

Employment Pattern in Industrial Area of Uttarakhand (A Case Study of Integrated Industrial Estate, Sitarganj)

Abstract

Uttarakhand has been created as 27th state of India. It got its legal status on 9th Nov 2000. No doubt it is a young state and Government of Uttarakhand has taken number of steps to develop industrialization and generation of employment for its citizens. State Industrial and Infrastructure Development Corporation of Uttarakhand (SIIDCUL) was formed to boost development through industrialization. To make state develop industrially it formed many integrated industrial estate at various places in the state. Integrated Industrial Estate, Sitarganj was one of those Integrated Industrial Estates. Employment pattern in the IIE Sitarganj is the main thrust area of the present study. It has been observed that although more employees are from Uttarakhand but when it comes skilled labor case is different. Skilled labour is more from outside and less from Uttarakhand itself. Uttarakhand must take some actions to improve its quality to produce skilled labours.

Keywords: Industrialization, Employment, Skilled labours, Non-skilled labours, Development.

Introduction

At the time of creation Uttarakhand was not developed and had many challenges to move forward. To develop itself industrially it created State Infrastructure and Industrial Development Corporation of Uttaranchal Limited (SIIDCUL), a Government of Uttarakhand Enterprise, was incorporated as a Limited Company in the year 2002 with an authorized share capital of Rs. 50 Crores and Rs. 20 Crores paid up capital through Government of Uttarakhand in order to promote Industrial development in the State, provide financial assistance in the shape of debt, equity and venture capital.¹ It was also aimed to develop infrastructure, assist private initiative in Industry and Infrastructure, implement and manage projects. It provided specialized financial, consultancy, construction and all such other activities to promote industries and develop Industrial Infrastructure in the State of Uttarakhand directly or through Special Purpose Vehicles, Joint Ventures, assisted companies etc.

Besides the State Government, SIIDCUL has equity participation from Union Bank of India (UBI), Oriental Bank of Commerce (OBC) and Small Industries Development Bank of India (SIDBI). Other banks are also in the process of participating in its equity. This has led to a high degree of professionalism and autonomy in the functioning of the Corporation. SIIDCUL has developed many industrial areas in the state.

Industrial Infrastructure being developed by SIIDCUL includes-²

1. Integrated Industrial Estate at BHEL, Haridwar
2. Integrated Industrial Estate at Pantnagar
3. IT Park, Dehradun
4. Pharma City - Selaqui, Dehradun
5. Growth Centre at Pauri
6. Integrated Industrial Estate at Sitarganj

Hundreds of acres of land were transferred to SIIDCUL to develop industrial area. Table 1.1 shows the land allotted to various industrial areas developed through SIIDCUL.

Chitranjan Singh

Assistant Professor,
Dept. of Commerce,
Govt. Degree College,
Raza Nagar, Swar, Rampur,
Uttar Pradesh, India

