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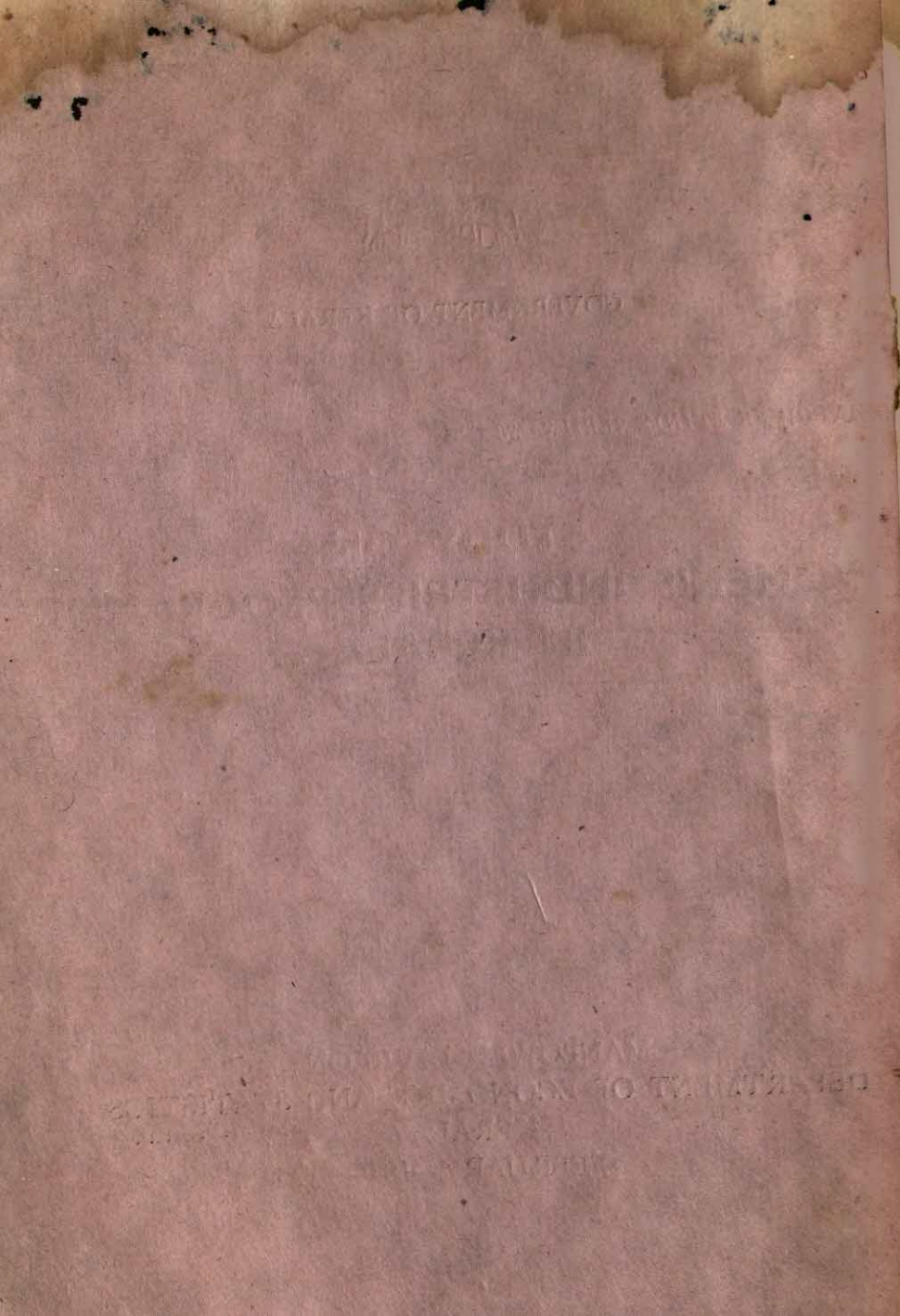


GOVERNMENT OF KERALA

MANPOWER STUDY SERIES—38

**STUDY ON  
WOMEN'S INDUSTRIES PROGRAMME  
IN KERALA**

MANPOWER DIVISION  
DEPARTMENT OF ECONOMICS AND STATISTICS,  
KERALA  
FEBRUARY—1984



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**MANPOWER DIVISION, DEPARTMENT OF ECONOMICS AND  
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MAINTAINED BY THE

INDUSTRIAL AND MINING INDUSTRIES  
PROGRAMME IN KERALA

GOVERNMENT OF KERALA  
DEPARTMENT OF MINING AND INDUSTRIAL DEVELOPMENT  
KOTTAYAM, KERALA

## PREFACE

'Manpower Study Series' contains systematic analysis of manpower problems relevant for an efficient system of manpower planning in the state. This study on "Women's Industries Programme" conducted by Smt. T. Mony, Manpower Officer of Industries and Commerce Department throws light on the operational details of the programme in an attempt to assess its manpower content and potential. It is hoped that the report will be of some use in the context of Industrial Planning in the State.

Trivandrum,  
20-12-1983.

K. RAMAVARMA,  
*Director of Economics & Statistics,  
Kerala.*

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### 1.3 Methodology:

The list of name and address of units coming under womens industries programme was collected from the General Managers of District Industries Centres. Altogether they had given the name and address of 474 units. Since the total No. of units was only below 500, Census method was adopted. Details were collected from these units through mailed questionnaire designed for the purpose supplemented by personal visits.

### 1.4 Field response:

Inspite of best of efforts only 58% of the units responded supplying necessary details. Eventhough the questionnaire was sent to all the 474 units, only 275 units furnished the information. Ernakulam district is having the largest number of womens industrial units viz. 77 units and the poorest response is also from that district, (18%). The response from Malappuram district is very much encouraging. All the 3 units in Malappuram have duly returned the schedules in time. Next comes Kozhikode district where the response is 89%. The details of response in the different districts are given in table 1 in appendix.

### 1.5 Period of study:

The survey took a period of 35 months since its commencement in July 1980 and preparation of draft report in May 1983. The actual field operations have been completed in July 1982.

