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CHANGES IN THE OCCUPATIONAL STRUCTURE OF RURAL ARTISANS IN PUNJAB

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ABSTRACT

Occupation not only determines the employment and income potential of an individual but also indicate his economic and social status as well. The people general chooses their occupation according to their capacity, capability, availability and earning. These are considered to be some important variable which influence the behavior to leave one occupation and join the other. In context of rural Punjab, most of the rural artisans had changed their traditional occupations and shifted toward the other occupations due to the competition with machine made products. The livelihood of the artisans was mainly depending on the demand for their products and services. The demand for artisans' products and services had decreased due to the competition with machine made products. These machine made products were cheaper and better in quality which replace the demand for artisans' products. These new products entered into the villages through link road by the efforts of merchants such as bania and traders etc. Thus, due to the dwindling demand for artisans' products and services most of them drifted away from their traditional occupations. The furious competition with machine made products resulted in demolition of artisans' traditional occupations. In this paper, an attempt has been made to know about the new structure of employment of rural artisans who left their traditional occupations and joined the other occupations. The various occupations adopted by them has been divided into five categories namely 'industrial sector', 'agriculture sector', 'self-employment', 'Government/semi Government services' and 'others'. The category-wise distribution of sampled households reveals that the employment in 'agriculture sector' had shown the highest percentage share, as adopted by 30.77 per cent households. Out of the total sampled households, 26.93 per cent artisan households engaged in 'self-employment' occupations, 18.90 per cent households joined 'industrial sector', 9.28 per cent households entered in 'Government/semi Government services' and 14.93 per cent households entered into the 'others' category of occupations. In overall, the artisans who withdrawal from their traditional occupations were not absorbed by the industrial or services sectors. Rather the majority of withdrawn artisans were absorbed by the low productive activities such as agriculture and self-employment occupations. The absorption of withdrawn artisans or sampled population in low productive jobs is not a healthy sign for the structural transformation of the workforce in particular and economic development in general.

KEYWORDS

Punjab, rural artisans.

INTRODUCTION

The present study is related to the changes in the occupational structure of rural artisans in Punjab. All the artisanal activities like carpentry, blacksmithy, goldsmithy, cobblers and shoes making, weaving, basket making, pottery etc. are directly linked to agriculture (Gurtrell, 1981). With the advent of green revolution and industrial development, there have been significant changes occurred in the occupational structure of rural artisans. The process of mechanization of agriculture, urbanization and industrialization has declined the proportion of artisan's household based activities in the villages. The use of modern inputs in agriculture made the artisans production unnecessary (Qureshi, 1987). On the other hand, the importance of artisans has also declined due to industrial alternatives. New occupations have been generated through the effects of green revolution and industrial development which increased the growth of manufacturing and large range of services employment connected with the transport, repair, trade etc. (Mehta, G.S. (2005). Besides, the competition with machine made industrial products decreased the demand for artisans' product. Due to this, many of the artisans left their traditional occupations and moved toward the other occupations. In this paper, an effort has been made to look into the new structure of employment of withdrawn artisans.

METHODOLOGY

For the purpose of study, the whole Punjab state has been divided into three categories, first categories constitute relatively developed districts, followed by the category which constitutes relatively medium developed districts and the third category includes relatively less developed districts. On the basis of industrial development, we had selected relatively developed, semi developed and under developed districts of the Punjab.

The districts of Ludhiana, Amritsar, Jalandhar, S.A.S. Nagar, Sangrur and Gurdaspur comprises the relatively developed districts, Fatehgarh Sahib, Hosiarpur, Kapurthala, Rupnagar, firozpur, Patiala and Bathinda as moderately developed districts and the remaining districts i.e., Mansa, Tarn taran, Moga, Barnala, Hosiarpur and Faridkot, Shri Muktsar Sahib etc. from the relatively less developed districts. Keeping in view, it was deemed fit to select Ludhiana as a relatively developed district, Kapurthala as moderately developed district and Mansa came to be at the lowest place as less developed district. The total number of registered factories in district Ludhiana was found to be the highest with 5444 in comparison to districts of Kapurthala and Mansa. In district Kapurthala, this number came to be 465, whereas, it was found the lowest 330 industrial units only in district Mansa. Apart from this, the average number of worker employed in registered factories in district Ludhiana was 227250 but it emerged to be relatively lower 27335 in district Kapurthala and in district Mansa, it was 8757 in 2011 (Government of Punjab, 2012). There are twenty-two developmental blocks in selected districts. Following random sampling method, one village is selected from each block. Twelve villages from district Ludhiana, five villages from district Kapurthala and five villages from district Mansa have been selected for the study. We have taken a sample of 442 rural artisan households who had changed their traditional occupations and joined the other occupations. Further, ten categories of artisans were selected such as carpenter, blacksmith, goldsmith, weaver, potter, shoes maker and leather worker, barber, tailor, basket maker and mason. All the artisans who left their traditional occupation had selected for study. In this way 199, 99 and 144 artisan households were selected from districts of Ludhiana, Kapurthala and Mansa, respectively. The data for the study were collected in the year of 2013. The study is related to the period from 1990 to 2010.

NEW STRUCTURE OF EMPLOYMENT

The occupation structure refers to the distribution or division of working population among the various categories of employment. It has been empirically found in selected areas of rural Punjab that most of the rural artisans had left their traditional occupations and adopted the non-ancestral occupations. The various occupations adopted by them has been divided into five categories namely 'industrial sector', 'agriculture sector', 'self-employment', 'Government/semi Government services' and 'others'. Data in the Table 1 clearly shows the new occupational structure of withdrawn artisans. The category-wise distribution of sampled households reveals that the employment in 'agriculture sector' had shown the highest percentage share, as adopted by 30.77 per cent households. Out of the total sampled households, 26.93 per cent artisan households engaged in 'self-employment' occupations, 18.90 per cent households joined 'industrial sector', 9.28 per cent households entered in 'Government/semi Government services' and 14.93 per cent households entered into the 'others' category of occupations. The 'others' occupations includes the worker, who working on karyana, furniture, shoes, books and stationary, medical and marvel shops, working with timber merchant, caterer, working in plant nursery, gas agency, flour mill, restaurant, driver on hired car, jeep and truck, working in repairing units, helper to doctor, mason and well digger, priest (granthi) in gurudawara, collie at railway station, gatekeeper at marriage palace etc.

