INTRODUCTION

Importance of the Problem:

The one of the yardsticks to measure the success or otherwise of the current plan, as also the successive five year plans in the foreseeable future, is the additional employment opportunities provided to the net addition in the labour force in the country. Therefore, the task is to gauge the situation, to keep the problem under a constant watch, and to make our instruments of policy effective enough to mitigate the problem which require up-to-date information and data regarding unemployment and underemployment at the national as well as regional levels. The full and correct information is not enough to determine the size of the problem as also to forego our instruments to tackle it effectively at one point of time but it is necessary to have a flow of data-figures and related facts - to have up-to-date and precise estimates as far as feasible. When the detailed information is used, it is possible to have an idea about the growth of employment and the size of unemployment and under employment at certain points of time. This is naturally give us an idea of the changes as to whether and to what extent the situation is improving or deteriorating not only in the aggregate but also in respect.
of various branches of economic activity, and in regard to
different regions.

The measurement of unemployment and underemployment is
of cardinal importance for all the underdeveloped countries.
In countries where the phenomena are chronic, the measurement of
these phenomenon is important from the practical point of view.
The search for clearer concepts and more accurate results also
emphasize the desirability of finding a way of measuring the
extent to which the labour force is fully employed. The study
of these phenomena is extremely valuable as a pointer to
economic trends and also as a useful tool in any attempt at
making economic trends. The importance of measurement of
unemployment and underemployment is not only because they are
pointer to the action that is taken to achieve full employment,
but also as an index of the economic health of any given region.

The measurement of unemployment and underemployment is
fundamental not only to throw light on the actual situation but
also for planning purposes and future evaluation of the impact
of development programmes. Such data not only aid in the
formulation and appraisal of employment policies and programmes
but also apprise the impact of economic growth on employment.
The data related to unemployment and underemployment also help
in evolving a strategy for development in its employment aspect.
If such data are available in sufficient detail, provide guide
lines for the formulation of projects and other actions at the practical level also.

Attempts have been made in the past through surveys on the national level to collect data to know the nature and extent of unemployment and underemployment in India but the existing information and data only provide a picture of employment situation at the national level. As stated above the importance of the problem emphasises the collection of such type of data at the country-level. But to get the insight into the problem, information and data at the regional or even block levels are required. Such information and data as are required to tackle the problem from the root is not only not sufficient but lacking in magnitude to make the national picture regarding unemployment and underemployment in India as a whole.

No body will deny the importance of the agricultural sector in our economy. The data and information available at the national level related to employment situation within agriculture are based on the results of those enquiries and surveys about which it is said that "these surveys may indeed prove valuable to other countries if they serve as an objective lesson in how not to conduct agrarian enquiries". When the situation of agricultural unemployment and underemployment regarding existing information and data is not

1 Daniel and Alice Thorner: "Land and Labour in India", Asia Publishing House, 1961, p.188.
clear in detail and scientific in approach followed at the national level, the position at the State and regional level is not expected to be precise and sufficient. The importance of the subject: "the nature and extent of agricultural unemployment underemployment" is quite obvious at the regional level. The studies and surveys if done at regional level make the national employment picture more accurate and help in diagnosing the illness more correctly at the higher level.

There is a real need of objective data in order to make a correct appraisal of the general impression that in underdeveloped family-based peasant country where the economy is still primarily agricultural, there is only partial utilization of available man power even during the peak seasons of farm activities. It is obvious not only to the economist but also to the layman that the degree of utilization of the man power resources of a country shows the state of its economic health. Widespread unemployment and underemployment wherever they exist are the symptoms of economic stagnation or a deteriorating economy, and they are the primary causes of social unrest or political instability. The available information on employment situation is far from satisfactory and the existing data on agricultural unemployment and underemployment is very meagre in India and particularly in the State of Madhya Pradesh, while in
the planning era, such information is very essential for formulating planning programmes and for devising ways and means to eradicate unemployment and underemployment from the agricultural sector of the economy of India and particularly from the State of Madhya Pradesh. Therefore, in a country of the size of India with all its regional variations the achievement of an overall target of employment is not enough. It is necessary to secure a distribution of the same to meet regional requirements. The formulation of a policy on a regional basis would require basic data not only at the national level but also at the State level and even at lower levels. With this in view and in conformity with the rising importance of regional study, an attempt is made to collect relevant data to assess the magnitude of agricultural unemployment and underemployment at the regional level of the area of Northern Mahakoshal.

**Importance of Regional Study:**

India is one of the largest country in the world which accounts for about 2.4 percent of the world's land area; accommodates as much as 14.6 percent of the world's population. It lies entirely to the north of the equator between latitudes 8 and 37 north and longitudes 66.20 to 97 west and spread over about 1700 miles from east to west and about 2000 miles from
north to south. The Tropic of cancer divides the country roughly into two equal parts. The northern part of the country lies on in the Temperate zone and the southern part in the Tarriozone. The land frontier of India is about 9309 miles long and a coastline of about 3500 miles. Therefore in a vast country like India regional differences are bound to be great due to difference in climate, rainfall, soil, land-utilization, agricultural and industrial development, trade, transport and communications.

There are differences not only between different states of Indian Union but also regional differences are found within a State itself. As far example, Madhya Pradesh which occupies about 14 percent of the total geographical area and 12 percent of the total net area sown in the Indian union is broadly divided into the following five contiguous crop zones.¹

<table>
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<tr>
<th>Zone</th>
<th>District included in each zone.</th>
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All these tracts are in the State of Madhya Pradesh but are very much different from each other. These tracts are suitable for more than one crop too. Each tract is a separate region and each has quite different dialect, economy, crop pattern and even physical features. Dissimilarity are known to exist even with a district of each zone and sometimes are as large as might be found in distant parts of the country. India, which is predominantly an agricultural country and in which 82.65 percent of the total population live in 558089 villages, has differences between villages even within a homogeneous district/region. In view of the varied and divergent climatic conditions and agricultural practices in different parts of India, regional surveys beginning with a village as the smallest unit of study, are essential for a complete grasp of agricultural economic condition in the country. To treat the whole of India as one economic unit will lead to fallacious conclusions. Sir Malcolm Darling, then Colombo Plan Consultant to the Planning Commission, in his report on "Certain aspect of the Co-operative Movement in India", said, "one of the main defects of the Rural Credit Survey on which the Second Plan was based is that India has been treated too much as a whole with little or no regard for the wide regional differences.......There are marked differences in quality between one State and another and also between different parts of the same States. The Second Plan did not take these differences into account".  

