## CHAPTER- 1

### INTRODUCTION

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1.1 Unorganised / Informal Sector in India

Unorganised sector covers that area which falls outside the purview of the organized sector. The term ‘unorganised labour has been defined as ‘those workers who have not been able to organize themselves in pursuit of their common interest due to certain constraints like casual nature of employment, ignorance and illiteracy and small and scattered size of establishment’( National Labour Report). According to National Sample Survey Organization(NSSO)¹ in the year 1999-2000, the total employment in both organized and unorganised sector in the country was 39.7 crore. Out of this, about 2.8 crore were in the organized sector and the balance 36.9 crore in the unorganised sector. In 1987, the Director General of the ILO submitted a report to the International labour conference on the ‘Dilemma of the Informal sector” where he referred the role of this sector in promoting employment, the absence of adequate laws for providing protection to workers in this sector and scope for application of international labour standards in this area.

The first national commission on labour under the Chairmanship of Justice Gajendragadkar, defined the “Unorganised sector as that part of workforce which has not been able to organize in pursuit of a common objective because of constraints such as: casual nature of employment, ignorance and illiteracy, small size of establishments with low capital investment per person employed, scattered nature of establishments.” The report also observed that the unorganised sector is characterized by high incidence of casual labour mostly doing intermittent jobs at extremely low wages.

¹NSSO is an organization established in 1950 under the Ministry of statistics of Government of India. It is the largest organization of India which carries socio-economic surveys
Characteristics of this sector:

- They have complex problems and lack statistical accuracy.
- Existing surveys conducted in few sectors of employment do not throw light on all aspects and are not much helpful in building adequate database.
- They have a scattered and dispersed nature of employment lacking legislative protection.
- No formal employer and employee relationship
- Limited exposure to the world due to illiteracy and ignorance.

According to the census of 2001, there are 402 million labourers which comprise from both organized and unorganized sectors. In which 93 percent only belong to unorganised sector. Most of them are casual and migrant labour working on seasonal or temporary basis. According to NSSO (National Sample Survey Organization) in 1999-2000 found that 20 Million work force were from organized sector while 370 Million were employed from unorganised sector. According to NSSO survey result for 2011-2012. The estimated workforce is 47.41 crore persons of which 82.7 percent is in unorganised sector and only 17.3 percent is in organised sector. Unorganised sector is a pivotal part of Indian Economy where more than 90 percent of the workforce and 50 percent of national output is accounted for by this sector. A high portion of socially and underprivileged sections of the society are concentrated in the informal sector of India (NSSO). The term ‘Unorganised sector’ and ‘Unorganised Employment can be understood as:
• **Unorganised /Informal sector:** The unorganised sector consists of all unincorporated private enterprises owned by individuals or households engaged in the sale and production of goods and services operated on a propriety or partnership basis and with less than ten total workers.

• **Unorganised /Informal employment:** Unorganised workers consists of those working in the unorganised enterprises or households, excluding regular workers with social security benefits, and the workers in the formal sector without any employment/social security benefits provided by the employers.

With a view to providing legislative protection, welfare measures and social security to a large number of home based workers who have been hitherto neglected, the possibility of formulating a National Policy on Home based workers is being explored in consultation with other concerned Ministries/Departments and state government.

In India, unorganized sector is more visible, almost in every market structure and work. Every industrial sector has a segment of this type, employed with mass population without actually provided social security. There are several unsettled issues of this sector to be solved. Many research scholars have carried major research work in the cities of India like Ahmedabad, Mumbai, Delhi, Chennai, and Calcutta drawing the attention of the policy makers towards this sector. Ila Bhatt Commission (19880 has brought out the comprehensive study of women working in the unorganised sector and also has provided the recommendations for workers towards social security.
1.1.1 Artisan defined

Artisan, a word comes from French language well known in Italian language ‘artigiano’ which means a craftsman who makes his products in traditional way applying manual and cognitive skill. The piece prepared by artisans may be of wood, leather, sculpture, soil, clothing, jewellery etc which is handmade. Over the years, artisans have been preparing goods in India. This family based or caste based skill is carried on by the next generation with actual involvement, practice and guidance of parents. Before the Industrial revolution, these artisans were the dominant producers of the consumer goods. These artisans were specialized in their work over the years. But with time they became servants or labourers of ruler’s hand.

