65.25 and 62.45 percent on the marginal, small, medium and among all the holding groups together respectively, whereas among the non-tribal households this percentage come out 63.68, 64.77, 60.45 and 63.27 percent respectively.

TABLE 1: AVERAGE FAMILY SIZE, PERCENTAGE OF FAMILY WORKFORCE, PERCENTAGE OF DEPENDENTS, NUMBER OF STANDARD MANDAYS, NUMBER OF STANDARD CONSUMER UNITS AND SEX-WISE LITERACY PERCENTAGE AMONG THE TRIBAL HOUSEHOLDS IN THE RURAL AREAS

Sr. No.	Particulars	Marginal Holdings	Small Holdings	Medium Holdings	All Holdings
1.	Total Number of Households	38	25	17	80
2.	Total Sample Population				
	Male	107	79	61	247
	Female	98	72	57	227
	Total	205	151	118	474
3.	Sex Ratio	916	911	934	919
4.	Average Size of Family	5.39	6.04	6.94	5.92
5.	Number of Family Work-Force	123	96	77	296
		(60.00)	(63.58)	(65.25)	(62.45)
6.	Number of Dependents	82	55	41	178
		(40.00)	(36.42)	(34.75)	(37.55)
7.	Total Standard Mandays	126.0	95.25	75.0	296.25
8.	Per Household Standard Mandays	3.32	3.81	4.41	3.70
9.	Total Number of Consumer Units	221.9	167.1	131.6	520.6
10.	Per Household Consumer Units	5.84	6.68	7.74	6.51
11.	Literacy Percentage				
	Male	74	60	51	185
		(71.15)	(75.96)	(83.61)	(74.90)
	Female	60	47	39	146
		(60.61)	(65.28)	(68.42)	(64.31)
	Total	134	107	90	331
		(65.36)	(70.86)	(76.27)	(69.83)

Note: Figures in parentheses denote the percentage to column total.

Due to differences in the age and sex and thereby differences in the working capacity of efficiency, the male, female, children and old persons have been converted into 'standard mandays' (MD) by attaching the proper co-efficient of efficiency. The children below 9 years of age and old persons above 65 years have been excluded from the workforce in the present study and thus are not included in the calculation of the total standard mandays in the sample population. The standard mandays among the tribal has been worked out 126.0, 95.25, 75.0 and 296.25 on the marginal, small, medium and among all the holdings together, whereas among the non-tribal households the standard mandays come out 147.25, 128.00, 85.75 and 361.00 respectively. The per household standard mandays shows an increasing tendency with an increase in the size of holdings.

TABLE 2: AVERAGE FAMILY SIZE, PERCENTAGE OF FAMILY WORKFORCE, PERCENTAGE OF DEPENDENTS, NUMBER OF STANDARD MANDAYS, NUMBER OF STANDARD CONSUMER UNITS AND SEX-WISE LITERACY PERCENTAGE AMONG THE NON-TRIBAL HOUSEHOLDS IN THE RURAL AREAS

Sr. No.	Particulars	Marginal Holdings	Small Holdings	Medium Holdings	All Holdings
1.	Total Number of Households	42	29	19	90
2.	Total Sample Population				
	Male	112	98	68	278
	Female	111	95	66	272
	Total	223	193	134	550
3.	Sex Ratio	991	969	971	978
4.	Average Size of Family	5.31	6.65	7.05	6.11
5.	Number of Family Work-Force	142	125	81	348
		(63.68)	(64.77)	(60.45)	(63.27)
6.	Number of Dependents	81	68	53	202
		(36.32)	(35.23)	(39.55)	(36.73)
7.	Total Standard Mandays	147.25	128.0	85.75	361.0
8.	Per Household Standard Mandays	3.50	4.41	4.51	4.01
9.	Total Number of Consumer Units	252.9	224.2	151.1	628.20
10.	Per Household Consumer Units	6.02	7.73	7.95	6.98
11.	Literacy Percentage				
	Male	87	80	60	227
		(77.68)	(81.63)	(88.23)	(81.65)
	Female	74	66	47	187
		(66.67)	(69.47)	(71.21)	(68.75)
	Total	161	146	107	414
		(72.20)	(75.65)	(79.85)	(75.27)

Note: Figures in parentheses denote the percentage to column total.