1 The Hindusthan Times - daily newspaper - New Delhi February 18 1958.
The employment on farms depends on the size of the farm, irrigation facilities, cropping-pattern, intensity of cropping and climatic conditions. There is a vast difference between different States and different regions or districts within a state in India regarding these factors. There are areas in different States where the problem of unemployment and under-employment are most acute and even in the entire State on an average employment situation is not too much serious. In a country of the size of India with its regional variations, the achievement of overall target of employment may not be enough. It may be necessary to secure a distribution of the same to meet regional requirements. The formation of a policy on a regional basis requires basis data not only at the national level but also at the State level and even at lower level. The third Five Year Plan report says that it might be possible to secure larger gains in employment from the development programmes than visualised if in the process of implementation, the programmes are adopted to the local needs and wherever possible made more labour intensive. The rural works programme have been started in India with this aim in view to tackle the existing employment situation on the regional or district level. The Planning Commission also emphasised in the Third Plan Report on balanced regional development and accepted in principle the importance of regional aspect of the
employment problem. It has recommended also the breaking up of the unemployment and underemployment problems by districts and blocks to enable the authorities to focus attention on and to raise resources for dealing with specific employment aspects, particularly in areas where population pressure is heavy. Thus regional studies on employment, unemployment and underemployment not only provide insight into the problem but also are more helpful in solution of the problem. Experience in tackling the problem so far has revealed that it is important to secure the regional and occupational break up of the current employment pattern.

Previous Work Done:

I.L.O. Work and Studies:--

The problem of underemployment has been given special attention in the years immediately preceding the last world war. A number of writers pointed out the size of the manpower surpluses, usually described as "overpopulation", in the countries of Asia, the Mediterranean basin, Eastern Europe and Latin America, and a steadily increasing number of estimates have been published since 1945. The methods used in making these estimates were rough and ready and often unscientific in character and estimates were unreliable and inadequate for
practical purposes.

The need for research into statistical measurement of underemployment had been stressed in the majority of writing on the subject, which had received great attention since the end of the Second World War. The subject of standards for measurement of underemployment was first considered at the sixth International Conference of Labour Statisticians in 1947. The conference in its resolution requested the Governing Body of the I.L.O. to instruct the office to carry out research into methods of measuring and comparing at the international level multiple employment, underemployment and inadequate employment, with special reference to agriculture. In 1950 the I.L.O. made an exploratory study of the nature of underemployment in underdeveloped countries and of the type of action needed for its elimination. The seriousness of the problem was stressed in the Resolution on action against unemployment adopted by the International Labour Conference in June, 1950 in which specific measures for its solution were also stressed. The need for research and numerical information on the volume of underemployment was further underlined by the Asian Advisory Committee of the International Labour Organisation in 1952 and 1953 and by the United Nations in 1954 and 1955. In view of the special importance of this
subject for Asian countries, the Governing Body decided to refer the question of "underemployment in Asia, its causes and remedies with special reference to the social aspect of capital-formation for economic development" for consideration by the Third Session of the Asian Advisory Committee, in November, 1951. The committee concluded that there was an urgent need for an immediate investigation of the present extent of underemployment under existing methods of cultivation in various countries as a basis for planning and action. It recommended rapid sample surveys of such matters as seasonal fluctuations in agriculture and allied employment, and sources and amounts of supplementary income earned during slack seasons by the agricultural population. At its fourth session in November 1952 the Asian Advisory Committee took up the same subject for further consideration, particularly with regard to the relation of underemployment to the broader problem of rural overpopulation in the region and reached some conclusions on action to remedy rural underemployment and overpopulation. Thus the I.L.O. Asian Advisory Committee at its third and fourth sessions made a lengthy analysis of underemployment in the continent of Asia and also emphasised the need to assess the extent of underemployment in the Asian countries and to carry out investigations into the problem of underemployment on the spot. The members of the Committee urged the International Labour Office to lay down technical standards which
could be used in research of this kind and to help the
countries concerned to implement them. Again the Asian
Advisory Committee at its fifth session in October, 1953,
studied the problem of seasonal fluctuations in agriculture
and allied employment in Asia. The United Nations Committee
of Experts on the International Definition and Measurement
of standards and levels of living in 1954 urged the need for
numerical information the volume and characteristics of
underemployment in all studies of living standards in the
underdeveloped areas and pointed to the necessity of considering
the whole problem of concepts, definitions and techniques
required in studies of underemployment. The economic and social
council of the United Nations in its resolution on "The World
Social Situation", in 1955 asked the Secretary General "to
pursue, in association with the International Labour Organisa-
tion, the examination of the concepts, definitions and
techniques required in the measurement of underemployment and
irregular employment.

The Eighth International Conference of Labour
Statisticians which examined the question in 1954, recognised
"that the measurement of underemployment and of irregular
employment both in agricultural and in non-agricultural
occupations deserves careful study and that standardised
definitions should be adopted so far as possible" and
considered "that the experience and knowledge presently available are insufficient for formulation of international standards in these fields". The conference in its resolution called upon the Governing Body of the I.L.O. to instruct the office to examine the problem of measuring underemployment and casual employment and to submit proposals to the Ninth International Conference of Labour statisticians. The Ninth International Conference of Labour Statisticians which was held in April, 1957 examined the problems involved in the measurement of underemployment in some detail. The Governing Body of the I.L.O. considered the resolution on underemployment of the Eighth International Conference of Labour Statisticians at its 132nd session in June 1956 and decided to insert the measurement of underemployment in the agenda of the Ninth International Conference of Labour Statisticians. The report prepared by the I.L.O. reviewed the concepts and definitions of underemployment, described the methods used by different countries to obtain statistical information on this question, pointed out the main problems to overcome in its measurement, and presented draft definitions and proposals to facilitate the development of the statistical measurement of underemployment. The recommendations adopted by the conference stressed interalia, the importance of developing methods of inquiry to analyse disguised and potential underemployment,
particularly in the underdeveloped countries, and the need for promoting exchange of information on techniques and results of studies of underemployment carried out in the various countries. In its resolution on the subject, the conference defined underemployment and distinguished it into two major forms: visible and invisible categories which can be measured with reasonable accuracy by means of statistical inquiries. In view of the limited experience which countries have had in the measurement of invisible underemployment, the conference confined itself to setting up international standards for measurement of visible underemployment. As regards invisible underemployment, the conference recommended that methods of enquiry be developed, particularly in the underdeveloped countries, to analyse disguised and potential underemployment with greater attention to the former because of its extent and susceptibility to measurement in these countries. The conference also suggested studies on under-utilization of manpower including in its scope persons who are unemployed or those who are classified as not in the labour force but would enter the labour force under certain conditions.

