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- Doctoral Fellow in Business Economics faculty of Commerce at Gondwana University, Gadchiroli.
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- M. B. A. from R.T.M. Nagpur University, Nagpur in 2003.
- M.Com. from R.T.M. Nagpur University, Nagpur in 2006.
- M.Phil (Commerce) from Y.C.M.O.U., Nasik in 2007.
- B.Com. from Nagpur University, Sardar Patel College of Chandrapur in 2001.

Academic Details

- **Teaching Subject at college**
B.com I year 1) Financial Accounting
2) Basics Marketing Management
B.com II year 1) Cost & Management Accounting
B.com Final 1) Auditing & Income Tax
2) Business Communication Management

Responsibilities at College

- Head Department of Commerce
- Co-coordinator of NAAC & IQAC
- Staff Council Secretary
- Head of Senior College
- Head of Discipline Committee
- Head of Website maintenance
- Member of Cleanliness Department

- Member of carrier guidance department
 - Member of Local Management Committee
- Joint Chief Supervisor GUG Examination Winter 2016

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Reward/ Award

- 1) 1ST Prize Ph.D. Research Scholars in AVISHKAR – 2016 at Gondwana University Level.
- 2) 1ST Prize Teacher Research Scholars in AVISHKAR – 2017 at Gondwana University Level.

REFRESHER / ORIENTATION /SHORT TERM COURSE PROGRAMME:-

- 1) UGC Sponsored **87th Orientation Programme** from 25-06-2014 to 22-07-2014 at ASC, RTM Nagpur University, Nagpur.
- 2) UGC sponsored 10 days national workshop on “Research Methodology” at R. S. Mundle College, Nagpur held on 20th July 2015 to 29th July 2015.
- 3) Gondwana University 10 days workshop on “Research Methodology” at Gondwana University, Gadchiroli on

RESEARCH PAPERS PUBLISHED:-

SESSION 2012 - 2013

- 1) Research Paper Published on “**Study of correlation between welfare activities & their job performance with reference to western coalfields Ltd.**” in National Journals of Kala Mahavidyalaya, Korpana (ISSN No. 23198214).
- 2) Research Paper published On “**Challenges & opportunities in Higher Education**” in National Research Journal of Sardar Patel Mahavidyalaya, Chandrapur (ISSN No. 22773908).
- 3) Research Paper Published on “**Exploratory Tendencies of Cement Consumers in Maharashtra.**” in National Journals of Arts, Commerce & Science College, Koradi, Nagpur (ISSN No. 22773428).
- 4) Research Paper Published on “**Challenges in Higher Education.**” in NAAC Bangalore Sponsored State Level Seminar at Sardar Patel Mahavidyalaya, Chandrapur (ISSN No. 22773908). On dated 24th & 25th Aug. 2012.
- 5) Research Paper Published on “**Higher Education & the Academic Library: Perspective for Slovakia.**” UGC Sponsored National Level Seminar at Samarth Mahavidyalaya Lakhani, Bhandara (ISBN No. 9788192459608). On dated 01st Oct. 2012.
- 6) Research Paper Published on “**A Comparative analysis of public & private life insurance companies in india.**” in UGC Sponsored National Level Seminar at G. S.

College of commerce & economics, Nagpur (ISBN 9788192459608). On dated 27th Dec. 2012.

- 7) Research Paper Published on “**Political Empowerment of Women: A Literary Reflection.**” in UGC Sponsored National Level Conference at S. K. Porwal College, Kamptee, Nagpur (ISBN No. 9788192624105). On dated 29th Dec. 2012.
- 8) Research Paper Published on “**Impact of FDI in Retail Sector.**” in UGC Sponsored National Level Workshop at P. W. S. Arts & Commerce College, Kamptee, Nagpur (ISSN No. 22495134). On dated 11th & 12th Aug. 2013.
- 9) Research Paper Published on “**Fiscal Regulation & Expenditure Pattern in Maharashtra State.**” 24th Annual Conference of Maharashtra State Commerce Association at Dhanwate National College, Nagpur (ISBN No. 9788192615936). On dated 15th & 16th Feb. 2013.
- 10) Research Paper Published on “**Social security in developing countries: myth or necessity? Evidence from India.**” in Association of interdisciplinary policy research & action in collaboration with renaissance college, Nagpur organized International Level Seminar at Nagpur (ISBN No. 9788192681801). On dated 27th Feb. 2013.
- 11) Research Paper Published on “**Buddhist Economics: A Social Philosophy.**” in Dr. Ambedkar International Mission, U.S.A. & Bahujan Sahitya Prasar Kendra, India organized International Seminar at Deekshabhoomi Nagpur (ISBN No. 9788192244488). On dated 10th March 2013.

SESSION 2013 – 2014

- 1) Research paper published on “**Impact of Dr. B.R.Ambedkar’s thoughts on Indian economy**” in Dr. Babasaheb Ambedkar Gondwana University Teacher’s Association Chandrapur organized international seminar at Rajiv Gandhi Sabhagruha, Chandrapur (ISBN 9789384198565) on dated 22nd & 23rd March 2014.
- 2) Research paper published on “**Corporate social responsibility in rural development sector : Evidences from india**” in Mahatma Gandhi Arts, Science & Late N.P. Commerce college Armori, Gadchiroli organized national seminar at Armori Gadchiroli. (ISBN 9789382351351) on dated 31st Jan 2014.
- 3) Research paper published on “**Socio-structural challenges in the development of schedule castes and other backward castes.**” In Shivprasad sadanand jaiswal college, arjuni morgaon, Gondia organized national seminar at Arjuni Morgaon, Gondia (ISBN 9789382962229).

- 4) Research paper published on **“Gender based violence a human rights issue”** in Sushilabai ramchandrarao mamidwar college of social work, chandrapur organized national seminar at Chandrapur (ISBN 9788192855028) on dated 26th Dec. 2013.
- 5) Research paper published on **“Ambedkar on Indian Democracy”** in Dhanwate national college, Nagpur organized national seminar at Nagpur (ISBN 9788192699936) on dated 28th & 29th Sept. 2013.
- 6) Research paper published on **“Marketing of Bank products – emerging challenges & innovative strategies”** in G. S. College of Commerce, Wardha organized national seminar at Wardha (ISBN 9788192707808) on dated 27th & 28th Sept. 2013.
- 7) Research paper published on **“A study on differentiator in marketing of fresh fruits and vegetables from supply chain management perspective”** in Ganpatrao arwade college of commerce, sangli organized national seminar at Sangli on dated 7th Sept. 2013.
- 8) Research paper published on **“Dr. B. R. Ambedkar’s theory of state socialism”** in Bahujan karmachari sahitya sansad, Chandrapur organized state level seminar at chandrapur on dated 8th, 9th & 10th Feb. 2014.

SESSION 2014 – 2015

- 1) Research paper published on **“Progressiveness of small scale industries- A inventive view”** in National Journals of Kala Mahavidyalaya, Korpana (ISSN No. 23198214) Aug. 2014.
- 2) Research paper published on **“Impact of globalization on small scale industries in india”** in Gurukul International Multidisciplinary Research Journal (ISSN 23948426) Dec. 2014.
- 3) Research paper published on **“A study on the problems and prospects about the growth on production of powerloom industry in india.”** in National Research Journal of Sardar Patel Mahavidyalaya, Chandrapur (ISSN No. 22773908).
- 4) Research paper published on **“Study of Indian higher education: A TQM perspective”** in Adarsh arts & commerce college, Desai ganj (Wadsa), Gadchiroli organized national seminar at Desai ganj Wadsa Gadchiroli (ISBN 9789383132171) on date 20th Feb. 2015.

- 5) Research paper published on “**Gender gaps and women empowerment in india issues and strategies**” in Hislop College, Nagpur organized national seminar at Nagpur on dated 14th March 2015.
- 6) Research paper published on “**E-Banking in india: Innovations challenges and opportunities**” in pune organized national seminar at pune.
- 7) Research paper published on “**Effective talent management has become an essential strategy for organizational success.**” In Department of Business Management Studies, Nagpur organized national seminar at Nagpur.

SESSION 2015 – 2016

- 1) Research Paper Published on “ औद्योगिक **cgqmn~nsfrk**; ग्रामीण सहकारी संस्थेचा चंद्रपूर जिल्ह्यातील ग्रामिण भागातील लघु उद्योगाच्या विकासावर झालेला परिणाम.” in Gurukul International Multidisciplinary Research Journal (ISSN 23948426). On June 2016.
- 2) Research Paper Published on “**Problems and prospects of small scale industries in india.**” in Gurukul International Multidisciplinary Research Journal (ISSN 23948426). On June 2016.

SEMINARS, CONFERENCE AND WORKSHOPS ATTENDED:-

SESSION 2012 - 2013

- 1) International Seminar on “**Deekshabhoomi: A Social, Literary, Cultural, Religious, Economic, Political and Educational Revolution**”organized by Dr. Ambedkar College Nagpur, 10th March, 2013.
- 2) Interdisciplinary International Conference on “**Rethinking India: Perspectives from below**”organized by Association of Interdisciplinary Policy Research and Action in Collaboration with Renaissance College, Nagpur, held on 27th Feb. 2013.
- 3) UGC sponsored national seminar on “**Global Scenario and new trends in Indian insurance sector**” organized by G. S. Commerce & Economics College, Nagpur held on 27th Dec. 2012.
- 4) UGC sponsored Interdisciplinary National conference on “**Contribution of women in Indian arts & culture**”,organized by S. K. Porwal College,Kamptee Nagpur held on 29th Dec. 2012.

- 5) UGC sponsored Interdisciplinary national workshop on “**Entrepreneurship Development and Self Employment**”, organized by P. W. S. Arts & Commerce College, Kamptee Nagpur held on 11th & 12th Jan. 2013.
- 6) NAAC Bangalore Sponsored State Level Seminar on “**Role of IQAC in quality enhancement in HEIs in rural area**” organized by Sardar Patel Mahavidyalaya, Chandrapur held on 24th & 25th August 2012.
- 7) 24th Annual Conference of Maharashtra State Commerce Association on “**regional imbalance in maharashtra: Causes, Issues & Challenges**” organized by Dhanwate National College, Nagpur, held on 15th & 16th Feb. 2013.
- 8) Department of Social Science curricular gondwana University level workshop organized by Sardar Patel Mahavidyalaya, Chandrapur. held on 18th June 2012.
- 9) Gondwana University Level workshop on “**New syllabus of commerce faculty with semester pattern and credit system.**” Organized by Adarsh Arts & Commerce College, Desai Ganj Wadsa, Gadchiroli. Held on 21st July 2012.
- 10) Gondwana university level workshop on “**Shaping of S & T Resource Center**” organized by Gondwana University, Gadchiroli held on 18th & 19th Jan. 2013.

SESSION 2013 – 2014

- 1) International interdisciplinary conference on “**Vision 2056**” organized by Dr. Babasaheb Ambedkar Gondwana University Teacher’s association Chandrapur held on 22nd & 23rd March 2014.
- 2) UGC sponsored national level seminar on “**Changing issues in Africulture, Rural Finance and Rural Infrastructure**” organized by Mahatma Gandhi Arts. Science & Late. Nasaruddin bhai Panjwani Commerce College, Armori, Gadchiroli held on 31st Jan. 2014.
- 3) UGC sponsored Interdisciplinary national level seminar on “**Ambedkarite Philosophy: It’s Relevance**” organized by Dhanwate National College, Nagpur held on 28th & 29th Sept. 2013.
- 4) Indian Council for Social Science Research, New Delhi Sponsored national level seminar on “**Fight Against Sexual Harassment**” organized by in Sushilabairamchandrarao mamidwar college of social work, chandrapur held on 26th Dec. 2013.

- 5) UGC sponsored national level seminar on **“Challenges before the marketing of Fruits & Vegetables”** organized by Ganpatrao Arwade College of Commerce, Sangli held on 7th Sept. 2013.
- 6) UGC sponsored national level seminar on **“Strategic Services Marketing in the comprehensive Market Scenario – Challenges and opportunities”** organized by G. S. College of Commerce, Wardha held on 27th & 28th Sept. 2013.
- 7) Bahujan Karmachari Sahitya Sansad organized **“4th Bahujan Sahitya Sammelan”** at Chandrapur held on 8th, 9th & 10th Feb. 2014.
- 8) Gondwana University Level workshop on **“Academic Performance Indicators for Promotion under career advancement scheme for teacher”** organized by Dr. Babasaheb Ambedkar Gondwana University Teacher’s association Chandrapur held on 27th Oct. 2013.

SESSION 2014 – 2015

- 1) IQA Cell national level seminar on **“Facing NAAC: Systematic Approach towards institutional quality enhancement”** organized by Adarsh arts & commerce college, Desai Ganj (Wadsa), Gadchiroli held on 20th Feb. 2015.
- 2) Gondwana University, Gadchiroli & S.P. College, Chandrapur jointly organized university level workshop on **“Research tools & techniques in commerce faculty”** held on 20th Sept. 2014.
- 3) Gondwana University level workshop on **“5th & 6th Semester of B. Com & M. Com”** organized by Vivekanand Mahavidyalaya, Bhadravati held on 22nd August 2014.

Place: Ballarpur.

Date: 24 /03 /2017 .

Prof. Roshan A. Fulkar

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A INVENTIVE VIEW OF PROGRESSION OF SMALL SCALE INDUSTRIES

Dr S. B. Mohitkar

Associate Professor Deptt. Of Commerce

Vice-Principal

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ABSTRACT

The small scale industries play a vital role in the growth of the country. It contributes almost 40% of the gross industrial value added in the Indian economy. By less capital intensive and high labour absorption nature, SSI sector has made significant contribution to employment generation and also rural industrialization. Under the changing economic scenario, SSI has to face number of diverse problems like vast population, large scale un-employment and underemployment and scarcity of capital resources and the like. Hence, the government has been providing some special facilities through different policies and programmes to overcome the problems and for the growth and development of small scale industries. The efforts of the government have resulted in the phenomenal increase in the number of units in the small scale sector.

KEY WORDS : *strengths, weaknesses, threats and opportunities.*

INTRODUCTION

The government introduced various schemes and incentives for the promotion of SSIs. Constant support to SSI sector by the Govt. in terms of infrastructure development, fiscal and monetary policies have helped to emerge as dynamic and vibrant sector of Indian economy. Over the past five decades, Government policies and schemes have been to protect the interests of the SSIs and facilitate its rapid development from time to time. Historically, villages in India have been self reliant. Every village used to have its own cottage and small industry which fulfilled the requirement of the villages. Not only these, small scale industries were also exported products all over the world specifically to South Asia, Arab, and Central Asia. Since the time of independence, small scale industries received special privileges in the Indian economic system. The successive Indian Government encouraged small scale industries to transfer the economic power to the gross root levels, to generate employment, to have balanced regional growth, and to check concentration of wealth. Small scale sector has performed exceedingly well and enabled the country to achieve a wide measure of industrial growth and diversification. Hence, by less capital intensive and high labour absorption nature, SSI sector has made significant contribution to employment generation and also rural industrialization.

DEFINITION OF SSI SINCE 1950

The definition of small scale industries has undergone changes over the years in terms of investment limits in the following manner:

Year	Investment Limits	Additional Conditions
1950	Upto Rs.5.0 lakh in fixed assets	Lessthan 50/100 persons with or without power.

1960	Upto Rs.5.0 lakh in fixed assets	No condition
1966	Upto Rs.7.5 lakh in Plant & Machinery	No condition
1975	Upto Rs.10 lakh in Plant & Machinery	No condition
1980	Upto Rs.20 lakh in Plant & Machinery	No condition
1985	Upto Rs.35 lakh in Plant & Machinery	No condition
1991	Upto Rs.60 lakh in Plant & Machinery	No condition
1997	Upto Rs.300 lakh in Plant & Machinery	No condition
1999	Upto Rs.100 lakh in Plant & Machinery	No condition
2001	Upto Rs.100 lakh in Plant & Machinery	No condition

Source : MSME annual reports 2010-2011 accessed from <http://www.msme.gov.in>

Now-a-days Indian Small Scale Industries are mostly modern small-scale industries. Modernization has widened the list of products offered by this industry. The items manufactured in modern small-scale service and business enterprises in India include rubber products, plastic products, chemical products, glass and ceramics, mechanical engineering items, hardware, electrical items, transport equipment, electronic components and equipments, automobile parts, bicycle parts, instruments, sports goods, stationery items and clocks and watches.

This paper highlights the importance of evolution of different definitions of SSIs in India over the years and its contribution to the economy in India and to find out its strengths, weaknesses, threats and opportunities.

GROWTH OF SSIS IN INDIA

YEAR	SSI UNITS (Lakh in number)	INVESTM ENT (Rs.in crores)	PRODUCTI ON (Rs.in crores)	EMPLOY MENT (Lakh persons)	EXPORT (Rs.crore s)
2005-06	118.59	178699	429796	282.57	124417
2006-07	123.42	188113	497842	294.91	150242
2007-08	261.01	500758	709398	594.61	182538
2008-09	272.79	558190	790759	626.34	202017
2009-10	285.16	621753	880805	659.35	N.A.

Source : MSME annual reports 2010-2011 accessed from <http://www.msme.gov.in>

From the above Table, it is observed that the total number of Small Scale Industries in India has increased from 118.59 lakhs in 2005-06 to 285.16 lakhs in 2009-10. During the same period, the investment has increased from Rs. 178699 crores in 2005-06 to Rs.621753 crores in 2009-10. Coming to the production and employment front also, there has been a steady increase in the overall performance from Rs. 429796 crores and 282.57 lakh persons in the year 2005-06 to Rs. 880805 crore and 659.35 lakh persons in 2009-10 respectively. The export front from SSI Sector was Rs. 124417 crore in 2005-06, which increased to Rs. 202017 crore in 2008-09. From the above data it is to be found that the percentage increases in number of SSIs i.e., 140.46 per cent which results more or less the same in the percentage of employment i.e., 133.34 per cent.

This indicates the standard of living of the people some what extent can be raised by the increase in number of SSI units by proving employment which in turn result the increase in national economy.

PROGRAMMES AND SCHEMES FOR PROMOTING SSI SECTOR

The government has introduced various policies and incentives for promotion of SSIs. The significant rise in the number of SSIs reflects that, it has been comparatively easier to establish a small enterprise as it requires a less amount of investment both in fixed and flexible capital assets. The small enterprises are growing at a much faster rate and thereby creating potentials for output, employment and exports. The scope for their growth has been enhanced greatly due to the adoption of more liberalized policy measures.