The size and composition of the family is the main determinant of the household consumption expenditure. The individual members in the family consume different quantities of food items as per their age and sex behaviours. Therefore, in order to avoid any under/over estimation of unemployment rates among the sample population, the family members of varying age and sex have been converted into 'Standard Consumer units' or 'adult man value' by applying the 'scale of co-efficient' suggests by the Indian Council for Medical Research (Gopalan, et. al, 1980). The total number of 'Standard Consumer Units' has been worked out 221.9, 167.1, 131.6 and 520.6 on the marginal, small, medium and among all the holdings together whereas among the non-tribal households Standard Consumer Units come out 252.9, 224.2, 151.1 and 628.20 respectively. Per household Standard Consumer Units shows an increasing tendency with an increase in the size of holdings.

Education is an important social factor and it acts as a means reducing the socio-economic inequalities in the society. It helps the individual to raise his social and economic status in various ways. Knowledge, skills, values and attitude acquired through education help one to lead a desired quality of life. Besides, being a basic need, education especially vocational, technical and professional is necessary for job placement and thus acquiring a higher social status. Thus literacy is an important indicator of levels of living. The percentage of literacy among the tribal households has been worked out 65.36, 70.86 and 76.27 percent on the marginal, small and medium size of holdings respectively whereas, among the non-tribal households this percentage come out 72.20, 75.65 and 79.85 percent

respectively. Among all the holdings together, the literacy percentage is highest among the non-tribal households (i.e. 75.27 percent) as compared to the tribal households (i.e. 69.83 percent). The sex-wise analysis shows that the literacy percentage is highest among males as compared to females. The percentage of literacy shows an increasing tendency with an increase in the size of holdings. It happened mainly due to the reason that the households falling on the larger size of holdings has sound and regular sources of income and can afford to make investment on the better education of their wards. Whereas, contrary to it, the households falling on the smaller holdings due to their uneconomic size of holdings, lack of gainful employment opportunities and meagre household income cannot afford to bear the expenses of their children i.e. mainly for higher education. This study reveals that the literacy percentage is highest among non-tribal as compared to tribal households. It happened mainly because of the fact that non-tribal areas have more and better avenues and opportunities for education as compared to the tribal areas.

PATTERN OF HUMAN LABOUR DAYS UTILIZATION IN AGRICULTURAL, NON-AGRICULTURAL AND NECESSARY ACTIVITIES AMONG THE TRIBAL AND NON-TRIBAL HOUSEHOLDS IN THE RURAL AREAS

The percentage of standard mandays spent in agricultural, non-agricultural and necessary activities among the tribal and non-tribal households has been presented in Tables 3 and 4 respectively. In the present study, agricultural activities include human labour days utilized in crop production, horticulture activities, livestock activities i.e. looking after cattle, grazing as well as other activities such as forestry, fisheries and poultry etc. These tables clearly indicate that percentage of mandays spent in farm activities i.e. crop production shows an increasing tendency with an increase in the size of holdings. The reason behind it is that the larger farmers with their quite larger and economic size of holdings and regular sources of household income can afford to

TABLE 3: PATTERN OF FAMILY HUMAN LABOUR DAYS UTILIZATION IN AGRICULTURAL, NON-AGRICULTURAL AND NECESSARY HOUSEHOLD ACTIVITIES AMONG THE TRIBAL HOUSEHOLDS IN THE RURAL AREAS (Standard Mandays)