Table 1.1
Land Allotment to Various Industrial Areas

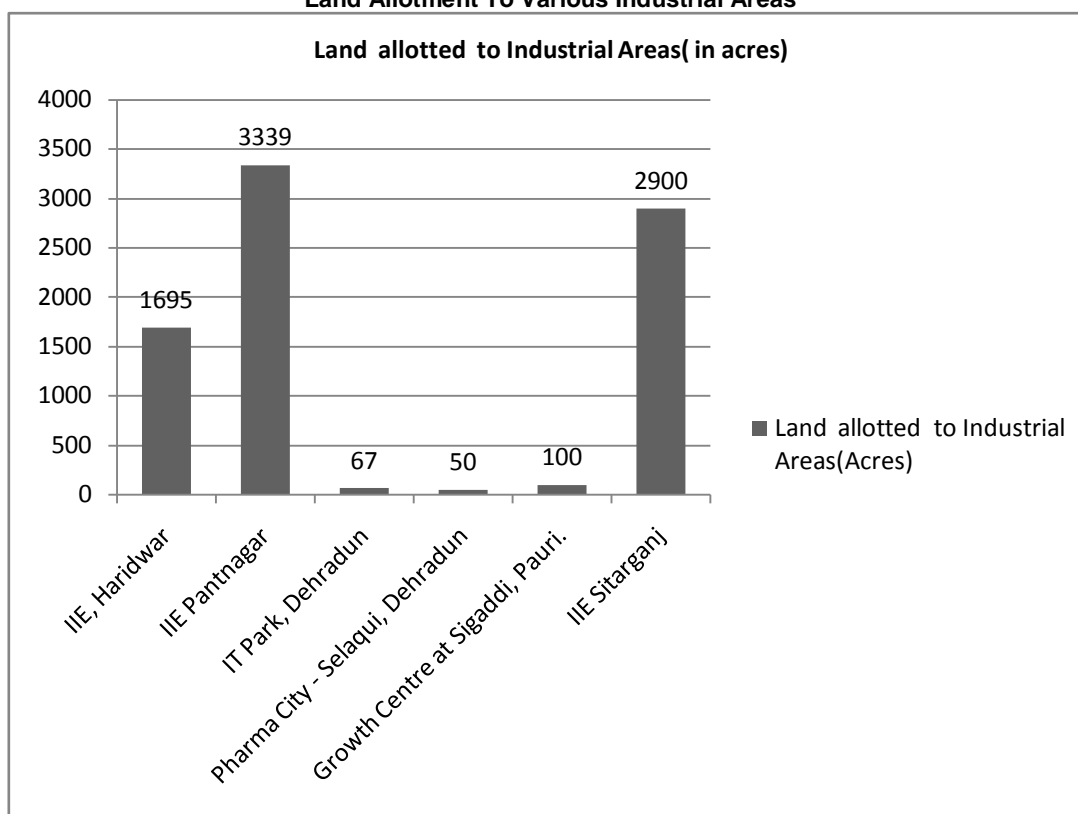
Industrial Area	Land allotted to Industrial Areas (Acres)
Integrated Industrial Estate, Haridwar	1695
Integrated Industrial Estate at Pantnagar	3339
IT Park, Dehradun	67
Pharma City - Selaqui, Dehradun	50
Growth Centre at Sigaddi, Pauri.	100
Integrated Industrial Estate at Sitarganj	2900

Source: Based on the data collected from the SIIDCUL office, Dehradun.

In the list IIE, Pantnagar tops with 3339 acres of land with it. Second in the list is IIE Sitarganj that has been developed in an area of 2900 acres. Third in the list is IIE, Haridwar with 1695 acres of

land. At the bottom of the list is Pharma City, Selaqui with only 50 acres of land. In the following figure 1.1 it can be seen clearly.

Figure 1.1
Land Allotment To Various Industrial Areas



Source: Calculated from Table 1.1

Through SIDCUL investment was attracted and employment was generated in Uttarakhand.

Objectives of the study

The aim of the study is to analyse various patterns of employment in IIE Sitarganj. The main aim of the concessions and incentives was to promote investment and hence employment opportunities for Uttarakhand citizens. This study analyses creation of employment and various patterns in IIE Sitarganj, one of the industrial area created through SIDCUL.

Review of Literature

SIDCUL comparatively is a new concept and enough research work has not been done on it. There is a lack of published work on clear impacts of SIDCUL on the economy of the Uttarakhand. However some research papers and articles have been published in related field.

A study of Madhya Pradesh revealed that fiscal incentives had almost no impact on any kind of investment in Madhya Pradesh. Contrary to this it revealed that ample electricity was a crucial factor and a point of attraction for the investment to come.³

Instead of enhancing and accelerating real economic growth financial incentives sometimes give a fierce competition between two places or among various places.⁴

An author expressed that various tax concessions given have very low level of impact on the adoption of a particular place.⁵

Study was conducted and they presented a different thought and explained their findings as incentives offered motivated various firms to change their present location to a new location. so technically

no real employment increased or generated through concessions and incentives.⁶

Data and Method

Employment detail of all companies, in IIE Sitarganj, has been taken and data have been collected on census basis. The nature of the study is descriptive and analytical in nature. The data has been collected in last quarter of year 2015 and are being explained through various graphs and tables.

