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**WOMEN ENTREPRENEUR, CHALLENGES IN BUSINESS DEVELOPMENT AND EMPLOYMENT  
IN KHAIRPUR MIRS- SINDH-PAKISTAN****Dr.Nadeem Bhatti**

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**ABSTRACT**

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*This research investigates the entrepreneurship development and employment in Khairpur Mirs. Data were collected from 2000 respondents from Khairpur Mirs and their vicinity. A structural questionnaire was developed for the reliability and validity of the data. It was revealed that Khairpur Mirs is facing unemployment problems like other states of Pakistan. The number of population increases every year but the state government cannot provide jobs to all the citizens. Unemployment gives different negative impact to the state economy in particular and the country economy in general. However, government had taken up various measures to reduce unemployment problems but it increases rather than minimising it. It was further revealed that only 3.13 percent out of total population who got employment in the state private and public sectors. This shows that the total number of employments in the state is very less. The result may be due to various factors but it is clearly concluded that the getting employment in Khairpur Mirs- Sindh-Pakistan is a problematic issue that hinder the growth of state economy.*

**Keywords:** *Entrepreneurship, Development, SMEs, Khairpur Mirs*

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**INTRODUCTION**

Majority of the people living in this state mainly depend on agriculture for their livelihood. Though rice is the staple food of the state, the state mainly depends on other states in order to meet its needs. Transport and communication system is very poor; it hampered every kind of developmental activities. There are many villages where there is no electricity and other economic infrastructure in the hill areas. Even in the state capital, the power supply is very less and unable to meet the needs of the people for both domestic and industrial activities. Entrepreneurship development in Khairpur Mirs- Sindh-Pakistan is very slow due to various reasons. Some of the major factors to this are poor transport and communication system, lack of technical expertise, low and order situation and insurgency problem. Both the state government and the centre had taken up many measures in order to enhance and promote entrepreneurship development by providing various infrastructures like granting of loan and financial assistance through bank and other financial institutions. However, the rate of entrepreneurship development in this state is very low as compare to other parts of the country. In the midst of many hindrances and obstacles entrepreneurship, development is slowly taking place and handful of people got employ in this sector. Though there are many potential entrepreneurs in Khairpur Mirs- Sindh-Pakistan, they cannot easily venture it.

Khairpur Mirs is facing unemployment problems like other states of Pakistan. The number of population increases every year but the state government cannot provide jobs to all the citizens. Unemployment gives different negative impact to the state economy in particular and the country economy in general. However, government had taken up various measures to reduce unemployment problems but it increases rather than minimising it.

**Objectives:**

- 1) To study the entrepreneurship development in Khairpur Mirs- Sindh-Pakistan
- 2) To evaluate the number of employment in the industrial sector,
- 3) To analyse the number of unemployment
- 4) To study the interrelationship of entrepreneurship development and the economy, and
- 5) To find out suitable solution for unemployment problems in the state.

**Scope of the Study**

The scope of the present study covers the whole state and the detail number employment and unemployed citizen who were registered in the employment exchange office of each district. The period of the study is base on the latest information and data available in the Directorate of Employment Exchange It is also to give the bird eyes view of the unemployment problem in the state and the role and impact of entrepreneurship development in solving the state unemployment problems.

**Importance of the Study**

The present study is very important because unemployment problem is one of the major challenges to the growth and development of economy of various countries including Pakistan. In an economically and industrially backward state like Khairpur Mirs- Sindh-Pakistan, government cannot give job to all the citizens and increase in the number of unemployed may lead to various crime and illegal activities while struggling to earn livelihood. Therefore, it is very important to analyse and find out the impact of entrepreneurship development in reducing the unemployed problem in the state.

**Entrepreneurship development in Khairpur Mirs- Sindh-Pakistan**

Entrepreneurship development in Khairpur Mirs- Sindh-Pakistan is a great challenge for many potential entrepreneurs. Despite numerous efforts and measures taken up by the state government and many financial institutions, the growth rate of enterprises in Khairpur Mirs- Sindh-Pakistan is very low.

**TABLE-1****Number of registered enterprise in Khairpur Mirs- Sindh-Pakistan for five consecutive years.**

Year	Number of units		Total	Yearly differences
	SMEs	NON-SMEs		
2001-2002	100	20	120	*
2002-2003	120	20	140	+20
2003-2004	130	30	160	+20
2004-2005	140	30	170	+10
2005-2006	150	50	200	+30
2006-07	160	50	210	+10
2007-2008	180	50	230	+20
2008-209	200	40	240	+10
2009-2010	230	50	280	+40

Note: + increase, - decrease, \* not calculated.