Sr. No.	Activities	Marginal Holdings	Small Holdings	Medium Holdings	All Holdings
1.	Agricultural Activities				
	a. Crop Production	45.28 (5.78)	83.63 (8.65)	131.10 (10.98)	75.51 (8.14)
	b. Horticultural Activities	40.00 (5.11)	83.85 (8.67)	157.54 (13.19)	78.68 (8.48)
	c. Livestock Activities	158.89 (20.29)	192.14 (19.88)	227.07 (19.01)	183.77 (19.81)
	d. Others*	36.12 (4.61)	30.12 (3.12)	23.16 (1.94)	31.49 (3.39)
	e. Sub-Total of Agricultural Activities	280.29 (35.79)	389.74 (40.32)	538.87 (45.12)	369.45 (39.82)
2.	Non- Agricultural Activities				
	a. Services	86.45 (11.04)	186.15 (19.26)	289.34 (24.23)	160.72 (17.32)
	b. Business	28.81 (3.68)	43.80 (4.53)	34.47 (2.89)	34.70 (3.74)
	c. Households Industries	62.37 (7.96)	25.20 (2.61)	10.59 (0.89)	39.75 (4.28)
	d. Wage-Work	108.68 (13.88)	42.80 (4.43)	8.82 (0.74)	66.87 (7.21)
	e. Religious Work	2.53 (0.32)	14.60 (1.51)	7.06 (0.59)	7.26 (0.78)
	f. Others**	14.34 (1.83)	29.20 (3.02)	37.07 (3.10)	23.81 (2.57)
	g. Sub-Total of Non-Agricultural Activities (a to f)	303.18 (38.71)	341.75 (35.36)	387.35 (32.43)	333.11 (35.90)
3.	Necessary Activities				
	a. Family Affairs	134.25 (16.38)	143.29 (14.82)	156.36 (13.09)	141.77 (15.28)
	b. Social Affairs	24.64 (3.15)	38.95 (4.03)	50.15 (4.20)	34.53 (3.72)
	c. Leisure, Rest and Sickness	26.67 (3.40)	37.15 (3.84)	44.12 (3.69)	33.65 (3.63)
	d. Others***	14.22 (1.82)	15.67 (1.62)	17.50 (1.47)	15.37 (1.66)
	e. Sub-Total of Necessary Activities (a to d)	199.78 (25.50)	235.06 (24.32)	268.13 (22.45)	225.32 (24.28)
4.	Grand Total (1 to 3)	783.25 (100.00)	966.55 (100.00)	1194.35 (100.00)	927.88 (100.00)

Note: Figures in parenthesis denote percentage to column total.

* Includes poultry, fisheries, forestry etc.

**Includes tuitions, vehicles used for commercial purposes etc.

*** Includes care of sick and elderly, knitting, shopping etc.

utilize their maximum land area for the production of field crops by using the irrigation, high yielding varieties of seeds, fertilizer etc. in order to increase their household farm income. Whereas, contrary to it, the smaller farmers with their quite small and uneconomic size of holding and meagre household income cannot afford to spend more days in farm activities which is less remunerative.

The climatic conditions are not favourable to produce the horticultural crops in non-tribal district i.e. low hill zone areas of the State. Therefore, most of land area is used for the cultivation of field crops by the non-tribal households. The percentage of mandays spent in horticultural activities among tribal households show an increasing tendency with an increase in the size of holdings. The percentage of mandays spent in livestock activities among tribal and non-tribal households is highest among the smaller holdings mainly due to the reason that smaller holding groups due their uneconomic size of holdings cannot afford to feed their cattle at the cattle shed and therefore, they left them for grazing to the nearby forest and/or common grasslands for most of the time during the day.

TABLE 4: PATTERN OF FAMILY HUMAN LABOUR DAYS UTILIZATION IN AGRICULTURAL, NON-AGRICULTURAL AND NECESSARY HOUSEHOLD ACTIVITIES AMONG THE NON-TRIBAL HOUSEHOLDS IN THE RURAL AREAS (Standard Mandays)