One point which is quite clear from the above analysis is that industrial sector remained failed to absorb the withdrawn artisans. This is also characterized as dynamic sector of the economy. It is the agriculture and self employment activities which absorbed near about 60 per cent of the withdrawn artisans.

Category-wise analysis reveals that the employment in 'industrial sector' was found to be the highest among potter artisans as adopted by 31.82 per cent households, whereas, the percentage was found to be very low in case of mason and tailor artisans i.e., 10.34 per cent and 10.00 per cent, respectively. On the other hand, the employment in 'agriculture sector' was found to be very high in case of basket maker artisans (50.00 per cent) and immediately followed by shoes

TABLE 1: STRUCTURE OF EMPLOYMENT OF WITHDRAWN ARTISANS

Categories	Ludhiana						Kapurthala					
	Industrial Sector	Agriculture Sector	Self-Employment	Govt./ Semi Govt. Services	Oth-ers*	Total	Industrial Sector	Agriculture Sector	Self-Employment	Govt./ Semi Govt. Services	Oth-ers*	Total
Carpenter	12 (37.50)	3 (9.37)	10 (31.25)	3 (9.38)	4 (12.50)	32 (100.00)	3 (16.67)	6 (33.33)	4 (22.22)	2 (11.11)	3 (16.67)	18 (100.00)
Blacksmith	5 (20.83)	2 (8.33)	13 (54.17)	1 (4.17)	3 (12.50)	24 (100.00)	4 (36.36)	2 (18.18)	3 (27.28)	-	2 (18.18)	11 (100.00)
Goldsmith	3 (15.00)	1 (5.00)	11 (55.00)	2 (10.00)	3 (15.00)	20 (100.00)	3 (37.50)	2 (25.00)	2 (25.00)	-	1 (12.50)	8 (100.00)
Weaver	1 (6.25)	2 (12.50)	7 (43.75)	2 (12.50)	4 (25.00)	16 (100.00)	2 (22.22)	1 (11.11)	3 (33.34)	1 (11.11)	2 (22.22)	9 (100.00)
Potter	16 (44.45)	10 (27.78)	6 (16.67)	2 (5.55)	2 (5.55)	36 (100.00)	4 (28.58)	6 (42.86)	2 (14.28)	1 (7.14)	1 (7.14)	14 (100.00)
Shoe Maker and Leather Worker	4 (16.00)	6 (24.00)	8 (32.00)	2 (8.00)	5 (20.00)	25 (100.00)	2 (20.00)	4 (40.00)	1 (10.00)	2 (20.00)	1 (10.00)	10 (100.00)
Barber	1 (6.67)	2 (13.33)	3 (20.00)	3 (20.00)	6 (40.00)	15 (100.00)	1 (11.11)	1 (11.11)	5 (55.56)	-	2 (22.22)	9 (100.00)
Tailor	2 (11.76)	3 (17.65)	7 (41.18)	2 (11.76)	3 (11.65)	17 (100.00)	1 (11.11)	4 (44.45)	2 (22.22)	-	2 (22.22)	9 (100.00)
Mason	3 (25.00)	1 (8.33)	5 (41.67)	1 (8.33)	2 (16.67)	12 (100.00)	-	2 (22.23)	3 (33.33)	2 (22.22)	2 (22.22)	9 (100.00)
Basket Maker	2 (100.00)	-	-	-	-	2 (100.00)	-	1 (50.00)	-	-	1 (50.00)	2 (100.00)
All Sampled Households	49 (24.62)	30 (15.08)	70 (35.18)	18 (9.04)	32 (16.08)	199 (100.00)	20 (20.20)	29 (29.29)	25 (25.26)	8 (8.08)	17 (17.17)	99 (100.00)

Cont.

Categories	Mansa						All Sampled Districts					
	Industrial Sector	Agriculture Sector	Self-Employment	Govt. / Semi Govt. Services	Oth-ers*	Total	Industrial Sector	Agriculture Sector	Self-Employment	Govt./ Semi Govt. Services	Oth-ers*	Total
Carpenter	2 (11.11)	9 (50.00)	2 (11.11)	2 (11.11)	3 (16.67)	18 (100.00)	17 (25.00)	18 (26.47)	16 (23.53)	7 (10.29)	10 (14.71)	68 (100.00)
Blacksmith	1 (7.69)	7 (53.85)	3 (23.08)	1 (7.69)	1 (7.69)	13 (100.00)	10 (20.83)	11 (22.92)	19 (39.58)	2 (4.17)	6 (12.50)	48 (100.00)
Goldsmith	1 (10.00)	4 (40.00)	2 (20.00)	2 (20.00)	1 (10.00)	10 (100.00)	7 (18.42)	7 (18.42)	15 (39.47)	4 (10.53)	5 (13.16)	38 (100.00)
Weaver	3 (13.04)	12 (52.18)	2 (8.70)	3 (13.04)	3 (13.04)	23 (100.00)	6 (12.50)	15 (31.25)	12 (25.00)	6 (12.50)	9 (18.75)	48 (100.00)
Potter	1 (6.25)	6 (37.50)	5 (31.25)	2 (12.50)	2 (12.50)	16 (100.00)	21 (31.82)	22 (33.33)	13 (19.69)	5 (7.58)	5 (7.58)	66 (100.00)
Shoe Maker and Leather Worker	1 (4.76)	15 (71.43)	3 (14.29)	1 (4.76)	1 (4.76)	21 (100.00)	7 (12.50)	25 (44.64)	12 (21.43)	5 (8.93)	7 (12.50)	56 (100.00)
Barber	1 (7.70)	6 (46.16)	2 (15.38)	2 (15.38)	2 (15.38)	13 (100.00)	3 (8.11)	9 (24.32)	10 (27.03)	5 (13.51)	10 (27.03)	37 (100.00)
Tailor	1 (7.14)	7 (50.00)	3 (21.43)	1 (7.14)	2 (14.29)	14 (100.00)	4 (10.00)	14 (35.00)	12 (30.00)	3 (7.50)	7 (17.50)	40 (100.00)
Mason	-	6 (75.00)	1 (12.50)	1 (12.50)	-	8 (100.00)	3 (10.34)	9 (31.04)	9 (31.04)	4 (13.79)	4 (13.79)	29 (100.00)
Basket Maker	-	5 (62.50)	1 (12.50)	-	2 (25.00)	8 (100.00)	2 (16.67)	6 (50.00)	1 (8.33)	-	3 (25.00)	12 (100.00)
All Sampled Households	11 (7.64)	77 (53.47)	24 (16.66)	15 (10.42)	17 (11.81)	144 (100.00)	80 (18.09)	136 (30.77)	119 (26.93)	41 (9.28)	66 (14.93)	442 (100.00)