### 1.6 Tabulation and Report writing:

Tabulation of data and writing of report was done by the M. P. O. of Department of Industries and Commerce under the guidance of M. P. Division of the Department of Economics and Statistics.

## CHAPTER 2

### RESULTS OF THE SURVEY

#### 2.1 Womens' Industrial Programme in Kerala:

When compared to other states women in Kerala have higher percentage of literacy and laso have higher percentage of educated unemployment starting of Small Scale Industrial units is the most effective way to face this problem. But Kerala women lag far behind in the Industrial sector because their entry is barred by age-old customs and social taboos. It is against this background that the Govt. of Kerala launched the dynamic new industries programme called "Industrial Programme for Women", in the year 1975 "the international womens year". Government gives special incentives to the womens industrial units to attract educated unemployed ladies in to the industrial field of Kerala.



## 2.2 Norms fixed for Womens Industrial Units:

An industrial unit is considered as a women's industrial unit only if it is owned and managed by women and women account at least 80% of the workers.

## 2.3 Financial arrangements made to Womens' Industrial Units:

The following special incentives are already being given to the women's industrial units as grants by way of reimbursement.

1. Establishment charges of a Paid Manager or Secretary and one technical expert subject to a maximum of Rs. 500 per month for four years on a tapering scale of 100% for the first year, 75% for the second year, 50% for the 3rd year and 25% for the 4th year.
2. 50% of the cost of machinery purchased and installed subject to a maximum of Rs. 25,000.
3. Rent of the building subject to a maximum of Rs. 500 per month for four years on a tapering scale.
4. Stipend to trainees Rs. 50 p. m. per trainee for six months and wastage allowance for raw materials subject to a maximum of Rs. 2,000.
5. Share participation in women's industrial co-operative societies is another incentive. The intention of the scheme is to enable primary societies to raise funds by extending share participation proportionate to the collected share i.e. four times of the collected share subject to a maximum of rupees one lakh.
6. Women industrial units are exempted from payment of sales tax for six years from the date of commencement of production.
7. The women entrepreneurs under going E. D. P. training are eligible for a stipend of Rs. 20 p. m. The department subsidises as a part of general assistance, the expenses met by women's industrial units towards marketing support devices like advertisement in dailies, cinema slides, radio commercial broadcasts, participation in trade fairs etc., irrespective of product selection.

## 2.4 Nature of Enterprise:

The units coming under women industries programme can be broadly classified as functioning throughout the year and seasonal. It is seen from the survey that about 82% of the units are functioning throughout the year and 14% are seasonal about 4% have not specified whether they are perennial or seasonal as can be seen from the table below;



TABLE 2.1

**Classification of women industrial units**

Nature of units	No.	Percentage
All seasons (i.e. throughout the year)	225	81.8
Seasonal	40	14.5
Not specified	10	3.7
<b>Total</b>	<b>275</b>	<b>100.0</b>

The district-wise classification of units is given in table 2 in appendix. It shows that maximum number of seasonal units is in Trichur. No unit in Idukki district is seasonal all of them are functioning through out the year.

**2.5 Ownership pattern:**

An Analysis of the ownership pattern of the sample units shows that 57% of the units are proprietary concerns, 27% Co-operative societies and 9% partnership firms. The table below shows the ownership pattern of the firm.

TABLE 2.2

**Ownership pattern of women industrial units**

Nature of ownership	No. of units	Percentage
Proprietary concerns	158	57.45
Partnership firms	24	8.72
Companies	3	1.10
Charitable societies	20	7.28
Co-operative societies	65	23.63
Nature not specified	5	1.82
<b>Total</b>	<b>275</b>	<b>100.00</b>

It is seen that nearly a quarter of the units are formed as co-operative societies. Slightly over 7 of the units are charitable societies. The district-wise details of the units are given in table 3 in appendix.

**2.6 Business conditions of the units:**

Analysing the business conditions of the units, it is seen that about 51% of the units are running on profit. Almost 35% of the units has reported that they are losers in their business. About 4% of the units say that they are neither earning nor losing something. An over all view of the business conditions of the units can be had from the following table.

TABLE 2.3

## Classification of units according to nature of returns

Nature of returns	No. of units	Percentage
Running on profit	139	50.54
Running on loss	96	34.90
Running on no loss no profit	12	4.36
Not specified	28	10.20
<b>Total</b>	<b>275</b>	<b>100.00</b>

The district-wise analysis given in Table 4 of appendix shows that 64.28% units in Ernakulam, 58.33% in Quilon, 57.58% in Kottayam, 56.52% units in Alleppey, and 51.29% in Trivandrum district are running on profit. In Malappuram only 40% units earn profit.

The phenomenon of having ownership of other business or sister concerns is lacking among women entrepreneurs. This is clear from the fact that only two entrepreneurs have other business and 9 units have branches. These nine units are distributed in Trichur (4) Palghat (2) Trivandrum (1) Kottayam (1) and Cannanore (1) districts. District-wise details are given in Table 5 of appendix.

## 2.7 Employment in womens industrial units:

Analysis of the sexwise classification of the employees shows that 93.72% workers are women and men workers are only to the tune of 6.28% as shown in the table below.

TABLE 2.4

## Classification of employees according to Sex

Sex	No. of employed	Percentage
Male	183	6.28
Female	2731	93.72
<b>Total</b>	<b>2914</b>	<b>100.00</b>

In no district the strength of male workers exceeds 15%. Palghat district has got the highest percentage of male workers i.e. 14.12% and Alleppey has the lowest percentage viz. 3.09%. In Trichur 3.63% workers are men. In Quilon male workers are comparatively greater than other districts viz. 12.38% of workers are males here. The women folk of Kerala can manage their units sufficiently well and the fact is clear from the low percentage of the male workers employed. Many of the units have got no male workers at all. The district-wise details are given in table 6 in appendix.



## 2.8 Distribution of workers according to age:

An important finding about the workers is that the large number of them (1064) belong to the young and energetic group i.e. between 20-25 years of age. 16.68% workers are below 20 years of age.

