



## Impact of Special Economic Zone on the Socio-Economic Aspects of Employees

Iti Gupta<sup>a\*</sup>, Sakshi Varshney<sup>b</sup>

<sup>a, b</sup>Department of Humanities & Social Sciences, Jaypee Institute of Information and Technology, Noida, U.P. India  
Email Id: ambitiousiti@gmail.com, sakshi.varshney@jiit.ac.in

### Abstract

Special economic zones (SEZs) concept has evolved across the globe and several developing countries have adopted this policy for set-up of industrial zones that focus on exports and helps in generating economic opportunity and able to improve socio-economic condition of employees. So SEZs can be explained as such an area which has single window clearance system, less complicated administrative unit and provide a large number of employments. So objective behind this paper is to evaluate the role of SEZs on the socio-economic aspects of employees in terms of generation of employment. To fulfill the objective data related to employment and socio-economic indicators from SEZs are collected from different sources like Ministry of Commerce and Industries, Economic Survey of India and official website of SEZ. These data has been organized and analysed with the help of SPSS to show the change in the performance of SEZs. It is found in the study that SEZs helps in generation of employment and makes the life of employees better. At the present scenario, more than one lac people is working in Noida Special Economic Zone, and export output from SEZs in 2016-17 was Rs. 117364.60 million which is 0.5% of total export from India.

**Keywords:** Special Economic Zone (SEZ); Employment, Socio-Economic condition of Employees.

### PAPER/ARTICLE INFO

RECEIVED ON: 01/07/2019

ACCEPTED ON: 11/11/2019

Reference to this paper should be made as follows:

Iti Gupta, Sakshi Varshney (2019), "Impact of Special Economic Zone on the Socio-Economic Aspects of Employees", *Int. J. of Trade and Commerce-IIARTC*, Vol. 8, No. 2, pp. 307-322

## **1. INTRODUCTION**

Noida Special Economic Zone set up in 1985 is spread on a 310-acre of land. It provides excellent infrastructure, supportive services and sector specific facilities for the thrust areas of exports like gems and jewellery and electronics/software. NSEZ has 202 plots of varying sizes, besides 13 Standard Design Factory (SDF) Blocks accommodating 208 units including one exclusive block for trading service units. One more SDF block of 16 units to accommodate prospective entrepreneurs is under construction.

Noida Special Economic Zone offers access to global telecommunication network, uninterrupted power supply and efficient local transport system. A high capacity Telephone Exchange has been installed by BSNL in the Zone. Major telecom players like Bharti Airtel, Reliance, VSNL etc. are also providing services like data communications facilities in the zone. An independent feeder line has been provided for uninterrupted power supply. Customs Wing ensures prompt and on the spot clearances of export/import consignments. Besides, in-house Post and Telegraph office, Sub-Foreign Post Office, Insurance and banking including ATM facilities, courier service facilities, industrial canteens and executive restaurant and travel/customs forwarding agencies have been provided. An extension counter of Punjab National bank to collect Central Excise and Customs duties is also operational. An Offshore Banking Unit has also been set up in the processing area to cater to the needs of the exporters. Apart from above, various facilitators like Bank, CHAs, Eateries, Communication Service Providers etc. who have been successfully catering to the needs of the NSEZ units, have been accommodated in the Facilitation Centre within the NSEZ.

Sector specific Infrastructure for software and Gems & Jewellery units has been developed. Satellite data link facility required for software exports is available. Highly trained and qualified manpower for software development is available in and around Delhi.

Two exclusive complexes have been developed for jewellery units. MMTC has a full-fledged office in NSEZ for supply of gold, which also provides packing credit facilities. Central Warehousing Corporation provides facilitation for handling and storage of jewellery cargo and services for completion of export formalities such as appraisalment, processing of airway bills and transportation to the Airport. NSEZ has been declared as an Inland Container Depot (ICD) under the Customs Act, 1962 to facilitate inward/outward movement of cargo.

There were 274 units established in NSEZ from different sectors such as: Chemical and Pharmaceuticals (11), Computer/Electronic Software (67), Electronics and Hardware (25), Engineering (47), Gems & Jewellery (43), Textile & Garments (15) and Others (66).

## **2. REVIEW OF LITERATURE**

**Raheem (2011)**, concluded that the Employment generation, both direct and indirect, has thus far been the most important channel, through which SEZs have impacted on human development and poverty reduction in India. India's SEZs are not dominated by assembly type operations. However, the relationship between poverty and employment lies in the extent to which income generated from employment permits workers and their dependants to obtain goods and services necessary to meet minimum needs. Poverty reduction thus calls for the creation of remunerative, regular and good-quality jobs in the labour market.

**Bhaskar (2018)**, critically examine and made it clear that all over there were opposition, to SEZ, but for financial development, export, growth, increase employment of the country, SEZ was felt



is essential. It is necessary to see the SEZ in positive view. SEZ projects should be started in backward area for development of regional equilibrium and overall economic development of country. The SEZ's have high investment and employment potentials, especially in the area of software engineers and skilled workers. Hence there is need for social and political awareness among the people to support such schemes for the all-round economic & sustainable development of the country.

