

An Empirical and Analytical Case Study of Footwear Industry in India in Global Context

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ABSTRACT

The Indian shoes enterprise has evolved considerable hyperlinks in the worldwide manufacturing community. But, this enterprise is still dominated by using corporations that cater largely to the home market through the artisanal manufacturing system. Specific footwear centers and sections of companies in traditional footwear clusters have set up sturdy relations with the export marketplace. Still, there are only few corporations i.e. Mirza Internarial, Lotus Bawa Footwear Ltd., Wood Land Footwear, Tata International Etc.) That is at once worried inside the worldwide production chain of multinational organization (MNC) inside the leather shoes class. In this paper we will study the footwear Industry of our country in Global Context.

KEYWORDS: - Global context, external, shoes, foot, Global Marketing, Indian shoe federation MNC.

1. INTRODUCTION:-

Apart from Mirza International & Some footwear Industries, no big home corporate company is worried within the footwear manufacturing either for export or within the home marketplace. The advertising system of export and home markets may be aptly as compared inside the theoretical framework of transaction value economics. The key factors of this framework are asset specificity, uncertainty and frequency. In this low generation enterprise access barrier is low and asset specificity is basically associated with marketplace facts. In export market, the market research is basically undertaken via importers (wholesalers, retail chain stores, departmental shops etc.). In the absence of organized marketplace research by using wholesalers (together with low development of retail chain shops) direct access into domestic marketplace requires extensive assets. Second, greater uncertainty exists in the domestic market within the feel of market volatility – loss of information on evolving style requirement, call for specially market and much less availability of warranty devices (letter of credit, marketers, nice inspection and so forth.) Third, importers location especially larger orders in specific frequency (seasons) whereas domestic wholesalers order in small batches and at less regular frequency In this state of affairs, the dimensions of marketplace, type and exceptional of product to be manufactured extensively determines the choice of manufacturing era in distinctive marketplace segments. However, the procedure of era adoption and technical exchange therein is encouraged through the prevailing institutions with its precise incentive and disincentive structures that are embedded in the tradition (caste specificity of conventional shoes production) and different institutions that are historic realities. The length distribution of firms and adjustments in its miles the outcome of the interplay of these various factors and institutions this observe is organized within the

following style. First, we talk the footwear enterprise in India inside the worldwide context. Second, we present three case studies to get an entire image of the complexity and dynamism of this industry. Last, we pinpoint issues which have implication on the employment size distribution of companies. An Overview of Footwear Industry in India in Global Context The leather enterprise is one of the oldest conventional industries. It has several components like tanning, footwear & leather-based merchandise which include also garments. Modern leather enterprise started out with British governments direct encouragements. First modern tanning become installed in 1857. The first modern footwear industry became started in 1887. However, the footwear industry become in large part based totally on traditional artisan mode. In the commercial policy of 1967, the leather-based industry together with shoes was reserved for small scale zone. In past due Seventies and early Eighties, a hundred consistent with cent export-oriented shoes industries in larger scale had been promoted and that allowed large scale industries to get mounted afresh. Only in the month of June in 2001, the leather industries have been de-reserved.

In the following tables we present the distribution of employment and fee introduced of leather-based Shoes industry across fundamental commercial states.

Table 1: Distribution of Employment across size class of employment (in percentages) in 2004-5

State	DME	Employment Size group (ASI)						Total
		(10-49)	(50-99)	(100-199)	(200-499)	(500-999)	(1000-above)	
Punjab	6.3	18.4		6.1	12.4	56.8		1,711
Uttar Pradesh	26.8	3.9	4.4	15.3	18.9	15.6	15.0	38,444
West Bengal	57.9	4.7		-	-	-	37.5	9,323
Gujarat	-	18.0	-	82.0	-	-	-	350
Maharashtra	40.3	30.6	-	21.8	7.3	-	-	3,925
Andhra Pradesh	-	30.3	69.7	-	-	-	-	445
Karnataka	48.2	2.5	-	37.4	11.9	-	-	1,777
Tamil Nadu	0.9	3.5	4.6	17.3	28.7	18.1	26.8	35,002
Total of 8 states	18,574	4,939	3,610	13,854	18,029	13,299	18,672	90,977
India	24,093	6,330	4,091	14,316	20,455	14,166	18,672	102,123

Note: Row percentages add to 100.
Source: Unit level data of ASI (Annual Survey of Industries), 2004-5 and 62nd round of NSS (2005-6).