TABLE 2.5

### Age group of workers

Age group	No. of workers	Percentage
below 20 years	486	16.68
20-25	1064	36.52
26-30	376	12.90
31-35	168	5.78
36-40	90	3.08
41-45	69	2.36
46-50	55	1.88
51-55	16	0.55
56-60	22	0.75
61-65	6	0.20
Above 65 years	3	0.10
Not specified	559	19.20
<b>Total</b>	<b>2914</b>	<b>100.00</b>

In short nearly 72% (2094) of them are below 35 years only 0.95% (28) are above 55 years and 0.10% are above 65 years. It is in Idukki we get the highest percentage of workers below 20 years. More than one fourth of the workers are below 20 years. And it is in Alleppey we got the least in this category i.e. only 4.12%. Similarly in Alleppey 46.3% of the workers are between 20-25 years whereas in Ernakulam it is only 14.10%. In Kozhikode 18.37% workers are in the age group 26-30 years and in Palghat it is only 7.65%. Regarding the workers between 31-35 years also Kozhikode occupies the first place when Idukki gets the last place. District-wise details are given in table 7 in appendix.

## 2.9 Educational qualification for the workers:

We have an array of successful entrepreneurs and workers from the weaker section i.e. the women folk. There is a common feeling that unless the women entrepreneurs/workers have high educational qualifications, they cannot achieve a satisfactory level of profitable business conditions.



TABLE 2.6

## Distribution of workers according to educational qualification

Educational qualification	No. of workers	Percentage
Primary	676	23.19
Secondary	483	16.58
S.S.L.C.	702	24.12
Pre-degree	37	1.26
B.A./B.Sc	39	1.34
M.A./M.Sc.	5	0.17
Technical diploma	35	1.20
Technical certificate, I.T.I.	134	4.60
Technical degree	2	0.06
M.B.A.	1	0.03
Qualification not specified	489	16.78
No education, but working experience only	311	10.67
<b>Total</b>	<b>2914</b>	<b>100.00</b>

Of the total 2914 workers, 702 workers (24.12%) are S.S.L.C. holder. and 483 workers (16.58) have secondary education. 10.67% of them have no formal education but the reason for their success is that they have ample practical experience. 5.86% workers (171) are technically qualified. 1.34% are graduates and 0.17% among them are post-graduates. A detailed account of the qualification of the workers in various districts is given in table 8 in appendix.

## 2.10 Marital status of the employees:

An examination of the marital status of the employees reveals that more than one third of the male workers are married.

TABLE 2.7

## Classification of workers according to marital status

Category of employees	No. of persons		Total
	married	unmarried	
Male	80	103	183
Female	713	2018	2731
<b>Total</b>	<b>793</b> (27.%)	<b>2121</b> (73%)	<b>2914</b> (100%)

Of the total 2731 female workers 2018 (73%) are unmarried. The district-wise distribution of the workers according to marital status is given in table 9 in appendix.

### 2.11 Nature of employment:

The most important reason for advocating the development of Small Scale Industries is that it provides permanent employment to a large number of people at a lesser cost. An overall view of the nature of employment is given in the table below.

TABLE 2.8

#### Classification of workers according to nature of employment

Nature of workers	No. of workers	Percentage
Permanent	2046	70.21
Temporary	463	15.88
Casual	9	0.31
Trainees	78	2.67
Not specified	318	10.92
Total	2914	100.00

It is clear that 70% of the employees are permanent. The remaining includes about 16% temporary workers, 2.67% trainees; 0.31% casual workers. The details of 10.92% workers are not available. Alleppey district has got the largest number of permanent workers, (about 92%) followed by Quilon with 83% and Cannanore with 78%. Temporary workers are more (338.8%) in Palghat district. It is noticed that in Malappuram, 8.87% workers are trainees. An elaborate account of the employment can be had in table 10 in appendix.

### 2.12 Distribution of workers according to nature of duty

The employees as a whole can be categorised into two viz. full time workers and part time workers.

TABLE 2.9

#### Classification of workers according to nature of duty

Nature of duty	No. of workers	percentage
Full time workers	2359	80.95
Part time workers	555	19.05
Total	2914	100.00

From the above table, it is clear that 81% of the workers are full time and 19 are part time. In Alleppey 91.15% workers are full time.



### 2.13 Pattern of wages:

A look into the payment pattern of workers as shown in the table below reveals that about 48% of the workers are monthly wage earners and less than one per cent of the workers are paid weekly wages.

TABLE 2.10

#### Classification of workers according to pattern of wages

Name of category	No. of workers	Percentage
Monthly wage earners	1397	47.95
Weekly wage earners	18	0.60
Daily wage earners	475	16.30
Paid at piece rate	1024	35.15
<b>Total</b>	<b>2914</b>	<b>100.00</b>

16.30% are paid daily and 35.15% are paid at piece rate. For the last category of workers no fixed payment is made to them. On the other hand they will execute the work on contract basis and whatever due to them will be paid in lump after the completion of the work.

### 2.14 Distribution of workers according to income

A study of the income pattern of the workers discloses that only very few workers (1.07%) get their payment above Rs.500 p. m.

TABLE 2.11

#### Distribution of workers according to monthly income

Income group	No. of workers	Percentage
Upto Rs. 100	327	11.24
Rs. 101-200	420	14.41
Rs. 201-300	321	11.02
Rs. 301-400	74	2.53
Rs. 401-500	53	1.82
Rs. 501-600	14	0.48
Rs. 601-700	4	0.13
Rs. 701-800	11	0.37
Rs. 801-900	1	0.03
Rs. 901-1000	Nil	Nil
above Rs. 1000	2	0.06
Piece rate payment	1024	35.15
Details not available	663	22.76
<b>Total</b>	<b>2914</b>	<b>100.00</b>



The largest group comes, under piece rate payment. (35.15%) 22.76% of the workers have not specified their income.

### 2.15 Distribution of workers according to training/experience:

In the table given below a picture of the distribution of workers according to training/experience is given.

TABLE 2.12

#### Distribution of workers according to the training/experience

Category of workers	No. of workers	Percentage
Experienced/trained	674	23.13
Skilled	18	0.62
General workers	1830	62.80
Not specified	392	13.45
<b>Total</b>	<b>2914</b>	<b>100.00</b>

Out of 2914 workers (23.13%) 674 workers are trained/experienced. There are only 18 skilled workers in the whole of the units surveyed and their percentage come only upto 0.62%. General workers constitute 62.8% and they do not have any previous experience. In Trichur District experience/trained workers are more when compared to other districts. The district-wise details are given in table 14 in appendix.