**Chandan Das (2017)**, revealed some facts like a bulk of facilities and incentives given to the developers of SEZs, most of the SEZs being developed in the southern states and interestingly away from the coastal regions, majority of SEZs relating to IT and hardware, significant contribution of SEZs to indirect employment, etc. and finally concluded the fact that the performance of SEZs in export and employment generation has been reasonably well in the developing economy of India.

**D. Udaya Kumar (2018)**, explained that the impact of SEZ on inequality is largely studied at regional levels. It is argued that establishing SEZ in a particular locality in a region would lead to imbalance in growth in other localities or other Regions. However, inequality can be visualized within the SEZ, particularly when the local populations stay in the zone. Local people who have given lands are generally promised to be employed in the SEZ. In the recent past SEZ s have become hot spots of controversy. "Special Economic Zones (SEZs) are turning out to be one of the stiffest challenges for India's economic policy reforms. Since the announcement of SEZ rules on 10 February 2006, these zones have aroused unprecedented controversy. The emotionally charged debate on SEZs has often produced inflexible positions on either side. The unusually strong public reaction has also forced policymakers to revisit several aspects of the policy in recent months.

**Devadas and Vaibhav (2011)**, studied the policy of Special Economic Zones and its role in the development process as these zones are responsible for employment generation through industrial development along with other objectives of reviving ancillary industries, resolving housing problems, accelerate economic growth, infrastructural development, etc. Systems dynamics approach is employed to understand the nexus between the system and the zone. Finally, tools for delineation of SEZ are discussed to have balanced development in the system by considering the Special Economic Zone as a 'catalyst' for integrated development.

**Fernando & Molina (2018)**, offered a systematic review of the international literature addressing the impact of the Special Economic Zone (SEZ) model on regional economic development. By identifying, critically assessing, and compiling the most relevant and high-quality studies on the topic, the basic conditions for the success or failure of this industrial policy model come to light. Key results are then discussed with an eye to the characteristics of the states in which these models will be implemented in Mexico.

**Jarosiński & Maśloch (2016)**, explained that SEZs have come to be seen as a source of disrupting competition, thus could be perceived with lack of enthusiasm by the European Commission. Bearing in mind the provisions of the Treaty, it should be noted that the functioning of the SEZs is still acceptable, provided that they operate in seriously underdeveloped regions. So SEZs will continue to operate in Poland for a limited period of time, which is to be determined depending

on changes in the socio-economic situation. They concluded that the currently established horizon for SEZs gives them the opportunity for further development.

**Jin Wang (2010)**, made it clear that capital as well as advanced technology is typically desirable for development. Aiming to attract foreign capital, boost exports and absorb advanced technology, the SEZ has been a widely adopted development strategy. He suggested an important insight into how a local economy gains from SEZs: one channel is through increasing physical capital stock; the other is via boosting total factor productivity growth. The results, therefore, support the policy initiative of using the SEZ as an effective tool to enhance regional development.

**Mane & Salave (2014)** identified three channels through which SEZs address these issues: employment generation, skill formation (human capital development), and technology and knowledge upgradation. The relationship between poverty and employment lies in the extent to which income generated from employment permits workers and their dependants to obtain goods and services necessary to meet minimum needs. Poverty reduction thus calls for the creation of remunerative, regular and good-quality jobs in the labour market. SEZs, if promoted vigorously can, therefore, act as an initiator in the process of human development and poverty alleviation in India. The role of SEZs in human capital formation appears to be relatively limited. Most SEZ units impart on-the-job training to their workers.

**Piotr Ciżkowicz & et. el. (2015)** estimated the set of panel and spatial panel data models of employment and investments for 379 Polish counties over the period 2003-2012. They took advantage of a unique firm-level data. Set for Polish Special Economic Zones (SSEs), which includes about 30,000 observations. They found that SSEs have substantial positive effects on employment: jobs in a given SSE create jobs outside the SSE in hosting county and even more jobs in neighboring counties. Effect of SSEs on investments is weaker, but still positive. Investment in a given SSE was neither crowd out nor crowd in investments outside the SSE. Thereby, they add one to one to capital stock in hosting county. Their findings were robust to changes in estimation methods, sample composition, set of explanatory variables and selection of spatial weight matrix.

**Singh, J. & Singh, B. (2014)**, suggested that the SEZs should be located in the backward districts of the state viz. Sirsa, Hisar, Fatehabad, Bhiwani, Gurgaon, Mahendergarh etc. There should be focussed on the quality rather than quantity of SEZs and keeping the agriculture into mind, there should be focussed on SEZ that requires less land for implementation. The quality of land and connectivity should be considered in approval of SEZs. They concluded that the achievement of SEZ's export performance, and capability to maintain the economic growth consistently high amid of global economic crises strongly recommends the requirement of SEZs for development of a region. The trend of approvals of SEZ proposals foresees that Haryana will be count in industrially developed state of country. But there is need to implement SEZs more scientifically that over all regions can achieve balance development.

