Chapter 1

INTRODUCTION

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Chapter 1

INTRODUCTION

1.1 Background of the Study

The Small Scale Industries are the hub of many economic activities in a developing country like India. The role played by small scale industries in the economic activity of advanced industrialized countries is also very significant. The socio-economic transformation of India cannot be achieved without paying adequate attention to the development of this labour intensive and capital sparing sector. The most significant aspect of small scale industry development is that this sector has stimulated economic activity of a far reaching magnitude and has created a sense of confidence among a huge number of small entrepreneurs about their strength and validity.

Small Scale Industries contribute significantly to social and economic development objectives such as labour absorption, income distribution, rural development, poverty eradication, regional balance and promotion of entrepreneurship. It generates immediate employment opportunities with relative low capital, promotes more equitable distribution of national income, makes effective mobilization of untapped capital and human skills and leads to dispersal of
manufacturing activities all over the country, leading to growth of villages, small towns and economically lagging regions.

Particularly in developing countries, small labour intensive industries have been favoured basically to create employment opportunities in an economy with abundant unskilled labour even though such industries may not always be supported on grounds of economic efficiency. In addition to this, a low capital requirement given an appropriate market environment is believed to stimulate growth of numerous indigenous industries with wide regional dispersal. This helps to promote balanced growth, more equitable income distribution as well as increased utilization of national resources. In the developing country like India, small scale industries have come to occupy a significant position in the planned industrialization of the economy. Most small scale industries have a low capital intensity and high potential for employment generation. Small scale industrial units also serve as an instrument in achieving a wide dispersal of industries. Further, small scale industry units serve as a means of bringing forth indigenous entrepreneurship and savings lying dormant, particularly in semi-urban and rural areas. Small enterprises are almost always locally owned and controlled, and they can strengthen rather than destroy the extended family and other social systems and cultural traditions that are perceived as valuable in their own right as well as symbols of national identity.

Small Scale Industries are important vehicles for meeting growth and equity with social justice objectives of developing economics. Achievement of these objectives is seen as desirable in almost all developing countries, though the relative importance of these objectives vary from country to country, depending on the
differences in the socio-economic and political complexes. In brief, small enterprises sector help in generating large scale employment, wage goods and incomes in a fairly dispersed manner, mobilizing dormant skills and resources enhancing entrepreneurship, energizing village economies aiding the process of backward area development and playing an important role in the overall process of industrialization.

The Kalyan-Dombivali MIDC SSI units in Thane district have greater importance in terms of production of variety of goods and services. Similarly, it has good profile on the part of providing employment opportunities for male as well as female employees. In the entire MIDC SSI units there are more than seven hundred units have been established, which are engaged in the production of different kinds of products and supply them throughout the nation. In this way SSI units of Kalyan-Dombivali MIDC area are a major contributor to the national income of economy. “Prosperity to all through industrialization” is the corporate philosophy of MIDC units. The key historical policy decision taken by MIDC units certainly changed the socio-economic scenario of the Maharashtra state as its activities spread to the interior parts of Maharashtra providing basic and essential infrastructure like water supply, roads, streets, lights, tree plantation etc. The Kalyan-Dombivali MIDC units is one of the important industrial sector comprising of a large industrial area in Thane district including more than 700 small scale industries producing a variety of goods and services and at the same time providing gainful employment opportunities for people residing in nearby areas in Thane district. It also helps to improve the standard of living of the people and enable them to become self reliant. There are a number of textile industries, chemical industries, pharmaceutical industries, iron and steel industries, food industries, fabric industries etc. existing in this Kalyan-Dombivali
MIDC industrial units. All these industries help to improve National per capita income by producing and supplying variety of goods throughout the nation.

On the part of employment opportunity, women employees occupy major share in the entire workforce of small scale industrial units. The women employees play a crucial role in the development and growth of small scale industries. The involvement of women employees in the various small industries has increased rapidly. They are proving their talent at various levels of job opportunities available in the small industrial sector. Numerous educated as well as less educated women employees have entered the workforce at every level; they have worked as managers, secretaries, clerks, accountants, receptionists, computer operatorsetc. whereas at the same time the less educated women employees are engaged in various other work including labeling, paper making, packaging, threading, stitching, embroidering.