Source: Economic Survey of Pakistan=2010-11

In the above table, the number of registered unit is very less in the year 2001-2002. The number of SMES unit is 100 and that of non SMES is 20 and the total number of units registered in this year is 120 only. However, in the year 2002-2003 there is a tremendous increase in SMES units, which is up to 120 units and that of non-SMES declined to only 20 with a less of two units from the previous year. The total yearly increase in both SMES and non-SMES is 20 units. In the year 2003-2004, there is increase in SMES unit but there is an increase of 20 units in non-SMES units. Moreover, there is increase of 20 units in over all yearly difference. In the year 2004-2005 there is increase of 30 units in SMES and 5 units in non- SMES units. This the only year within this five year in which there is an increase in both SMES and non-SMES unit. Over all yearly increment are 30 units. But, there is a drastic decrease in both SMES non-SMES units in the year 2005-2006. It decreases from 140-to 150in

SMES unit and from 50 units in the non-SMES units. There is a decrease of 45 units in both SMES and non-SMES units in this year.

The above table indicates that the number in enterprise is growing from year to year, though the growth rate may be fluctuating from year to year. Some years shows increasing growth trend while other show decreasing growth rate trend. The number SMES unit is three or four times more than the non-SMES units. This is the evidence that SMES is playing a vital role in the entrepreneurship development activities. Out of 113 unit in the year 2005-2006, there are only 27 units in five hill districts and rest are in valley area.

#### **Employment in the industrial sector**

The number of employment in the industrial sector in Khairpur Mirs- Sindh-Pakistan is very less. Entrepreneurship development is one of the most important factors for employment opportunities, the number employment impart by this is very few.

**Table-2**  
**Number of enterprise and employees for five consecutive years**

Year	Number of units	Number of employments	Average no. Of employees.	Yearly Increase/decrease of employment
2001-2002	109	572	5.25	*
2002-2003	123	759	6.17	+187
2003-2004	126	719	5.7	-40
2004-2005	158	1015	6.42	+296
2005-2006	113	862	7.6	-153
2006-07	160	1100	6.87	+238
2007-08	167	1140	7.125	+40
2008-09	160	1200	7.5	+60
2009-10	154	1270	8.42	+70

Note: (+) = increase, (-) = decrease and (\*) = not calculated.

Source: Pakistan Statistics-2010

The number of enterprise in 2001-2002 is 109 and the total number of employees is 572. The number of enterprise and employment is very less though there are many jobless people. There are only 5.25 employees in each enterprise. Both the number of enterprise and employment increase in the year 2002-2003. Number of enterprise increases from 109 in 2001-2002 to 123 in 2002-2003 with an increase of 187 employments. The average number of employment in this year is 6.17. The total number of employment increase from 572 in 2001-2002 to 759 in 2002-2003. In the year 2003-2004 the number of enterprise increases by 3 but the number of employments decreases tremendously by 40. Here the question is why there is a decrease in the employment when there is increase in the number of enterprise. The probable result may due to the application of modern technologies, which reduce the manual work. In the year 2004-2005, the number of enterprise rises to 158 and that of employments to 1015. There is a total increase in the employment by 296. However, the number of average employment is only 6.42, which is an indication of proportionate increase in both enterprise and employment. Again, in the year 2005-2006, the number of enterprise and employments falls to only 113 from 158 and 862 from 1015 respectively in 2004-2005. But, there is increase in the average number of employment in this year. Total falls in the number of employment in this year is 153.

The highest number of employment is in the year 2004-2005, which are 1015 employees with increase of 296 and the lowest number employment is in 2005-2006 with only 862 and a falls of 153 employees. This study reveals that there is a high fluctuation in both the number of enterprise and employments. However, the number of enterprise increases for the first four year that is 2001-2002 until 2004-2005.

**Unemployment problem in Khairpur Mirs- Sindh-Pakistan**

The number of unemployment in Khairpur Mirs- Sindh-Pakistan keeps rising every year with the increase of population. According to the report of Directorate of Employment Exchange, Lamphelpat, Government of Khairpur Mirs- Sindh-Pakistan, there are 645720 live register of various educational level starting under matric to post graduate of different streams and different professional course as on 30<sup>th</sup> June 2009.