- | | |
|---|--|
| 1) Reservation of Items for SSIs | 2) Vendor Development Programs |
| 3) Subsidies | 4) Incentives in Operations |
| 5) Ancillarisation | 6) Mini Tool rooms |
| 7) Testing Centres | 8) Sub - Contracting Exchanges |
| 9) Assistance Program Credit Guarantee Scheme | 10) Market Development Assistance Scheme |
- 11) Laghu Udyami Credit Card (LUCC) Scheme
12) Scheme on Surveys, Studies and Policy Research
13) Trade Related Entrepreneurship Assistance & Development for Women (TREAD)
14) Sub-Contracting Exchange for Ancillary Development
15) Credit linked Capital Subsidy Scheme for Technology Up gradation
16) ISO-9000 Certification Reimbursement Scheme
17) Participation in International Fairs
18) Purchase and Price Preference Policy
19) Small Industry Cluster Development Programme
20) Integrated Infrastructure Development (IID Scheme)
21) National Entrepreneurship Development Board (NEDB)
22) CompositeSub - Contracting Exchanges
23) Assistance Program Credit Guarantee Scheme
24) Market Development Assistance Scheme
25) Laghu Udyami Credit Card (LUCC) Scheme
26) Scheme on Surveys, Studies and Policy Research
27) Trade Related Entrepreneurship Assistance & Development for Women (TREAD)
28) Sub-Contracting Exchange for Ancillary Development
29) Credit linked Capital Subsidy Scheme for Technology Up gradation
30) ISO-9000 Certification Reimbursement Scheme
31) Participation in International Fairs
32) Purchase and Price Preference Policy
33) Small Industry Cluster Development Programme
34) Integrated Infrastructure Development (IID Scheme)
35) National Entrepreneurship Development Board (NEDB)

36) Composite Term Loan Scheme.

INSTITUTIONAL SUPPORT FOR SMALL SCALE INDUSTRIES

Constant support to SSI sector by the Government in terms of infrastructure development, fiscal and monetary policies have helped this sector to emerge as dynamic and vibrant sector of Indian economy.

- 1) Small Industries Development Organisation (SIDO)
- 2) National Small Industries Corporation (NSIC)
- 3) SSI Board
- 4) National Institute of Small Industry Extension Training (NISIET)
- 5) National Institute for Entrepreneurship & Small Business Development (NIESBUD)
- 6) National Research Development Corporation (NRDC)
- 7) Small Industrial Bank of India (SIDBI)

SUPPORT FROM STATE / INDUSTRY ASSOCIATIONS

At the State level, concerned Commissioners/Directors of Industries implement policies for the promotion and development of small scale, cottage, medium and large-scale industries. The Central policies for the SSI sector serve as the guidelines, but each State evolves its own policy and package of incentives. The State departments also oversee activities of the field offices, viz., District Industries Centres (DICs).

In addition, at the *State level* includes State Financial Corporations, State Small Industrial Development Corporations, and Technical Consultancy Organisations operate to assist the promotion and development of SSIs. Other *regional level* agencies include State Infrastructure Development Corporations, State Cooperative Banks, Regional Rural Banks, State Export Corporations, Agro Industries Corporations and Handloom and Handicrafts Corporations. At the *grass root level*, NGOs play an important role for the development of tiny and cottage units. Industry Associations provide support to the SSI sector and offer a common platform to raise industry-related issues. Government policies, in recent years, have stressed the increasing role of Industry Associations in the setting up of common facilities and other ventures in the area of technology, marketing and other support services.

STRENGTHS

Small Scale Industries are the backbone of the Indian Economy. By considering the employment generation and export generation, the following are some of the strengths of Indian SSIs.

- 1) Easy to Start an SSI which requires very less capital.
- 2) SSI contributes 45 per cent of manufacturing output.
- 3) It creates nearly 6.5 crore employment.
- 4) Employs local people, particularly illiterate and semi- literate and reduces the regional imbalances.
- 5) Produces goods for downtrodden people, especially for those below the poverty line.

Outlook towards the Small Scale Industries is very much important. The premises for such an outlook is essential for Indian SSIs to combat the challenges ahead, are outlined as

a) SSIs continue to be the thrust area for Government policies. b) The growing economy and the tremendous market potential of the country depend on the sustained growth of SSIs in the country. c) Avenues for employment and decentralized industrial development. d) SIDBI as the apex institution will continue to play its key role in facilitating timely and adequate credit besides meeting the developmental needs of the sector.

WEAKNESSES

The following are some of the weaknesses identified among Indian Small Scale Industries

- 1) Encroachment of SSIs by Medium and Creamy layer industries.
- 2) Infrastructural problems like high power tariff, insufficient export infrastructure.
- 3) Inflexible labour markets.
- 4) Regulatory hassles both at entry and exist stages.
- 5) Insufficient finance at affordable terms.
- 6) Demand for International Quality Standards in the WTO regime, Cost Reduction by Customers and other barriers.
- 7) Need of Fund for Modernisation and technology up gradation.
- 8) Stringent Statutory laws of Government.
- 9) Exploitation by major industries.
- 10) Increase of MNCs with Modern Technology & machines.

OPPORTUNITIES

Export promotion from the SSIs sector has been accorded high priority in India's export promotion strategy, which includes simplification of procedures, incentives for higher production of exports, preferential treatments to SSIs in the market development fund and simplification of duty drawback rules. They are thus poised for global partnership to absorb and more importantly to impart latest technologies in diverse fields. Drawing from the experiences of countries that have successfully promoted the export competitiveness of SSIs the points lay down the strategy for Indian SSIs to achieve their export potential and make them increasingly export oriented. Promoting the export competitiveness of SSIs needs the active involvement of various stakeholders like Government, the private sector and the International community.

THREATS

The following were identified as the greatest obstacles to the internationalization of SMEs by UNICEF.

Lack of entrepreneurial, managerial and marketing skills.

- 1) Lack of accessibility to investment.
- 2) Lack of government incentives for internationalization of SMEs.
- 3) Lack of accessibility to information and knowledge.
- 4) Competition of indigenous SMEs in foreign markets
- 5) Difficulties accessing financial resources/Lack of capital.
- 6) Non-conformity of standardization, lack of quality awareness and lack of mutual recognition schemes.
- 7) Inadequate behaviors of multinational companies against domestic SMEs/Lack of government supply-supporting programs.

- 8) Product and service range and usage differences.
- 9) Risks in selling abroad.
- 10) Language barriers and cultural differences..
- 11) Complexity of trade documentation including packaging and labeling.
- 12) Inadequate intellectual property protection.

POLICIES RECOMMENDED BY RBI

The Standing Advisory Committee under the Chairmanship of the Deputy Governor, RBI has been critically reviewing the flow of institutional credit to the SSI Sector from time to time. Based on this Committee's decisions, the banks were advised by the RBI to take necessary steps with regard to:-

- 1) Fixation of self-set target by the banks for SSI.
- 2) Enhancement of composite loan limit for SSI from Rs. 25 lakh to Rs. 50 lakh.
- 3) Incorporating credit requirement in the identified clusters in the banks' Annual Credit Plans for the year 2004-05.
- 4) Adequate publicity by the banks to various schemes/facilities extended to SSI sector like availability of collateral-free/composite loan.
- 5) As per the announcement made by the Hon'ble Finance Minister in the Union Budget 2004-05, India Bank' Association (IBA) has advised the banks to adopt the interest rate band of 2% above and below their prime lending rates (PLRs) for advances to SSI.
- 6) The RBI has informed that majority of public sector banks have issued necessary instructions regarding adoption of interest rate band of 2% above and below their PLR for SSI/tiny units, enhancing composite loan limit for SSI from Rs. 25 lakh to Rs.50 lakh, and have fixed self-set targets for growth in advances to the SSI sector based on the previous year's achievement.
- 7) A meeting was convened on 19.12.2003 with the CMDs of the banks to review the steps required for improving the flow of credit and bankers' confidence in SSI lending and enhancing awareness on facilities/incentives/guidelines of the banks were deliberated/emphasized in the meeting.
- 8) Ministry of SSI has requested the banks to circulate the instructions issued by the RBI to all their branches for compliance, monitor the steps taken by the branches on these instructions on quarterly basis and post the instructions on banks' websites for disseminating information among the prospective entrepreneurs.
- 9) Finance Minister announced on 9th January, 2004 creation of a Small and Medium enterprises (SME) Fund under SIDBI, initially of Rs. 10,000 crore to address inter alia the problem of inadequacy of financial resources at competitive rates for the Small Scale Sector.
- 10) Laghu Udhayami Credit Card (LUCC) Scheme has been liberalized by enhancing the credit limit from Rs. 2 lakh to Rs. 10 lakh, for borrowers who have a satisfactory track record.

SUGGESTIONS

The following suggestions and requirements are recommended for the growth of SSIs in India.

- 1) Definition of SSIs based on the Turnover limit along with the fixed assets.
- 2) Single Taxation Law each for all Direct and Indirect Taxes.
- 3) Single Comprehensive Labour Policy.

- 4) Reservation (Procurement) Policy - Price Preference and Purchase Reservation should be continued for SSIs.
- 5) Compulsory Registration for SSIs and thereby creating authenticated data and statistics on SSIs.
- 6) Benchmarking of SSI Associations and compulsory registration of SSI units with such Associations.
- 7) Quality Improvements - Testing Centres and Laboratories and availability of various standards specifications.
- 8) Infrastructure development like work sheds, etc. at affordable cost including practical rule.
- 9) Updated Industrial Training Centres in all districts for industrial needs.
- 10) Maintaining Stability of Raw material prices.
- 11) Credit Flow and Awareness of schemes among SSIs.
- 12) Promotion of Clusters.
- 13) Sick Unit Rehabilitation Scheme.
- 14) Easy Exit Policy for SICK Units.

CONCLUSION

The small scale industries play a vital role in the growth of the country. It contributes almost 40% of the gross industrial value added in the Indian economy. Small scale industries are discussed all over the states and they satisfy local demand. Thus they play a critical role in the development of regions. The government announced some policies and programs to support entrepreneurs of handlooms to sustain employment in rural areas and to improve the quality of life for handloom weavers. Various steps were taken to improve credit flow to SSIs, the government has also introduced various schemes and incentives for the promotion of SSIs and provide institutional infrastructure for SSIs through Small Industry Development Organisation (SIDO), and National Small Industries Corporation (NSIC) Ltd. Technology Resource Centres (TRC) provide latest and right technology for attaining global reach by SSI units.

SSIs which account for about 45 percent of the manufacturing output and form the backbone of industrial development in India now are not export competitive and contribute only about 34.08 per cent of exports as on 2007-08. Boosting the contribution of SSIs in total exports of India is vital to India's future economic growth, which can be promoted in the following manner. Policy intervention for SSIs could be particularly export-effective when it is based on the Triple C (Customer oriented, Collective and Cumulative) However, it is also essential to create and sustain a business environment that reinforces the international competitiveness of the export sector as a whole. This can be achieved by active collaboration between governments, the private sector and international agencies with a view to reaping the significant potential benefits of exports through SSIs.

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Communication and IT Services

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Abstract:

The Information technology industry has played a significant role in transforming India's image from a slow moving bureaucratic economy to a land of innovative entrepreneurs and a leading global player in providing world class information technology solutions and business services. The sector has increased its contribution to India's GDP from 1.2% in FY1998 to 7.5% in FY2012. As per 2012 data, around 90 lacs people in India were indirectly got employment through IT industry. Development in IT services also help various other sectors like Communication, Banking, Healthcare and capital market.

Key Words : Communication, IT Services, Banking, Healthcare and Capital Market

Introduction :

Information technology (IT) industry in India has played a key role in putting India on the global map. IT industry in India has been one of the most significant growth contributors for the Indian economy. The industry has played a significant role in transforming India's image from a slow moving bureaucratic economy to a land of innovative entrepreneurs and a global player in providing world class technology solutions and business services. The industry has helped India transform from a rural and agriculture-based economy to a knowledge based economy.

Information Technology has made possible information access at gigabit speeds. It has made tremendous impact on the lives of crore of people who are poor, marginalized and living in rural and far flung topographies. Internet has made revolutionary changes with possibilities of e-government measures like e-health, e-education, e-agriculture, etc. Today, we use IT services in our day to day life, whether its filing Income Tax returns or applying for passports online or railway e-ticketing or booking cinema ticket, it just need few clicks of the mouse. India's IT potential is on a steady march towards global competitiveness, improving defence capabilities and meeting up energy and environmental challenges amongst others.

Government Action Plan & Support Mechanism:

The Government had taken many qualitative and innovative decisions to support service sector in Indian economy. Service sector includes many types of services like IT services, hospitality services, health care services, banking services, port services etc. After the economic reforms of 1991-92, major fiscal incentives provided by the Government of India and the State Governments, like, liberalization of external trade, elimination of duties on imports of information technology products, relaxation of controls on both inward and outward investments and foreign exchange, setting up of Export Oriented Units (EOU), Software Technology Parks (STP), and Special Economic Zones (SEZ), has enabled India to flourish and acquire a dominant position in world's IT scenario.

Government of India has made drastic changes in its taxation laws to push IT & export oriented services so that India can earn huge foreign exchange which can help in stabilizing the economy and to maintain current account deficit under control. The Government of India is also actively providing fiscal incentives and liberalizing norms for FDI and raising capital

abroad. In order to alleviate and to promote Indian IT industry, the Government of India had set up a National Task Force on IT and Software Development to examine the feasibility of strengthening the industry. Venture capital has been the main source of finance for software industry around the world. In line with the international practices, norms for the operations of venture capital funds have also been liberalized to boost the industry.

The world has been recovering through a heart threatening recession which was started in America in 2008-09. That period of last 4-5 years was a real tough challenge for Indian IT industry because about 70% of total revenue was coming from these advanced countries. While the underlying theme of 2010 was that of steady recovery from recession, thanks to the accelerated recovery in emerging markets, worldwide spending in IT products and services increased significantly in 2011. In 2011, India's growth has reflected new demand for IT goods and services, with a major surge in the use of private and public cloud and mobile computing on a variety of devices and through a range of new software applications.

Continuous inflow of foreign direct investment in the IT sector and other related service sectors is expected to continue in coming years. The inflow of huge volumes of FDI in the IT industry of India has not only boosted the industry but the entire Indian economy in recent years. It not only helps in changing investment sentiments at local level but also give a boost to people working in IT sector. Foreign direct investment (FDI) inflow rose by more than 100 per cent to US\$ 4.66 billion in May 2011, up from US\$ 2.21 billion a year ago, according to the latest data released by the Department of Industrial Policy and Promotion (DIPP). That is the highest monthly inflow in 39 months.

Foreign technology induction is also encouraged both through FDI and through foreign technology collaboration agreements. India welcomes investors in Information Technology sector. Greater transparency in policies and procedures has made India an investor friendly platform. A foreign company can hold equity in Indian IT company's up to 100%.

Development of IT Service Industry:

India's IT Services industry was born in Mumbai in 1967 with the establishment of Tata Group in partnership with Burroughs. The first software export zone SEEPZ was set up in Mumbai way back in 1973, this was the old avatar of the modern day IT park. More than 80 percent of the country's software exports happened out of SEEPZ, Mumbai in 1980s.

The Information technology industry in India has gained a brand identity as a knowledge economy due to Information technology IT and ITES sector. The IT industry has two major components: IT Services and Business Process Outsourcing (BPO). The growth in the service sector in India has been led by the IT sector, contributing substantially to increase in GDP, employment, and exports.

The sector has increased its contribution to India's GDP from 1.2% in FY1998 to 7.5% in FY2012. According to NASSCOM, the IT-BPO sector in India aggregated revenues of US\$100 billion (around Rs. 6 lac Crore) in FY2012, where export and domestic revenue stood at US\$69.1 billion and US\$31.7 billion respectively, growing by over 9%. The major cities that account for about nearly 90% of this sectors exports are Bangalore, Chennai, Hyderabad, Delhi, Mumbai and Kolkata. Bangalore is considered to be the *Silicon Valley of India* because it is the

leading IT exporter. Export dominate the IT industry, and constitute about 77% of the total industry revenue. Though the IT sector is export driven, the domestic market is also significant with a robust revenue growth. The industry's share of total Indian exports (merchandise plus services) increased from less than 4% in FY1998 to about 25% in FY2012.

Government has taken various initiatives to promote the growth of the IT industry and has been a key catalyst for increased IT adoption--through sectors reforms that encourage IT acceptance, National e-Governance Plan (NeGP), and the Unique Identification Development Authority of India (UIDAI) programme that creates large-scale IT infrastructure and promotes corporate participation. **The Draft National Policy on Information Technology 2011 focuses on deployment of information communication technology (ICT) in all sectors of the economy and providing IT solutions to the world.** The Policy emphasizes adoption of technology-enabled approaches to overcome developmental challenges in education, health, skill development, financial inclusion, employment generation, and governance so as to enhance efficiency across the board in the economy. It seeks to bring ICT within the reach of the whole of India while at the same time harnessing the immense human resource potential

To support Research & development in the country and promoting Start ups focussed on technology and innovation, a weighted deduction of 150% of expenditure incurred on in-house R&D is introduced under the Income Tax Act. In addition to the existing scheme for funding various R&D projects have been funded through new scheme like Support International Patent Protection in Electronics & IT (SIP-EIT), Multiplier Grants Scheme (MGS).

Role of IT Industry In Employment Generation

This sector has also led to massive employment generation. **The industry continues to be a net employment generator - and added 230,000 jobs in FY2012**, thus providing direct employment to about 28 lac employees, and indirectly employing 89 lac people. However, the sector continues to face challenges of competitiveness in the globalized and modern world, particularly from countries like China and Philippines. India's growing stature in the Information Age enabled it to form close ties with both the United States of America and the European Union. However, the recent global financial crises have deeply impacted the Indian IT companies as well as global companies. As a result hiring has dropped sharply, and employees are looking at different sectors like the financial service, telecommunications, and manufacturing industries, which have been growing phenomenally over the last few years.

IT sector is continuously generating new employment opportunities in all sectors either directly or indirectly. It has covered a vast ground in all manufacturing as well as service industry.

According to collected data over few years, the "Top Five Indian IT Services Providers" are **Tata Consultancy Services (TCS), Infosys, Cognizant, Wipro and HCL Technologies.**

Company Name	Revenue	No of Employees in India (In 2012)	Head quarter	Group / Promoter
Tata Consultancy Services	US\$ 10.17 Billion	2,54,076	Mumbai	Tata Sons
Infosys	US\$6.69 Billion	1,53,761	Bangalore	Shri.

				Narayan Murthy
Cognizant	US\$ 7.05 Billion	1,85,045	Teaneck, New Jersey	
Wipro	US\$5.73billion	140,569	Bangalore	Shri. Ajiz Premji
HCL Technologies	\$4.6 billion	85,355	Noida	Vama Sundari Investments (Delhi) Pvt Ltd

Due to development of IT sector, banking industry has gained exceptional advantage with the use of ‘Centralised Processing Services’. It directly impacted on mobilization of money in the economy. We are comfortably using many new systems and innovative mechanisms like Net banking, Mobile banking, ATM Services, RTGS/NEFT, online bill payment, online insurance etc. This has saved large number of work hours and also helped in growth of banking sector. This all is basically due to improved information technology services and higher internet availability.

