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### RESEARCH ARTICLE

#### DETERMINANTS OF SOCIO-ECONOMIC ALLURE OF SPECIAL ECONOMIC ZONES: A SYSTEMATIC REVIEW OF LITERATURE.

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#### Manuscript Info

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#### Abstract

The impact of Systematic Literature Reviews on research study carried out on social and economic aspects of SEZs Internationally and in the Indian context

The review of literature is structured around: conceptualisation of social and economic measures adopted by the Special Economic Zones globally and in Indian context during the period from 1980 till 2019. 17 studies supported that SEZs have provided impetus to country's economy, while 19 studies highlighted on the lack of social infrastructure. Need of Better working conditions and provision of other social measures like employee health, safety, education and recreational facilities.

One conclusion on review of the literature is that the SEZs in developed nations like China and Poland, which have robust Infrastructure and structured policies are successful in meeting the goals of promoting economic growth and employee welfare. On the other hand developing nations like India have yet to put in place a systematic framework of land and labour law reforms. Other areas of concern are lack of social infrastructure and poor working conditions. The paper also discusses the relevant problems faced by the SEZs and highlights direction for future research.

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#### Introduction:-

Special Economic Zones (SEZs) are not of recent origin. In fact the first SEZ was set up in Brooklyn, New York in as early as 1937. The first SEZ in Europe was in Ireland in 1959, followed by Latin America (Colombia) in the mid-1960s and Asia (Kandla - India) in 1965. Thereafter SEZs proliferated in Kaoshing and other centres in China and across the globe including Africa. Now there are estimated to be more than 5400 SEZs spread across 146 countries and another 500 SEZs are in the pipeline.

Thus the notion of SEZs as a tool for furthering economic development is proved by the increasing numbers worldwide. Over the course of time the ownership pattern of SEZs has changed. Earlier SEZs were set up by Governments to encourage exports, in the course of time non government or private entities took the lead. In some cases the Public - Private – Partnership (PPP) model has been engaged.

In the context of India, legislation in April 2000 formalised the SEZ model getting in one umbrella both the previously existing zones and the new zones. Subsequently the SEZ Act in 2005 and the enactment of SEZ Rules in 2006 were notified to lay the legal framework of SEZs and their operation in India. Presently there are 351 notified SEZs out of which 232 are operational (multiproduct as well as sector specific) with more than 5100 units spread across the country.

Apparently as across the globe, the allure of SEZs in India, was to overcome infrastructural issues and complex business procedures linked to bureaucratic hassles/barriers. The SEZs were also the means to achieve economies of scale through cluster based approach. From the SEZs Act Five key objectives can be derived:

1. Generation of Additional Economic activity
2. Promotion of Exports of Goods and Services
3. Promotion of Investment from domestic and foreign sources
4. Creation of employment opportunities
5. Development of Infrastructural facilities

It is felt that through osmotic effect, ideas and practices innovated in the SEZs can eventually seep and benefit the entire economy. The SEZ model has ushered in not only economic and infrastructural development but also social and environmental changes.

### **Objectives:-**

This paper seeks to:

1. Summarise in critical fashion selected publications dated from 1980 till date in social and economy fields in SEZs
2. Identify and classify the key issues and questions in socio-economic areas
3. Link research interest in concerns of SEZs developer and stakeholders
4. Identify needs and opportunity for further investigation.
5. Suggest further directions for inquiry and an agenda.

This paper is limited to selected literature on SEZs during the period 1980 to date. The scope is further narrowed down to the impacts of SEZs in social and economic areas. The study is carried out based on desk-based research from publicly available information sources.

### **Literature:**

The Systematic Literature Review (SLR) on SEZs was carried out on articles published in reputed journals like International Journal of Science and Research (IJSR), International Journal of Human Resource Management, Asia-Pacific population journal. A few proceedings like Proceedings of the 2018 IEEE IEEM, 52nd Congress of the European Regional Science Association: "Regions in Motion - Breaking the Path", European Regional Science Association (ERSA), Louvain-la-Neuve Economies of regions learning network, International Growth Centre Policy and Working Papers were also covered under SLR.

