

Chapter - III

RESEARCH METHODOLOGY AND RESEARCH SETTING

In previous chapter on Introduction it is seen how social work practice evolved and approaches, model and perspectives of social work developed subsequently leading to social work education and practice in India. Review of Literature gave idea about the concept of Industrial Social Work and Social Work in Industry both in West and in India. This had laid down foundation for the present study which focusses on "Social Work Practice in Industry" wherein perception of professional social workers are studied to find out the gaps in Ideal and Actual practice.

Significance of the Study

Present study is significant from two perspectives i.e. social work, practice and social work education.

Social Work Practice Perspectives

Industry and business setting is considered a secondary setting of practice as main goal of industry and business is profit and common basic objectives are; ensuring reasonable profits to share holders, supplying quality products and services to customers at competitive prices, maintaining a workforce at comparable wages and fulfilling social responsibility which arises out of membership of the community. Social work professionals are experiencing a paradigm shift in their roles and responsibilities. A professional social worker joining as welfare officer has major responsibility of statutory compliances of welfare provisions. Today a professional social worker joining as H.R. executive or management trainee is considered important member of the management team and is expected to know the financial aspects of the business as he is considered as a responsible business partner. As a result his roles and responsibilities have increased. He is considered responsible for creating

healthy organizational climate through HR policies and programmes so that the worker is more productive in the organization which can lead to more profit.

Today social work professionals are facing competition from M.B.A.s who are trained to work in business environment. Therefore, social work professionals who are trained to work in any field of social work, not just in industrial field, and are working in business and industry or for them as consultant need to have insight into what they are practicing. Is their practice relevant in the rapidly changing industrial field which has become more demanding and challenging? The present study is an attempt to answer this question.

Social Work Education Perspectives:

Over last 60 years schools of social work in India have grown in number. In recent years the growth of social work schools is faster compared to earlier years. It is true for Gujarat also. The highest number of social work institutes have come up in Maharashtra, a neighbouring state of Gujarat. In many of these schools industry is offered as fields of social work and graduates from these schools take up career in industries for two concrete reasons: Industries offer them excellent career opportunities in Welfare, I.R., P.M., H.R.D. and HRM fields which give them status in society and the jobs offered in industries are very well paid, compared to jobs in other fields of social work. As large number of students are taking up career in this field, it is a moral responsibility of the social work institutes to train students to be competent to work in this field.

Social work educationist have discussed and deliberated from time to time various issues related to social work education. Main focus of deliberations and discussions has been, whether social work education should be generic or specialized? Is American model of social work education appropriate in Indian conditions? It is very strongly felt that there is need to develop indigenous teaching material. The educators are trying to develop indigenous teaching

material. There are few attempts to know whether education imparted in the social work schools is relevant to the practice.

Assessing relevance and utility of training is very important as it gives insight to the educators where the education stands. It tells them whether they should continue with the same content of the training or it needs to be modified or what needs to be modified, what needs to be added. The present study is one step in that direction.

Goal of the Study

The major goal of present study is to understand the perception of professional social workers employed in industries about relevance and utility of knowledge, values, skills and attitude acquired during their M.S.W. training in individual setting, so that gaps in knowledge, values and skills can be identified.

Objectives of Study

1. To study the profile of social workers employed in industries in Gujarat.
2. To explore the relevance of social work knowledge while providing direct services, administrative services and supervisory services in Industry.
3. To examine relevance of social work skills developed during M.S.W. training.
4. To probe skills required for providing direct, administrative and supervisory services in Industrial set up.
5. To study the social work values cherished by professional social workers in industry.
6. To examine the value conflict faced by professional social workers while providing the services in industry.
7. To study the attitudes of professional social workers working in industry towards social work profession.
8. To find out relationship between perception of professional social workers and their experience, income, gender, type of organization and type of industry.

Operational Definitions of the terms used in the study

- **Social Work Practice:**

An art of application of social work knowledge, skills, values and attitude.

- **Social Work Knowledge:**

Social work knowledge imparted in social work schools through background, method and field courses which include following subjects

- ♦ Human Development and Psycho pathology
- ♦ Man and Society
- ♦ Philosophy of Social Work
- ♦ Social Case Work
- ♦ Social Group Work
- ♦ Community Organization
- ♦ Social Work Research
- ♦ Social Welfare Administration
- ♦ Labour Welfare and Industrial Relations

- **Social Work Skills:**

Social work skills developed during M.S.W. training through field work practice viz. Communication, Human Relations, Planning, Organizing, Counselling etc..

- **Social Work Values:**

Values which are considered core values of the social work profession as recommended by National Association of Social Workers (NASW).

- **Actual Practice:**

Providing direct, supervisory and administrative services.

- **Ideal Practice:**

Practice wherein social work knowledge, skills and values form the base while providing services.

- **Professional Social Workers:**

Social workers who have obtained degree in social work from Faculty of Social Work, M. S. University of Baroda and are practicing in industrial field.

- **Industry:**

Industries located in Gujarat.

- **Gaps:**

The difference between Ideal and Actual Practice

Research Design

The study is diagnostic and descriptive in nature wherein researcher has attempted to find out the gaps in knowledge, skills and values required in industry on the basis of perception of social workers working in industry. An attempt is also made to find out the attitudes of social workers working in Industry towards the profession they practice.

Hypothesis

1. Experience and Perception of knowledge relevance will have high association.
2. Experience and utilization of skills will be positively correlated.
3. Value conflict and income will not have any association.
4. Higher the experience, positive will be attitude.

Universe and Sample

Universe for the study consisted of all social workers who graduated from Faculty of Social Work, M.S.University of Baroda and are working in industries in Gujarat for minimum 2 years.

Sample for the study was drawn using snow ball sampling, a non-probability sampling method. Initially the list of registered social work graduates was used to contact and through them other graduates were contacted. The sample size is of 120 respondents.

Pre-testing

The questionnaire was administered personally by the researcher for pre-testing to 5 social workers having experience of working in Industry from 2 to 20 years. The questions were reframed keeping in mind the difficulties faced by the respondents while responding. Few questions were omitted in which respondents were not willing to give information or where there was possibility of getting incorrect information.

