## CHAPTER- 2
### LITERATURE REVIEW

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2.1 Introduction:

Being one the prominent industries of India with social concern, numerous studies have been carried on the leather industry and on its various aspects. The growth of industries and the developmental issues related to labour are the major concern in research work carried out by other researchers. Along with the individual research carried out many institutional and Government researches have also been carried out specifying the growth and prospectus of leather industry in India. More work has been carried in Tamilnadu as one of the major centers with leather work industries. Most of the work has been done so far on the growth side of the industries specifying its position and export potentialities. Various reports have been put forth studying the industry through micro aspects. The review has also been taken from some international sources of the said industries. The literature review given below is composed of articles, papers, theses, dissertations on unorganized sector, leather industry and labour in various dimensions like social, health, economic, growth perspectives. The reviews have been stated chronologically and are confined more to the unorganized leather industry more. The literature review has been split into three heads. Namely 1. Leather Industry in India 2. Globalization: Impact on Informal/Unorganized Industries 3. Reports and Working papers of Committees and Councils on Leather industry in particular.

In order to understand various facets of Globalization on the industries, various international and national sources have been taken as literature review. Irrespective of Industrial nature, the problems of labour and workers working in informal sector tend to be similar.
2.2 Leather industry in India:

Healy Augustus, (May 1907) put his views strongly that the leather industry in America is the victim and not beneficiary of tariffs. In fact, the shoemakers have suffered injustice due to the imposition of tariff. A good part of the leather production is exported to the Europe and in case of hides, USA alone could produce two third of hides required by tanners, so if compared with Canada and European nations it is lagging behind and has to import hides. It is going to affect the export of shoes due to enhanced cost of leather. This industry is employing mass number of people. America has investment in millions; the voice is being raised by the shoemaking industries in this regard to get the benefits of tariff.

P. Pushpa (1985) studied export oriented leather industry in the Arcot district of Tamil Nadu mainly focused on effects of an export Trade Control Order in August 1973. The paper is based on the interviews and opinions of groups of labourers, management, workers and associations taken in the survey carrying tanneries accordingly. The industry, no doubt, is counted as labour intensive from its history. This paper has considered registered factor sector and the workers engaged in it producing the leather for export purpose. The units are featured by the traditional leather communities and the involvement of Muslims too, having distributed work accordingly. It divides the labour force into four categories like hand worker, unskilled workers, machine operators and

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1It is the place where skin and hides of slaughtered animals are treated with chemicals to keep ready for leather goods to be produced with.
helpers. The study concluded with a finding, that the share of traditional artisans is declining and the introduction of capital intensive industries are changing the trends and shifting the industrial base set up. The heterogeneous segments are increasing. Eventually the traditional workers are being thrown out of the industry; they will not face better employment opportunities than that in the tanneries.

Mir Annice Mehmood, Shamim A. Sahibzada, Rauf (1988-89)³ studied the importance of Small scale and household industries with wide potential in providing employment to the people with low operation costs. Unskilled and semi skilled labour force is employed as a part of total population of the nation. They are required to be considered and developed if nation’s development is the prime motive of the government. They are regionally spread and scattered, thus accountable for local development. It helps to bring micro level of development adding the macro outcome of development. The writer states that in Pakistan, these industries are not given due recognition. The industries considered and studied by them are Food, Beverages and Tobacco industries, Textile, Leather, Rubber industries, chemical and metal products. They focused on the rate of returns of the said industries. They also blame that the policy makers are not taking these industries seriously. They have tried to assess the economic profitability small and household manufacturing units and concluded with the need of giving special consideration to the said industries in the national Economic policy.
R.R.Prasad (1986) analyzed the leather business as a prime task of the people belonging to the scheduled castes. The introduction of the book includes the objective of study searching for the traditional craft and the leather worker relationship. The area of study undertaken is Uttar Pradesh. The districts studied were Kanpur, Meerut, Hamirpur etc. It is the study of 230 artisans randomly chosen for the study. The first chapter is of introduction, mentioning the objective of study, area of study, methodology used so far etc. The second chapter traces the place of scheduled caste artisans in the leather industry and their contribution. The third chapter describes the primary leather workers- the flayers. The scheduled caste tanners and their problems have been discussed in chapter four. The fifth chapter discusses the leather artisans involved in the footwear industry. The organizational actions and efforts have been discussed critically in the sixth chapter. The last chapter ends with remark and recommendations so far. According to the writer, the policy of labour development should be based on cottage level leather business where the deprived communities are based and not on the mechanized or industrial or export sector. The need is to draw the attention of policy makers toward the welfare of leather artisans individually.

Ghosh (1988) has tried to understand the role of Trade union in promoting and protecting the interest of unorganized workers over the years. With special reference to the leather and book binding industry and unorganized labour he worked out a study with suggestions to organize these unorganized units into formal organized group to fight for their rights. Being, unorganized group in mass population (universe), he selected samples by adopting purposive sampling method representing homogenous labours of the area.
selected. His data collection is based more on unstructured interviews and observations. More explorative type of research work is depicted in his theses. Interviews helped him to understand the socio-economic profile of these labourers too. Being indicative samples, he concludes that the problem and prospectus is more problematic and need attention of the union and authorities. According to him, the role of the Trade union is a must for organizing these productive workers who provide value to the economy. This conclusion he derived from the traditional theories of labour as a part of literature for his studies.

*Sharma Satish kumar (1991)* highlighted the socio-economic conditions of Chamars known as scheduled caste people. The book discusses about the craftsmanship and traditional skills of the workers in the leather industry. In the introductory chapter he narrates the industrialization and social change, scheduled classes and social mobility. He states that over the years the problems of artisans are unsolved and still a subject of debate. The first proposition maintains that industrialization has led to the growth of new economic system with growth of world market, commerce and trade, modern means of communication, social mobility while the second proposition has seen the consequences of industrialization, somewhat differently and describes them as destructive in nature for those who are engaged in the process of production of the workers. Some castes got better off while the others could even not think of being socio-economically mobile. The migration of the people from other states due to natural calamity has also increased in tanning and shoe-making industries. The development of the shoe industries is on a small scale, thus it may have limited impact for the SC in general and for the artisans group in
particular. But one can argue that the development of shoe industries on a large scale will have greater impact as far as spatial and social mobility of chamar\(^2\) artisans is concerned. The study also throws light on the issue of industrialization and the practice of untouchability in the society. The need of our struggle on the economic and political fronts can bring about changes and make them more mobile for their interest.