Source: Primary survey

*others includes working on karyana, furniture, shoes, books and stationary, medical and marvel shops, working with timber merchant and caterer, working in plant nursery, gas agency, flour mill and small restaurant, driver on hired car, jeep and truck, working in repairing units, helper to doctor, mason and well digger, priest (granthi) in gurudawara, collie at railway station, gatekeeper at marriage palace etc.

maker and leather worker artisan households (44.64 per cent). The percentage share of goldsmith artisans in 'agriculture sector' employment was found to be very low i.e., 18.42 per cent. As far as blacksmith artisans are concerned, their proportion recorded the highest in 'self-employment' occupations i.e., 39.57 per cent. The percentage share of basket maker artisans in 'self employment' was found to be minimum i.e., 8.33 per cent. The proportion of mason artisans who adopted the 'Government/semi Government services' was found to be 13.79 per cent followed by 13.51 per cent of barber artisans, whereas, this percentage share came to be very low in case of goldsmith artisans i.e., 4.17 per cent. Besides, the employment in 'others' category of occupations, the percentage share of barber artisans was found to be the highest at 27.03 per cent followed by 25.00 of basket maker artisans and found to be very low in case of goldsmith, blacksmith and potter artisans as accounted of 13.16 per cent, 12.50 per cent and 7.58 per cent, respectively.

A glance at the table shows that majority of the rural artisan households shifted towards the 'agriculture sector' which constitute the highest percentage share than the other categories of employment. It is a consequence of the stagnation of employment in public sector and lack of industrial set up in rural areas except district Ludhiana. Due to the lack of alternative employment opportunity in industrial sector and government services, most of the withdrawn artisans were compelled to shift towards the low earning job as agricultural labour in 'agriculture sector'. The lower proportion of withdrawn artisans engaged in industrial sector due to the concentration of industrial units in urban areas. On the other hand, the availabilities of credit facilities (bank and co-operative society) at village level, rural urban connectivity through link roads and the availabilities of more transportation facilities were the main causes of high proportion of 'self-employment' occupations. Besides, the large number of withdrawn artisan households had adopted self-employment occupation due to the increase of education among youth. Education creates the awareness among the workers to start the self-employment occupations. The main feature of self-employment is that the worker

has full freedom of taking decision regarding their work. It was further observed that a significant number of workers who adopted the self-employment occupations had no skill or were semi-skilled when they started their occupations, but they improved their skill with the experience of work. Besides, the government has initiated many programs for the improvement in level of living of scheduled castes and backward castes, including the reservation policy for the scheduled caste/tribes and backward castes. They have become able to learn and socially transform themselves due to the reservation policy in education and Government services. The withdrawn artisan households who got the jobs in Government/semi Government departments due to the benefit of reservation policy, they changed their old occupations and enjoy better status on the basis of new occupation. The withdrawn artisans who adopted the 'other' occupation were very poor due to the lack of any income or previous savings, they have to depend mainly on their physical labour. The lower level of education and weaker financial position of withdrawn artisans were the main reasons behind the entrance of for higher proportion of withdrawn artisans in 'others' category of employment.

STRUCTURE OF EMPLOYMENT IN DISTRICT LUDHIANA

District-wise analysis reveals that among the selected 199 artisans in district Ludhiana, majority of them had been shifted towards the 'self-employment' and 'industrial sector' occupations. The data given in Table 1 reveals that 'self-employment' activities provide the highest percentage share of employment to the withdrawn artisan households (35.18 per cent). The reason of highest percentage share of withdrawn artisans in 'self-employment' occupations was the near location of selected villages to the G.T. (Grand Trunk) road, which offered more employment opportunities. Most of these withdrawn artisans started commuting for employment from their native villages to the nearest locations of G.T. road. Out of total sampled households, 24.62 per cent withdrawn artisan household joined the industrial sector. These withdrawn artisans had taken the benefits of industrial set up in district Ludhiana. The main industries of district Ludhiana are bicycle, tractor, auto and two wheeler parts, hand tools industry, sewing machine, industrial equipments, thread mill, sports goods industry, hosiery industry etc. The establishment of small, medium and large scale industrial units in surrounding rural and urban areas of district Ludhiana created the demand for labour which was partially fulfilled by these withdrawn artisans. The proportion of withdrawn artisans who joined 'agriculture sector' came to be 15.08 per cent. Besides, the proportion of the withdrawn artisans who engaged in 'agriculture sector' was found lower than 'industrial sector' and 'self-employment' occupations due to the availability as industrial employment in the one hand and more uses of machinery in agriculture such as tractor, thrasher, harvester, reaper etc., on the other hand which decreased the demand for labour. On the other hand, the percentage shares of employment in 'others' occupations and 'Government/semi Government services' were found to be 16.08 per cent and 9.04 per cent, respectively. It has been found that 'others' category of employment played relatively more important role in the absorption of withdrawn artisans as compared to Government/semi Government services. The fundamental reason is that some villages are situated near the towns and city markets which increased employment in 'others' category. Besides, the employment in Government/semi Government services was found very low due to the illiteracy of withdrawn artisans.

It has been empirically found from study that nearly half of the withdrawn artisans employed in 'self-employment' and 'industrial sector' categories of occupations. Thus, due to the availability of alternative employment opportunities in the 'industrial sector', 'self-employment' and 'others' occupations, the dependency on agriculture sector for employment was found very low in district Ludhiana.

