

## **An Analysis of status of Micro and Cottage Industries Workers in Puducherry Municipality Area**

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### **Abstract**

This is a spacious and broad world system which runs every minutes and seconds so speedily with lot of commitments, tasks responsibility and accountability without hesitation. In this fast and speedy running and movement concern and care of the labours are seemed to be pitiable and pathetic. Really, workers are classified into three dimensions one is skilled, unskilled and auxiliary labourers, these labourers' rights are not properly cared, respected and protected by the most of companies, organization and industries. Most of them have been suffering and blaming under the merciless activities of the administrative peoples atrocious treatment. In many small scale industries and medium scale industries labourers are suffering customarily and habitually without an alternative way to get remedial measures. There is a lot of law as to how to get, treat and respect the labourers from the state and central government thereby rulers, managers and administrators of the various industries, unit and industries authorities are treating in inhuman ways and insulting ways. None of the owners, managers and administrators in many industries are not intended to care and treat their labourers on humanitarian ground and aspect thereby they are losing their peace, harmony and passions because, their huge power, property status and wealth status are making them to behave rudely ways with their employees. Despite there were labours court, federal court and administrative mechanism still labourers issues are happening and going on in nook and corner of the India's society.

**Key Ward:** Political, Gender discrimination, human rights, contract labuor, and violence

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### **Introduction**

Many Nations, both developed and developing exteriorized that the small industry sector is a useful vehicle for growth, in the later for the creation of new employment opportunities on a wide scale in the shortest possible time. Small and Medium enterprises account for approximately 80 percent of the private sector industrial workers and hence occupy an important position in the industrial structure of Japan. The employment creating capacity of the small and medium enterprises in Japan has been seen to be larger than that in Germany or United States (Berkeley, 1967).

Micro, Medium and Small scale industries constitute the key link in the process of socio-economic transformation of underdeveloped social structures. It is, no doubt, true that in the case of dominantly rural countries, process of transformation either germinating within the rural segment or bringing the later within its orbit of influence will play a crucial role and should, therefore, occupy an important position in their development strategy. It is, however, equally true that rural and urban processes are inseparably interwoven in the socioeconomic fabric. Rural development cannot be operationalised outside the total developmental process straddling the rural-urban continuum. It constitutes a large component of the system is interdependence of vertical shifts of the workforce from the primary to the secondary sector which articulate the total development process. Its contribution to the Industrial development is quite unique.

The Government of India, Union Territories and state governments through different agencies and institutions sponsored by them are pursuing a policy of protecting and promoting small industry. The Village and Small Scale industries Sector (VSI) have an important place in the industrial structure of Indian economy. It provides employment to a large section of working force and contributes significantly towards the goods produced and exported by the manufacturing sector. The VSI sector stands next only to agriculture in terms of employment; on value added it contributes about fifty percent that of the manufacturing sector and in the matter of exports, its share is more than one third of the total exports made by the country.

The Village and Small Scale industries sector consists of two segments viz. modern and traditional. The village and cottage industries such as handloom, khadi and other allied village industries, handicrafts, Seri-culture and coir form the traditional segment while the modern

sector consists of a wide range of modern small scale industries. The role of village and cottage industries in a developing country like India cannot be over emphasized. Developing countries are characterized as labour abundant and capital scarce. Large industries with their stress on latest technical know-how requiring enormous capital investment cannot absorb the growing number of unemployed in the country. On the other hand, village and cottage crafts which employ labour intensive techniques of manufacture can provide immense employment opportunities to masses.

Puducherry Union Territory has all the basic infrastructure and resources for the development of small and tiny industries. Further, the incentives given by the Puducherry Union Territory government and various industrial development agencies of the Union Territory and the commune have also added to the advantage for accelerating the industrial progress. As there are about 78 large and 278 medium scale and 3964 small scale and cottage industries, there is a scope for the growth of ancillary industries, to meet the requirement of these industries, by manufacturing components and spare parts. The leather, coir, furniture, oil, jute, hand crafts products and food processing industries have more units in the Union Territory, the growth of which can be augmented by increasing agricultural production and utilizing barren and cultivable land and fallow land available in the Union Territory. Coir, jute and furniture is a fast growing, renewable, widespread, low cost, environment enhancing resource with great potential to improve poverty alleviation and environment conservation (Xuhe, 2003).

### **Problems of micro and cottage industries workers**

The Puducherry Union Territory has large number of micro and cottage units and they faced several type of discrimination in various ways. The problems may find out and grouped in some heads as they follow. a) Political discrimination, b) religious discrimination and c) gender discrimination. The Puducherry government makes some legal set up to reduce the problems by administrative set ups. The laws which were established in favour of the weaker and labourers section's development are not properly left by the ruling and wealthy class in India with an interest to subjugate and subdue marginalized and weaker section's social, economical and political rights.