The measurement of underemployment featured as one of the study subject at the Second Asian Regional Seminar on Labour Statistician which was organised by the I.L.O. in November, 1958 in Manila. The discussions of the seminar or
measurement of underemployment emphasised the need for the collection of information on dimensions, components and elements of underemployment in the Asian region. In the conceptual field, the seminar contributed to refining the concepts and definitions of the various type of underemployment and pointed out the need for specifying the reasons for the collecting of information on underemployment, the importance of studying attitudes to additional work and the value of direct questions on the intensity or content of work. In short, the seminar focused attention on the techniques of measurement of this phenomenon—concepts and definitions of underemployment; component features of underemployment; means of measurement of underemployment and pointed out some of the more important problems which are encountered in the measurement of this phenomenon.

Employment problems and policies, in view of the serious employment situation in the underdeveloped countries have come to occupy an important place in programmes and activities of the I.L.O. The question of employment objectives in overall economic development was examined by a meeting of experts convened by the I.L.O. in 1959-60, who analysed the problems of employment promotion with special reference to the place of employment objectives in current development plans in developing countries and the manner in which employment
problems are dealt with in these plans, the relationship between employment objective and other objectives in development planning and appropriate measures which could be taken, both at the national and international level, to expand employment opportunities. At its 143rd session (Nov. 1959), the Governing Body of the International Labour Office decided to include in the agenda of the 45th session of the conference (1961) for general discussion the item: Employment Problems and Policies. The Governing Body took this decision after having considered a paper prepared by the Office. The Office prepared a report on Employment Problems and Policies for the purpose of serving a basis for general discussion by the conference. The Office report dealt and reviewed the nature of employment problems and policies in economically underdeveloped countries and in industrially advanced countries and some international aspects of employment problems and policies. The conference in 1961 at the 45th session considered in a general discussion the question of employment problems and policies and suggested a number of general principles which need to be taken into account in the practical formulation and implementation of various measures for expanding employment in the framework of overall economic and social development planning. The conference also recognised that the most difficult employment problems in the World today are those faced by the developing countries, and considered that major attention should be given to what these
and other countries could best do to solve these problems. The conference unanimously adopted a resolution concerning employment policy recommending to governments various measures to promote full employment and calling upon governments "to adopt, as a major goal of social and economic policy, the objectives of full, productive and freely chosen employment." In both instances, considerable attention was paid to the importance of employment problems and policies in rural development programmes and the measures which might be taken to promote fuller employment in rural areas. The conference in its 1961 resolution, had requested the Governing Body "to give high priority to the placing on the agenda of an early session of the International Labour Conference, not latter than 1963, of an item concerning employment policy, with a view to the adoption of an appropriate instrument which will promote the employment objectives defined in this resolution." After examining this resolution at its 150th session in November 61, together with a report on current trends in the employment situation and proposals for I.L.O. action, the Governing Body of the I.L.O. decided that in view of the technical nature of the subject, a preparatory tripartite Technical Conference on Employment Policy should be convened in October, 1963 to discuss "employment policy, with particular reference to the employment problems of developing countries, with a view to the formulation of an appropriate instrument for possible
adoption by the International Labour Conference.

The Fifth Asian Regional Conference of the I.L.O, which was held in Melbourne from 26th November to 7th December, 1962 in accordance with the decision taken by the Governing Body of the International Labour Office at its 143th session (March 1961), discussed the subject on the basis of a report entitled "Employment Promotion, with special reference to rural areas, and with due regard to I.L.O. social objectives and standards" as one of the subjects or item on the agenda of the conference also. The conference laid down a number of principles concerning employment and setforth in the Resolution a number of institutional and technical measures which might be adopted for the promotion of productive employment in the rural sector. The Melbourne Conference at its third sitting on 27 Nov. 62 set up the committee on Employment Promotion. It began its work with a general discussion of the problems with which it was concerned and then proceeded to a detailed consideration of the various points contained in the report prepared by the office. The members of the committee dealt in particular with the special importance of employment objectives in development planning, employment promotion in rural areas and the current and future activities of the I.L.O. in the field of employment promotion. The committee stated that there is the need for and the desirability of promoting in the various countries in the region
systematic and detailed statistical surveys on a continuing basis for collecting adequate data on employment, unemployment and underemployment and stressed the importance for employment planning of adequate statistical data on the size and growth of labourforce and the amount of unemployment and underemployment including break downs for particular regions of the country. In short, I.L.O. is now paying greater attention on the employment problem of underdeveloped countries and also is giving technical and expert assistance to those countries which have initiated surveys on this subject. The work done by the I.L.O. through publications and reports, of course is of general in nature and inconformity with all the underdeveloped countries help a lot on such type of research subject and throw light on many aspects of this intricate problem unspecifically.

Past work in India:

Agriculture is the largest single economic activity in India, and yet the available agricultural statistics, especially employment figures, are the most deficient set of statistics. There is no regular arrangement for collection of employment data pertaining to agriculture in India and whatever is known in this sphere is only the Census figures. The decennial population Census collects and tabulates some information on
the working population but it is far too inadequate and infrequent to meet the needs of planning.

A little more specialised attention has been given to the problem of agricultural labour. The First and Second Agricultural Labour Enquiries have been conducted in India. The reports of these enquiries contain very useful information regarding the place of agricultural labour in the rural community and the magnitude of seasonal and other forms of unemployment with regional variations, from which the agricultural labour suffers. These enquiries are regarded as the important fact-finding investigation in regard to this class. Very useful although these enquiries are to collect the benchmark data, the long interval between the reference period and the time when the reports are released, make the information of very limited use in policy formulation.

Some light is thrown on employment in rural areas and some of the important problems relating to employment in agriculture by the farm management studies, conducted in some of the regions of the country from 1954-55 onwards. These studies give very useful information on the employment of the cultivators' families and have thrown up very useful and valuable information for selected regions only but do not give an integrated picture for the country as a whole. Dr. J.P. Bhattacharjee makes an attempt to measure underemployment
among farmers with the help of data obtained in the course of the farm management investigations in Bihar in 1957-58, which provide information on underemployment in Indian agriculture. Prof. Rosenstein Rodan's approach and methodology is followed in this study and different type of underemployment are measured and estimated empirically for the first time in India. The attempt made to analyse the nature and extent of underemployment among farmers in India with the help of farm management data collected in Bihar, provide an objective lesson to others to conduct an enquiry on employment, unemployment and underemployment, regional-wise and intensive in scope and coverage, in the agricultural sector.