The Working papers reviewed under SLR include WIDER Working Paper, Asian Development Review, Geneva: International Labour Office CASE Research Paper 2018 International Conference on Humanities Education and Social Sciences (ICHESS 2018) Transnational Corporations, 17(1), 135, UNRISD Occasional Paper, Institute of Town Planners, Environment and Urbanization ASIA CREDIT Research Paper, The Asian Economic Review, The Pakistan Development Review, etc.

Detailed list is given for reference at the end of this paper.

The SLR is bifurcated in two phases. Phase I covers the initial period from 1980 till 2004 and from Phase II covers the period from 2005 till 2019 (after enactment of SEZ Act 2005). The bifurcation is in Indian context and reflects the change in socio-economic issues during the early stage and later stage.

### **Phase I (1980-2004)**

It is observed that the literature in this period grappled with operational issues of SEZs and with the then prevailing social problems. Some of the social problems covered by the scholars concerned labours' rights or lack of same, women related issues related to wage disparities, working hours and conditions including provision of workers

dormitory etc. Research in these areas was conducted by Abeywardene, J, Alwis, A, D, Jayasena, A, Jayaveera, S, Sanmugam, T (1994), Bhattacharya, Debapriya (1998), Smith C (2003).

The literature also abounds with empirical studies in the form of surveys as well as case history studies. A few authors like Chen X (1987), Ding, Daniel Fields, Dail Akhtar, Syed 1997 made critical case studies. Other papers review on the rapid economic and demographic growth in Shenzhen especially on the concentration of various manufacturing units or clustering effect which had enormous benefits for women employment, growth in nominal and real wages and the best HRM practices. Remedio, E. M. (1996) studied and concluded that the working conditions, income levels, labour conditions etc. are relatively well settled in the EPZs in Philippines. Bhattacharya, Debapriya Rahman, Mustafizur (1999) et al paper makes a strong case for public sector allocation to stimulate women's engagement in the apparel sector, raise their productivity through training by the Private sector and ultimately improve their quality of life in Bangladesh.

#### **Phase ii (2005-2019):**

The SLRs of this period cover topics in strategic management and broader socio-economic issues. A few studies go beyond and cover matters like social sustainability, social infrastructure and social health including measures like establishment of hospitals, vocational schools and even an academy for fisheries. Topics of this nature are covered in papers such as those by Deni, S. and Husain, T. Abbas, D. (2014), An, T. S., & Kritchanhai, D. (2018) Phyrum, K. Sothy, V. Horn, K. S. (2007), Nair, et al., (2011), Singh, T. D. Sanjeev, D. (2019). Kumar, D Udaya (2018) postulated that SEZs are not much effective in reducing inequalities in society based on caste, gender, place of birth, etc.

The SLR reveals that some of the main issues faced by SEZs in India are land acquisition and loss of income consequent to withdrawal of tax benefits. The SLR also highlights the fact that the regional disparity in terms of economic progress is accentuated by SEZs in addition to the fact that they draw on scarce water resources and adversely impact food security due to shifting of land used to farming to non-farming use. These and matters related to discrimination of marginalised community are covered in the studies by Nidheesh, K. B. (2018), Agarwala, Samantha Leviena, Michael (2019) Anita, Niraj (2016).

Rickne, Johanna (2010) Prof. Rao, S. P. Dr. Usha, P. (2018) and Esmaeilpour, et al., (2016) in their studies proved that the SEZs had positive impact on women empowerment through equal wages to women.

SEZs present many challenges to traditional thinking in strategy and strategic management. Leong A, Pratap S (2011), Thabchumpon N, et al., (2012). Work by Omar, K. Stoeber, W. (2008) shows the growing interest in the business model of SEZs and how successful development of SEZs may actually help promote structural transformation of the host economy. Foreign investment through SEZs has positive impact on the local employment, productivity, and wages as determined by Ebenstein, Avraham (2011), Damborsky, Milan Wokoun, Rene Krejcová, Nikola Kaderabkova, Bozena (2012).

Jensen C. Winiarczyk, (2014) postulated that SEZs is an effective tool of regional economic development.

Later literature explicitly addressed on the need for dynamic economic contribution through skill and know how transfer, human capital programme through education manage technology-driven changes and dissemination. Such literature also added a social dimension to its economic development mandate. ( eg Luthuli, Nomkhosi Dr. Houghton, Jennifer (2015). (Guang, T. Wang, C. H. Yongan, W. Yu, L. Qishui, C. (2018)

Razzaque, et al (2018) recommended the SEZ route for acceleration of economic growth, employment generation and poverty reduction. Successful SEZs foster institutional reforms in the broader economy. This is supported by research of Steenburgen V, Javorcik, B (2017) Jarosiński, K. (2016), Nallathiga, R. (2007).