STRUCTURE OF EMPLOYMENT IN DISTRICT KAPURTHALA

As regarding the new occupational structure of withdrawn artisans in district Kapurthala, the data given in Table 1. The data depicts that the 'agriculture sector' had shown the highest percentage share of employment as compared to the other categories of occupations, it employed 29.29 per cent of the total artisans. The main reason behind the highest proportion of employment in agriculture sector was the lack of alternative employment opportunities in the villages. Most of the industrial units were concentrated in the towns and Kapurthala city. Besides, most of the withdrawn artisans were illiterate, due to which they were failed to get better wage earning jobs, so they compelled to do work in their native villages in agriculture sector as agricultural labourer. On the other hand, 'self employment' also emerged as major source of employment of withdrawn artisans. About 25.26 per cent withdrawn artisan households engaged in 'self employment' occupations, whereas, 20.20 per cent artisan households joined the 'industrial sector'. The rail coach factory in district Kapurthala and JCT mill in Phagwara (a subdivision of district Kapurthala), are the main reasons of employment in 'industrial sector'. The percentage shares of artisans who engaged in 'Government/semi Government services', was found to be as low as 8.08 per cent. The weak financial positional of the withdrawn artisans was the major constraint due to which they were not able to afford the expenditures of higher education and forced to join the low paid work. Besides, the stagnation or even decline of employment opportunity in Government services since liberalization was another reason of low proportion of employment in this category. The percentage share of withdrawn artisans who joined the 'others' category was found to be 17.17 per cent. It was found that most of the withdrawn artisans who engaged in others' category of occupations were found to be illiterate or they had completed middle level of education.

STRUCTURE OF EMPLOYMENT IN DISTRICT MANSA

The data in Table 1 highlights the employment structure of withdrawn artisan households in district Mansa. The data reveals that the 'agriculture sector' absorbed most of the withdrawn rural artisans and came out with the highest percentage share of 53.47 per cent. Due to the lack of employment opportunities in other occupation such as 'self-employment', 'industrial sector' and 'others' occupations, most of the withdrawn artisans were pushed toward the agriculture sector. Majority of the withdrawn artisans were working in agriculture sector as casual labour. District Mansa is known as cotton belt of Punjab. The demand for labour in agriculture is relatively very high during kharif season for plucking the cotton. This demand is partially fulfilled by the withdrawn artisans. Besides, 16.66 per cent withdrawn artisans engaged in 'self-employment' occupations. The proportion of withdrawn artisans was found low as compared to the other categories due to their weak financial position to start the 'self-employment' occupations. The employment in 'others' category of occupations came out with the share of 11.81 per cent followed by 'Government/semi Government services' with slightly lower share, which turned out to be 10.42 per cent. The increased level of literacy rate among artisans was found the cause of employment in Government services in district Mansa. The percentage share of employment in 'industrial sector' was found to be minimum i.e., 7.64 per cent mainly due to the lower industrial set up in rural and urban areas of district Mansa. The withdrawn artisans who employed in industrial sectors, most of them worked in bricks kiln industry because it is situated nearby their villages. Besides, the setting up of thermal power plant in villages Banawala, Talwandi Sabo offering more employment opportunities in this category. It has been found from study that the lower industrial set up in district Mansa, compelled the withdrawn artisans to shift toward agriculture sector as full time agricultural labourers.

COMPARATIVE STRUCTURE OF EMPLOYMENT IN DISTRICTS OF LUDHIANA, KAPURTHALA AND MANSA

Data in the Table 1 clearly shows the structure of employment of withdrawn artisans among the selected districts of Punjab. The comparative analysis among the three districts of Punjab reveals that the employment in 'industrial sector' was the most popular one in district Ludhiana as compared to the districts of Kapurthala and Mansa, as adopted by 24.62 per cent households. This percentage share was found to be 20.20 per cent in case of district Kapurthala and found lowest in district Mansa i.e., 7.63 per cent. In district Ludhiana, large numbers of withdrawn artisans were employed in industrial sector because of the higher set up of industrial units in rural as well as urban areas. Most of these workers were worked in small scale and medium scale industrial units in district Ludhiana. In case of district Mansa, most of the industrial workers were working in bricks kiln industry along with their family. Besides, Rail Coach Factory and JCT mill (Fagwara) had absorbed the large number of workers in district Kapurthala. As compared to districts of Ludhiana and Kapurthala, district Mansa is less urbanised with very lower industrial base. The major source of employment of rural population is agriculture sector. The data in table depicts that majority of withdrawn rural artisan households from district Mansa were involved in 'agriculture sector' as their proportion was found to be 53.47 per cent which was found to be very high as compared to the districts of Kapurthala and Ludhiana. In district Ludhiana, about 15.08 per cent withdrawal artisan households were involved in 'agriculture sector' whereas in case of district Kapurthala, this proportion came to be 29.29 per cent. The reason behind this difference is the existences of different cropping pattern between these districts. In case of district Ludhiana and Kapurthala, wheat and paddy cultivation is dominated the overall cropping pattern but in district Mansa wheat and cotton crops are grown constituting the major part of cultivation. In cotton grown areas, it is quite established fact that manual labour is used for

plucking the cotton. Same is true in case of district Mansa. The labour absorption capacity of agriculture in paddy and wheat grown areas has continuously declined due to uses of machinery in agriculture. The use of modern inputs like irrigation, HYVs seeds, chemical, fertilizers, technological inputs etc. played positive role to increase employment in agriculture but the employment effect of tractor, power threshers, and reapers inputs lead to the displacement of labour and it has negative effect on labour use in agriculture. These inputs are highly used in agriculture for sowing and cultivation of wheat and paddy crops. Due to this, the demand of labour in wheat and paddy grown areas was found very low. Regarding the category of 'self-employment' occupations, the higher proportion of withdrawn artisans was found in district Ludhiana (35.18 per cent) as compared to districts of Kapurthala (25.26 per cent) and Mansa (16.66 per cent). On the other hand, the proportion of employment in 'Government/semi Government services' was found relatively very high in district Mansa (10.42 per cent) as compared to districts of Kapurthala (8.08 per cent) and Ludhiana (9.04 per cent). The reason of withdrawn artisans joining 'Government/semi Government services' category was mainly due to the higher proportion of backward castes and scheduled castes who have advantage of reservation policy. Besides, some of them were professionally qualified. The increased level of literacy among them was found to be another cause of employment in Government services. The employment in 'other' category of occupation was found relatively high i.e., 17.17 per cent in district Kapurthala followed by 16.08 per cent in district Ludhiana and found relatively very low 11.81 per cent in district Mansa.

