Chapter 3

REVIEW OF LITERATURE

3.1 Introduction

3.2 Review of Literature Relating to Women Employees

3.3 Review of Literature Relating to Small Scale Industries in India

3.4 Review of Literature Relating to Women issues in General

3.5 Conclusion
3.1 Introduction

An effective research study is based upon previous knowledge. Hence, after stating the research problem, it is important for the researcher to review the available literature in the specific area of study. This helps to understand the nature and design of the research investigation and provide evidence that the researcher is familiar with what is already known about research problem. Thus, review of literature helps the researcher to eliminate duplication of what has been done.

With the help of information gathered through literature, the researcher can gain insight into the research problem and it will enable her to present the problem in the right perspective. Therefore, many atimes study of past literature provides useful hypothesis to the researcher.

The researcher has undertaken extensive literature survey related to the present study. The present study is “A study of problems of women employees working in small scale industries with special reference to Kalyan-Dombivali MIDC area in Thane District”. The objective of the literature review was to get an insight in the areas of women employees, management association, superiors of women employees
in Kalyan-Dombivali MIDC areas. Accordingly, to achieve the objectives, the researcher has classified the section of review of literature into three categories:

3.2 Review of literature relating to women employees.

3.3 Review of literature relating to small scale industries in India.

3.4 Review of literature relating to women issues in general.

Extensive literature is available related to women employees in small scale industries in India. However very limited literature is found related to women employees in Kalyan-Dombivali MIDC area.

3.2 Review of Literature Relating to Women Employees

There are many books, journals, periodicals, magazines, and websites that have variety of literature on women employees in small scale industries. Hence it is clear that there is increasing research taking place in the area of women employees in small scale industries. The aspects included in this literature review includes problems of women employees such as social problems, economic problems, family problems, organizational problems, dual role of women employees, women working at higher position, women as labourer, women as managers and organizational facility to women employees.

The researcher reviewed the following literature relating to women employees:

Prasad Narendra in his book “Women and Development” explained the importance of women employees at various levels. The book covers all aspects of
women employees. It has elaborated that progress of nation depends upon the
treatment given to its women. It has stated that if we develop the intellect of our
Indian women in all fields then in future our Indian women will be ideal women of
the world.\textsuperscript{88}

Mishra Saraswati in her book “Status of Indian Women” stated the problems
of women employees. The book covers level of status of women employees. However, the contribution made by Mishra on the issues related to the women
employees gives detail information about the status of women employees in our
society. The book covers intelligent conclusions on the same.\textsuperscript{89}

Mahapatra Subhasini in her book “Status of Women towards Empowerment”
has given an idea about critical and pathetic route of women employees life all over
the globe. The book covers significant views of eminent personalities on women
employees. It has elaborated the crucial role of women employees in the development
of our society.\textsuperscript{90}

Pillai Kothari Jaya in her book “Women and Empowerment” has emphasized
that women has to empower by themselves. It has explained that women should
realize the reasons of inequality of women in all sectors and should take strong action
to change their status. The book covers several sections which include the problems of

\textsuperscript{88}Prasad Narendra, “Women and Development”, A. P. H. Publishing Corporation, New Delhi, India,
2007, pp.70-75.

\textsuperscript{89}Mishra Saraswati, “Status of Indian Women”, Gyan Publication House, New Delhi, India, 2002, P.85.

\textsuperscript{90}Mahapatra Subhasini, “Status of Women towards Empowerment”, Rajat Publication, New Delhi,
India, 2006, pp.35-40.
women employees. Pillai Jaya has given a very meaningful contribution towards women employees and intelligent conclusions on the same\textsuperscript{91}.

Chauhan Poonam in her book “Status of Women in India” explained the fundamental rights of women employees with practical application and implication. The book covers several articles on provision for women and children. It has stated that development of any economy is badly affected due to gender differentiation. The book elaborates the treatment of both the sex and its negative impact on performance of women employees at work place\textsuperscript{92}.

Josh Mahesh in his book “Women Rural Labourers” explained the role of women employees in the development of human society. The book covers valuable opinions of different scholars which stated that if we want to move nation towards development, we must first awaken the women. Once she is on the moves, the family moves, the village moves and finally the nation moves. The book covers various dimensions of women employees\textsuperscript{93}.

Irene Tom in his book “Women in Unorganized Sector” has focused on various sectors of economy and their treatment towards women employees. It had given detail information about women employees working in unorganized sector. The partial treatment towards men and women employees, their wage payment system and so on is systematically elaborated in this book. In addition to this, the contribution of

\textsuperscript{91}Pillai Khothari Jaya, “Women and Empowerment”, Gyan Publication House, New Delhi, India, 2003, pp. 25-30.

\textsuperscript{92}Chauhan Poonam, “Status of Women in India”, Manan Publications Private limited, New Delhi, India, 2003, pp. 75-80.

Irene Tom on women employees giving background of unorganized sector. The book elaborated several aspects of women employees in unorganized sector and some intelligent suggestions to minimize the gap between men and women employees\textsuperscript{94}.

Rao Usha in her book “Women in a developing society” has given a clear picture of women employees in developing society. The book elaborates the adverse effects of urbanization on the life of women employees. It has given information of changing scenario of Indian economy, which is unfavorable to women participation in work. Rao Usha contributed meaningful thought on women in developing society and expressed meaningful conclusion on the same\textsuperscript{95}.

Mahajan V. S. in his book “Women’s Contribution to India’s Economic and Social Development” has given detailed information of labour market in India. It has focused on labour market in India which favors men against women. The book elaborated existence of gender inequalities in all sectors on Indian economy. The division of labour is highly based on sex basis. The book covers several parts of labour market in India and suggested valuable measures to minimize the gap between men and women employees\textsuperscript{96}.

Patterson Kathleen in his article, a perspective on the women of today and tomorrow explained the various qualities of women employees. The book stated the capacity of women as they can manage at any level of management, they are having


unique qualities which makes them firm presence in the workforce and leadership. The book covers almost all dimensions of women employees and the qualities possessed by them. The book elaborated that women employees are more superior to men employees at workplace due to their remarkable qualities\textsuperscript{97}.

Banerjee Shruti in her book “Role of Women in Development sector” explained that investing in women’s progress instead of in men’s affairs leads to proportionately greater development. The book covers several sections which stated the various roles performed by women in her life, which makes her more perfect and comfortable at work place. The book also covers reports of World Bank expert panel stressed that whenever the domestic are under control of women, they are more economically and rationally managed\textsuperscript{98}.

Bhatia K. K. in his book “Women in Industry” presented a picture of the trend of Employment in India. According to him equality of women employees is one of the important principles of the democracy and to respect the human rights as also one of the most important condition of social progress. The book covers various decades in which considerable changes have taken place both in regard to the status and employment of women not only in India but also in other countries. It also elaborated an intelligent conclusion on the same\textsuperscript{99}.


Srivastava Gouri has contributed an article on Indicators of gender equality and empowerment, edited in University news, a weekly journal of higher education has made an attempt to examine various indicators that could perhaps map some qualitative indicators related to overall personality development of women employees. The paper covers various qualities possessed by women employees. It has given some important tact to make further development in it. In this regard a life cycle approach has been adopted a practical approach of life of women employees\textsuperscript{100}.

Das Divya in her article work life balance of women professionals edited in Advance in management monthly journal illustrated the current workplace conditions and some of the reasons causing imbalances in work and life. The article covers life of working women and the hazards and problems they face at work and in family life. Factor analysis was performed on the survey and it was found that two factors namely psychological and cognitive factor and organizational climate factor are the causes of work life imbalances among women workers. The book covers a very intelligent conclusion which recommends that organizations may use the insights to mitigate voluntary turnover among women employees and increase the workforce diversity\textsuperscript{101}.