**Sinha Saurabhand SinhaSanjay (1991)**\(^7\) brought forth the step of leather industry to boost the exports with coordination with recent policy measure introduced for the industrial exports. The leather products have got value addition and hence since 1970, the leather export has been the major objective. Paper mentions many export promoting policy measures. If worked on it with intention, the industry has much potential to earn foreign exchange for the nation. The concern of the writer is growth-oriented. If provided with better policies and implementations, the industry can still grow further with international standards.

**Millie Nihila (1993)**\(^8\) described about the prohibition of women and children in the hazardous industries in India according to the Factories Act 1948. Leather industry is being promoted as export-oriented industry in the context of post reform period. But in this industry only, large numbers of women are employed, irrespective of health hazards. Most of the them are employed in the tanning and leather finishing process. The paper is based on the case study of Dindigul district of Tamilnadu in consideration with the health issues of women employed in leather work. Due to working in pollution-

\(^2\)It is one of the untouchable communities who is involved in the job of producing leather goods and accessories. State wise it has different names but basically it is the community engaged in leather work since years developing skills with practice.
ridden environment majority of women are sick with bronchitis, Tuberculosis, stomach-ache, back pain and many physical problems. The paper raises questions about the poor role of state and law towards such issues.

Subramanian (1993)\(^9\) has studied the contribution of the leather manufacturing firms in the export promotion and marketing orientation of exporters. The study aims at throwing light on the weakness and strength of marketing activities and generalizing future marketing behaviour of exporters. Main findings of the study indicates that there is difference in marketing intelligence of Small and Medium sized exporters, low awareness of exports, difference in strategic planning in both the industries and Geographical demand from worldwide and so on.

Thirthankar Roy, Indira (1994)\(^10\) observed that artisan castes were typically those identifiable with the manufacture of trade of specific products. The integration of colonial India into a world market created an export boom for Indian hides and skins that began in the 1870s and continued for nearly half a century. The demand created a market for the craftsman’s labour enabling him to leave the customary labour services imposed by the village. It resulted in the urbanization of the industry and relocation of tanning in urban factories. There was competition to improve the quality of the leather work by the artisans. It was noticed that tanning was a less skill-intensive craft. An example of textile industry has also been taken by writer to put anecdote of this study. He concludes by saying that after the colonial period, the trade increased, artisans changed into labour markets, commercialization in true sense started and world market was seen with
changing tastes and technologies, tended to drive most artisans into obsolescence. The consequence was diverse, mediated as they were by differences in initial conditions and in the nature of the new demand itself. The existence of the industry in the hands of non-Hindu or traditional workers is worth noting in the article.

Akhileshwar Pathak (1997) stated that Kanpur city has been one of the old cities known for leather work and leather flayers. The paper focuses on the problem of conflicts among the leather flayers, contractors and Zillaparishads claiming the carcass. The main exploration is on the set of cooperatives in the state by the order of the Supreme Court. The relationship between the state and cooperatives needed to be strong and understanding for social welfare. Supreme Court instructed that in case of carcass dealing, middlemen should be eliminated and license should be given to the cooperative of flayers. In absence of such cooperative, the license should be given to the traditional flayer. He concludes paper saying that the social relationship need to be emergent and contingent.

Mishra L, (1999) unfolds the tragedy of surrounding the lives of the mute and teeming millions- the rural unorganized sector workers. They are the victims of faulty policies of government according to the writer. The boom is divided into eleven chapter unfolding the condition and reality of the rural unorganized workers. Chapter third, the deprived state of workers, their indebtedness and the most impacting the contract labour system are some the areas that the writer writes about. The forth chapter focuses on the issue of migration of people in search of job to other places. The shift or displacement is an
important issue to note while studying the problems of such workers. Chapter fifth is specially written to understand the compensation paid to them. No doubt in India, labourers are always paid lesser than to their real cost or efforts provided in the production process. The question of law and their impact is again an issue considered by writer to know the real situation of the workers. The ninth chapter focuses on the role of state governments and NGO in this direction. Finally the writer concludes that the organization of the unorganized sector is not an end in itself but it is too, an agency, an instrumentality of change for something better, higher and nobler.

Sundaram S.K.G. (2000)\textsuperscript{13} studied the case of Mumbai with reference to the unorganized workers observed in many markets such as Cotton and cloth market, Grocery market, Iron & steel market, Transport, The Dock labour, the Railways, the Mathadi Workers\textsuperscript{3}, Child and women labourers, the Handicapped, the Taxi-drivers, the Hawkers, the Dhobis, the Tiffin box suppliers, the Domestic workers, the rag pickers and the prostitutes etc. The study is mainly focused on the theoretical aspects of unorganized labour with reference to ILO and other working institutions in the same area. Mumbai city is taken as the case study and the problems are observed of these underprivileged workers are observed. The associations and NGO’s working for them are stated with their roles towards this section of the society. The study is concluded with suggestions of framing strong policy and proper implementation of the same for the well being of this section for national development.

\textsuperscript{3}They are the workers who work in the construction industry. They are also known as Hamal, they are basically unorganized workers with less social protection. But now are being brought under social security act to ensure fair income and regular work.
Ane (2000)\textsuperscript{14} outlined the existence of tanneries in Kanpur and firm’s compliances with environmental regulations. This case study is taken with a view that tanneries are pollution intensive, technologically mature and labour intensive that show disparity between firms in compliance with environmental regulations. Forty two tanneries from Kanpur and Unnao were interviewed for this purpose. The study concludes that tanneries do not harm the environment but it is not so. In fact there is a need for taking care of its limitations through education.

Das Samantak, MukhopadhyayDripto (2001)\textsuperscript{15} made an attempt to understand the various characteristics of Indian leather industry in the light of its production, share to national income, employment generation, and export orientation. The paper focuses on the general growth of leather industry and its significance being one of the leading industrial sectors in India. They came to the conclusion that very little data is available on the production and employment aspects of the Indian leather industry as major part of its contribution comes from the cottage and small scale industries scattered over the regions. Researcher developed a model with the help of I-O to understand the impact of this industry at macro level and was of the opinion that the industry can plays a great role in the linkage of other industries as well. Multiplier employed by them states that the footwear industry also is in high position as compared to other sectors of the economy.