Most of the time these artisans are categorized into two groups, the ones who carry own business, known as masters or owners or self-account workers. And the others who did not own business were termed as labourers or workers who were employed by someone to do the same kind of work with some payments or were contracted with the work. The first category had higher status during those days. Oxford dictionary defines Artisans as: ‘A worker in a skilled trade, especially one that involves making things by hand.’ E.g. local artisans making leather goods or hand-woven textiles.

In thesaurus an artisan is defined as ‘A person skilled in applied art; a craftsperson.’ Or a person or company that makes high quality or distinctive product in small quantities, usually by hand or using traditional method.\(^2\)

\(^2\)Thesaurus is a reference work that lists words grouped together according to similarity of meaning. Here in particular is of Artisans.
It is the fact that before the dawn of industrial revolution and birth of modern machinery, there were the artisans who enjoyed their specialized skill in making the products by hand for hours. They were creative and applied their innovative ideas in producing the products they were specialized in. They would fulfill the need of villagers by selling or exchanging their products over the years. Somewhere it became the caste business then. The ‘Bara Balutedars’ they were known as who got engaged in the work they were known for according to their castes.

Till the machine made products were introduced, these artisans produced the consumer goods and supplied. With time these artisans were known as village servants. They were: Sonar (Goldsmith), Gurav (Idol-dresser), NHAVI (barber), Parit (Washermen), Kumbhar (Potter), Sutar (Carpenter), Lohar (Blacksmith), Chambhar (Shoe Maker), Dhor (Cattle skin cleaner), Koli (Water carrier), Chaugula, Mangetc. Out of these village servants Shoe-makers, potters, blacksmith, Goldsmith were the artisans because they worked with their skills put in the goods they made, of any material.

Home-based workers or artisans³ are the major category of unorganised workers. They are those who are engaged in the production of goods or services for an employer or contractor in an arrangement whereby the work is carried out at the place of their own choice or say their home. Their issues and problems are very complex because of the absence of any direct formal relationship with the employer. Being ambiguous and indefinite relationship, they are subjected to exploitation in various forms.

³Home based artisans are the people who carry the work at their home place adjusted for the livelihood. They do not have commercial place to carry business but use their home place for the same.
In India, there is no authentic data on home based workers.\textsuperscript{4} The Official data sources such as Census of India, do not recognize these workers as an independent category but have included them in the broad category of those working in household industries. They are not visible in the national statistics. They are self-account workers who work at household level.

Self-account workers means ‘any worker who is not employed by any employer, but engages himself or herself in any occupation in unorganised sector subject to monthly earning of amount as may be notified by the Central Government or the State government from time to time or holds cultivable land subject to such ceiling as may be notified by the state Government (NCEUS, 2007).

NCEUS defines ‘Own Account Worker’ as “They work on their own using their labour power” thus they are artisanal labour.

1.1.2 Globalization and India

In India, the globalization process got picked up with the policy reforms of 1991 along with Liberalization and Privatization to boost the economy and integrate it with the world economy. It is a process of expanding business beyond the national boundaries or simply means to integrate our economy with the world economy. It refers to growing economic interdependence among countries in the world with regards to technology, capital, information, goods and services.

\textsuperscript{4} No authentic registered data is available for the home based artisans. They business themselves based on knowledge inherited from generation or traditional business.
The parameters were clear to adopt such a policy by the UPA government. Those parameters were easy trade flow, Capital flow and Technological flow. For some economists this term is still comprehensive which may be termed as financial globalization too when taken into consideration the flow of Foreign Direct Investment (FDI) and Foreign Portfolio Investments (FPI). Whatever may be the terminologies but the term Globalization is a complex term in itself leaving scope for many dimensions and areas of inclusion. There is a debate whether the unrestricted flow of labour should be a part of it or not. It is the opinion of many International institutions that it should not be a direct parameter.

According to Mahbub-ul-Haq “Globalization is no longer an option, it is a fact. Developing countries have to learn to manage it more skilfully.”