Jaiswal Rajendra Prasad in his book “Professional Status of Women” elaborated the organizational discrimination between men and women employees. He pointed that women face strong prejudice and discrimination at every stage of their professional career. The book covers various aspects of women discrimination and explained how it affects the overall performance of the women employees. It gives an idea about the different profession in which women employees are treated very differently. The book includes excellent suggestion and conclusion which is more practical.\(^\text{102}\)

Singh Indra Bhushan in his book “Rural Development and Women empowerment” stated that women employee’s empowerment leads to overall development of small scale and rural industries. The book elaborated that labour rights to women enhanced social protection, increased work opportunities and all increasing voice can enable women to participate equally in productive employment. It also explained that contributing to women’s development leads to economic growth of the nation. Gender equality linked with women’s empowerment is thus seen as a key aspect of economic growth.\(^\text{103}\)

Nauhatta Block in their book on “Women and Development Planning” emphasized on planning for a micro region aims at optimum utilization of all local resources and human resources including women employees. The book tried to throw light on the socio-economic conditions of the population in general and of women in


\(^{103}\)Singh Indra Bhushan, “Rural Development and Women Empowerment”, Authors press publication, New Delhi, 2005.
particular. It gives an idea about women employees from different section of society involved in different occupation. The book covers various segments of women employees that take into account the entire span of the mortal existence of women.\(^{104}\)

Nath Madhuri in her book “Rural Women Workforce in India”, highlighted the role of women in rural transformation of India. Mrs. Nath has fully justified the inevitability of the effective use of rural women workforce in dynamics of development of rural India. The book covers various problems faced by women employees which will help in making women movement in India more effective and will be proved helpful for women welfare in transitional society.\(^{105}\)

Jyoti Kiran in her book “Women Labourforce and National Product” emphasized on contribution of women employees in national development and growth. The book covers significant characteristics of women employees which make them more comfortable at job place. The author tries to point out the participation of women employees at different level. The book explained adverse effect of gender based discrimination on the overall performance of women employees. It also stated the various problems faced by women employees are more practical and reliable.\(^{106}\)

Ester Boserup through her book “Women’s Roll in Economic Development” drew attention to women’s contribution to agriculture and industrial development. Mrs. Ester highlighted the way in which development policies and processes from


colonial times onwards had been biased against women. The book covers state wise scenario of women in industrial occupations. It expressed excellent ideas and insights particularly on the gender division of labour and what motivates actors in development are still very relevant\textsuperscript{107}.

Reddy Raghunadha C. in his book “Changing Status of Educated Working Women” elaborates the journey of women employees from World War II till today. He also focused on women participation in various occupations at different stages. The book covers various dimension of women employment and includes important reasons due to which women joined at different field. The book also elaborates unique qualities that posses by women employees which helps to identify their potential and appropriateness at work place\textsuperscript{108}.

Aventurin Elzea in her paper on the Division of Labour and Sexual Inequality-The role of educated women presented in the book “Women Worker’s and Society” published by Helvi Sipila elaborated the inequalities between men and women employees in various fields. The book covers country wise treatment towards women employees. It tries to focus on various problems faced by women employees at home as well as workplace. It also includes intelligent conclusion which is more practical and reliable\textsuperscript{109}.


UN and ESCAP published a book on “Young Women Workers in manufacturing United Nations” recognized that there is a special need to consider the role of women in the development process. The study focused on the problems and issues faced by a specific group of youth and women workers in manufacturing industries of rapidly developing countries of Asia and the Pacific. The book stated that working women have dual socio-economic roles, i.e., one role directly in the formal production system and as unpaid domestic labour in the family and household and a second role in reproduction. The book covers almost all the segment of women worker working in manufacturing sector.\textsuperscript{110}

ILO and UNCTC organized an International Labour conference on women workers in the changing world. The conference participants explained general observation of Government of various countries on employment of women and expressed their views on the same. The conference report focused on problems and proposed solution connected with the employment of women with family responsibilities that are applicable to other group of workers.\textsuperscript{111}

Bharadwag Sangeeta in her book “Gender Social Structure and Empowerment” explained the regional variations in female workforce participation in India. Bharadwag Sangeeta also emphasized on the effect of cultural factors on female employees. The book covers social, economical and various other circumstances in which women are living and tried to focus on the adverse effects of


it on the lifestyle of women employees. It also includes valuable conclusion on development of women workforce participation in India112.

Ababsheibani Reza G. in his book “Gender Wage Differentiation in Brazil” has elaborated the wage payment system adopted by SSI’s in India and Brazil. He has aimed to cast light on change in wage payment at the end of 1980, sum an average men were paid 300 percent more per hour than women but ten years later this gap has narrowed to 33 percent which is a considerable achievement. The book covers various segment of wage payment implemented by India and Brazil while paying their men and women employees113.

Goetz Anne Marie in her book “Women Development Workers” has emphasis on the problems of women workers in various countries. The women employees working in different countries are facing similar kind of problems, they are underestimated at the work place enough though they are having sufficient level of knowledge, skill, and training; they are given less importance at their work place. This book looks at the background of women development agents and compares them to their male colleagues in terms of their class, education levels, and marital and family situations. It explores their motivations for working in development, and it records the way they first reacted to their jobs. The book also elaborates how women development agents react to the tremendous amount of criticism they face about their high mobility and their work with poor women, and consider the ways they construct


their personal identities in reaction to the stigmatizing nature of their non-conventional roles. The book covers majority of problems faced by women employees in a systematic manner. It includes valuable suggestions and conclusion on the same. 

Bergmann Barbara in his book “The Economic Emergence of Women” has emphasized on the work performance of women employees indifferent centuries. The book has explained about difference in status and opportunities between today’s women and those of the 1800s appear enormous. Higher education is now as available to them as to men. Women’s confidence and self esteem are far higher than in the past. More kinds of jobs are open to them. Women don’t have to stay at home after they marry, isolated from business, the professions, the chance to earn money. The book also focuses on the other side of women employees, today women still are at a considerable economic disadvantage relative to men. Marriage still is the only route to parenthood that promises a comfortable life. And women still have poorer access to good jobs than do men. The book also confines the opinion of working women who believes that they are unjustly treated despite the continued insistence of some academic economists that the job market is perfectly fair. Women’s groups, along with some unions, are demanding pay equity, that means pay scales be revamped to raise the wages paid in the traditionally female occupations. And increasingly

---

women are trying to overcome the barriers to jobs that have been off-limited to them. The book also included meaningful conclusion.\textsuperscript{115}

Jose A. V. in his book “Women Workers in Rural India” has analyzed the structure of women’s labour force participation in India. A general theme which runs in the entire book is that increase in worker participation rates of women, especially within the non-agricultural sectors of the economy, marks a major turning point in the evolution of labour markets and that such an increase is concurrent with a dynamic growth process within the economy. The book take a closer look at the structure of women’s labour force participation in various regions of India with a view to assessing the determinants as well as the consequences of their entry into the labour force. The main thrust of the studies is to identify factors and force which impede the development of labour markets and thereby highlight the case for public policies which can promote the entry of women into the labour force, in particular into the more skill intensive sectors of the labour force. The book helps to understand the extent and nature of female labour participation and wages in the context of the different agro-climatic regions, cropping patterns and population composition in rural Maharashtra, during the period from early 1970s to the early 1980s. The book also confines appropriate conclusion on it.\textsuperscript{116}


Sen Smita, in her book “Women and Labour in Late Colonial India” has elaborated the history of laboring women in early twentieth century’s considers how social constructions of gender shaped their lives. The book demonstrates how in contrast to the experience of their male counterparts the long term trends in the Indian economy devalued women’s labour, establishing patterns of urban migration and changing gender equations within the family, the author relates these trends to the spread of dowry giving, enforced widowhood and child marriage. The book provides insight into the trials and tribulation of poor urban women who were often perceived as prostitutes by the middle classes and upper echelons of society. The book has made a significant contribution to the understanding of Indian social and economic history and to notions of gender construction. The book added valuable suggestions and conclusion on the same.\textsuperscript{117}

Audrey Hunt in his book “Survey of Women’s Employment” has elaborated the Government Social Survey on behalf of the Ministry of Labour. The main purpose of the survey was to elucidate the reasons why women, particularly married women, enter or do not enter the labour market and to what extent their decision might alter with circumstances. Secondly, it sought to find out how far women in employment are employed to their full capacity, with regard both to the hours worked and to their qualification and training potential. The Report appears in two volumes. The first contains the text describing and commenting on the finding. It can be read on its own.