Analysis and Findings

Analysis of Employment Pattern in IIE Sitarganj, U. S. Nagar

Analysis of employment pattern in IIE Sitarganj, U.S.Nagar can be presented in detail as below.

Employees from home states vis-a-vis from other states

In table 1 numbers of employees of Uttarakhand and from other states are given.

Table 1

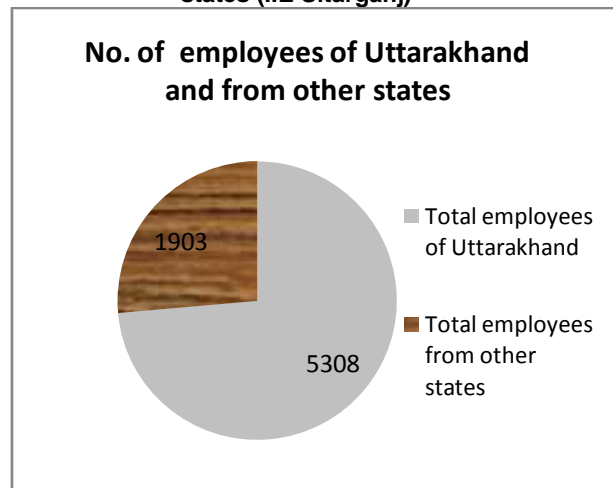
Total Employees from Uttarakhand and from other states (IIE Sitarganj)

category	No. of Employees
Total employees of Uttarakhand	5308
Total employees from other states	1903

Source: Based on the data collected from the SIIDCUL office, Dehradun.

Figure 1

Total employees from Uttarakhand and from other states (IIE Sitarganj)



Source: Calculated from the table 1

Interpretation

It is very obvious from the figure 1 and from the table 1 as well, that the numbers of employees in the IIE Sitarganj from Uttarakhand are more when compared to that of from other states. 74% employees are from Uttarakhand itself and 26% employees are from other states.

Regular employees vis-a-vis contractual employees

The status of regular employees and contractual employees is given in table 2, given below.

Table 2
Regular Employees and Contractual Employees (IIE Sitarganj)

Category	No. of Employees
Regular employees	4549
Contractual employees	2662

Source: Based on the data collected from the SIIDCUL office, Dehradun.

Figure 2

Regular Employees and Contractual Employees (IIE Sitarganj)



Source: Calculated from the table 2

Interpretation

It is very clear from the pie chart in figure 2 that regular employees are more than contractual employees in IIE Sitarganj. Regular employees constitute 63% and the share of contractual employees is 37%.

Regular Employees of Uttarakhand Vis-A-Vis from Other States

The status of regular employees of Uttarakhand and from other states given in table 3

Table 3

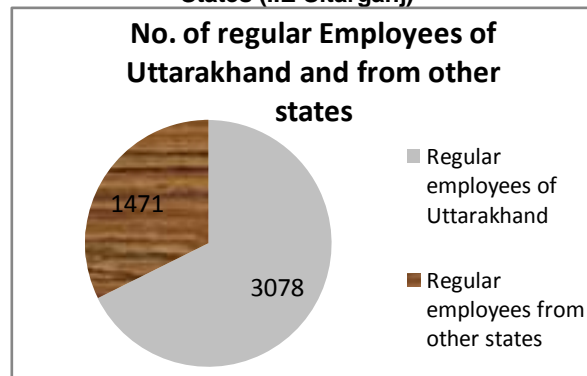
Regular Employees of Uttarakhand and from Other States (IIE Sitarganj)

Category	No. of Employees
Regular employees of Uttarakhand	3078
Regular employees from other states	1471

Source: Based on the data collected from the SIIDCUL office, Dehradun.

Figure 3

Regular Employees of Uttarakhand and from other States (IIE Sitarganj)



Source: Calculated from the table 3

Interpretation

It is very obvious from the figure 3 that in IIE Sitarganj regular employees are more from Uttarakhand when compared to number of employees from other states. 68% regular employees are from the mother state and 32% from other states.