It is a clear indication that the developing countries like India must be prepared with its labour force to face global competition. Quality education, training is a part of skill up gradation for them. It is a fact that globalization has affected the labour markets at world level. Its impact on the Informal sector is observed vertically and even horizontally. It has led the more *casualization and in-formalization* of the workers. It means the formal sector has more split in informal sector again with contractual and informal nature of job. Majority of formal sector employees have come under informal sector in the employment with more social and economic security. As stated earlier, the unorganised sector is a sector where self employed or hired labourwork with less social security. They are not organized. Thus they lack the strength of bargaining.

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*Casualization and Informalisation is a process in which employment shift from full time and permanent position to casual and contract position.*
Due to globalization, the socio-economic condition of these labourer has been affected to the large extent in India. They are exploited by asking to work for more hours, with no regular pay. If self-employed, then no guarantee of regular work. A poor social condition and health issue of these artisans and labour is on the rise.

National Commission for the Enterprises in the Unorganised sector (NCEUS 2007) has categorized the workers in the informal sector into following categories:

1. Wage workers in the unorganised sector who are employed by the employer on the wages to work for him or through contractors. They are domestic workers, may be migrants, also known as temporary and casual workers.

2. Self-employed workers in the unorganised sector are the workers or persons (Artisan labour) who carry profession or trade on their own their homes or non-enterprise places. They are own account home based workers including unpaid family members.

3. Unprotected wage workers in the organized sector, casual, contract and regular workers are unprotected by law legislation. This form is major in workers observed in the developing countries.

4. Regular Unorganised workers are workers who are regular salary or wage earners, self-employed and home based workers.
Globalization has affected livelihood of all these workers mentioned. In fact informailization is on large way to affect these labour/ workers in coming years too.

1.1.3 Nature of leather industry in India

Leather industry occupies a very important place in the economy of India. It accounts of its substantial export earnings, potential employment and scope for economic growth. It is estimated that nearly 205 million people are presently employed both directly and indirectly in the leather sector. In which nearly 1.5 million are estimated to be employed in the unorganised sector. In that too, the major employment is observed in footwear units as compared to other segment in industry.

The history of leather manufacture in India can be traced back to the ancient time. Its reference occurs in the Vedic literature and the reports of Marco Polo (CLRI 1984). It is one of the oldest professions. In those times leather making activities were mainly in the hands of village chamars (Untouchables), SC’s and Muslims. Leather was produced to meet the local needs. International trade in leather started in India only during 1980’s. In fact, Twentieth century has been a landmark in the history of leather industry.

The promotion of this industry is traced back to the Export Policy Resolution in 1970. Import of leather machinery and other industry was liberalized and certain steps were taken for changing the composition of the leather export basket. It included semi-finished leather, footwear, belts, bags, purses, gloves etc. Presently this industry occupies a prominent role in the Indian Economy in view of employment generation and production growth, GDP rise and source of earning foreign exchange (Exports).
This is a labour intensive industry and is found as cottage or small scale industry in general. This industry is geographically diversified. Although Tamil Nadu, Uttar Pradesh, and West Bengal account for bulk of the leather output. The major production centres for leather and leather products in India are located in – Tamil Nadu-Chennai, Ambur, Ranipet, Vaniyambadi, Vellore, Perambut, Trichy, Dindigul and Erode ; West Bengal – Kolkata ; Uttar Pradesh – Kanpur, Agra, Noida, Saharanpur; Maharashtra – Mumbai ; Punjab – Jallandhar ; Karnataka – Bangalore ; Andhra Pradesh - Hyderabad ; Haryana - Ambala, Gurgaon, Panchkula, Karnal and Faridabad; Delhi; Madhya Pradesh – Dewas ; Kerala – Calicut and Ernakulam / Cochin.

The sector is featured with micro and small units along with bigger units accounting for just around 5 percent of the total manufacturing units. The Production data for the leather sector is available in the National Accounts statistics (NAS) which provides data for the organized factory sector. The maximum employment in this industry has been traced to traditional craft. Now it is transformed into technology based export-oriented industry. Still the large and massive labour force absorption in this industry is found from the rural base and weaker section of the society. According to the Murthy Committee Report (Ministry of Industry 1992), the total direct employment in the leather industry which comprises sectors of flying and carcass recovery, tanning and finishing and leather products was 1042, million in 1991.

