

Problems of Women Employees working in SSI Units in MIDC Thane District

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INTRODUCTION:

Women employees play a prominent role in the development of small scale industries in MIDC area in Thane district. In the production and distribution process women employees have greater contribution and in various industries in this area they are performing from last number of years. In those units women employees are working at different task, many of them qualified women employees at higher level jobs whereas less qualified women employees are engaged in lower level jobs. As a woman they are performing several other jobs in their day to day life. They have to take care of their family members and children and on other side they are performing for their office. In such difficult situation women employees' work hard, they take out their all capacity, efficiency and ability in order to maintain balance in their family and job duties. At every span of life they come a cross with various hurdles but in spite of that they are trying to find their own ways and make them more comfortable at the work place.

In India, particularly in Thane district of MIDC area contributes significant importance in terms of providing employment opportunities towards male as well as female employees and helps to make development in Indian economy. Women employees are also having their own contribution in the progress of small scale industries in this area. The Present study focused on the role of women employees in small scale industries in Thane district. This study also makes an attempt to identify the various problems facing by them at different level.

SIGNIFICANCE OF THE STUDY:

Moreover a large number of researches have been done on the topic small scale industries existing in developing country like Indian and other foreign countries. In India major research work has been concentrated on the development, growth, production, distribution, foreign trade i.e. imports and export undertaken by small scale industries. Whereas a very small attention paid towards women employees working in these units. The contribution of women employees in different field is always neglected. In developing country like India, women are always discriminated with men in term of payment of wages and salaries and other incentives in the organization. They are giving less importance while providing training facility, promotion opportunity and so on. With this views keep in mind the researcher has taken this topic for study purpose. While working in industries women employees facing several problems such as economic, social, family, organizational etc. This paper attempt to focus on organizational problems of women employees working in small scale industries in MIDC area in Thane district.

OBJECTIVES OF THE STUDY:

1. To know the concept related to women employees working in small scale industries.
2. To know the role of women employees in the development and growth of small scale industries.
3. To identify socio-economic background of women employees.
4. To analyze the organizational problems of women employees working in SSI units.
5. To assess the role of SSI units in context to improving standard of living of women employees.

METHODOLOGY OF THE STUDY:

Present study is empirical in nature based on primary source of data through information from superiors and women employees working in SSI in Thane district MIDC area. Secondary source of data through books, periodicals, journals, magazines, research papers, Government publication, NABARD, Economic survey etc., which has been studied thoroughly and arrange in systematic form to draw the appropriate conclusions

CONCEPT OF WOMEN EMPLOYEES:

Maharshi Karve the outstanding educationist who was responsible for establishing the exclusive SNDT Women University in Maharashtra believed that the place of women was distinct from that of men

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and that education should equip women for this place. Status of women in human society all over the global has remained critical and pathetic despite the fact that they have to play significant role in all walks of life.

In almost all sectors of the economy only particular jobs are accessible to women. In general the lower paid and less appreciable jobs. Their earning are much less than those of men and possibilities for upward mobility unlikely, even with equal education and equal work. Women have firm presence in the workforce and leaders who invest time and resources to draw upon this reality are the leaders who are fully aware and engaged with their workforce.

Women have to face strong prejudice and discrimination at every stage of their professional career; women have received discriminator treatment in recruitment, job assignment, salaries and promotion. They have not had the same access to their colleagues as men have and they have been more restricted by their family commitments.

ANALYSIS AND DISCUSSION:

Role of women employees in the development and growth of SSI units MIDC area in Thane district:

Women employees play a significant role in the development of SSI units. In Thane district a large number of women employees engaged in various industries in MIDC area. They are performing their duties at different level. The highly qualified and trained women performing higher level jobs whereas less qualified women were working at lower level jobs. To balance their duties at family as well as job women employees are doing lots of adjustment in their life. While performing duties at workplace, they come a cross with various problems. It relates to various aspects such as superiors, employers, Government policy, management, colleagues etc. In order to study all the above problems of women employees, it is again classified under different heads such as social problems, economic problems, family problems, organizational problems etc.

Socio-economic background of women employees

Socio-economic background of women employees is an important phenomenon in the research study. Women working in SSI units facing various social as well economical problems. They are always discriminated with men employees, despite considerable increase in women education relatively to men, women continue to have limited opportunities and less earning in the labour market. Due to weak financial condition a large number of women employees work hard at their workplace to fulfill their financial need. In spite of hard working there are getting less wages/salaries as compare to men employees. The women employees working in MIDC area in Thane district many of time not getting sufficient support from their family members. They are always abuse and compared with other household women in their family. In case of married working women their in-laws expecting more work from them which create number of problems to perform their job at workplace.