Reference Period

The data for this study were collected from May 2000 to November 2000.

Method of Data Collection

The data were collected using structured questionnaire. Questionnaire was given to each respondent, explained well and then were asked to fill up. More than 300 social workers working in Industry were given the questionnaire, out of that 120 social workers responded.

Tool of Data Collection

A structured questionnaire was used for collecting data which included five sections. Two types of methods were used for construction of questionnaire.

1. Likert Scale was developed for measuring responses on five point scale. The standardized response categories such as strongly agree, agree, neutral, disagree and strongly disagree were used.

This was used for measuring knowledge and attitude of the respondents.

2. Checklist method was used for skills and values

First section:

First section included background variables. It included information on age, gender, education, experience, designation, income, name of organization, type of organization and type of industry where they work.

Second section:

The statements related to knowledge were formed on the basis of courses taught in Faculty of Social Work, M.S.University of Baroda. Three types of courses were covered which are as under :

- i) Background courses - Man and society, Human development and Psychopathology and Social problems.
- ii) Method courses - Social case work, Social group work, Community organization, Social welfare administration and Social work research.
- iii) Field courses - Labour Welfare and Industrial Relation.

Third section:

In third section questions related to skills were asked. A checklist of the skills utilized in industry was prepared and given in the beginning of the section and respondents were asked to record their responses using the checklist. It included all close ended questions.

The checklist of the skills utilized was prepared using free listing technique. 5 professional social workers having more than 20 years of experience in industry were asked to list down the skills they used. The check list included cognitive skills, administrative skills, interpersonal skills, decision making skills and skills in use and management of resources.

Fourth section:

Fourth section was on values. 6 core values given by NASW were listed down. Questions were to be responded using this list. This section contained close ended as well as open ended questions.

The six core values are as under :

Value I : Service

Social worker's primary goal is to help people in need and to address social problems.

Value II : Social Justice

Social workers challenge social injustice.

Value III : Dignity and Worth of the Person

Social workers respect the inherent dignity and worth of the person.

Value IV : Importance of Relationships

Social workers recognize the central importance of human relationships.

Value V : Integrity

Social workers behave in a trustworthy manner.

Value VI : Competence

Social workers practice within their areas of competence and develop and enhance their professional expertise.

Fifth section:

Statements were formed to measure attitude on 5 point scale. It included statements on:

1. Attitude towards Training
2. Attitude towards Professional Self
3. Attitude towards Job
4. Attitude toward Social Work Interventions

Data Analysis

The entire data were pre-coded except open-ended questions in section four on values and statistically analysed with the help of computer.

The statistical analysis used were as under:

1. Percentage analysis
2. Chi-square test
3. T-test

Data were presented in tabular forms using single, bivariate tables.

Presentation of the Report

Report is presented in following form.

Chapter : 1

Introduction: Evolution social work practice, definitions, Approaches and Perspectives, Social worker practice in industry in western context and Indian context. Industry as one of the fields of social work practice.

Chapter : 2

Review of Literature : It includes review from books, articles and studies related to social work in Industry

Chapter : 3

Research Methodology and Research Setting: Significance, Objectives, Research Design, Universe and Sample, Tools of Data Collection, Chapterization; Industries in Gujarat.

Chapter : 4

Data Analysis and Interpretation: Relevance of Knowledge and Skills.

Chapter : 5

Data Analysis and Interpretation: Social Work Values and Attitude towards Social Work Profession.

Chapter : 6

Finding, Conclusion, Suggestions, Implications and Plan of action.

RESEARCH SETTING

The data for present study were collected from the industries located in Gujarat. Hence the information on Industries in Gujarat is presented here. It includes Industrial Scenario and Economy of Gujarat, Employment Generation Strategies, Gujarat Labour Market, Employment by Sector, Sector wise projection of workforce, Threats and opportunities posed by globalization, Recent trends. An attempt is made to present highlights of Industrial policy of Gujarat: 2000, and schemes under Gujarat Industrial Policy. Information on Industrial Estates developed and maintained by GIDC with details of selected estates are presented with a view to present a comprehensive picture of Industrial Gujarat. A list of industries from where data were collected is presented alongwith analysis of types of industries and types of organization.

Industrial Scenario of Gujarat

The economy of Gujarat has traditionally been based on agriculture with about half of its total geographical area presently under agriculture. This traditional agriculture-based economy of the state has been undergoing major changes in the recent past with rapid industrialisation. The trend of industrialisation has gained momentum following the liberalisation policies of the Central Government in 1991, which has also encouraged several multinational companies to bring in massive investment in the state for setting up of several industrial units. The state is now moving ahead not only to become the most industrialised state in the country but also to emerge as a regional leader of industrialisation in South Asia.

Due to the rapid industrialisation, Gujarat has become one of the most prosperous states of India with a Net State Domestic Product of Rs. 75,335 Crores. The per capita income in Gujarat in 1997-98 was Rs. 16,251 as compared to the national average of Rs. 9,660 (1,2).

Gujarat was eighth in terms of industrial development in the country when it was formed in 1960. In the last few decades, Gujarat has undergone

rapid industrialisation. From its traditional agricultural and textile base, it has diversified into chemicals, petrochemicals, drugs and pharmaceuticals, food products, machine and tools, paper and pulp, dyestuffs, fertilisers, etc. Gujarat is now one of the most industrialised states of India.

According to iNDEXTb In Gujarat, there are more than 2000 large and medium-scale industries as on 1997. The major industry sectors are chemicals, drugs and pharmaceuticals, textiles and engineering. About 65% of these industries are in the polluting sectors. Over 80% of these industries are located in the "Golden Corridor" between Mahesana and Vapi. Approximately 1.8 lakh small-scale industries (SSIs) exist in Gujarat as on March 1996.