The other sector which has gained tremendous advantage of development of IT services is Communication sector. Communication services include Mobile services, Voice mail, Video Conferencing & teleconferencing. With the invention of 3G and 4G, speed of internet has increased beyond our normal thinking limits. Increase in internet speed means increase in speed of communication and money transactions. Speed of data recovery and transfer of data is so important in modern world of globalization.

Challenges :

Cyber security and quality management are few key areas of concern in today’s information age. To overcome such concerns in today’s global IT scenario, an increasing number of IT-BPO companies in India have gradually started to emphasize on quality to adopt global standards such as ISO 9001 (for Quality Management) and ISO 27000 (for Information Security). Today, centers based in India account for the largest number of quality certifications achieved by any single country.

Indian policy makers aim to transform India into a truly developed and empowered society by 2020. However, to achieve this growth, the sector has to continue to re-invent itself and strive for that extra mile, through new business models, global delivery, partnerships and transformation. A collaborative effort from all stakeholders will be needed to ensure future growth of India’s IT sector. We will need to rise up to the new challenges and put in dedicated efforts toward providing more and more of end-to-end solutions to the clients to keep the momentum going.

India is now one of the biggest IT capitals in the modern world and has presence of all the major players in the world IT sector. HCL, Wipro, Infosys and TCS are few of the household names of IT companies in India.

Future prospects :

Globalization has had a profound impact in shaping the Indian Information Technology industry. Over the years, verticals like manufacturing, telecom, insurance, banking, finance and lately the retail, have been the growth drivers for this sector. But it is very fast getting clear that the future growth of IT and IT enabled services will be fuelled by the verticals of climate change, mobile applications, healthcare, energy efficiency and sustainable energy.

The near future of Indian IT industry sees a significant rise in share of technology spend as more and more service providers both Indian and global target new segments and provide low cost, flexible solutions to customers.

By 2015, IT sector is expected to generate revenues of USD 130 billion (NASSCOM) which will create a transformational impact on the overall economy. IT spending is expected to significantly increase in verticals like automotive and healthcare while the government, with its focus on e-governance, will continue to be a major spender.

Conclusion:

Development and growth of Information technology and allied services have made a massive change in living standard of our Indian society especially in urban & semi-urban region. IT industry not only provides employment to local youth in India but also helped to change view about India in eyes of foreign nations. It generates much needed foreign exchange for our nation. The future of IT industry in India is very bright. Cities like Pune, Hyderabad, Ahmadabad, and Nagpur are going on the footprint of Bangalore & Chennai. This will create large number of employment opportunities in 2nd line cities in India. IT story of India is a real success story for the world and the concept of ‘**Indian Multinational**’ has come true only because of IT services or IT industry.

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Development of Hospitality Services in India

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Abstract:

The services sector has been a major and vital force steadily driving growth in the Indian economy for more than a decade. The hospitality industry has emerged as one of the key industries driving growth of the services sector in India. A wide range of actions are needed to increase the spread of benefits from tourism to the weaker sections through this employment exercise. There is a need for diversity of actions, from micro to macro level, including product and infrastructure development, marketing, branding and promotion, manpower planning, policy and investment.

Key Words : diversity of actions, product and infrastructure development, marketing, branding and promotion, manpower planning, policy and investment.

Introduction:

The services sector covers a wide range of activities from the most sophisticated information technology (IT) to simple services provided by the unorganized sector. National Accounts classification of the services sector incorporates trade, hotels, and restaurants; transport, storage, communication; financing, insurance, real estate, other business services; and community, social, and personal services. In World Trade Organization & Reserve Bank of India (RBI) classifications, construction is also included as service industry.

The Indian hospitality industry has emerged as one of the key industries driving growth of the services sector in India. It has evolved into an industry that is sensitive to the needs and desires of people. The tourism and hospitality industry of India is thriving and growing at a fast pace. The country's travel and tourism industry is one of the most profitable industries in the country, and is credited with contributing a substantial amount of foreign exchange. India's rich cultural heritage, traditions, festivals, food, architectural monuments, hospitality and variety of services are positive strengths for our tourism sector. The fortunes of the hospitality industry have always been linked to the prospects of the tourism industry and tourism is the foremost demand driver of the industry.

The Indian hospitality industry has recorded healthy growth fuelled by robust inflow of foreign tourists as well as increased tourist movement within the country and it has become one of the leading players in the global industry. Foreign tourist arrivals (FTAs) into the country increased steadily from 2002 to 2008. FTAs dipped in 2009, due to the global economic slowdown; however, the impact on the Indian industry was much lower than that on the global counterparts. Domestic tourism has also emerged as an important contributor to the sector providing much needed resilience. Domestic tourist visits during 2010 are estimated at 7.40 Crore, with a growth of 10.7 per cent over last year.

Development and Growth of Hospitality Industry In India

Availability of good quality and affordable hotel rooms plays an important role in boosting the growth of tourism in the country. The **Centre for Monitoring Indian Economy's** (CMIE)

analysis of the sector-wise performance of services activities based on firm-level data is given here. The data for 2011-12 and 2012-13 are based on estimates and forecasts. The hotel industry had reported sales growth of 14.3 per cent during 2010-11 and is expected to maintain this level in 2011-12 and 2012-13. PAT is expected to grow at 36.2 per cent in 2011-12 and 26.4 per cent by 2012-13. The growth in tourist inflows in 2012-13 and 2013-14 is likely to be driven by tourists from regions other than North America and Western Europe. This includes Asian regions like South Asia, East Asia, and South East Asia. The shares of tourists from these countries have been rising in recent years, as per the data released by the Ministry of Tourism, and are expected to rise in the coming years as well.

Growth opportunities in travel & tourism cannot be realised without the development of the hospitality sector. India presently has an estimated 114,000 hotel rooms spread across various hotel categories. This is around 150,000 rooms short from what is required. While the opportunities are immense, there are also challenges associated with it. The Hotel industry universally is sensitive to economic cycles and does face Information technology troughs as well as highs based on the supply and demand of rooms at any point. Specific India issues like poor infrastructure, high cost of land procurement and multiple licences as well as levies accentuates the challenge of development.

Talent management is a major challenge for the sector. Inadequate supply of quality talent and increased competition for talent within the sector and from competing service sectors has made attrition a significant issue for the industry.

Key drivers in domestic travel & Tourism Industry:

- ❖ **High disposable income:** With the buoyant growth in the Indian economy, the Indian middle class has higher disposable income. This has been identified, by about 94% of the respondents as a key factor for the increased **Domestic travel across the country**.
- ❖ **Advent of new locations:** Over 40% of the respondents believed that the increased demand would come from new locations largely due to better access and improved infrastructure. Therefore, a significant supply is being developed and likely to develop at such locations.
- ❖ **Segmentation of hotels:** Growth in the domestic travel has also accentuated the demand for different categories of hotels. Affordability and quality of experience are key factors in defining this shift away from five star to more budget category hotels.
- ❖ **Loyalty programmes and promotion:** Although travellers value loyalty programmes and promotional schemes, our survey participants do not see it as a key determinant in selecting their accommodation. Other factors that are contributing to the growth in domestic tourism include access to online travel and hotel bookings.

Employment Opportunities in Hospitality Sector

Hospitality and tourism industry is second largest employment generators in India. Our biggest strength till yesterday– right manpower resource, is today becoming the toughest challenge for this sector. **Federation of Hotel & Restaurant Association of India (FHRAI)** has working on this issue by creating awareness through various seminars, publications, conferences and other varied activities.

Internationally, tourism's contribution to employment is estimated to be 6 – 7 per cent of the overall number of jobs (direct and indirect). Global employment in Travel and Tourism industry (both direct and indirect) in 2009 was actually 2.50 crore or 8.6 per cent of the total employed. Women make up 70 per cent of the labour force in tourism sector and worldwide half of all tourism workers are 30 years or under.

In India, travel and tourism accounts for 5.9 per cent of the GDP and 9.2 per cent of the total employment. The total number of jobs (direct and indirect), in the tourism sector in 2010 was 53 lacs and 49.8 lacs in 2009, followed by 13.1 lacs in automotive and 10.2 lacs only in the IT sector, in 2009. Hospitality & tourism sector in India estimates around 77.5 lacs jobs by 2016. Along with construction, it is one of the largest sectors of service industry in India. An additional employment of 24.5 lacs (direct and indirect) is likely to be created during 2012 to 2016.

During 2010-2011, 9869 service providers were certified under Government's 'Capacity Building for Service Providers' scheme as against a target of 5500. Youths trained in 2010-2011 under this programme were 6981 against a target of 5500. Given the high success and wide acceptability of this programme Ministry of Tourism has expanded this scheme to cover courses like Housekeeping & Utility, Travel Agents, Bakery, etc. 100 per cent utilization of allocated fund of Rs.350 crore was achieved under these schemes during the first 4 years of the 11th Plan.

The fulfil potential of travel & tourism sector, the Government would need to adopt a 'pro-poor tourism' approach aimed at increasing the net benefits to the poor from tourism and ensure that tourism growth contributes to poverty reduction. The benefits may be economic, social, environmental or cultural. A wide range of actions are needed to increase the spread of benefits from tourism to the weaker sections through this employment exercise. There is a need for diversity of actions, from micro to macro level, including product and infrastructure development, marketing, branding and promotion, manpower planning, policy and investment.

Conclusion:

The Indian tourism industry is an evolving sector. If given a proper budgetary allocations with regards to education and employability tourism sector will prove to be a vital bridge to shorten the gap between the haves and have notes.

Plus it will give an impetus to the local youth in job enrichment thus will target the grave problem of urban migration. Also a tacit use of IT will accelerate the logistical and ancillary endeavours for tourism.

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Financial Services in India & Its Future Prospects

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Abstract :

“Financial services are economic services provided by the finance industry, which encompasses a broad range of organizations that manage money, including banks, credit card companies, insurance companies, consumer finance companies, stock brokerages, investment funds and some government sponsored enterprises.

Indian economy is going through a tough time. Our economy is facing pressure of slowdown in growth rate. We need some major changes in our financial policies to control the situation. Financial services will surely help to improve this critical situation by floating more money into economy & to regenerate retail demand for consumer goods.

We can say with no doubt that, advancement of financial services will help us to increase our standard of living & also help in stabilizing our economy and push us one step towards becoming superpower in the world. The future of financial services is very bright and more & more people should join this big journey of creating happiness.

Key Words : financial policies, financial services, stock brokerages, investment funds.

Introduction

The importance of financial services industry for emerging economies lies not only in channelling scarce capital for necessary economic growth and development, but also as an effective conduit for implementing monetary and debt management policies of the government. Financial services cover diversified area & also have a direct & immediate effect on various sectors of the economy, which include inflation control, stabilization of foreign exchange rates, money market & debt market situation, general liquidity in economy & demand supply scenario in the overall market. The economies around the world are more integrated than ever before. Major economies are no longer isolated from the happenings in other economies. Amidst all this, since global financial crisis in 2008-09, financial systems are undergoing many changes all over the world. These include the changes in the underlying processes. The national level financial systems are no longer immune to the events around the globe.

Financial markets in particular are becoming more integrated than ever before. When we talk about financial services, the first area come across in our mind is banking services. So, let we check, what ‘wiki-pedia’ says on financial services, **“Financial services are the economic services provided by the finance industry, which encompasses a broad range of organizations that manage money, including credit unions, banks, credit card companies, insurance companies, accountancy companies, consumer finance companies, stock brokerages, investment funds and some government sponsored enterprises.**

Present Economic Condition of India– Some facts and truth :

Indian economy is going through a tough time. Since last one and half year, our economy is facing pressure of slowdown in growth rate. We need some major changes in our financial policies to control the situation. The worst part is that, policy makers are heavily dependent on Foreign Direct Investment (FDI) to manage current account deficit & to maintain our foreign

exchange reserve which are currently around \$280 billion, which can suffice our 7 month import bill only. The depreciating rupee is also an additional headache for Government & cause of worry for economy which adversely affects on our import bill. It also impacts our budgeted figure of current account deficit.

This slowdown is a result of financial measures taken by the RBI towards controlling inflation by compromising growth of economy. Macro-economic condition of Indian economy continuously degraded & recession in other emerging markets has also played its part.

We can see, impact of all these in reduced GDP number at 4.4% in 1st quarter of FY 2013-14. This was the lowest quarterly growth in last 4 years. India's Index for Industrial Production (IIP), the most important indicator to judge the performance of industrial sector contracted by 2.2% in June 2013. For the month of May 13, this figure was at 1.6%. This clearly shows how our economy is performing. Though, good monsoon has given some relief, but Indian agriculture could not able to lift GDP by more than 1%. As per global economists, India will face even more critical financial & economic situation in coming 2 years, if current policy makers do not take major decisions to control the situation.

Financial service industry in India

An innovative, competitive & thriving financial services industry in any country plays a vital role in its smooth functioning and development. Few years before, India's financial services sector has posited a stable growth curve over the years driven by sound fundamentals, rising personal incomes, corporate restructuring, financial sector liberalization and the growth of a consumer-oriented, credit oriented culture. This has led to the increasing demand for financial products, including consumer loans (especially for cars and homes), as well as for insurance and pension products.

According to the Central Statistical Organisation (CSO) data, released in 2009-10, financial services, banking, insurance and real estate sectors rose by 9.7 per cent over last decade. On the back of such dramatic growth, we have seen huge investment by Foreign Institutional Investors. Here it will be appropriate to mention few positive factors on which growth of our economy is based. The 1st & most important is our average saving rate of around 30% against global average saving rate of 18 to 20%. This saved us from heart threatening global recession of 2008 to 2011. The 2nd factor is favourable demographic profile which supports a higher retail off take - 54% of the population is in the 15-35 years age group. India consists of a dynamic & a growing middle-class class which on a purchasing power parity basis is much larger than the entire population of the US and a consumer credit market that is growing by more than 40% per annum.

Impact of Financial Services on Living Standard of Indian society

The growth in financial services industry has made a very positive impact on living standard of the society as a whole. When we compare 2001-02 & 2011-12, we can see tremendous growth in percentage of middle class segment. People of this segment mainly contain all salary class and Micro-Small & Medium entrepreneurs in India. 70% growth of our indigenous demand based economy is due to this group. Financial services industry provided them vehicle loan facility, home loan, furniture loan, educational loan & facilities like credit cards and net

banking. This has made magical change in living standard of people. Due to EMI facility, now everybody wants to enjoy luxury facilities. India is called as ‘small car hub’. Everybody wants his dream home at the age of 30 years. So definitely, Financial Services sector has contributed to a large extent in increasing standard of living of Indian society.

Financial services in India are mainly controlled by statutory regulating bodies like Reserve Bank of India (RBI) for commercial banking sector, Insurance Authority of India (IRDA) for Insurance Sector, Securities & Exchange Board of India for Capital Markets & Investment banking.

We will see the position of all major financial services like banking, NBFCs, Insurance & Capital / stock market.

❖ **Commercial Banks :**

Demand for banking services is growing significantly, albeit in a country where less than half of households have a bank account. It is in the retail sector that the surge in demand is most marked. As per data for year 2010, housing loans has seen annualised growth of around 20% over last 5 years & loans to the retail commercial sector rose by more than 32%. According to the weekly statistical supplement (WSS) of the Reserve Bank of India (RBI), Indian bank loans represented a rise of 19.1 per cent as of June 4, 2010 while deposits were up 14.3 per cent from the previous year.

When we compare our banking industry with our neighbouring country China, then we get amazing facts. Some brief comparison is as below.

Industrial and Commercial Bank of China Ltd. (ICBC) is China’s largest bank and the largest bank in the world by market capitalization & by market value. As of 2009, it had assets of US\$1.6 trillion compared to which **State Bank of India**, largest Bank in India has a asset size of US\$ 200 billion. In terms of size State Bank of India stands at 93rd in world ranking. Top four Banks in China have asset size of 3 times of the entire Indian Banking industry.

Here we feel that our banking industry is lagging far behind from china but on the other hand there is good news also. When we compare NPA level of banking industry in both the countries, we will salute our Indian banking industry. The official data on China’s banks on NPA levels are not reliable, but most independent analysts believe that the banks there have a staggering bad loan problem. The estimates vary, ranging from 30 to 50 per cent of total loans. So, even if we go by the lower estimate, a third of all the money lent out by China’s banks has been frittered away which compared to India Banks net NPA levels of 3 to 4.5%.

FUTURE PROSPECTS OF INDIAN BANKING INDUSTRY:

Indian Government is trying to connect as much population as possible through banking services. Government wants to use banking services to curb corruption and fast mobilisation of money. As on today 50% of our population do not have bank account or bank connectivity. India has large unorganised SME (Small & Medium Enterprises) sector. For continuous growth of banking industry, banks have to take lead in financing SME sector. With increasing computerization, banks can go to very small locations to capture maximum possible geographical area. Facilities like Debit / Credit cards are now very routine for urban & semi-

urban societies but still we are not confident with facilities like Net Banking, RTGS (Real Time Gross Settlement), NEFT (National Electronic Fund transfer).

Making online banking popular is the next challenge in front of Indian banking industry. It requires aggressive advertisement and bring confidence level in the consumers. Presently internet facilities are available in large part of India. By using online banking, we can save huge number of man hours which could be used for other productive purposes. For e.g. let's think, payment of electric & mobile bills through Net banking. Online booking of flight, railway & bus tickets will save our energy, time as well as petrol & diesel also. It will have positive impact on pollution control and on traffic problems.

❖ Non-banking Financial Companies

Non banking financial companies are those which are doing business of financing but not directly covered under RBI rules and regulations. Non-banking financial companies (NBFCs) are fast emerging as an important segment of the Indian financial system. It is an heterogeneous group of institutions (other than commercial and co-operative banks) performing financial intermediation in a variety of ways, like accepting deposits, making loans & advances, leasing, hire purchase, etc. They raise funds from the public, directly or indirectly, and lend them to ultimate spenders. They advance loans to the various wholesale and retail traders, small-scale industries and self-employed persons. NBFC are present in all competitive fields such as, vehicle financing, housing loans, leasing, hire purchase and personal loans financing etc.

There are very popular examples of NBFCs like Dewan Housing Finance, Mahindra Finance, Tata Finance, Moothroot Finance.

NBFC's are not required to maintain CRR and SLR like commercial banks. Priority sector lending norm of 40% (of total advances) is not applicable to them. While this is at their advantage, they do not have access to low cost demand deposits. As a result their cost of funds is always high, resulting in thinner interest spread. Gradually, they are being recognised as complementary to the banking sector due to their customer-oriented services; simplified procedures; attractive rates of return on deposits; flexibility and timeliness in meeting the credit needs of specified sectors etc.