The paucity of data in the field of employment continues to be a serious difficulty in the assessment of the situation. During the last many years, since the start of the First Five Year Plan, a large number of socio-economic surveys have been conducted - a good many of them at the instance of the planning commission, by the National Sample Survey, Programme Evaluation Organisation, Ministry of Labour and Employment, Directorate of Economics and statistics - Ministry of Food and Agriculture, the State Bureaus of Economics and Statistics, University departments etc. The results of these enquiries are not put together due to difference in time, periods and the lack of uniformity in concepts. The findings
of these surveys are utilised to some extent in the formulation of policy and schemes relating to the unemployed. The limitations of these surveys are the following: The surveys conducted by the agencies other than N.S.S. are of regional or local character. The surveys done by the N.S.S. are of an all-India character so far the employment information is concerned. The other survey reports are limited to a State or a city or a Community Development Project. The concepts and connotations used in these surveys' reports on employment and unemployment are widely divergent. The information collected through these surveys are not wholly comparable not only due to variations in the size of the sample, the sampling design and the coverage but also due to the different practices in regard to the reference period, the nature of the labour force, the definition of unemployed and the time lag in collecting and processing of data and finalising the reports and the differences in the manner of tabulation and discussion of results. The information collected through these surveys are all helpful in a way for the assessment of the unemployment picture but divergences in concepts and the varying time lag between investigation and availability of resources introduce difficulties in developing a national picture. This difficulty was experienced as early as the year 1954 when some reports highlighted the lack of uniformity in definitions and concepts. A difficulty in bringing together the results of
various enquiries is the difference time periods for which the results relate. But in rural context, where change occurs only gradually, time differences can not be considered as of much significance. The more important limitation in comparing results arises out of non-comparable concepts used in various enquiries and their coverage. In view of all these difficulties, the National Development Council decided in 1954 that all such surveys should be channelled through the C.S.O. and in pursuance of that decision a standard manual on Labour Force, Employment and Unemployment was formulated and drawn up by the C.S.O. in consultation with Planning Commission and other Government agencies.

With effect from its ninth round, the N.S.S. has been able to formulate its questionnaire after about 7 to 8 years of testing, surveys on labour force, employment and unemployment have been conducted on an all-India scale. The N.S.S. has been also collecting data on underemployment in some form or other since 1952. As far as visible underemployment is concerned there is a good deal of material available in the reports of N.S.S. In regard to disguised and potential underemployment however, not much work has been done so far, since these are beset with several conceptual and practical difficulties. Income data as available from the N.S.S. and other agencies are not sufficient for measurement of disguised underemployment.
The subject "studies in underemployment was officially considered first time on the technical level by the Second meeting of the Central Technical Advisory Council on Statistics, in India, which was held in Hyderabad from 11th to 15th October, 1962.\(^1\) The Central Statistical Organisation prepared a memorandum on the subject and presented before the conference as a Working paper for discussion and further action in this field. The memorandum had reviewed the work done so far in India in this field and suggested further action in the light of international standards and recommendations on the measurement of underemployment, especially in regard to the measurement of disguised and potential underemployment and for improvement of the measure of visible underemployment.

The subject committee - on Agenda Item "studies in underemployment" mentioned the following points in their report:

(i) that visible and invisible underemployment are but different facts of the same phenomenon and all the three aspects, viz. visible, disguised and potential should be considered together and studied in an integrated manner for the purpose of development of methodology.

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(ii) that resources available are so limited that State Statistical Bureau can not afford to undertake methodological studies on underemployment. The National Sample Survey which is engaged in surveys on employment and unemployment might as well be entrusted with the responsibility for the proposed methodological studies on underemployment.

(iii) that the pattern of underemployment, its seasonal and other characteristics being different in different parts of the country, the results of the N.S.S. may not be sufficient for the purpose. State Statistical Bureau should therefore undertake type studies of an intensive nature or a profile studies in continuous studies of families over a year especially in the rural areas as far as the resources permit.

(iv) that the studies of underemployment should be taken up in some blocks selected for rural works programme.

(v) that for obtaining reliable information about the current status a week was considered to be the appropriate reference period.

(vi) that the quantitative aspects of the study might be supplemented, wherever relevant, by qualitative aspects such as reasons for underemployment etc. These are likely to be useful for planning and policy making purposes.
The council took note of the report prepared by the subject committee No. 4, the international recommendations in regard to the measurement of underemployment, the present position as related in the memorandum on the subject and the problems mentioned therein and recommended that the National Sample Survey and the State Statistical Bureaus should undertake type studies of an intensive nature especially in the rural areas with a view to develop methodology for the effective and realistic measurement of underemployment.

A few indirect attempts have been made in the past to estimate the extent of disguised unemployment in agriculture but quantitative estimates of a direct type have not been made regarding the extent of agricultural underemployment in India yet. Analysis of underemployment in agriculture made and procedure adopted in Fam Management Studies in Bihar in 1957-58¹ is the one which is on the line suggested by Prof. Rosenstein rodin for measuring disguised unemployment in agriculture and the practice followed in it is obvious departure from the procedure followed previously in this field.

In the field of employment, however, the sources of information, in spite of the efforts in recent years to build them up are still so weak that we have to fall back upon the

exchange data in so far as the urban areas are concerned,
For the rural sector, the statistical base appears to be still
less adequate. The available information and data in respect
of agricultural unemployment is in the initial stage and very
meagre, while in the planning era, such information is very
essential for formulating planning programmes and for devising
ways and means to eradicate unemployment and underemployment.
Much of the work done on the subject has been of limited use
in understanding the nature of the unemployment and underemploy-
ment problem. If, as has been often rightly claimed a regional
picture alone is helpful for drawing up programmes for tackling
the situation and the overall figures are of little help, there
is even greater paucity of information on a regional basis.
Therefore, the studies of an intensive nature should be under-
taken in selected areas with a view to gain an insight into
the problem and explore ways of overcoming them.