The expected average rate of employment in this sector is 0.12 million per year. According to the estimation of Ministry of industry 1999, the contribution will be 25
percent of total employment. It is observed that absolute employment increase in in tanning and manufacturing employment between the years 2004-2005 to 2008-2009 was 575.4 thousand (ASI). Large entrepreneurs seldom resort to orientation in the leather work. As far as institutional training for the middle level technicians is concerned, the capacity of the institutes imparting technical education and training is grossly inadequate as compared to the demand for technicians in the Leather industry. So Human Resource Development strategy needs to cover off-site training facilities too. Onsite training should be linked with incentives to the entrepreneurs so that, there is greater degree of compliance. In the industry, footwear industry is mostly occupied by unorganised sector workers and artisans working using traditional techniques and manufacturing methods. Though it is true that their products are not of international standards and norms, there productivity is low due to labour intensive production due to lack of upgradation of tools and equipments. Attempts have been made to propose to train workers and artisans of unorganised sector to adopt modern tools and techniques, international standard norms and thus to make them competitive in the domestic as well as in the international markets. The need suggests integration of organized and unorganised sector in the footwear segment in particular.

1.1.4 Leather industry in Mumbai

The leather industry has been prevailing in Mumbai since decades and was initially in the hands of people from schedule caste or particular communities like Mahar, Chambhar, Dhor, and Chamars. Being a traditional handicraft, it had limited but adequate scope those days too. Now being a globalised segment, various other classes have also

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plunged in this business due to commercial profit. The locations in Mumbai where these markets have settled are Dharavi, Thakkarbappa colony, Kurla to some extent and Govandi. The majority of the caste people are working in this industry in Dharavi. Along with them, Muslim community is also involved in this industry since years in some parts of Dharavi. In Thakkarbappa colony, mainly commercialized centre, workers are observed from Rajasthan who have migrated long back. They are engaged in producing chappals and sandals, purses, corporate bags, belts, gloves, coats etc. A good number of people work at home or run business as cottage industry where not only family members are involved but also a few workers are hired on target work basis. Most of the capitalist buy raw leather and get work done from these artisans on conditional payments as contractual work. The real surplus is enjoyed by them in the form of market price prevailing over the cost of these workers who are lacking sufficient funds to buy material by themselves and entrepreneurial skills. This industry has its own recognition in these areas and workers of it stay in slums having complex socio-economic conditions since years. Years have passed, the face of Mumbai is changing but these people still indulged in the same kind of work in declining ratio. The redevelopment of Dharavi brought forth debate whether this industry, in particular the domestic artisans, will be able to cope up with livelihood and will have income source. Therefore, this study tries to trace the informalisation that has taken place in the leather industry in India along with growth that has taken place in the formal sector. Being complementary there is dualism observed in the industry. This study tries to describe the problems of the home-based leather artisans in the post reform period in particular.
1.2 Statement of the problem

As the effects of globalization are observed on all the industries in India, the leather industry and its unorganized artisans are not an exception to it. The socio-economic condition of the artisans has been affected in post reform period and is visible. Although the leather industry is one of the leading industries, contributing to the nation’s growth. It is found that the workers and the artisans who are behind its growth have not enjoyed fruits of its growth under reform policy. It is one of the traditional industries which engage more caste people in particular. In recent times, other communities have also joined it for commercial purpose, it is very essential to know whether the benefits of the globalisation have reached to these unorganised leather workers and artisans or not. It is important to note socio-economic changes after globalisation. So instead of looking it at macro level, a need is felt to study this problem at micro level. Here an Attempt is being made to fill this lacuna by studying unorganised leather industry in Mumbai to the wider economic process and bringing out minute processes of the leather industry in particular. Mumbai has been one of the major centres having unorganised leather industry. Hence this study is an attempt to evaluate the socio-economic condition of the domestic leather artisans in the unorganized sector. This can add to existing literature on unorganised sector of leather industry in India.
1.3 Literature review

The proposed research will review the earlier studies on India’s unorganised labour market especially from the leather industry. The Indian labour market is in fact more complex with study on specialty hub by (Holm strong 1985); Joshi (1976) dualistic theory finds that very few people reach for unorganised to organized market. Lalit Deshpande (1970) finds out that Mumbai’s labour market is segmented in three non-competition groups. It is complex and seasonal.