Sr. No.	Activities	Marginal Holdings	Small Holdings	Medium Holdings	All Holdings
1.	Agricultural Activities				
	a. Crop Production	99.02 (11.93)	209.82 (18.60)	297.13 (24.11)	176.54 (17.46)
	b. Horticultural Activities	-	-	-	-
	c. Livestock Activities	158.84 (19.14)	214.51 (19.02)	219.58 (17.82)	189.60 (18.76)
	d. Others*	24.86 (3.00)	26.06 (2.31)	19.95 (1.62)	24.21 (2.40)
	e. Sub-Total of Agricultural Activities	282.72 (34.07)	450.39 (39.92)	536.66 (43.55)	390.35 (38.62)
2.	Non- Agricultural Activities				
	a. Services	107.70 (12.98)	229.69 (20.36)	341.18 (27.68)	196.30 (19.42)
	b. Business	42.70 (6.35)	51.20 (4.54)	33.17 (2.69)	43.43 (4.30)
	c. Households Industries	47.02 (5.15)	20.68 (1.83)	19.21 (1.56)	32.66 (3.23)
	d. Wage-Work	139.04 (16.76)	93.10 (8.25)	9.47 (0.77)	96.88 (9.58)
	e. Religious Work	5.35 (0.64)	12.41 (1.10)	6.31 (0.51)	7.83 (0.77)
	f. Others**	16.67 (2.01)	20.34 (1.80)	25.42 (2.06)	19.70 (1.95)
	g. Sub-Total of Non-Agricultural Activities (a to f)	358.48 (43.21)	427.42 (37.89)	434.76 (35.28)	396.80 (39.25)
3.	Necessary Activities				
	a. Family Affairs	118.28 (14.26)	149.93 (13.29)	155.09 (12.58)	136.25 (13.48)
	b. Social Affairs	19.30 (2.33)	25.46 (2.26)	30.76 (2.50)	23.70 (2.34)
	c. Leisure, Rest and Sickness	30.98 (3.73)	49.72 (4.41)	55.94 (4.54)	42.29 (4.18)
	d. Others***	19.92 (2.40)	25.18 (2.23)	19.18 (1.56)	21.46 (2.12)
	e. Sub-Total of Necessary Activities (a to d)	188.48 (22.72)	250.29 (22.19)	260.97 (21.18)	223.70 (22.13)
4.	Grand Total (1 to 3)	829.68 (100.00)	1128.10 (100.00)	1232.39 (100.00)	1010.85 (100.00)

Note: Figures in parenthesis denote percentage to column total.

* Includes poultry, fisheries, forestry etc.

**Includes tuitions, vehicles used for commercial purposes etc.

*** Includes care of sick and elderly, knitting, shopping etc.

The percentage of mandays spent in other activities (such as forestry, fisheries and poultry etc.) is highest among the tribal as compared to non-tribal households. This percentage shows a decreasing tendency with an increase in the size of holdings. The percentage of mandays spent in agricultural activities among the tribal households has been worked out 35.79, 40.32 and 45.12 percent on the marginal, small and medium size of holdings whereas, among non-tribal households this percentage come out 34.07, 39.92 and 43.55 percent respectively which indicates an increasing tendency with an increase in the size of holdings. Among all the holdings together the percentage of mandays spent in agricultural activities is highest among tribal (i.e. 39.82 percent) as compared to non-tribal households (i.e. 38.62 percent).

The percentage of mandays spent in services shows an increasing tendency with an increase in the size of holdings. It happened mainly due to higher literacy percentage on the larger size of holdings. This percentage is highest among the non-tribal households as compared to the tribal households. The percentage of mandays spent in business is highest on smaller holdings as compared to larger holdings among both the tribal and non-tribal households. The percentage of mandays spent in household industries is highest among tribal as compared to non-tribal households. The percentage of mandays spent in household industries is highest on the smaller holdings mainly due to the reason that these households have received loans, special training and instrument on subsidized rates under the Government Schemes to start household industries (i.e. mainly weaving, knitting, tailoring, shoe making, flour mills etc.) to supplement their meager household income.