Hyun, Y. Ravi, S. (2017) found that SEZs did not only benefit firms located within, but had spill over effects, that got reflected at the aggregate level of a district. The study also supported the idea that SEZs drive a structural transformation of the economy away from informal sector production towards greater formality.

Parwez, Sazzad (2015), Dr. More, J. B. (2015), Cirera, X. Lakshman, R. W. (2017) worked on the labour legislations stressing basic rights and healthy industrial relations of workers. Anuradha, N. Mahendra, B. (2010) worked on close

interrelationship between the policies, industry requirements, infrastructure supporting facilities and urban and regional development.

Shah, Deepak (2012) states that the SEZ policy announced by the Government of India in April 2000 aims at promoting exports of goods and services, investments from domestic and foreign sources, creation of employment opportunities, infrastructure facilities with emphasis on generating additional economic activity. There is however lack of a long-term strategy to counter the socioeconomic consequences of the policy.

Paul, Saumik Sarma, Vengadeshvaran(2013) identified and studied bridges (a significant knowledge gap) in the literature related to the welfare effect of industrialization especially for the less-privileged members of the society. Findings indicate the need for a policy framework to address SEZ related displacement, livelihood and gender issues. There is also the need for affirmative implementation of the policy framework by local administrative units.

### **Critical research issues:**

It took a lot of effort to identify the key research issues in this relatively new field of enquiry. When economies adopt new changes in their policy or governance, they are bound to have a direct rapid impact on the economic, business and political conditions thus the importance of research agenda can shift quickly.

The authors has studied both International and Indian research papers in the literature for the period 1980 till 2019 with special focus on social and economic aspects in SEZs in India. The significant issues have been derived from the author's experience of research supervision, working experience and dialogues with SEZs stakeholders.

The listing covers most of the issues. Other issues are like sustainable development, good governance, environmental, green HR practices of the organization etc are included in the light of complying with the UN Sustainable Development Goals 2030 agenda even if not specifically covered in the literature. This is in line with the need of the future for adopting the concept of Sustainable Special Economic Zones (SSEZ). Each issue has been phrased as question under one of ten themes, as shown in Figure 1

### **Figure 1. Significant SEZs issues**

#### **The Economies of SEZs**

1. How SEZs improve economies of scale?
2. Have SEZs succeeded in increasing local and non-local direct employment in SEZ?
3. How important are the characteristics of employment (eg skilled group etc)?
4. Are there linkages by way of Government support for staff training and development?
5. What are the possible improvement in supply chain management?
6. What efforts are being carried out to identify and upgrade local suppliers?
7. How can SEZ help in creating regional economic development?
8. Whether and how much government policy and governance assists in increasing production activity and thereby job creation?
9. Have SEZs given wider multiplier effects?
10. Have SEZs recorded success in adding indirect and induced job creation?
11. How far SEZs have contributed to wider economic and linked suppliers to main development?
12. Whether SEZs helped in creating Indirect /wider economy by way of employee's retail expenditure?

#### **The Growth and Development of SEZs:**

1. What are the factors which led down the slow growth of SEZ as compared to initial first five years after enactment of SEZs act?
2. Why SEZs in manufacturing and related activities were slow in progress as compared to IT/ITeS sectors?
3. What role the government can play in stimulating growth of SEZs in India?
4. How can SEZs become effective economic tool for the government?
5. Is government adopting any new measures for the unutilised land in the SEZs?

#### **The social impact in SEZs:**

1. Does the spatial concentration of zones around large cities, added to regional inequalities?
2. Had SEZs generated limited employment as targeted, given the relative importance of capital –intensive production?