Industry Composition

Gujarat's industrial structure is dominated by 10 major groups which account or over 80 per cent of the number of factories, about 97 per cent of fixed capital investment, 92 per cent of gross output and 86 per cent employment in factory sector. Among these top 10 sectors, chemical sector with almost 30 per cent share dominates in terms of output (factory sector in 1994-95, the latest year for which data are available from Annual Survey of Industries). It is followed by food-products (10.84 percent); rubber, plastic, petroleum and coal (10.48 per cent); electricity (9.01 per cent); machinery and machine tools (8.45 per cent), wool, synthetic fibres (6.76 per cent); cotton textiles (6.11 per cent); basic metal and alloys (5.01 per cent); non-metallic mineral products (3.33 per cent); and paper and paper products (2.09 per cent). The textile sector, which dominated during the 1960s no more holds sway in terms of either output or investment or number of factories. Nevertheless, it still remains the second most important sector in terms of employment followed by machinery and machine tools (11.20 per cent); and wool, silk and synthetic fibres (9.83 per cent). In terms of number of factories, machinery and machine tools dominate the scene with almost 16 per cent share indicating the major share of small-scale firms in this sector. It is closely followed by non-metallic mineral products (12.02 per cent) and only then comes chemical and chemical products with about 11.87 per cent share.

Table I : Showing Top Ten Industry Sectors of Gujarat

Industry Group	1985-86	1990-91	1994-95
1. Chemical & Chemical products	1036	1163	1429
2. Rubber, Plastic, petrol and Coal	516	662	701
3. Cotton Textile	1037	964	770
4. Food Products	942	1036	1051
5. Wool, Silk, Synthetic fibre	526	667	1005
6. Basic Metal and Alloy	692	730	830
7. Electricity	5	2	5
8. Machinery and Machinery Tool	1646	1750	1917
9. Non-Metallic Mineral Products	1337	1316	1446
10. Paper and Paper Products	401	505	500
Total	8138	8795	9654
All Industries	10305	10943	12034

Source: E&P Weekly, Aug. 26-Sept. 2, 2000

Table II: Showing Product Groupwise Status of LOI/LOP/IEM for Projects (UI and NIA)

Product Groups	Projects		Investment		Employment	
	No	Per cent	No	Per cent	No	Per cent
Chemical and Petro-chemicals	692	29.70	44,904	40.15	1,11,738	28.11
Engineering	320	13.73	12,029	10.75	63,897	16.08
Textiles	399	17.12	9,887	8.84	81,811	20.58
Glass and ceramics	115	4.94	9,319	8.33	26,175	6.59
Food processing	195	8.37	2,036	1.82	30,200	7.60
Drugs and pharmaceuticals	214	7.18	1,515	1.35	23,358	5.88
Electrical and electronics	94	4.03	1,322	1.18	13,321	3.35
Others	301	12.92	30,839	27.57	46,933	11.81
Total	2,330	100.00	1,11,851	100.00	3,97,433	100.00

Source: INDEXTb, Monitoring Division Udyog Bhavan.

Gujarat Industrial Policy : 2000

Highlights:

- Aims to achieve sustainable industrial development
- makes the state more attractive to accelerate further the flow of investment in the Industrial sector
- Proposes to promote IT and knowledge based industries
- Enhanced exports from industrial units targeted
- Encourages the development of small scale industries and service sector industries
- Promotes industries in backward areas
- Provides for assistance for Technology Upgradation Programme in specific industrial clusters
- assistance for activities like market development and promotion
- Upgradation of entrepreneurial skill of first generation entrepreneurs to equip them to face challenges of new developments
- Asset management fund introduced to cover debt and equity fund for financial assistance to infrastructure projects
- Encourages setting up of private sector industrial parks such as employment intensive parks, bio-tech, IT parks, investment oriented parks and trade centres
- Provides to promote training institutions by large houses for IT, bio-technology, marine engineering etc.
- Supports Environmental Protection measures.

Schemes under Gujarat Industrial Policy: 2000

- Scheme of interest subsidy or State cash subsidy to Small Scale Industries
- Scheme of interest subsidy to Service sector industries
- Industrial park scheme-2000
- Incentive scheme for export oriented park and export oriented units-2000

- Insertion of additional items of production in the Sale Tax Eligibility Certificate
- Medium and Large industries - subsidy scheme-2000
- Assistance for Research and Development and Patent Registration
- Amendment in Financial Assistance for upgradation of quality in SSI/Medium and Large Scale Sector
- Declaration of Backward Talukas eligible for benefits.

Gujarat is continuing to actively promote industrial development with a total investment proposal of Rs. 1,35,469 crore (as of July 1998) for industrial projects. The Government of Gujarat has come out with a very proactive and comprehensive industrial policy Gujarat 2000 AD and Beyond providing various incentives for investment in Gujarat.

The existing and the proposed industrial projects in Gujarat demand huge infrastructure requirements that necessitate a large-scale investment. The Gujarat Infrastructure Agenda-Vision 2010 seeks to address this requirement, and presents the State with a coherent and comprehensive action plan for integrated development across all infrastructure sectors. This agenda 2010 covers the infrastructure sectors such as power, ports, transportation, industrial parks, urban infrastructure, water supply, etc. with an outlay of over Rs. 1,16,000 crore over a 10-year planning period.

Industrial Estates

GIDC operates and maintains industrial estates in various districts of Gujarat State. These estates are self-contained sanctuaries capable of sustaining a large number of industries within themselves.

GIDC Estate Locations:

Gujarat State is divided into "District" which are further sub-divided into "Talukas". All across the state, GIDC has planned for 257 Industrial Estates of which 169 are developed and functional.

Mega Industrial Estate:

For Chemical and Water intensive industries, estates are under development at Vilayat, Jhagadia and Dehaj near Bharuch. A similar mega estate for Engineering and non-water intensive industries is under way at Savli near Baroda.

STP Gandhinagar is established by the Department of Electronics, Government of India in GIDC Gandhinagar Electronics Estate which is a pollution-free city with peaceful work culture unique to the state of Gujarat.

Notified Areas:

A GIDC estate can be notified as a "Notified Area", to function as an independent body, thereby avoiding multiple taxation problems. Notified Areas do not come under the jurisdiction of local self-governing bodies. Some industrial estate converted into Notified Areas include Vapi, Ankleshwar, Petrochemical Complex in Baroda, Umergaon, Sachin, etc.