### 2.16 Workers participation in the industry

Analysing the workers participation in the industry, it is noticed that only one third of them have share in the respective units.

TABLE 2.13

#### Table showing workers participation

Category	No. of workers	Percentage
People having share in the Industry	984	33.77
Not having share in the Industry	1848	63.42
Details not specified	82	2.81
<b>Total</b>	<b>2914</b>	<b>100.00</b>

Alleppey district has the largest number of workers having share in the industry. Out of the 486 workers, 370 (ie 76.13%) are share holders. In Quilon, Kottayam and Idukki only less than 4% have share. A detailed account is given in table No. 15 in appendix.

## 2.17 Problems faced by Womens Industrial Units

The problems of small scale industries collectively are gigantic and out of all proportions to our present institutional ability to solve them. Some of the problem are spotted below.

(a) *Capital*:—As it is common to all units, scarcity of capital is the most pestering problem of the women entrepreneurs. The materials for this survey has been collected from 275 units and it is found that not even a single unit is spared from the problem of acute shortage of capital. The units are in-debted to those financing institutions who provide them with finance.

(b) *Raw materials*:—Difficulties in getting scarce raw materials and fuel to the fire. There are certain units whose raw materials are scarce in the market. Units which make items like candle etc. come under this category. Government is distributing scarce raw materials at fair prices to the units. This system is not so effective since no unit can get adequate quantity of raw materials through this fair price system, and what ver is distributed do not reach the units in time. Economically well off units can approach the open market for the raw materials but as the price level is so high the tiny units of women entrepreneurs cannot afford to have it from the open market. Thus the scarcity of raw materials hampers the smooth functioning of the unit. As a result of the scarcity of raw materials coupled with the shortage of capital money of the units will have to be closed down very often.

(c) *Marketing*:—The women's industrial sector is the weakest constituent of the industrial community. Its low competitive strength and weakness is most felt in the field of marketing. The small scale womens industrial units are dispersed in distant corners of the land away from the major markets and they normally do not have the technical firmness and production to hold their own in stiff competition from medium and large scale industries. The major activities relating are product research, planning, pricing, fixing distribution channels, packaging, transporting, advertising and other sales promotion efforts. Womens Industries have only meagre financial resource, to implement effective marketing policies. With their limited resources the small scale units are not in a position to spend the money required for proper marketing research or advertising. Leading distributors cannot take up the products of these units because the brands of womens industrial products are not popular, the commission is low and moreover their supply will be irregular because production process may not be smooth due to scarcity of capital and raw materials.

(d) *Competition from other units*:—The women's industrial units face tough competition from their fellow units. Often the quality of the product is suspected because these units are devoid of adequate propaganda. A satisfied consumer is the best form of advertisement. The consumers are often attracted by fantastic advertisements which involve huge amounts of money and small scale units cannot adopt this method. There are large and medium industries which produce the same article that is produced in a



small scale unit. As the large and medium industries are well equipped with modern sophisticated machineries and advanced production formulae the cost of production per unit happens to be too low when compared with indigeneous productions methods of small scale units. Hence the larger units can sell their products at a lesser price resulting in the ousting of small units from the field.

(e) *Electricity*:—Eventhough Kerala has surplus hydro-electric power, the entrepreneurs often complain about undue hardships and difficulties to get the power connection for their units. Besides these major problems difficulty of getting ideal plot or building which have easy accessibility of markets getting experienced labourers etc. are also there however these problems are not so grave as the other ones.

## CHAPTER 3

### SUMMARY AND CONCLUSION

#### 3.1. Summary

Against the back ground of the mounting unemployment in our state and the accepted great potential for industrial development it is imperative that effective steps have to be taken immediately to identify and solve the problems existing in the women's industrial sector in the state since it is the only way to provide employment to the educated women in our State.

(1) On the whole the response of the units is not bad since 58% of the units have supplied the necessary information. All the 8 in Malappuram district have furnished the required details. The poorest response is from Ernakulam district.

(2) Nearly 82% of the women's industrial units are functioning through out the year.

(3) Proprietary concerns and Co-operative Societies are most popular since the percentages of such ownerships are 57.45% and 23.63% respectively.

(4) The majority of the units are running on profit and some of them are running on a no profit no loss basis. Such units can definitely be improved by proper guidance. The women's unit are still in their infancy and so the problems faced by them are many.

(5) The characteristic of having other business or sister concerns is lacking among women entrepreneurs.

(6) Nearly 94% of the workers are women which means many of the units have no male workers at all.

(7) The attraction behind the small scale units is that they provide permanent employment to a large number of people at less cost. To make this assumption true it is seen that more than 70% of the employees are permanent.



- (8) Nearly 81% of the workers are full time employees.
- (9) Regarding the mode of payment, about 48% workers are monthly wage earners 35.15% are paid at piece rate.
- (10) Only a very little portion of the employees (1%) get a reasonable income that is above Rs. 500 p. m.
- (11) Almost 73 per cent of the workers are unmarried.
- (12) Only 5.89% workers have technical qualifications and 23.19% only primary education.
- (13) About 63% workers have no previous experience at all.
- (14) The workers are very young and only 1.60% are above 50 years.
- (15) One third of the workers have got share in the respective units in which they work.

### 3.2. Conclusion

The problems of small scale womens industrial units are numerous. Scarcity of capital, non-availability of raw materials, marketing problems, competition from fellow units, difficulties in getting power connection and the restrictions in its usage, inadequacy of loan facilities and the restrictions in its inordinate delay in getting such loan amount etc., are the main problems. Among the suggestions to improve these units avoiding delay in sanctioning the loans or other financial helps and raising the quantum of these helps are the most important. Regarding the raw material problems it is suggested that a need based distribution will be more effective than the present one which is done purely on ad hoc basis. Subsidies for propaganda and advertisement can stimulate the selling of the products. Concessions for the usage of electricity if given will be a great relief to these units. Periodical inspection of the units by the technical staff of the department to give necessary guidance can improve the functioning of the units. Lessening security conditions, interest subsidies for those units who avail of loan at rates of interest and disbursing loan to small units up to Rs. 15,000 direct from district industries centres etc; can go a long way towards the betterment of these units. Similarly entrepreneurship development is cardinal and more crucial to industrial development than other economic factors.