The percentage of mandays spent in wage work is highest among non-tribal as compared tribal households mainly due to the reason that tribal people due to their higher illiteracy they face language problem, therefore, they try to get wage work preferably nearby as well as outside but necessarily within the same area. The percentage of mandays spent in wage work is highest on the marginal holdings and decreases with an increase in the size of holdings. The reason behind it is the lack of gainful employment opportunities on their uneconomic size of holdings, high illiteracy and high dependency percentage among the smaller holding groups. Further the members on the smaller holding groups are not necessarily required on their uneconomic size of holdings even during peak agricultural as well as horticultural seasons, hence they keep themselves busy in regular and more remunerative jobs and/or wage work outside agriculture i.e. mainly house construction and road construction etc. But contrary to it, the larger size of holding groups due to higher percentage of literacy, sound and regular sources of income (i.e. mainly from services) as well as due to their higher social status, most of the well to do families consider wage work below their status. Further, the households falling on the smaller size of holdings due to meagre household income cannot afford to remain unemployed during the lean agricultural seasons; hence, they try their levels best to get seasonal and/or casual wage work preferably nearby as well as outside their native place. The percentage of mandays spent in religions activities among the tribal and non-tribal households is highest on the larger size of holdings mainly due to the reason that these holding due to their higher literacy percentage mainly perform religious activities (i.e. marriage, birth, death and other religious functions) in the study area. The percentage of mandays spent in other activities (i.e. commercial vehicles, tuitions etc. shows an increasing tendency with an increase in the size of holdings. The percentage of mandays spent in non-agricultural activities to the total mandays among tribal households has been worked out 38.71, 35.36 and 32.43 percent on the marginal, small and medium size of holdings whereas, among non-tribal households this percentage come out 43.21, 37.89 and 35.28 percent

respectively, which indicates a decreasing tendency with an increase in the size of holdings. Among all the holdings together this percentage is highest among non-tribal households (i.e. 39.25 percent) as compared to the tribal households (i.e. 35.90 percent).

In the present study, all those activities viz. family and social affairs, leisure, rest and sickness and others i.e. care of sick and elderly, knitting, shopping etc. which neither provide direct employment to the family members nor add to household income but time has to be utilized in these activities by the family members because these activities are 'necessary' from the survival and social point of view in the society. The percentage of mandays spent in family affairs and others activities i.e. care of sick and elderly, knitting, shopping etc. shows a decreasing tendency whereas, the percentage of mandays spent in leisure, rest and sickness and social affairs shows an increasing tendency with an increase in the size of holding among both tribal and non-tribal households. It is clear from the above analysis that the percentage of mandays spent in social affairs is highest among the tribal as compared to non-tribal households. It happened mainly on account of the fact that the tribal people are comparatively more religions minded and they believe in the existence of god and deities, customs, traditions and beliefs as well as people of tribal areas are very fond of fairs and festivals because these are major source of their entertainment. The percentage of mandays spent in necessary activities among the tribal households has been worked out 25.50, 24.32 and 22.45 percent on the marginal, small and medium size of holdings whereas, among non-tribal households this percentage come out 22.72, 22.19 and 21.18 percent respectively which indicates a decreasing tendency with an increase in the size of holdings. Among all the sample households together, this percentage is highest among tribal (i.e. 24.28 percents) as compared to non-tribal households (i.e. 22.13 percent).

EXTENT OF UNEMPLOYMENT AMONG THE TRIBAL AND NON-TRIBAL HOUSEHOLDS IN THE RURAL AREAS: A MULTI-DIMENSIONAL APPROACH

The extent of unemployment with the help of 'time', 'willingness' and 'income' criteria for the tribal and non-tribal households in the rural areas of Himachal Pradesh has been presented in tables 5 and 6 respectively.

TIME CRITERION

The total number available mandays per household at full employment norms (i.e. 8 hours in a day, 25 days in a month and 300 days in a year) has been worked out 996, 1143, 1323 and 1110 on marginal, small, medium and among all the holding groups together respectively among tribal households, whereas among non-tribal households these mandays have been worked out 1050, 1323, 1353 and 1203 respectively. The percentage of mandays utilized in agricultural activities and necessary activities to total mandays available among tribal and non-tribal households shows an increasing tendency whereas, the percentage of mandays spent in non-agricultural activities indicates a decreasing tendency with an increase in the size of holdings.