AGRICULTURAL STRUCTURE OF EMPLOYMENT

After the withdrawal from traditional occupations, back to the land movement was initiated by the withdrawn artisans. Due to the lack of other employment opportunity in the rural areas, the large number of unemployed artisans started shifting toward full time agricultural labourers and that has further resulted increase in proportion of agriculture labour as percentage of cultivators. The withdrawn artisans who entered into agriculture sector were earning their livelihood through agriculture labour.

Analysis of data in Table 2 depicts that the majority of withdrawn artisan's households involved in 'agriculture sector' as their main occupation. It has been found that the withdrawn artisans who joined the agriculture sector they became either 'cultivator' or 'agriculture labour'. The agricultural structure of employment of withdrawn artisans has been divided into two categories i.e., 'agriculture labour' (which may be either casual or permanent agriculture labour) and 'cultivator'. Some of them have their own land when they left their traditional occupations, they became fully dependent on agriculture for livelihood. Moreover, some of them have joined the agriculture sector as 'agriculture labour'. As regarding the overall structure of employment in agriculture sector, the percentage share of withdrawn artisan households who joined the agriculture sector as 'agriculture labour' was found very high i.e., 62.50 per cent, whereas, 37.50 per cent withdrawn artisans shifted toward the agriculture as 'cultivator'.

Category wise analysis reveals that all the basket maker artisans joined the agriculture sector as 'agriculture Labour'. The proportion of barber and shoe maker and leather worker artisans who shifted to the agriculture sector as 'agriculture labour' was found to very high i.e., 88.89 per cent and 88.00 per cent, respectively. This percentage share came to be 77.27 per cent in case of potter artisans and recorded just 77.27 per cent in case of blacksmith artisans. As regarding the employment in 'cultivator' category, the proportion of blacksmith artisans that left their traditional occupation and joined the agriculture sector as 'cultivator' was found to be the highest among all categories i.e., 90.90 per cent, whereas this percentage share turned out to be 72.22 per cent in case of carpenter artisans. It remained just 11.11 per cent in case of potter artisans. While not even a single basket maker artisan found to be involved in agriculture sector as 'cultivator'. District-wise analysis reveals that district Mansa reported the highest percentage share of 'agriculture labour', it was as high as 64.94 per cent, while in case of 'cultivator' the proportion remained to be 35.06 per cent. While in case of district Ludhiana, the relative proportion of 'cultivator' was noted just 40.00 per cent and 'agriculture labour' was 60.00 per cent.

TABLE 2: AGRICULTURAL STRUCTURE OF EMPLOYMENT OF WITHDRAWN ARTISANS

Categories	Ludhiana			Kapurthala			Mansa			All Sampled Districts		
	Agriculture Labour	Cultivator	Total	Agriculture Labour	Cultivator	Total	Agriculture Labour	Cultivator	Total	Agriculture Labour	Cultivator	Total
Carpenter	1 (33.33)	2 (66.67)	3 (100.00)	2 (33.33)	4 (66.67)	6 (100.00)	2 (22.22)	7 (77.78)	9 (100.00)	5 (27.78)	13 (72.22)	18 (100.00)
Blacksmith	-	2 (100.00)	2 (100.00)	1 (50.00)	1 (50.00)	2 (100.00)	-	7 (100.00)	7 (100.00)	1 (9.10)	10 (90.90)	11 (100.00)
Goldsmith	1 (100.00)	-	1 (100.00)	1 (50.00)	1 (50.00)	2 (100.00)	2 (50.00)	2 (50.00)	4 (100.00)	4 (57.14)	3 (42.86)	7 (100.00)
Weaver	2 (100.00)	-	2 (100.00)	-	1 (100.00)	1 (100.00)	8 (66.67)	4 (33.33)	12 (100.00)	10 (66.67)	5 (33.33)	15 (100.00)
Potter	7 (70.00)	3 (30.00)	10 (100.00)	5 (83.33)	1 (16.67)	6 (100.00)	5 (83.33)	1 (16.67)	6 (100.00)	17 (77.27)	5 (22.73)	22 (100.00)
Shoe Maker and Leather Worker	5 (83.33)	1 (16.67)	6 (100.00)	3 (75.00)	1 (25.00)	4 (100.00)	14 (93.33)	1 (6.67)	15 (100.00)	22 (88.00)	3 (12.00)	25 (100.00)
Barber	1 (50.00)	1 (50.00)	2 (100.00)	1 (100.00)	-	1 (100.00)	6 (100.00)	-	6 (100.00)	8 (88.89)	1 (11.11)	9 (100.00)
Tailor	1 (33.33)	2 (66.67)	3 (100.00)	2 (50.00)	2 (50.00)	4 (100.00)	4 (57.14)	3 (42.86)	7 (100.00)	7 (50.00)	7 (50.00)	14 (100.00)
Mason	-	1 (100.00)	1 (100.00)	1 (50.00)	1 (50.00)	2 (100.00)	4 (66.67)	2 (33.33)	6 (100.00)	5 (55.56)	4 (44.44)	9 (100.00)
Basket Maker	-	-	-	1 (100.00)	-	1 (100.00)	5 (100.00)	-	5 (100.00)	6 (100.00)	-	6 (100.00)
All Sampled Households	18 (60.00)	12 (40.00)	30 (100.00)	17 (58.62)	12 (41.38)	29 (100.00)	50 (64.94)	27 (35.06)	77 (100.00)	85 (62.50)	51 (37.50)	136 (100.00)

Source: Primary Survey

Regarding the agricultural structure of employment in district Kapurthala, the picture was quite similar. The data in the table indicate that the 'agriculture labour' had shown the highest percentage share as compared to the 'cultivator'. Out of total agriculture sector employment 58.62 per cent were working as agriculture labour and 41.37 per cent as cultivators.