## SUGGESTIONS OF ENTREPRENEURS

### 1. Finance

Finance is the life blood of any industrial unit. At present the State Government have evolved many schemes to assist the women's industrial units. But most of such assistances reach the units untimely due to so many reasons. The department machinery can form an effective friendship with the entrepreneurs if the assistance rendered from the department is given to them at the right time. All entrepreneurs are crazy about raising the financial assistance to a reasonable level. The grant, subsidy, loan etc., which are now being given reach no where when compared to their financial commitments. In short need based finances should be made available to these units at appropriate times.

**(2) Raw materials:**

There are many units whose raw materials are scarce in the open market. The non-availability of raw materials both indigenous and imported is a major handicap which has seriously retarded the growth of women's industries in our State. At present Government is distributing scarce raw materials at fair prices. The units get it purely on ad hoc basis. Almost all the units are of the opinion that distribution of scarce raw materials is not at all satisfactory since it fails to provide the units with adequate quantity at the right time. Hence the best that can be suggested is a need based distribution of scarce resources. For this the requirement of each unit is to be assessed without any prejudice. Such assessments ensure prevention of fraud to a great extent, besides providing assistance to the deserving units.

**(3) Marketing:**

If marketing assistance is vitally needed by women's industries it is also the most conspicuous by its absence in the small scale women's industries set up in Kerala. The absence of propaganda and advertisement affect the sector more than the general sector. Advertisements through prominent news papers, cinema slides, commercial broad castings, etc., involve huge financial commitments and women's industries being small units can't afford to have it. Hence the women entrepreneurs aspire to have the facility of concessional rates for advertisement through these media.

**(4) Electricity:**

At present there are some concessions on electricity tariff to small scale units. Now the present tariff rate for L.T. consumers of small industries is 14.5 paise per unit. The women entrepreneurs are of the opinion that electricity may be supplied to them free of cost.

**(5) Guidance:**

Another suggestion is that, many of the entrepreneurs do not know their eligibility to get financial assistances in the form of grant, subsidy, loan etc.. If the departmental machinery can enlighten such entrepreneurs, many sick units can be revitalised. For this the technical staff attached to the district industries centres should inspect the women's industries units periodically at least once in three months and give suitable advice and assistance.

**(6) Security restrictions:**

One of the demands put forward by women entrepreneurs is that they may be saved from the security restrictions laid down by the bank. There is a hue and cry against this. Of course the security conditions of the bank for giving loans and other financial helps may make a lot of difficulties to the entrepreneurs, but still it is not possible and practicable to take of the principle of collateral security. What is more feasible is that for these units which have no collateral security to offer, credit should be made available from the banks without insisting for this up to an amount of Rs. 15,000.



**(7) Interest subsidy:**

Some units are availing loan facilities from some financial institutions which charge very high rates of interest. Being financially weak, these units experience great financial hardships to repay the loan amount. Hence interest subsidy is recommended to those units who avail loan at high rates of interest.

**(8) Direct finance:**

Another suggestion is that for tiny units working capital loan up to Rs. 16,000 should be made available through district industries centres since it is very difficult to get finances from banks to small units.

**(9) Special incentives:**

An over all view of the Womens Industries Programme in Kerala shows that the special incentives and package of assistance offered to them have been utilised. Even though the government have put in a number of schemes to help the women entrepreneurs and their units, within the financial constraints of the State, a much more lenient view can be taken so that more and more educated women can be attracted.

## APPENDIX

TABLE 1

**Number of units contacted/responded in the districts**

Name of District	No. of units contacted	No. of units responded	% of response
Trivandrum	60	39	61.90
Quilon	50	12	24.00
Alleppey	31	23	77.19
Kottayam	45	33	73.33
Ernakulam	77	14	18.18
Idukki	17	8	47.05
Trichur	69	47	68.15
Palghat	36	27	75.00
Malappuram	20	20	100.00
Kozhikode	28	25	89.28
Cannanore	38	27	71.05
Total	474	275	58.01



TABLE 2

## District-wise distribution of units according to functioning

Name of District	No. of seasonal units (%)	No. of non-seasonal units (%)	Details not available (%)	Total (%)
Trivandrum	7 (17.95)	32(82.05)	..	39 (100.00)
Quilon	3 (25.00)	9(75.00)	..	12 (100.00)
Alleppey	2 ( 8.69)	20(86.95)	1 (4.36)	23 (100.00)
Kottayam	3 ( 9.09)	30(90.91)	..	33 (100.00)
Ernakulam	4 (28.57)	9(64.28)	1 (7.15)	14 (100.00)
Idukki	..	8(100.00)	..	8 (100.00)
Trichur	10 (21.27)	33(70.21)	4 (8.52)	47 (100.00)
Palghat	5 (18.51)	21(77.77)	1 (7.72)	27 (100.00)
Malappuram	..	18(90.00)	2 (10.00)	20 (100.00)
Kozhikode	2 ( 8.00)	23(92.00)	..	25 (100.00)
Cannanore	4 (14.81)	22(81.48)	1 (3.71)	27 (100.00)
<b>Total</b>	<b>40</b>	<b>225</b>	<b>10</b>	<b>275</b>
<b>% of total unit</b>	<b>14.54</b>	<b>81.82</b>	<b>3.64</b>	<b>100.00</b>