Petrochemical Complex:

GIDC is developing a state of the art Petrochemical Complex at Dahej located at about 45 kms. from Bharuch city. The Dahej Industrial Park will have facilities like private airstrip, effluent collection and disposal, etc. with a liquid chemical port and railway line.

Moreover, GIDC has planned setting up of chemical estates at Moti Khavdi, Bachau and Mundra in Kutch, Pipavav in Amreli, Vansoi Borsi in Navsari, Khambhat in Anand, Dholera in Bhavnagar, Pinjarat in Surat, Padra in Vadodara and Kalgam-Maroli in Valsad districts of Gujarat.

Table III: Showing Details of selected estates with available inventory

Sr. No.	Estate	District	Size of the estate area (llect)	Suitable Industry	Power (MW)	Proximity to Highway NH 8 or SH-estate Highway	Railway/ Ports	Social Infra-structure	Price in Rs./sq. mtr. fixed w.e.f. 1st April 2000. (USD 1=Rs.45)
1	Sachin	Surat	125	Power Looms Process House Engg./ Chem.	75	On SH, 10 Km. from NH 8	Broad Gauge	Surat	Rs. 470 (USD 10.44)
2	Panoli	Bharuch	605	Engg./ Chem./ Paper/ pharma.	20	On NH 8	Broad Gauge	Anklesh-war	Rs. 300 (USD 6.67)
3	Anklesh-war	Bharuch	700	Engg./ Chem./ Paper/ pharma.	90	On NH 8	Broad Gauge	Anklesh-war	Rs. 300 (USD 8 00)
4	Jhagadia	Bharuch	1300	Chem	200	On SH, 10 Km. from NH 8	Broad Gauge	Anklesh-war	Rs. 250 (USD 5.56)
5	Vilayat	Bharuch	1000	Chem.	200	On SH, 14 Km. from NH 8	Broad Gauge	Bharuch	Rs. 250 (USD 5.56)
6	Savi	Vadodara	370	Engg./ Export Oriented	50	On NH 8	Broad Gauge	Vadodara	Rs. 250 (USD 5.56)
7	Dhandhuka	Ahmedabad	24	Engg.	03	On NH 8	Broad Gauge	Vadodara	Rs. 60 (USD 1.33)
8	Lodhika	Rajkot	240	Engg Foundry	12	On NH 8	Broad Gauge	Rajkot	Rs. 225 (USD 5.00)
9	Gandhinagar	Gandhinagar	30	Electro.	7.5	On SH, 5 km. from NH 8	Broad Gauge	Ahmedab ad	Rs. 300 (USD 6.67)
10	Ichhapur	Surat	310	Engg.	20	20 km.	Broad Gauge	Surat	Rs. 550 (USD 12.22)
11	Miyani	Junagadh	20	Engg.	02	On SH	Broad Gauge	Porbandar	Rs. 90 (USD 2.00)
12	Chhatral	mehasana	188	Plastic Textile, Engg.,	10	On SH 8	45 kms. from BG	Mehasana	Rs. 125 (USD 2 78)
13	Waghodia	Vadodara	370	Engg. Motors	12	On SH, 20 km. from NH 8	45 kms. from BG	Vadodara	Rs. 100 (USD 2.22)
14	Halol	Panchmahal	458	Engg.	10	On SH, 36 km. from NH 8	Broad Gauge	Halol	Rs. 120 (USD 2.67)
15	Dahod II	Panchmahal	170	Engg.	02	On SH to Indore	Broad Gauge	Vadodara	Rs. 170 (USD 3 95)
16	Dahej	Bharuch	5000	Chem., Petroch., others	Directy	On SH, 50 km. from NH 8	45 kms. from BG	Bharuch	Under Review Rs 195 (USD 4.33)

Private Sector Participation in GIDC Projects

In the present climate of the liberalization and globalization, the industrial growth in the State of Gujarat is an accelerated one. The investment in the industrial projects has been increasing tremendously. Industries of different kinds and magnitudes are coming up in the state. Considering the industrial development and the need of industries, the infrastructure facilities like

communication, power supply, water supply, effluent treatment etc. will have to be provided timely and of superior quality over and above the basic need like the land.

GIDC has identified 40 different kinds of projects which includes industrial parks and industrial estates, townships, airstrips, container depots, permanent exhibition centers, science and technology parks etc. The estimated cost of these projects is exceeding Rupees 70 billion (USD 2 billion).

The present policy of Government of India as well as Government of Gujarat is to encourage private participation in projects like industrial parks, industrial estates, townships etc. In view of the huge infrastructure gap between demand and supply GIDC is contemplating to develop certain projects with Private Sector Participation.

Considering the development of ten Ports in Gujarat and the prerequisite of effluent disposal for chemical industries, the industrial estate/parks near the sea coast have been identified mainly for chemical industries. GIDC is planning and coordinating the development of infrastructure which includes roads, water supply, drainage, effluent treatment plants, etc.

Gujarat Economy

There are four stages of performance any economy occupies at any time. The quadrant, which India occupies currently, is relevant in case of Gujarat also. Focus of Gujarat should be to graduate into the third quadrant in the immediate future as in figure.

Figure 1 : Efficiency V/s Cost

High Cost, High Efficiency United States, Japan	High Cost, Low Efficiency South Korea
Low Cost, High Efficiency	Low Cost, Low Efficiency India, Philippines, Sri Lanka

Efficiency

The reason for low cost in case of India has been low wages and low land rents even though a higher interest rate of offsetting this to an extent. This throws a niche segment opens for Indian economy. There is a great opportunity to be tapped by leveraging our core competencies and entering vacant slot of low cost and high efficiency.

Even though each country has its own market structures some common factors do exists in this rapidly “Globalizing Economy”. One such factor is Human Capital. Growth potential of a country is changing from its financial and technological strengths alone to availability and quality of its manpower. This is great opportunity for India and especially for Gujarat. By proper planning perennial problems of unemployment can be eliminated while giving a great boost to the economy.

Employment Generation Strategies

There are two popular models, which can be adapted to Gujarat's conditions.