\textsuperscript{117}Sen Smita, “Women and Labour in Late Colonial India”, Calcutta University publication, Calcutta, 1999.
The second volume contains the tables on which the text is based. These give more detailed information about women employment\textsuperscript{118}.

Kaur Satnam in her book “Women in Rural Development” has emphasized on the role of women in process of development of rural area. The book stated that in India, the economic roles played by women reveal clearly distinct trends. In traditional village community, women played a distinctive and challenging role in the process of earning a livelihood by participating in both production and marketing of agricultural and handicraft products. The book also covers various areas in which women are performing valuable role in its development, e.g. in tribal societies of Arunachal, Tripura, Mizoram, Assam, Meghalaya and Manipur, where ‘Jhuming’ a form of shifting cultivation is generally practiced, women workers play an important role in agriculture. The book focuses on the various tasks performed by women employees such as they clean the Jhum land, sow seeds and harvest the crops. Throughout the Himalayan region, the major role in agricultural production is played by women. With terraced cultivation the men’s activities increased as they usually undertake ploughing, but women engage in all other agricultural activities. In the world of modernization, the book also provides some guidelines for integrating rural women in development process. The valuable conclusion and suggestion are also given on the same\textsuperscript{119}.


Rathaur Manjula in her book “Unmarried Working Women, Marriage and Career” elaborates the orientation of unmarried women toward marriage and career. The book explains about marriage that provides a series of traditional and exclusive roles for women in India. And career, on the other hand, is for them the modern and secular source of the new female roles. The book has stated that marriage is the biosocial necessity for women as well as for the society. It is considered as absolute necessity for the society in the sense that continuity of the social structure can be insured only through the recruitment of new members which takes place via this institution. It is because of this reason perhaps that society has always placed a great social value on women, placing many restrictions on them, and assigning them roles within the four walls of the house as wife, mother, daughter and house-wife. Such traditional assignment of role had deprived the Indian women of many rights and privileges which her male counterpart enjoyed. The book tried to touch various aspects related to women employees in a very systematic manner. The book also includes meaningful conclusion on the same120.

ILO and UNCTC published book on “Women and Work: Overseas Practice” stated the position of women in employment and their wider role in society which became a matter of public discussion in many countries. The book examines some of the factors which have contributed to the increasing awareness of the problem and discusses the approaches of some other countries. The book also included the details about the initiatives taken by governments in the United States, Canada and Sweden.

The book is not intended as a definitive study, but rather an indication of current trends and thinking illustrated selectively with examples from Europe and North America. The entire data in the book is based on information collected by an study team in the Department of Employment which was examining problems relating to women and work. The book elaborates the summary of the case against the American Telephone and Telegraph Company and is included as the example of the working of the legislation in an actual company. The guidelines drawn up by the Equal Employment Opportunities Commission are reproduced in full at the end of the book, whereas valuable conclusion is also made on the same121.

Chauhan Indira in her book “Pudrah to Profession” elaborates the various kinds of work performed by women since the evolution of the human species, women have been entrusted with certain types of work. The book has stated number of examples which indicated that women employees always support their family by working in one or different work. The book has given an idea of primitive society, when men fought, hunted and went to the sea, while women engaged in less dangerous and more circumscribed occupations. This basic division of labour illustrates the force which probably operated to give human society its orientation towards a division of activities between men and women. The book also tries to focus on the modern industrial era which has witnessed a tremendous change in the character of work assigned to women. The book has given clear idea of several advantages of employment towards the women as well as their family however it has given brief notice about some of the disadvantages of employment to the women. The

book includes valuable suggestion as well as given meaningful conclusion on the same\textsuperscript{122}.

\textbf{3.3 Review of Literature Relating to Small Scale Industries in India}

For the literature survey regarding small scale industries in India, the researcher has found a lot of information from the journals, books, periodicals and magazines. The source of information included various aspects relating to small scale industries which have been incorporated in the literature review. These aspects includes small scale industries reforms, development of small scale industrial units, entrepreneurship and management of SSIs, production process of SSIs, importance of SSI units in Indian economy, employment opportunity of SSI units in rural as well as urban areas, various problems of SSIs in India, Government report on SSIs, comparison of SSI unit to big entrepreneurship, Globalization and its impact on SSIs, modernization and healthy growth of SSIs.

The following literature review was done by the researcher relating to small scale industries in India:

Narasaiah Lakshmi in her book “Small Scale Industry” has given detailed information about the procedure of small scale industrial unit. It has explained that small scale industries contribute significantly to the straightening of the industrial structure. It serves as seed beds of entrepreneurship. They serve the developing economy not only by their output of goods but also by functioning as a nursery of

\textsuperscript{122}Chauhan Indira, “Purdah to Profession”, B. R. publication, New Delhi, 1986.
entrepreneurial and management talent. The book stated that the role of small scale industrial units is of decisive importance in any economy. According to Narasaiah Lakshmi such industries lead to the creation of employment opportunities as a dispersed basis not only in large cities and towns but also in smaller towns and far flung regions. The book covers various suggestions to remove problems of unemployment from rural as well as urban areas.

Soundarapandian M. in his book “Small Scale Industries” stated that today, small scale industries form the backbone of a developing country like India. They have become an effective weapon in bringing into existence a harmoniously balanced integrated socio-economic order in our economy. The book covers different role of small scale industry units that is most significant both in respect of employment and value added particularly in developing economies. It has been explained that the proper management and effective utilization of local resources for the development of industries provides the way for the expansion and strengthening of small scale industrial units. The book covers intelligent conclusion on small scale industrial units.

Rao R. V. in his book “Small Scale and the Developing Economy in India” emphasis that the development of small scale industries, facilitates effective mobilization of resources of capital and skill, particularly in the countryside which otherwise remain unutilized. The book stated that small scale industries offer the best

---

method of promotion of new entrepreneurs and ensures an equitable distribution of the nation’s income. Rao R. V. explained that small scale industrial development offers the best solution to the problem of urbanization. The book covers almost all qualities of small scale industrial units certainly accelerate the production of a large number of consumer goods and simple producer of goods, increases the employment potential and stimulate a faster growth of skill and entrepreneurial talent\textsuperscript{125}.

Desai Vasant in his book “Problems and Prospects of Small Scale Industries in India” gives us a brief idea about the problems faced by small scale industries in India. It has given a clear idea of most of the small scale industries in India that are operating under certain handicaps such as shortages of raw material, inadequate technical knowledge, lack of technical counsel, inadequate infrastructure, inadequate capital and credit, inadequate distribution systems, lack of facilities for market analysis and lack of scientific management. The book covers the growth strategy of small scale industries of last three decades. It also gives a valuable conclusion that small scale industry can only flourish if it is in a position to respond to the demands of those participating in it and of the general community\textsuperscript{126}.