### **3. OBJECTIVES OF THE STUDY**

The primary as well as the specific objective of the study is to analyse the socio-economic aspects of the employees working in the Noida Special Economic Zone (NSEZ).

#### 4. HYPOTHESIS OF THE STUDY

The following research hypotheses are formulated based on the objective of the study:

- H<sub>01</sub>: There is no significant difference between the workers employed on regular, temporary and contract basis in the identified types of business units.  
 H<sub>02</sub>: There is no significant difference in the distribution of workers employed on regular, temporary and contract basis in different jobs.  
 H<sub>03</sub>: There is no significant variation in the composition of women workers among the identified types of business units of the NSEZ.

#### 5. RESEARCH METHODOLOGY

The researcher selected Noida Special Economic Zone for her study since it is the first and earliest one created in NCR. The researcher has attempted to study the socio- economic factors of the workers in the Noida Special Economic Zone. Under this context the study is an attempt to unravel the conditions of workers in the Special Economic Zone located at Noida.

The present study has an exploratory phase in which a thorough examination of the related literature was done. These studies cover socio-economic aspects of employees working in NSEZ. Sample size is 300 employees working in different sectors as mentioned in table no. 1.

**Table - 1: Selection of sample respondents**

Sr. No.	Industry	Sample Respondents		Total Respondents
		Male	Female	
1	Computer/Electronic Software	32	43	75
2	Gems & Jewellery	31	44	75
3	Engineering	30	45	75
4	Food processing & textiles	27	48	75
	<b>Total</b>	<b>120</b>	<b>180</b>	<b>300</b>

#### 6. RESEARCH TOOLS

The available data have been analyzed by using various statistical tools like Tabulation, Percentage and Chi-Square test. These tests have been applied for the purpose of testing in this study with the help of SPSS version 23.

#### 7. DATA ANALYSIS

Analysis of data is essential for a scientific study and for ensuring that the research has all relevant information for making contemplated comparisons and to draw inferences. The collected data through primary method is classified, tabulated, analysed and interpreted. The data by themselves cannot reveal anything and only by processing and relating the data, the intricacies can be brought to light. This research paper is made to highlight the objectives and to test the hypotheses.

- Socio-Economic Status of Respondents:** The general objective of the study is to assess the socio-economic status of the labourers working in the Noida Special Economic Zone in Uttar Pradesh State and to examine the issues, problems and challenges faced by the labourers in the study area. In view of this, primary data have been collected and analyzed and interpreted in this chapter. For the socio-economic upliftment of the families and the society at large adult members of both the sex have to work.

2. **Gender Distribution of Respondents:** In the Noida Special Economic Zone the gender distribution of the respondents has been analysed and the results are provided in Table 2.

**Table- 2: Gender Distribution of Respondents**

S. No.	Gender	No. of Respondents	Percentage
1.	Male	120	40
2.	Female	180	60
	<b>Total</b>	<b>300</b>	<b>100</b>

**Source:** Compiled from primary data.

It is seen that 180 women and 120 men workers have been examined. The female: male sex ratio of the respondents is found to be 3:2. It is a interest to note that more women are working as compared to men in the study area. The gainful employment generated in the study area may indicate the empowerment of women, generally women in Uttar Pradesh are hard working and educated and hence their economic contribution is always considerable.

3. **Age-Wise Distribution of Respondents:** The age-wise distribution of the respondents has been analysed and the data are provided in Table 3.

**Table - 3: Age - Wise Distribution of Respondents**

Sr. No.	Age in Years	Gender				Total	
		No.	%	No.	%	No.	%
1	14 - 20	7	5.8	1	0.6	8	2.7
2	21 - 30	36	30.0	63	35.0	99	33.0
3	31 - 40	71	59.2	103	57.2	174	58.0
4	41 - 50	5	4.2	8	4.4	13	4.3
5	51 - 60	1	0.8	5	2.8	6	2.0
	<b>Total</b>	<b>120</b>	<b>100</b>	<b>180</b>	<b>100</b>	<b>300</b>	<b>100</b>

**Source:** Compiled from primary data

Age of a labourer is an important factor determining his/her ability to make economic contribution. The overall contribution of the respondents in the age brackets of 14-20 and 51-60 years is very insignificant (4.7%), because they are physically less fit. But 91 per cent the respondents in the age group of 21-40 years contribute to a maximum, because they are physically more fit and they have enough training to do their jobs effectively.

4. **Educational Status of the Respondents:** The levels of education are indicators of the economic development of a region. Education and skill development make people suitable for jobs in the industrial and service sectors. The educational status of the respondents is furnished in Table 4.