TABLE 3

**District-wise distribution of units according  
to the type of ownership**

Name of district	No. of proprietary concerns (%)	Partnership firms (%)	Companies (%)	Charitable societies (%)	Co-operative society (%)	Details not available (%)	Total (%)
Trivandrum	26 (66.66)	1 ( 2.56)	2 ( 5.12)	5 (12.83)	5 (12.83)	..	39 (100.00)
Quilon	9 (75.00)	..	..	1 ( 8.33)	2 (16.67)	..	12 (100.00)
Alleppey	14 (60.87)	1 ( 4.35)	1 ( 4.35)	..	6 (26.08)	1 (4.35)	23 (100.00)
Kottayam	19 (57.58)	6 (18.18)	..	4 (12.12)	4 (12.12)	..	33 (100.00)
Ernakulam	9 (64.29)	..	..	1 ( 7.14)	4 (28.37)	..	14 (100.00)
Idukki	7 (87.5)	..	..	..	1 (12.50)	..	8 (100.00)
Trichur	15 (31.92)	2 (4.25)	..	7 (14.89)	19 (40.43)	4 (5.51)	47 (100.00)
Palghat	23 (85.18)	2 (7.41)	..	..	2 (7.41)	..	27 (100.00)
Malappuram	10 (50.00)	2 (10.00)	..	..	8 (40.00)	..	20 (100.00)
Kozhikode	15 (60.00)	6 (24.00)	..	..	4 (16.00)	..	25 (100.00)
Cannanore	11 (40.75)	4 (14.81)	..	2 (7.40)	10 (37.04)	..	27 (100.00)
Total (%)	158 (57.45)	24 (8.72)	3 (1.10)	20 (7.28)	65 (23.63)	5 (1.82)	275 (100.00)



TABLE 4

**District-wise distribution of units according  
to profit-loss conditions**

Name of district	No. of units running on loss (%)	No. of units running on profit (%)	Units having no loss or no profit (%)	Details not available (%)	Total (%)
Trivandrum	18(46.15)	20(51.29)	..	1(2.56)	39 (100.00)
Quilon	4(33.33)	7(58.33)	..	1(8.34)	12 (100.00)
Alleppey	7(30.43)	13(56.52)	..	3(13.05)	23 (100.00)
Kottayam	10(30.30)	19(57.58)	..	4(12.12)	33 (100.00)
Ernakulam	4(28.57)	9(64.28)	..	1(7.14)	14 (100.00)
Idukki	1(12.5)	4(50.00)	3(37.5)	..	8 (100.00)
Trichur	16(30.04)	23(48.90)	4(8.51)	4(8.51)	47 (100.00)
Palghat	12(44.44)	11(40.75)	1(3.70)	3(11.11)	27 (100.00)
Malappuram	5(25.00)	8(40.00)	1(5.00)	6(30.00)	20 (100.00)
Kozhikode	10(40.00)	12(48.00)	..	3(12.00)	25 (100.00)
Cannanore	9(33.34)	13(48.15)	3(11.11)	2(7.40)	27 (100.00)
<b>Total (%)</b>	<b>96(34.90)</b>	<b>139(50.54)</b>	<b>12(4.38)</b>	<b>28(10.18)</b>	<b>275(100.00)</b>



TABLE 5

**District-wise distribution of industrial units having  
branches/other business**

Name of district	Other business	Branches	Not having other business branches	Details not available	Total
Trivandrum	..	1	38	..	39
Quilon	..	..	12	..	12
Alleppey	..	..	22	1	23
Kottayam	..	1	32	..	33
Ernakulam	..	..	14	..	14
Idukki	..	..	8	..	8
Trichur	..	4	40	3	47
Palghat	..	2	24	1	27
Malappuram	..	..	20	..	20
Kozhikode	..	..	24	1	25
Cannanore	2	1	24	11	27
<b>Total</b>	<b>2</b>	<b>9</b>	<b>258</b>	<b>6</b>	<b>275</b>

TABLE 6

**District-wise distribution of employees in womens industries**

Name of district	No. of units	Male (%)	Female (%)	Total (%)
Trivandrum	39	25(5.46)	433(94.54)	458(100.00)
Quilon	12	12(12.38)	85(87.62)	97(100.00)
Alleppey	23	15(3.09)	471(96.91)	486(100.00)
Kottayam	33	23(7.02)	305(92.98)	328(100.00)
Ernakulam	14	11(4.85)	216(95.15)	227(100.00)
Idukki	8	8(10.26)	70(89.74)	78(100.00)
Trichur	46	18(3.63)	478(96.37)	496(100.00)
Palghat	27	24(4.12)	146(85.88)	170(100.00)
Malappuram	21	18(8.87)	185(91.12)	203(100.00)
Kozhikode	25	13(8.84)	134(91.16)	147(100.00)
Cannanore	27	16(7.14)	208(92.86)	224(100.00)
<b>Total</b>	<b>275</b>	<b>18</b>	<b>2731</b>	<b>2914</b>
<b>% of total workers</b>		<b>6.28</b>	<b>93.72</b>	<b>100.00</b>

TABLE 7

## District-wise distribution of workers according to age-group

Age-group	Trivandrum	Quilon	Alleppey	Kottayam	Idukki	Ernakulam	Trichur	Palghat	Malappuram	Kozhikode	Cannanore	Total %
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Below 20 years	106	22	20	61	21	13	95	41	41	30	36	486 (16.64)
20-25 "	139	32	225	139	23	32	177	60	87	55	95	1064 (36.51)
26-30 "	69	9	79	28	8	17	74	13	13	27	39	376 (12.90)
31-35 "	21	4	37	20	2	7	22	6	13	20	16	168 (5.77)
36-40 "	16	5	15	2	4	5	15	5	12	2	9	90 (3.09)
41-45 "	9	2	25	3	3	4	11	3	3	2	4	69 (2.37)

46-50	3	1	24	8	..	3	5	1	2	..	3	55 (1.89)
51-55	..	1	7	3	..	1	2	..	1	1	..	16 (0.55)
56-60	3	..	12	1	..	1	..	1	..	4	..	22 (0.75)
61-65	..	..	4	1	..	..	..	..	..	1	..	6 (0.21)
Above 65	..	..	3	..	..	..	..	..	..	..	..	3 (0.10)
Details not available	37	21	35	62	17	144	95	40	31	5	22	559 (19.22)
Total	458	97	486	328	78	227	496	170	203	147	224	2914 (100.00)