**TABLE-4 District-Wise Number of Application on the Live Register As On 30<sup>th</sup> June 2010**

Source: Directorate of Employment Exchange, Government Of -Pakistan

Sl.No	Education Level	Imphal West	Imphal East	Thouba-l	Bishn u-pur	C.C.P UR	Chandel	Sena pa-ti	Ukhrul	Tamen glo-ng	Phy handicapped	U.E.I &G. B.	TOTAL
1	Under Matric	73,656	22,990	35,890	18,167	28709	10168	2770	10514	8942	873	-	232686
2	Matriculate	66913	33725	37512	25366	19315	7043	15216	5305	6019	594	-	220190
3	10+2/PU	40037	18105	13094	8104	5792	4044	6254	4374	3023	353	-	103180
<b>4</b>	<b>GRADUATE TOTAL</b>	<b>27413</b>	<b>12394</b>	<b>7455</b>	<b>5299</b>	<b>4447</b>	<b>2085</b>	<b>3374</b>	<b>2530</b>	<b>1207</b>	<b>363</b>	<b>4190</b>	<b>70757</b>
i)	Arts	16201	7079	4054	3506	3551	1546	2486	1877	959	247	2307	43813
ii)	Science	7655	3721	2512	1342	481	464	458	447	185	92	1639	18996
iii)	Commerce	680	407	74	13	41	28129	77	11	2	84	1546	
iv)	Engineering	1158	342	124	117	43	14	35	27	19	3	38	1920
v)	Medicine	384	252	101	149	286	10	221	22	3	1	1	1430
vi)	Veterinary	74	17	15	77	1	4	3	4	1	-	1	197
vii)	Agriculture	313	47	62	28	25	14	15	12	2	5	1	524
viii)	Law	296	99	9	3	3	1	1	2	-	3	6	423
ix)	Education	462	292	2	-	-	-	1	17	-	7	31	812
x)	Others	190	138	502	64	16	4	25	45	27	3	82	1096
<b>5</b>	<b>P.G.TOTAL</b>	<b>5883</b>	<b>2024</b>	<b>1081</b>	<b>707</b>	<b>341</b>	<b>208</b>	<b>326</b>	<b>386</b>	<b>144</b>	<b>36</b>	<b>1058</b>	<b>12194</b>
i)	Arts	2818	953	518	350	266	135	265	291	110	20	501	6227
ii)	Science	2361	802	555	342	59	52	42	81	28	12	466	4800
iii)	Commerce	459	124	3	5	10	11	19	12	5	4	40	692
iv)	Engineering	19	-	2	3	-	-	-	-	-	-	48	72
v)	Medicine	7	-	-	1	-	-	-	-	-	-	1	9
vi)	Veterinary	-	-	2	-	-	-	-	-	-	-	-	2
vii)	Agriculture	31	6	1	2	-	2	-	1	-	-	1	44
viii)	Law	11	1	-	3-	-	-	-	-	-	-	-	15
ix)	Education	35	11	-	-	-	-	-	-	-	-	1	67
x)	Others	122	127	-	1	6	8	-	1	1	-	-	266
<b>6</b>	<b>DHET</b>	<b>1527</b>	<b>2724</b>	<b>1236</b>	<b>331</b>	<b>101</b>	<b>31</b>	<b>297</b>	<b>206</b>	<b>87</b>	<b>39</b>	<b>134</b>	<b>6713</b>
<b>TOTAL LIVE REGISTER</b>		<b>215429</b>	<b>91262</b>	<b>96275</b>	<b>57974</b>	<b>58705</b>	<b>23579</b>	<b>48237</b>	<b>26497</b>	<b>19422</b>	<b>2258</b>	<b>5382</b>	<b>645720</b>

It is the duty of the government to give earning avenue to its people but the government cannot provide job to all the job seekers. Not all the job seekers can be placed only in public sector, as there is a limitation of post in all the department of public sectors. The percentage of job seekers to total population of the state is 28 percent. The total number of public sectors employees in 2006 in establishment is 60560 and 11706 other offices, which include various departments of the state government. The overall public sector employee is 72266 according to

the Statistical Abstract Khairpur Mirs- Sindh-Pakistan, 2007. The percentage of public sector employees to the total population of the state is only 3 percent. This show that the number of employee is very less compare to the total population and total number of job seekers. There are 2221720 unemployed people in Khairpur Mirs-Sindh-Pakistan. This huge number of unemployed is a threat to the state economy in particular and the national economy in particular.