**Table - 4: Educational Status of the Respondents**

Sr. No.	Educational Status	Male		Female		Total	
		No.	%	No.	%	No.	%
1	Primary	10	8.3	12	6.7	22	7.3
2	Secondary	24	20.0	39	21.7	63	21.0
3	Technical	23	19.2	51	28.3	74	24.7
4	Degree	60	50.0	76	42.2	136	45.3
5	Others	3	2.5	2	1.1	5	1.7
	<b>Total</b>	<b>120</b>	<b>100</b>	<b>180</b>	<b>100</b>	<b>300</b>	<b>100</b>

**Source:** Compiled from primary data

**Note:** Others diploma courses



It reflects that only well educated degree holders are absorbed in SEZ and the literates of the primary school level and illiterates are not placed in SEZ perhaps because of the their very low knowledge content. Almost 91 per cent of the respondents are educationally and technically qualified to handle their jobs. Table 4 shows that 45.3 per cent of respondents are graduates, 24.7 per cent have technical degree and 21 per cent of them have a pass in secondary school level examination. A comparison of the educational status of women respondents and that of the men respondents shows that more women respondents are more qualified than the men respondents, that is why women outnumber men in NSEZ.

**Chi-square test for finding the association between Education Status and Age of the respondents about the labourers in NSEZ**

Chi-square test is used to find out the association between the respondent’s Educational status and Age of the labourers in Noida Special Economic Zone. The results of the Chi-square test are given as below.

**Table - 5: Chi-square test for Finding the association between Education Status and Age of the respondents in NSEZ**

Chi-Square Tests			
	Value	df	Asymp. Sig. (2 Sided)
Pearson Chi-Square	131.618 <sup>(a)</sup>	16	.000
Likelihood Ratio	71.724	16	.000
Linear-by-Linear Association	11.980	1	.001
N of Valid Cases	300		

a. 16 cells (64.0%) have expected count less than 5. The minimum expected count is .10.

The above given chi-square test Table 5 shows that the significant value is ‘.0’ which is less than 0.05; it implies that there is significant association between respondents’ Educational status and age of the respondents in the Noida Special Economic Zone. This Chi-square test is used to know whether young people within higher education are entering has workers in NSEZ.

**5. Religions and Communities of Respondents:** Another significant social institution is religion. India is a secular nation and her constitution allows people to practice any religion of their faith. The following table gives religion and community wise classification of respondents.

**Table - 6: Religions and Communities of the Respondents**

Sr. No.	Community	Religion						Total	
		Hindu		Christian		Muslim			
		No.	%	No.	%	No.	%	No.	%
1	SC	18	10.2	0	0	0	0	18	6.0
2	ST	11	6.3	0	0	0	0	11	3.7
3	OBC	91	51.7	11	24.4	65	82.3	167	55.7
4	GEN.	56	31.8	34	75.6	14	17.7	104	34.7
	<b>Total</b>	<b>176</b>	<b>100</b>	<b>45</b>	<b>100</b>	<b>79</b>	<b>100</b>	<b>300</b>	<b>100</b>

Source: Compiled from primary data

SC-Scheduled caste, ST-scheduled Tribe, OBC-Other backward caste, Gen-Upper caste



Religion and community play a vital role in determining the socio-economic benefits derived by the people. The respondents belonging to SC and ST communities constitute only 9.4 per cent whereas 55.7 per cent of respondents belong to OBC category and 34.7 per cent of respondents belong to forward (FC) communities. It is observed that the poor SC and ST people have only very little training and education and they are not able to join the work force in the SEZ in good strength. But the persons of OBC and FC categories have been employed in the SEZ because of their better awareness, influence, requisite training and education. Table 6 also shows that 176 (58.66%) of the respondents are Hindus, 79 (26.33%) are Muslims and 45 (15%) are Christians. This may broadly reflect the religion- wise population in the State of Uttar Pradesh.

**Chi-square test for finding the association between in Community and Religion of the respondents about the labourers in NSEZ**

Chi-square test is used to find out the association between the respondents' Community and Religion in the Noida Special Economic Zone. The results of the Chi-square test are given as below.

**Table - 7: Chi-square test for finding the association between in Community and Religion of the respondents in NSEZ**

Chi-Square Tests			
	Value	df	Asymp. Sig. (2 Sided)
Pearson Chi-Square	67.517 <sup>(a)</sup>	6	.000
Likelihood Ratio	74.769	6	.000
Linear-by-Linear Association	4.166	1	.041
N of Valid Cases	300		

a 4 cells (33.3%) have expected count less than 5. The minimum expected count is 1.65.

The above given chi-square test Table 6.6 shows that the significant value is '.0' which is less than 0.05; it implies that there is significant association between respondents' Community and Religions of the respondents in the Noida Special Economic Zone.

**6. Marital Status of the Respondents:** The marital status of the respondents is provided in Table 8.

**Table - 8: Marital Status of the Respondents**

S. No.	Marital Status	No. of Respondents	Percentage
1.	Married	181	60.3
2.	Unmarried	117	39.0
3.	Widows	2	0.7
	<b>Total</b>	<b>300</b>	<b>100</b>

**Source:** Compiled from primary data

It is found that 60.3 per cent of respondents constitute the married category and 39 per cent constitute the unmarried women and men. Married men and women have a responsibility to maintain and protect their families comprising of their spouses and children. Hence the married respondents are found in large number in the work force than the other groups.





7. **Nativity Status of Respondents:** The following table furnishes the nativity status of respondents in the study area.