TABLE 5: EXTENT OF UNEMPLOYMENT AMONG THE TRIBAL HOUSEHOLDS IN THE RURAL AREAS: A MULTI-DIMENSIONAL APPROACH

Sr. No.	Activities	Marginal Holdings	Small Holdings	Medium Holdings	All Holdings
1.	Total Available Mandays (Annual)	996 (100.00)	1143 (100.00)	1323 (100.00)	1110 (100.00)
2.	Total Mandays Utilized in Agricultural Activities	280.29 (28.14)	389.74 (34.10)	538.87 (40.73)	369.45 (33.28)
3.	Total Mandays Utilized in Non-Agricultural Activities	303.18 (30.44)	341.75 (29.90)	387.35 (29.28)	333.11 (30.01)
4.	Total Mandays Utilized in Necessary Activities	199.78 (20.06)	235.06 (20.57)	268.13 (20.27)	225.32 (20.30)
5.	Grand Total of Mandays Utilized	783.25 (78.64)	966.55 (84.56)	1194.35 (90.28)	927.88 (83.59)
6.	Number of Unemployed Mandays (Time Criterion)	212.75 (21.36)	176.45 (15.44)	128.65 (9.72)	182.12 (16.41)
7.	Number of Annual Mandays Available for Additional Work (Willingness Criterion)	239.87 (24.08)	194.07 (16.98)	130.32 (9.85)	202.28 (18.22)
8.	Willingness for Over Employment (6 ± 7)	27.12 (2.72)	17.62 (1.54)	1.67 (0.13)	20.16 (1.82)
9.	Unemployed (Income or Poverty Criterion)	98.3 (44.30)	44.8 (26.81)	-	143.1 (27.49)

Note: Figures in parentheses denote the percentage to column total.

The percentage of mandays utilized in all activities i.e. agricultural, non-agricultural and necessary activities (i.e. both productive and necessary activities) during the year among tribal households has been worked out 78.64, 84.56 and 90.28 percent on marginal, small and medium size of holdings which indicates an increasing tendency with an increase in the size of holdings. Among all the holdings together this percentage come out 83.59 percent. The percentage of unemployed family human labour days according to time criterion among tribal households come out 21.36, 15.44 and 9.72 percent on the marginal, small and medium size of holdings which indicates a decreasing tendency with an increase in the size of holdings. Among all the holdings together this percentage come out 16.41 percent. The percentage of family human labour days utilized in all activities among non-tribal households has been worked out 79.02, 85.27 and 91.09 percent on the marginal, small and medium size of holdings respectively whereas, among all the holdings together this percentage come out 84.03 percent. The percentage of unemployed family human labour days according to time criterion among non-tribal households has been worked out 20.98, 14.73 and 8.91 percent on the marginal, small and medium size of holdings respectively whereas, among all the holdings together this percentage come out 15.97 percent.

WILLINGNESS CRITERION

The percentage of mandays available/willing for additional work to the total mandays among the tribal households has been worked out 24.08, 16.98 and 9.85 percent on the marginal, small and medium holdings respectively. Among all the tribal holdings together this percentage come out 18.22 percent. Whereas, among the non-tribal households the percentage of mandays available/willing for additional work to the total mandays come out 24.59, 17.69 and 10.04 percent on the marginal, small and medium holdings respectively. Among all the holdings together this percentage come out 18.28 percent. It is clear from the above analysis that the percentage of mandays willing for additional work to the total available mandays shows a decreasing tendency with an increase in the size of holdings.