V. Sujatha(2002)\textsuperscript{16} focused on the leather artisans in the state of Tamilnadu, which accounts for the lion’s share in the leather-processing in India. It is a growth oriented industry resulting in good exports of leather products. The chemicals used in finishing
and dyeing leather were extremely hazardous so they were banned in Europe and US too. The industry has been located in North Arcot and part of Dindugul district. According to her there are skilled and unskilled workers in the industry. The bulk of unskilled labourers are engaged in defleshing and dehairing the hides and skins and soaking them in chemicals. Therefore these labourers are not only subjected to health issues but also have temporary jobs depending upon the demand for the leather products. They are kept on constant wage structure and are thus exploited a lot. Government is trying to foster this industry to increase its share in GDP but at the same time it fails to know that the social cost paid by this labour force is much than what are actually paid for their labour. The existence of indigenous leather processing is still practiced in some part of Tamilnadu where the modern leather industry has not preset. The researcher recommends the need of using vegetable tanning and the education for the artisans to understand the skilled way of leather processing. With global trade, space should be created for the artisans for their social development.

**Sharma Monica (2003)** studied the transition of worker based leather industry to commercialized factory production. The study mainly reveals the transition of industry from tradition based to commercial based units during the period 1861 to 1947. The study focuses on leather labour problems. It aimed at portraying the profile of leather industry in Kanpur as the oldest craft industry and locating them in the urban setting adjusting with new and different way of living. It explains the social restructuring of traditional industry and its workers in urban economy.
Damodaran (2003)\textsuperscript{18} outlined the significance of the leather industry as export oriented industry. The traditional leather industry and the commercial leather industry with cluster formed have seen many changes over the years. While the cluster formed in some cities like Calcutta and Madras has fuelled the growth of exports in this industry. The study carried by the researcher is secondary data based and focused on small scale and manufacturing units of leather industry in his work. In his methodology he carried actual field work by visiting the entrepreneurs of the many units and workers. In Calcutta many tanneries were visited to get data. He concluded that the role of state is absolutely important for the export orientation of the industry through cluster developments in the cities where leather work is carried out because in the decades of 80’s to 90’s the formal sector with units well set has shown growth while the informal and unorganized sector has shown shrink and fall in the contribution which may be due to the change in size of the composition.

Oza Meghna (2005)\textsuperscript{19} conducted a study regarding informalisation\textsuperscript{4} observed in developing nations especially after globalization. The attempt has been made to understand the nature of unorganized leather industry in Dharavi as one of the oldest and known profession. The form of production organization, wage differences, working conditions, internal functioning of these units and the issue of migration has been the core objective of this study. Being an unorganized sector, the sampling method was non-probable. The samples were chosen with convenience and were interviewed. Observation

\textsuperscript{4}In formalization term denotes consistent increase in the number of informal labour all over the developing nations. May be the impact of Globalization, but the more workers or labours are being brought under the title informal worker with many social issues and contractual nature of job.
technique was also used to understand the socio-economic conditions of these labourers or workers. The research concludes with findings that leather industry operates in the informal sector. Migration observed from Uttar Pradesh and Bihar is large in number. Still the sector is unregulated and suffers from many social and economic problems, women workers get less for their labour and lack welfare. Piece rate system is still in prevalence. The hired labour is paid according to the units produced by them every day. The demand is fluctuating too. So the temporary nature is the overlong characteristics of this sector. The problem of child labour is visible in this sector too. The main problem observed in this sector is the problem of working capital. The production level cannot be increased to cater to the need of ever-growing demand because the funds are inadequate to meet the necessity. Credit facilities are also absent, lacking motivation among the entrepreneurs to lead and go for the production. The implication of ‘Inverted U-hypothesis’ theory is supported by her saying that the gap between the formal and informal has increased by investing more in the formal sector.

PaisJesim (2006)20 examined wages and earnings of workers in the leather accessories manufacture in Dharavi, Mumbai, a well known part for leather business. The study is based on primary data collected from two rounds of sample surveys in the industry. It has been observed that the industry has huge potential in export orientation but quality of job is unfair and not good. The condition of human involved is quite depressing here. The survey mainly focuses on earning of these workers over there. Their contribution to accessories and the labour put in for the same. The study also reveals the meagre earning of the workers who still are working in the industry at cottage level. The main problem of
her was to find the number of workers, as work was found seasonal and more during peak periods.

**U. Sankar (2006)** studied trade liberalization and environmental protection brought in reforms and thus the response of the leather industries to the said policies from the nations like Brazil, China and India. According to the writer, Chinese government has opened up state-owned enterprises for private acquisition and has reduced social responsibility of these enterprises to improve competitiveness. China has set up GLM (Genuine Leather Mark, Eco-leather from July 2003 for controlling pollution of leather work. In the same direction Brazil also has brought law against the natural environmental crimes. It has shut down leather units causing more pollution and thus has added value to the environmental concern. India is more reactive than proactive to the challenges of liberalization and Globalization. The speed of response has been slow as it is evident in realizing potential supply of hides and tannery modernizations and relocation; and restructuring the leather manufacturing units. The write concludes the paper by stating that the developing countries should bring proactive strategies toward trade negations with reference to Doha round of WTO.

**Vaithegi, (2007)** investigated the problems of disintegration of production process evidently seen today in all the labour intensive industries especially in footwear and leather industries. According to her the successful functioning of decentralized production system is due to a flexible labour market in terms of employment, wages,
working conditions and gender dynamics. The objective behind such a study was to analyze the exports trends in Indian leather industry at macro level in terms of employment particularly in the state of Tamilnadu, to understand the labour process in the formal and informal segments of Indian footwear industry, to glance at organizational structure and working conditions of labour along with their demographic and economic conditions so far. The study was carried in the Ambur, a shoe city well known as (Vellore district in TN) a major production centre of leather footwear in India. It manufactures the world’s best leading footwear brand manes like Gabor, Clarks, Fretz men, Colehaan, Hi-line, Hugo Boss, Marc etc. The methodology adopted by the researcher was both primary and secondary in nature. The surveys were carried at the household levels for knowing the socio-economic status of the labourers. The research concludes with major findings such as this sector if given importance it will have highest in the value of exports and good international market, the industry is less capital intensive and so may skilled and trained labour force can be put in for the employment growth. She ends with conclusion that there is a need of Government and concerned authorities to take step toward the social welfare of such labour force which is contributing to the national growth process at their level.