### **Political Discrimination**

At the moment and second of India's social and political scenario people who are sound and healthy in political, property and wealth status are able to determine political, social justice

of the poor people and give benefits and welfares to them of they like to develop their life. In 75 years of the India's Independence none of the leaders are thought to bring out changes in the poor and weaker sections life and career except elevating their social, economical and political images on account of implementing pro-poor people policies, all these policies are not enjoyed and harvested by the weaker sections and marginalized community of the India's civil society. Despite there were laws still problem and crises are happing against the labour and weaker sections in more organizations and companies without any genuine reasons. Problems, worries and sadness of the weaker and marginalized sections in various companies and administrative places are going on without solution and remedial measures because officer who are liable and responsible to resolve their problems are becoming subject to elite class money and property power. Very often officers are appointed for the welfare and benefit of the labourers and weaker sections are lured by the elite class political power and money power therefore they are unable to look at labourers issues and problems, this trend has been in Indian administration since so long back with an intention to prevent bottom people to touch social and economical developments. Includes membership in a political party; expressed political party; expressed political, socio-political, or moral attitudes, or civic commitment. Workers should be protected against discrimination in employment based on activities expressing their political views but this protection does not extend to politically motivated acts of violence.

### **Religious Discrimination**

Includes distinctions made on the basis of the expression of religious beliefs or membership in a religious group. This also includes discrimination against people who do not ascribe to a particular religious belief or are atheists. Although discrimination on the bases for imposing requirements in the workplace which restrict the workers freedom to practice a particular religion. For instance a religion may prohibit work on a day different form the day of the rest established by the law or custom; a religion may require special type of clothing which may not be compatible with safety equipment; a religion may prescribe dietary restrictions or daily routines during work hours which may be difficult for the establishment to fully accommodate; or an employment position may require an oath incompatible with a religious belief or practice. In these cases the workers right to practice fully his or her faith or belief at the workplace needs to be weighed against the need to meet genuine requirements inherent in the job or operational requirements

### **Discrimination based on Gender**

Major problems of the labourers in Puducherry small scale industries fewer wages for more work. Works are done on contract basis without safety and guarantee. Unfair treatment is performed by the company or industry owners. Weaker section's workers respects and dignity are insulted and disrespected. Weaker section's women rights, dignity and life are spoiled by the company's authorities and officers on account of giving work to them. Most of companies officers and authorities are maltreating poor class people especially women in insulting ways on account of they are defending of higher authority work. No safety and security in all the companies for the weaker sections women people though there were law to protect them. Weaker social and economic status of the weaker sections community is paving way to encourage officers to treat indecently in insulting ways. Most of workers are working on contract and daily wage basis without any pension, allowances and guarantee even in this contemporary ways. Most of weaker sections women's life are lured and spoiled by the elite officer's money and job powers.

### **General Problems of work force in Puducherry Union Territory**

In the Puducherry region maximum number micro, cottage and small scale units run by the native rich peoples and they fix unlawful or unregistered certain norms and regulations of their industries in region.

No job promotion, job security, guarantee, no fixed salary, long work time and job other additional benefits in the work place. The job satisfactions of workers are not fulfilling in the private sectors as the government recognized companies. This leads to unable to run family and meet their family commitments in their life.

All companies like micro, cottage, small scale and medium scale, workers rights and human rights are violated and spoiled by the officers and work in charges. In some industries make partiality in providing jobs and to allotting the work and treating the workers on account of caste, color, race, religion and community. Such ways the working labuor force meet the discriminations in the working place.

### **Remedial Measures**

Though there were laws to protect workers' rights from small company to large company which must be used properly to protect their rights against managerial categories from mall treatments.

The government maintained the complaint register at the office of labour welfare and police station for the registration of the complaint against the offenders. As soon as workers are registered complaints in the police station and labour office it must take case to settle their problems within stipulated time of the concern industries without corruptions from the company or administration.

There must steady and cemented law to without failure toward protecting labourers' rights in all types of companies. The government and ministry of labour welfare departmental officers have to properly execute their power to protect laborer's rights and laws when they face discriminations from the industries. Government needs to protect all types of employee with job security, insurance, gratuity and other benefits with protection of workers. Adequate attention must be provided to employee's welfares in all range of industries and employee's problems must be resolved as soon as possible without any bias.

### **Conclusion**

There were lot of law and remedial measures regarding to protect the workers' rights, and other dignity oriented issues in all industries, for protection of workers of their work places. The discrimination are played in some industries not in all industries, and any have they should monitored by the government and related department. The government ensure the labuors safety, human rights and without affecting the industries production and welfare of owners.

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