TABLE 6: EXTENT OF UNEMPLOYMENT AMONG THE NON-TRIBAL HOUSEHOLDS IN THE RURAL AREAS: A MULTI-DIMENSIONAL APPROACH

Sr. No.	Activities	Marginal Holdings	Small Holdings	Medium Holdings	All Holdings
1.	Total Available Mandays (Annual)	1050	1323	1353	1203
2.	Total Mandays Utilized in Agricultural Activities	282.72 (26.93)	450.39 (34.04)	536.66 (39.66)	390.35 (32.45)
3.	Total Mandays Utilized in Non-Agricultural Activities	358.48 (34.14)	427.42 (32.31)	434.76 (32.13)	396.80 (32.98)
4.	Total Mandays Utilized in Necessary Activities	188.48 (17.95)	250.29 (18.92)	260.97 (19.29)	223.70 (18.60)
5.	Grand Total of Mandays Utilized	829.68 (79.02)	1128.10 (85.27)	1232.39 (91.09)	1010.85 (84.03)
6.	Number of Unemployed Mandays (Time Criterion)	220.32 (20.98)	194.90 (14.73)	120.61 (8.91)	192.15 (15.97)
7.	Number of Annual Mandays Available for Additional Work (Willingness Criterion)	258.25 (24.59)	234.02 (17.69)	135.80 (10.04)	219.92 (18.28)
8.	Willingness for Over Employment (6 ± 7)	37.93 (3.61)	39.12 (2.96)	15.19 (1.12)	27.77 (2.31)
9.	Unemployed (Income or Poverty Criterion)	119.0 (47.05)	66.6 (29.71)	14.4 (9.53)	200.0 (31.82)

Note: Figures in parentheses denote the percentage to column total.

INCOME CRITERION

The workers are inadequately employed not because they devote less time to work but because their earnings from the existing wage rate are not sufficient to meet out the basic needs of their family members. This point of view is strongly stated by Dandekar and Rath (1970) in their study 'Poverty in India'. They stated that, an adequate level of employment be defined in terms of its capacity to provide minimum living to population. In context of employment, under-nutrition is of crucial importance as it affects the ability to work and the efficiency of the worker. According to Raj Krishna, a person may be called unemployed and/or underemployed if, he earns an income per year/month less than some desirable minimum. In the present study the minimum desirable level of per month income in order to meet out the minimum food and non-food requirements of a person (at 2003-2004 local prices) has been worked out Rs. 499.86 for the tribal households and Rs. 388.22 for non-tribal households. The percentage of underemployed workers who are earning less than the minimum desirable income among tribal households has been worked out 44.30 and 26.81 percent on the marginal and small size of holdings, whereas, among all the holding groups together this percentage come out 27.49 percent. Whereas, the percentage of unemployed workers among non-tribal households has been worked out 47.05, 29.71 and 9.53 percent on the marginal, small and medium size of holdings respectively which indicates a decreasing tendency with an increase in the size of holdings. Among all the non-tribal holdings together this percentage come out 31.82 percent.

Thus the results of multi-dimensional approach clearly indicates that the percentage of underemployed is highest on marginal holdings followed by the small holdings mainly due to their uneconomic size of holdings, higher dependency, low literacy percentage and higher burden of debt payments etc. Whereas the percentage of underemployed is quite low on the medium holdings due to their higher literacy percentage, sound and regular sources of household income as well as the availability of gainful employment on their own farms among the tribal and non-tribal households. According to time criterion, the percentage of unemployment is highest among tribal households mainly due to the reasons that people can produce one crop in a year mainly due to high altitude, snow bound area and extreme variations in climatic conditions etc. Whereas, according to willingness and income criterion the percentage of unemployed is lowest among tribal households as compared to non-tribal households mainly due to horticultural and commercial crops like apple and dry fruits which are more remunerative in nature as compared to the field crops, large number of livestock due to vast availability of grass lands as well as common property resources, subsidies on agricultural and horticultural components like seeds, plants, implements etc.

CONCLUDING REMARKS

The findings of the present study are summarized as below:

*This study reveals that the percentage of mandays spent in crop production is highest among non-tribal households as compared to tribal households because only crop can be produced in the tribal areas in a year mainly due to high altitude, snow bound area and extreme variations in climatic conditions. Whereas the percentage of man days spent in horticultural and commercial crops i.e. apple and dry fruits which are more remunerative in nature is highest among tribal households mainly due to the reason that land as well as climatic conditions are more suitable for horticultural crops as compared to the field crops.