INDUSTRIAL STRUCTURE OF EMPLOYMENT OF WITHDRAWN ARTISANS

Regarding the industrial structure of employment of withdrawn artisans, it has been found that some of them had started their own factories as ancillary units such as nut bolt factory, manufacture of specific parts and accessories of truck, bicycle, three wheeler, cement pipe industry etc. and they became the 'entrepreneur'. On the other hand, some artisans had joined the industrial sector as a 'wage/salaried worker' in large, medium and small scale units such as sports goods industry, hosiery industry, hand tool industry, bicycle, scooter and car parts industry, rice schaller, godown, brick kilns industry, thermal plant, thread mill etc. Due to the sake of convenience, we divided the whole structure of industrial sector employment into two broader categories namely 'wage/salaried worker' and

'entrepreneur'. Analysis of data in Table 3 depicts that out of the total, 80 withdrawn artisans households joined industrial sector as their main occupation. In overall structure of employment in industrial sector, the percentage share of withdrawal artisan households who joined industrial sector as 'wage/salaried worker' was found to be 81.25 per cent. While the percentage share of withdrawn artisan households who joined industrial sector as 'entrepreneur' was found to be only 18.75 per cent. It has been found that most of the withdrawn artisans used their past savings and got the financial help from formal and informal sources to start the new occupation as 'entrepreneur'. Among all the categories of the artisans who left their traditional occupations and became the 'entrepreneur', the proportion of blacksmith artisans came to be the highest (50.00 per cent). On the other hand, all the weaver, barber, tailor, mason and shoe maker artisans had joined industrial sector as 'wage/salaried worker'.

TABLE 3: INDUSTRIAL STRUCTURE OF EMPLOYMENT OF WITHDRAWN ARTISANS

Categories	Ludhiana			Kapurthala			Mansa			All Sampled Districts		
	Wage/ Salaried Worker	Entre- preneur	Total	Wage/ Salaried Worker	Entre- preneur	Total	Wage/ Salaried Worker	Entre- preneur	Total	Wage/ Salaried Worker	Entre- preneur	Total
Carpenter	9 (75.00)	3 (25.00)	12 (100.00)	2 (66.67)	1 (33.33)	3 (100.00)	1 (50.00)	1 (50.00)	2 (100.00)	12 (70.59)	5 (29.41)	17 (100.00)
Blacksmith	2 (40.00)	3 (60.00)	5 (100.00)	2 (50.00)	2 (50.00)	4 (100.00)	1 (100.00)	-	1 (100.00)	5 (50.00)	5 (50.00)	10 (100.00)
Goldsmith	2 (66.67)	1 (33.33)	3 (100.00)	3 (100.00)	-	3 (100.00)	1 (100.00)	-	1 (100.00)	6 (85.71)	1 (14.29)	7 (100.00)
Weaver	1 (100.00)	-	1 (100.00)	2 (100.00)	-	2 (100.00)	3 (100.00)	-	3 (100.00)	6 (100.00)	-	6 (100.00)
Potter	15 (93.75)	1 (6.25)	16 (100.00)	4 (100.00)	-	4 (100.00)	1 (100.00)	-	1 (100.00)	20 (95.24)	1 (4.76)	21 (100.00)
Shoe Maker and Leather Worker	3 (75.00)	1 (25.00)	4 (100.00)	1 (50.00)	1 (50.00)	2 (100.00)	1 (100.00)	-	1 (100.00)	5 (71.43)	2 (28.57)	7 (100.00)
Barber	1 (100.00)	-	1 (100.00)	1 (100.00)	-	1 (100.00)	1 (100.00)	-	1 (100.00)	3 (100.00)	-	3 (100.00)
Tailor	2 (100.00)	-	2 (100.00)	1 (100.00)	-	1 (100.00)	1 (100.00)	-	1 (100.00)	4 (100.00)	-	4 (100.00)
Mason	2 (66.67)	1 (33.33)	3 (100.00)	-	-	-	-	-	-	3 (100.00)	-	3 (100.00)
Basket Maker	2 (100.00)	-	2 (100.00)	-	-	-	-	-	-	2 (100.00)	-	2 (100.00)
All Sampled Households	39 (79.60)	10 (20.40)	49 (100.00)	16 (80.00)	4 (20.00)	20 (100.00)	10 (90.91)	1 (9.09)	11 (100.00)	65 (81.25)	15 (18.75)	80 (100.00)

Source: Primary Survey

Related to the district-wise industrial structure of employment of withdrawn artisan households, district Ludhiana reported the highest proportion of 'entrepreneur' category as compared to districts of Kapurthala and Mansa. This proportion turned out to be 20.40 per cent. In district Kapurthala, the share of 'entrepreneur' was noted slightly lower i.e., 20.00 per cent. Regarding the industrial structure of employment in district Mansa, the data in the table indicates that only 9.10 per cent withdrawn artisan households joined industrial sector as 'entrepreneur'. Besides, the percentage shares of withdrawn artisan households who joined the industrial sector as 'wage/salaried worker' in districts of Ludhiana, Kapurthala and Mansa were found to be 79.60 per cent, 80.00 per cent and 90.91 per cent, respectively.

