PREFACE

The millennium has opened up many opportunities to entrepreneurs and accelerated the process of wealth creation. This globalization process has also touched small scale industries as well. The Small Scale Industries too, are quickly gearing up to meet the emerging challenges in the global economy through constant innovation and adoption of cutting edge technology to provide superior customer solutions. The small scale industrial sector in India covers a wide spectrum of industries categorized under small, tiny and cottage segment’s; ranging from small artisans, handicraft units to modern production units with significant investment. The small scale industry sector has acquired a prominent place in the socio-economic development of the country as it not only act as a nursery for the development of entrepreneurial talent but also produce a wide range of variety products. In the Indian context, the small scale industry sector has been receiving due attention and importance from the policy maker owing to its special characteristics, namely low level of investment, least location constraints, high potential for creating employment opportunities, thereby contributing to a balanced regional development and a high utilization of local resource.

Kalyan-Dombivali MIDC industrial unit is one of the well known industrial sectors existing in Thane district. It provides a large number of employment opportunities for male as well as female employees. Women residing in Kalyan and Dombivali city and also in nearby villages are employed in this industrial unit to great extent. In Kalyan-Dombivali MIDC industrial unit the highly qualified women
employees performing higher level jobs whereas less qualified women employees are engaged in lower level jobs. Hence it has been observed that all kind of women employees are getting job opportunities in this industrial unit. While working in this industrial unit they come across with various problems, which have been broadly divided into various parts like problems related to organization, social problems, economic problems and so on. All these problems become hurdle in the performance of women employees at their workplace. The superiors of women employees are playing role model in handling the several problems faced by their women employees at the industrial units.

The study brings out several findings that help to know the various roles performed by women employees in their day to day life. The study has identified the significance of Kalyan-Dombivali MIDC Industrial units in Thane district.

There is continuous growth in terms of production of variety of goods, employment opportunities towards male as well as female employees to the large extent and along with that there is social touch of superiors and management staff members with their employees, it is one of the special qualities of this industrial unit. Kalyan-Dombivali MIDC unit has tremendous potential to generate direct and indirect employment opportunities towards needy and capable people. This phenomenon has given rise to number of questions related to small scale industrial units in Kalyan-Dombivali MIDC area. It has also raised the questions related to women employees working in this industrial unit and their lifestyle. In view of all the above investigative questions and doubts the researcher have made an attempt to conduct a research to
study the Kalyan-Dombivali MIDC units outlet and the problems of women employees working in it.

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