3. Is there any truth in the allegation that SEZs have led to inappropriate allocation and / or misuse of land in SEZs?
4. Are SEZs labour conditions and laws are favourable as far as social aspects are concerned?
5. Have SEZs implemented various social measure for employees working in SEZ like health insurance, protection from fire, police, and women's safety, subsidised canteen, gymnasium, educational Institutions, residential complex, dormitories, public transportation and other local services?
6. Have SEZs taken any measures towards women empowerment?
7. Have SEZs taken any steps to provide appropriate accommodation or women's hostels for working women?
8. Whether and how much have SEZs contributed toward social objective of SEZs?
9. Whether SEZs have supported landless labourers in rural areas and have taken any steps towards rural livelihoods in the case of large –scale projects.to the people
10. Have SEZs successfully implemented the Employee's Health and safety protection, medical clinics, preventing health and safety emergencies?
11. Have SEZs affected the demographic pattern in rural and urban centres by way of rural migration?
12. Do SEZs have dedicated anti- corruption standards and polices or any system on reporting corruption to build capacity to detect and avoid corrupt business practices?
13. To what extent employee's minimum wage, working hours and benefits, gender equality are protected by SEZs stakeholders?
14. What infrastructure assistance is provided by SEZs to handle labour conflict, gender focal points, labour conditions etc ?
15. Have SEZs taken any concrete measures for promotion of empowerment of women in SEZs and for marginalised community of India?

#### **The Socio- Cultural impact in SEZs:**

1. What are possible benchmarks to evaluate if SEZs have contributed towards employee's lifestyles/ quality of life? How do SEZs rank on such benchmarks?
2. What possible benchmarks can be used to measure the quantum of support gender linked issues and family structures by SEZs?
3. Do SEZs have any structured mechanism to tackle social problems like crime, alcoholism, substance abuse, illness, etc.?
4. IV Do you visualise any role for SEZ to handle the community stress and conflict, integration, cohesion and alienation?

#### **Government and Ethics:**

1. Are issues of corporate responsibility different in SEZs?
2. Are there issues of environmental sustainability for the SEZs?
3. How far Government policies / standard are in place for environmental protection in SEZs and the Infrastructure and Administrative assistance is provided to handle it?
4. How far SEZs help in government initiatives like Make in India Scheme, Start-up and Stand up Scheme?

#### **Micro. Small and Medium Size business (MSME):**

1. Are MSME segment vendors and business benefitted by SEZ?
2. Is any special provision for MSME segment in SEZ?
3. What promotional measures can be adopted by the government for protecting and promoting the interest of MSME vis-a-vie SEZs?

#### **Organisational Change and SEZs:**

1. What new management competencies to be developed in SEZs?
2. How can Green HR practices help in growth of SEZs?
3. In which ways will individuals need to adapt their work styles?
4. How far implementation of Quality programmes like FIVE S, TQM, Zero defect etc help to increase employee morale and working efficiency in SEZ?

#### **SEZs – Business model analysis?**

1. How far present Private business model of SEZs have performed in SEZs over Government SEZs?

2. How far other successful models like Public- Private partnership(PPP) with foreign developers, zones developed by foreign developers or through joint ventures with local company as private FDI or zones developed through government –government partnership projects could be fruitful in Indian context ?

#### **Opportunity Identification:**

1. Which industries and industry sectors are the most promising for SEZs?
2. Which are new opportunities for SEZs to utilise vacant land in SEZs?
3. What methods should be used to identify, analyse and evaluate SEZs opportunities in India?
4. How can the for new digital technologies help in promotion of SEZs?
5. How can new technologies Block chain Technology, Artificial Intelligence and Big Data analytic for manufacturing and service sector, be of interest to SEZs?
6. How can unit's holder in SEZs can redesign their value chain and proposition using new technologies?

#### **Strategic reforms in SEZs:**

1. How can units defend or build competitive advantage over other SEZs located outside India?
2. What strategic resources and competencies do SEZs need?
3. In what way SEZ units can contribute to dynamic economics?
4. How unit can re work on reducing net operating cost and generate more revenue from zones?
5. How SEZs analyse fiscal /financial viability of the zones?
6. How do generic competitive strategies differ in nature and implementation of
7. E-commerce environment?
8. What new approaches to strategic management are needed?
9. How can Intellectual property and personal information be protected?

#### **Methodologies:-**

Some of the authors used descriptive literature considering that this was an exploratory field. Other authors have collected data from primary sources through survey and questionnaire techniques. Some investigations were done using the Triangular method. An example is the work of Bhattacharya, Debapriya (1998).

Bhattacharya, Debapriya Rahman, Mustafizur (1999) worked on Primary data on the RMG sector in Bangladesh, data were collected through micro-surveys and debriefing of key informants.