On regulatory front, NBFCs have been classified into 3 categories: (a) those accepting public deposits, (b) those not accepting public deposits but engaged in financial business and (c) core investment companies with 90 per cent of their total assets as

investments in the securities of their group/ holding/subsidiary companies. The focus of regulatory attention is on NBFCs accepting public deposits as it involves money of large population.

FUTURE PROSPECTS OF NBFCs IN INDIA:

NBFCs have tremendous scope in growing Indian financial system. As NBFCs do not have sector specific regulations, they can afford to give as much finance to any particular sector which is in demand. Customers need simplified lending procedures, minimum paper work and fast speed of action. NBFCs can give all 3 thing to them.

With maximum computerization and well managed working staff, NBFCs provide far better quality services than any nationalized banks. They give door to door services whenever

required. We cannot even imagine, a officer of SBI visiting our home to fill our loan application form & verification of documents. NBFCs have created a tough competition for banking sector by creating their own customer base.

Only a fear factor in case of NBFCs is sudden increase in NPA levels may hamper their growth & profitability as whole. For e.g when rate of gold decreased from 32000 to 25000 in recent past, all NBFCs which had made loan against gold, have impacted badly and Share price of such NBFCs dropped by nearly 40%. Same case may happen with Housing Loan financing companies, If Valuation of property decreased for any reason, it adversely affects companies like DHFL and LIC Housing Finance.

❖ Insurance

India is the 5th largest market in Asia by premium following Japan, Korea, China and Taiwan. The life insurance segment is growing at a healthy 32-34 percent annually, according to the Life Insurance Council of India.

Insurance Sector is somehow dependent on other financial services for growth and stability. Increase in vehicle finance has directly impacted on growth of automobile market & then such growth is become a primary cause of increase in general insurance segment.

When we think about Insurance, we think of LIC. Taking life insurance is not a luxury but a need in today's world of high competition and tension. Let's see some great facts about **LIC of India**

- LIC is the largest Insurance provider in the world in customer base of more than 23 Crore.
- No.1 insurance company in the world in terms of agency (about 1.1 Million agents)
- Only 4 countries in the world have more population that LIC's policy holders.
- Total assets value of LIC as on 31-03-13 is more than 14.33 lac Crore.

But still, we as a society are far behind in taking insurance for risk coverage. Most of us used to take insurance policy for saving income tax. Everybody should take proper insurance cover on their life.

As per globally acceptable standard on amount of Life Insurance you required is calculated as below :

At the age of 30-35 yrs, the most proper time to get a term insurance cover for yourself, your total cover should be :

‘Your present annual income * 20 times’.

So if you have income of 500000 P.a. then you should take term insurance cover of Rs. 1 Crore, which you can get at around 15000/- p.a.

When we talk about future prospects of Insurance Industry in India, the scope is really huge. Increased participation of private players in insurance market is a good sign for insurance industry. We need more qualitative & educated insurance advisors who will create confidence & sense of safety in the mind of insurer.

❖ Investment Services

Investment services itself is a subject of separate paper. Investment services includes Mutual funds, Private equity players, Personal Fund managers, Portfolio management services, Share

brokers, specialised institutions on 'Mergers & Acquisitions', franchise based services for 'Foreign Institutional Investors', Foreign exchange traders, real estate brokers etc.

One major sector come under Investment Services is Capital market. Indian stock market is still based on investors' sentiments. Our stock market is not yet reached to a matured stage & hence large number of people takes it as a Gamble. SEBI has made an investor education fund of Rs. 800 Crore to promote, educate & aware general public about stock & mutual fund market.

Let we check a practical examples of how good investment services can benefit investor :

1. If any company has Rs. 2 crore in its current market and it will not need it for 1 month.
 - ✓ Our bank manager never give advice to his client to make a Sweep-in Fixed deposit as bank is using this money at 0 cost (No interest on Current A/c).
 - ✓ On the other hand, a trusted investment advisor will suggest that the company must invest the full amount in Liquid Funds through RTGS / net banking services. In liquid fund, the company will earn around 1.50 lacs and do not incur any entry or exit load.
 - ✓ If you increase the amount to 20 crores, then earning would be of 15 lacs for 1 month.

Hence, we require huge number of investment advisors who have proper knowledge of all investment avenues and should have a passion of creating wealth for his clients. The future of Investment Services is very bright and our young generation should come in this stream. Presently we are lacking on awareness front and this large unorganised sector is waiting for some good news from government agencies.

Conclusion :

Here, we have discussed various details about financial services sector & its importance, classification and impact on our daily life. We can surely say that, advancement of financial services will help us to increase our standard of living & also help in stabilizing our economy and push us one step towards becoming superpower in the world. The future of financial services is very bright and more & more people should join this big journey of creating happiness.

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डॉ.व्ही.व्ही.लाडे

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घोषवारा (Abstract) :

वर्तमान परिस्थितीत सार्वजनिक क्षेत्रात सरकारचा प्रभाव कमी कमी होत आहे. हे डॉ. आंबेडकरांच्या आर्थिक दृष्टीकोनाच्या विरुद्ध आहे. डॉ. आंबेडकरांनी म्हटले आहे की, “भारतात एक असा समाज आहे की, तो शतकानुशतके गुलाम होता. करोडो दलित, आदिवासी अल्पसंख्यांक आणि महिलावर्ग या सर्वांच्या आर्थिक स्थितीत काहीही सुधारणा झालेली नाही. खाजगी मालक या लोकांची देखभाल करणे शक्य नाही.” म्हणूनच भारतीय संविधानात ‘समाजवादी समाजाची’ संकल्पना मांडली आहे. परंतु आज समाजवादी समाजाच्या ठिकाणी ‘स्वदेशी व विदेशी भांडवलदारांच्या नवीन समझोत्यातून ‘नवा भांडवलवाद’ वेगाने वाढत आहे. भारतीय कामगारांच्या आर्थिक व सामाजिक विकासाचा विचार न करता कामगारांना बेकार करीत असलेले उत्पादनाचे तंत्रज्ञान आणि कमीत-कमी रोजगार उपलब्ध करणारे आर्थिक विकास स्विकारणे घातक राहील. ‘मिश्र अर्थव्यवस्थेच्या ठिकाणी’ ‘बाजारावर आधारीत अर्थव्यवस्थेला’ मुख्य स्थान दिले जात आहे. हया बहुराष्ट्रीय कंपन्या आपल्या देशातील नैसर्गिक संसाधने आणि कामगारांच्या शोषणाचा मार्ग स्विकारणार तर नाही. यासाठी भारतीय नागरिकांना पूर्णपणे जागृत राहण्याची आवश्यकता आहे. या स्थितीत डॉ. आंबेडकरांच्या कामगार विषयक धोरणाची चिकित्सा केली आहे.

बिज शब्द (Keywords) : औद्योगिक कलह, त्रिपक्षिय कामगार संमेलन, महागाई भत्ता, क्षतिपूर्ती विधेयक, विमा, सेवा योजना कार्यालय, मेटरनिटी लाभ, सामाजिक सुरक्षा, ट्रेड युनियन, कामगार कॅन्टीन, संप.

प्रस्तावना (Introduction) :

डॉ. आंबेडकरांच्या सर्व कार्याचा मुलभूत आधार नैतिक चिंतन आणि शिलाचरण आहे. म्हणूनच त्यांच्या आर्थिक विचारांना मानवतावादी नैतिक मूल्य प्रभावित करतात. डॉ. आंबेडकर आपल्या विचारात प्रामुख्याने आर्थिक असमानता, गरिबी, कामगारांचे प्रश्न, उत्पन्नाच्या साधनांच्या मालकीचा अभाव इत्यादींवर प्रकाश टाकलेला आहे. डॉ. आंबेडकरांचा आर्थिक चिंतनाचा अभ्यास विषय, दलित, अस्पृश्य, शुद्ध, निच, कमजोर व्यक्ती होते. त्यांच्या दृष्टीतला माणूस वास्तविक आहे. जो जिवंत आहे परंतु सामाजिक व आर्थिक दृष्ट्या यातनामय जीवन जगत आहे.

भारतीय संविधानात समाजवादी दृष्टीकोणाचा स्विकार करावा यावर भर दिलेला आहे. परंतु वर्तमान परिस्थितीत सरकारचे आर्थिक धोरण व कर्ज विषयक धोरण उदारीकरणाकडे, खाजगीकरणाकडे, जागतिकीकरणाकडे घेवून जाणारे आहे. सरकारच्या या अर्थनितीचा भारतातील लहान-लहान गुंतवणूकदार आणि कामगार वर्गाला याचा काहीही फायदा होणार नाही. भारतीय कामगार वर्ग विशेषता कमजोर वर्ग जिथे आहे तिथेच सडत राहणार आहे.

भारत हा असा एक देश आहे की, ज्याच्यापुढे असंख्य समस्या आहेत. त्यापैकी अत्यंत ज्वलंत समस्या म्हणजे कामगारांची समस्या होय. भारताला स्वातंत्र्य मिळून 70 वर्षे झालीत. परंतु कामगार (श्रमिक), गरिबी, दारिद्र्य, निरक्षरता, अन्याय, अत्याचार, बेकारी, नियमित कामाचा अभाव इत्यादी समस्यांनी ग्रस्त आहेत. सामाजिक, आर्थिक व नैसर्गिक संकटांनी नेहमी चिताग्रस्त असतात. त्यामुळे त्यांचा जीवन स्तर अत्यंत खालावलेला आहे.

डॉ.बाबासाहेब आंबेडकर जेव्हा भारताच्या गवर्नर जनरल यांच्या मंत्रिमंडळात (1942-46) या काळात मजूर मंत्री होते, तेव्हा कामगारांच्या अनेक समस्येकडे ब्रिटिश सरकारचे आणि भारतातील जनतेचे लक्ष वेधून घेतले होते. भारत सरकार तर्फे आयोजित कामगार संमेलनात बोलतांना डॉ.बाबासाहेब आंबेडकरांनी मुख्य तीन मुद्यावर भर दिला होता.

1) कामगार कायद्याच्या निर्मितीत एकरूपता असावी.

2) औद्योगिक कलहाच्या सोडवणूकीसाठी कार्यक्रमाचे निर्धारण आणि

3) कामगार आणि मालक यांच्या पुढे उपस्थित होणारे अखिल भारतीय स्तरावरील महत्वाच्या प्रश्नांची सोडवणूक परस्परातील विचार विनिमयातून झाले पाहिजे.

डॉ. आंबेडकर कामगारांच्या प्रश्नाविषयी फारच गंभीर होते. त्यांनी कामगारांची दयनीय स्थिती अगदी जवळून पाहिली होती. कामगार वर्गाचे हितचिंतक असल्याने त्यांनी सर्व प्रथम कामगार कायद्याच्या निर्माण प्रक्रियेत एकरूपतेच्या आवश्यकतेवर अधिक भर दिला. कारण प्रादेशिक विधानसभा स्वायत्तेचा आधार घेऊन राष्ट्रीय स्तरावरील महत्वाच्या मुद्द्यांना दुर्लक्षित करू नये. म्हणून डॉ. आंबेडकरांचा हा विचार 1942 ला जेवढा महत्वाचा होता, तेवढाच तो आजही प्रांसंगिक व महत्वाचा आहे.

औद्योगिक कलह :

औद्योगिक कलहाबाबत डॉ.आंबेडकरांना असे वाटत होते की, कामगार व मालकामधील कलहाची सोडवणूक अशापद्धतीने झाली पाहिजे की, कामगार व मालक या दोघांचेही नुकसान होऊ नये. कारण औद्योगिक क्षेत्रात या दोघांचेही भूमिका व योगदान महत्वाचे आहे. हे तेव्हाच शक्य आहे जेव्हा औद्योगिक झगड्यांच्या निपट्यासाठी योग्य अशी मशिनरी असेल. तसेच उद्योगात कार्यरत कामगारांचे शोषण होऊ नये, त्यांच्या कल्याणाकडे पुरेपुर लक्ष दिले पाहिजे, यासाठी डॉ.आंबेडकरांच्या मते, “त्रिपक्षिय कामगार समेलनाचे” नियमित आयोजन व्हावे, सल्लागार समिती नेमावी, आणि या संघटनेच्या निर्मितीसाठी सामान्य अटीचे निर्धारण व्हावे.”

डॉ.आंबेडकरांनी 1 जानेवारी 1943 ला आकाशवाणीवर एका मुलाखतीत बोलतांना श्रम व श्रमिकांच्या मान – सन्मान व प्रतिष्ठेच्या स्थापनेसाठी जे विचार मांडले ते अतिशय प्रशंसनीय होते. त्यात ते म्हणतात, “कामगार कायद्यामुळे कामगारांच्या संरक्षण व लाभात निश्चितच सुधारणा झाली आहे. परंतु कामगारांनी एवढ्यावरच समाधानी होऊ नये. त्यांना न्यायोचित जीवन पद्धतीची आवश्यकता आहे. न्यायोचित जीवन पद्धतीचा अर्थ स्वतः डॉ. आंबेडकरांनीच सांगितला आहे. तो पुढीलप्रमाणे –

स्वातंत्र्य, समानता, बंधूभाव :-

जीवनाची न्याय संगत स्थिती म्हणजे स्वातंत्र्य, समानता, बंधूभाव होय. कामगारांना स्वातंत्र्य पाहिजे. स्वातंत्र्यामध्ये समान संधीचा हक्क व अधिकार, आणि प्रत्येक व्यक्तिला विकासाकरिता आवश्यकतेनुसार सर्व सोई सवलती पुरविणे हे राज्याच्या कर्तव्यांतर्गत असले पाहिजे.

कामगार वर्गाला समानता पाहिजे. कामगार वर्गाची समानता म्हणजे, प्रत्येक कायदा, प्रशासकीय सेवा, कराचे निर्धारण, व्यापार आणि उद्योग या सर्वांतील महत्वाचे म्हणजे सर्वप्रकारच्या एकाधिकाराचे उच्चाटन होय. खरे म्हणजे असमानतेकडे जाणाऱ्या सर्वप्रकारच्या परिस्थितीचे समूळ उच्चाटन करणे होय.

कामगारावर्गाला बंधूभाव पाहिजे बंधूभावाचा अर्थ सर्वव्यापी भाईचारेची भावना होय. ज्याचे उद्दिष्ट सर्वत्र शांतता व व्यक्तिच्या दृष्टीने सद्भाव बनवून सर्व वर्ग आणि देशांची एकता निर्माण केली जाते.

डॉ.आंबेडकरांनी मजूर मंत्री असतांना कामगारांसाठी ‘महागाई भत्ता’ मिळावा म्हणून पुरजोर शिफारस केली आणि या शिफारशीचे सरकारनी सहर्ष स्वागत केले. त्यांनी युद्ध काळातील ‘क्षती पूर्वी विधेयक’ पास करवून घेतले. युद्धकाळात कामगारांच्या शारिरीक जोखमेच्या बदल्यात नुकसान भरपाई मिळावी आणि त्यांच्या जीवनाचा ‘विमा’ पण काढला गेला पाहिजे, जेनेकरून संकटकाळात त्यांना त्यांचा मोबदला मिळेल. डॉ.आंबेडकरांनी कुशल व अर्धकुशल कामगारांच्या नोंदणी

करिता 'सेवा योजना कार्यालय' उघडण्याची सोय केली. खदानित काम करणाऱ्या महिला कामगारांना 'मेटर्निटी लाभाची' योजना मंजूर केली.

सामाजिक सुरक्षा:-

सप्टेंबर 1943 ला त्रिपक्षिय श्रम संमेलनात डॉ.आंबेडकरांनी 'सामाजिक सुरक्षेला' अत्याधिक महत्व दिले. सामाजिक सुरक्षेच्या दृष्टीने डॉ. आंबेडकरांनी कामगार संमेलनात म्हणाले की, "बऱ्याच कालावधीनंतर असा विश्वास झाला आहे की, औद्योगिक समस्या आणि कामगार कल्याणाच्या समस्यांचे समाधान तोपर्यंत होऊ शकत नाही जोपर्यंत सरकार, मालक व कामगार परस्परा प्रति उत्तरदायित्वाची भावना विकसीत करीत नाहीत. एकदुसऱ्याच्या विचाराप्रति सन्मान प्रदर्शित करीत नाहीत, देण्या-घेण्याच्या भावनेस सहकार्य करण्यासाठी सहमती देत नाहीत. एक दुसऱ्यावर टिका टिपणी करण्यास मंशगुल राहतील. तोपर्यंत परस्परांशी सन्मान व उत्तरदायित्वाची भावना विकसीत होणार नाही. यासाठी एका योजनेची आवश्यकता आहे, या तिन्ही पक्षांना एकत्र आणू शकेल जेणेकरून एका टेबलावर बसून एक दुसऱ्याशी विचार विनिमय करू शकतील."

सामाजिक सुरक्षेच्या दृष्टीने डॉ.आंबेडकरांनी वरिष्ठ कामगार संमेलनात महत्वपूर्ण विषयावर निर्णय घ्यायला लावले.जसे, कच्चा मालामुळे अनैच्छिक बेरोजगारी, न्युनतम वेतन, महागाई भत्याच्या निर्धारणाचे घटक, राज्यवार त्रीपक्षीय संघटनेची स्थापना, कामगारांचे विधानसभामध्ये प्रतिनिधित्व, विविध फंडाच्या निर्मितीसाठी आदर्श नियमावली आणी. कामगारांसाठी एक आदर्श आचारसंहिता इत्यादी डॉ.आंबेडकरांना कामगारांच्या 'स्वास्थ निवारा, कपडा लता, शिक्षण, चांगले आरोग्य इत्यादी सुविधा आणि सर्वात महत्वाचे म्हणजे सन्मानपुर्वक काम करता येईल असे वातावरण असे दृश्य स्वरूपातील बदल घडून आले पाहिजेत. असे वाटत होते.

सन्मानजनक अस्तित्व :-

डॉ.आंबेडकरांनी कामगारांच्या सन्मानजनक अस्तित्वासाठी 'ट्रेड युनियन' बनविण्याचे पूर्णपणे समर्थन केले. डॉ.आंबेडकरांनी शेतमजुरांच्या न्युनतम मजुरीसाठी प्रयत्न केले. डॉ.आंबेडकरांनी केवळ पुरुष कामगारांसाठीच नाही तर स्त्रि कामगारांसाठी अत्यंत जागरूक होते. त्यांनी 'स्त्रियांसाठी सुध्दा तेवढीच मजुरी मिळेल, जेवढी पुरुषांना मिळेल. कोळसा खानित काम करणाऱ्या महीलांना त्यांनी पुरुषांबरोबरीचे अधिकार मिळवून दिले.