Contractual employees of Uttarakhand and from other states

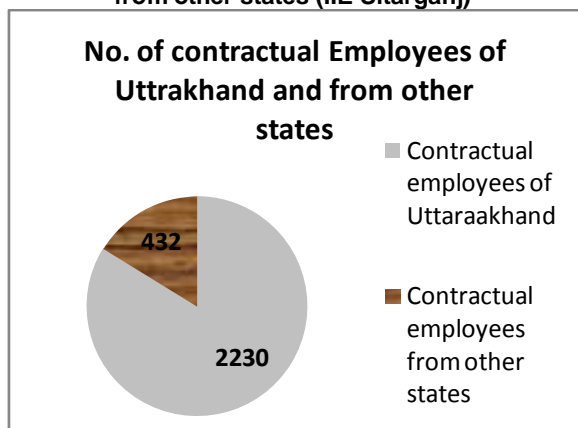
In table 4 the status of contractual employees of Uttarakhand and from other states is given.

Table 4
Contractual employees from Uttarakhand and from other states (IIE Sitarganj)

Category	No. of Employees
Contractual employees of Uttarakhand	2230
Contractual employees from other states	432

Source: Based on the data collected from the SIIDCUL office, Dehradun.

Figure 4
Contractual employees from Uttarakhand and from other states (IIE Sitarganj)



Source: Calculated from the table 4

Interpretation

It is translucent from the figure 4 that number of contractual employees is more from Uttarakhand when compared to that of other states. 84% contractual employees are from Uttarakhand and 16% are from other states.

Managerial employees of Uttarakhand vis-a-vis from other states

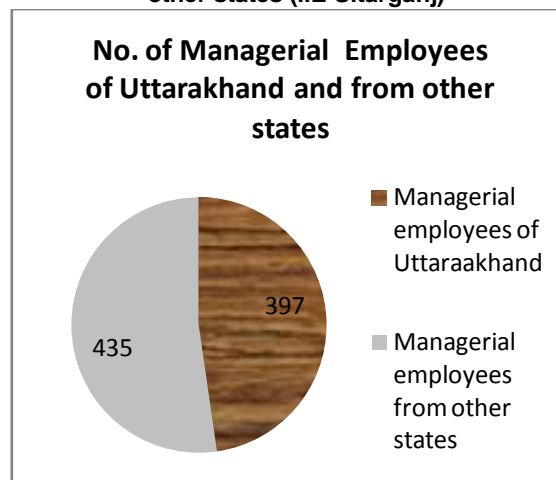
In the table 5 status of managerial employees of Uttarakhand and from other states has been given.

Table 5
Managerial employees of Uttarakhand and from Other States (IIE Sitarganj)

Category	No. of Employees
Managerial employees of Uttarakhand	397
Managerial employees from other states	435

Source: Based on the data collected from the SIIDCUL office, Dehradun.

Figure 5
Managerial employees of Uttarakhand and from other states (IIE Sitarganj)



Source: Calculated from the table 5

Interpretation

From the pie chart given in figure 5 it is very clear that managerial employees are more from other states when compared with the no of managerial employees from Uttarakhand states. Managerial employees from Uttarakhand are 48% and from other states 52%.

Conclusion and Suggestions

No doubt establishment of various industrial unit at Uttarakhand is a blessing for citizens of Uttarakhand. Under the flagship of SIDCUL various industrial units have been set up and generated employment opportunities for Uttarakhand citizens. The policies of the government ensure that companies should recruit more people from home state and less people from other states. We have observed that when it comes to unskilled people or semi skilled employees people from home state are with majority but when it comes to skilled and managerial employees, they more from other states rather than from Uttarakhand. Obviously Uttarakhand govt. should take actions to raise standard of higher education. Some crash courses to enhance managerial skills can also be introduced. This will enhance the employability as managers for individuals.

Endnotes

1. <http://www.SIIDCUL.com/Home/AboutSIIDCUL.aspx>,
2. <http://www.SIIDCUL.com/Home/AboutSIIDCUL.aspx>,
3. Rajaraman et al (1999),
4. Wasylenko, 1988,
5. Carlton 1983, p. 447,
6. Netzer 1991, and Rubin & Zorn 1985.