Jachi Ahmad in his book “Financial schemes for Small and Medium Enterprise” examined the role of finance in the development and growth of small and medium enterprises in view of the pressures of economic globalization. He stated that small and medium enterprises require modest amount of capital to generate


proportionately larger employment opportunities to stimulate economic activity within a country and to distribute the benefits of economic development. The studies of Jachi Ahmad review how financial schemes enable small and medium enterprises to gain better access to source of finance\textsuperscript{127}.

Prasain G. P. in his book “Small Scale Industries and Entrepreneurship” stated that more recently enhancing small scale industries has been viewed as an effective way of fostering the private sectors contributions to both growth and the enquiry objectives of development. Small scale industries are found in existence in every country. He elaborates that they play a key role in the industrialization of developing countries due to providing immediate large scale employment and have a comparatively higher labour capital ratio. The book covers various distinctive features of small scale industry and include intelligent conclusion on the same\textsuperscript{128}.

Giaoutzi Maria in her book “Small and Medium size Enterprises and Regional Development” stated that in recent years the small and medium sized enterprises has become a focal point of scientific and policy interest. He explained it is sometimes uncritically widely believed that this sector contains the rejuvenation potential that is necessary for revitalizing the industrial and service sector in our stagnating economics. The book elaborated that small and medium sized firms are as vehicles for regional development of the country\textsuperscript{129}.


Hashim S. R. has contributed an article on Nature of Small Scale Industry and Its Development Role in the book edited by Suri K. B. on “Small Scale Enterprises in Industrial Development”. The Indian Experience. The book deals with several articles on small scale industry. However the contribution of Hashim S. R. on small scale industry gives prehistory of the small scale industry sector. The paper covers several dimension of small scale industry with practical application and implication. It covers intelligent conclusion on the small scale industrial units\textsuperscript{130}.

Nanjappa K. L. in his Government Report on small scale industry has given detail information on development of small scale industrial units. It gives an explanation of obligation on the part of public authorities and also covers historical development of small scale industry concept. The report consists state wise growth of small scale industries in India. It has clearly explained how small scale industry sector has been making its due contribution to economic growth in terms of National income, Industrial production, Employment and such other opportunities\textsuperscript{131}.

Desai Vasant in his book “Organization of Management of Small Scale Industries” has elaborated detail information of small scale industries. The book covers various aspects of small scale industry sector. The importance of small


industry in Indian Economy is clearly narrated and include intelligent conclusion on the same\textsuperscript{132}.

Batra G. S. in his book “Entrepreneurship and Small Scale Industry’s has pointed on Government policy towards small scale industries. The book stated liberalized Government policy has brought better co-ordination between small sectors. The book covers various sectors of small industrial units. Batra G. S. elaborated different policies offered by Government of India for betterment of small scale industry sector\textsuperscript{133}.

Desai Vasant in his book “Organization and Management of Small Scale Industries” has stated Global view on small scale industrial unit. The book covers valuable definition on small scale industries prevalent in some countries for instance ECAFE, Italy, Ceylon, Japan, Philippine, Netherlands and so on. It also narrated the structure of small scale industries and added intelligent conclusion on the same\textsuperscript{134}.

Desai Vasant in his book “Small Scale Industries and Entrepreneurship” has elaborated the significance of smallness. The various advantage of smallness has explained in most appropriate way. The book covers benefits of small scale industries which differentiates them from medium and large manufacturing units. It provides


Review of Literature

detail information of small industry and its unique advantages not only for society but also to Indian economy as a whole\textsuperscript{135}.

Khan R. R. in his book “Management of Small Scale Industries” has pointed on small scale industry and its vital role in our Indian economy. He has elaborated significance of small scale industry in any country where labour is abundant and capital is scare. The book covers various segments of small scale industry and contributes very excellent views on the same. It also stated an intelligent conclusion on small scale industry which is more practically implemented\textsuperscript{136}.

Desai Vasant in his book “Management of Small Scale Industry” stated that small scale industries offered a number of incentives towards the development of Indian economy. It covered various facilities provided by small scale industries specifically the facility of transformation of a traditional technology into a modern one which is characterized higher standard of living and higher income. It focused on present changing scenario of small scale industrial units\textsuperscript{137}.

Desai Vasant in his book “Management of a Small Scale Industry” has elaborated the growing need of small scale industries in the future period on time. He pointed that unique ability of small business to move quickly on an idea and innovate and implement many times faster than large business organization. The book covers


comparative study of small scale industrial unit to big entrepreneurship. It also stated excellent suggestions and intelligent conclusion\textsuperscript{138}.

Vepa Ram K. in his book “Small Industry” has emphasized on importance of small and cottage industry not only in India but throughout the world. He stated small scale industry as a useful vehicle for growth in the former as complementary to the large industry. The book covers various important advantages of small scale industries specifically creation of new employment opportunities on the wide scale in the shortest period of time, improvement in the standard of living, higher productivity, higher income and development in Indian economy\textsuperscript{139}.

Mascarenhas R. S. in his book “Entrepreneurship and Management of Small Scale Industries” has elaborated that small scale industries are the backbone of the Indian industrial structure. He pointed the crucial role played by small scale industries in the process of economic development by value additions, equitable distribution of national income, mobilization of capital and entrepreneurial skill and contribution to export earnings. The book covers various aspects of small scale industry sector and also includes intelligent conclusions on the same\textsuperscript{140}.

Vyas Jay Narayan in his book “Small Scale Industry” has focused on present scenario of small scale industry. He stated that small scale industries are expected to facilitate mobilization of resources of capital and skill which will help in raising the


\textsuperscript{139}Vepa Ram K., “Small Industry”, Vikas publishing house, New Delhi, 1983.

level of earning and standard of living of a large number of artisans, craftsmen and entrepreneurs. The book covers various advantages by investing in small scale industrial units particularly prevention of concentration of economic wealth and power in the hands of few authorities\textsuperscript{141}.

Tyabji Nasir in his book “The Small Industries Policy in India” has emphasized the small scale industry as an historical product of the nationalist movement, specifically of one of its major ideological constituents Gandhism. The book covers historical background of small industries and development taken place in it. It gives an idea of process of self-sustaining industrialization pre-supposed a growing market for machinery and basic consumer goods. It stated intelligent conclusion which is practically implemented by number of small scale industrial units\textsuperscript{142}.

Bhattacharya Sibnath in his book “Development of Small Scale and Cottage Industries” explained distinctive characteristics of small and cottage industries. He stated various qualities of small scale industries which make them different from medium and large scale organization. The book covers different features of small scale industries specifically employment generator, equitable distributor of national income, regional dispersal of industries and so on. It also includes intelligent conclusion on small industry\textsuperscript{143}.


\textsuperscript{143}Bhattacharya Sibnath, “Development of Small Scale and Cottage Industries”, Gupta B. V. publication, New Delhi, 1986.
Baporikar Neeta in her book “Entrepreneurship and Small Scale Industries” has pointed on importance of small industries in development of national income. The book covers various developmental programmers related to Indian economy in which small scale industries plays a very prominent role. It determines almost all aspects of small industries. It gives clear idea about contribution made by small scale industry in Indian economy. It also stated intelligent suggestions and conclusion on small scale industry.

Deshpande Manahar in his book “Entrepreneurship of Small Scale Industries” has explained significance of small scale industries. He also stated functions of small scale industries in the process of industrialization in both developing as well as developed countries. The book covers various roles performed by small scale industries in the field of technology of production, automation and mass scale production. It gives an idea about organizational structure and legal framework of small scale industrial units.

Massod Rana Zahra in his book “Globalization and Its Impact on Small Scale Industries—an Analysis” has elaborated that the small scale industries as a powerful instrument for socio-economic growth and balanced sectarian development. The book covers distinctive characteristics of small scale industries specifically skill development and better utilization of scare financial and other resources. It also covers rules and regulations governing small scale industry. For instance State


Industries Acts, The Factories Acts, 1948, Shop and Establishment Act, Payment of Wages Act and so on\(^\text{146}\).