सर्व कारखान्यात 'कामगार कॅन्टीन' उघडण्याच्या कार्यक्रमाला त्यांनी स्विकृती मिळवून दिली. तसेच वेतनासह रजेची सोय त्यांच्याच देखरेखीत मंजूर झाली. थोडक्यात डॉ.आंबेडकरांनी कामगारांचे आरोग्य, विमा, भविष्य निर्वाह निधीची तरतुद, कामगार कल्याण समित्या, इत्यादींची पूर्णपणे व्यवस्था केली. उघडपणे ते कामगारांच्या हित रक्षासाठी अखेरपर्यंत प्रयत्नरत होते.

संपाचा अधिकार :-

कामगारांचे कल्याण आणि संघटनेच्या दृष्टीने डॉ.आंबेडकरांनी कामगारांच्या संपाचे समर्थन केले. डॉ. आंबेडकरांच्या मते, "संप म्हणजे कामगारांच्या संदर्भात याचा अर्थ आहे, सेवा शर्तीचे उल्लंघन आहे," जो एक अपराध नाही, एक मात्र नागरिक दोष आहे. असे का होते? मालक जेव्हा कामगारांचे शोषण करतो, आवश्यक सुख सुविधा देत नाही, तेव्हा असे होते जर मालक जबाबदारीने कामगारांकडून काम करवून घेत असेल. तर ही एक शोषणाची अवस्था झाली ज्याचा अंत करणे कामगार वर्गाचा अधिकार आहे. डॉ. आंबेडकरांच्या मते, "संप बेकायदेशीर नाही, तर कामगारांची दयनिय स्थिती सुधारण्याचा मार्ग आहे. परंतु त्यांनी म्हटले आहे की, संपाची पूर्व सूचना देणे, मालकाला विचार करण्यासाठी पुरेसा वेळ आणि सरकारला सुध्दा वास्तविक परिस्थितीची जाणीव करून देणे इत्यादी बाबी लक्षात घेणे आवश्यक आहे."

सारांश :-

शेवटी असे म्हणता येईल की, डॉ. आंबेडकरांनी आपले एक विशिष्टप्रकारचे कामगार दृष्टीकोन विकसीत केले होते. सर्व प्रकारच्या आर्थिक सुधारणात मग ते औद्योगिकरण असेल, राष्ट्रीयीकरण असेल किंवा कृषी फार्मिंग असेल, जे शोषित, पिडीत, गरिब, द्रिद्रि, अशिक्षित वर्गातील लोक आहेत असे लोक त्यांनी आपल्या कामगार दृष्टीकोणाचा केंद्र बिंदु माणले. जे अनंत काळापासून अत्यंत दारिद्र्यात अभावग्रस्त जीवन जगत होते. मालकांच्या कामगारांना गुलाम बनविण्याच्या मानसिकतेचा ते पूर्णपणे अंत करू इच्छित होते. डॉ.आंबेडकरांनी आपल्या कामगार विषयक दृष्टीकोणात मार्क्सवादी ‘क्रांती’ आणि गांधीवादी ‘विश्वस्त सिद्धान्त’ याला थारा दिला नाही. कारण एकामध्ये हिंसा व हत्या हे साधन आहे, तर दुसऱ्यात भांडवलदारांच्या हिताचे पूर्णपणे संरक्षण आहे. डॉ. आंबेडकर मालक आणि कामगार या दोघांनाही एकमेकांच्या वर्चस्वापासून मुक्त करण्याच्या प्रयत्नात होते. ज्यात शिक्षण, आरोग्य संघटन, कपडेलते, निवारा, सांस्कृतिक आदान-प्रदान, तसेच संबंधीत सुखसोई असतील परंतु अशीस्थिती संपूर्ण जगात असावी, त्यांची अशी अपेक्षा होती. तसेच कामगारांची जागतिक सत्तेत भागीदारी असावी असेही त्यांना वाटत होते.

संदर्भ :

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प्रकाशन : समता, साहित्य सदन जयपूर, 1996 पृ.क्र. 67, 68, 69, 70, 71, 72, 73, 74, 75, 76.
- 2) दलित : निरंतर विषमता आणि दारिद्र्य
लेखक : सुखदेव थोरात सुगावा प्रकाशन, पुणे 2007, पृ.क्र. 206, 207

सेवा क्षेत्र व रोजगाराच्या संधी

प्रा. राजेश एस. डोंगरे
गुरुकुल कला, वाणिज्य व
विज्ञान महाविद्यालय, नांदा
ता. कोरपना, जि. चंद्रपुर

गोषवारा :-

वाढत्या लोकसंख्येमुळे प्रत्येक हाताला काम मिळणे दुर्लभ झाले आहे. परिणामी बेकारीचा प्रश्न दिवसें दिवस गंभीर वळण घेत आहे. शिक्षणाचे प्रमाण सातत्याने वाढत असतानाच व शिक्षणाचा प्रसार संपूर्ण देशात वाढत असतानाच बेकारीच्या प्रश्नाला अधिकच खतपाणी मिळत आहे. विपनणाचे क्षेत्र हे व्यवसायाच्या उगमापासुनच अस्तित्वात असेल तरी आज त्यांचे स्वरूप अमुलाग्र बदललेले आहे. व्यवसायाच्या आधुनिक युगातील ते एक नवीन पर्वच असे म्हणता येईल. असे सेवा क्षेत्र आज हे अफाट वेगाने वाढत आहे आणि त्यातुन रोजगाराच्या अनेक संधी उपलब्ध होत आहेत. विपनणाचे क्षेत्र हे व्यवसायाच्या उगमापासुन अस्तित्वात असेल तरी आज त्यांचे स्वरूप अमुलाग्र बदललेले आहे. सेवा क्षेत्राच्या वाढत्या विकासांमुळे लोकांचा राहणीमानाचा दर्जा मोठ्या प्रमाणात उंचावतानी दिसुन येते.

बिज शब्द : सेवा क्षेत्र, रोजगाराच्या संधी, आर्थिक विकास, राहणीमानाचा दर्जा, आधुनिक युग

प्रस्तावना :-

संपूर्ण देशात परिवर्तनाची लाट आल्याचे निदर्शनास येते. म्हणुनच हल्लीच्या युगाला परिवर्तनशीलतेचे युग असेही संबोधले जाते. अर्थव्यवस्थेला प्रत्येक क्षेत्रामध्ये आमुलाग्र बदल झालेला आहे. स्वतंत्र भारतीय अर्थव्यवस्था उदारीकरण, खाजगीकरण तसेच जागतिकीकरणामुळे परिवर्तनाच्या लाटेत आलेली आहे. व्यापार उद्योगाचे स्वरूप पुर्वीसारखे राहिलेले नाही तरी या संपूर्ण बदलाचा परिणाम म्हणुन देशातल्या विविध प्रकारचा कार्यक्षेत्रे अस्तित्वात आलीत .या सर्व कार्यक्षेत्रामधील सेवाक्षेत्र हे अत्यंत महत्वाचे क्षेत्र समजली जाते. सेवा ही संकल्पना व्यापक स्वरूपाची असुन वस्तु किंवा उत्पादनापासुन ती भिन्न स्वरूपाची असते. यातील मूलभूत फरक म्हणजे वस्तु ही सादृश्य स्वरूपात असते, तर सेवा ही अदृश्य स्वरूपात असते .जीला आपण पाहू शकत नाही. किवा स्पर्शही करू शकत नाही. तरी देखील सेवा क्षेत्राची मागणी हि दिवसे दिवस वाढतच आहे. त्यामुळेच आधुनिक अर्थव्यवस्थेचे स्वरूप संतुलित करण्याकरिता सेवा क्षेत्र हे महत्वाची भुमिका व बजावित असते.

संपूर्ण जगात आज भारत देश सेवा क्षेत्रातून मिळणा-या उत्पन्नाला बाबतीत 10 व्या क्रमांकावर असून देशातील रोजगारातील आज जवळ जवळ 31 टक्के रोजगार हे विविध सेवा क्षेत्राने दिलेले आहेत. यात बांधकाम व्यवसाय, व्यापारीक सेवा हॉटेल्स सेवा, वाहतुक व दळणवळण सेवा दुरसंचार किंवा दळणवळण आणि संग्रहण, सामाजिक आणि वैयक्तिक सेवा, सामुदायिक सेवा, विमा क्षेत्र, वित्तीय क्षेत्र यांचा समावेश होतो.

सेवा क्षेत्रात रोजगाराच्या संधी :-

सेवा क्षेत्रातून रोजगाराच्या अनेक संधी निर्माण होत असतात तरी त्यातील प्रमुख क्षेत्र पुढील प्रमाणे सांगता येतील.

➤ **विपणन संदेशवहन :- (Marketing Comunication)**

विपणन संदेशवहन हे माहिती तंत्रानातुनच उदयाला आलेले आहेत. संगणकाच्या युगातील वाढत्या इंटरनेटचा व आंतरजालाच्या विकासांमुळे संदेशवहन या क्षेत्राला देखील महत्त्व प्राप्त झालेले आहे. रोजगाराच्या अमाप संधी या क्षेत्रात उपलब्ध झालेल्या आहे. उत्पादक जेव्हा एखाद्या दजेंदार उत्पन्नाची किंवा सेवेची निर्मिती करतो तेव्हा त्यांच्या ग्राहकांना त्या विषयी माहिती देणे गरजेचे असते. या कार्यात अनेक लोकांचा सहभाग होत असल्यामुळे इतक्या मोठ्या प्रमाणात रोजगाराच्या संधी उपलब्ध होतात.

➤ **डिजिटल मार्केटिंग :- (Digital Marketing)**

विपणनातील सर्वात महत्वाचा घटक ज्यांच्या भोवती विपणनाच्या क्रिया फिरत असतात. तो म्हणजे ग्राहक. ग्राहक सेवेकरिता विपणनातील आधुनिक प्रणाली म्हणजेच डिजिटल मार्केटिंग होय. अमेरिकेसारख्या परिपक्व बाजारपेठेमध्ये डिजिटल विपणनाचा वापर 30 टक्के पेक्षाही जास्त होतो. हे डिजिटलाइझेशनचे कामकरण्याकरीता मोठ्या प्रमाणात कर्मचाऱ्यांची आवश्यकता असते आणि या ठिकाणी रोजगाराचा मार्ग हा बराच प्रशस्त झालेला आहे.

➤ **पर्यटन सेवा :- (Tourism Service)**

सेवा क्षेत्रातील वेगाने विकसीत होणाऱ्या पर्यटन क्षेत्राने आज सेवा क्षेत्रातील ग्राहकांचा मोठा प्रवाह स्वतः कडे वळविला आहे. यातून पर्यटन क्षेत्र अधिकाधिक विकसीत होत चालले आहे. कौटुंबिक व्यापकता कमी झाल्यावर किंवा कामाच्या तणावातून काही बदल म्हणून लोकांमध्ये बाहेर फिरण्यासाठी छोट्या-मोठ्या पर्यटनाला जाण्याचा विचार करतात. यातून अनेक पर्यटन संस्था उदयास आल्या आणि या सारख्या पर्यटन संस्थांमधून कित्येक रोजगाराच्या संधी उपलब्ध झालेल्या आहे.

➤ **कार्यक्रम व्यवस्थापन :- (Event Mangment)**

आजच्या या धकाधकीच्या जिवनात प्रत्येक मनुष्य हा आप-आपल्या व्यवसायात व्यस्त असतो. शिवाय बाहेरील जग सुध्दा खुप गतिमान झालेले आहे. असे असले तरी कौटुंबिक व्यापातून कुणीच सुटत नाही व कुटुंबातील विविध कार्यक्रम जसे लग्न, मौजी, बारसे, वाढदिवस इतकेच काय डोहाळे जेवण वगैरे कार्यक्रम करायचे म्हटले तर पुरेसा वेळ देता येत नाही. आजच्या युगातील स्त्रिया कुटुंबाची जबाबदारी सांभाळत होत्या पण आजची महिला ही पण पुरुषा प्रमाणेच करिअर साठी वावरत असुन बाहेरील पुरुषाच्या बरोबरीने काम करते अशा या जिवन शैलीतून कार्यक्रम व्यवस्थापन हे नविन क्षेत्र उदयास आले. अर्थातच हे करीत असतांना मोठ्या प्रमाणात मनुष्यबळाची आवश्यकता भासते. आज हजारो लोक या क्षेत्रात आपली सेवा देत आहे.

➤ **वैद्यकीय सेवा :- (Medical Service)**

वैद्यकीय सेवा ही एक जिवनावश्यक सेवा असली तरी तिच्या पूर्वीच्या स्वरूपात आमुलाग्र बदल झालेला आहे. पूर्वीच्या काळात आजारपण आल्यावरच आपण वैद्यकीय सेवा घेत असे पण आजच्या युगात बालकाच्या जन्मापासुन तर पाच वर्षापर्यंत नियमित तपासणी केली जाते व वयाच्या चाळीशी नंतर देखील नियमित आरोग्य तपासणी केली जाते. या करीता समुपदेशन करणे जाहिराती करणे, घरपोच सेवा देणे इत्यादी वैद्यकीय सेवा क्षेत्र व्यापक झालेला

आहे. हा व्याप सांभाळण्यासाठी रुग्णालय हे एक नविन सेवा क्षेत्र पुढे आले मोठ्या प्रमाणात रोजगाराच्या संधी उपलब्ध झाल्या.

➤ **सौंदर्य प्रसाधन केंद्र :- (Beauty Parlor)**

आजच्या स्त्रिया या सौंदर्याच्या बाबतीत फार सर्तक झालेल्या आहेत. कार्यकमाला जायचे म्हटले तर पुर्वीच्या स्त्रिया घरीच तयार व्हायची पण आजच्या स्त्रिया हा सौंदर्य प्रसाधन केंद्राचा मोठ्या प्रमाणात आधार घेतात. आधुनिक सौंदर्य उपचार पद्धतीत अस्तित्वात आली असुन अशा सौंदर्य प्रसाधन केंद्राकडे महिलांचा ओघ वाढलेला आहे. वाढत्या मागणीमुळे अशा सौंदर्य प्रसाधन केंद्राची संख्या देखील वाढत आहे व अशा केंद्रामध्ये मोठ्या प्रमाणात रोजगाराच्या संधी निर्माण झाल्या आहेत.

➤ **जीम :- (Gym)**

सुंदर शरिरयष्टी बनविण्याकरीता तरुणमुले पार झापाटलेली दिसुन येतात. हे सिनेमातील वेड आहे. अशी ओरड असली तरी आजची तरुणाई मात्र हे सर्व सांभाळण्याकरीता मोठ्या प्रमाणात जिमकडे वळलेले दिसुन येतात. सौंदर्य प्रसादन केंद्राप्रमाणे जीमची संख्या देखील वेगाने वाढत आहे. व अशा जिम मध्ये रोजगाराच्या संधीला अधिकाधिक चालना मिळत आहे.

➤ **विवाह जुळवणी केंद्र :- (Marriage beruo)**

आजच्या व्यस्त युगामध्ये तरुण तरुणीच्या कुटुंबातील विवाहासाठी विवाह जुळवणी केंद्रकडे लोकांचा वाढलेला प्रवाह याची हि संख्या झापाट्याने वाढत गली व त्याचे स्वरूपही फार माठे झालेले आहे. कित्येक विवाह जोडणी केंद्रांनी मोठ-मोठी कार्यालये उघडुन त्यांच्या शाखा सुध्दा वाढविल्या आहे. व अशा केंद्रमधुन मोठ्या संख्येने मनुष्यबळ कार्यरत आहेत.

➤ **बगीचा :- (Amazing Park)**

लहान मुलांसोबतच मोठ्यांनाही हौस मौज करता यावी या साठी आठवड्याच्या शेवटच्या दिवशी बरेच लोक बाहेर पडतात व अर्मेझिंग पार्क चा आधार घेतात. प्रत्येकच मोठ्या शहरामध्ये असे अर्मेझिंग पार्क निर्माण होत आहे. व मोठ्या प्रमाणात रोजगाराच्या संधी या ठिकाणी उपलब्ध होत आहे.

➤ **पाळणाघरे :- (Cradle House)**

आज बहुतांश घरातुन पती पत्नी दोघेही कामाला बाहेर निघाल्याचे चित्र दिसुन येते त्यातुन हि विभक्त कुटुंब पद्धती त्यामुळे लहान मुलांना सांभाळण्याचा हा गहन प्रश्न झालेला आहे व प्रश्न तेथे उत्तर म्हणुन पाळणाघरे उदयाला आली. कित्येक पाळणाघराचे स्वरूप हे मोठे असते त्या द्वारे अनेक महिलांना रोजगारही उपलब्ध झाला.

निष्कर्ष :-

आजच्या स्पर्धेच्या युगात सेवाक्षेत्राचा विकास होतच `आहे. व अर्थव्यवस्थेत या सेवा क्षेत्राचे योगदान दिसेंदिवस वाढतच आहे. व सेवाक्षेत्राच्या या वाढीबरोबरच रोजगाराच्या संधी देखिल वाढतच आहे. औद्यागिक विकासासोबत रोजगाराची निर्मीतीही होतच आहे परंतु ती पुरेशी नाही म्हणुनच सेवाक्षेत्रातुन ज्या प्रमाणात रोजगार उपलब्ध होत आहे. हा होणारा विकास किंवा रोजगारीचा दर नाविण्यपूर्ण दिसत आहे व हे रोजगारीचे प्रमाण वाढणे गरजेचे आहे.

सेवाक्षेत्राच्या वाढत्या विस्तारामुळे रोजगारीचा स्तर देखील वाढत आहे. सद्यस्थितीत भारताच्या विकास दरातील सेवा क्षेत्राचा वाटा हा 41 टक्के इतका आहे व तो इतर क्षेत्राच्या तुलनेत बराच जास्त आहे. सेवाक्षेत्राच्या विकासात संदेश वहन,परिवहन,अधिकोषन,विमा आणि अलीकडील काळात वेगाने वाढत जाणारा पर्यटन उद्योग यामुळेच सेवाक्षेत्राच्या विकासात मोलाची भर पडली आहे.

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Adequate Insurance : A Financial Planning

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Introduction :

We all are quite conversant with the term ‘Insurance’, which means, a device that provides protection against a probable loss within a defined time period. Probable loss implies that there is a likelihood of loss that may or may not happen. Further the probable loss may occur with respect to objects like vehicles (Car, Scooter/Motor, Bikes, Trucks etc) house properties, Jewelleries, house hold appliances like TV, refrigerator, washing machine, Computer/Laptop etc, good & baggage, art & antiques etc and/ or even a human-life. Hence there is a broad categorization on types of Insurance i. Life Insurance ii. Non life or general Insurance and as the nomenclature goes, Life Insurance deals with providing protection to (human) lives and protection provided to other than human lives are considered under General Insurance.