A large number of women employees are employees in various industrial units for number of years and directly or indirectly help to provide meaningful contributions towards the overall growth and development of Kalyan-Dombivali MIDC small scale industrial units. In India, a large number of women employees are slowly emerging out of a system that has oppressed and exploited them for centuries. Today they have pervaded every conceivable sector of the national activity and left their indelible impression in various fields which have so far been considered as the exclusive right of men. Largest number of women is employed in informal sector. The activity’s that the women performing in this sector are quite unmotivated in the terms of wages and job satisfaction. Their activities involve lengthy hours of work for very low returns. The work facilities for women employees are very limited. In the
industrial sector, women are invariably employed in secondary jobs without any facilities and even such amenities have been provided by the employer, the location in terms of distance and surrounding would be unsparingly difficult. This undermines their usability. In many industry organizations there is lack of social security measures for women employees such as different kinds of funds, maternity benefit, child care facilities, health care and safety. The researcher has made an attempt to focus on these problems faced by women employees and also tried to provide some remedial measures for all the above problems in order to make women employees more comfortable at the work place and enjoy their work life.

1.2 Significance of the Study

Small Scale Industries act as an engine of growth of any economy. The importance of small scale enterprises is a global phenomenon, comprising both the developing as well as developed countries. For the continuous development of small scale industrial units in India, the State Directors of Industries provide several types of assistance and facilities such as, supply of raw materials, electric power and transport facilities, requirements of land for setting up small scale industry plants, cash loans under the State Aid to Industries Act repayable in 10 years provision of accommodation in their industrial estates, training facilities, supply of information on the organization of co-operatives, grant of essentiality certificates for import licenses, raw materials, components etc. More over lots of research work has been done on the part of small scale industrial units at the same time number of books have been published and lots of information is also available in the form of different sources on Human Resource Development as well as on The Importance of Small Scale
Industries in terms of Employment Generation etc; but it was in observation that very little attention has been paid towards timeless contribution of women employees in various small scale industrial sectors existing in India. Even very little research work has been done on the participation of women workforce in these small industrial units. After Industrial Revolution taken place in India, the participation of woman labour increased rapidly. The women started to work in different kind of industries in order to fulfill economic needs of their family. The contribution of woman employees in the growth of industrial sector needs to be appreciated, but in male dominated country like India, the performance of woman is always neglected. Women are performing various roles in their routine life; such as performing household duties along with taking care of their children, family members and also performing their duties at the workplace in a more efficient manner. Apart from all these qualities possessed by women employees a very less attention is paid towards the betterment of their life.

Prominently the number of women employees working at various levels in SSI units is booming rapidly but due to non availability of reliable data on this part it became difficult to find out the exact position of women employees in the process of development of small industries. The Kalyan-Dombivali MIDC area covers a large number of industrial units producing variety of goods and services and at the same time providing employment opportunities towards number of women employees in their industries from last many number of years but very less attentions has been paid by them for welfare and safety practices for women employees. While working in different industrial unit, everyday women employees come across various problems, which have not been pointed by any authority so far. An attempt has been made in this contribution to highlight the important issues relating to women in industrial
sector in Kalyan-Dombivali MIDC area. Women in higher level jobs as well as lower level jobs face a number of problems on the personal and at the same time professional front. The study will provide solution to women for the crises that they face in the organizations. Despite various problems, they are holding higher percentage of different level jobs in SSI units than in the past. Thus, the study will help the women employees working in small scale industrial sectors to enjoy better quality of work life.