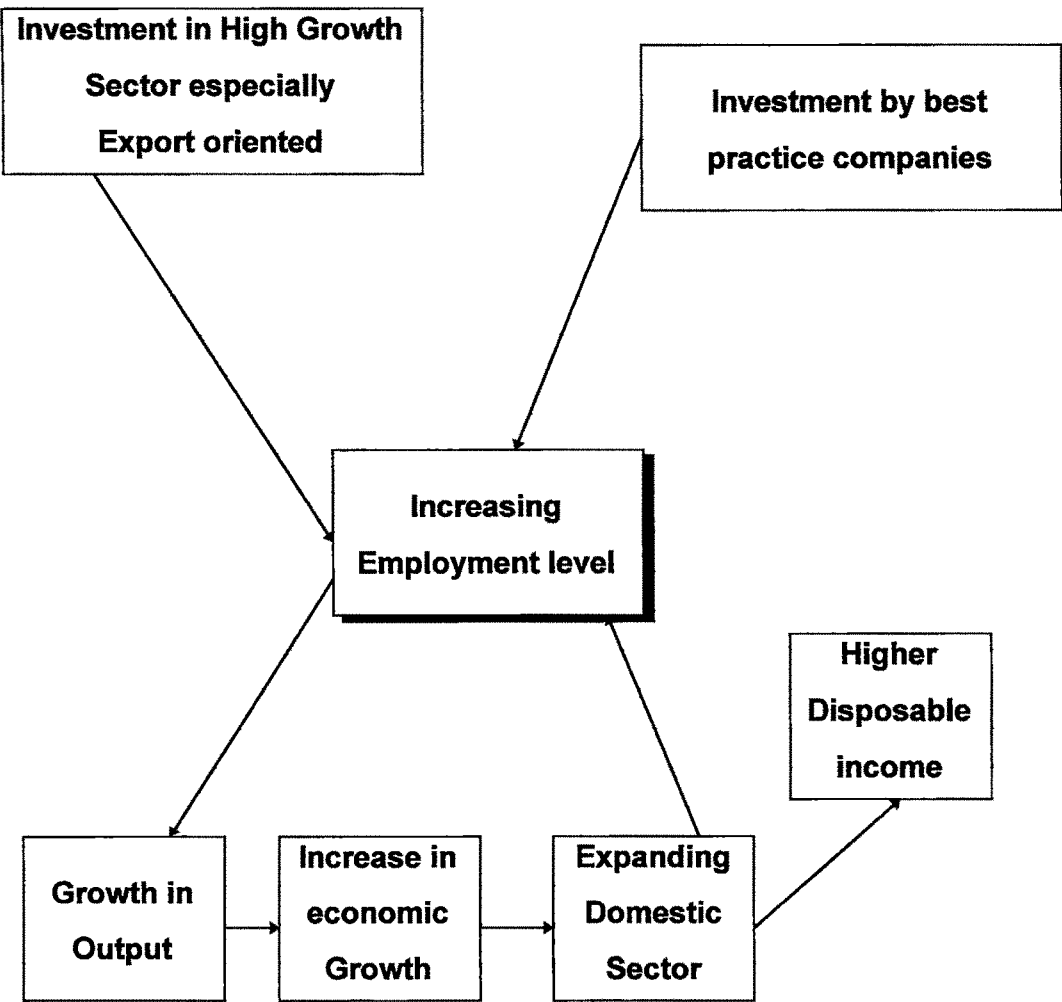
1. The so-called “Input based model” involves high mobilisation of labour and capital in high growth export oriented manufacturing industries and controlling domestic services sectors through strict regulations. This results in high employment growth. Flip side of this strategy is resulting growth is difficult to sustain.
2. Second model which is “Productivity based” relies on fully liberalised capital, labour and product markets and encourages best practices companies to enter the country and invest in all economic activities. But corresponding increase in employment is less relative to input based model.

Case of Gujarat requires that both models be combined to ensure that a high rate of employment generation is achieved while increasing productivity and giving a suitable environment to best practice companies.

Framework

The framework for Labour market has been diagrammatically laid out in following Figure.

Figure 2 : Framework for Labour Market



Gujarat Labour Market

Gujarat has been dependent on Primary sector over the years for a major portion of employment. But there is gradual shift from this sector to secondary and tertiary where the per capita income is higher. This is shown by the decreasing percentage of employment generated by this sector which has come down from 59% in 1991 to 56% currently. This is an expected development considering that 56.50% of population, which was involved in primary sector, contributed 23.93% of NSDP where as secondary sector with 19.21% employment contributed 33.41% and tertiary sector with 24.29% of the employees contributed 42.65%. This shows that even though agriculture employs the maximum number of people its contribution towards NSDP is less than other sectors. This is due to high underemployment and low productivity.

Percentage Share of GDP

Sector	Percentage share in NSDP	Percentage share in employment
Primary	23.93	56.50
Secondary	33.41	19.21
tertiary	42.65	24.29

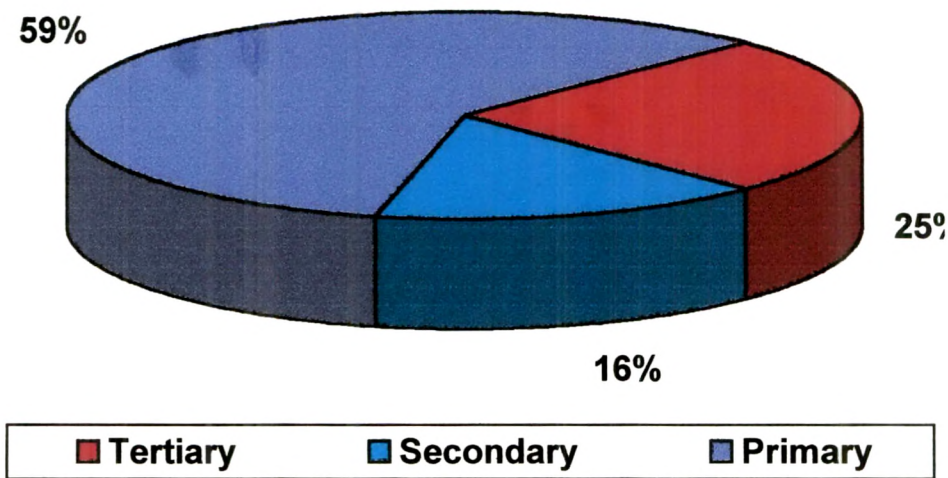
Employment by Sector

The Employment by sector indicator groups the economically active population into three broad groups namely primary, secondary and tertiary. The primary sector consists of Agriculture, hunting, forestry and fishing activities. The secondary sector comprises of mining and quarrying, manufacturing, construction and public utilities. The tertiary sector consists of whole sale and retail trade, restaurants and hotels, transport, storage and communications, finance, insurance, real estate and business services, and community, social and personal services.