In short, the national Sample Survey which undertook
the task of securing information on unemployment and under-
employment over the last some years has not yet been able to
evolve a consistent picture of the labour-force in terms of
employment, unemployment and underemployment. For the same
reason agencies like the Programme Evaluation Organisation
and the Statistical Bureaux in different states, the Research
Programme Committee of the Planning Commission which finances
research in problems of development through Universities and Research organisation - which are some of the other agencies at work in this field, have also not been able to succeed in measuring these characteristics of the population either in terms of space or over a period. This, however should be taken to mean that attempts have not been made to bring uniformity in the measurement of unemployment and underemployment. The C.S.C. has in its recent publication "Standards for Surveys on Labour Force, Employment and Unemployment" evolved a consistent pattern of concepts and definitions which could be used under Indian conditions in surveys of this kind. The State Governments through their statistical agencies have been able to work on the basis of these definitions and undertake surveys in their own areas. The picture therefore for some time must remain incomplete and to some extent inconsistent till the results of new inquiries flow in, based on the C.S.O. publication. But statistics or no statistics, one point is clear that in the country there is a growing feeling that unemployment and underemployment are growing and also a consciousness about information on the subject.
The Previous Work Done in Madhya Pradesh:

As stated earlier in this chapter that not much work has been done at national level to measure the magnitude of underemployment in rural areas and whatsoever information is available in its initial stage could not be enough to form a base for any definite conclusion about the incidence of unemployment and underemployment in India. The position of State of Madhya Pradesh in India in this respect is of-late start and worse in India. Because Madhya Pradesh, as an integrated unit came into existence in November, 1956 and as an initial step organisation of statistical units was done on sound basis and data then collected were of primary importance instead of initiating such type of survey as requires all round efficiency and enormous sum of money and also a complicated one.

It is obvious that N.S.S. has been collecting data on employment from 4th round in some form or the other since 1952 and attempted to collect data on underemployment in term of hours from the 9th round. Madhya Pradesh joined in this endeavour of N.S.S. to collect data and to canvass schedule 10.2 in rural and urban areas from the 15th round; July 1959. Since this round she has been collecting data on unemployment and underemployment through the Directorate of Economics and
Statistics on the basis of schedule evolved and adopted by the N.S.S. with the expert advice of C.S.O. and Indian Statistical Institute. The 19th round of N.S.S. data collection started from July, 1964. Up to 17th round, data on State level have been tabulated and results are ready but not available for use and still unpublished. The study of the problem also indirectly has been made by the NCAER in connection with the techno-economic survey of Madhya Pradesh.

Some estimates of employment targets to be achieved during each plan periods are given in their respective original plan documents and reports at the State level. The data collected during the First Agricultural Labour Enquiry on employment and unemployment of agricultural labour are not relevant to present Madhya Pradesh but the data thrown up by the Second Agricultural Labour Enquiry analyse the nature and extent of employment and unemployment of agricultural labour as obtaining in rural areas of the State. The results of this enquiry reflect to a great extent the conditions of employment, unemployment and underemployment in rural areas. When the results of data on existing pattern of intensity of work, collected through employment surveys and conducted in respect of the State sample by the Directorate of Economics and Statistics, Government of Madhya Pradesh under the
integrated programme of National Sample Survey, were available will give information about visible underemployment at the State level.

The census 1961 also first time in the history of censuses of India sought to collect information about the persons who were not gainfully employed but were in search of employment. Information about such persons was collected under two categories - persons seeking work for the first time and persons employed before but currently out of employment and seeking employment. The first category relates to new entrants into the labour market while the second one to persons thrown out of employment. These data when available for various States, districts, tahsils, etc. would go a long way in bridging a major gap in the unemployment and would considerably facilitate the building up of a sufficiently detailed picture of the state of unemployment not only for the country as a whole but also for smaller regions in rural-urban break ups. But how far these data reflect a true picture of the state of unemployment particularly in the rural areas is an important question which needs consideration in this context. The implication of the criterion for enumeration of a person as a worker lies in underestimation of open unemployment. However in the absence of any other information the census figures, when available in detail, will provide a measurement of
the volume of open unemployment which in the context of rural areas does not pose as serious a problem as the underemployment, about which we can not get the information from 1961 census.

The above analysis of the state of information reveals that work has been started in Madhya Pradesh recently on this subject and greater attention is now paid to collect such data as provide a comprehensive picture of the state of rural unemployment and underemployment at the State level. But so far as the area under study is concerned no work of such type has been done before this enquiry and no study of this kind has been initiated anywhere to know the nature and extent of agricultural underemployment.

Scope, Objects and Aims of the Study:

The main purpose of the enquiry of nature and extent of agricultural unemployment and underemployment in Northern Mahakoshal is to know the condition of agricultural employment in this region and the main problems facing the area selected for empirical study regarding agricultural employment. An attempt also has been made in conducting this field enquiry to determine the nature and extent of agricultural unemployment and underemployment in the area so that its seriousness
and implications as an economic and social problem can be properly assessed. An estimate also has been made of the amount of surplus agricultural labour which may be released from the land without reducing output under existing methods of cultivation and the variations as between different districts of this region, in the proportion which such surplus labour forms of the total agricultural population. The principal aim of this study is not only to give an adequate picture of the employment, unemployment and underemployment situation in the agricultural sector of the region and to know the extent of spare time available for gainful and productive work but also to bring out the causes of unemployment and underemployment and type of gainful work sought by the unemployed and the underemployed in the agricultural sector in the area selected for survey. The remedial measures based on the personal observations and experience of village people for the area to eradicate the problem of unemployment and underemployment from the agricultural sector of the economy of Northern Mahakoshal are also suggested.

This is the first study on the problem in this region and no enquiry of any type before this has been made systematically with the aims and objects as has been mentioned for the purpose of this enquiry. The study has special significance in the context of planning because of the increased
importance of creating agricultural employment and forming policies and schemes for achieving expanding employment opportunities within agriculture for the new additions in the labour force. The recent experience in this sphere is that urban sector cannot provide employment avenues to the new addition in the working force in this sector. Therefore agricultural sector should create employment opportunities to the extent possible so that it may absorb not only the new entrants to the labour force in this sector but also relieve the pressure of urban sector in respect of employment creation and openings.

Broadly, the objectives of this enquiry are:

(i) to give an adequate picture of the employment, unemployment and underemployment situation in agricultural sector of the region.