Gupta Shivam, Gupta Rocky,TamraRonak, (2007) carried work focusing Kanpur tanneries, environmental impact of the industry along with many challenges faced by it like Technical barriers, nature of Small Enterprises, economic barriers, social barriers, social hindrances etc. While concluding it speaks about the government attention to the tanneries of Kanpur with quality concern, Economic assistance and social consideration
too which is essential. Study says that need for commercial plan; Human resource development is the priority study says.

Sarma A.M. (2008)\textsuperscript{24} analyzed the nature of unorganized sector in India with their characteristics and classification. Further he mentioned constitutional safeguards for this deprived labour force in the nation, most of the types of unorganized labour has been explained by the author along with recommendation of second national commission 2002 for unorganized labour. Many labour laws and social security bills are also discussed in the same line by the author. The book clears all the aspects of unorganized sector in the country.

Rastogi K (2008\textsuperscript{25}) investigated health issues in the leather industries. Cancer has struck many the workers due to the smell and odour of the hides and skins of animals. The operational management is not well enough to provide them health securities. The study makes detailed account of lung cancer, testicular cancer, bladder and pancreatic cancer caused in this industry.

Bathla Seema and Sharma R.K. (2009)\textsuperscript{26} attempted to examine the state level trends and regional disparities in the rural unorganized labour markets during the post-reform period and analyse whether there has been any significant change in the determinants of labour demand, wage rate and labour productivity. According to them unorganized sector is not only larger but also diversified and differentiated sector in terms of relative share in the workforce and GDP. They find that the shift has taken place away from primary to
non-farm activities in the unorganized sector. The state wise differences could be seen after the reform period. The impact is observed in both the positive and negative angles.

**Singh Bharat (2010)** focused on the impact of 1991 policy where Economic reforms were brought for economic growth. It discusses the issue of workforce restructuring between productive and non-productive workers in the Indian manufacturing sector in light of the economic reforms since the year 1991. In his findings he states that it is clear that the liberalized policy regime adopted in India in 1991 not only encourages but has also compelled the Indian industries to undertake the exercise of workforce restructuring in different forms especially in terms of productive and non-productive workers. He has focused on organized labour force and the capital decomposition into ownership and control.

**Nazneed Ahmed and Zaid Bhakht, (2010)** study reveals that the industry was first carried by non-Bengali migrants from India who had knowledge of the leather processing. The main cluster is in Hazribagh area of Dhaka city as well in Chittagong, Khulna city, Siddiqui bazaar and Bonghshal. The paper concludes that even today the progress of the leather industry is not satisfactory as per its potentialities.

**Premalatham Ramola S. Sundaram Rita (2011)** studied about the health issues of the leather workers who work in the unhealthy and filthy environment, especially in tannery industry which deals with hides and skins of the animals. An attempt is made to investigate the socio-economic conditions and the health status of leather tannery workers.
at Vellore district in the state Tamilnadu. The objective behind such a study is to know and focus upon the social problems faced by these communities. And also to recommend possible solutions for the same. The aspects taken into consideration in this research are gender and age of workers, income, caste and communities, and current economic conditions of the workers. The study reveals that still the social condition of these workers is not good in spite of the industry itself is making good progress. They are suffering from health issues and thus lack social security. The suggestions given by the researcher is that they must be paid high enabling them to improve their standard of living to some extent. Medical treatments through regular checkups should be carried for them by the authorities.

**Gonca, Ozur&Eser (2011)** compared worldwide leather industry structured with SME’s in general. They mentioned that the nations like Italy and Spain are in the forefront in the world market with their brand images on the basis of quality products while the LDC’s like India, Brazil and China emphasize cheap labour and low cost. India has a very high number of employees employed in this industry with number of associations and unions that represent the leather industry to high level. According to him every leather industry enterprise is continuously influenced by social, cultural, technological, political and legal changes around them on both strategic and tactical terms in global arena. So in order survive, the leather industry should keep up the changes around, surviving and competing against its rivals. The role of non-profit associations and similar groups in leather sector has a lot to do, but the activities of such non-profit associations and groups are considered insufficient.
Bhosale B.V., (2012) described Kolhapur as one of the famous cities of Maharashtra known for the production of footwear that too of a traditional kind. The leather tanning centers and the process of making Kolhapur chappals is one of the characteristics of the city. It is an export oriented centre of Maharashtra. The communities engaged in this business are Charmakars and Dhor. It is the source of livelihood for these communities. The work of process to be carried on leather is divided between these two groups. It is the traditional business. Yet education is not so far seen among women and children. They are engaged in household industries with family karta. The important thing is to note that in the contemporary period the children of these communities are studying and have not been associated with traditional business any more. The units have decreased from 70 to 75 units to 4 to 5 units only. Globalization and scarce raw material has brought downed the industry. The socio-economic condition of the leather worker has been affected mainly after the policies of 1991 policies. The unorganized sector has been suffering the effects of globalization since post reform period. The business is getting shifted to the other caste and religion people with skills duly learned from the root artisans. Most of the artisans work for intermediaries and so have to produce less and the margin is exploited by the intermediary and the companies. The competition with well settled entrepreneurs has created problem of survival for these workers. The problems faced by the charmakar and Dhor community are lined with lack of modernized butcher houses, lack of modern technology, trouble created by Municipality Corporation, load shedding, lack of financial assistance, lack of warehouse
facilities, and affluence of intermediaries (dalal). Writer also has also suggested some measures for problems faced by these industries and community people as such.

Bhandivadkar Leela and Shastrabudhhe Avinash (2012) introduced the cobbler community to their history and characteristics and source of contribution for economic growth. The first chapter introduces ‘Chambharsamaj’ in general. Various sub castes of cobblers have been described with their social life. The writer has also given references to of the people who are born and brought up in the traditional community doing the job of leather as a part of livelihood. In the next chapter they have also given reference of Dr Babasahebdalit movement and the cobbler community. The book also has references to LIDCOM and its role in the development of leather business (Charmodyog), the contribution of Saint Rohidas (well known in north as ‘Ravidas’, the Saint Kakkaya of karnataka, Saint Haralya, saint Santabai etc. The reference to Padmashree Dr. Annasaheb Jhadhav is also worth considering.

Dr. Thamaraikannan and C. Sengottuvel, (2012) states the significance of leather industry as one of the major industries of India having potential for further growth to earn maximum foreign exchange in coming years. It notes down the Indian profile of industry at national level and also counts its export potentialities. The study notes the importance of the industry for the benefit of weaker section of the society who can work and earn livelihood in the same. Being one of the focused sectors in the Foreign Trade policy, the government’s role is important is what the study concludes.