Sivayya K.V. in his book “Indian Industrial Economy” has emphasized on the legal framework and working condition of small scale industrial sector. He explained different managerial procedure especially production management, financial management, marketing management etc. of small scale industry. The book covers various aspects of small scale industry and includes intelligent conclusion on the same which is practically applied in number of small scale industries in India\(^\text{147}\).

Rao R. V. in his book “Cottage and Small Scale Industries and Planned Economy” has elaborated the valuable views of eminent personalities on small scale industrial units. He stated a number of concessions, reliefs and incentives that are offered by the Central and State Government in India to the small scale industries for fulfillment of the important objectives of economic development. The book narrated various distinctive characteristics of small scale industry sector. It also contributes intelligent suggestions and conclusions on it\(^\text{148}\).

Anil Hattangdi in his book “Bankers Handbook on the Small Scale Industry” has given information regarding the historical background of Bankers policy of providing finance facilities to the large scale industries. He further elaborates that the


small scale industry was denied even the minimum of assistance because of the innumerable difficulties in financing them. The book identified many problems which need to overcome in extending financial assistance to this sector and has suggested ways to overcoming them\textsuperscript{149}.

Evaluation Report of Government of India on working group of “Small Scale Industries” has given detail information of small scale industries programs. It stated steps taken by Central Government and State Government for the development of small scale industry. The Report has elaborated the role of State and Central Government towards small scale industry especially supply of finance, raw material, coal, power, workshop space, issue of import license, supply of machines, and training of technicians to enable the small industrial units to assist more effectively and efficiently\textsuperscript{150}.

McKinnon Robert in his book “Small Firms and Their Problems” explained past and present scenario of small scale industries and the various problems faced by them in different situation. The book covers valuable views of experts in the field of industrial units for the development of small firms and recommendation for solving problems faced by small industry sector. It has also given advantages of smallness to small firms and society and how to utilize it for further growth and development. The


book elaborates various dimension of small scale industry and provide intelligent conclusion on the same.\textsuperscript{151}

Nanjundan S. in his Report on “Economic Research for Small Industry Development” has given guidance for promoting industrial growth in the newly industrialized countries. It provides solution to problems related to the modernization and healthy growth of small scale industry. The book elaborates that small manufacturing units should be encouraged and assisted to adopt up to date methods of production and business management so that it can play a constructive role even in countries already industrially advanced and in newly industrialized countries\textsuperscript{152}.

Philip A. Nick in his book “Small Enterprises Development Policies and Programs” has given plenty of information about how to make development and growth in small scale enterprise and for that which policies and programs should be adopted. The book covers almost all aspects of small scale enterprises. The book also elaborates importance of small enterprise in development of Indian economy. It has given intelligent conclusion on small enterprises\textsuperscript{153}.

Purushotham P. and Rao V. M. in their book Employment Potential of Rural Industries has given an idea of employment in rural small industries as compared to cottage industries. The book covers country wise study under its large research project on employment and income potentials of rural industries in India, Indonesia, Kenya,

\textsuperscript{151}McKinnon Robort, “Small Firms and Their Problems”, Aim publication, New Delhi, 1974.


Malaysia, Pakistan, Philippines, Sri Lanka, Thailand and Vietnam. The book elaborates a comparative study of small scale industry in various countries and provides valuable information of growth of small scale industry sector throughout the world\textsuperscript{154}.

Ryan F. A. in his book “Efficiency for Small Manufacturer” has explained efficiency is the best method of doing any things. He pointed that the only method which enables to find out the right way to do work. The book elaborates that efficiency in factory can do more than anything else in promotion peace and prosperity. The book also covers valuable definitions on efficiency which is stated that for small scale industry efficiency is the highest percentage of result with the lowest percentage of trouble. The book covers basis of efficiency movement for small scale industry\textsuperscript{155}.

Sharma A. P. has introduced a census report of small scale industrial units present and analyses data by broad areas of interest viz. dispersal of units, inputs like materials, fuel and electricity ratios. The report covers industry wise, product wise dispersal of units by state. It has given detail information of consumption of selected raw materials by major consuming industries and investment in fixed assets. It also


explained investment in plant and machinery and employment by specific stabs. It also indicates and analyzed important features of small industry\textsuperscript{156}.

Gunaji P. B. in his book “Role of Organized Industry in the Effective Development of Small Scale Industry” stated that large industry engaged in various activities aimed at the growth of rural and small scale industries as a part of an extensive rural development programme through adoption of villages or by way of ancillarisation of small scale units in urban, semi-urban or rural areas. The book elaborates that involvement of the large and medium scale industrial units in those activities will help the development of village and small scale industries should be regarded as an integral part of the overall growth of the large scale units rather than merely as an adjunct to their normal business activities\textsuperscript{157}.

Nyan U. has introduced a bulletin on small scale industry unit which promoted for interchange of information and ideas and to stimulate interest and thinking on the various aspects of small industry promotion and development. The bulletin includes the data and information compiled by small scale industrial units. The bulletin also includes various articles contributed by Government agencies, technical correspondent and individual small scale industry experts from countries both inside and outside the region on small scale industry\textsuperscript{158}.


Working Group on small scale industry has introduced Evaluation Report on small industry explained country wise number of working group of small scale industry. It covers details of employment opportunities offered by small industry. The report also covers Karve Committees report and the steps taken by State and Central Government by offering credit facilities, supply of raw material, training programmes to employees of small industry\textsuperscript{159}.

Economic and Social Commission for Asia and the Pacific has published small industry bulletin for Asia and the pacific provides country wise detail information of number of small scale industrial units, their output, employment rates, export ratio and so on. The bulletin covers important data and other related information compiled by small scale industry sector. The ideas and views expressed by author and contributor are very specific and practical\textsuperscript{160}.

Vepa Ram K. in his book “Small Industries in Japan” explained the development of small scale industries in Japan and India. The book covers comparative study of Indian and Japan’s small scale industry units. It has includes various advanced views which is helpful for Indian small scale industries to make further development. The book also analysis the techniques adopted by Japan’s small scale industries in their working procedure and accordingly provides guidelines to


Indian small industrial units. The book covers various dimensions of small scale industry units\textsuperscript{161}.

Alexander P. C. has introduced UNIDO Monographs on Small Scale Industrial Development which has given detailed information of small scale industries in India. The Monograph covers social, economical and technological objectives of promoting small scale industries. It also explained different programmes launched by Government of India for further development of small scale industries and to facilitate healthy growth of enterprises in this sector\textsuperscript{162}.

Stepanek Joseph in his book “Small Industry Advisory Services” deals with one of the most important instruments for upgrading small scale industry. The book is addressed to those charged with planning, administering or executing economic development programs, especially in the newly industrializing countries. The book provides guidelines to officials in government departments of industry, leaders of productivity centers, industrial consultants, educators for business and industry, technical assistance experts, and others concerned with the practical problems of promoting industrial growth and industrial efficiency\textsuperscript{163}.

Gunaji P. B. in his book “Role of Organized Industry in the Effective Development of Small Scale Industry” stated that large industry engaged in various activities aimed at the growth of rural and small scale industries as a part of an


extensive rural development programme through adoption of villages or by way of ancilarisation of small scale units in urban, semi urban or rural areas. The book elaborate that involvement of the large and medium scale industrial units in those activities will help the development of village and small scale industries should be regarded as an integral part of the overall growth of the large scale units rather than merely as an adjunct to their normal business activities\textsuperscript{164}.

Small Industry Bulletin published by Economic and Social Commission for Asia and the pacific provides country wise detail information about number of industrial units, their output, employment rates, export etc. The bulletin covers various articles contributed by small scale industry experts, government agencies from countries both inside and outside the region on small industry sector. The bulletin includes data and other related information compiled by the small scale industries section, division of industry and natural resources, ECAFE\textsuperscript{165}.