P. Pushpa (1985), studied export oriented leather industry in the Arcot district of Tamil Nadu mainly about the effects of an export Trade Control Order in August 1973. Mir AnniceMehmood, Shamim, A. Sahibzada, Rauf (1988-89), studied the importance of Small scale and Household industries with wide potential in providing employment to the people with low operational costs. Sharma Satish kumar (1991), highlighted the socio-economic conditions of Chamars known as scheduled caste people. The book discusses the craftsmanship and traditional skills of the workers in the leather industry. Subramanian (1993), studied the contribution of the leather manufacturing firms in the export promotion and marketing orientation of exporters. Thirthankar Roy, Indira (1994), observed that leather artisan castes were typically those identifiable with the manufacture of trade of specific products. Millie Nihila (1999), investigated women employment issues at micro level showing the worsening condition of the women working in the tanning industry in Tamilnadu. Ane (2000) outlined the existence of tanneries in Kanpur and firm’s compliances with environmental regulations. This case study is taken with a view that tanneries are pollution intensive, technologically mature and labour intensive.
that show disparity between firms in compliance with environmental regulations. Sujatha (2002), focused on the leather artisans in the state of Tamil Nadu, which accounts for the lion’s share in the leather-processing in India. Damodaran (2003), outlined the significance of the leather industry as export oriented industry. The traditional leather industry and the commercial leather industry with cluster form have seen many changes over the years. Oza Meghna (2005), conducted a study regarding informalisation of leather industry. The attempt has been made to understand the nature of unorganised leather industry in Dharavi as one of the oldest and known profession. Pais Jesim (2006), examined wages and earnings of workers in the leather accessories manufactured in Dharavi, Mumbai, a well-known part for leather business. U. Sankar (2006), studied trade liberalization and environmental protection brought in reforms and thus the response of the leather industries to the said policies from the nations like Brazil, China and India. Vaithogi (2007), investigated the problems of disintegration of production process evidently seen today in all the labour intensive industries especially in footwear and leather industries. Dr. B.V. Bhosale (2012), described Kolhapur as one of the famous cities of Maharashtra, known for the production of footwear, that too of traditional kind. Study highlights the problems of leather workers as a class or community of people. Bhandivadkar Leela and Shastrabudhhe Avinash (2010), introduced the cobbler community to their history and characteristics and source of contribution for the economic growth. Dr. Thamaraikannan and C. Sengottuvel (2012), stated the significance of leather industry as one of the major industries of India having potential for further growth to earn maximum foreign exchange in coming years.
Apart from the above works, some reports and working papers on leather industry have also been taken as literature review. I propose to review those reports too.

Bombay Leather Survey Committee (1961) report basically divided into four classifications has studied separately to arrive at the conclusion. Namely Pre-tanning, Tanning, Leather Goods Manufacture, Allied Industries are the elements of study.

Exim Bank Research Brief (March 2006) gives the complete export data of leather industry in numerical and diagrammatic presentation. The world export is compared with India till the year 2004-2005. The strategies needed for the sector recommended are Government support, Strong production base, investment by large corporates, diverse marketing techniques, training facilities, and fairs and exhibitions.

The Twelfth Five Year Plan, Working Group Report, (2012-2017) highlights overall structure of the leather industry with its production and employment capabilities. It evaluates various development associations and institutions working for industrial development like ILDP, IDLS, Footwear complex, Support to artisans scheme, training centres, HRD including some technical efficiency towards the growth of leather industry. In order to understand and draw the impact of Globalization on unorganised sector, literature is taken of other industries affected under globalization. It consists of various individual works with reports of ILO and other international institutions on globalization and developing countries. Those have been briefed in the second chapter.
1.4 Gaps observed in the research work

From the literature reviews it has been realized that, a number of studies have been carried on leather industry. The export orientation of the industry, environmental issues, health issues, social conditions, economic condition of workers, tariff issues, employment concerns are some of the dimension studied under this industry by various researchers.