5It is the institution set up for promoting and boosting leather industry and the people engaged in it in the state of Maharashtra with commercial and social objectives. It is established under the Companies act 1956 by Government of Maharashtra.
Mathew (2012)\(^{34}\) Evaluated the business practices adopted by the dealers and raw hides and skin in the state of Kerala, analyzed the business practices adopted by the tanneries in the state, the role of leather industry players, future prospects of the industry. He found that the business of hides and skins is concentrated only in seven districts of the state. The contribution of Muslim and Caste workers is quite high in the industry and they do have permanent employment. He gave his overall view of the leather industry, tanneries and hide and skin dealers.

2.3 Globalization and informal industry:

Diane, Rosemary and Marlyn (1992)\(^{35}\) highlighted and presented a report on study carried on 899 home workers in USA with a view to present a current profile of home-based workers, with a special focus on comparison of worker and work characteristics of two categories of home workers, and wage earners. It considers the changing composition of the labour force. In order to compete in the globalized marketplace, US businesses have tried to increase their productivity by replacing workers with self-employed home based workers. The limitation of study expressed here is that, it is really difficult to compare the data collected from home based industries because it varied from inclusive to exclusive problems.

Luz (1992)\(^{36}\) outlined that home work is flourishing today because of preservation of traditional form of labour (Crafts). The nature of home work is piece work carried out on a temporary basis. This is an attractive economic activity for some workers. This is still
alive and increasing in the entire economic sector. The issue of social security for home workers raises a whole series of problems which are not directly solved by legislation and have given rise to a very divergent treatment in natural Jurisprudence. In practice, home work emerges as a scattered and isolated phenomenon that largely escapes administrative context. In short, it is the conflict between economic and social interests that is at the root of all trouble. There is no panacea for the problems of home work. In the final step toward a satisfactory outcome must be confined efforts by employers, workers and Good governance to acknowledge the necessity of home working artisans.

Nrupendra& Ravi (2002) have given views on decline of old industrial cities and traditional industries like textile industry of Kanpur. It has driven a large part of labour force towards deprivation and starvation. Total sickness of organized sector of textile industry, the looming threat over handloom and once fast but now retarded growth of power loom sector have had a profound impact on living conditions of the workers employed in textile industry. In spite of all there adverse development, textile industry still occupies an important role in the industrial economy of Kanpur through some of restructuring of industrial sector is going on.

Over a period of time there has been proliferation of Power loom in unorganized sector, which has competed with Mill and handloom sector. Consequently, earnings of textiles have workers of textile has gone down. There workers mainly belong to backward caste groups. Lack of effective state intervention and structural constraint are primarily responsible for this precarious state of workers of informal textile industry of Kanpur. It may be due to the de-industrialization that has set in Kanpur after independence.
Workforce here is mainly from lower caste of Hindu and Muslim religion with existence of migrated labour force too.

Marilyn & Martha (2001)\textsuperscript{38} viewed to fill the gap by focusing on the impact of globalization on those who work in the informal sector especially women worker and producers. Study concludes that it is necessary to implement the four fold interrelated strategies namely direct action programmes, focused research and statistics, local and international organizing of informal workers and relevant policy dialogue.

MahapatraK.M and Srivastava Kavita (2002)\textsuperscript{39} made attempt to study how socio-economic factors interlink producer’s business and production activities and how business interlinking causes extra economic coercion on producers. Such interlinks ages are found in the leather industry leading to a rise in the issue of exploitation, Market imperfection and weak economic condition of the producers. It is one of the feature of rural India. Writer concludes the paper stating that besides social element, there are many economic factors that cause business interlinking between certain groups of producer and their traders. In Hindu producer community, small and marginal producers with low sub-caste profile are always victimized by the traders. To solve such kind of preferential attitude of high caste or settled traders, the set of cooperatives is very essential. Such cooperative can help and solve problems of such small producers being dominated and exploited by the other side producers.
Jeemol & Uma (2003)40 Outlines that the manufacturing sector remains an important engine of growth in the country. Recent years have seen changes in the structure of employment within the manufacturing sector. The opportunities for employment which are increasingly generated in the urban area. There was a decline in the share of employment and value added in the large sized units and growth of medium and small sized units. The structure of employment in terms of gender composition did not change much over the period with nearly one-third of the workers being women. The unorganized manufacturing industries are engaged a larger share of family labour. It was categorized on value added good quality employment. Today high performing industries increased the flexibility of their workforce by engaging a high share of part time workers. This was particularly true of the smaller sized industries. These changing trends in the structure of the unorganized manufacturing industry point to the increasing flexibility of the workforce by the firms as they try to reduce costs.

Martin Rama (2003)41 tried to represent a balanced view of Globalization on employment and wages in developing countries to drive out implications for public policy. Much is not discussed about informality of workers but hopes to see better prospects for workers if policy is drawn best for them. The role of FDI is encouraging in developing nations where rise in wage rate is significant with employment fluctuations, which the researcher admits.

The role of international institutions has been suggested are important to promote and protect the interest of the workers affected negatively by Globalization.
K.A. Stepnson (2004)\textsuperscript{42} carried out sample survey of artisans –labourers involved in making of mats, pots, baskets and household furniture in the Thrissur districts of Kerala. He assessed the influence of caste, age and gender on household handicrafts labour. Labour is the backbone of all handicrafts, or can be said that it is the labour participation that is instrumental for the benefits that handicraft industry confers to the economy and society. The study is primarily data based where the samples were chosen from three talukas by visiting market place. They were chosen randomly. It was observed that labour participation has been on a declining trend except in the furniture making craft because of tendency to regard traditional craft occupation inferior and move to other modern occupations. There is mobility observed among caste-oriented handicraft artisans. The entry of other labour in this business is also clearly visible. The need has arisen when the state government should take some strong measures to protect these domestic artisans to keep the handicraft culture intact.

T.S Papola (2004)\textsuperscript{43} outlined that in context to labour; Globalization has raised both apprehensions and expectations. On one hand are dislocation, unemployment and less social protection being the fears of the short-term while widening and diversification of employment opportunities, rising real earnings and good conditions of working re the expected benefits of the long-term. But with context to India, more negative impact has been seen on the labour. More unemployment is being observed in the informal sector and there is a rise in casual, contractual and temporary workers. It has resulted in decent work deficit and the social protection is a matter of concern. Therefore in the process of
faster economic growth, the social protection is going to be a sensitive issue which state action and policy only can manage well.