TABLE 8

## District-wise details of educational qualification of the workers

Name of course	Trivandrum	Quilon	Alleppey	Kottayam	Idukki	Ernakulam	Trichur	Palghat	Malappuram	Kozhikode	Cannanore	Total (%)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
<b>General Education:</b>												
Primary	52	14	318	94	22	6	72	14	40	23	21	676 (23.20)
Secondary	120	18	35	95	23	12	58	38	27	16	41	453 (16.58)
S.S.L.C.	80	33	68	66	15	126	129	52	36	26	70	703 (24.12)
P.D.C.	8	..	1	12	2	6	..	..	3	2	3	37 (1.27)
B.A./B.Sc.	5	2	7	4	..	4	13	1	1	1	1	39 (1.34)

M A./MSc.	2	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5 (0.17)
<b>Technical Education:</b>																				
Tech. Diploma	1	..	1	2	..	..	1	15	..	13	1	..	..	..	..	..	..	..	..	34 (1.17)
Tech. Certificate I.T.I.	32	5	6	11	..	11	4	4	21	24	6	14	..	..	..	..	..	..	..	194 (4.60)
Tech. Degree	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2 (0.07)
M.B.A.	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	1 (0.03)
Qualification not available	116	10	11	14	16	45	159	23	5	31	59	..	..	..	..	..	..	..	..	489 (16.78)
No education, but working experi- ence only	40	15	39	27	..	17	46	21	53	38	15	..	..	..	..	..	..	..	..	311 (10.67)

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Total	458	97	486	328	78	227	496	170	203	147	224	2914
(%)	(15.72)	(3.33)	(16.68)	(11.26)	(2.68)	(7.79)	(17.01)	(5.83)	(6.97)	(5.04)	(7.69)	(100.00)

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**TABLE 9**  
**District-wise distribution of workers according**  
**to marital status**

Name of district	Male		Female		Total
	Married	Unmarried	Married	Unmarried	
Trivandrum	6	19	87	346	458
Quilon	4	8	22	63	97
Alleppey	7	8	211	260	486
Kottayam	12	11	62	243	328
Ernakulam	5	6	50	166	227
Idukki	2	6	6	64	78
Trichur	13	5	98	380	498
Palghat	9	15	28	118	170
Malappuram	12	6	45	140	203
Kozhikode	5	8	41	93	147
Cannanore	5	11	63	145	224
<b>Total</b>	<b>80</b>	<b>103</b>	<b>713</b>	<b>2018</b>	<b>2914</b>
(%)	(2.75)	(3.54)	(24.46)	(69.25)	(100.00)

TABLE 10

**District-wise distribution of workers according  
to nature of employment**

Name of district	Permanent %	Temporary %	Casual %	Trainees %	Details not available %	Total %
Trivandrum	351 (76.63)	41 (8.95)	2 (0.43)	15 (3.27)	49 (10.72)	458 (100.00)
Quilon	81 (83.50)	16 (16.50)	..	..	..	97 (100.00)
Alleppey	446 (91.76)	31 (6.37)	..	..	9 (1.87)	486 (100.00)
Kottayam	193 (58.84)	69 (21.03)	..	29 (8.84)	37 (11.29)	328 (100.00)
Ernakulam	100 (44.05)	33 (14.53)	..	..	94 (41.42)	227 (100.00)
Idukki	55 (70.51)	15 (19.23)	..	6 (7.69)	2 (2.57)	78 (100.00)
Trichur	312 (62.90)	82 (16.53)	3 (0.60)	6 (1.20)	93 (18.77)	496 (100.00)
Palghat	90 (52.94)	61 (35.88)	..	..	19 (11.18)	170 (100.00)
Malappuram	138 (67.98)	43 (21.18)	4 (1.97)	15 (8.87)	..	203 (100.00)
Kozhikode	105 (71.42)	36 (24.48)	..	..	6 (4.10)	147 (100.00)
Cannanore	175 (78.12)	36 (16.07)	..	4 (1.78)	9 (4.03)	224 (100.00)
<b>Total</b>	<b>2046</b>	<b>463</b>	<b>9</b>	<b>78</b>	<b>318</b>	<b>2914</b>
(%)	(70.22)	(15.88)	(0.31)	(2.68)	(10.91)	(100.00)



**TABLE II**  
**Districtwise distribution of workers according**  
**to nature of duty**

Name of district	Full time workers (%)	Part time workers (%)	Total (%)
Trivandrum	387(84.49)	71(15.51)	458 (100.00)
Quilon	72(74.22)	25(25.78)	97 100.00
Alleppey	443(91.15)	43( 8.85)	486 (100.00)
Kottayam	286(87.19)	42(12.81)	328 (100.00)
Ernakulam	163(71.80)	64(28.20)	227 (100.00)
Idukki	39(50.00)	39(50.00)	78(100.00)
Trichur	355(71.57)	141(28.43)	496 (100.00)
Palghat	124(72.94)	46(28.05)	170 (100.00)
Malappuram	166(81.77)	37(18.23)	203 (100.00)
Kozhikode	124(84.35)	23(15.65)	147 (100.00)
Cannanore	200(89.28)	24(10.72)	224 (100.00)
<b>Total</b>	<b>2359</b>	<b>585</b>	<b>2914</b>
(%)	(80.95)	(19.05)	(100.00)

TABLE 12

**District-wise distribution of workers according  
to pattern of payment**

Name of district	No. of monthly wage earners (%)	No. of weekly wage earners (%)	No. of daily wage earners (%)	No. of wage earners at piece-rate (%)	Total
Trivandrum	355 (77.51)	..	25 (5.45)	78 (17.04)	458 (100.00)
Quilon	24 (24.74)	..	34 (35.05)	39 (40.21)	97 (100.00)
Alleppey	112 (23.04)	7 (1.44)	24 (4.93)	343 (70.59)	486 (100.00)
Kottayam	111 (33.84)	..	118 (35.97)	99 (30.19)	326 (100.00)
Ernakulam	192 (84.58)	..	21 (9.25)	14 (6.17)	227 (100.00)
Idukki	29 (37.18)	..	18 (15.66)	36 (46.16)	78 (100.00)
Trichur	201 (40.2)	..	62 (16.51)	213 (42.95)	496 (100.00)
Palghat	81 (47.05)	..	30 (17.04)	59 (35.31)	170 (100.00)
Malappuram	59 (23.03)	..	63 (31.03)	81 (39.91)	203 (100.00)
Kozhikode	88 (59.86)	11 (7.48)	22 (14.93)	26 (17.70)	147 (100.00)
Cannanore	145 (64.73)	..	43 (19.19)	36 (16.08)	224 (100.00)
Total %	1397 (47.95)	18 (0.61)	475 (16.30)	1024 (35.14)	2914 (100.00)