Gujarat

Gujarat is primarily dependent on agriculture with 59% of population in 1991 dependent on it for employment. This sector also faces from a great degree of underemployment also. Again there is a lot of difference between different districts and hence it calls for a thorough analysis of the data.

Figure 3 : Sectoral Employment in Gujarat



Source: Directorate of Economics and Statistics, Government of Gujarat.

Table IV: Showing percentage employment in different sectors

District	Percentage in Primary	Percentage in Secondary	Percentage in Tertiary
Jamnagar	57.58	13.67	28.75
Rajkot	51.16	19.72	29.12
Surendranagar	64.33	14.82	20.86
Bhavnagar	55.97	23.85	20.18
Amreli	67.20	16.79	16.01
Junagadh	67.43	8.70	23.87
Kachchh	57.68	10.06	32.26
Banaskantha	77.59	7.23	15.18
Sabarkantha	76.45	4.43	19.12
Mahesana	65.24	11.70	23.05
Gandhinagar	42.54	13.28	44.18
Ahmedabad	26.59	27.58	45.83
Kheda	70.43	9.19	20.37
Panchmahals	82.01	4.18	13.80
Vadodara	55.90	15.16	28.94
Bharuch	68.74	10.50	20.77
Surat	44.84	31.56	23.60
Valsad	62.18	18.48	19.34
Dangs	87.94	2.49	9.57
Gujarat	59.34	15.86	24.80

Source: Directorate of Economic and Statistics, Government of Gujarat, ILO and OECD

From the table it is clear that some districts like Ahmedabad, Gandhinagar and Surat have made a lot of progress but most others are still depending on agriculture. Dangs, Panchmahals, Banaskantha and Sabarkantha are the districts most dependent on agriculture with at least three fourth of population dependent on agriculture.

Projections of the Workforce

• Secondary Sector

The share of the workforce in the secondary sector has increased marginally from 17% in 1981 of workforce to 18% in 1991. The factors that will affect the worker employment in this sector will be as follows:

1. Average growth rate of secondary sector
2. The per capita value added in the sector

The trend based projections show the workforce to increase to 46 lakhs workers in 2020 at 3.14% growth.

Efficiencies of production increases with increased growth in this sector will affect the employment share in this sector. Share of workforce in industry likely to increase marginally since the growth in per capita value added in industry is likely to be the highest for this sector. This would be higher than the growth in absolute numbers of people employed in this sector therefore the net share in the employment is likely to increase marginally from the 18% in 1991 to 19% in 2010. The total number of workers in 2010 employment in the secondary sector is projected to be 48 lakhs. The growth rate between 1991-2001 is 3.1%, between 2001-2010 is 3.5%.

• Tertiary Sector

The share of NSDP of the tertiary sector is 42.65% in 1991. The growth in this sector has been 9.07% from 1993 to 1998. The growth does not include the high rates that have been achieved by the information technology sector. The share of the information technology sector will result in an increasing share of this sector in the NSDP due to high growth, high value addedness per capita. Industry groups covered by this sector are

- Trade & Commerce
- Transport, Storage and Communication
- Information and Technology
- Workers in other Services

The growth rates have been projected on the basis of the employment share of these sectors from 1991. The projections for the workforce have been done as follows:

The growth rate of employment for this sector has been 3.94% from 1981 to 1991. The trend based projections indicate that the workforce is to grow from 32 lakhs in 1991 to 63 lakhs in 2010 at a rate of 3.54%.

The highest employment growth rate are projected for this sector. This is due to the following reasons:

- The share is NSDP of the tertiary sector is projected to grow due to the high growth rates for this sector
- The high growth rate will be commensurate with employment growth. The value added per capita will be lower than the secondary sector. Therefore elasticity employment growth with sectoral growth will be lower
- The net result of interventions in terms of investment will result in a higher growth in employment in this sector.

Globalisation posing unique Threats and Opportunities for Gujarat

Threats

Major industries like Textiles, Chemicals, Cement, Engineering etc. are gripped with recession and is facing competition from other countries. Better quality products are available at a cheaper rate and are displacing domestic companies out of competition. With decreasing market share and profits and almost stagnant productivity levels domestic companies have stopped expansion or started reducing production. This has rendered many jobs redundant or cut short increase in number of jobs. The situation is piquant for Gujarat, which has a competitive advantage in Textiles. This sector which has major prospects is pulled down by discriminatory treatment meted out to it by Western countries. The worst affected are uneducated and unskilled who are facing a problem of mismatch of demand and possessed skills. The solution adopted to save jobs and retaining people even when the productivity levels

were far from satisfactory. This in turn has put industry in another tight spot with reducing controls over imports.

Opportunities

Opportunities are increasing in non-traditional areas like information technology; Electronics and IT enabled services. These sectors are very attractive for following reasons:

1. High growth rate of these sectors world wide
2. Potential of Gujarat to provide the above mentioned services
3. High returns associated with them
4. Possibility of off-shore development in case of IT which pre-empt necessity of mobility of labour

• Information Technology - Waiting to Peak

IT has come as a God given gift to India. This sector combines strengths of the country and these perfectly complement the weaknesses of the existing strongholds. A huge number of people who has been treated as a bane of the economy have turned out to be boon. Combined with high rate of English speaking population and higher technical education, India has just what the industry wanted. NASSCOM(national Association of Software and Service Companies)- McKinsey study has brought out some interesting predictions. As per the study IT in India is expected to boom provided necessary decisions are taken at the right time.