**Uma Rani, JeemolUnni, (2004)**\(^{44}\) paper has analyzed the impact of Economic Reforms on Organized and Unorganized sector, it focused on the growth trends of industries in both the sectors. They bring forth to notice that the impact of globalization on the both the sectors is different and not uniform. In respect to Automobile and infrastructure industries it is seen well. They concluded that the impact of economic reforms brought affected unorganized industries negatively in the initial period. The decline of employment was observed in all the industries. It continued to be negative. But they asserted that though the employment was low, the quality of jobs was good. The study further concludes that metal, electronic industries benefited unorganized sector, they concluded further.

**Beegum (2006)**\(^{45}\) outlined the export-oriented inland fishery business in India and the socio-economic condition of the fishermen of the said industry. The Indian fishery is classified into fresh water aquaculture and capture fisheries in river, reservoir and lakes. The main objective of this study was to find out the socio-economic conditions of fishermen involved in it. To explore their problems, the methods used were questionnaire method, Observation method, Case study. For better feedback the schedule method was used. The samples were taken from the villages where the major occupation is fishing. The multistage proportional sample method was used to select the samples. Survey was concluded stating that better education standards among fishermen, lack of social
infrastructure in villages, prominent gender based division of labour were prominent. Main economic factors considered were income; indebtedness was prominent among this group of labour.

Sharma Alakh (2006) focused the post reform period where ‘labour flexibility’ is used nowadays comprehensively in the discourse of economic growth nowadays. The main intention behind it is to deregulate the labour market and remove or cut protective regulations. The findings in this research work are that despite all the hue and cry about flexibility in the labour meet and stringent labour laws, the Indian industry has been adjusting its workforce, more so after liberalization. According to the researcher the liberalization and globalization process are anti-workers. The major opinion of the writer is that in the absence of union of workers and the enforcement of even minimum labour standards, this sector is enviably caught in the problem of low productivity and low wage equilibrium. At last he concludes saying that the labour market flexibility should never be so rigid or flexible.

KunduAmitabh (2007) concluded that India has been enjoying demographic dividend with a high percentage of “Young and Adult” population which is likely to continue for next three decades. So in order the reap their potentialities, there is a need for capacity development among youth on a massive scale. This is more needed in the unorganized sector where the workforce is much and has been growing in recent years. The rise in casual workers is the outcome of globalization today. The increase in the percentage of regular workers and self-employed and also existence of high unemployment rate along
with that of unemployment confirms the thesis of ‘Formalization of Informal activities. The data available from various sources reveals that the regular workers have not benefited from this process linked to globalization. In town, poverty reduction is not so seen so which may be of relative nature. In fact globalization has resulted into the accentuation of inequality. It has concluded that the policy makers and planners must recognize growing importance of the workforce of informal sector and try to bring them in the main stream of the development process.

Donna (2007) highlighted the relationship between home based workers work and persistent poverty in certain parts of South and South East Asia. The study is carried on families carrying home-based workers especially women because their condition is unsatisfactory thereto. The study concludes with a strong opinion that poverty persists in the home-based women workers as they have the only option to work from within the house taking care of family responsibilities too. The study indicates that certain types of social protection programmes can help reduce the vulnerability of home-based workers and their families as no formal social protection are generally not available to them as a means to deal with these risks and reversal.

Thakur C.P. (2007) brought to notice that several commissions have studied and recommended way and means of improving conditions of work in the unorganized sector in India. However, definitional problems still persist with regard to the sector, identification of employers and workers in sectors and even about conditions of work. Given the failure of legislation to effectively cover the physical conditions of work and
social protection even to the seven percent of workforce in the organized sector, there are
doubts about whether extending legislative coverage will prove adequate or merely
increase the transaction costs and stifle the job creation potential of the unorganized
enterprise, however much less undesirable the conditions of work and social protection in
the sector are. There is a need for education and vocational skills to develop quality work.

Gupta Meenakshi (2007) studied and described unorganized sector which is vast and
significant segment of Indian Economy. This book is written in nine chapters related to
the unorganized sector of labour welfare. The first chapter deals with the meaning and the
problems of unorganized sector. An attempt has been made to understand and identify
this labour force especially in unorganized and informal sector. The second chapter
focuses upon the categories of unorganized sector where the references of workers in the
area of mines, plantation, home-based, domestic, contract, domestic, construction, casual
are given. Along with these workers, scavengers, bonded labour, street vendors and rag
picker references have also been noteworthy. The chapter focuses upon the welfare scope
and participation of labour. The theories of labour and their principles have been stated to
broaden the idea of unorganized labour force. In the next chapter, the writer gives
references of various welfare agencies working for welfare work by organization,
employers, municipality, Central government and worker participation etc. Chapter five
and six deals with the social security of unorganized sector in which the schemesare
involved by government. In seventh chapter, the writer explains various laws set up for
the welfare of the employees with their clauses. She concludes with conclusion where the
major findings and observations have been put with the help of suggestions to overcome
the problems in this sector. The role of government, agencies, NGO’s, labour participation is some noteworthy suggestions provided by her.

**K.R. Shyam Sunder (2007)** focused on the exploitative system of informalisation of employment in India in the post-reform period. Contractual nature of job has been visible in the formal as well as informal sectors today, where the labourers or workers do not have collective bargaining and thus they are exploited. The main purpose of employers to go for it is flexibility. The paper discusses with case study how the condition can be improved of workers. It can be improved with holistic approach and with ‘community of interests’ has taken into consideration. It is a fact that more flexible the work the more it is out of regulations and has deviations. This kind of work does not form direct relationship between employer and employees. The writer has taken the case study of the state of Maharashtra and has given references of many laws and judiciary governing such a nature of job. The mentioned workers are from Airports Authority in Mumbai, Reliance Energy Ltd, workers in Rashtriya Chemical Factories, casual workers in Century Rayon etc. The writer expects that the workers should be considered as stakeholders of the company which they are working for. Moral values should be followed such as equity, consideration, social responsibility by the company. The companies like TATA, Reliance, Larson & Tourbo, and Godrej are companies in Mumbai which employ more contractual labour and are doing well in the business. The growth is being taken. But the question of development arises which is inclusive of better conditions of each worker employed. The role of trade unions is worthy in this context. They should
insist that the triumph of humans lie in building community of interests against such odds.