(ii) to provide basic data for formulating policy in order to achieve fuller employment and

(iii) to bring out the causes of agricultural unemployment and underemployment and to know the extent of spare time available for gainful work.
Methodology and Approach Adopted in Survey:

There is no uniquely correct, suitable and accurate technique for measuring the phenomenon in agriculture. The phenomenon itself is so complex which requires a many sided approach in its measurement and analysis. No method of its assessment is recommended at the present time. Several different techniques can be used, depending on national or regional conditions and practical problems involved in collecting the data. Any definition of the concepts used becomes conceptual. Therefore the main problem is to translate the concept into a Working definition which can be actually used in the field and which makes sense to the country concerned. "Concepts and definitions can not be formed in a vacuum; they have to be devised in the light of the knowledge, understanding and insight sought into situations, events and phenomena."

Whatever may be the limitations and objections against the time-norm approach, it is the most accepted norm in measuring underemployment in agriculture and universally followed in all underdeveloped countries with some modifications according to national conditions. It is said by the critics that it is of doubtful validity for the purpose of fact-finding. It ignores the reality of social and economic structure which

1 J.P. Bhattacharjee: "A Note on the concepts of unemployment underemployment and All that", unpublished and cyclostyled paper, pp. 1.
the work-norm takes into account. In fact problem of hours of work in agriculture has been the most elusive concept in economic literature. It is also said that the 8 hours day or some such allied concept cannot be usefully applied to agriculture because of "alternative tyranny of rush work and idleness in constant succession. Therefore attempts at measuring underemployment in terms of hours worked do not yield accurate and precise results at all for, "In truth, the practical difficulties of applying that can be called an eight hour day in agriculture are so obvious that it becomes doubtful whether it is worthwhile embarking public opinion with a discussion theoretically on the basis of the 8 hour day in agriculture."¹ This is because the business of a family farm or of domestic industry does not require that punctuality in hours of work or regularity of attention and attendance which is required of a machine operator or attendant.²

But the time norm adopts concepts which are statistically oriented since the classification is based on "observable" characteristics of individual workers who form the units of observation. The time norm approach not only makes distinction between the employed and unemployed but classifies

1. L.E. Howard - "Labour in Agriculture" - p.115.
the underemployed as a sub group of the employed. One of the advantages of this approach is that underemployment data, based on concepts consistent with those of the labour force, could be combined with labour force data to permit a more significant underemployment analysis. In addition, where underemployment data are obtained in the course of the same operation as that designed to compile labour force statistics, the marginal cost and trouble of the compilation of the former becomes a factor of decisive weight. This consideration of economy and facility largely explains the growing number of attempts at underemployment measurement within the framework of labour force sample surveys in underdeveloped countries in recent years. It requires determination of a normal duration of work but it need not involve value judgements and is based on factual observations. It has been pointed out that in underdeveloped countries this approach is usually not meaningful for the self-employed and family workers. This is largely attributed to the widespread presence of "work spread" or of working at a low intensity. The objection, of course appears to rest on sound grounds. But it is preferable to retain this approach as applicable to all others workers categories. It is a useful approach in the sense that it provides a basis for estimating the number and kind of workers available for extra work as well as the order of magnitude of the extra
labour time they could furnish. The observed elements can be measured with reasonable accuracy and objectivity and such measurement is also operationally feasible by following this approach. In India this approach is currently followed for measuring visible underemployment. In time-norm approach, data on labour time spent on gainful activity are collected along with labour time available for gainful activity.

In the empirical study of the region, time-norm approach was adopted for measuring visible underemployment and data were collected on labour time an individual spent on gainful activity along with labour time available for gainful activity. For invisible underemployment, no attempt was made in this study to measure because of several practical and conceptual difficulties implied in measuring the characteristics of this phenomenon. The specific characteristics of invisible underemployed suggested for measurement are related to such persons whose working time is not abnormally low but (i) whose earnings are abnormally low, or (ii) whose jobs do not permit full use of their capacities or skills, or (iii) who are employed in the establishments of economic units whose productivity is abnormally low. At the present stage, not much work had been done on visible underemployment and approach adopted is operationally feasible to collect relevant.
data as the concept is concerned with those persons involuntarily working less than the labour time they are available for gainful work.

The economically active population is measured either by the 'labour force' approach or by the 'gainful worker' approach. In the survey of the region, the labourforce approach is followed to measure the economically active population. This approach is based on the principle of enumerating the economically active population on the basis of each individual's activities during a stated brief time interval (e.g. a week or a day), and defines the economically active population as the total of the persons 'working' and those 'available for work' during the reference period. The 'working' persons include those who performed some work for pay or profit during the reference period and those who had a job but were temporarily not at work; the 'available for work' include persons not in employment but available for employment during the reference period. In the circumstances prevailing in the rural areas of India, the labour force approach, though useful in its own way, does not provide a total count of all the economically active population in so far as large numbers of them may neither be in employment nor be available for employment during the specified reference period. They may be farmers or other own account workers not available for any other work during the off-season. They may be members
of the household who occasionally participate in economic activities but may not be available for work during the reference week. This concept would exclude from the economically active population persons who participate occasionally in economic activities. Information gathered on agricultural employment by this approach has limited value owing to the seasonal fluctuations characterising agriculture. This is the main drawback of this approach that reflects a typical condition existing in the time of enumeration. The estimates of economically active population, thus, obtained by this approach are generally lower than those obtained by the 'gainful worker' approach as the National Sample Survey results reveal.

The subject 'underemployment' at the present stage of technique of measurement in labour-rich areas, require studies of intensive type and such studies should not be spread over to many villages of different districts but case-type studies of some two to three-villages at the block level will be more useful to get insight of the problem rather than to get the size of its magnitude. To understand the nature of the problem in perspective is more beneficial at present for planning purposes at the village level rather than to get the extent of underemployment in any region. To get the full glimpse of the problem with seasonal ups and downs of labour requirements and shortages, the survey period should be spread
over the whole year as such surveys are related to humans and therefore are subjective and to get the more reliability and objectivity of the survey's conclusions and results, period should be the whole year. The extent of underemployment in any region should be derived from assuming the farmers' busy period employment as 'full employment' and other types of employment level should be derived from that magnitude. By this way of approaching the problem in rural context have reality and therefore technique and research methodology should be evolved with this view insight and future attempt should be made to measure the extent of agricultural underemployment in this direction to assess the realistic picture of the situation of agricultural employment, unemployment and underemployment in any region or country.