**Table - 9: Nativity Status of Respondents**

S. No.	Nativity	No. of Respondents	Percentage
1.	Within NCR	224	74.7
2.	Outside NCR	76	25.3
	<b>Total</b>	<b>300</b>	<b>100</b>

**Source:** Compiled from primary data

Table 9 shows that the employment opportunities available in the SEZ attract qualified and skilled workers within the State and from other States and countries as well. The data show that around 25 per cent of workers originate from other States like Bihar, Orissa and Andhra Pradesh. Around 75 per cent of workers are of native origin. It is to be appreciated that a large majority of workers belong to Uttar Pradesh itself because of their availability, skill sets, educational qualifications and efficiency.

8. **Family Systems of Respondents:** Two types of family systems prevail in India. They are joint family and nuclear family.

**Table -10: Family Systems of Respondents**

Sr. No.	Type of Family	Male		Female		Total	
		No.	%	No.	%	No.	%
1	Joint	21	17.5	44	24.4	65	21.7
2	Nuclear	99	82.5	136	75.6	235	78.3
	<b>Total</b>	<b>120</b>	<b>100</b>	<b>180</b>	<b>100</b>	<b>300</b>	<b>100</b>

**Source:** Compiled from primary data

Around 78 per cent of respondents hail from nuclear families and 22 per cent from joint families. Table 10 shows that the nuclear family system encourages people to enter into the work force so as to cater to the needs of the family members who are in small numbers. Joint families are more prevalent in rural areas.

9. **Sizes of Families of Respondents:** The size of the family of the respondents is also a factor that affecting socio-economic status of the labourers in Noida Special Economic Zone is presented in Table 11.

**Table - 11: Sizes of Families of Respondents**

S. No.	Size of Family	No. of Respondents	Percentage
1.	Small (1 - 3)	183	61.0
2.	Medium (4 - 5)	85	28.3
3.	Large (6 & Above)	32	10.7
	<b>Total</b>	<b>300</b>	<b>100</b>

**Source:** Compiled from primary data

Table 11 showed that the size of a family is a factor inducing the adult members to go for work. It is found that 61 per cent of respondents live in small families (may be nuclear families) with 3 or less members. Around 28 per cent of respondents come from medium sized families consisting of 4-5 members and 10.7 per cent of respondents come from large families with 6 or more members.

Largely some members of medium and large sized families may feel reluctant to go for employment, because there may be other family members to earn for the whole family.

**10. Housing Categories and Electrification:** The following table furnishes the particulars about the housing categories and electrification of the respondents in the study area.

**Table - 12: Housing Categories and Electrification**

Sr. No.	Location of House	Electrification	Type of House				Total %
			Thatched	Tiled	Concrete	Asbestos	
1	Rural	Electrified	25 (100)	54 (100)	124 (99.2)	41 (100)	244 (99.6)
		Solar powered	0 (0)	0 (0)	1 (0.8)	0 (0)	1 (0.4)
		<b>Total</b>	25 (100)	54 (100)	125 (100)	41 (100)	245 (100)
2	Urban	Electrified	2 (100)	10 (100)	34 (99.2)	8 (88.9)	54 (98.2)
		Non-electrified	0 (0)	0 (0)	0 (0)	1 (11.1)	1 (1.8)
		<b>Total</b>	2 (100)	10 (100)	34 (100)	9 (100)	55 (100)

**Source:** Compiled from primary data

**Note:** Figures in parentheses are percentages

The Table 12 shows that 245 respondents live in rural villages outside the city limit and 55 respondents live within the urban limit. The respondents are living in four types of houses namely thatched, tiled, concrete roofed and asbestos roofed houses. In the rural areas 25, 54, 125 and 41 are the thatched, tiled, concrete roofed and asbestos roofed houses respectively. But in the urban areas 2, 10, 34 and 9 are the numbers of houses occupied by the respondents in the corresponding categories. Table 12 also shows that 244 out of 245 houses are electrified and only one house in the remote rural area is energized by solar power. But in the urban areas 54 houses are electrified and only one house is there without electricity.

**11. Levels of Monthly House Rent:** The following table furnishes the levels of monthly house rent of the respondents in the study area:

**Table - 13: Levels of Monthly House Rent**

S. No.	Amount in INR	No. of Respondents	Percentage
1.	Below 1000	7	8.9
2.	1001 - 2000	44	55.7
3.	2001 - 3000	17	21.5
4.	3001 & Above	11	13.9
	<b>Total</b>	<b>79</b>	<b>100</b>

**Source:** Compiled from primary data

The data indicate that 221 (73.7%) respondents live in their own residential houses while 79 (26.3%) live in rented premises. Comparing the data on nativity of the respondents and that of the house ownership of respondents, it may be concluded that mostly respondents who have come

from other States are forced to live in rented houses. These respondents pay monthly house rents on the basis of their rent paying capacity i.e. income and family size. There are four slabs of rent available to the respondents as shown in Table 13. Around 56 per cent of respondents pay Rs. 1001-2000. About 22 per cent of respondents pay Rs. 2001-3000 as monthly house rent. Only 14 per cent of them pay a rent higher than Rs. 3001.