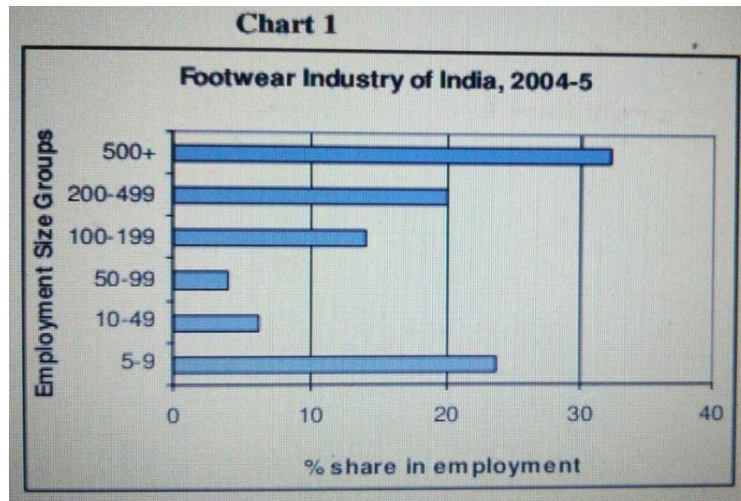
Table 2: Distribution of Gross Value Added across size class of employment (in percentages) in 2004-5

State	DME	Employment Size group (ASI)						Total
		(10-49)	(50-99)	(100-199)	(200-499)	(500-999)	(1000-above)	
Punjab	2.0	18.6	-	1.3	6.1	72.0	-	2,479
Uttar Pradesh	11.2	5.6	10.4	21.5	19.4	17.1	14.9	31,994
West Bengal	47.5	11.1	-	-	-	-	41.4	3,418
Gujarat		0.0						675
Maharashtra	17.3	51.6	-	21.9	9.2	-	-	4,360
Andhra Pradesh		0.0						207
Karnataka	13.4	-0.4	-	58.5	28.4	-	-	968
Tamil Nadu	0.1	1.0	5.2	21.5	31.2	17.9	23.2	26,637
Total of 8 states	6,169	5,258	4,852	14,750	15,338	12,003	12,369	70,738
India	9,382	7,737	6,051	15,192	19,778	13,602	12,369	84,110

Note: Row percentages add to 100 and unit of GVA is Rs. Lakh.
Source: Same as table 1.

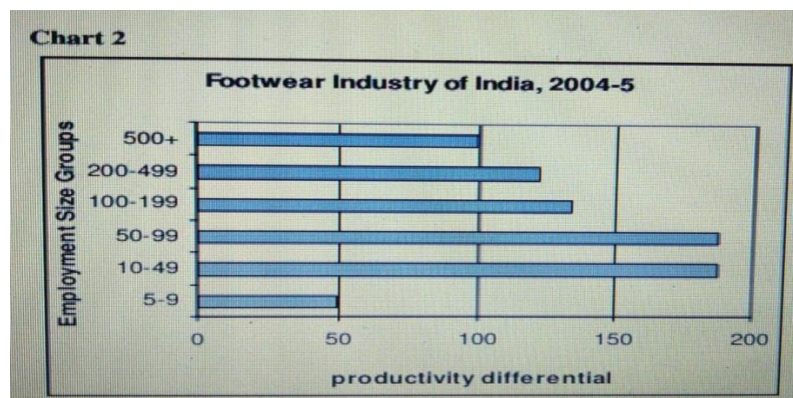
As a whole in India, a couple of lakh employment is determined in leather-based shoes manufacturing (table 1). Three states specifically Uttar Pradesh, Tamil Nadu and West Bengal make a contribution substantial proportion of employment of footwear enterprise contributing four-fifth of total employment. These 3 states present pretty

different shape of employment throughout employment length elegance. Employment in Uttar Pradesh is fairly unfold out in center and upper size elegance of companies along with employment proportion of one-fourth in casual region of DME. In Tamil Nadu, the employment is clearly restrained to length elegance of firms using



one hundred workers or greater. In West Bengal, we are able to examine the classical case of missing center with attention of employment in informal quarter of DME or in companies that rent a thousand people or greater. For India as an entire, the missing center phenomenon is much less prominent with huge presence of companies inside the middle phase (chart 1).