1.3 Objectives of the Study

The aim of research objectives is to discover answer to question through application of scientific procedure. The main objectives undertaken in the research study is to study the position of the women employees in small scale industrial sectors in Kalyan-Dombivali MIDC units. The specific objectives have been derived from the main objective of the study. The specific objectives are:

1. To study the industrial profile of Kalyan-Dombivali MIDC area

In Thane district of Maharashtra state, the Kalyan-Dombivali MIDC industrial units comprises major contribution in terms of production of various varieties of goods and services also in providing employment opportunities to large number of employees. Women residing in Thane district particularly in nearby small villages are employed in this MIDC units. An attempt is made by researcher to focus on this industrial sector in order to make aware its importance in increasing the national income of the country.
2. To Portray the problems and difficulties that women employees face in selected SSI units in MIDC area

A large number of women employing are working in Kalyan-Dombivali MIDC units. The highly qualified women employee’s working at higher level jobs whereas less educated women employees working at lower level jobs. However, at every level woman employees are facing several problems while working in various industrial organizations. Some of the problems and difficulties faced by women employees are sex discrimination, organizational problems, socio-economic problems, unequal wage/salary payment, and lack of training opportunity, bias promotion, unhealthy working condition, less attention towards their health and safety and so on. The study has pointed out the extent of problems of women employees in SSI units in Kalyan-Dombivali MIDC area. Mere identification of the problems is not important. It is equally important to determine solution to overcome the problems. The researcher has elaborated the problems of women employees related to socio-economic and organization.

3. To find out promotion and training opportunities provided to women employees in the selected SSI units in MIDC area

Promotion refers to upward movement of employees from lower level job to higher level job; it involves higher pay, high position and higher power whereas training to employees facilitates them with knowledge, developing their skill, developing their attitude towards work performed by them in the unit. Researcher has made an attempt to find out the scope and opportunities of promotion and training for women employees in SSI units in MIDC area.
4. To find out the participation of women employees in the selected SSI units in MIDC area

Another objective of researcher study is to identify the level of participation of women employees in decision making process in the unit. In many organizations including Kalyan-Dombivali MIDC industrial units do not consider or respect the opinion and view of women employees. Thus the researcher felt the need to find out the extent and nature of women subordinates participation in decision making process in SSI units MIDC area.

5. To study the job satisfaction of women employees in the SSI units in MIDC area

One of the objectives of research study is to find out the level of job satisfaction of women employees working at different level in the small scale industrial units. While working in the organization women employees face number of problems in such critical situation it became challenging to measure the job satisfaction level of women employees. However, researcher has discussed with number of women employees performing different jobs on parameters such as quantity of work, working condition, hours of work, speed of work, discipline, punctuality etc. in order to find their level of job satisfaction in the unit.

6. To study the attitude of men in the SSI units towards women employees

Another objective of research study is to identify the attitude of men particularly male superiors towards women employees working in the industrial unit. The Indian society has a traditional outlook towards women employee’s particularly
male employees as well as male superiors feel that women employees are give more excuses for not doing their work on time. Hence, researcher has made an attempt to measure the attitude of men in the SSI units of MIDC area towards women employees by using attitude scale.

7. To suggest the suitable measures to minimize the problem of women employees in selected small scale industrial units

After taking in to account the entire scenario of women employees and their problems, researcher has made an attempt to study all the major problems of women employees in detail in order to suggest suitable measures on it. The main purpose of this objective is to minimize the various problems faced by women employees in the work place and bring harmony in their day to day working life.

1.4 Scope of the Study

The study is confined to women employees from SSI units in MIDC area in Thane district. There has been rapid increase in the number of women employees in the workforce. However scope of study comprises limited number of women employees in the industrial units due to time constraints, financial viability and availability of resources. Today we observe a large number of women working at various industrial units. They are performing their jobs at various levels, such as highly qualified women employees working at higher level jobs whereas less qualified women employees performing the lower level jobs. The research study will help to identify the efficiency and productivity of women employees and will also provide guide lines to the management/superiors to make appropriate use of their
talent and knowledge in the production process. The study will also help to identify the several problems facing by women employees while performing their duties in the industry organizations. The problems facing by women employees working at higher level jobs are quite different than the problems facing by women employees working at lower level jobs. The problems of women employees have been segregated into three parts organizational problems, economical problems and social problems, so that the management and superiors will help women employees to overcome out of those problems. Hence the researcher has made a sincere attempt to find the potentials of women employees and their different types of problems. The scope of present study in actual sense is very wide. It not only applicable to Kalyan-Dombivali MIDC industrial units but also can use for other sectors such as Banks, Municipal corporations, Schools, colleges, Cottage and handicraft industries, medium and large scale industries and so on where women employees are performing their jobs.

