

STUDY OF POTENTIAL MANPOWER REQUIREMENT IN INDIAN ENTREPRENEURSHIP

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Unemployment is a problem and an obstacle in the developmental path in India. To get hold government of India from time to time launched different schemes to boost the entrepreneurial environment in the country. Ministry of Skill Development and Entrepreneurship, government of India, allocated funds and released sector wise potential manpower requirements in entrepreneurial ventures. The objective of the present paper is to study the pattern in difference of allocated and released fund. The study also checks the potential manpower requirements, state wise and sector wise. Secondary data is considered. The data released by Ministry of Skill Development and Entrepreneurship in Indian Upper House of the parliament, Rajya Sabha is referenced. The study reveals that 68% of the total allocated fund remains unreleased; five sectors are projected to account for 69 percent of the total incremental human resource requirement; ten states account for 80 percent of the total requirement total incremental human resource requirement from 2013-22.

Introduction

Despite ranking fifth in World GDP (2023) at \$3.47 trillion, India's unemployment rose from 5.33% (2017) to 5.98% (2021). India launched Startup India, Make in India, and Digital India to address this, but these face funding, technology, and mentoring challenges. This study examines fund allocation-release gaps and manpower needs across states and sectors, revealing that full fund release and optimal business capacity could significantly reduce unemployment.

Literature Survey

Start-Up India attracted researchers studying opportunities and challenges faced by entrepreneurs (Baporikar, 2015; Jain, 2016; Kshetri, 2016; Chandrasekhar, 2016; Sanghi & Srija, 2016; Jacob, 2017; Jayanthi, 2019). Previous studies focused on entrepreneurial opportunities and challenges, but few examined allocated versus released fund gaps. This study assesses these gaps across all Indian states and union territories. Additionally, it explores

manpower needs (Sasidhar and Ban, 2006; Baba, 2013; Okolie and Ogbakirigwe, 2014; Forest, 2015; Bayo and Emmanuel, 2020) across two dimensions: state-wise and sector-wise projected requirements.

Objective

1. To study the difference between the allocated and released entrepreneurship development funds for different state and union territories, given by the union government.
2. To study the need of manpower in different Indian entrepreneurial ventures, state and union territory wise.
3. To study the need of manpower in different Indian entrepreneurial ventures, sector wise.

Methodology

The present study investigates the allocated and released entrepreneurship development funds for the Indian incorporation. The gap considers the good impact of the unreleased funds, in case it is disbursed to the concerned states. Another part of the investigation is to check the

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potentiality of the existing business enterprises to employ human resources state wise and sector wise.

The study is completely based on the secondary data. The data released by Ministry of Skill Development and Entrepreneurship Development, Government of India is used for the purpose.

Table 1: State/UT-wise Fund Allocated Released as on 17.03.2021

State/UT	Fund Allocated (Crores)	Fund Released (Crores)	Difference (Crores)
Andaman and Nicobar Islands	4.3	1.01	3.29
Andhra Pradesh	41.47	15.88	25.59
Arunachal Pradesh	4.81	2.11	2.7
Assam	14.97	5.66	9.31
Bihar	15.5	4.64	10.86
Chandigarh	4.28	0	4.28
Chhattisgarh	37.94	12.58	25.56
Dadra & Nagar Haveli and Daman & Diu*	2.6	0	2.6
Delhi	15.15	3.78	11.37
Goa	9.1	2.62	6.48
Gujarat	80.81	29.95	50.86
Haryana	45.91	14.78	31.13
Himachal Pradesh	43.51	16.26	27.25
Jammu and Kashmir	19.63	6.12	13.51
Jharkhand	8.66	1.71	6.95
Karnataka	53.07	17.99	35.08
Kerala	51.03	18.49	32.54
Ladakh*	2.3	0	2.3
Lakshadweep	2.25	0.25	2
Madhya Pradesh	51.27	10.15	41.12
Maharashtra	183.09	51.5	131.59
Manipur	3.75	1.92	1.83
Meghalaya	4.1	1.83	2.27
Mizoram	4.6	2.1	2.5
Nagaland	4.8	1.43	3.37
Odisha	30.68	13.19	17.49
Puducherry	7.13	1.64	5.49
Punjab	55.64	16.84	38.8
Rajasthan	40.59	15.72	24.87
Sikkim	4.1	1.1	3
Tamil Nadu	42.21	17.2	25.01
Telangana	26.55	9.23	17.32
Tripura	10.13	3.96	6.17
Uttar Pradesh	65.09	20.05	45.04
Uttarakhand	22.91	5.83	17.08
West Bengal	65.63	25.21	40.42
Total	1079.56	352.73	726.83

Source: <https://data.gov.in/resource/stateut-wise-fund-allocated-released-17032021-ministry-skill-development-entrepreneurship> - Presented in Rajya Sabha in response to RAJYA SABHA SESSION-253 UNSTARRED QUESTION No 2869; Data Figures are INR in Crore (retrieved on 04.04.2023)

Results and Discussion

The present section discusses the reports released by Ministry of Skill Development and Entrepreneurship Development, Government of India. In it the Table 1 focuses on the State/UT-wise fund allocated/released, while Table 2 checks state and union territory wise incremental human resource requirement from 2013-22. Finally the Table 3 is on employment base on 2013 and projected by 2022.