Recent Trends

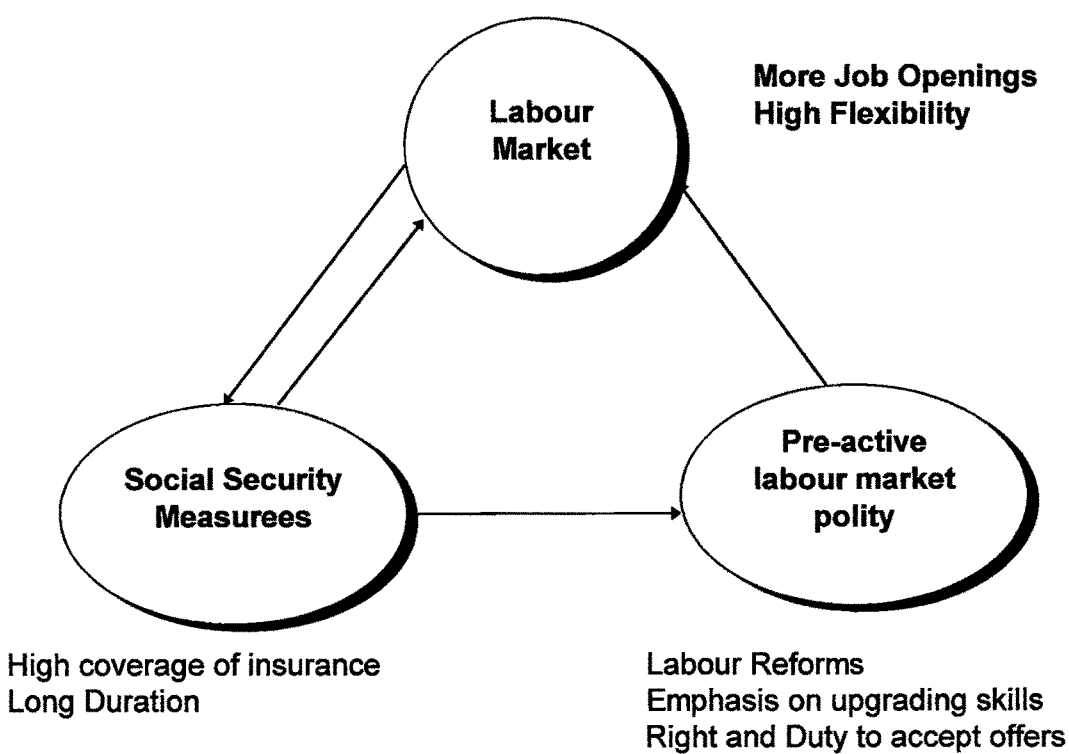
Gujarat has made a lot of progress as far as employment is concerned and is ranked higher than all India Average in most of the indicators.

As per 1991 census there was 140.96 lakh main workers and 25.25 lakh marginal workers. In percentage terms this amounts to 34.12 and 6.11 of total population of 413.10 lakhs. Number of organised workers was 16.19 lakh, which is 11.49% of main workers. Main workers increased to 167.88 lakhs by the year

of 1998 with an absolute increase of 26.92 lakhs. This is an increase of the order of 19.1% over 1991. But the increase in organised sector in the same period was to 17.89 lakhs with an increase of 1.7 lakhs which is an increase of 10.5% over 1991. There was a gradual reduction in the percentage of organised workers in the main workers but an increase in absolute number also decreased by 49000. This is a signal of things to come. The percentage of organised sector will keep coming down and hence activities to generate employment will have to concentrate on unorganised sector. Labour market is influenced and influences proactive labour market policy and unemployment insurance.

Their relation and corresponding factors can be described as in Figure.

Figure 4: Labour Market



Employment : A Conceptual Framework

A conceptual framework showing the interplay of various factors such as investments, labour laws etc. on employment is diagrammatically represented below :

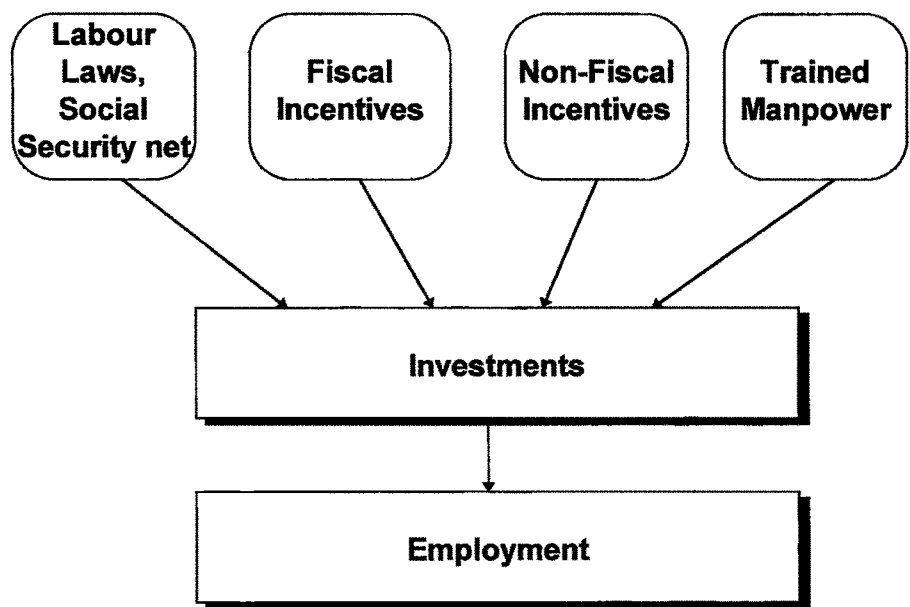


Figure 5: Conceptual Framework

Labour Laws

Labour laws were originally prepared to protect workers from exploitation of employers and served its purpose in the existing environment then. But labour laws failed to change along with times and have become an impediment for employers and employees as well. A well-known example is that of information technology and electronics industry. These are sunrise industries and hold a lot of potential in terms of employment opportunities for both sexes. Unfortunately Women are not preferred as employees as these industries necessitate employees to work at odd hours, which in case of women, is illegal as per existing laws. This is denying a lot of opportunities for a majority of women who are otherwise qualified.