Some of the research was conducted on the economic factors in SEZs by considering the existing established reports like Jensen, C. Winiarczyk, M.(2014) on Polish regional databank and Steenbergen, V.Javorcik, B.(2017) on data analysis with interviews and review of official documents for analysing Kigali SEZ.

An,T.S.,&Kritchanchai,D.(2018)adopted two-stage approach for data collection and validation.

In India data to study the social and economic aspects were collected through field survey. Scholars like Kumar, D Udaya (2018), Agarwala, Samantha Levienna, Michael (2019) considered primary data (survey) and comparative ethnographic and survey research, while other scholars like Parwez, Sazzad (2015) adopted secondary data through the evaluative literature review method and study of published and unpublished empirical research work. There is dearth of case studies on purely social aspects of SEZs.

Singh,T.D.Sanjeev,D.(2019)collected data for his study from the official website of Open Government Data (OGD)(<https://data.gov.in>), SEZ India and Indore SEZ annual reports.

Mane, Anant Bapurao Salave, Prashant S.(2014) conducted primary surveys: one for the entrepreneurs in the zones and the other of the labour employed in the zones through appropriately structured questionnaires. Aggarwal, Aradhana (2007) collected data for their study both from secondary sources and primary surveys. The primary survey based data was generated through extensive interviews of entrepreneurs and workers across the three largest SEZs.

Dr. More, J. B.(2015) carried out descriptive research, comparative study and analytical logic from secondary sources. Paul, Saumik Sarma, Vengadeshvaran (2013) carried out sample survey of 1017 households including 630 affected (displaced and land acquired) and 387 households that remained unaffected.

HyunY.Ravi, S.(2017) collected Secondary Data - the NTL time series data for the years 2000 to 2013 obtained from National Centres for Environmental Information.

In short most of the research leading to the formulation of academic theory building has happened at the intersection of:

1. Case study
2. Primary and Secondary Data and extrapolation thereof to business settings (eg location, demography, population)
3. Extrapolation of existing theories of economics and strategic marketing (eg resource allocation, infrastructure)

#### Analysis:

The author has carried out the systematic literature review of research papers as referenced at the end of the paper. The paper were categorised as shown in Table 1:

Sr No	CATEGORY	INTERNATIONAL	INDIAN
1	SOCIAL	2	7
2	ECONOMIC	12	11
3	BOTH	11	5
4	TOTAL	25	23 ( 25+23= 48)

These paper were reviewed and mapped on to the questions in figure 1. to identify the gaps in the present literature and to highlight the opportunities for further work.

The analysis result is shown in figure 2. Further, the author had attempted to link the reference with the year and question in small roman numerical listed in the relevant section of figure 1. The following commentary on figure 2 is in order matching with figure 1:

The focus is in socio-economic aspect of SEZs. There is a dearth of literature on social aspects, governance and CSR activities undertaken by Indian SEZs units as compared to the literature on economic aspects. As the SLR was focussed on socio-economic aspect in SEZs other themes as listed in figure 1 were considered with a view for future study on SEZs.

#### Gaps in the literature and opportunities for further research

##### The Economic impact of SEZs

An, T.S. Kritchanchai, D. (2018, iii) Deni, S. Husain, T. Abbas, (2014, iii, iv, viii) Kinyondo, Abel Newman, Carol Tarp, Finn (2016, i, ii, iii, iv), Ding, Daniel Fields, Dail Akhtar, Syed (1997, ii, iii, viii), Ebenstein, Avraham (2011, i, ii, viii, ix, x, xi, xii), Damborsky, Milan Wokoun, Rene Krejcova, Nikola Kaderabkova, Bozena (2012, i, ii, viii) Luthuli, Nomkhosi Dr. Houghton, Jennifer (2015, ii), Chen, X. (1987, i, ii, iii, vii, x, xii) Remedio, E.M. (1996, ii, iii, iv, x, xi), Razzaque, M.A. Khondker, B.H. Eusuf, A. (2018, viii), Jensen, C. Winiarczyk, M. (2014, ii), Guang, T. Wang, C.H. Yongan, W. Yu, L. Qishui, C. (2018, i) Omar, K. Stoever, W. (2008, i, vii, ix, xi, xii), Steenbergen, V. Javorcik B. (2017, i, ii, vi), Bhattacharya, Debapriya (1998, vii), Abeywardene, J Alwis, A D Jayasena, A Jayaveera, S Sanmugam, T (1994, vi, xi) Rickne, Johanna (2010, vii). Alkon, Meir (2018, vii),