General Insurance/ Non life Insurance :

General Insurance includes property Insurance, liability Insurance and all other forms of insurance, other than life insurance. Based on today’s overall environment, types of insurance under non life category are increasing day by day. Some of the sub categories may be listed as under.

- 1] Medical/Health Insurance.
- 2] Personal Accident Insurance.
- 3] Motor Insurance.
- 4] House Hold Insurance.
- 5] Burglary & Fire Insurance.
- 6] Overseas Mediclaim Insurance.
- 7] Long term Care Insurance.
- 8] Crop Insurance.
- 9] Cattle Insurance.
- 10] Marine Cargo Insurance.
- 11] Credit Insurance.
- 12] Professional Indemnity Insurance.

Our discussion would be on the concepts and need of such Insurances rather than any specific product (Policy). Further we would focus on the types of Insurances which are applicable to individuals or group of individuals. Hence, types of Insurances like credit insurance, crop insurance, cattle insurance, marine cargo insurance etc. would not be part of this discussion.

1) Health/Medical Insurance :

Health Insurance has been realized as an instrument for the health of the economy. If the people of the country are healthy, they can contribute significantly in the economic development of the country. Stressful life, change in food habits sedentary life style and the environmental hazards are the main cause of increasingly unhealthy population. Gone are the days of our grand-parents, when they used to remain hale & hearty even at an advanced age of post 60^s & 70^s. We find people as early as at 35-40 years of age having blood pressure, diabetes, high level of cholesterol, spondilitis and various respiratory disorder which lead to several other complications and require regular and long term treatment certain diseases like dengue, malaria, chicken-guinea etc. do not differentiate between the rich and poor. Physical unfitness creates mental disturbance rising cost of the medical expenses becomes too burdening on anyone when misfortune strikes in the form of any critical illness. Further, renowned hospitals having advance facilities demand a hefty sum as initial deposits before admitting the patient. Individual health insurances are a better option as the likelihood of such medical occurrences and expenses increase.

While considering any health insurance policy one should enquire about the list of hospitals for which cashless facilities are offered, about the settlement procedures in case of any emergencies, and most importantly the exclusions.

2) Personal Accident Insurance :

Personal Accident insurance, as a supplement to life insurance, provides an ideal protection against death or disability. Due to rapid industrialization and more use of complex machineries, industrial accidents are more frequent. Personal Accident Insurance provides for specific benefits of the insured person suffering injury, resulting in death or disablement arising solely and directly from an accident caused by violent external and visible means within twelve calendar months (period varies) from occurrence thereof.

MotorInsurance :

Motor Insurance is one of the most popular classes of insurance provided by the General insurers. With the amendment of Motor Vehicles Act passed in 1939, in 1988 and 1994, it is compulsory for the motorists to insure against the risk of liability to third party arising out of the use of motor vehicles in public places.

The Insured's declared value (IDV) of the vehicle is taken as the sum insured. For new vehicles, IDV of the vehicle is fixed on the basis of manufacturer's listed selling price of the brand and model. Thereafter every year, the IDV is calculated based on the depreciation of the vehicle and the claim experience of the insurer.

For motor insurance, it is always beneficial to go for a comprehensive policy which covers the following risks;

- 1] Damage to car parts or body.
- 2] Removal charges for repairs.
- 3] Third party liability.
- 4] Costs and expenses incurred with risk.
- 5] Repair charges, and,
- 6] Medical expenses.

With payment of extra premium, risks for death of injury to passengers and owner/driver, damage due to riots, strikes, thefts, larceny etc are also covered.

4) House holders Insurance :

'House' is the most desired and precious possession in everybody's life for the economic value as well as for the human sentiments attached to it. In today's turbulent world, loss to the house property and its contents may happen because of various reasons. However, careful we may be, neither we have any control over natural disasters nor can we protect our properties from manmade disasters like riots, strike, terrorism etc. The losses would be too huge for a common man to start afresh from the scratch.

Protection to the house has to be inclusive of all the contents therein. I would suggest every common householder should insure himself/herself and his/her property from loss and/or damages by taking cover under this insurance. It is a combination of number of risks being covered under one insurance otherwise to be covered separately. It comprises of ten sections covering insured's building, fixtures and fittings, contents, jewellery and valuables, television sets and VCRs, bicycles, accompanied baggage as well as personal accident and public liability benefits. The risk cover extends to protect the insured against fire accidents, burglary, house breaking, theft, loss or damage by accident or misfortune, mechanical and/or electrical breakdown and legal liability towards general public.

5) Burglary & Fire Insurance :

Burglary Insurance provides indemnity for loss and damage to the insured's property resulting from theft or attempted theft following forcible or violent entry into/from the insured's premises. Damage to the property as a result of break-in is also covered.

Fire insurance is the insurance against loss due to fire to buildings, machinery, contents including furniture etc. A householder's insurance would be more beneficial than these individual insurances.

6) Overseas Medical Insurance :

Travelling overseas on work or on vacation has become very common these days. Even if one goes for a short trip still it cannot be guaranteed that medical emergencies would not be required. Overseas Medical Policy provides for payment of medical expenses for illness suffered or accident sustained by Indian residents during their overseas trip on specific purpose. Other than medical expenses, it also provides personal accident cover, Loss of Checked Baggage, Loss of Passport and Personal Liability for accidental bodily injury or damage to third parties or third party property arising during the covered trip.

7) Long term care insurance :

Despite stress, changed food habits & life-style and degradation in the natural environment, we cannot disagree to the fact that longevity of human lives has increased. The flip side of this is, that there may be risk of serious health problem which may literally drain out all the remaining life's savings. Long-term Care Insurance covers the cost of help in the home with daily activities like bathing, dressing, cleaning, eating, adult day care, visiting nurses, and care in nursing home, etc. Ordinary Medicaclaim or health insurance policies do not pay for long-term care expenses. In fact, this is a very popular form of insurance in foreign countries. In

India, with the gradual extinction of joint family system, perhaps insurers can provide long-term Care insurance for people to live respectfully in their grey days

Life Insurance :

My work becomes simpler so far as insurance planning with regard to life insurance is concerted since you all are part of the industry leader in life insurance.

Let's answer a simple question: How many of you are insured for a Sum Assured of Rs. 1 crore or above? Does the sum assured look unreasonable? Let me modify the sum assumed to 50lakhs. Still the figure appears bold! Okay, let me further downsize it to Rs. 25 lakhs, perhaps a handful would reply in affirmation.

From this I would infer that, working with the insurance major we have understood insurance but not insurance planning.

Extending the definition of 'probable losses' to life insurance, we understand loss of income of the insured owing to physical disability or loss life. So by taking life insurance, we cannot restrict physical disability or death but financial losses arising out of such event is likely to be compensated

In General/Now-life insurance, we have discussed that, the sum insured depend upon the value of the assets to be insured. But in life insurance how do we ascribe a value to a human life ? Hence, how much insurance would be considered as an adequate cover? would be considered as an adequate cover?

Though it is impossible to assign a value to a human life, still, insurance is based on the concept of compensating for the financial loss to the family in the absence of the bread-winner Insurance. There are four different ways to calculate the human life value, which are as follows:

1. Human life Value Approach
2. Multiple Approach
3. Need- based Approach
4. Capital need Analysis Approach

1) Human life value approach (HLV)

The most common definition of HLV is the expected life time earning of an individual, i.e. the total income that the individual is expected to earn over the remainder of his working life, expressed in present rupee terms.

Like any other assets (real estate, equities, commodities, etc.) human being are also assets and have potential to generate income. Potential to generate income for a human asset depends upon present condition, remaining life and future income generation capacity. So taking into consideration the above three main factors and other factors, the value so arrived at is termed as human life value. In common parlance, this is also known as the income Replacement as the calculation replaces all of the income that is lost when the family's sole or major earner (insured) dies. HLV typically projects the lifetime income for the person, which is based on reasonable rate of interest, less taxes and personal expenditure devoted to his/her consumption. In other words, it is the present value of the total monetary surplus available to the individual's

family members excluding self-maintenance charges, Incomes tax, professional tax & premiums on Life insurance policies on his/her life.

Steps to calculate Human Life Value (HLV)

- i. Estimate individual's average life time earnings
- ii. Deduct the self-maintenance charges, Incomes tax, professional tax & premiums on Life insurance policies
- iii. Determine the balance span of the earning life
- iv. Determine the total future earning of the person during his remaining earning period
- v. Determine the present value of the balance earning as arrived in step iv.

2) Multiple Approach Method :

This is the simplest and easiest method but the results from it are not so accurate.

Under this method some multiple factor of current income is decided on approximate basis.

Steps to calculate under multiple approach method :

- i. Estimate the annual income.
- ii. Multiply the annual income with some approximation multiple factor.
- iii. Other liabilities and outstanding loans are to be added to the above amount.
- iv. The resultant figure is the amount presumed to be sufficient to support the family in the unfortunate death of the life insured.

The calculation would change in case, the multiple factor is changed to a higher or a lower no. Hence, this method doesn't give a proper value and may be taken as an approximate calculation only.

3) Need Based Approach :

It is a method of calculating how much life insurance is required by the family to cover their needs. These include things like funeral expenses, legal fees, estate and gifts taxes, debts and loans, maintenance cost etc.

This approach works on two principles which are as follows.

- (a) How much will be needed at death to meet the obligations?
- (b) How much future income is needed to sustain the household?

This approach classifies the needs and decides their priorities. Individual and family need to be assessed and current and potential needs to be estimated. Estimation of savings and premium paying capacity is to be made for estate creation. In this method it is better to overestimate one's needs while calculating the expenses. Further, funds are to be necessarily earmarked and segregated based on the needs of the family and self like, education fund, marriage fund, family (spouse) support fund, clean-up fund etc.

4) Capital Need Analysis Approach :

The difference between this approach and needs approach is that capital is assumed to be preserved for distribution to the heirs while the life insurance proceeds are presumed to be used up in the needs approach. This is also known as the capital retention method.

Some people support the need-based approach. But needs may be unrealistic compared to one's income. Hence, in my opinion, Human Life Value Approach is the most realistic method from the above methods to arrive at the Insurance requirement of an individual.

Social Insurance :

Besides Life & Non-life insurance, the third type of insurance is known as Social Insurance, which provide protection to the weaker section of the society who are unable to pay the premiums for adequate insurance. Pension plans, unemployment benefits, crop & cattle insurance are some forms social insurance. We may not go in details of these, as it is not the individual who opts for such protection. Social insurance is an obligatory duty of the nation.

I hope some of you must be ready to calculate your own Human Life Value. Are you covered to that extent? No answers needed; if you live your near & dear ones then make provisions now so that, come what may, they do not face any financial crisis in future. What an appropriate slogan we have in LIC, “Zindgi ke Saathbhi, Zindgi Ke Baadbhi”!!

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Corruption and Poverty In India

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Introduction:-

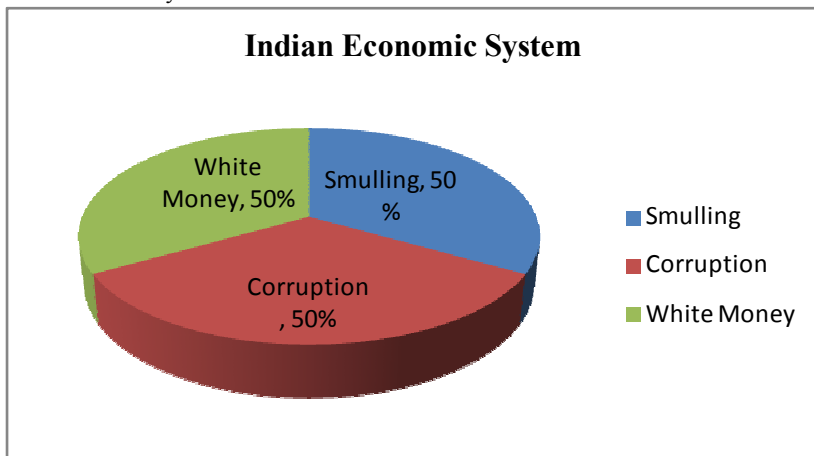
Today's we are living in 21st centuries the whole world come to near by globalization. India has accepted new economic policy since 1991. There are more bad impact of new policy on

- Employment
- Education
- Economic equality
- Land and Agriculture
- Health
- Reservation
- Social Justice
- Small Industries
- Natural Resources
- Enviourment

And these like any more problems.

Corruption in India:-

Today's corruption is the major problem in country. 50% Economy in the country are going upon black money out of this black money 50% money are coming from the smuggling of various drugs and weapons and balance 50% money come from corruption, without tax of any hire.



Causes of Corruption:-

There are various causes to becoming the corruption.

- Large area of politics
- Selfishness of the person
- Close connection between big businessman and politicians
- Lack of social awareness
- The spoil system of democratic government
- Lack of literacy and quality of education
- Diversity of population

Types of Corruption:-

The various types of corruption are given below.

- Politicians and corruptions
- Industrial and corruption
- Businessman and corruption
- Doctor's and corruption
- Legal practitioners and corruption
- Religious Institution and corruption
- Organized crime and corruption

Here is a summary of all corruption (scams) since independence. In total that is coming up to Rs.910,603,234,300,000. Which can permanently kill all social problem mainly poverty and unemployment.

Look at the list:

“Scams galore since “Independence”

Jeep Purchase (1948)	80 Lakhas	IPO-Demat Scam (2005)	
BHU Funds (1956)	50 Lakhas	Bihar Flood relief Scam (2005)	146 Corers
Mundhra Scandal (1957)	1.25 Corers	Scorpone Submarine Scam (2005)	17 Corers
Teja Loans (1960)	2.2 Corers	Panjab City Center Project Scam (2006)	18,978 Corers
Kue Oil Deal (1976)	2.2 Corers	Taj Corridor Scam (2006)	1,500 Corers
HDW Commissions (1987)	20 Corers	Pune Billionaire Hassan Ali khan tax default (2008)	175 Corers
Bofors Pay-Off (1987)	65 Corers	The Satyam Scam (2008)	50,000 Corers
St.Kitts Forgery (1989)	9.45 Corers	Army ration pilferage Scam (2008)	10,000 Corers
Airbus Scandal (1990)	2.5 Corers per week	The 2-G Spectrum swindle (2008)	5,000 Corers
Securities Scam (1992)	5,000 Corers		
Indian Bank Rip-Off (1992)			
Sugar Import (1994)	1300 Corers		
JMM Bribes (1995)	650 Corers		
IN a Pickle (1995)	1.2 Corers		
Telecom Scam (1996)	10 Lakhas		

Fooder Scam (1996)	1.6 Corers	State Bank of	1,76,000 Corers
Urea Deal (1996)	950 Corers	Saurashtra Scam	
CRB Scam (1997)	133 Corers	Illegal Monies in Swiss	95 Corers
Vanishing Companies Scam (1998)	1,000 Corers	Bank As estimated in 2008	
Plantation Companies Scam (1999)	330.78 Corers	The Jharkhand Medical Equipment Scam (2009)	71,00,000 Corers
Betan Parkesh Scam (2001)	2,563 Corers	Rice Export Scam (2009)	130 Corers
Stock Market Scam (2001)	137 Corers	Orissa Mine Scam (2009)	2,500 Corers
Home Trade Scam (2002)	1,15,000 Corers	Madhu Koda Mining Scam (2009)	7,000 Corers
Stamp Paper Scam (2003)	600 Corers	Commanwealth Games Scam (2010)	4,000 Corers
	30,000 Corers		40,000 Corers

Cash for vote in Lokshabha at July 22th ,2008, Adarsh Housing Scam in Maharashtra , Karnataka Coal Scam and all the scams are very Shameful for democracy.

Poverty In India:-

Poverty is the major social problem in India. It is Barries of Development, happiness and prosperous.

Today's near about 60 to 80% people have face to poverty in the country. According to Dr. Malcolm Ashadeshia, “Black money is a main factor for poverty in India . 40% of national Income is calculated as black money.”

Definition of Poverty:-

“Poverty is an insufficient supply of those things which are requisite for an individual to maintain himself and those dependent upon him in health and vigour.”

-By J.G. Gogard

“Poverty is that condition in which a person either because of insufficient income or unwise expenditure does not maintain a scale of living high enough of provide for his physical dependents to function usefully according to the standard of the society of which he is member.”

-By Gillin and Diltermer

Causes of Poverty:-

There are various causes to becoming the poverty.

- Unequal distribution of economic resources
- Unemployment
- Black Money
- Lack of proper , powerful and quality of education

- Exploitation (of farmers and landless people, workers etc.)
- Rise in population
- Neglecting the social justice/welfare
- Low agricultural productivity
- Individual reason
- Improper policy of the government

Types of Poverty :-

- Intellectual Poverty
- Mental Poverty

24% Population of the world have been living in below poverty line. (2001)

Population of some countries in the world which is living in below poverty line are given below.

Develop Countries	26%
South-Asian Countries	40%
Africa (Sahara)	43%
India	44%
Nepal	38%
Pakistan	31%
Bangladesh	29%
Shrilanka	07%

Today's **40%** people are living in slum and dirty area in Maharashtra. After Mumbai of people are living in slum and dirty area in vidarbha region.

The Person who live in slum and dirty area in some cities of Maharashtra are given below.

Name of Cities	% Slum Areas	No. of Cities	% Slum Areas
Brahmumbai	48.09%	Jalgaon	17.00%
New Mumbai	19.07%	Jalna	23.08%
Thane	33.03%	Ulhasnager	11.04%
Pune	20.09%	Nagpur	35.04%
Nashik	13.02%	Amravati	42.03%
Pipari Chinchawad	18.06%	Akola	12.09%
Bhiwandi	27.02%	Achalpur	62.02%
Solapur	26.05%	Chandrapur	17.09%
Nanded	39.05%	Ballarpur	54.08%
Parbhani	53.08%	Bhandara	54.04%
Malegaon	52.00%	Gondia	32.02%
Aurangabad	15.06%	Yavatmal	35.02%
Latur	33.08%		
Dhule	19.02%		
Bid	23.07%		
Kolhapur	13.09%		
Ambarnath	31.05%		

Now a days more than 100 slum and dirty cities are in Maharashtra. Its show that the poverty has increased.

The planning commission explained that in the supreme court the people whose minimum monthly income in rural area is Rs. 781 /- and in urban area is Rs.965 /- are exclude in below poverty line. I would like to say that the planning commission has been suffering from intellectually and mentally poverty. When poverty have seen in the country, its mean that the economic inequality has increased.

From the above description, its becomes clear that, the condition of corruption and poverty are very terrible. There are various responsible cases of poverty out of it corruption is one of the major cause.