On Dharavi, too the work has been carried on the social-condition of the leather labour by Jesim, Bhosale, and Meghna. But very few studies have been conducted on the home-based or domestic artisans in the post globalization period in Mumbai. This study basically tries to understand the problems of unorganised individual leather artisans working at household level with meagre finance and place problem in the light of globalization policy. This is an attempt to understand their problems in general. No data is available about them as such or no records of previous studies and statistics is available. But here an attempt is made to cover major artisans and home-based leather industry area in Mumbai.

1.5 Need of the present study

In the era of globalization, when there are number of studies carried on the unorganised and informal sector, it is necessary to take into consideration micro segment of industrial workers too. It is true that the leather industry is being transformed into well commercialized industry through setting up of various institutions and industrial policies in India, the social welfare of these invisible traditionally skilled hands (artisans) should not be overlooked. This study tries to focus on unorganized leather artisan own account labour as new entrepreneurial class for the development of the industry.
1.6 Objectives of the study

1. To review leather industry as one of the leading industries in India.

2. To develop a profile of unorganised leather artisans and their internal functioning in Mumbai.

3. To find out the socio-economic condition of unorganised artisans especially after the waves of globalization in Mumbai.

4. To focus and evaluate the role of various leather development associations and the schemes introduced by the Central and state Government for unorganised leather artisans and industry in Mumbai.

1.7 Hypothesis

1. Artisans in Leather industry receive only a few benefits of government Schemes.

2. There are socio-economic effects of globalization on leather artisans and workers in Mumbai.

3. There are adverse effects of globalization on domestic leather business in Mumbai.

1.8 Research methodology

The study is more qualitative and descriptive in nature. Primary and Secondary sources are used for data collection. Empirical survey is carried to understand the social and economic condition of the leather artisans in Mumbai in the post reform period.
1.8.1 Sampling and Primary data

Primary data is collected from 200 artisans in leather industry of Mumbai. They are selected by adopting Purposive sampling technique. This is because there is no exact number of domestic artisans registered formally anywhere and they are scattered area wise and work at household level. To overcome this difficulty researcher approached LIGMA and some data sources are received from there. It is consisted of old members where many have stopped carrying leather work was reported. The new list is only of a mixed composition of commercial entrepreneurs, shop owners and artisans. It is seen that many artisans in leather industry in Mumbai are in three major localities i.e. Dharavi, Kurla and Thakkarbappa Colony. So samples are taken from these localities only. 100 samples are chosen from Dharavi, 70 samples are from Kurla and the remaining 30 is chosen from Thakkarbappa colony by purposive/convenient method.

<table>
<thead>
<tr>
<th>Sample place</th>
<th>Sample size</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dharavi (Sion)</td>
<td>100</td>
<td>Eastern Mumbai (Central line)</td>
</tr>
<tr>
<td>Kurla</td>
<td>70</td>
<td>Eastern &amp; Western part</td>
</tr>
<tr>
<td>Thakkarbappa colon (Chembur)</td>
<td>30</td>
<td>Harbour line</td>
</tr>
</tbody>
</table>

Methods used for collecting Primary data are as below:

- **Observation**:
  
  General observation technique is used to get the information which is not possible to be taken verbally or being interviewed. To understand the working pattern and structure of the domestic business, this technique is used.
• **Interviews:**

In order to know the changes in industry over a period of years, some structured interviews are taken of the officials of institutions working for leather industry. Along with it, some interviews are taken of the seniors who have been in this line of business since years, to understand the exact implication of the competition the industry is facing from their perspective. Unstructured interviews with artisans fulfilled the purpose of open ended questions.

• **Questionnaire:**

To get the information of socio-economic condition of the artisans and labour, a questionnaire is prepared, composed of questions seeking personal, business information along with questions on impact of globalization on socio-economic status of the leather artisans. To avoid data errors, scheduling method is adopted to get the quality data leaving no scope for insufficiency or fake data. The close-ended and open-ended questions are asked for getting the response of the respondents. The open ended question reflects the overall view of them towards globalization policy affecting their business structure and livelihood.