Phyrum, K. Sothy, V. Horn, K.S. (2007, vii) Smith, C (2003, iii), Leong, A. Pratap, S. (2011, iii, vii, x) Thabchumpon, N. Middleton, C. Aung, Z. (2012, vii), Jarosiński, K. (2016, i, iii) Agarwala, Samantha, Leviena, Michael (2019, iii), Shah, Deepak (2012, ii), Singh, T.D. Sanjeev, D. (2019, vii, xi, xii), Hyun, Y. Ravi, S. (2017, x, xi), Shah, A. Nandani, D. Joshi, H. (2012, ii, iii), Parwez, S. (2018, ii, x, xi), Anuradha, N. Mahendra, B. (2010, i, ii, x, xi), Nallathiga, R. (2007, ii, vii), Dr. More, J.B. (2015, ii), Aggarwal, Aradhana (2007, ii, vii, x), Mane, Anant Bapurao Salave, Prashant S. (2014, ii, iv), Raheem, A A (2011, i, ii, iv, vii, x)

##### The Growth and Development of SEZs:

Kinyondo, Abel Newman, Carol Tarp, Finn (2016, iv), Ebenstein, Avraham (2011, iv) Damborsky, Milan Wokoun, Rene Krejcova, Nikola Kaderabkova, Bozena (2012, iv) Omar, K. Stoever, W. (2008, iv)

##### The social impact in SEZs:

An, T.S., & Kritchanchai, D. (2018, i, v, viii, ix), Deni, S. Husain, T. Abbas, (2014, ii, v), Kinyondo, Abel Newman, Carol Tarp, Finn (2016, x), Ding, Daniel Fields, Dail Akhtar, Syed (1997, ii, v, vii, xii, xiii, xiv), Ebenstein, Avraham (2011, i, xii), Luthuli, Nomkhosi Dr. Houghton, Jennifer (2015, v, vii) Chen, X. (1987, i, iii, v, vi, vii, viii, x, xii), Remedio, E.M. (1996, iv, v, vii, ix, xii, xiii) Razzaque, M.A. Khondker, B.H. Eusuf, A. (2018, vi, vii, viii), Jensen, C. Winiarczyk, M. (2014, xii), Guang, T. Wang, C.H. Yongan, W. Yu, L. Qishui, C. (2018, i, ii, x, xiii), Bhattacharya, Debapriya (1998, v, ix, xii, xiii) Abeywardene, J Alwis, A D Jayasena, A Jayaveera, S Sanmugam, T (1994, iv, vi, xii, xiii, xiv) Rickne, Johanna (2010, vi, vii, xii, xiv), Bhattacharya, Deb

apriyaRahman, Mustafizur (1999, viii, xii), Alkon, Meir (2018, x), Phyrum, K. Sothy, V. Horn, K. S. (2007, viii) Smith, C (2003, v), Smith, C (2003, x), Leong, A. Pratap, S. (2011, v, x), Thabchumpon, N. Middleton, C. Aung, Z. (2012, iii, viii, x), Thabchumpon, N. Middleton, C. Aung, Z. (2012, iii), Jarosiński, K. (2016, i, v) Cirera, X. Lakshman, R. W. (2017, iv, v, xii, xiv) Kumar, D Udaya (2018, i, x, xiii, xiv), Agarwala, Samantha, Levienna, Michael (2019, ii, iii, vii, viii, x, xiv), Parwez, Sazzad (2015, iv, x, xii, xi, xiv), Nair, K. C. Bihari, V. Pangtey, B. S. Pathak, M. K. Fareed, M. Mathur, N. Srivastava, A. K. (2011, ix) Nidheesh, K. B. (2018, i, iii, viii), Chakraborty, J. Basu, P. (2019, x, xiv), Prof. Rao, S. P. Dr. Usha, P. (2018, i, v, xiv), Jenkins, Rob Kennedy, Loraine M ukhopadhyay, Partha Pradhan, Kanhu C. (2015, i, iii, vii), Paul, Saumik Sarma, Vengadeshvaran (2013, vii, xii, xiii), Hyun, Y. Ravi, S. (2017, xii), Shah, A. Nandani, D. Joshi, H. (2012, iii, viii), Dr. More, J. B. (2015, i, iv), Aggarwal, Aradhana (2007, vii, xii, xiv), Mane, Anant Bapurao Salave, Prashant S. (2014, xiv), Raheem, A. A. (2011, vi), Azhar, A. Adil, S. (2019, i, ii), Anita, Niraj (2016, i, iii, iv, v)