**12. Working Sections and Nature of the Employment:** The Noida special economic zone workers have been appointed on the regular, temporary and contract basis. The respondents involve in different jobs of work, this classification is shown in Table 14.

**Table - 14: Working Sections and Nature of the Employment**

Sr. No.	Job Section	No. of Respondents according to the nature of Job						Total	
		Regular		Temporary		Contractual		No.	%
		No.	%	No.	%	No.	%		
1.	Technical	15	12.7	1	8.3	41	24.1	57	19.0
2.	Non-technical	24	20.3	4	33.3	10	5.9	38	12.7
3.	HRM	1	0.8	1	8.3	4	2.4	6	2.0
4.	Production	48	40.7	4	33.3	76	44.7	128	42.7
5.	Marketing	27	22.9	1	8.3	32	18.8	60	20.0
6.	BPO	1	0.8	0	0.0	1	0.6	2	0.7
7.	Finance	2	1.7	1	8.3	6	3.5	9	3.0
	<b>Total</b>	118	100.0	12	100.0	170	100.0	300	100.0

**Source:** Compiled from primary data

The respondents involve themselves in different jobs of work such as production, marketing, technical, non-technical, finance, management, human resource management (HRM), business process outsourcing (BPO). Out of 300 respondents 128 (42.7%) production, 60 (20%) marketing, 57 (19.0%) technical, 38 (12.7%) non-technical, 9 (3.0%) finance management 6 (2.0%) HRM and 2 (0.7%) BPO related jobs. These data (Table 14) show that majority workers involve in production, marketing and technology related jobs.

The workers have been appointed in the SEZ on regular, temporary and contract basis. Those who come in the regular category are the permanent employees with fixed scales of pay and other benefits such as bonus, leave facility etc. Out of 118 (39.3%) regular workers, 48 are in production section, 27 in marketing section, 15 in technical section and 24 in non-technical section.

Out of 170 (56.7 %) contract workers most of them are involved in production, marketing and technical jobs. It is to be mentioned here that around 57 per cent work force is in the form of contract workers who do not enjoy any of the benefits and privileges enjoyed by the regular employees. Only the contractors get the maximum monetary benefit out of the contract works. Only 12 (4%) respondents are temporary workers who may be hired and fired any time.

#### 8. (A) RESEARCH HYPOTHESIS - 1

There is no significant difference between the workers employed on regular, temporary and contract basis in the identified types of business units.

This hypothesis is tested by the Chi-square test. The association between types of business units and the nature of work done by the respondents has been studied and the results are shown in Table 15.

**Table - 15: Chi-square Test Relating Different Categories of workers**

Sr. No.	Type of Unit	Nature of Job						Statistical Inference
		Regular		Temporary		Contractual		
		No.	%	No.	%	No.	%	
1.	Gems & Jewellery	43	36.4	0	0.0	32	18.8	X <sup>2</sup> =71.692 df = 6 .000 < 0.05 Significant
2.	Electronics	47	39.8	1	8.25	27	15.9	
3.	IT & Engineering	15	12.7	1	8.25	59	34.7	
4.	Food Processing	13	11.1	10	82.50	52	30.6	
	<b>Total</b>	118	100.0	12	100.0	170	100.0	

**Source:** Computed from primary data

From the results shown in Table 15 it is inferred that there is a significant difference in the nature of the work in the similar types of business units in the NSEZ. The Chi-square value computed through SPSS clearly reveals there is a significant difference in the nature of the work in the similar units in the NSEZ. The first hypothesis which states that there is significant difference in the nature of the work in similar type of business units in the NSEZ is proved.

**(B) Research Hypothesis - 2**

There is no significant difference in the distribution of workers employed on regular, temporary and contract basis in different jobs.

This hypothesis is tested by Chi-square test to find out the association between different jobs of the respondents and nature of work performed by the respondents.

**Table - 16: Chi-square Test Relating jobs and Nature of Work**

Sr. No.	Job Section	Nature of Job						Statistical Inference
		Regular		Temporary		Contractual		
		No.	%	No.	%	No.	%	
1.	Technical	15	12.7	1	8.3	41	24.1	X <sup>2</sup> =28.585 df = 12 .005 < 0.05 Significant
2.	Non-technical	24	20.3	4	33.3	10	5.9	
3.	HRM	1	0.8	1	8.3	4	2.4	
4.	Production	48	40.7	4	33.3	76	44.7	
5.	Marketing	27	22.9	1	8.3	32	18.8	
6.	BPO	1	0.8	0	0.0	1	0.6	
7.	Finance	2	1.7	1	8.3	6	3.5	
	<b>Total</b>	118	100.0	12	100.0	170	100.0	

**Source:** Computed from primary data

From the above table it is inferred that there is a significant difference in the nature of the work in the similar jobs in the NSEZ. The Chi-square value computed through SPSS clearly reveals that there is a significant difference in the distribution of workers employed on regular, temporary and contract basis in different jobs. Thus, the second hypothesis is disproved.

**(C) Research Hypothesis - 3**

There is no significant variation in the composition of women workers among the identified types of business units of the NSEZ.