Teruhiku Iwatake in his reports on “Japanese delegation on Small Scale Industries” has stated that the efforts that have taken by Japanese on small scale industrial units and development taken place in Japanese small scale industries. He also elaborates a comparative study on Japanese and Indian small scale industries. The report gives valuable information on the measures taken by Indian Government


for development of SSI’s in India. It also focused on obstacles on development of SSI in India and provides important suggestions to eliminate it\textsuperscript{166}.

Chatterjee Anup in his book, “Industry and Infrastructure Development in India since 1947” have emphasized on the development taken place in the field of industry since independence. The first part of book contain trace development in different aspects of industrialization during the post independence period, it explain key reform measures undertaken for making Indian industry internationally competitive. The book also deals with various factors of infrastructure development in India and finally book elaborate year wise review of problems, policies and progress of small scale industry and infrastructure in India\textsuperscript{167}.

Desai S.S.M. in his book “Industrial Economy of India” has emphasized on economic development that has taken place in India during the post independence period. He stated that the rapid industrialization in the country which has lifted India an insignificant position on the eye of independence to a position of one among the top ten or fifteen highly industrialized countries in the world at present. The book covers various decades in which development of industries has taken place in India. It included specific suggestions and meaningful conclusion on the overall development of small scale industries in India\textsuperscript{168}.


Kapila Uma in her book “Indian Economy since Independence” focused on a comprehensive and critical analysis of the Indian economy since independence. The book covers latest development taken place in the small scale industry from time to time. It includes Indian experience of promoting small scale industry over last four decades and the background of the Indian development system with special reference to small industry. The book added intelligent conclusion highlighted the growth and diversity of small scale industry in India\textsuperscript{169}.

Dutt Ruddar in his book “Indian Economy” has emphasized on the significance of small scale industries in the development of Indian economy in the terms of output and employment opportunity. The book covers some important parameters of SSI in India. The book focus on the Government measures to prevent sickness of small scale industries and policy and programmes to remove disabilities of it. The book specifically added suggestions and valuable conclusion on it\textsuperscript{170}.

Agrawal A. N. in his book “Indian Economy-Problems of Development and Planning” explained the significant role of SSI in the progress of Indian economy and securing great potential for the future development of the economy. The book stated various problems facing by SSI units, it also describe remedial measures taken up by Government of India in respect of growth of SSI units. It also contributed appropriate conclusion on the importance of small scale industries in India\textsuperscript{171}.


Chatterjee Anup in his book “Sixty Years of Indian Industry” has emphasized on the development taken place in Indian Industry during post independence period. It explains the key reform measures undertaken for the development of industry in the wake of economic liberalization. The book stated several advantages of small scale industrial unit and explain how it occupied a prominent place in the overall strategy of industrial development in India. The book focus on various problems facing by small scale units and also elaborate on recent policy initiatives taken by Government of India for promoting small industries. An intelligent conclusion also added on the same

Sivayya K. V. in his book “Indian Industrial Economy” has special emphasized on highlighting the development that take place in the industrial economy of India during the planning era. The book covers the various dimensions of small scale industries. It elaborates the exact place of small scale industries in Indian economy. It also focuses on difficulties facing by small scale industries. The overall performance on small scale industry framed in systematic manner. The book also stated the number of programme undertaken by Government of India for rapid growth of small industries

Ray S. K. in his book “The Indian Economy” presented analysis of all vital sectors of the Indian economy such as resources, population, agronomy and industry whereas transport, energy and the remaining infrastructure on the other hand. The

book probes issues like economic dimension, land and tenancy reforms, inflation and banking structure and international monetary system and their impact on Indian economy. It also distinguishes the organized large and medium industries to modern small scale industries and unorganized traditional industries. The book elaborates the performance of small scale sector and its problems at different level. It contribute valuable conclusion on it\textsuperscript{174}.

Lahiri Keka in her book “Small Scale Industries” emphasized on importance of small scale industries as it occupy major share in Indian economy in term of production, employment and export sector. The book explains overall performance of small scale industries in India and also focus on challenges faced by them after liberalization. The book covers number of articles presented by eminent experts on small industries. It also elaborates the scope and success of small industry sector and contributed valuable conclusion on it\textsuperscript{175}.

Patil Luxman in his book “Economics and Management of SSI” elaborated that small scale sector has emerged as a dynamic and vibrant sector of Indian economy. The book emphasis on the importance of SSI sector. It further stated that India is highly populated country day by day and unemployment figure is raising and job opportunities not growing, so in order to fill this huge gap it is need of the hour to enlighten the small scale sector so the educated unemployed person will self employ themselves by setting of SSI unit. The book covers various segment of small scale


sector such as financial assistance from financial institutions, problems facing by SSI units like financial, marketing, raw material, technology and management. The book contributes appropriate suggestions and conclusion on it\textsuperscript{176}.

Mukharji A. K. in his book “Economics of Indian Industry” has emphasized on historical background of industries existing in India. The book covers various elements of small scale industrial sector, it highlighted on the growth and development of small industries over a period of time. It also elaborates the role of Five Year Plans for assessment of industrial development. The book contribute conclusion on the basis of major share of small scale industrial in national income\textsuperscript{177}.

Batra G. S. in his book “Industrialization: New Challenges” emphasized on liberalization and globalization and its impact on small scale industrial development in India. The book stated the role of liberalization policy for achieving improvements in industrial sector in India. It also covers number of relevant articles which focused on the overall growth and development of small industrial sector. The book explains about performance of state financial corporation in the growth of small sector and it highlighted causes of industrial sickness and measures adopted overcome out of it. The book elaborated the role of RRBS in the development of rural industrialization\textsuperscript{178}.

Barthwal R. R. in his book “Industrial Economics” has focused on various international dimensions of industrialization. It covers the historical background of


the small scale industrial units existing in India. The book covers important aspects of Government regulation of industry. It provides information about several legislation acts have been passed by the parliament for industrial growth. It stated the general determinants of industrial location. It also contribute intelligent conclusion on it\textsuperscript{179}.

Balasubramanyam V. N. in his book “The Economy of India” has emphasized on various sectors and its contribution in development of Indian economy. The book covers several aspects of the manufacturing sector particularly industrial structure, growth performance, production efficiency of the state owned enterprises employment generating capacity, capital formation in this sector. It also highlighted the various advantages of industrial sector for getting foreign currency from export of various commodities. The book contributes appropriate suggestions and valuable conclusion on the same\textsuperscript{180}.

Mathur B. L. in his book “Rural Development and Co-operation” has emphasized on the industrial development taken place in India since 1951. The book covers various segment of small scale industrial sector. The book highlighted on importance of industrial development in the growth of Indian economy. The book covers the present status of small sector in the marketing field. It focus on role of first Five Year Plans for industrial development, it also added valuable conclusion on it\textsuperscript{181}.


\textsuperscript{181}Mathur B. L., “Rural Development and Co-operation”, RBSA Publisher, Jaipur, 2000.
Pahwa H.P.S. in his book “Sick Industries and BIFR” pointed out that when industry becomes sick or financial weak then in order to overcome it which measures undertaken by the Government of India under Act 1985. The book elaborates several acts introduced by Government for making industrial unit financially strong. The book provides guidelines for rehabilitation of small scale industrial sector. It also focuses on the relief and concessions extended by banks and financial institutions to potentially viable sick SSI units under rehabilitation. The book contributes intelligent conclusion on it\textsuperscript{182}.