STRUCTURE OF SELF-EMPLOYMENT OCCUPATIONS

The sampled households who joined self-employment occupations were engaged in 'running their own shops', 'dairying', 'vendor', 'bicycle/scooter/car and tractor repairing workshops', 'driver of car/three wheeler/truck and rickshaw pulling' activities. Data in the Table 4 shows that the withdrawn artisan households who started 'running their own shops' constitute of various shops such as karyana, books and stationary, furniture, mobile, jeweler and cosmetic, medical shops etc. The proportion of withdrawn artisans who started 'running own shops' accounted for very high share in self-employment occupations i.e., 15.97 per cent. The reason of the highest involvement of the withdrawn artisans in 'running their own shops' in self-employment occupations is mainly its nature of small business and requirement of little initial investment. The withdrawn artisans who started mobile and medical shops they got training and subsequently started their own business. Besides, most of the carpenter and blacksmith artisans opened the furniture shops. The withdrawn artisans started new furniture, medical and mobile shops mainly due to the availability of market in nearby towns. The higher proportion of withdrawn artisans were engaged in 'running their own shops' due to the experience in the field of sale and purchase of goods and services in previous occupations. Further, such kind of experience helped them to run their own business efficiently. Further, they used their own plots or workshops of previous occupations to start self-employment occupations. Besides, 7.56 per cent withdrawn artisan households engaged in 'dairying' occupation. It became very easy to rear milch cattle and further no special skill is required to start this occupation. The other reason of shifting of artisans from traditional occupations to 'dairying' occupation was the availability of own land with some artisans which facilitated the requirement of fodder for milch cattle. Moreover, 5.88 per cent withdrawn artisans engaged in 'vendor' activities. The proportion of 'driver of car/three wheelers/truck and rickshaw pulling' and 'cycle/scooter/car and tractor repairing workshops' categories of self-employment turned out to be equally important as the ratio of each was observed to be 10.09 per cent respectively (vide Table 4). The withdrawn artisans who engaged in 'cycle/scooter/car and tractor repairing workshops' required more skill as compared to the other occupations. These artisans started working with their master in repairing workshops. Slowly, they gained the experience through training and subsequently they started their own workshops. Besides, 50.42 per cent artisan households were engaged in 'others' category of self-employment occupations. The 'others' includes the withdrawn artisans who prepared gates and grills, iron beds, hooks for fish capturing, worked as mason, carpenter, timber merchant, wholesaler and trader, property dealer, hand pump installer/well diggers, painter, caterer, bengal seller, fodder seller, repairing fan, cooler and fridge and watches, running own tea stall, fast food stall, own small restaurant, p.c.o. and photo studio, d.j. systems, broker in sale and purchase of cattle, dying the cloths, working on cart in brick kiln industry, carriage in brick kiln, denting panting etc.

TABLE 4: STRUCTURE OF SELF-EMPLOYMENT OCCUPATIONS OF WITHDRAWN ARTISANS

Categories	Ludhiana							Kapurthala						
	Dairy-ing	Run-ning Own Shops*	Ven-dors	Cy-cle/Scooter/Car and Tractor Re-paring Work-shops	Driver of Car/Three Wheel-ers/ Truck and Rikshaw pulling	Oth-ers*	Total	Dairy-ing	Run-ning Own Shops*	Ven-dors	Cy-cle/Scooter/Car and Tractor Re-paring Work-shops	Driver of Car/Three Wheel-ers/ Truck and Rikshaw pulling	Others*	Total
Carpenter	-	3 (30.00)	-	2 (20.00)	1 (10.00)	4 (40.00)	10 (100.00)	-	1 (25.00)	-	-	1 (25.00)	2 (50.00)	4 (100.00)
Black-smith	-	1 (7.69)	1 (7.69)	4 (30.77)	1 (7.69)	6 (46.16)	13 (100.00)	-	1 (33.33)	-	1 (33.33)	-	1 (33.34)	3 (100.00)
Gold-smith	1 (9.09)	3 (27.27)	-	-	2 (18.18)	5 (45.46)	11 (100.00)	-	-	-	-	-	2 (100.00)	2 (100.00)
Weaver	1 (14.28)	-	1 (14.28)	-	2 (28.58)	3 (42.86)	7 (100.00)	1 (33.33)	-	-	-	-	2 (66.67)	3 (100.00)
Potter	-	1 (16.67)	1 (16.67)	1 (16.66)	-	3 (50.00)	6 (100.00)	-	-	1 (50.00)	-	1 (50.00)	-	2 (100.00)
Shoe Maker and Leather Worker	2 (25.00)	1 (12.50)	-	-	2 (25.00)	3 (37.50)	8 (100.00)	-	-	-	-	-	1 (100.00)	1 (100.00)
Barber	-	-	-	1 (33.33)	-	2 (66.67)	3 (100.00)	-	1 (20.00)	1 (20.00)	-	-	3 (60.00)	5 (100.00)
Tailor	-	2 (28.57)	-	1 (14.29)	-	4 (57.14)	7 (100.00)	-	-	-	-	-	2 (100.00)	2 (100.00)
Mason	1 (20.00)	-	-	-	-	4 (80.00)	5 (100.00)	-	1 (33.33)	-	1 (33.33)	-	1 (33.34)	3 (100.00)
Basket Maker	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All Sampled House-holds	5 (7.14)	11 (15.72)	3 (4.29)	9 (12.86)	8 (11.42)	34 (48.57)	70 (100.00)	1 (4.00)	4 (16.00)	2 (8.00)	2 (8.00)	2 (8.00)	14 (56.00)	25 (100.00)

Cont.

Categories	Mansa							All Sampled Districts						
	Dairy-ing	Run-ning Own Shops*	Ven-dors	Cy-cle/Scooter/Car and Tractor Re-paring Work-shops	Driver of Car/Three Wheel-ers/ Truck and Rikshaw pulling	Oth-ers*	Total	Dairy-ing	Run-ning Own Shops*	Ven-dors	Cy-cle/Scooter/Car and Tractor Re-paring Work-shops	Driver of Car/Three Wheel-ers/ Truck and Rikshaw pulling	Others*	Total
Carpenter	-	1 (50.00)	-	-	-	1 (50.00)	2 (100.00)	-	5 (31.25)	-	2 (12.50)	2 (12.50)	7 (43.75)	16 (100.00)
Black-smith	1 (33.33)	1 (33.33)	-	-	-	1 (33.34)	3 (100.00)	1 (5.26)	3 (15.79)	1 (5.26)	5 (26.32)	1 (5.26)	8 (42.11)	19 (100.00)
Gold-smith	-	1 (50.00)	-	-	1 (50.00)	-	2 (100.00)	1 (6.67)	4 (26.67)	-	-	3 (20.00)	7 (46.66)	15 (100.00)
Weaver	1 (50.00)	-	-	-	-	1 (50.00)	2 (100.00)	3 (25.00)	-	1 (8.33)	-	2 (16.67)	6 (50.00)	12 (100.00)
Potter	-	1 (20.00)	-	1 (20.00)	-	3 (60.00)	5 (100.00)	-	2 (15.38)	2 (15.38)	2 (15.38)	1 (7.70)	6 (46.16)	13 (100.00)
Shoe Maker and Leather Worker	-	-	1 (33.33)	-	-	2 (66.67)	3 (100.00)	2 (16.67)	1 (8.33)	1 (8.33)	-	2 (16.67)	6 (50.00)	12 (100.00)
Barber	-	-	1 (50.00)	-	-	1 (50.00)	2 (100.00)	-	1 (10.00)	2 (20.00)	1 (10.00)	-	6 (60.00)	10 (100.00)
Tailor	1 (33.33)	-	-	-	-	2 (66.67)	3 (100.00)	1 (8.33)	2 (16.67)	-	1 (8.33)	-	8 (66.67)	12 (100.00)
Mason	-	-	-	-	1 (100.00)	-	1 (100.00)	1 (11.11)	1 (11.11)	-	1 (11.11)	1 (11.11)	5 (55.56)	9 (100.00)
Basket Maker	-	-	-	-	-	-	-	-	-	-	-	-	1 (100.00)	1 (100.00)
All Sampled House-holds	3 (12.50)	4 (16.67)	2 (8.33)	1 (4.17)	2 (8.33)	12 (50.00)	24 (100.00)	9 (7.56)	19 (15.97)	7 (5.88)	12 (10.09)	12 (10.08)	60 (50.42)	119 (100.00)