As of 17.03.2021, the Ministry of Skill Development and Entrepreneurship allocated ₹ 1080 crores but released only ₹ 353 crores, leaving 68% (₹ 727 crores) unreleased. Maharashtra leads with ₹ 131.59 crores unreleased, followed by Gujarat (₹ 50.86 cr), Uttar Pradesh (₹ 45.04 cr), West Bengal (₹ 40.42 cr), and Punjab (₹ 38.8 cr). North-Eastern states and most Union Territories have under ₹ 5

Table 2: Incremental Human Resource requirements across States during 2013-22

State	Incremental HR requirement Total 2013-22	HR Requirement (%)
India	120334480	100.0
Maharashtra	15522185	12.9
Tamil Nadu	13552000	11.3
Uttar Pradesh	11011055	9.2
Andhra Pradesh	10871315	9.0
West Bengal	9342561	7.8
Karnataka	8476134	7.0
Madhya Pradesh	7816045	6.5
Delhi	6341921	5.3
Gujarat	5756711	4.8
Jharkhand	4452801	3.7
Rajasthan	4242438	3.5
Haryana	3577999	3.0
Odisha	3345584	2.8
Chhattisgarh	3043736	2.5
Kerala	2956896	2.5
Punjab	2899005	2.4
Uttarakhand	2061143	1.7
Assam	1234357	1.0
Himachal Pradesh	1206379	1.0
Jammu and Kashmir	1122787	0.9
Tripura	259330	0.2
Meghalaya	248954	0.2
Manipur	233446	0.2
Goa	227261	0.2
Sikkim	147721	0.1
Arunachal Pradesh	147046	0.1
Mizoram	140188	0.1
Nagaland	97382	0.1

Source: <https://data.gov.in/resource/incremental-human-resource-requirements-across-states-during-2013-22-ministry-skill-development-entrepreneurship> - Presented in Rajya Sabha in response to RAJYA SABHA SESSION-237 UNSTARRED QUESTION No. 589 (retrieved on 04.04.2023)

Table 3: Sector wise requirement of human resource from 2013 to 2022

Sector	Employment Base in 2013 (million)	Projected Employment by 2022 (million)	Percent Incremental (%)
Auto and Auto Components	10.98	14.88	35.52
Beauty and Wellness	4.21	14.27	238.95
Food Processing	6.98	11.38	63.04
Media and Entertainment	0.4	1.3	225.00
Handlooms and Handicrafts	11.65	17.79	52.70
Leather and Leather Goods	3.09	6.81	120.39
Domestic Help	6.10.88	81.33	
Gems and Jewellery	4.64	8.23	77.37
Telecommunication	2.08	4.16	100.00
Tourism, Hospitality & Travel	6.96	13.44	93.10
Furniture and Furnishing	4.11	11.29	174.70
Building, Construction and Real Estate	45.42	76.55	68.54
IT and ITES	2.96	13.44	93.10
Construction Material and Building hardware	8.3	11	32.53
Textile and Clothing	15.23	21.54	41.43
Healthcare	3.59	7.39	105.85
Security	7	11.83	69.00
Agriculture	240.4	215.6	-10.32
Education/skill development	13.02	17.31	32.95
transportation and Logistics	16.74	28.4	69.65
Electronic and IT Hardware	4.33	8.94	106.47
Pharma and Life Sciences	1.86	3.58	92.47
BFSI	2.55	4.25	66.67
Retail	38.6	55.95	44.95
Grand Total	461.1	581.89	26.20

Source: <https://data.gov.in/resource/sector-wise-requirement-human-resource-2013-2022> fromminisn-skill-development - Presented in Rajya Sabha in response to RAJYA SABHA SESSION - 241 UNSTARRED QUESTION No 273(retrieved on 04.04.2023)

crores unreleased, reflecting lower allocations.

Table 2 shows incremental human resource requirements across Indian states (2013-2022) totaling 12 crores. Ten states—Maharashtra, Tamil Nadu, Uttar Pradesh, Andhra Pradesh, West Bengal, Karnataka, Madhya Pradesh, Delhi, Gujarat, and Jharkhand—account for 80% of requirements. Four states exceed 1 crore each, while five require 50 lakhs to 1 crore. States with under 1% requirement are predominantly smaller and North-Eastern states.

Table 3 shows sector-wise human resource requirements (2022). Top five sectors by volume—Agriculture (215.6M), Building/Construction (76.55M), Retail (55.95M), Transport/Logistics (28.4M), and Textiles (21.54M)—account for 69% of employment. By growth rate: Beauty/Wellness (239%) and Media/Entertainment (225%) exceed 200%; seven sectors range 100-200%; ten sectors range 50-100%. Agriculture shows -11% growth. Overall incremental growth: 27%.

Conclusion

India ranks among the top five GDPs yet faces high unemployment. With 130 crore population, government jobs are insufficient, necessitating self-employment initiatives. Government programs—Startup India, Make in India, PMKVY, Digital India, and others—foster entrepreneurial growth. However, gaps between allocated and released funds hinder progress. This study examines fund allocation-release gaps across states and union territories, and analyzes sector-wise manpower requirements to guide aspiring entrepreneurs. □

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