The association between types of business units and the jobs of the women respondents has been tested by chi-square test and the results are shown in Table 17.



**Table - 17: Chi-square Test between jobs of women workers and different types business units**

Sr. No.	Type of unit		Job Type							Statistical inference
			Technical	Non-technical	HRM	Production	Marketing	BPO	Finance	
1	Gems & Jewellery	No. 1 % 3.1	9 52.9	0 0.0	18 22.2	16 45.7	0 0.0	0 0.0	$X^2 = 46.126$ $df = 18$ $.000 < 0.05$ Significant	
2	Electronics hardware	No. 4 % 12.5	2 11.8	0 0.0	25 30.9	10 28.6	1 50.0	3 37.5		
3	IT & Engineering service	No. 12 % 37.5	2 11.8	2 40.0	20 24.7	4 11.4	1 50.0	2 25.0		
4	Food processing and textiles	No. 15 % 46.9	4 23.5	3 60.0	18 22.2	5 14.3	0 0.0	3 37.5		
<b>Total</b>		<b>No. 32 % 100.0</b>	<b>17 100.0</b>	<b>5 100.0</b>	<b>81 100.0</b>	<b>35 100.0</b>	<b>2 100.0</b>	<b>8 100.0</b>		

Source: Computed from primary data

From the table it is inferred that there is a significant difference in the jobs of women in the similar type of business units in the NSEZ. The Chi-square value computed through SPSS clearly reveals there is a significant difference in the jobs of women in the similar business units in the NSEZ. Thus, the third hypothesis is disproved.

**Chi-square test for finding the association between the nature of work in the business units and gender of the respondents in NSEZ**

Chi-square test is used to find out the association between the respondents' nature of work in the business units and gender of the labourers in Noida Special Economic Zone. The results of the Chi-square test are given as below.

**Table - 18: Chi-square test for finding the association between the nature of work in the business units and gender of the respondents in NSEZ**

Sr. No.	Nature of work	Sample	Gender				Total		Statistical inference
			Male		Female		No.	%	
			No.	%	No.	%			
1	Regular	Gems & Jewellery	19	38.0	24	35.3	43	36.4	$X^2 = 26.607$ $df = 3$ $.000 < 0.05$ Significant
		Electronics hardware	13	26.0	34	50.0	47	39.8	
		IT & Engineering service	15	30.0	0	0.0	15	12.7	
		Food processing and textiles	3	6.0	10	14.7	13	11.0	
		<b>Total</b>	<b>50</b>	<b>100.0</b>	<b>68</b>	<b>100.0</b>	<b>118</b>	<b>100.0</b>	
1	Temporary	Electronics hardware	0	0.0	1	9.1	1	8.3	$X^2 =$

1	Contract	IT & Engineering service	1	100.0	0	0.0	1	8.3	12.000 df = 2 .002 < 0.05 Significant
		Food processing and textiles	0	0.0	10	90.9	10	83.3	
		<b>Total</b>	<b>1</b>	<b>100.0</b>	<b>11</b>	<b>100.0</b>	<b>12</b>	<b>100.0</b>	
		Gems & Jewellery	12	17.4	20	19.8	32	18.8	X <sup>2</sup> = 10.839 df = 3 .013 < 0.05 Significant
		Electronics hardware	17	24.6	10	9.9	27	15.9	
		IT & Engineering service	16	23.2	43	42.6	59	34.7	
		Food processing and textiles	24	34.8	28	27.7	52	30.6	
<b>Total</b>	<b>69</b>	<b>100.0</b>	<b>101</b>	<b>100.0</b>	<b>170</b>	<b>100.0</b>			

Source: Computed from Primary Data

The above given chi-square test Table 18 shows that the significant values is less than 0.05; it implies that there is significant association between respondents' nature of work in the business units and gender in Special Economic Zone.

## 7. CONCLUSION

The Noida SEZ is a foreign territory in India. Legally, it stands outside the Customs territory of India. This positioning permits both fast project approvals in the SEZ as well as a hassle-free environment for running units in the SEZ.

At present, there are 227 units in the Zone of which 208 are in operation and remaining 19 units are under various stages of implementation. The units in the zone manufacture a wide range of products in various sectors like software, electronics, textiles, engineering, ceramic and food. Export from Noida Special Economic Zone has increased from Rs. 94050 Million in 2010-11 to Rs. 117364.6 Millions in 2016-17.

In the Noida SEZ the gender distribution of the respondents has been analysed. 180 respondents are females. The female: male sex ratio of the respondents is found to be 3:2. The gainful employment generated for women in the study area may indicate the emerging empowerment of women.

It is found that 60 per cent of the respondents of the study are women. It is found that 25 per cent of the respondents are educationally and technically qualified to handle their jobs. A comparison of the educational status of women respondents and that of the men respondents shows that more women respondents are more qualified than the men respondents, that is why women dominate men in SEZ.

A special package of benefits is not available for SEZ workers. A well designed social security system for the workers in the zone will help in improving productivity, contribute to the harmonious labour relations and thus to socio-economic development. It will encourage and propagate the social peace by reducing the frequency of industrial conflicts, increase the willingness to work, make it easier to meet delivery commitments and lead to improved quality product, a better investment climate and thereby enhancing the competitiveness of the economy. Hence a social security system must be designed.