Concepts and Definitions Used:

The concepts and definitions used in this survey are those recommended by C.S.O. in the manual on the 'Standards for Surveys on Labour Force, Employment and Unemployment, issued in June, 1961. The term "economically active population" are used in place of "labourforce" which is essentially a urban concept. In the rural sector, the "economically active population" consists of those "working" and those "available for work". The rest of the population comprising of persons neither working
nor available for work are termed "economically inactive", in this empirical study. "economically inactive" consists of persons too young or too old to work, disabled or infirm, persons living on past savings or properties without working, pensioners and rentiers, students, housewives, beggars etc.

Working:

The undermentioned persons are categorized as "working". (i) all persons who had worked for pay or profit on at least one day during the reference week on some economic activity,

(ii) all persons who despite availability of work, have abstained from work during the reference week, for reasons of illness, injury or other physical disability, bad weather, festivals, social and religious functions or other contingencies, necessitating temporary absence from work,

(iii) unpaid helpers who have assisted in the operation of an economic activity on at least one day during the reference week.
Available for Work:

All persons who, owing to lack of work have not worked even on a single day during the reference week are currently available for work are categorised as "available for work". They include -

(i) persons seeking work through employment exchanges, intermediaries, applications or direct contacts, and
(ii) persons not seeking work but available for work at current rates of remuneration in prevailing conditions of work.

The terms employed and unemployed are used in place of 'working' and 'available for work' for the urban sector. The term "not in labourforce" is inapplicable to rural conditions, therefore, the concept "economically inactive" is used for the purpose of this survey.

Underemployment:

The measurement of underemployment in rural areas requires the separation of "working" and "available for work" persons as the concept of underemployment is relevant only to the "working". In this survey, persons working 28 hours or less during the reference week and available for additional
work are classified as severely underemployed and persons working, 29 to 42 hours during the week and available for additional work are termed as moderately underemployed and those working more than 42 hours during the reference week and available for additional work are classified as nominally underemployed. No attempt is made in this study to measure invisible form of underemployment.

**Lower and Upper Age Limits:**

The persons below 10 and above 60 are not included in estimating of total economically active population. Persons included for estimating total economically active population of the region under empirical study are in between 10 to 60 years of age. Generally in the survey of urban areas 14 years is the lower age limit but in rural areas it is assumed to be 10 years due to the participation of a large number of children in agricultural activities.

**Current Activity Approach:**

In this survey "current activity" criterion is followed for the identification of the economically active population. The 'usual status' approach lacks objectivity and is not
capable of measuring precisely the extent of employment,
unemployment and underemployment. This approach is not only
vague but also is relatively insensitive to temporary changes
at different points of time. Now 'current activity' approach
is adopted and preferred to make the main economically active
population classification, as a standard procedure. The
measurement procedure under "current activity" criterion has
greater clarity, objectivity and precision, and in particular,
the statistics of visible underemployment and unemployment are
of a higher quality. Sometimes objection is raised regarding
this criterion that seasonal employment patterns of substantial
proportions of the economically active population in undeveloped countries is overlooked.

Reference Period:

In the 'current status' approach, the results depend a
great deal on the choice of the reference period, particularly
in rural areas. The choice of reference period is extremely
important as it governs to a large extent, the classification
of individuals as fully employed, underemployed and totally
unemployed. It should be neither too short nor too long. If
the reference period is shorter the estimate would be less
efficient and popular behaviour would be more variable. Too
short a reference period tends to exaggerate rates of unemployment and depress labourforce participation rate. Too long a reference period helps to raise the proportion of the population in the 'working' category and raises the overall economically active population participation rate. The proportion of persons classified as visibly underemployed also rises as the reference period is lengthened and information due to recall lapses would be less reliable and thus diminishes the accuracy of observation. On a balance of considerations, it would appear lest to use the week as a standard reference period for the identification of the 'working' and 'available for work' categories, in conformity with international recommendation and widespread practice in the underdeveloped countries.

Period of collection of Data:

The survey of the area under study was done during the months April to August, 63 and data collected from responders are related to the previous week before the day of interview. Persons working 10 hours a day was regarded a normal in agriculture for the purpose of this enquiry.

For the detailed information, three types of questionnaire schedule was evolved in accord with adaptation to local conditions of the area under investigation. In the village
schedule information regarding village economy was collected by the help of patwari records and experienced villages. The 'family schedule' and 'individual questionnaire was filled up personally and head of the family was contacted for this purpose. Each question was clearly explained to the head and working persons of the family and for clear understanding supplementary questions too were put. Due regard was paid to the sentiments of the people while extracting information on many points.

Sampling System:

As stated in earlier chapter that four districts were selected for empirical study with a view to assessing the extent of agricultural unemployment and underemployment. In these four districts there are 12 tahsils for administrative convenience. For the purpose of this enquiry one village from each tahsil of the all districts under field investigation was selected. Population range criterion was adopted in selecting of villages, and due attention was given at the time of selection of villages that all types of villages - large and small in population; near the city and far away from the urban areas, on the road and away from the road, under the community development programme and ideal village in the entire region should come under field study and survey so that in the results of the enquiry no trend
is missed and the compact economy of the whole region is represented in the study. In each selected village 10 percent of the total agricultural households according to land holding size with equal emphasis of each land holding category were taken up from the Patwari record for intensive study. Equal weightage was also given for the labourers having no land or nominal land in selecting of agricultural households. The sampling adopted was purposive as well as quota. The villages selected were 12 in number from the whole area named as Northern Mahakoshal. In a sense the relevant study and data collection of these villages were as a case type investigation to get an insight of the problem rather than to get the quantitative estimate. The personal observation and discussion with the experienced villagers also was taken in this study to know the real problem of the area as this exist in reality. In the following table the list of the selected villages with their districts, tahsils is given.