Michael Tadaro, Stephen Smith in their book “Economic Development” focused on the economics of development in Africa, Asia and Latin America as well as transition country of East Europe and the former Soviet Union. The book is organized into four parts in systematic manner. The first part emphasis on the nature and features of development and underdevelopment and its various manifestations in developing nations. The book also elaborates on major development problems and policies undertaking at domestic and international level. The book covers all the segments of economic development. The book added valuable suggestion and appropriate conclusion on it\textsuperscript{183}.

Datt Gairaand Mahajan Ashwini in their book “Indian Economy” emphasized on historical growth in Indian economy. The book covers various contents such as rational and philosophical basis of Indian planning, growth of industrial policy, growing role of the public sector in Indian economy. The book also elaborate survey


of the Indian economy at macro level mainly includes agriculture sector, industrial sector and tertiary sector of Indian economy. The book has also informative in the terms of large scale enterprises, small scale enterprises and the problems of industrial finance and management. The intelligent suggestions and meaningful conclusion are contributed in it.\(^{184}\)

Chaturvedi D.D. in his book “Business Economic: Theory and Applications” emphasized on modern business organization in detail and their problems and complex. It also provides appropriate solution on it. The book included various economic theories on small scale industrial sector, scope of business economics; it also stated the different part of business organization such as production, marketing, sales and so on. The book provides lots of information of small business organization in terms of development of Indian economy. The book contributes intelligent conclusion drawn on the part of modern business firm.\(^{185}\)

Choubey Shailesh in his book “Economic Reform in India: Need, effects and suggestions” has emphasized on the process of restructuring the Indian economy in 1991. The book covers new economic policy introduced under the leadership of late Prime Minister P.V. Narsimha Rao based on integrating Indian economy with rest of the world and the term was known as liberalization, privatization and globalization. It also explains various sectors of economy reoriented their approach of economic development. The book elaborates several advantages of new economic reforms in


small scale industrial sector. The book added suggestions and appropriate conclusion based upon the changes taken place in industrial policy, exim policy, taxation policy and so on\textsuperscript{186}.

Sexton Robert in his book “Exploring Economy” has emphasized on the significance of small scale industries in the consistent development in Indian economy. The book covers various dimension of Indian economy in which it explains the role of SSI Units and its importance in terms of production, sales, export etc. The book highlighted on the part of employment opportunities provided by SSI units in India and in other countries. The book added valuable suggestions and appropriate conclusion on the part of industrial development in Indian economy\textsuperscript{187}.

Das S. C., Mahapatro B. B. in their book “Entrepreneurship: MSMEs (Micro-Small and Medium enterprises)” included various papers written by researcher across the nation. The book elaborates the structure of small and medium enterprises (SMEs). The book explains administrative structure for governance of small scale industries, role of international agencies to provide finance to small industries at the national level, at the state level and at regional level. The book also highlighted the Government of India’s promotion policy and support network in special award to micro, small and medium enterprises, for their outstanding contributions to these sectors\textsuperscript{188}.

\textsuperscript{186}Choubey Shailesh, “Economic Reform in India”, Sarup and Sons Publication, New Delhi, 2005.


Jhamb L. C. in his book “Industrial Management” emphasized on liberalization policy followed by Indian Government in industrial sector, which realize to improve efficiency, quality and customer service. The book focus on various industrial aspects such as industrial engineering techniques, work measurement, plant layout and material control etc. will help to develop work standards of small industrial sector. The book also covers some of the well known techniques of industrial engineering and operations research prescribed by the Pune University for uplift the level of small industries.

Nair N. G., Nair Latha, in their book “Personnel Management and Industrial Relations” stated industrial and labour relations in a very appropriate manner. The book elaborate present as well as future scenario of industrial relations in India particularly small scale industrial sector existing in India. The book focuses on the various reasons of industrial disputes and at the same time their adverse impact on employees and industry as whole. The book include almost all the segment of small industries also reveal the significance of it in Indian economy. The book contributes an intelligent conclusion on it.

Dwivedi R. S. in his book “Human Relations and Organizational Behaviour” has emphasized on historical development of human relations and organizational behaviour. The book includes basic concept of small scale industries in relation to human workforce. The books also highlighted the significance of human relations


with that of small industries and at the same time focus on limitations of it. The book states the emerging trends and future prospects of small industrial sector in India. It also contributes meaningful suggestions and conclusion on it.

Chakrobarty K. C. in his report on “Bank credit to MSMEs present status and way forward” has given significance of micro, small and medium enterprises. He elaborated that on a nation’s economy it is the small and micro enterprises which play a vital role. They not only give employment to a large number of unskilled and semi-skilled people but also support bigger industries by supplying raw materials, basic goods, finished parts and components. The critical role and place of the MSMEs sector in the Indian economy in employment generation exports and economic empowered of a vast section of the population. The report focused on total output of MSMEs. There are about 2.6 crore enterprises in this sector. The sector accounts for 45 per cent of the manufactured output and 8 per cent of the gross domestic products (GDP). The report also stated that MSMEs contributed close to 40 per cent of all exports from the country and employ nearly 6 crore people which is next only to the agricultural sector. MSMEs are the best vehicle for inclusive growth, to create local demand and consumption MSMEs cater to niche markets. The MSMEs of yesterday are the large corporate of today and could be MNCs of tomorrow. The report also appeals to the banking sector and other agencies to take pride while servicing the

---

MSMEs as they are playing an instrumental role in the formation of MNCs of tomorrow.\textsuperscript{192}

Reserve Bank of India released a report on “Micro and Small Enterprises”. It has emphasized that an increasingly world marked that competition and innovation is posing newer and varied challenges to the MSEs. Because of their small size, individual MSEs are handicapped in achieving economic of scale in procuring equipment, raw materials, finance and consulting services. Often they are unable to identify potential markets to take advantages of market opportunities, which require large volumes, consistent quality, homogenous standards and assured supply. The report stated that in today’s globalized economy improvement in products processes, technology and organizational functions such as design, logistics and marketing have became key driver’s in delivering competitiveness for the MSEs. The report focused on measures undertaken by RBI to enhance credit delivery to the employment intensive micro and small enterprises sector. One of the major concerns of the MSE sector is the inability to arrange for collateral security and or third party guarantee. As a result new entrepreneurs find it difficult to access credit from the banking system. Accordingly, RBI have issued guidelines from time to time thereby advising banks to grant collateral free loans up to Rs. 5 lakh sanctioned to the units of MSE sector. Further banks have also been advised to lend collateral free loans up to Rs. 25 lakh based on good track record and financial position of the units.\textsuperscript{193}


Reserve Bank of India has released a report on “Currency and Finance” has elaborated the sources of industrial growth. It has mentioned that the growth process of the industrial sector during the decade of the 1990s has underscored the need for identifying the sources of growth for achieving higher output growth over the medium term. The report also stated that in the Indian manufacturing sector, the analyses of the sources of growth between 1959-60 to 1985-86 indicates the overall long term annual growth of 5.3 per cent in value added in the manufacturing sector was associated with rapid growth of capital (8 per cent), moderate growth of employment (3 per cent). This explanation suggested that till the mid-1980s the entire growth was led mainly by the capital accumulation and the contribution of productivity growth was negligible, reflecting the low efficiency of factor use. The report highlighted about small scale industrial units existing in India that for small scale industries, there is a decline in the labour productivity growth during the 1990s and a decline in capital productivity growth to 1.6 per cent from 2.6 per cent during the same period (SIDBI, 2000). The report also includes technological progress of small scale industrial units in India194.

Reserve Bank of India has released a report on “Economic Review” explained about overall performance of industrial units. The growth of the industrial sector during 2010-2011 decelerated from 10.6 per cent to 8.1 per cent, led by a moderation in the manufacturing activity. In terms of index of industrial production (IIP), the industrial growth moderated to 8.5 per cent during 2010-2011 from its peak level of 11.5 per cent in 2009-2010. The report also emphasized on the manufacturing sector,

which had powered industrial growth beginning 2005-2006, turned sluggish during 2010-2011. Eleven industry groups accounting for 56.0 per cent weight in the IIP; including textile products, non metallic mineral products, metal products and parts, cotton textile, paper and paper products, transports equipment and parts registered a lower growth during 2010-2011. The report has given clear out picture of overall performance of industrial units with the help of tables and graphs. It also includes sectoral and use based classification of industries\(^{195}\).