Conclusion and Suggestions:-

The total amount coming from corruption since independence is more than the budget of central government of India. This is not fair for the democracy of the country. Its become shows that nothing done any super-powerful planning and its implementation by the government of India to development the poverty people Mp, MLS, and officers has not interested to kill all the social problems of ‘Bahujan Samaj’ they have only interested for corruption. They have been only playing political game to the life of poverty people and their problems.

The suggestion to make India as super-power are as given below.

- Honestly implementations of constitution of India.
- Create creative and powerful planning and its implementation to kill all social problems.
- Forfeited all the assets by the government of the persons who has done any types of scams.
- End of the system of tender and contract.
- Influential central of black money.
- Reforms the legal level of politics.
- Select honestly, duteous and loyal officers i.e. I.A.S., I.P.S., Secretary.
- Reform of education policy and its productivity.
- Nationalization of fundamental Industries.
- Control on the population.
- Economic reforms and development
- Provide houses at cheap rate to the poverty people.
- Simplify to the laws.

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भारतातील लघु उद्योगाचे महत्व आणि व्यवस्थापकीय कार्य

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सारांश

पहिले आणि दुसरे महायुद्ध मानवजातीच्या व मानवी संस्कृतीच्या दृष्टीने संहारक व विनाशकारी ठरले असले तरी हया दोन्ही जागतिक महायुद्धांमुळे भारतात औद्योगिक उद्योजकतेची चांगली व वेगाने वाढ घडून आली. त्यासाठी भारतात असलेल्या सर्व प्रचलित उद्योगांच्या उत्पादन क्षमतेचा पूर्ण उपयोग करण्यात आला. अस्तित्वात असलेल्या उद्योगांचे वैज्ञानिककरण करण्यात आले व उद्योगांचा विस्तारही करण्यात आला. तसेच नवीन आधुनिक उद्योगांची पायाभरणी झाली. ज्युट, सुती कापड, लोह-पोलाद, सिमेंट रासायनिक द्रव्ये, काच यासारख्या उद्योगांचा मोठया प्रमाणात विकास घडून आला. वरील काळातच उद्योगांचा कारभार अभिकर्त्याकडे किंवा मॅनेजिंग एजन्सीकडे सोपविण्याची पध्दती देशात विकसित झाली. मॅनेजिंग एजन्ट्स हया नात्याने काम करणाऱ्या व्यावसायिकांनी देशात नवीन उद्योगांची स्थापना केली. व्यवस्थापन आणि व्यवस्थापक जुन्या आणि परंपरागत संबंधात बदल झालेला आहे. जगातील प्रगत देशाच्या तुलनेत औद्योगिक विकासाच्या दृष्टीने भारत हा सध्या मागासलेला असला तरी भारतीय लघुउद्योगांचा इतिहास अत्यंत प्राचीन व वैभवशाली आहे.

आधुनिक अर्थव्यवस्थेत व्यवस्थापनाचे कार्य अत्यंत महत्वाचे व जोखमीचे आहे. संशोधनाची निष्पत्ती, जलद गतीने वाढणारी तांत्रिक प्रगती, त्या उत्पादनाच्या तंत्रावर होणारा परिणाम, औद्योगिक संघटनांचे गुंतागुंतीचे स्वरूप व त्यांचा वाढता व्याप, बाजारपेठांचे वाढते क्षेत्र आणि तेथे असणारी स्पर्धा मजबूत कामगार संघटना, सरकारी कायदांचे सर्वस्पर्शी स्वरूप, विलक्षण वेगाने घडून येणाऱ्या आर्थिक, सामाजिक, राजकीय घडामोडी अशा विविध कारणांमुळे व्यवस्थापकाचे कार्यक्षेत्र सारखे विस्तारीत असून व्यवस्थापकांना प्रत्येक वेळी नवीन आव्हाने, स्वीकारावी लागतात. स्वातंत्र्यानंतर भारतीय लघुउद्योगाचे महत्व वाढलेले असून भारतीय अर्थव्यवस्थेचा कणा आहे. प्रस्तुत शोध निबंधात भारतातील लघु उद्योगाचे महत्व व व्यवस्थापकाचे कार्य याचे अध्ययन करण्यात आलेले आहे.

बिज शब्द : लघु उद्योग, व्यवस्थापक, व्यवस्थापन

प्रस्तावना

मागील सहा-सात दशकामध्ये शिक्षणतंत्र आणि व्यवस्थापन कर्त्यांचे लक्ष एका विशिष्ट प्रणालीकडे आकर्षित झाले. यामागे मुख्य कारण असे की, लोकांच्या दैनंदिन जीवनात व्यवस्थापनाचे महत्व वाढत आहे. उद्योग, व्यापार, कार्यालय, पुजास्थळ, शिक्षणसंस्था, हॉटेल अशा सर्वच क्षेत्रात व्यवस्थापनाच्या योग्यतेची अपेक्षा केली जात आहे. समाजाच्या या संस्थेचा आकार व त्याची समस्या फार मोठया प्रमाणात वाढली आहे. सोबतच औद्योगिक विकासात सुध्दा नवीन नवीन आव्हाने निर्माण केलेली आहे. व्यवस्थापन आणि व्यवस्थापक जुन्या आणि परंपरागत संबंधात बदल झालेला आहे. व्यवस्थापकाला नोकर आणि व्यवस्थापित्याला मालक

समजण्याची पूर्वीची धारेणे आता अप्रासंगिक होत चालली आहे. त्यामुळे हया संबंधाची समस्या कठिण झालेली आहे.

जगातील प्रगत देशांच्या तुलनेत औद्योगिक विकासाच्या दृष्टीने भारत हा सध्या मागासलेला असला तरी भारतीय लघुउद्योगांचा इतिहास अत्यंत प्राचीन व वैभवशाली आहे. जगातील इतर देश ज्या काळात संस्कृतीच्या प्राथमिक अवस्थेत होते, त्या काळात भारत आपली संपत्ती व कला कौशल्य ह्या बाबतीत प्रसिद्ध होते. “ज्यावेळी आधुनिक उद्योगधंद्याचे जन्मस्थान असलेल्या पश्चिम युरोपात रानटी टोळ्या नांदत होत्या, त्यावेळी भारतामधील राज्यकर्त्यांची संपत्ती आणि कारागिरांचे उच्च कौशल्य यासाठी प्रसिद्ध होता.” इंग्लंडमध्ये औद्योगिक क्रांती घडून येण्यापूर्वी बराच काळ आधी आपल्या देशात ग्रामीण उद्योगांचे जाळे संपूर्ण देशभर पसरलेले होते. आधुनिक अर्थव्यवस्थेत व्यवस्थापनाचे कार्य अत्यंत महत्वाचे व जोखमीचे आहे. संशोधनाची निष्पत्ती, जलद गतीने वाढणारी तांत्रिक प्रगती, त्या उत्पादनाच्या तंत्रावर होणारा परिणाम, औद्योगिक संघटनांचे गुंतागुंतीचे स्वरूप व त्यांचा वाढता व्याप, बाजारपेठांचे वाढते क्षेत्र आणि तेथे असणारी स्पर्धा मजबूत कामगार संघटना, सरकारी कायद्यांचे सर्वस्पर्शी स्वरूप, विलक्षण वेगाने घडून येणाऱ्या आर्थिक, सामाजिक, राजकीय घडामोडी अशा विविध कारणांमुळे व्यवस्थापकाचे कार्यक्षेत्र सारखे विस्तारीत असून व्यवस्थापकांना प्रत्येक वेळी नवीन आव्हाने, स्वीकारावी लागतात.

लघु उद्योगाची व्याख्या

“ज्या उद्योगामध्ये संयंत्र व यंत्रसामग्रीमधील स्थिर भांडवली गुंतवणूक ५ कोटी रुपयापेक्षा जास्त नाही. व २५ लाखापेक्षा कमी नाही त्या उद्योगाला लघुउद्योग म्हणतात.”

लघु उद्योग		
उद्योगांची श्रेणी	निर्माणी उद्योगातील गुंतवणूक (रूपये)	सेवा उद्योग (रूपये)
सुक्ष्म उद्योग	२५ लाखापर्यंत	१० लाखापर्यंत
लघु उद्योग	२५ लाख ते ५ कोटी पर्यंत	१० लाख ते २ कोटी पर्यंत
मध्यम उद्योग	५ कोटी ते १० कोटी पर्यंत	२ कोटी ते ५ कोटी पर्यंत

लघु उद्योगाचे महत्व

लघु उद्योगांचे भारतीय अर्थव्यवस्थेत फार महत्वाचे स्थान आहे. रोजगाराच्या संधी निर्माण करण्याचे फारमोठे सामर्थ्य लघु उद्योग क्षेत्रात आहे. भारत देशाची वाढती लोकसंख्या लक्षात घेता व सुशिक्षित बेरोजगारांची समस्या सोडवायची असेल तर लघुउद्योग क्षेत्राचा जेवढा विस्तार आणि विकास करता येईल तेवढा तो उपयुक्त ठरतो. भारत देशात अभियांत्रिकी, इलेक्ट्रॉनिक्स, रसायन, औषधी इत्यादी अनेक उद्योगातील अनेक उत्पादने आपल्याला आयात करावी लागतात. त्यासाठी फारमोठे बहुमोल परकीय चलन खर्च करावे लागते. अशा विविध प्रकारच्या उद्योगांना पर्यायी ठरतील अशा स्वस्त, उत्तम दर्जाची उत्पादने आपली प्रयोगशीलता आणि बुद्धीकौशल्य वापरून विकसित करणे, ती निर्माण करणे लघुउद्योगास नक्कीच शक्य आहे. लघुउद्योगाची आणखी एक महत्वाची भूमिका म्हणजे प्रादेशिक विकासास त्याद्वारे लागणारा मोलाचा हातभार. प्रादेशिक विकासासाठी स्थानिक साधनसामग्री, मनुष्यबळ उपलब्ध तंत्रज्ञान यांवर आधारीत लघु उद्योग सुरू झाले. तर त्याने प्रादेशिक विकासास मोलाचा हातभार लागतो. लघुउद्योगात एकूणच जोखीम फार कमी

असते. त्यामुळे आपली कामकता आणि बुद्धीकौशल्य वापरून अनेक होतकरू तरूणांनी यशस्वीपणे आपले लघुउद्योग सुरू केले तर त्यातून अनेक नवीन नवीन, कल्पक लघुउद्योग आकार घेऊ शकतात. खेड्यातून रोजगाराच्या शोधार्थ शहरांकडे जे फार मोठ्या प्रमाणावर स्थलांतर मागील अनेक दशकापासून चालू आहे, त्याला काही प्रमाणात लघुउद्योगांमुळे आळा नक्कीच घालता येतो. लघुउद्योगांमुळे अर्थचक्र गतिमान होते. पैसा खेळता राहतो. आज देशाच्या एकूण उत्पन्नात अंदाजे ७० प्रतिशत उत्पन्न हे उद्योगधंदे, कारखानदारी या क्षेत्रातून मिळते. त्यात लघुउद्योगांचा वाटा ४० प्रतिशतपेक्षा जास्त आहे. भारतातून केल्या जाणाऱ्या निर्यातीतही लघुउद्योगांचा वाटा महत्वपूर्ण आहे. शेतीवर अवलंबून असलेल्या लोकसंख्येचा भार कमी करण्याचेही कार्य लघुउद्योग करतात. थोडक्यात आर्थिक, सामाजिक, वैयक्तिक, राष्ट्रीय, सांस्कृतिक आणि कला विषयक अशा विविध संदर्भात लघुउद्योगांचे महत्व आहे. त्यांची भूमिका मोलाची आहे हे मान्य करावे लागते.

व्यवस्थापक

व्यवस्थापन कार्याचे दोन भाग पडतात. १) उच्च व्यवस्थापन आणि २) निम्न व्यवस्थापन

‘उच्च व्यवस्थापना’ ची कार्ये चिंतनीय आणि बौद्धिक स्वरूपाची असतात त्यांना प्रशासन म्हटल्या जाते. निम्न व्यवस्थापनाची कार्ये तांत्रिक स्वरूपाची असतात. या कार्यांना व्यवस्थापन म्हटल्या जाते आणि ती कार्ये पार पाडण्याची जबाबदारी ज्याच्यावर सोपविली जाते त्याला व्यवस्थापक असे म्हणतात.

व्यवस्थापकाचे प्रकार

१. मालक व्यवस्थापक

व्यवस्थापनाचे कार्य पेशा म्हणून काम करणारे व्यवस्थापक हाच आधुनिक काळात विकसीत झालेल्या व्यवस्थापन शास्त्राचा केंद्रबिंदू असला तरी आपल्या देशामध्ये मालक व्यवस्थापकांचा वर्ग मोठ्या प्रमाणावर अस्तित्वात आहे. एवढेच नव्हे तर आपले वर्चस्व टिकवून आहे.

लघु उद्योगाची मालकी आणि त्याचे व्यवस्थापन ह्या दोन्ही गोष्टी अनेकदा काही व्यक्तींच्या ठिकाणी एकवटल्याचे आढळून येते. लघु उद्योगामध्ये ज्यांनी भांडवल गुंतविले आहे किंवा ज्यांच्याकडे त्या उद्योगाची मालकी आहे अशा व्यक्ती स्वतः किंवा आपल्या नातलागांकरवी त्या उपक्रमांचे व्यवस्थापन सांभाळीत असतात. त्यामुळे ह्या प्रकारच्या व्यवस्थापकांना मालक व्यवस्थापक असे म्हणतात. मालक व्यवस्थापकांनी लघु उद्योगांचे व्यवस्थापन सांभाळण्याची ह्या व्यवस्थेची वर्तमान स्थितीत सर्वत्र टिका होत असली तरी ह्या व्यवस्थेत चांगली बाजूही आहे.

२. व्यवस्थापनाचे कार्य पेशा म्हणून करणारा व्यवस्थापक

ज्या व्यक्तींनी व्यवस्थापनाचा पेशा जाणीवपूर्वक स्विकारलेला असतो आणि उद्योगांच्या संचालनात त्या फक्त व्यवस्थापकांचीच भूमिका पार पाडतात. अशा व्यक्तींना व्यवस्थापनाचे कार्य पेशा म्हणून स्वीकारणारे व्यवस्थापक किंवा व्यावसायिक प्रबंधक असे म्हणतात. कीथ डेव्हिस, थिओ हैमन, चेस्टर बर्नार्ड या व्यवस्थापन शास्त्रज्ञांच्या मते व्यवस्थापन कार्य पेशा म्हणून करणाऱ्या व्यक्तींना व्यावसायिक प्रबंधक किंवा व्यवस्थापक असे म्हणतात. ह्या व्यक्तींनी व्यवस्थापनाचा पेशा जाणीवपूर्वक स्वीकारलेला असतो व त्यांची जबाबदारी कार्यक्षमतेने पार पाडत असतात.

एखादे कार्य पेशा म्हणून करणाऱ्या व्यक्तीजवळ विशिष्ट प्रकारची योग्यता असणे आवश्यक आहे. पेरीगो हया ग्रंथकाराच्या मते, “धोरणे आखण्यासाठी तसेच आपल्या साहाय्याकडून हया धोरणांची यशस्वीपणे अंमलबजावणी करवून घेण्यासाठी आवश्यक असलेली वैशिष्ट्ये, ज्ञान व कौशल्य असलेली व्यक्ती म्हणजे व्यावसायिक व्यवस्थापक होय.”

लघु उद्योगातील व्यवस्थापकाची कार्ये

लघु उद्योगामध्ये व्यवस्थापनाचे कार्य अत्यंत महत्वाचे व जोखमीचे आहे. संशोधनाची निष्पत्ती, जलद गतीने वाढणारी तांत्रिक प्रगती, त्या उत्पादनाच्या तंत्रावर होणारा परिणाम, औद्योगिक संघटनांचे गुंतागुंतीचे स्वरूप व त्यांचा वाढता व्याप, बाजारपेठांचे वाढते क्षेत्र आणि तेथे असणारी स्पर्धा मजबूत कामगार संघटना, सरकारी कायदांचे सर्वस्पर्शी स्वरूप, विलक्षण वेगाने घडून येणाऱ्या आर्थिक, सामाजिक, राजकीय घडामोडी अशा विविध कारणांमुळे व्यवस्थापकाचे कार्यक्षेत्र सारखे विस्तारीत असून व्यवस्थापकांना प्रत्येक वेळी नवीन आव्हाने, स्वीकारावी लागतात. लघु उद्योगामध्ये व्यवस्थापकांची कार्ये पुढीलप्रमाणे आहेत.

१. नियोजन

लघु उद्योगातील वस्तूंच्या उत्पादनाचे फार मोठे परिणाम, कामगारांची संख्या, उत्पादनाच्या कार्यमिध्ये करण्यात येणारा यंत्राचा उपयोग अशा अनेक कारणांमुळे उत्पादनाचे कार्य हे तांत्रिक व गुंतागुंतीचे बनले आहे. उत्पादनाचे कार्य सुरू करण्यापूर्वी संपूर्ण कार्याची निरनिराळ्या प्रक्रियांमध्ये वाटणी करून प्रत्येक प्रक्रिया केव्हा, कशी, कुठे व कोणत्या यंत्राच्या मदतीने पूर्ण करण्यात येईल हयाबद्दल व्यवस्थापकाला एक व्यापक स्वरूपाची योजना तयार करावी लागते. उत्पादनकार्याचे नियोजन केल्याशिवाय हे कार्य सुरू करता येत नाही.

२. संघटन

लघु उद्योगामध्ये उत्पादनाच्या विविध साधनांचा उपयोग करून उत्पादनाच्या कार्याला चालना देण्याकरिता तसेच पूर्वनियोजित योजनेनुसार सर्व कार्ये घडवून आणण्याकरिता एका कार्यक्षम यंत्रणेची आवश्यकता असते. हया यंत्रणेलाच ‘संघटन’ असे म्हणतात. लघु उद्योगात काम करणाऱ्या व्यक्तींमध्ये कामाचे वितरण केल्याशिवाय संघटनेची उभारणी होत नाही. लघु उद्योगाचे उद्दिष्ट साध्य करण्यासाठी कार्यक्षम संघटना करणे आणि नंतर ही संघटना कुशलतेने राबविणे ही व्यवस्थापकांची जबाबदारी असते.

३. व्यवस्थापकीय कर्मचारी नियोजन

व्यवस्थापकीय कर्मचारी नियोजनामध्ये व्यवस्थापकांच्या कार्याचे, कार्यक्षमतेचे व गुणवत्तेचे मूल्यांकन करण्यासाठी करण्यात येणाऱ्या प्रयत्नांना फार महत्वाचे स्थान आहे. हया प्रकारच्या प्रयत्नांना ‘व्यवस्थापकीय मूल्यांकन’ असे म्हणतात. व्यवस्थापकीय मूल्यांकनामुळे संबंधित उपक्रमा प्रमाणेच ज्या व्यवस्थापकांच्या गुणवत्तेचे मूल्यांकन केले जाते त्या व्यवस्थापकांचाही फार फायदा होतो.