Table No.1.0

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Name of the district</th>
<th>Tahsil</th>
<th>Village</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>I Sagar district</td>
<td>Rehli</td>
<td>Chhindle</td>
</tr>
<tr>
<td>2.</td>
<td>-do-</td>
<td>Sagar</td>
<td>Sihora</td>
</tr>
<tr>
<td>3.</td>
<td>-do-</td>
<td>Banda</td>
<td>Sonrai</td>
</tr>
<tr>
<td>4.</td>
<td>-do-</td>
<td>Khurai</td>
<td>Mahuna Jat</td>
</tr>
<tr>
<td>S.No.</td>
<td>Name of the district</td>
<td>Tahsil</td>
<td>Village</td>
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</tr>
<tr>
<td>5.</td>
<td>II Damoh district</td>
<td>Damoh</td>
<td>Nayagaon</td>
</tr>
<tr>
<td>6.</td>
<td>-do-</td>
<td>Hatta</td>
<td>Bangaon</td>
</tr>
<tr>
<td>7.</td>
<td>III Jabalpur district</td>
<td>Patan</td>
<td>Mahwakheda</td>
</tr>
<tr>
<td>8.</td>
<td>-do-</td>
<td>Jabalpur</td>
<td>Mahrajpur</td>
</tr>
<tr>
<td>9.</td>
<td>-do-</td>
<td>Mudwara</td>
<td>Kailwarkhurd</td>
</tr>
<tr>
<td>10.</td>
<td>-do-</td>
<td>Sehora</td>
<td>Teori</td>
</tr>
<tr>
<td>11.</td>
<td>IV Narsimhapur district</td>
<td>Narshimhapur</td>
<td>Singpur</td>
</tr>
<tr>
<td>12.</td>
<td>-do-</td>
<td>Gadarwara</td>
<td>Kamti</td>
</tr>
</tbody>
</table>

Total 4 districts 12 tahsils 12 villages

The villages selected for field survey according to population range were as follows:

<table>
<thead>
<tr>
<th>Size of population</th>
<th>No. of villages</th>
</tr>
</thead>
<tbody>
<tr>
<td>100-250</td>
<td>...</td>
</tr>
<tr>
<td>250-500</td>
<td>2</td>
</tr>
<tr>
<td>501-1000</td>
<td>5</td>
</tr>
<tr>
<td>1000-1500</td>
<td>2</td>
</tr>
<tr>
<td>1501-2000</td>
<td>2</td>
</tr>
<tr>
<td>2000-3000</td>
<td>1</td>
</tr>
</tbody>
</table>

12
The villages selected in the population size groups 501-1000 and 2000-3000 were 5 and 1 in number. The reason for this selection is that most of the villages in the area under investigation were under this size range and negligible lesser villages were under population size range 2000-3000. The equal number of villages from the size groups were taken for a empirical study, due to more or less equal importance of the villages of these size groups.

Difficulties in the Survey:

Many difficulties faced at the time of survey work and collecting data from different sources. As the survey work of this study was done at the time of China aggression on India, rural people, therefore, had fear to provide information about their working hours and composition of family. They had the feeling that if they will report themselves as unemployed might be recruited in the army and their agriculture will suffer. They had also the tendency to report their family members as working fully in household work or on wages. But when their fear was removed from their minds and made them clear that the information is being collected for the research study and not for Government use and if correct data and information will be made available the conclusions of the said
enquiry then will be correct that may help in solving their employment-related problems through the measures if adopted by the authorities concerned, suggested in the study. I also met the Village Level Workers and Government Representatives and did convince them the aim of the study and further whenever I found any difficulty in getting information from some persons I made contact with such persons through the 'Patels' and 'Patwaris' of the surveyed villages. As the survey was concerned with rural areas I had, therefore, approached to villagers during evening time of the survey days for filling schedules and extracting relevant information. I feel that if information are to be collected in rural areas of India, that may be done in the evening and not during the villager's busy time. We can extract from the village-people more accurate information if we talk to them in their regional dialectics and meet them with wearing ourself their accustomed dress and normal standard. A person who belongs to the area about which enquiry has been conducted, can collect better information than others as he knows and acquaints with the conditions and habits of the people more than those who do not belong to the areas. In collecting data and information I had no such handicap as I belong to the area under study. I also took the benefit of their smoking habit and whenever I gathered information from the villagers, used to provide them 'bidi' for smoking as an
incentive for sitting and answering questions put before them. All in all the response and co-operation of the rural people was more than my hope at the time of survey and on many occasions they come forward to give information without any hesitation and even if engaged in their agricultural work.

The available data on this subject are very scanty and scattered and not much has been done to collect data on many aspects of my research-study in Madhya Pradesh State of India. Of course I got the data from the Government offices and agencies which have been collecting and publishing data without any trouble. But I had to face many difficulties in getting unpublished data. I got some of the unpublished information through the persons concerned on the personal level for the research work. All the available data and information on the subject was and is still in raw form and lacks coherence to draw any conclusion. I, therefore, worked out and compiled many data from the original sources to use them systematically in the analysis of Madhya Pradesh and Northern Mahakoshal. Most of the informations included in the study of the State and Northern Mahakoshal are still unpublished and not yet made available to public for reference and use. The interest shown by the officials and authorities was really admirable at the time of collecting relevant data. If the Directorate of Economics and Statistics, Madhya Pradesh have assisted in providing some data collected
by the State Sample Survey, the study will become more compara-
tive than what it is and employment trends can be examined from
the past with more accuracy and reliability than what was done
at present. In many places I have drawn inferences and
conclusions from the available literature but they are supported
with my personal observation and the data given elsewhere.

Limitations and Errors of the Survey:

For empirical study of Northern Mahakosal 12 villages
were selected for collecting data on the extent of agricultural
unemployment and underemployment in the area under investigation.
The conclusions and observations of these 12 villages were
applied for the whole region of Northern Mahakosal. Of course
at the time of selection of villages population size and urban
influences were also taken into consideration to take all the
factors which affect the extent of unemployment and unemployment
in rural areas. It may be the main limitation of this investi-
gation that the results of 12 villages were applied for the
whole area of Northern Mahakosal but statistically the selection
was sound and based on the expert advice. The other limitation
of this study was that the survey was concerend with the rural
people who are illiterate and maintain nothing for their
employment and earnings. Though the data collected from them were based on their memories, yet where I felt any type of ambiguity, made indirect enquiries through the cross-questions to know the correct and accurate information. Thus in the whole thesis not only the published material available at present was used but results drawn without any bias from the empirical data of the field investigation candidly. No one can claim that his work is without errors and flaws in the present day world. In each research work, something is left for the future work and initial work on any subject has performed the basis for other research studies. The limitations of my study are also concerned with the approach and methodology followed in the investigation and the secondary data collected from different sources. Such errors are unavailable in any type of field study. I did my level best to avoid the subjective errors which are generally remained left unconsciously and tried to maintain objectivity in collecting data and observing facts to reach any conclusion of this study. The statistical errors may be in the survey-analysis but the degree of accuracy is much more achieved in this part of the research work than what was possible in the existing knowledge of the subject and available data and information. Though no estimate is made about the percentage of possible error in the survey-results but the expert opinion is that the statistical error is the minimum that has been always with the statistical survey of such type.