1.5 Methodology of the Study

Research methodology helps to solve the research problem in a systematic manner with sufficient review of literature on women employees, it can be mentioned that women employees face many problems in many organizations particularly in SSI units in Kalyan-Dombivali MIDC area. For conducting research study on the topic related to women employees working in industrial units, researcher has gathered reliable and relevant information through various sources. This data has been collected by using both primary as well as secondary sources.
1.5.1 Secondary data

For identifying the important role of women employees in the process of production and development of SSI units in MIDC areas, researcher has made use of secondary source data. The secondary source includes various numbers of reference books, journals published on marketing and business organization, industrial sector etc., reports and periodical published on small scale industrial units, magazines related to women, periodicals on university news, and Government publications such as government survey report on SSI units in India and news papers. These entire secondary source helped researcher to clear the concept related to SSI units and women work force working in different SSI units in India.

1.5.2 Primary data

For studying research topic in detail and in an appropriate manner and to find out the various problems faced by women employees working in the industry organizations similarly to find out the attitude of superiors towards their women subordinates, researcher made use of primary data. In order to collect all necessary data from superiors and women employees, researcher framed questionnaire for superiors as well as for women employees working in various industries. It helps to get an answer for many questions involved in research study. The data has been collected from 400 women employees working in Kalyan-Dombivali MIDC units; out of it 200 women employees are working at higher level jobs whereas remaining 200 women employees are working at lower level jobs. At the same time 50 industrial units have been selected out of total number of industrial units for the purpose of
research study and approximately 51 superiors/managers related data has been
gathered to find out the attitude of superiors towards their women staff members.
Researcher also has made an attempt to collect data through conducting interviews of
superiors. The information related to superiors such as Human Resource Managers,
Management staff members, Directors of different industries is gathered through
interview technique. Primary source data help researcher to focus on the problems of
women employees at their work place and also help to draw adequate suggestions on
the same.

1.5.3 Sample Design

A Sample design is a definite plan for obtaining a sample from a given
population. The population for research study comprises the entire industrial units in
Kalyan-Dombivali MIDC area in Thane district. The research study includes different
category of industry producing variety of product. The total number of population of
research study consist of data related to women employees working at higher jobs,
women employees working at lower jobs as well as data related to superiors of
women employees. Researcher used random sampling method for obtaining responses
from these three categories. The sample of 400 hundred women employees are drawn
from industrial units similarly, researcher has also drawn a sample of 51 superiors of
women subordinates from Kalyan-Dombivali SSI MIDC units.

The detail of sampling size provided in the table as under:
Table 1.1

Sample size of women employees and superiors in MIDC SSI units

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Type of Sample</th>
<th>No. of Respondents</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Management persons/Superiors</td>
<td>51</td>
<td>51</td>
</tr>
<tr>
<td>2.</td>
<td>Female employees:</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>a) Working at higher jobs</td>
<td>200</td>
<td>200</td>
</tr>
<tr>
<td></td>
<td>b) Working at lower jobs</td>
<td>200</td>
<td>200</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>451</strong></td>
<td><strong>451</strong></td>
</tr>
</tbody>
</table>

Source: Compiled from the field study.

Table 1.1 indicates that research data has been collected from 51 management persons/superiors of different industrial units, at the same time 200 women employee’s working at higher jobs and 200 women employees working at lower level jobs has been taken into account for the research study. The total numbers of women employees working in each of industrial unit are not fixed therefore tentatively eight women employees from every industrial units are considered for the purpose of data collection. However the allocation of women employees has been made only for the purpose of finding the problems of women employees at different level.

1.5.4 Data analysis and Interpretation

The data collected from various sources has been systematically analyzed. It is properly edited; it has been graphically presented and appropriately summarized. Researcher has used statistical package for social science (SPSS) for the purpose of
data analysis. SPSS provides statistical tools and techniques such as chi square test, t-test, and f-test. The researcher has drawn inference from analyzed data and collected facts.