Labour Policy Initiatives

- Labour reforms to facilitate and encourage employment generation
- Facilitate smoother entry and exist of employees
- Labour reforms for higher women participation.

Figure 6 : Labour Market Scenario

	License Raj	Current Situation	Proposed Situation
Employer	Guaranteed Stream of Profits	Profits are no more Guaranteed, Market position under threat, efficiency the key to survival	Market driven economy, better prospects for the efficient companies
Employee	Protection of job and privileges	Jobs and Privileges still protected to a great extent	Flexible labour market will be the order of the day, better pay and facilities for deserving
Consumer	poor quality products at exorbitant prices	Slightly better products at cheaper prices, increasing aspirations.	Much better products at cheap prices

Current restriction on employers have led them to take extreme steps to maintain their profitability. As retrenchments are not allowed employers are to put up with extreme inefficiency and high wages under threat of strikes. This discourages further investments in labour intensive sectors where India has a natural advantage. Even existing employers resort to labour saving technology. A clear indication of the growth of private sector employment all over India can be seen from the growth pattern of private and public sector. From 1981-01 despite an annual growth of 5% private sector did not grow from 8 million. After the reforms this has grown to 10 million proving that given a proper environment

labour market can absorb a lot more people. In essence potential of labour market is not tapped to the fullest extent.

This call for reforms in the labour sector with following key objectives:

1. Firms must have the right to retrench
2. All workers should have uniform rights irrespective of size of firms including appropriate retirement benefits and severance pay based on the number of years worked
3. Discrimination against female workers to be eliminated
4. Proper enforcement mechanisms to be instituted

Labour Reforms

- Focus of labour reforms will be to reduce complexities in the system and to facilitate industrial advancement of the state. It will adopt a pro-industry approach and ensure protection of employees.
- Compensation paid to employees on retrenchment will be increased in all sectors and will be arrived at after consultation with relevant parties.
- Most importantly there will be conscious intervention on behalf of Government to mitigate disparities.
- Procedures will be systematized and Information Technology will be used to ensure fast, easy and transparent functioning of the department. This will reduce complexities and ensure faster response to concerned parties.
- Working hours for women will be extended for travel, providing congenial work environment and considering law and order situation.
- Existing system of inspections will be revamped. Inspections will be carried out according to a predetermined schedule and will be informed in advance. Surprise inspections will be resorted to only in case of complaints.
- Labour department will be rest to cater to demands of the market. In essence activities of department will be demand based.
- Quality of legal process will be improved to increase percentage of punished in cases taken up by the department.

The data for the present study were collected from chemical, petrochemical, pharmaceutical, textile, engineering, telecom, power, service and other industries situated in Gujarat state where professional social workers were working. These industries are owned by Private Sector, Public Sector, Government, Cooperative Sector and Multinationals. There were total 68 organizations from where the data were collected. The list of the organization is presented below:

1. Adani Exports Ltd.
2. Ahmedabad Electricity co. Ltd.
3. Air conditionary Industry
4. Alembic Ltd.
5. Ambalal Sarabhai Enterprises
6. Amtrex Hitachi Appliances Ltd.
7. Apollo Tyres Ltd.
8. Applitech Solution Ltd.
9. Ashwin Vanaspati Ind. Ltd.
10. Asia Brown Boveri Ltd. (ABB)
11. Banco Products Ltd.
12. Bank of Baroda
13. Baroda Dist. Co. Op. Milk
14. Bayer ABS Ltd.
15. Bayer India Ltd.
16. Bell Ceramics Ltd.
17. Bharat Parenterals Ltd.
18. Birla Cellulosic
19. Bundy India Ltd.
20. C G Glass Ltd.
21. Cadila Pharmaceutical Ltd.
22. Cheminova India Ltd.
23. Core Emb. Ltd.

24. Crompron Greaves Ltd.
25. Essar Steel Ltd.
26. Gujarat Electricity Board
27. GMM Pfaulder Ltd.
28. Grand Quality Services
29. GSFC
30. Gujarat Alkalies and Chemical Ltd.
31. Gujarat Comm. & Elect. Ltd.
32. Gujarat Glass
33. Gujarat Tractor Corp. Ltd.
34. Hindistan Oil Exp.Co.
35. Hindustan Lever Ltd.
36. India Electric Market
37. India Medtronics Pvt. Ltd.
38. Indian Oil Co. Ltd. (Guj. Refinery)
39. IPCA Lab Ltd.
40. IPCL
41. JCT Electronics Ltd
42. Kribhco Ltd.
43. Larsen & Toubro Ltd.
44. Modern Petrofils
45. National Dairy development Board
46. Netlon India.
47. New hight Hotels & resorts Ltd.
48. Nila Bharat Engg. Ltd
49. Paramount Pollution Control Ltd.
50. Patni Computer Systems Ltd.
51. Polychem Ltd.
52. Rallis Ind. Ltd.
53. Reliance Industries Ltd.
54. Royal Cushion
55. Sarabhai Chemicals

56. Sayaji Iron & Engg. Ltd.
57. Self Employed HRM Consultant
58. Sky Shree Da (management consultant)
59. SM Associate Spark Placement
60. Steelco Gujarat Ltd.
61. Synbiotics Ltd.
62. Tata Consultancy Services
63. The Central Pulp Mills Ltd.
64. Torrent Gujarat Biotech Ltd.
65. Transpek Ind. Ltd.
66. United Phosphorus Ltd.
67. VFC India Ltd.
68. Vijay Jyot Seats Ltd.

Table V: Showing Type of Industries

Type of Industry	Frequency	Percentage
1. Chemical	13	10.8
2. Petrochemical	14	11.7
3. Textiles	2	1.7
4. Telecom	1	0.8
5. Power	12	10.0
6. Engineering	21	17.4
7. Consumer Products	6	5.0
8. Pharmaceuticals	5	4.2
9. Service	11	9.2
10. Others	35	29.2
Total	120	100

Table VI: showing Types of Organizations

Type of Organization	Frequency	Percentage
1. Private Ltd.	55	45.8
2. Public Sector	37	30.8
3. Government	6	5.0
4. Semi-Government	7	5.8
5. Multinational	13	10.8
6. Cooperative	2	1.7
Total	120	100