### **The Socio- Cultural impact in SEZs:**

An, T. S., & Kritchanchai, D. (2018, I, iii), Ding, Daniel Fields, Dail Akhtar, Syed (1997, ii), Damborsky, Milan Wokoun, Rene Krejcova, Nikola Kaderabkova, Bozena (2012, iv), Luthuli, Nomkhosi Dr. Houghton, Jennifer (2015, i, iv), Chen, X. (1987, i, ii, iii), Omar, K. Stoever, W. (2008, I, vi), Rickne, Johanna (2010, i), Majid Ebrahimi, Mostafa (2016, i) Bhattacharya, Debapriya Rahman, Mustafizur (1999, i), Phyrum, K. Sothy, V. Horn, K. S. (2007, iii), Thabchumpon, N. Middleton, C. Aung, Z. (2012, i) Kumar, D Udaya (2018, i), Nidheesh, K. B. (2018, i), Prof. Rao, S. P. Dr. Usha, P. (2018, i, ii),

### **Government and Ethics**

Deni, S. Husain, T. Abbas, (2014, iii), Ebenstein, Avraham (2011, i) Damborsky, Milan Wokoun, Rene Krejcova, Nikola Kaderabkova, Bozena (2012, i), Luthuli, Nomkhosi Dr. Houghton, Jennifer (2015, ii), Jensen, C. Winiarczyk, M. (2014, ii, iii), Phyrum, K. Sothy, V. Horn, K. S. (2007, i) Thabchumpon, N. Middleton, C. Aung, Z. (2012, i), Nair, K. C. Bihari, V. Pangtey, B. S. Pathak, M. K. Fareed, M. Mathur, N. Srivastava, A. K. (2011, ii, iii), Nidheesh, K. B. (2018, ii, iii), Chakraborty, J. Basu, P. (2019, ii, iii), Shah, Deepak (2012, ii), Anita, Niraj (2016, ii, iii, vi(a))

### **Micro. Small and Medium Size business (MSME):**

Damborsky, Milan Wokoun, Rene Krejcova, Nikola Kaderabkova, Bozena (2012, i)

### **Organisational Change and SEZs:**

Ebenstein, Avraham (2011, v), Jensen, C. Winiarczyk, M. (2014, iii) Guang, T. Wang, C. H. Yongan, W. Yu, L. Qishui, C. (2018, v), Omar, K. Stoever, W. (2008, i, ii), Esmailpour, Majid Ebrahimi, Mostafa (2016, i), Prof. Rao, S. P. Dr. Usha, P. (2018, iv)

### **SEZs – Business model analysis:**

Deni, S. Husain, T. Abbas, (2014, i), Ebenstein, Avraham (2011, i), Damborsky, Milan Wokoun, Rene Krejcova, Nikola Kaderabkova, Bozena (2012, i) Jensen, C. Winiarczyk, M. (2014, ii), Thabchumpon, N. Middleton, C. Aung, Z. (2012, ii), Jarosiński, K. (2016, ii), Parwez, S. (2018, I, ii)

### **Opportunity Identification:**

Chen, X. (1987, i), Omar, K. Stoever, W. (2008, i, vi), Javorcik B. (2017, i, vi) Majid Ebrahimi, Mostafa (2016, iii), Bhattacharya, Debapriya Rahman, Mustafizur (1999, I, vi), Phyrum, K. Sothy, V. Horn, K. S. (2007, i) Agarwala, Samantha, Levienna, Michael (2019, i), Prof. Rao, S. P. Dr. Usha, P. (2018, i), Hyun, Y. Ravi, S. (2017, i), Nallathiga, R. (2007, iii), Aggarwal, Aradhana (2007, vi), Raheem, A. A. (2011, vi)