1.6 Chapterization

The present study has been conducted and organized into eight chapters. The chapter details are given as follows:

Chapter 1: Introduction

This chapter is an introduction to the entire research work. It introduces in a systematic manner, the entire framework, within which the study has been conducted. The chapter begins with the present scenario of small scale industries in India. Then it brings out importance of it in the development of national economy. Further it points out Kalyan-Dombivali MIDC area in Thane district and explains how it provides employment opportunities towards male as well as female employees.

The chapter also points out the significance of the study, objectives of the study, hypotheses of the study and research methodology adapted for the study. The limitations of the study are mentioned and are followed by expected contribution, scope for further research and the chapter scheme.

Chapter 2: Review of Literature

In this chapter the researcher has reviewed various reference books, magazines, articles, newspapers, periodicals and theses related to research topic. This
chapter is classified into three parts. The first part of review of literature is containing small scale industries in India. Out of total reviews, 30 per cent review has been done on it by the researcher to identify the importance of small scale industries in Indian economy. The second part is containing industrial units in Kalyan-Dombivali MIDC areas. Out of total reviews 30 per cent has been done on it to explain the entire work structure of these industry units. The final part of review of literature is containing reviews on women employees working in small scale industries in Kalyan-Dombivali MIDC areas. The review on women employees is again classified between highly qualified women working at higher level posts and less qualified women working at lower level posts in MIDC units.

Chapter 3: Conceptual Framework of the Study

This chapter is broadly divided into three parts. The researcher has made an attempt to present conceptual framework in a descent manner. This chapter includes concepts related to small scale industries in India; in which detail information about small scale industries has been elaborated. Further it includes concepts relating to Kalyan-Dombivali MIDC units in Thane district. In this chapter all the basic concepts relating to MIDC units have been tried to cover and finally, it include concepts relating to women employees working in various kinds of industries. This chapter also focused on ability, education level, knowledge, skill, attitude and the problems and difficulties and conflicts of women employees while performing their job at the work place.
Chapter 4: Small Scale Industries and Women Empowerment in India

This chapter explains thoroughly the overall development of small scale industries in India. In the beginning it highlighted the performance of small scale industries in terms of employment, production of goods and services, export and growth. The chapter also emphasized on the contribution of small scale industries in the development of Indian economy. The chapter includes the prominent role of small scale industries in the development of women employees. It highlights the extraordinary contribution of small scale industries in improving the standard of living of Indian women.

Chapter 5: Profile of Kalyan-Dombivali MIDC area

This chapter explains thoroughly the present scenario of industrial development of SSI units in Kalyan-Dombivali MIDC units. In the beginning it highlights the development and growth of small scale industries in India. Then it moves towards Kalyan-Dombivali MIDC units. Due to their large scale production and providing large scale employment opportunities towards male and female employees, attention is drawn to the production of different kinds of products and labour management system adapted by superiors in the industry.

Chapter 6: Profile and problems of women employees

This chapter is consists the problems of women employees working in Kalyan-Dombivali MIDC areas. For identifying the major problems and difficulties related to women employees in these industrial units, the researcher has taken total 400 women respondent as a sample for the research study, out of which, 200 women
respondent were highly qualified and performing their job at higher level, remaining 200 women respondent were less qualified working at lower level in these units. This chapter is most important chapter of the research study. It points out the theme of research study. Women employees are the focal point of entire research study. A sincere attempt has been made by the researcher to present the position of women employees in Kalyan-Dombivali MIDC units and their problems and difficulties while performing their job duties.

Chapter 7: Analytical study on welfare of women working in SSI of Kalyan-Dombivali MIDC Area

The core objective of this entire chapter is to point out the principles and policies adapted by the management of Kalyan-Dombivali MIDC units and State Government towards the welfare of women employees. It is highlighted that now-a-days women employees are actively participating in various sectors so in order to encourage them; they must get attractive incentives and job securities at their work place. In this way there will be empowerment among women employees.

