

A STUDY ON PROBLEM FACED BY WOMEN EMPLOYEE IN LEATHER INDUSTRY WITH SPECIAL REFERENCE IN THIRUPATTUR DISTRICT

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Leather Industry is one of the Export-oriented industries in India having an annual turnover of US \$12 billion (approx.). The industry occupies a prominent place in Indian Economy due to its substantial export earnings. Like any other Industry there are certain internal and external factors influencing the domestic and export performance of Indian Leather Industry. Now a days women are playing multi-task generally neglecting their health but focus much on work and family. In this paper, we are mainly focusing on problem faced by women employee in leather industry.

Keywords: Industries, Export-oriented, Indian Economy, Prominent, Employee.

INTRODUCTION

Leather industries in Tirupattur district has produced 10 percent of global leather requirements and produced 2 billion square feet of leather per annum. Tannery Industries in Tirupattur district have vertical and also horizontally integrated. For vertical integration factories have their own tannery, and shoe processing units such as upper or bottom and sole units. For horizontal, tanneries are distributed in home based, small, medium, large-scale enterprises and also job work unit. However, leather labour market in Tirupattur district had characteristics of gender-based classification and caste-based classification. The female labour intensity in leather Industries, particularly tannery has considerable increased and lower caste people and women employees are dominated.

MEANING OF LEATHER INDUSTRY

Leather industry is a very old manufacturing sector producing a broad range of goods such as leather footwear, leather bags, leather garments, and so on. The raw material used in leather industry is derived from the waste product of food industry, specifically from meat processing.

OBJECTIVES OF THE STUDY

1. To identify the problems faced by women employee working in leather industry.
2. To analyse on socio-demographic working condition of the women employees in leather industry.
3. To identify facilities available in the working place for the women employees in leather industry.
4. To determine health and transport facilities for the women employees in leather industry

LIMITATIONS OF THE STUDY

- This study is not generalized because it is restricted only to 100 respondents.
- Due to less production activity, the researcher was not able to collect relevant information about the study.
- The data collection may be bias due to limited respondents.
- Due to restriction in few departments, the researcher was not able to collect relevant information.

THEORETICAL FOUNDATION

Leather and derived products come from tanned animals' (cattle, sheep, goat, etc.) skins and hides (**COTANCE Citation2020**). Leather is a by-product of slaughterhouses in the meat supply chain, an end product of tanneries, and raw material for leather product manufacturers (**De Marchi and Di Maria Citation2019; Jangler Citation2016**).

According to the European Union (EU) regulations (EC No 1069/2009 and EU No 142/2011), animal by-products are classified into three levels according to the public and animal health risk level and contamination; and leather belongs to Category 3 with a low level of risk (**A Micarelli, Fiore, and Bux Citation 2021 Fernando et al. Citation2021**).

According to the Standard International Trade Classification proposed by the World Trade Organisation (WTO), Leather-related raw materials include hides, skins, and fur skins. Except for raw materials, leading leather products include footwear, accessories, and automotive upholstery (**COTANCE Citation2020**), such as seats, dashboards, and door trim pieces (Kim Citation2021). In addition to regular leather, there are also edible hides, such as pomme, a cowhide that looks like beef after processing (**Tijani and Ajayi Citation2016**).

RESEARCH METHODOLOGY

Research is a process of a systematic and in-depth study of any topic, subject or area of investigation involving collection, compilation, presentation and interpretation of relevant details or data which would be useful for solving problems or improving existing solutions for problems. Research refers to

search of knowledge. Research cannot be conducted abruptly. Research must proceed systematically in already planned direction with the help of several steps in sequence.

RESEARCH DESIGN

“A research design is the arrangement of conditions and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure”.

SOURCES OF DATA COLLECTION

A survey method was used to collect the data from respondents regarding the study with the help of questionnaire. The researcher has directly conducted the respondent to complete.