Source: Primary Survey

* include karyana, furniture, books and stationary, meat, mobile repairing, cosmetic and artificial jewellery, shoes and cloth shops.

**others include prepared gates and grills, iron beds, hooks for fish capturing, worked as mason, carpenter, timber merchant, wholesaler and trader, property dealer, hand pump installer/well diggers, painter, caterer, bengal seller, fodder seller, repairing fan, cooler and fridge and watches, running tea stall, fast food stall, own small restaurant, p.c.o. and photo studio, d.j. systems, broker in sale and purchase of cattle, dying the cloths, working on cart in brick kiln industry, denting panting etc.

The category-wise analysis reveals that the proportion of weaver artisans in 'dairying' occupation was found to be the highest at 25.00 per cent. While not even a single carpenter, barber and basket maker artisan found to be involved in 'dairying' occupation. The proportion of withdrawn carpenter artisans who joined self-employment and 'running their own shops', was found to be very high 31.25 per cent followed by 26.67 per cent of goldsmith artisans. Moreover, the percentage share of withdrawn artisans who adopted the 'vendor' occupation was found to be very high in case of barber artisans i.e., 20.00 per cent. As regarding the employment in 'cycle/scooter/car and tractor repairing workshops', the percentage share of blacksmith artisans was found to be on the top (26.32 per cent) as compared to the potter (15.38 per cent), carpenter (12.50 per cent), barber (10.00 per cent), tailor (8.33 per cent) and mason artisans (11.11 per cent). Among all the categories of the artisans who are engaged in 'driver of car/three wheelers/truck and rickshaw pulling' category of self-employment, the percentage share of

goldsmith artisans was found to be very high (20.00 per cent). Not even a single barber, tailor, and basket maker artisan found to be involved in 'driver of car, three wheelers, rickshaw pulling etc' category. Almost all the basket maker artisans joined the 'others' category of self-employment occupations. The percentage share of tailor, barber and mason artisans in 'others' category of occupations was found to be very high, it was 66.66 per cent, 55.55 per cent and 50.00 per cent, respectively.

Regarding the district-wise structure of self-employment occupations of withdrawn artisans, district Mansa reported the highest percentage share of withdrawn artisans in 'dairying' occupation (i.e., 12.50 per cent) as compared to the districts of Ludhiana (7.14 per cent) and Kapurthala (4.00 per cent). Moreover, the proportion of withdrawn artisans who started 'running own shops' turned out to be the highest at 16.67 per cent in district Mansa, whereas, this percentage share came to be 16.00 per cent and 15.72 per cent in case of districts of Kapurthala and Ludhiana, respectively. The proportion of withdrawn artisans who adopted the 'vendor' occupation was found to be higher at 8.33 per cent in district Mansa followed by 8.00 per cent withdrawn artisans in district Kapurthala and found to be very low i.e., 4.29 per cent withdrawn artisans in case of district Ludhiana. As regarding the involvement of withdrawn artisans in 'cycle/scooter/car and tractor repairing workshops' category of self-employment, the districts of Ludhiana and Kapurthala depicted the highest degree of engagement i.e., 12.86 per cent and 8.00 per cent, respectively. In case of 'driver of car/three wheeler/truck and rickshaw puller' category of self-employment, the proportion of withdrawn artisans was found to be the highest at 11.42 per cent in case of district Ludhiana as compared to 8.33 per cent of withdrawn artisans in district Mansa and 8.00 per cent withdrawn artisans in districts Kapurthala. The one common feature which the district level analysis highlighted that approximately 50.00 per cent artisan households, among all the districts choose the other category of self-employment. A comparative analysis of districts shows that 48.57 per cent artisans households in district Ludhiana, 56.00 per cent artisans households in district Kapurthala and 50.00 per cent in district Mansa choose the 'others' category of self-employment.

CONCLUSIONS

In Macroeconomic literature the employment is one of the key variable which determine the overall growth in an economy. The stability and growth under capitalist economic system, as Keynes (1936) argued in determine the level of aggregate demand. This aggregate demand is further determining by the gainful and decent employment opportunities.

As far as India is concerned, it has clearly adopted the capitalistic path of transition after 1990s. The aggregate demand in Indian economy is not met by the domestic production based on rural economic base that can further strengthen the employment base. Rather it is largely utilized by the big capital intensive industries to strengthen their accumulation who establish their units in India. This has not only destroyed the existing traditional occupations but also effected the modern urban activities. The nutshell effect was that the rural traditional occupations thrown out of competition. The domestic urban industries were faced by the competition from foreign industrial and imported products to upgrade their technology. First process has reduced the surplus population in rural localities in the form of withdrawn artisans. Second process has forced them toward the informal and low paid jobs due to capitalisation of production process. The aggregate demand of rural economy which was earlier fulfilled by the local producers was utilized by the big capitals. The artisans which were skilled in specific activities are now become labourers in general. This situation is clearly presented by the analysis of new structure of employment of withdrawn artisans in Punjab.

In overall, the artisans who withdrawal from their traditional occupations were not absorbed by the industrial or services sectors. Rather the majority of withdrawal artisans were absorbed by the low productive activities such as agriculture and self-employment occupations. The absorption of withdrawn artisans or sampled population in low productive jobs is not a healthy sign for the structural transformation of the workforce in particular and economic development in general.

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