In this chapter researcher has pointed out that in Kalyan-Dombivali MIDC units more than 400 industrial units are working together. However, the measures adapted by management of each industry towards their male and female employees varies from industry to industry depends upon the nature and size of business.

Chapter 8: Conclusions and Findings

The researcher has gathered all necessary information related to research topic through primary and secondary data and drawn her own conclusions and findings.
The research topic is classified into three major parts. i.e. small scale industries in India, Kalyan-Dombivali MIDC areas and women employees working in SSI of Kalyan-Dombivali MIDC areas. Hence, the researcher has drawn 25 general and specific conclusions and findings on working women in SSI of Kalyan-Dombivali MIDC areas. The researcher also has drawn 20 general and specific conclusions and findings on superiors in Kalyan-Dombivali MIDC areas. The conclusions and findings drawn by the researcher through primary data include industrial visit, questionnaire, personal interviews, survey methods and statistical techniques.

The major findings of the study is based on the analysis and interpretation of primary data and secondary data, with the help of these data researcher has drawn conclusion for the empowerment of women employees, they should get proper promotion and training facilities along with fair wages and salaries. Their problems should be taken at the higher note by the management and it should try to solve the same.

Chapter 9: Suggestions and Recommendations

The summary of findings and conclusions of the study are presented in this chapter. Suggestions and Recommendations which can be implemented by management of various industries working in Kalyan-Dombivali MIDC units in order to improve the job efficiency of women employees at their working units. Suggestions and Recommendations are divided into two categories; General and Specific suggestions and recommendations. The sound and advance measures should be adopted by management of industrial units as well as Government of Maharashtra
State for women welfare practices is suggested by the researcher. The suggestions given in the research study will help policy maker and planner and also Government of Maharashtra.

1.7 Limitations of the study

The study is restricted to Kalyan-Dombivali SSI in MIDC units alone. There are more than 700 industries that are working, including both Phase I and Phase II of this sector, out of which around seven per cent i.e., 51 different kinds of industries producing different types of goods and services are taken for research study. Women employees working in various industrial units are not fixed; therefore eight women employees from each industry are taken for the research purpose, out of which four women employees are working at higher level jobs, whereas four women employees are working at lower level jobs. The segregation of women employees has been made for the purpose of finding problems of women employees working at different level. The problems faced by women working at higher as well as lower level jobs are totally different from each other. The study enables to understand the difficulties and problems of each and every woman employee working in Kalyan-Dombivali MIDC units. However there is a scope to extend the study to the other sectors as well, as the women have now entered in many of the diverse professions.

The women employees and their superiors were selected for data collection on the basis of random sampling. Researcher has made sincere efforts to collect complete and correct data. The study has included various problems faced by women employees such as organizational related problems, social problems and economic
problems, which play an important role in affecting their work performance. However, study does not include family aspects of women employees. The study explores the organizational practices and policies and role of women employees at the work place and their problems as a whole.

1.8 Conclusion

There is considerable increase in the presence of women in SSI units in Kalyan-Dombivali MIDC area in Thane district. The women employees are performing various jobs right from a leader, management executor, and director to an ordinary worker. Women employees have a major contribution in the various functions of industrial organization. Women gain a new experience at every step of their life and of course in this path, education helps women in creation of positive attitude, value and enhancement of capabilities, in terms of installing various skills and knowledge, which in turn provides strength and resistance to women to respond to changing situation adequately and encourage meaningful contribution to the society’s development. Industry organizations need to change their attitude towards women employees. The organizations should provide attractive incentives and facilities for welcoming efficient women work force in their industries. As more number of women attaining higher level of education and due to that women are woken up to the fact that there is no dearth of opportunities. Their mindsets are changing with changing time. Women employees are struggling at every sphere of life for their own identity and finding suitable position in their work and personal life, which is an extraordinary example of women of 21st century.
The researcher has made an attempt to elaborate organizational behaviour towards women subordinates. The problems of women employees have been portrayed in the study. The research study is expected to contribute favorably to career oriented women in the society, industry organizations and developing country like India at large.