Hasan Banu in her article on “Role of Nationalized Banks in SME Credit” has elaborated the significance of small scale industrial units in the growth of Indian economy. It has focused on the performance of nationalized banks while providing credit facilities to the small industrial units. The article has also emphasized on the Government policy for over all development of small industrial units. The article includes various characteristic of small industries also it has mentioned the drawbacks and difficulties facing by small scale industries in India. The article gives excellent suggestion for overcome small scale industries out of those problems and difficulties and also added valuable conclusion on it\(^{196}\).

Mathivannam in his paper on “A Study on Socio-Economic Background and Status of Women Entrepreneurs in Small Scale Industries” have elaborated the dynamic role played by women entrepreneurs in small scale industrial units. The women entrepreneurs now a day’s occupies a very prominent place in Indian small


scale industrial sector. The paper has focused on the efficiency and capability of women entrepreneurs in handling the business work structure. The paper has highlighted the different qualities that possess by women entrepreneurs for running a successful business unit. The entry of women entrepreneurs have been increased day by day in small scale industries. The paper also includes appropriate suggestion for increasing the involvement of women entrepreneurs in small scale industries as well as it added meaningful conclusion on it\textsuperscript{197}.

The website provides detail information about small scale industrial units in India. It stated that small scale industries have played a vital role in strengthen the industrial structure of the country. They facilitate the tapping of resources for productive purposes with minimum amount of capital investment. Small scale industries have contributed greatly in bringing down regional imbalance; generating employment opportunities and in accelerating economic development. It also explained that to encourage the growth of small scale industries in India, Government has reserved certain products for manufacturing in small scale industries in areas where there is techno-economic justification for such an approach large/medium units can however manufacture such reserved items provided they undertaken to export 50% or more of their production. As on 10th October, 2008, the items are reserved for excusing manufacture by micro and small enterprises sectors like food and allied industries; wood and wood products, wooden furniture’s and fixtures; paper products included exercise books and registers; injection moulding thermo plastic products;

other chemical and chemical product like wax candles, laundry soup, safety matches, fire work, agarbatties; glass and ceramic and so on. In this way it provides detailed information about which products are reserved for small scale industries for the purpose of production\textsuperscript{198}.

The overall information about small scale industries has been given on the website. It elaborated the definition on small scale industries that small scale industries is one in which the investment in plant and machinery is less than 1 crore. When investment is less than Rs. 25 lakh then it qualified to be treated as a tiny sector of small scale industrial unit. It also mentioned the conditions about who can start small scale industries, it that it stated that existing entrepreneur or fresh business can also start small industry, with or without business background in the family, educated or uneducated persons, rural or back ward areas persons, women, physically handicapped persons, minorities, SC-ST categories have a special incentives available to them. It also suggested that from where the money get available in other words it explained that which are the sources of finance for formation of small scale industries. It also emphasized that where to locate these industries in which it suggested that it can start at his/her own place or own shed or rental shed. It can also be located at an industrial estate. Apart from all the all information it gives many more valuable details on small scale industrial unit\textsuperscript{199}.

\textsuperscript{198}www.smallscaleindustries.com

\textsuperscript{199}www.smallscaleindustriesindia.org
3.4 Review of Literature Relating to Women in General

Geraldine Forbes in her book “The New Cambridge History of India: Women in modern India” focused on history from the nineteenth century under colonial rules, to the twentieth century after Independence. The book emphasis on education among women how changes their lives and enable them to take part in public life. The book also covers important aspects on women such as formation of their organizations, their participation in the colonial economy and development of the women movements in Indian since 1947. The book contributes valuable suggestions and intelligent conclusion\textsuperscript{200}.

Menon Ritu in her book “Women Who Dared” emphasized on the contribution that representative women have made to social and cultural changes in our country over the last 50 years. The book covers all part of women across the nation and expressing their personal experience in their own words. The book focuses on the significance of women in our Indian culture. The book elaborates experience of great women about their personal life which is one kind of encouragement to the today Indian woman\textsuperscript{201}.

Bathla Sonia in her book “Women, Democracy and the Media” emphasized on the gendered implications of political communication and the manner in which the news media cover issues of relevance to women. The book focuses on the role of women as journalists, the relationship between women’s movement activism and the

\footnotesize{\textsuperscript{200}Geraldine Forbes “The New Cambridge History of India: Women in Modern India”, Cambridge University Publication, New Delhi, 2001.}

\footnotesize{\textsuperscript{201}Menon Ritu, “Women Who Dared”, National Book Trust Publication, New Delhi, 2002.}
media. The book covers various advantages of media which imparts information on public issues. The book stated how media become effective source to carry public opinion and plays a crucial role in giving voice to people. The book contribute intelligent conclusion on it.\(^{202}\)

Kudchedkar Shirin, Al-Issa Sabina in their book “Violence against women” emphasis on twin issues of violence against women and women against violence. The first part of the book covers a greater sensitivity to human suffering. The book also explains different aspects of this violence: domestic violence, rape, prostitution, famicide, sexual abuse of the girl child. The book includes various papers written by number of researcher on this part. The book focuses on role of Maharashtra State Commission for women, special cell to help women and children and so on.\(^{203}\)

Mukerjee Deol in his book “Women and Urban Crimes” has deals with the magnitude of crimes against women in the developed and the developing world context. The book includes case studies on women and urban crimes which explains the spatial context of crime especially how socio-economic parameters and the environment play a role to promote crime and disorder in a city. The book covers close study of some of the laws on rape, harassment and sexual assault in both India and Canada. The book covers various kinds of crime and its linkage with women in a very sensitive manner. It added valuable conclusion on the same.\(^{204}\)


Chaturvedi Badrinath in his book “The Women of the Mahabharata” emphasized on women of Mahabharata how occupies a central place in the entire story. The book elaborate the women of Mahabharata show that the truth in which one must live. The book covers the twelve women of the Story Mahabharata whose life stories make up this book. The author tries to interlink relationship of women with the women of todays. The book explains all good qualities of women in Mahabharata and at the same time it teach lesson to us about several other profound truth of human life\textsuperscript{205}.

3.5 Conclusion

Review of literature enabled the researcher to know the availability of related literature in the context of the present study. The researcher has undertaken the study of women in Kalyan-Dombivali MIDC in Thane district. For the convenience of the study, the researcher has organized the chapter of review of literature into three sections: (1) Review of literature relating to women employees, (2) Review of literature relating to small scale industries in India, (3) Review of literature on women issues in general. With regard to the present study, the researcher has generally looked into the influence of family on women employees; influence of employment of women on family, superior’s opinions about women employees, developments taking place in SSIs in India, recent trends in SSI units, women employees in SSI, etc. The researcher has shown relatively greater interest in the area of women employees,\textsuperscript{205}

superiors, managers and SSI sector in India. Very little research has been conducted on women in SSI unit, especially in Kalyan-Dombivali MIDC in general. With the growth of employment of women in MIDC units, greater demands are made on better work environment to be provided to them. Hence Kalyan-Dombivali MIDC needs to meet these obligations for having efficient women workforce. The picture that emerges from the literature review is that there are gaps that need to be filled. It is with the aim of bridging some of the missing links that the present study has been designed. Understanding the lack of literature available on women employees in SSI sector, the researcher has made conscious and concentrated efforts to study women in SSIs particularly in Kalyan-Dombivali MIDC in Thane district.