Organizational problems of women employees

Organization is place where women employees spending their major time in the process of production and distribution of goods and services. While working in the organization women come a cross with various problems, it causes to make them uncomfortable at the workplace. The organizational problems of women employees working in SSI located in MIDC in Thane district are elaborated as follows:

1. Rigid work structure: A number of small scale industries in MIDC area of Thane district adopted fixed work structure and according to that the employees has to work in the firm, employees does not get freedom to try out new work method in their routine structure. The rigid work structure decreases efficiency of the employees and productivity of the organization at the same. The views of women employees working at different level present in the table as under:

Table No.-1.1- Freedom to try out new work method

Sr. No.	Responses	Higher job	Lower job	Total
1.	Yes	2	1	3
2.	No	10	27	37
	Total			40

Source: Compiled from primary data

Table 1.1 reveals that very few women working in small scale industries in Thane MIDC units agree with the statement that they get freedom to try out new work method in the firm, whereas majority of women employees strongly disagree as they did not get opportunity to try out new method in their routine work. Hence it leads to have adverse effect on their efficiency.

2. Job Security: Job security is one of the significant factors in the life of employees as it gives assurance about their job and makes them comfort at the work place. The following table indicates the opinion of women employees on job security whether they are getting or not at the work place.

Table 1.2-Job security provided to respondent

Sr. No.	Responses	Higher level	Lower level	Total
1.	Yes	3	1	4
2.	No	9	27	36
	Total			40

Source: Compiled from primary data

Table 1.2 depict that only 4 women employees are provided job security in their firm, whereas maximum number of women employees does not get job security in their firm, as result of it, there is continuous decrease efficiency of the personnels and also leads to job dissatisfaction among them.

3. Technical Education facility: Technical guidance plays vital role in the view of quality enhancement of women employees. Technical educations not only improve efficiency of the employees but also enable them to perform work in a scientific, systematic and logical manner. The view of women employees on technical education facility in the unit are recorded in the table as below:

Table 1.3-Technical education provided to the respondents

Sr. No.	Responses	Higher job	Lower job	Total
1.	Yes	1	2	3
2.	No	10	27	37
	Total			40

Source: Compiled from primary data

Table 1.3 deals that majority of women employees working in SSI in Thane district in MIDC area stated that they are not provide any kind of technical guidance and training in the organization.

4. Promotion facility: Promotion is another important aspect for motivating the employees in the organization. Adequate promotion facility not only motivates the qualified women employees but also helps to increase their morale. The responses of women employees on promotion facility are recorded in the table as under:

Table 1.4-Promotion facility provided to respondents

Sr. No.	Responses	Higher job	Lower job	Total
1.	Yes	1	1	2
2.	No	10	28	38
	Total			40

Source: Compiled from primary data

Table 1.4 shows that very few women employees are provide promotion facility in the organization, whereas majority of women employees does not get promotion facility at their work place. Lack of promotion facility demotivates the personnel and at the same time it leads to decrease their efficiency.

Contribution of SSI in the improvement of standard of living of women employees:

SSI no doubt plays a significant role in improving the standard of living of women employees. It provides large scale of employment opportunities to the number of women employees at different level. It also helps to build confidence among them and make them self sufficient. In SSI in Thane district, women employees from different family background, different education field are engaged in the various process such as production, marketing, packaging, labeling, dispatching etc. SSI units not only help to provide them employment but also help to survive their family lives. Apart from the huge contribution of SSI units in employment and production process, in some cases they are lagging behind. Still number of women employees working in SSI is not up to the mark. The strength of

women employees are not increasing according to the expectation. It is need of SSI units to revise their work process and take effective steps towards the overall development of women employees.

Suggestions and Recommendation:

In order to overcome the women employees from organizational problems some of the specific suggestions and recommendation are stated as under:

1. There in need to provide education for women.
2. Enhance the self esteem and self confidence of women employees.
3. There is need of organization to frame flexible work structure for welcoming innovative ideas from employees.
4. There is need to provide job security in some extent to the women employees.
5. Women employees should provide technical guidance and training to increase their efficiency.
6. There is also need to provide promotion facility for motivate women employees.
7. There is need of SSI to encourage women employees by providing various incentives and facilities.
8. Government can undertake some effective measures for enlistment the status of women employees and encourage them to enroll for employment in SSI units.

Conclusion:

SSI in MIDC area in Thane districts definitely an effective instrument for women empowerment. A large scale employment opportunity for women employees providing through SSI. They are benefited a lot in terms of fulfill their day to day requirement and financial needs, it also helps to make them self sufficient, independent and efficient. In spite of all these positive attitude of SSI units towards women employees, still there is need to provide monetary as well as non monetary benefits towards women employees for their overall development. Adequate training, promotion facility, job security, flexible work structure etc. not only helps to improve efficiency of the employees but it also benefited to SSI units to increase productivity and rapid growth.

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