### **Strategic reforms in SEZs:**

Kinyondo, Abel Newman, Carol Tarp, Finn (2016, iii, iv, v), Ding, Daniel Fields, Dail Akhtar, Syed (1997, iii, vii), Ebenstein, Avraham (2011, v), Damborsky, Milan Wokoun, Rene Krejcova, Nikola Kaderabkova, Bozena (2012, iii, v, vii), Luthuli, Nomkhosi Dr. Houghton, Jennifer (2015, vii), Razaque, M. A. Khondker, B. H. Eusuf, A. (2018, ii, iii), Jensen, C. Winiarczyk, M. (2014, iii), Omar, K. Stoever, W. (2008, iii), Javorcik B. (2017, i, vii) Bhattacharya, Debapriya (1998, iii), Abeywardene, J. Alwis, A. Jayasena, A. Jayaveera, S. Sanmugam, T. (1994, iii) Bhattacharya, Debapriya Rahman, Mustafizur (1999, iii), Jarosiński, K. (2016, ii), Anuradha, N. Mahendra, B. (2010, ii), Nallathiga, R. (2007, ii), Mane, Anant Bapurao Salave, Prashant S. (2014, ii)



**Conclusions and future direction:**

The literature on SEZs is a result of quality work and displays a high level of scholastic thoroughness. The literature is the appropriate lynchpin for further doctoral research. Figure 2 details some of the untouched areas, ripe for potential research.

**The Economic impact of SEZs**

The increasing of SEZs globally are a testimony to the success achieved in fast tracking regional economic development with welcome creation of both local and non-local employment. It has also substantially contributed to indirect economy by way of employee's retail expenditure and through vendors for products and services with multiplier effect.

**The Growth and Development of SEZs:**

This is one area where there is scope for research in areas like Government policy, vacant land utilisation, new product and new service development. Some of these areas have been mentioned only in passing by the authors.

**The social impact in SEZs:**

The importance of social objectives is noted globally and the literature covers the positive impact especially in areas like employee skills enhancement, implementation of medical cover, extension of soft loans / finances for major expenditure like housing, to cope with natural disasters, in addition to the standard facilities like subsidised transportation, recreation centre, gymnasium, canteen facilities, crèche for kids, etc. The literature reveals that SEZs in India have however poorly performed in contributing toward social objectives.

**The Socio- Cultural impact in SEZs:**

The importance of socio-cultural factors is ripe for investigation.

**Government and Ethics:**

SEZs have poorly performed in environmental aspects in India; there is also the need and scope to study areas like corporate responsibility (CSR) and other government initiatives/schemes.

Issues such as environmental sustainability will become increasingly important in coming years in order to comply with SDGs goal Agenda 2030 of UNCTAD.

**Micro. Small and Medium Size business (MSME):**

SEZs route presents a golden opportunity for the MSMEs in India to make a global mark. This will help not only in generating more direct / indirect employment but also market Brand India. MSMEs can leverage on the much vaunted characteristics of smaller firms i.e focussed business strategies, flexibility.

**Organisational Change and SEZs:**

The research in this area covers the management competencies required to developed, good HR practices, working styles and various quality development program to evaluate the productivity and efficiency of the employees. This essentially calls for a creative, collaborative and connected approach for collaborative working and principles for the designing of organisational structure in SEZs.

**SEZs – Business model analysis:**

This theme is of prime importance and a major concern to developers, stakeholders, lawmakers and private institutions. Studies in this area attempt to work out a sustainable business model for SEZs on examination of the existing model and global practices.

**Opportunity Identification:**

Some of the authors have done research studies to show the co-relation of job creation with diversified product / market segmentation and adoption of latest technology in SEZs. However, there is scope to study new areas of IT / ITeS technology, IOT, and the new generation technologies like Block Chain, Artificial Intelligence and Big Data Analytics relevant both for manufacturing and service sector SEZs.

**Strategic reforms in SEZs:**

Some of the topics covered by the studies in Strategic reforms are Technology dissemination, Skill and Know –how transfers, Industrial diversification and upgrading and enhanced regional economic cooperation. There appears to be a research gap in studies on E-commerce and new strategic management strategy relevant to SEZs.

**Limitations / further scope of study:**

This paper highlights the issues raised in the selected literature in the area of socio-economic impact of SEZs globally and in India in particular; it must be disclosed that the findings may be influenced to some degree by the author's personal experience and opinion.

The references cited at the end of this paper cover a wide range of publications; however there is definitely scope for many more research papers both in the areas already covered and in new areas.

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