SAMPLING TECHNIQUE

Non probability sampling has been adopted under this study. In this non-probability sampling, convenience sampling has been selected when the researcher selects the easiest population members from whom data was obtained.

METHOD OF DATA COLLECTION

Primary data collection was done through structured questionnaire. Secondary data was collected from company records.

PRIMARY DATA

Primary data are those which are collected a fresh and for the first time thus happen to be in original in character. Primary data can be collected through,

- Interview
- Questionnaire

SECONDARY DATA

Secondary data are collected through,

- Literature review
- Books
- Websites
- Journals
- Magazines

STATISTICAL TOOLS USED FOR ANALYSIS

Statistical tools used in this study are

- Simple percentage analysis
- Chi-square test
- Correlation co-efficient
- ANOVA

DATA ANALYSIS AND INTERPRETATION

TABLENO:1
SHOWING AGE OF THE RESPONDENTS

S.NO	CRITERIA	FREQUENCY	PERCENTAGE
1	Below 20 years	7	7%
2	20-25 years	10	10%
3	25-30 years	11	11%
4	30-35 years	33	33%
5	Above 35 years	39	39%
	Total	100	100

INTERPRETATION

From the above table it shows that 39% of the respondents are Above35 years, 33% of the respondents are 30-35 years, 11% of the respondents are 25-30 years, 10% of the respondents are 20-25 years and 7% of the respondents are below 20 years.

TABLENO:2
SHOWING EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

S.NO	CRITERIA	FREQUENCY	PERCENTAGE
1	Schooling	31	31%
2	SSLC	34	34%
3	HSC	21	21%
4	Diploma	8	8%
5	Others	6	6%
	TOTAL	100	100

INTERPRETATION

From the above table, it shows that 34% of the respondents are SSLC, 31% of the respondents are schooling, 21% of the respondents are from HSC, 8% of the respondents are from Diploma and 6% of the respondents are say another category it may be IT and PG

TABLE NO:3
SHOWING EXPERIENCE OF THE RESPONDENTS

S.NO	CRITERIA	FREQUENCY	PERCENTAGE
1	Fresher	16	16%
2	1-2 years	39	39%
3	2-3 years	27	27%
4	3-4 years	6	6%
5	4-5 years	8	8%
6	Above 5 years	4	4%
	TOTAL	100	100

INTERPRETATION

From the above table, it shows that 39% of the respondents are 1-2 years of the experience, 27% of the respondents are 2-3 years of the experience, 16% of the respondents are fresher 8% of the respondents are 4-5 years of the experience, 6% of the respondents are 3-4 years of experience and 4% of the respondents are above 5 years of the experience

TABLENO:4
SHOWING THE SALARY OF THE RESPONDENTS

S.NO	CRITERIA	FREQUENCY	PERCENTAGE
1	Below 5000	16	16%
2	5000-10000	40	40%
3	10000-15000	29	29%
4	15000-20000	15	15%
	TOTAL	100	100

INTERPRETATION

From the above table it shows that, 40% of the respondents are salary grade of 5000-10000, 29% of the respondents are 10000-15000, 16% of the respondents are Below 5000, 15% of the respondents are 15000-20000.

FINDINGS

- 1.39% of the respondents are Above 35 years,
- 2.34% of the respondents are SSLC

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3.39% of the respondents are 1-2 years of the experience.

4.40% of the respondents are salary grade of 5000-10000.

SUGGESTION:

Most of the employees says, they facing transport issues while going for job. So, the organization can take initiative to solving the problem.

Most of the employees are strongly disagree that the women have equal opportunities like pay and career advancement compared to men. So, company can concentrate on the employee's interest and reduce the employee turnover.

CONCLUSION:

I concluded that, women employees in leather industry face range of challenges that can hinder their professional growth and well-being. This is evident from the study the women employees facing many problems. So, company can take effective initiative to solving those problems, it will help to reducing the employee turnover and increase the job satisfaction for women employees.

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