The establishment of SEZs has undoubtedly helped to increase the volume of international trade. Further, a large amount of foreign investment has found its way not only into the export trade, but also into infrastructure construction and commerce. Foreign companies have been encouraged to establish their presence in the territories and the export industry has grown. Advanced foreign technology has been brought in with the inflow of foreign investment. All these factors have contributed to the growth of the Indian economy. The enactment of the SEZ Act and its implementation should enable the Government of India to fulfil its agenda of economic reforms as the multiplier effect on the economic activities triggered by SEZ materializes. The challenge now is whether India through its SEZs can leverage its cost advantage and huge knowledge base and break the hold of China in manufacturing by making India the preferred destination for doing business.

Labour sector addresses multi-dimensional socio-economic aspects affecting labour welfare, productivity, living standards of labour force and social security in SEZs. To raise living standards of the work force and achieve higher productivity, skill up-gradation through suitable training is of utmost importance. Manpower development to provide adequate labour force of the appropriate skills and quality to different sectors is essential for rapid socio-economic development of workers of special economic zones. Employment generation in all the productive sectors is one of the basic objectives. Labour welfare and provision of the necessary support measures for sorting out problems relating to employment of both men and women workers in different business units of SEZ should receive priority attention.

#### REFERENCE

##### ARTICLES

- [1]. **Bhaskar, (2018)**. 'Impact of Special Economic Zone on Indian Economy', *International Journal of Management Studies*, ISSN: 2249-0302, Vol.-V, Special Issue: 2, August, pp. 64-70.
- [2]. **Chandan Das, (2017)**. 'Special Economic Zone and its impact on LDC (Less Develop Country) Economy: A Brief Review of India', *International Journal of Humanities & Social Science Studies*, ISSN: 2349-6959, Volume-III, Issue-V, March, Page No. 226-240.
- [3]. **D. Udaya Kumar, (2018)**. 'Impact of SEZ on Inequality: A Study of Sri City SEZ in Andhra Pradesh, India', *Journal of Pure and Applied Mathematics*, ISSN: 1314-3395, Volume 119 No. 18, 3067-3080.
- [4]. **Devadas and Vaibhav, (2011)**. 'Planning for Special Economic Zone: A Regional Perspective', *Institute of Town Planners, India Journal*, Vol. 8, Issue No. 2, pp. 53 - 58, April - June.
- [5]. **Fernando & Molina, (2018)**. 'Special Economic Zone and their Impact on Regional Economic Development', *Journal of Revista Latinoamericana de Economia*, Volume 49, Number 193, April-June.
- [6]. **Jarosiński & Maśloch, (2016)**. 'The Impact of Special Economic Zones on the Level of Socio-Economic Changes of Polish Regions', *Warsaw Forum of Economic Sociology*, Volume 14, Issue 7:2, Autumn, pp. 115-137.
- [7]. **Jin Wang (2010)**, 'The Economic Impact of Special Economic Zones: Evidence from Chinese Municipalities', *Hong Kong University of Science and Technology*, Sept.

- [8]. **Mane & Salave, (2014)**. 'Aspects and Pitfalls of Sez on Rural Economy of Maharashtra', IOSR Journal of Economics and Finance, ISSN: 2321-5933, Volume 3, Issue 3. (Mar-Apr), PP 01-06
- [9]. **Piotr Cizkowicz & et. el.**, 'The effects of special economic zones on employment and investment: spatial panel modelling perspective', Working Paper Published by Narodowy Bank Polski, Education & Publishing Department, ul. Świętokrzyska 11/21, 00-919 Warszawa, Poland, ISSN 2084-624X.
- [10]. **Raheem, (2011)**. 'Impact of Special Economic Zone on Human Development and Poverty Reduction: An Indian Experience', ZENITH International Journal of Multidisciplinary Research, ISSN 2231 5780, Vol.1 Issue 7, PP. 177-188.
- [11]. **Singh, J. & Singh, B., (2014)**. 'Special Economic Zones (SEZs) and Regional Development in Haryana, International Research Journal of Commerce Arts and Science, ISSN 2319 - 9202, Volume 5 Issue 2, Year, pp. 384-394

**BOOKS**

- [1]. **Arunachalam, P. (2008)**, "Special Economic Zones in India - Principles, Problems and Prospects", Serial Publications, New Delhi, pp. 270-275.
- [2]. **Arvind Panagariya (2008)**, "India: The Emerging Giant", Oxford University Press, p. 272.
- [3]. **Gokhan Akinci (2011)**, "Special Economic Zones: Progress, Emerging Challenges and Future Directions", World Bank Publications, August, p. 3.
- [4]. **Kothari and Garg, (2016)**, Research Methodology: Method and Techniques, New Age International Publishers, New Delhi, 3rd Ed.
- [5]. **Mookkiah Soundara Pandian (2011)**, "Development of Special Economic Zones in India: Policies and issues", Concept Publishing Company, p. 16.