

Abstract

This research contributes theoretically to answering the reasons for extreme poverty in flourishing clusters or agglomerations located in the rural and urban industrial areas of the Sindh Province in Pakistan. It's an exploratory study the author has designed and proposed two pioneered models one with three combined and co-related factors i.e. Human Resource Development, Cluster Dynamics and Poverty Alleviation, and a separate research framework for human resource development.

The research at this stage investigates human resource development components to draw out initial results of the study as it's a pre-requisite for cluster dynamics and poverty alleviation. Similarly a classification of sampled trade sectors into either cluster or agglomeration is done through identification of cluster indicators present or absent in each. The results are a base for the evaluation of cluster dynamics and poverty alleviation at a later stage. This study constitutes six research objectives which are carried out through mix method, incorporating both qualitative and quantitative techniques. The sample is spread over six trade sectors; sugar, handicraft, fisheries, marble, Khairpur special economic zone and date palm, and Thar coal power project.

The findings show that out of these six trade sectors two i.e. marble and handicrafts are agglomerations whereas four are defined as potential clusters with fewer missing indicators to become functional clusters. The study discovered imminent local participation in all 4 clusters and 2 agglomeration; however the firm accommodation of locals varied at some points. The participation of local human resource in 04 trade sectors is at all levels (i.e. entry, supervisory and managerial level) and skill level (i.e. unskilled, skilled, and professional) of the local human resource is varied too. However fisheries needs improvement in participation at supervisory and managerial levels which stands at 1% in each level, it can be achieved though industrialization of this sector.

There are not many efforts taken by government or industries to build the capacity of the local human resource and weak linkage between stakeholders in almost all trade sectors is a biggest hurdle in up-gradation of the local human resource and its participation in the trade sectors.