DattRuddar (2007)\textsuperscript{52} made an overview of the report on conditions of work and promotion of livelihood in the unorganized sector, which has been recently brought out by the National Commission for enterprise in the unorganized sector. The unorganized sector is defined as private enterprises with less than ten workers (NCEUS, 2007)\textsuperscript{6}. The paper speaks about unorganized sector meaning, its various types, categories like wage workers, self-employed, and home workers as a distinct category. He gives the estimates of this sector in data. It includes the agricultural workers, bonded workers, poverty and vulnerability in the employment in the said sector. Paper concludes with the measures against unorganized sector and the special recommendations of NCEUS by a way of bringing reforms. The special recommendation is that the casual workers should be brought into it as regular workers.

Vinod (2008)\textsuperscript{53} studied the conditions of home based and factory bidi workers in the state of M.P. and Chhattisgarh. A large section of unorganized workers are employed in this industry and is one of the most vulnerable sections of the society. The work of this industry fall under the category of ‘home workers’.

To understand the socio-economic profile of these workers, the researcher used questionnaire/schedule method, field survey method and case study method in his work. For knowing the welfare issues of these workers, secondary data is used sourced from LO

\textsuperscript{6} National Commission for the Enterprises in Unorganized sector is the national body commissioned by Indian Government to address the issues faced by Enterprises in relations to the unorganized sector. It keeps eye on the informal sector of India.
and NSSO report. NGO support was availed of to get a better understanding of conditions of workers conditions. Work was concluded with the need of more housing, social and economical assistance to these workers.

MojumdarRajashri (2008)\textsuperscript{54} concludes that Globalization has proceeded with good pace in the last few decades. While it has resulted in a high growth of global income, there are questions about equity of such growth. Disparity seems to be aggravating, as globalization seems to be depressing the labour market. There is rise in unemployment in the developing regions both absolutely and proportion of labour force. Elasticity of labour is growing low. If observed with a context to developing economies then globalization is affecting labour markets negatively. It is quite experiencing with the globalization approach as there is a strong link between the process of globalization and the predicament observed in the labour market, especially of the developing countries.

Van Raju (2010)\textsuperscript{55} tried to understand the problems of unorganized sector labour featured with common problems of less wages, gender discrimination in the wage payment, long hours of work, less social security etc. The study is carried in Rajkot district on the unorganized labour. The data was collected by interview, schedule, and observation method.

The study concludes with the problems highlighting the problems of these workers like bad economic condition, job uncertainty, wage difference, gender wage differences, migration, poverty, bad working condition etc.
Roohi Iqbal (2011)\textsuperscript{56} studied the labour welfare of in the Indian industries since 1991 as an impact of Liberalization, Privatization and Globalization. The main objective of study was to find out the level of satisfaction of labour in the railway industry, their work environment issues etc. Simple random sampling methodology was used to get information from 500 samples selected from various level through interview and question method employed. The secondary sources were taken from railway reports and journals. The statistical tests used were parametric like z-test to draw the inference of the study. Null hypothesis was considered to study the labour welfare. Study was concluded with need of good HR strategies, housing facilities, fringe benefits of the labourers.

Chaughule (2011)\textsuperscript{57} has outlined the impact of Liberalization on the Industrial workers in Kolhapur being a city of cultural values with progressive manufacturing centre of various products. From Leather units, Bamboo unit, Silver making units, Rope making units, Handloom units etc are one growing path in this city. The liberalization brought in 1991 has led to its impact on this industry which is remarkable. The sample selected 200 workers, interviewed and carried out field study by researcher which attempted to show the implication of liberalizations on these workers. The focused area was MIDC of Kolhapur.

Study concludes with the findings that in the first decade there was an increase in the industrial activities, but in the second decade, there was fall in industrial growth through policies by the state governments.
Santosh & Pankaj (2011)\textsuperscript{58} has studied the performance of SSI in India before and after Globalization between the periods 1973-2007. Being a comparative study, it reveals the performance of SSI since Globalization with average annual growth rate based on secondary data base. Study concludes stating that there is a rise in productivity of labour due to training programmes conducted. But the employment of women shows a fall in numbers. Investments have shown meager rise but not significant. It is recommended to provide financial infrastructure to the SSI and developing policies for making them export oriented.

Gurnam (2012)\textsuperscript{59} has concluded that the socio-economic condition of the rickshaw-puller is miserable in the informal sector with no welfare provision and job security. They have to work with no time limits and yield through physical strain. The study was carried on 418 labour registered with Municipality (10 percent of total registered) by using methodology of interview, observation techniques tools. The study concludes that the financial and social conditions of these workers are not satisfactory and at the end of the day even they are not able to meet their ends at the end of day. The ownership of rickshaw is also a question for all of them. Overall these workers are more striving more in the years of globalization.

Hani Rakshandah (2015)\textsuperscript{60} studied the extent of employment of Muslim women in the Indian labour markets. The women employed in manufacturing units are identified by the researcher in Mumbai. The focus of the study is on mainly on self employed Muslim women and their social economic problems today. The schemes available for these minority section of the society is also a part of the research study.
2.4 REPORTS OF COMMITTEES AND COUNCILS AND WORKING PAPERS

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

The role of so called caste cobblers, untouchable is of worth in the progress of industries. The report has taken into study the whole process of leather. Caste involved in the industry has been noted accordingly. A few of them are Mochis, Chamars, Khatiks, Dabgars and Khalpas, Dhor etc. The report states in depth view for the hides and skins and affected diseases. Apart from that it gives the aspects of footwear industry, type of footwear, leather products. It draws to attention the significance of marketing training and development in the sector. Attempt of this report is to understand the livestock’s estimation, the process of preparing finished leather and the scope to better it with the help of research and marketing at large.

**Exim bank research Brief (March 2006)** research briefed by Exim bank gives the complete export data of leather industry in numerical and diagrammatic presentation. The world export is compared with India till the year 2004-2005.