**Table-5**  
**Registration, vacancies notified and placement as on 31<sup>st</sup> March 2007**

Year	No of Registration	No of Vacancies	No of Placement	No of applicant per vacancy
2003	10027	215	5	46.7
2004	32466	1469	*	22
2005	43857	1019	*	43
2006	58458	2732	489	21
2007	35457	3011	357	11.8
2008	34521	2000	278	7.19
2009	37000	2100	289	7.2
2010	38600	2300	200	11.5

Note \* nil,

Source: Pakistan Statistics-2010

In the above table, there are 10027 registered for vacancies of 215 in 2003 out of which only 5 got placement. The number of person per vacancy is 46.7 but only 5 vacancies were fill up. Here the question is what happens to the remaining 210 vacancies? Is there no qualify candidate to fill up those vacancies? Again, in 2004, there are 1469 vacancies and the number of registration for this is 32466 with an average of 22 persons per vacancy but there is no placement this year to fill up the post. Are the candidate registered not qualify to fill up the post or what is the reason for not filling up vacancy notified by the government when there is 22 person for each vacancy? On the other hand, is it practicable for the government to allow registration for those candidates who are not qualifying for notified vacancies? In 2005, there are 1019 vacancies and the number of registration to fill up the post is 43857 with an average of 43 persons per vacancy but there is no any placement in this year. Again, the same questions arise for this year but there is answer to this problem. In 2006, the number of registration is 58458 for 2732 vacancies with average of 21 people per vacancy and 489, got placement. In 2007, there are 35457 candidates for 3011 vacancies with an average of 11.8 persons per vacancy. The total number of placement in this year is 357.

The above table analysis indicates that the number of placement is extremely less compare to the number of vacancies and total number of registration. Here the question is why the government did not fill up the vacancies while many registrations were done to fill up the posts. It is the fact that the state government cannot provide job to all the job seekers in public sectors but the government is trying to create job for many unemployed citizens by giving financial assistance through loan and grant for venturing entrepreneurial activities. Here the point to ponder is, how the state government can provide job or create job for all the job seekers while it cannot fill up even the notified vacancies in the midst of many qualify candidates.

Entrepreneurship development is very important for various purposes. The most important contribution of entrepreneurship development is giving maximum job, to job seekers with limited capital investment. The second point is that, it substitute import by export many essential commodities there by earning profit from other places. Third is that it gives room for personal development through entrepreneurial ventures. Therefore, the overall impact of entrepreneurship development is enhancing the growth of economy.

## CONCLUSION

Entrepreneurship development and employment are the two essential factors of an economy, which are related to each other. Entrepreneurship development provide job for many job seekers whether educated or illiterate. In a small, state like Khairpur Mirs- Sindh-Pakistan the trend of entrepreneurship development is very slow and many factors jeopardise its growth. There are many potential entrepreneurs but they cannot easily venture their potential due to various reason. The impact of government and non-government assistances given for the promotion of entrepreneurship development program is not satisfactory. There are many job seekers but the government cannot even give placement for vacancies notified by various departments within the state. The population keep growing but the employments an opportunity is not coping up with the rise in population. According to the Economic Survey, of Pakistan, 2008-2009 there are 71900 employees both public and private sectors. The total number of employment is very less compare to the number of job seekers and total population. There are only 3.13 percent out of total population who got employment in the state private and public sectors. This shows that the total number of employments in the state is very less. The result may be due to various factors but it is clearly concluded that the getting employment in Khairpur Mirs- Sindh-Pakistan is a problematic issue that hinder the growth of state economy.

## SUGGESTION

After thorough analysis of the entrepreneurship development and employment problems in Khairpur Mirs-Sindh-Pakistan, the following suggestions are suggested.

- 1) Adequate infrastructures and assistances are required from both government and nongovernmental organisations for entrepreneurship development
- 2) Technical expertise of various specialisations is the immediate needs for growth and development of enterprise so that many jobless people can be recruited.
- 3) State government need to be competent for filling up the vacancies notified post as soon as possible to reduce the unemployed problem.
- 4) The state government should create volume for employment in different sectors in proportion to the number of unemployed people.
- 5) District wise balance development of public and private enterprise need to be initiated by the state government.

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