1.8.2 **Secondary data:**

The secondary data is collected from journals, Magazines, Publications, and Reports of industries, books, periodicals, articles, research papers, working papers, theses, websites, manuals and booklets.
The data related to growth of the industry is used available from the institutions working for leather industry such as CLE, CLRI, FDDI and many other institutions too is used.

1.8.3 Data Analysis and statistical tools.

Tabulation, Graphs, Percentage etc. are common statistical tools used for data analysis. In order to test the hypotheses, cross tables are prepared and chi-square test is applied to find out the association between the variables. Being a qualitative study, a non-parametric chi-square test is used for testing independence and goodness of fit. Testing independence determines whether two or more observations across two populations are dependent on each other (that is, whether one variable helps to estimate the other). Testing for goodness of fit determines if an observed frequency distribution matches a theoretical frequency distribution. The results of a chi-square test, along with the degrees of freedom, are used with a previously calculated table of chi-square distributions to find a $p$-value. The $p$-value is used to determine the significance of the test. Many socio-economic individual variables have been considered to show an association between them relevant to study undertaken.

1.9 Limitations of the study

- This study is on unorganised leather sector so there was problem faced in getting the concrete and authentic data on leather artisans.

- There were no- responses on some open ended questions. Time was the main constraints to get all the information in short time. But to some extent information could be availed.
There is no labour as such in home-based industry and if so, then, one or two are employed that too in informal relationships. Most of the artisans are self-employed workers /own account workers who are engaged in the domestic business. So labour and home-based artisans are synonym here as self-employed artisans.

The useful information could be availed from close ended questions. The open ended questions were verbally expressed by the respondents fulfilling the purpose of the study in the interviews taken.

This study is limited to unorganised labour and individual artisans in Mumbai leather industry only. No formally set or established enterprises are part of this study. Samples have been selected from Dharavi, Kurla, Govandi areas where most of the leather manufacturing households are found.

This study is more qualitative in nature so sophisticated statistical techniques could not be used in this study.

1.10 Organization of the Study:

- **Chapter 1: Research Design**

  This chapter discusses the nature of unorganised/informal sector, terminology of home-based or domestic artisans, globalization and Indian manufacturing units, Indian Leather industry, Leather industry in Mumbai and Methodology of study in short. This chapter gives conceptual aspects of the given terms.


➢ **Chapter 2: Literature Review**

This chapter reviews comprehensive literature on leather industry in India and Mumbai, globalization and unorganised industries in India. Literature is taken from various articles from journals, reports, working papers and theses on the leather industry.

➢ **Chapter 3: Leather industry in India and Mumbai**

This chapter discusses various aspects of Labour, Unorganised and Informal labour, home-based and unorganised labour, globalization in General as a policy of India as economic reform, detailed information of Indian Leather industry, Mumbai centre of Leather work, Institutions promoting Leather industry, Government schemes with background etc. The chapter is theoretical and so is the background of the unorganised leather industry.

➢ **Chapter 4: Business profile of the leather artisans**

It deals with the complete data analysis of domestic business profile of the labour artisans and social conditions they live in. Tables and diagrams have been used to describe the condition of the artisans based on the empirical study/ filed survey. For explaining the empirical results, data has been represented with bar diagram, Pie diagram and trend curves etc.
➢ *Chapter 5: Socio-Economic conditions of the Leather Workers.*  

It deals with the complete data analysis of socio-economic conditions of the labourer’s artisans, business condition in the post reform period. Tables, diagrams have been used to describe the condition of the artisans based on the empirical study/ filed survey. For explaining empirical results, data has been represented with bar diagram, pie diagram and trend curves etc.

➢ *Chapter 6: Analysis and Hypothesis Testing*  

It deals with cross tabulation study of variables and hypothesis testing. Chi-square analysis is used for showing the association between the variables. Various government schemes, socio-economic variables and reform impact on variables are related to show whether they are dependent or independent in order to test the goodness of fit.

➢ *Chapter 7 Findings, Recommendations and Conclusions*  

This chapter deals with the findings, conclusion and recommendations on the condition of the leather artisans and scope for further study. It specifies the outcome of the empirical field survey.