*The percentage of mandays spent in livestock is highest among tribal households as compared to non-tribal households. This may be explained with the reason that the tribal households remain without any agricultural work in their fields for almost six months because of heavy snow cover and they concentrate all their energies in rearing livestock, due to the vast availability of Common Property Resources (CPRs) as well as they provide necessary wool for knitting and weaving the warm cloths, blankets, mattresses, socks, caps etc. as well as supplements their food because their major diet consists of non-vegetarian food.

*The percentage of mandays spent in family as well as social affairs is highest among tribal as compared to non-tribal households. It happened mainly on account of the fact that the tribal people are comparatively more religious minded and they believe in the existence of god and deities, customs, traditions and beliefs as well as the people of tribal areas are very fond of fairs and festivals because these are the major source of their entertainment.

*According to time criterion, the percentage of unemployment is highest among tribal households as compared to non-tribal households mainly due to the reasons that people can produce only one crop in a year. Whereas, according to willingness and income criteria, the percentage of unemployment is lowest among tribal households as compared to non-tribal households on account of the fact that people are producing commercial crops such as apples, vegetables, dry fruits in the tribal areas which are more remuneration in nature as compared to traditional crops i.e. wheat, maize, paddy etc. in non-tribal areas.

*The larger holdings and/or better-off households are engaged mainly in gainful activities on their own economic farms as well as services and business etc. whereas the smaller holdings and/or worst-off households are engaged in low paid occupation like wage work, household industries and on their own uneconomic size of holdings as well as unfertile and unproductive land due to these reasons they are suffering from involuntary unemployment and underemployment. Further the results of present empirical investigation infer that uneconomic size of holdings, lack of regular and seasonal gainful employment opportunities, higher dependency, low literacy percentage, less productive assets, higher burden of debt payments, lack of irrigation facilities, uncertainty of rain etc. are the main causes of unemployment on the smaller size of holdings. Whereas the percentage of unemployment/underemployment is lowest on the larger holdings due to their higher level of education mainly professional and technical, sound and regular sources of income, employment in well paid jobs as well as gainful employment opportunities on their own farms in both the tribal and non-tribal areas.

*The development of household cottage and small-scale industries based on the availability of local raw materials has to be encouraged so that these people are gainfully employed in these industries. There is a lot of potential for the development of household industries like bamboo based industries, carton boxes, leather processing units, wool based industries (i.e. mainly in the tribal areas), handloom and handicrafts industries, which have a lot of income and employment generation potential in both the tribal and non-tribal areas of Himachal Pradesh.

*The production of different varieties is possible mainly in tribal areas of the State and for this purpose agro-processing units can be set in the rural areas so that the farmers can get remunerative prices for their products on the one hand and unemployed persons can be employed gainfully in these activities on the other. Another related aspect, which needs encouragement, is development and introduction of new and improved varieties of livestock mainly in non-tribal areas and partly in tribal areas. The people be encouraged to take up fisheries, poultry and pig-rearing activities in a big way. These activities require low income investment and their gestation period is also small.

In nutshell, the findings of the study reveal that due to different agro-climatic conditions as well as regional variations, the problems related to employment and unemployment should be addressed separately in the tribal and non-tribal areas in the state of Himachal Pradesh. The need of the hours demands that the emphasis of the policy makers should be on development of wool based industry, horticultural product based industry, carton boxes industry in the tribal areas as well as bamboo based industry, leather processing units, agro based industry, handloom and handicrafts in the non-tribal areas for creating more gainful employment opportunities. Hence, in order to reduce the extent of unemployment emphasis should be given to education i.e. mainly professional and technical so that the smaller holdings are suitably equipped to take up employment in the modern sector of the economy and in the higher work status categories. Such activities will help the rural economy in two ways viz., by stopping the migration of people from rural to urban areas in search of employment and by way of creating employment near the villages, thus lead to the general development of the State. Similarly, regional location specific approach can play important role in removing the regional imbalances as well as the socio-economic inequalities prevailing in the tribal and non-tribal areas of Himachal Pradesh.

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