

## ABSTRACT

The main aim of this research to identify and evaluate the causes of regional unemployment of district Dadu, Sindh despite the demand of regional multi-national oil and gas companies through a comparison of required human resource skills supply by regional educational institutes of district Dadu and demand of human resource skills by the oil and gas multi-national companies operating in district Dadu.

The selected company for this research is orient petroleum Pty Ltd (OPPL) Dadu, and three main popular educational institutes of Dadu, including Ustad Bukhari Degree College Dadu, Sindh University Campus Dadu and Polytechnic institute Dadu, however the number of educational institutes can be increased ,but it's a fact that not every researcher have enough resources to examine whole the population.

The nature of this research is qualitative, so that two separate interviews were designed, one for orient petroleum Pty Ltd (OPPL) and another for the three selected educational institutes of district Dadu. In the qualitative research interviews are most popular to collect data, so that method of collecting data was semi-structured interviews from employees of orient petroleum company and the selected educational institutes of Dadu. Further the data was transcribed and analyzed by using manifest content analysis technic.

The Study findings revealed the supply of skills by the regional educational institutes and demand of skills by the regional MNC orient petroleum on the basis of qualification, experience, soft and hard skills. Further the data was compared to regional MNC orient petroleum company and three different regional educational institutes in which match and mismatch of skills was assessed.

This research contributes practical experience that is assessed from the current study about what it has been offered in regional educational institutes. Today many educational institutes producing thousands of graduates but majority of them are unemployed due to lack of expertise, lack of practical knowledge, and experience. This study also contributes demand and supply of skills between academia and market job place, most of the reputed multi-national companies and firms demands highly skilled

workers that can be cost effective and require no more training that may lead to increase in risk or decline of a company. This study is limited to only one multi-national company Orient Petroleum Pty ltd (OPPL), because every researcher nor have time or resources to examine the whole companies, however it can be extended to more companies residing in Dadu region. Moreover this study was limited to only the employees of educational institutes of Dadu, however it can be extended to the graduates of these institutes to assess what type of experience and skills the graduates might have possessed after graduation.

**Keywords:** Regional unemployment, supply of skills, demand of skills, comparison of supply and Demand of skills, Skills Match and Mismatch