TABLE  
District-wise distribution of workers

Name of district	Up to Rs. 100 (%)	Rs. 101-200 (%)	Rs. 201-300 (%)	Rs. 301-400 (%)	Rs. 401-500 (%)	Rs. 501-600 (%)
Trivandrum	141 (30.78)	113 (24.67)	35 (9.82)	8 (1.74)	18 (3.93)	3 (0.65)
Quilon	1 (1.03)	7 (7.21)	11 (11.34)	4 (4.12)	..	1 (1.03)
Alleppey	22 (7.69)	26 (5.34)	38 (7.81)	12 (2.46)	2 (0.41)	..
Kottayam	49 (14.93)	67 (20.42)	45 (13.71)	10 (3.04)	3 (0.91)	2 (0.60)
Ernakulam	11 (4.84)	12 (5.28)	26 (11.45)	6 (2.64)	7 (3.08)	1 (0.44)
Idukki	13 (16.66)	8 (10.25)	11 (14.10)	..	2 (2.56)	1 (1.28)
Trichur	25 (5.04)	67 (13.50)	21 (4.23)	7 (1.41)	6 (1.20)	3 (0.60)
Palghat	6 (3.52)	18 (10.58)	25 (14.70)	6 (3.52)	4 (2.35)	..
Malappuram	24 (11.82)	36 (17.73)	19 (9.35)	6 (2.95)	4 (1.97)	..
Kozhikode	29 (19.72)	26 (17.68)	15 (10.20)	11 (7.48)	3 (2.04)	1 (0.68)
Cannanore	6 (2.67)	40 (17.85)	75 (33.48)	4 (1.78)	4 (1.78)	2 (0.89)
<b>Total</b> (%)	327 (11.24)	420 (14.41)	321 (11.02)	74 (2.53)	53 (1.82)	14 (0.48)

## according to income

Rs. 601-700 (%)	Rs. 701-800 (%)	Rs. 801-900 (%)	Rs. 901-1000 (%)	Above Rs. 1000 (%)	Piece rate (%)	Details is not furnished (%)	Total (%)
..	2	1	..	1	78	58	458
..	(0.43)	(0.21)	..	(0.21)	(17.03)	(10.53)	(100.00)
..	..	..	..	..	39	33	97
..	..	..	..	..	(40.21)	(35.06)	(100.00)
..	..	..	..	..	343	43	486
..	..	..	..	..	(70.57)	(5.72)	(100.00)
..	..	..	..	..	99	53	328
..	..	..	..	..	(30.17)	(16.22)	(100.00)
..	1	..	..	..	14	149	227
..	(0.44)	..	..	..	(6.16)	(65.67)	(100.00)
..	1	..	..	..	36	6	78
..	(0.28)	..	..	..	(46.15)	(7.72)	(100.00)
4	5	..	..	1	213	144	496
(0.80)	(1.00)	..	..	(0.20)	(42.22)	(29.80)	(100.00)
..	..	..	..	..	59	52	170
..	..	..	..	..	(34.70)	(30.63)	(100.00)
..	..	..	..	..	81	33	203
..	..	..	..	..	(39.90)	(16.28)	(100.00)
..	1	..	..	..	26	34	147
..	(0.68)	..	..	..	(17.68)	(23.84)	(100.00)
..	1	..	..	..	36	57	224
..	(0.44)	..	..	..	(16.07)	(25.04)	(100.00)
4	11	1	..	2	1024	663	2914
(0.13)	(0.37)	(0.03)	..	(0.06)	(35.15)	(22.76)	(100.00)



TABLE 14

**District-wise distribution of workers according to  
experience/skill**

Name of district	Experienced/ trained (%)	Skilled (%)	General workers (%)	Details not available (%)	Total (%)
Trivandrum	102 (22.27)	..	356 (77.73)	..	458 (100.00)
Quilon	42 (43.29)	..	55 (56.71)	..	97 (100.00)
Alleppey	75 (15.44)	..	403 (82.92)	8 (1.64)	486 (100.00)
Kottayam	74 (22.56)	..	254 (77.44)	..	328 (100.00)
Idukki	25 (32.05)	..	53 (67.95)	..	78 (100.00)
Ernakulam	35 (15.41)	..	192 (84.59)	..	227 (100.00)
Trichur	111 (22.38)	16 (3.23)	..	369 (74.39)	496 (100.00)
Palghat	33 (19.41)	..	122 (71.76)	15 (8.83)	170 (100.00)
Malappuram	66 (32.51)	..	137 (67.49)	..	203 (100.00)
Kozhikode	51 (34.69)	..	96 (65.31)	..	147 (100.00)
Cannanore	60 (26.78)	2 (0.89)	162 (72.33)	..	234 (100.00)
<b>Total</b> (%)	674 (23.13)	18 (0.62)	183 (62.80)	392 (13.45)	2914 (100.00)

TABLE 15

## District-wise distribution of workers having share in the industry

Name of district	No. of people having share in the industry	Not having share	Details not available	Total
Trivandrum	47	411	..	458
Quilon	3	94	..	97
Alleppey	370	108	8	486
Kottayam	7	350	71	328
Idukki	3	75	..	78
Ernakulam	99	128	..	227
Trichur	232	264	..	496
Palghat	4	166	..	170
Malappuram	97	106	..	203
Kozhikode	30	108	3	147
Cannanore	86	138	..	224
<b>Total</b>	<b>984</b>	<b>1848</b>	<b>82</b>	<b>2914</b>
<b>(%)</b>	<b>(33.77)</b>	<b>(63.42)</b>	<b>(2.81)</b>	<b>(100.00)</b>





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TRIVANDRUM, 1984.