The strategies needed for the sector recommended are Government supports, Strong production base, investment by large corporates, diverse marketing techniques, training facilities, and fairs and exhibitions. The information is based on the publication of Exim bank and various agencies. It overviews the export side of industry and its future prospects being looked into by the authorities.
Report on leather industry, Chandigarh (2007) gives general social and living conditions of unorganized workers in leather and other art industries. The report has been divided into five parts. The first part is introduction where the statistical data is provided regarding unorganized labour, reference of the National labour commission, ministry of labour and employment. Chapter two deals with the design and scope of the study. The third chapter focuses on the general characteristics of labour noting that the share of this sector in the national income is quite huge. It is one of the leading industries in India. The fourth and fifth chapters deal with the living and working conditions of these workers. The statistical data is provided state wise including the ratio of SC and ST population involved in this industry. Report mentions the in-depth study in depth of the deprived labour engaged in this industry and their social and economic issues as such. The report states that the condition is not satisfactory if seen at the micro level of industrial development report.

NCEUS (2007) report highlights the need of micro policies for the benefit of the unorganized sector workers to bring them on par with the macroeconomic policies set up. The report is comprehensive as it views all forms of labour visible in the unorganized and unorganized sector such as labourers from agriculture and industrial sector. It defines self employed labour, home workers, domestic workers, women workers and so on. It is a broad outlined study which focuses on the significance of this sector in the development of economy. It finds that most of the self employed own account workforce that consists of women labour. Their presence is observed in the national output.
ILO & WTO (2007)\textsuperscript{65} joint study of ILO and WTO has focused on the linkages between Globalization and informal employment in developing nations where majority of the workers work in informal sector with low income, limited job security and less social protection. It is observed that when the global trade is on the rise, the actual contribution from this sector is on the downfall and declining or has remained constant. This study looks hopefully in improving conditions of this sector workers though shocked by globalization waves. It is only possible through specific designed policies for such vulnerable sections of the society. It is also felt that informality is a barrier to economic structuring. This study bring together original empirical material with in-depth study of various mechanism and transmission channels through which informal employment may be expected to interact with trade openness and growth.

CEC working paper on leather Industry (2008)\textsuperscript{66} contains five papers. The first paper focuses on the overview of leather industry. The second chapter deals with main issues in this study. The success case studies of leather industry of Tamil Nadu are mentioned in the third chapter. The fourth chapter debates on whether Agra is restructuring or transforming. And the last chapter narrated value chain. The paper studies the in depth growth and exports of leather industry. It touches upon the developmental issues as well as. The participation of community labour with women and children assisting them which is also a worth noting. The paper is filled with data from CLE CLRI, LIDCAP etc. An attempt is made to study the leather industry of Tamil Nadu. It is the major industry observed in some districts of Tamil Nadu and has great potential for growth. The paper
gives references of the successful units as such from some parts from the districts of Tamil Nadu.

**National Productivity Council (2008)** The study states the background of the leather industry, its structure, segments, wage factors, competitiveness benchmarking. Productivity data, export trends and Globalization prospects etc. The study is based on field study in various states of India, 2008. The recommendation of studies stressed the need to improve quality of product to improve, branding strategies, niche marketing set-up, modernization of tanneries, environmental regulations, development of cluster, consideration of duties, attracting FDI in the sector, Skilled manpower enhancement, good database, and Economic Stimulus package for the development of leather industry.

**National manufacturing competitiveness council report (March 2009)** In this report the overall view of Indian industry exports is given state wise and it is focused that the shortage of hides and skin has been the major problem faced by the industry. The benchmarking put by the survey shows that China, Italy and Hong kong have more shares in leather. India’s share is mere 3 percent when compared to China that is 26 percent. It further focuses that the labour productivity was only 0.94 in 2005 which is again a matter of concern. In the recommendations of the report the suggestions are to reduce the export duty for leather and footwear industry, setting up CETP (Common Effluent Treatment Plant) for SME’s, promoting traditional tanning process followed in Rajasthan, Joint Development Board for Leather and Animal Husbandry, Reduction in Custom duties on Leather chemicals.
Italian Trade Commission (2010)\(^{69}\) stated the position of leather industry in the Global market. The study is a case study based on West Bengal as strong tradition related industry. It is the largest exporter of leather goods and leather gloves which comprise 53.36 percent and 89.44 percent respectively of all India Exports. The issues focused are technologically lagging behind the southern and northern regions and no value chain from suppliers of raw material or processors of low quality leather into more sophisticated and higher quality materials. It also mentions SWOT analysis of the industry and suggests Animal banks, non conventional raw material, setting up of industrial estates, use of manufacturing units, technical training, and market knowledge. While giving suggestions the need of Research & Development programme is not overlooked.

The Twelfth Five Year Plan, MOCI/DIPP/Working Group Report, (2012-2017)\(^{70}\) report highlights overall structure of the industry with its production and employment capabilities.

It evaluates various development associations and institutions working for industrial development like ILDP, IDLS, Footwear complex, Support to artisans scheme, training centers, HRD etc. It gives complete view of the industry at national level state wise and also speaks about the proposed programmes for industrial development.

It covers the technological, innovation and environmental issues also as a core part of the report. The need of FDI in the growth of industry to grow is the concern of the policy
makers and attempts should be made to attract FDI as well as domestic investment in this industry which is a suggestion. Report gives data on export performance and fulfils the purpose of reviewing industry at understanding level.

2.5 Conclusion:

From the given literature review, it is found that many studies have been carried on the leather industry of India. Majority of studies have revealed export oriented performance of the industry. Quite a number of studies have been carried out by taking dimensions like Health issues, Technology application and Environmental issues in the industry. The well-known leather clusters or centres like Ambur, Dindigul, Calcutta, and Kanpur are the selected areas of study. But a few studies have been done on Mumbai as a city as one of the leather manufacturing cities. In that too, only manufacturing units or small scale business have been chosen to study by some researchers. The research gap found it that no study has been carried out to understand the problem of Unorganized home-based self-employed artisans, who have no formal set up business but still carry business at household level with the help of one or two labour artisans or family members. In that too no study is found out to know the socio-economic status of this artisan labour since 1991, and announcement of Globalization policy. It was observed in pilot study that many such domestic units were closed down due to number of issues that emerged out of new economic policy. It is true that the Leather industry has been doing well over the years in quantitative form adding more export value. But artisan labour somewhere has suffered due to it except those who led as commercial entrepreneur taking advantage of the New Economic policy. But the contribution of the Invisible hands
cannot be forgotten when considering the output and growth of the industry. While taking literature review on impact of Globalization, general impact of globalization on all the labour intensive unorganized industries is considered. It reveals the general socio-economic problems of the labourers in Post-reform period.

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