४. संचालन

प्रत्येक व्यवस्थापकाचे प्रमुख कार्य त्याच्या नियंत्रणाखाली काम करणाऱ्या व्यक्तींकडून त्यांना सोपविलेले कार्य करवून घेणे हे असते. संचालन हया कार्याचे दुहेरी उद्दिष्ट असते. कारखान्याच्या संघटनेमध्ये स्थान असलेल्या प्रत्येक कर्मचाऱ्याला सोपविलेले नेमके काम त्याच्याकडून करवून घेणे हे संचालन कार्याचे पहिले उद्दिष्ट असते. संचालन कार्याचे दुसरे उद्दिष्ट व्यवस्थापक निर्माण करणे, व्यवस्थापकांच्या कार्यक्षमतेमध्ये

वाढ करणे, कारखान्याच्या संघटनेला गती देणे आणि विभिन्न पातळ्यांवर काम करणारे अधिकारी व कामगारांच्या समूहाला कार्यप्रवण करणे हे असते.

५. अभिप्रेरण

कर्मचाऱ्यांनी त्यांचे काम करावे हयाकरिता प्रत्येक व्यवस्थापकाला काही विशेष प्रकारचे प्रयत्न करावे लागतात. व्यवस्थापकाने त्यांच्या सहाय्यकांना त्यांची क्षमता व ज्ञान हया दोन गोष्टींचा उपयोग करून घेऊन प्रोत्साहित करण्याकरिता केलेल्या विशेष स्वरूपाच्या प्रयत्नांना अभिप्रेरण असे म्हणतात. अभिप्रेरणामुळे कर्मचारी त्यांच्या ज्ञानाचा व क्षमतेचा महत्तम उपयोग करून घेतात, त्यामुळे त्यांची कार्यक्षमता वाढते आणि पर्यायाने उपक्रमाची उद्दिष्टे साध्य करून घेता येतात. लघु उद्योगात काम करणाऱ्यांना त्यांचे कार्य करण्यासाठी प्रोत्साहित करणे हे व्यवस्थापकाचेच कार्य आहे.

६. नेतृत्व

व्यवस्थापन प्रक्रियेमध्ये नेतृत्वाची संकल्पना फार महत्वाची आहे. सहाय्यकांना आपले काम आत्मविश्वासाने व उत्साहाने पार पाडण्यासाठी प्रोत्साहित करण्याची व्यवस्थापकांची क्षमता म्हणजे नेतृत्व होय. नेतृत्वाच्या प्रक्रियेत दबावाचा उपयोग अभिप्रेत नाही. अलिकडे प्रत्येक व्यवस्थापक आपल्या परीने हे कार्य परिणामकारक ठरण्यासाठी व्यवस्थापकांच्या अंगी काही गुण असावे लागतात. उच्च दर्जाची बुध्दीमत्ता, दूरदृष्टी हे गुण प्रभावी नेतृत्वाकरीता आवश्यक असतात.

७. संदेशवहन

लघु उद्योगातील संघटनेमध्ये संदेशवहनाची कार्यक्षम व्यवस्था निर्माण करणे हे व्यवस्थापकाचे एक महत्वाचे व मूलभूत कार्य मानले जाते. उद्योगात मुख्य व्यवस्थापकाने दिलेले सर्व आदेश व्यवस्थापनाच्या विविध स्तरांमधूनच कामगारांपर्यंत पोहचविण्यात येतात. अलिकडे कारखान्यांमध्ये संदेशवाहनासाठी आदेश मार्गाशिवाय इतरही काही माध्यमांचा उपयोग करून घेण्याची पध्दती रूढ झाली आहे. संदेशवहन एकतर्फी व दुतर्फी असे दोन प्रकारचे असते. एकतर्फी संदेशवहनाची व्याप्ती मर्यादित असल्यामुळे आधुनिक काळात दुतर्फी संदेशवहनाच्या पध्दतीची उपयुक्तता व महत्व कुणालाही नाकारता येत नाही.

८. निर्णय प्रक्रिया

निर्णय घेणे हे व्यवस्थापकांचे एक महत्वाचे कार्य असते. काही कसोट्यांचा व्यवस्थित उपयोग करून दोन किंवा जास्त पर्यायांमधून करण्यात येणारी निवड म्हणजे निर्णय प्रक्रिया होय. उद्योगाची अंतिम उद्दिष्टे साध्य करून घेण्याचे ते साधन असते व्यवस्थापक आपल्या मनाने निर्णय घेऊ शकतात किंवा तज्ञांचा सल्ला घेऊन त्या आधारावर निर्णय घेऊ शकतात. प्रत्येक व्यवस्थापकाने निर्णय घेण्यासाठी ठराविक तंत्रांचा अवलंब केला पाहिजे असे नाही. व्यवस्थापकांनी कोणत्याही तंत्राचा अवलंब केला तरी त्यांनी घेतलेले निर्णय अचूक असायलाच पाहिजे. घाईने व उशिराने निर्णय घेण्याचाही उद्योगावर विपरीत परिणाम घडून येतो.

९. नियंत्रण

उत्पादनाची मात्रा, उत्पादीत वस्तुचा दर्जा व उत्पादन खर्च हयाबाबत निर्धारित केलेले सर्व इष्टांक ठराविक मुदतीत पूर्ण करण्यासाठी यंत्रांची हालचाल, कामगारांचे कार्य आणि सामग्रीचा प्रवाह हयांमध्ये पूर्ण समन्वय स्थापित होणे आवश्यक असते. व्यवस्थापकांना कराव्या लागणाऱ्या नियंत्रण कार्याचा संबंध

भूतकाळाशी कमी असतो व भविष्यकाळाशी जास्त असतो. लघु उद्योगाच्या धोरणांमध्ये व कार्यक्रमांमध्ये कोणत्याही प्रकारचा बदल घडत असल्यास त्यानुसार व्यवस्थापकाने नियंत्रण प्रक्रियेच्या स्वरूपात बदल करायला पाहिजे.

१०. समन्वय

समन्वय हे व्यवस्थापकांचे एक महत्वाचे कार्य होय. आपल्या हाताखाली असलेल्या कर्मचाऱ्यांच्या हालचालींना पध्दतशीर स्वरूप देण्याच्या उद्देशाने करण्यात येणाऱ्या सर्व प्रकारच्या प्रयत्नांना समन्वय असे म्हणतात. मूनी व रेले ह्या लेखकांच्या मतानुसार, “समन्वय म्हणजे समूह प्रयत्नांची रचनाबद्ध व्यवस्था होय. समान उद्दिष्ट्ये साध्य करण्यासाठी समूह प्रयत्नांमध्ये एकता निर्माण करणे हा समन्वयाचा उद्देश होय.”

निर्णय प्रक्रियेमध्ये सहभागी होण्याची संधी साहाय्यकांना मिळाल्यास समन्वयाचे कार्य प्रभावीपणे करता येते. अनिश्चित भविष्यकाळ, नेतृत्वाच्या बाबतीत उक्ती व कृतीमध्ये आढळणारी तफावत, व्यवस्थापकांमधील प्रशासकीय कौशल्याचा अभाव, व्यवस्थापक व साहाय्यकांमध्ये निर्माण होणारा दुरावा, कर्मचाऱ्यांच्या मनात उत्पन्न होणारा निष्ठाविषयक संघर्ष इत्यादी कारणे समन्वय क्रियेची परिणामकारकता कमी करण्यासाठी मदत होते.

निष्कर्ष

१. लघु उद्योगामुळे रोजगार निर्माण होऊन बेरोजगारीचे प्रमाण कमी होते. त्यामुळे भारतीय अर्थव्यवस्था मजबूत होण्यास मदत होते.
२. प्रादेशिक विकासासाठी स्थानिक साधनसामग्री, मनुष्यबळ उपलब्ध तंत्रज्ञान यावर आधारित लघु उद्योग सुरू झाले तर प्रादेशिक विकास मोलाचा हातभार लागतो.
३. वर्तमान परिस्थितीत व्यवस्थापक एक पेशा किंवा धंदा म्हणून स्विकारल्या जाऊ शकतो. आणि इतर धंद्याप्रमाणे व्यवस्थापक संबंधी ज्ञान व कुशलता प्राप्त करता येते.
४. व्यवस्थापकाला त्याच्या कार्यात यश मिळवून देण्यात त्याचे व्यक्तीमत्त्व महत्वाची भूमिका बजावत असते. व्यवस्थापक आपल्या व्यक्तीमत्वाच्या आधारावर आपली जबाबदारी समर्थपणे पार पाडत असतो.
५. एका व्यवस्थापकाच्या अंगी भिन्न प्रकारची कुशलता असणे आवश्यक आहे.
६. यशस्वी होण्यासाठी व्यवस्थापकांमध्ये वेळेचे नियोजन करण्याची क्षमता असली पाहिजे.

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Note

Dt. 16/03/2019

As per Published News in Daily Sakal Chandrapur Todays Dated. 07.03.2019. Regarding Plagiarism in a published article, Title “The Role of Dr. B. R. Ambedkar in Modern India” Authors - Prof. R. A. Fulkar & Dr. R. P. Ingole.

As per our Journal Ethics, this PDF file removed our Journal.

Executive Editor

LIFE INSURANCE FOR WOMEN

Prof. B.K. Dhongde
(Asst. Professor)
Dr. Pradip Ghorpade
(Asso. Professor)

Introduction :

On this earth, it's the woman who gives birth, who welcomes the life first. Naturally the world welcomes women with the special and exclusive all-in-one gift. What else can it be other than protection designed in combination of the special value-added advantage of savings, investment, safety and security? Women carry the future of the race, literally. They can never be thanked enough for the commitment, pain, and dedication they bring to their various avatars as home-maker, mother, wife, and now as breadwinner also. To paraphrase the song, "Who's taking care of the care-giver when the care-giver can't take care of self?" Modern-day woman is maker, carer and feeder of homes and the nation. An insurance protection is effectively real hub of the wheel, the wheel of mankind... the nation... the world.

A New Horizon :

Women of today have come out of the traditional frames breaking narrow social boundaries and cultural barriers to rise from a marginal life to a broader vital life. In her is a mother, a wife, a sister, a daughter and a complete person balancing her socio-cultural expectations while simultaneously shaping a career to catapult herself up to the Maslow's hierarchical stage of 'Self Actualization'. She is in all her vibrant roles. And we see all-in-one in her; such a persona is the woman of today.

In political corridors, in the parliament, in corporate boardrooms, in courtrooms, on silver screen, in the spacecraft and in society, where have they not made their strong presence felt? Contemporary women are super-women in the sense that they have conveyed to the modern world of their re-scripting their role-playing in contrast with conventions and traditions. They get going, smart, firm and confident in attitude, aptitude, cautiousness. Today's women have proved to be a global force. They have overcome all crises as the second sex and redefined the definition of 'Women'. The struggle is not only to get an equal footing with men but to carve a niche for themselves to excel, to attain self- fulfillment, to attain the status they really deserve.

WOMEN'S LIFE INSURANCE-THE TRANSITION :

- In this country, in the early years of the insurance industry, the trend was only male lives. The logic was that the female of the species was home-bound anyway, was not exposed to any risk, and consequently didn't need any sort of insurance. The bread winner was the male and it was against his lost income that cover was required. A major additional disincentive was the extra risk to female lives that was an inevitable part of the childbirth process and dowry deaths.

- All that has changed with women entering the workplace. In addition, better education for the female child, increased economic contribution by women, better medical facilities for safer childbirth and post-natal care have all contributed to more and more overall improvement, that are women-specific.

WOMEN'S NEED-INSURER' CONCERN :

A woman has unique needs and concerns when it comes to preparing for the future. In today's society, there is no difference in professional men and women and they both have the same earning power and both contribute to the family kitty. Both incomes are important for family lifestyle and standard. When the whole world seems to be riding on 'woman power' can insurance companies remain far behind? Today life insurers are regularly churning out innovative schemes to woo the women. Insurance traditionally has been targeted at the earning member of the family as insurance means helping the family to maintain the standard of living for a few years in case something unfortunate happens to the main breadwinner. Moreover, insurance products not only provide security for family, but also help in savings, investment towards creating a fortune for needs in future of pension for the golden years. There is a strong-felt need for women to also insure and invest and therefore, insurance companies are targeting women with specially-designed products.

THE WOMEN PSYCHE :

Do you provide a substantial part or even all of your family's income? For many women the answer is yes, yet most of them do not have life insurance to help protect their dependents. They should aptly set this right with a range of affordable Life Insurance cover with certain special, optional benefits too.

Historically, women did seldom take out life insurance. The male was expected to be the main breadwinner and it was mostly male-lives for which Life Insurance was taken out.

Now times are changed, and many women have upon them, all or most of the financial responsibilities for themselves, their partners, their children and their home. Women are often the only provider or income for their family. They still hold the role of prime careers, and may also be financially responsible for the upkeep of elderly members/parents. Even then, many women of today still take the risk of going without life insurance, often because they think it is an added cost they could do without.

PRACTICAL SITUATIONS :

Why is there a popular belief among women that their own Life Insurance is an avoidable added cost?

What many women don't realize is that life insurance is actually cheaper for them in comparison to their male counterparts. This is mainly because statistics show that women have a longer life expectancy and, with life insurance, this is the main factor that counts. As per UNICEF India Statistics, 2007 : Life expectancy of females as a percentage of males, is 105%.

Some good news about female life expectancy in India.

- According to World Health Organization's (WHO) world health statistics 2009, women in India live longer than their male counterparts.

- While a girls born in India today is expected to live for 65 years, the average life expectancy of a male child stands at 63.
- India too recorded a fall in infant mortality.
- While 84 girls per 1000 population died in 1990 before they were one year old, the number fell to 68 in the year 2009.
- Life expectancy tables give average life expectancy depending on year of birth.
- For example, life expectancy for someone born 2009 is 80.0 for females and 74.88 for males, an age difference of about 5 years (Social Security Administration at www.ssa.gov, 2009).

But there is a dark side to it, after all. Cancer and heart disease are the most prominent among major critical illness.

In year 2006, XVI international cancer congress reports that in the year 2015, the cancer death rate in India and its neighbors is expected to triple. Cancer has become one of the 10 leading causes of death in India. Data from population-based registries under National Cancer Registry Programme indicate that the leading sites of cancer are cervix, breast and oral cavity amongst women. According to the department of women and child development, about 125000 women die in India each year during pregnancy and childbirth.

Everyone needs insurance for a carefree, pleasant & relaxed future. Also she should ponder over pros and cons of the protection.

WOMEN'S ROLE REVERSAL :

In India, traditionally men have been the bread winners whereas women typically ran the household and saved for those rainy days. This was 'the' scenario, till women started working and took the command of financial matters.

Still we notice that the investment decisions primarily rest with 'men' in the house, be it the brother, husband, father, or father-in-law.

Women have moved ahead from their iconic role within the family. With the changing role of Indian Women, there are every possibility that decision regarding investment with their surplus money may be different depending on the parameters of the investment instruments, degree of risk taking capability and influence of others like husband, family members, friends and colleagues.

It is observed that women have been more comfortable with saving in bank accounts, storing money in lockers, or buying gold or bonds. Though they are known for saving for a rainy day, they might not be smart in taking investment decisions. As seen during our childhood days-mothers or our grandmothers have a habit of saving even Rs. 10 or Rs. 100 from whatever household expenses they are given... at times of financial crisis, she will have a smile on her face which used to confuse us, to which she will say that she keeps money aside for these days... even with minuscule amount they manage to raise a good fund.

In the changed scenario, modern women are looking at various investment avenues for investing their money though they are known for being risk averse. They are considering investment in a big way. Buying life insurance is an attractive investment option for women

today. They are getting more comfortable with the internet, hence online trading and a direct marketing is an easy facilitator to plan their investments in this fast paced world.

Women love to save on a regular basis and smallest of the surplus income they like to invest prudently. They really possess a disciplined approach towards investing, which has to be kept under consideration in selling life insurance to them.

REALITY AROUND :

But watching around beyond geographical limit of the country takes us to a noticeably contrast picture. Almost a century after women asserted their right to vote, a new report from protection specialist, Bright Grey reveals another step forward in equality by highlighting that almost half (46%) of working women currently describe themselves as the main earner in their household. But it's not all good news as the Women and Protection report also suggests that women are actually less likely than men to have financial back-up.

The 'Women and protection' report which examines the financial role of women in the household today reveals that women are not only increasing their earning power but they are also gaining a stronger financial voice in the house. Over three in five (61%) working women state they are the most likely to raise money discussions in the home, compared to a lower 57% of working men who state they would raise them. When it comes to crunch time, working women are also just as likely to make the financial decisions in their household with nearly half (44%) of all working female surveyed stating they predominately make the financial decisions in their household. Half of working women (50%) say they are responsible for longer-term financial decisions such as buying life insurance or organizing a will.

Yet despite females bucking the traditional trend of males being the financial decision makers it appears they are failing to financially protect themselves as over two million working women (16%) say they do not have a savings account. Meanwhile, over one third of working females (35%) say they do not currently have a pension in place, compared to 30% of working men.

In terms of protection insurance products, over half (53%) of working women admitted that they have no life insurance cover in place, a product that is aimed at protecting their families in the event of their death. Over four in five 84%) working women do not hold income protection products, while a similar number of working women (78%) do not hold either a critical illness policy or private medical insurance (81%)

WOMEN'S WORLD INSURERS EMPIRE :

Women of today are excelling in every aspect of life. They have a distinct presence in every profession, vocation or grade and have distinguished themselves as admirable home makers with an inherent instinct to save. Policies of life insurance for women encourage them to strengthen these inherent traits i.e. safety and security-through SAVINGS WITH INSURANCE. There is also an added advantage of good appreciation of investment as desired by modern-day woman. Moreover, women enjoy lower rates of premium than men owing to their longevity.

Insurance companies penchant for woman customers is growing by the day and with serious reasons. Women investors have shown longer investment tenure and regular saving

habits. So, the products are aimed to target these two specific characteristics and would span over both health and investment domain. Insurers also feel that the women specific insurance market is expected to grow much faster than the overall insurance sector. No wonder, women's world is becoming the strongest focus point... the NEW EMPIRE for the life insurer.

CONCLUSION :

Women are the first people to look after others and the last to look after themselves. Therefore, because of their UNIQUE role in life, insurance of life is precisely a MUST for them.

Does it matter whether she is the primary income earner or the so-called secondary income earner in the family? Not in today's world where most households depend on two incomes. And what if she is a single mom? What if a single independent lady? Only proper ideas, plans & strategies now have to take them towards their long- aspired rainbow flight of life.

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