The labour productivity in Tamil Nadu and Uttar Pradesh which have widespread presence of mid-sized firms is really better than that of all India. Labour productivity in West Bengal, a stark instance of lacking middle, is best 1/2 of the level of all India. We have picked up one cluster from each of the outstanding states of Tamil Nadu, Uttar Pradesh and West Bengal for assignment distinctive case takes a look at. The centers are Agra and Kanpur (Uttar Pradesh), Chennai (Tamil Nadu) and Kolkata (West Bengal).



The length-group wise labour productiveness of shoes industry is pretty exceptional (chart 2). The employment size organization of 10-99 has maximum productiveness. Scale economics is reached within the small size class. The labour productivity of largest length class is smaller than all size lessons except for the informal quarter.

The motive lies in older footwear companies using one thousand people or greater that did not upgrade their technology. India's leather-based footwear industry is growing at modest rate inside the ultimate one decade. The output growth in among 1998-1999 and 2006-2007 has been five. Ninety two according to cent according to annum (primarily based on intersectional transaction matrix of India). In the previous couple of years (2003 to 2007), the boom of output has increased to 7.31 in keeping with cent. The fee of output of leather-based footwear is expected at Rs. 1289 crores in 2006-2007. The shoe constitutes good sized proportion of leather-based industry and its proportion in leather industry is constantly going up. India presently produces 2065 million pairs of unique classes of shoes which include 909 million pairs of leather-based shoes, a hundred million pairs of leather shoe uppers and 1056 pairs of non-leather shoes. It indicates that extra than of footwear that is produced in India are non-leather-based primarily based. In international state of affairs, India is the 2nd biggest producer of shoes accounting for 14 according to per cent of global footwear production simplest after China who produces 64 per cent of world footwear. India presently exports a hundred and fifteen million pairs of footwear. The export constitutes 5.6 according to cent of total home shoes manufacturing. But it constitutes eleven. Forty in keeping with cent of total leather footwear produced in India. But in fee terms the export constitutes 45 in step with cent of overall leather-based footwear produced in India. The reason is that during 2008, ninety five per cent of all value of footwear exported from India had a few leather-based aspect. Non-leather footwear constitutes a meager 5 in step with cent of value of total shoes export (International Trade Centre, online database). In international change, 40 in line with cent of values of footwear export are non-leather-based. The proportion of non-leather footwear in shoes export of other competing countries of China and Vietnam are sixty two and 48 according to cent respectively.

Table 3: India's Share in Global Export of Footwear

Item/YeAR	2004	2005	2006	2007	2008
Footwear, gaiters and the like, parts thereof (64)	1.42	1.58	1.68	1.72	1.73
Footwear, upper of leather (6403)	1.74	2.07	2.27	2.32	2.51
Part of footwear; removable in-soles, heel cushion etc; gaiter et (6406)	3.38	3.75	3.88	4.41	4.32

Source: International Trade Centre (ITC), online database.

India has a negligible proportion in international export of footwear. India's percentage in international export has accelerated from 1.42 in step with percent in 2004 to 1.73 in line with cent in 2008 (table 3). In two specific subgroups of shoes that are based totally on leather particularly leather-based top footwear and leather-based top or insole, its overall performance is marginally higher. In leather footwear its percentage in global export has gone up from 1.74 in keeping with cent in 2004 to two.51 in line with cent in 2008. In leather-based shoes elements its percentage in worldwide export is above four in keeping with cent in 2008.

Table 4: The Share of Major Exporting Countries in Global Footwear Export

Country/Year	2004	2005	2006	2007	2008
Share of China	25.37	28.63	29.77	30.78	32.36
Share of Vietnam	4.55	4.63	4.99	4.96	7.48
Share of Brazil	3.18	2.98	2.68	2.48	2.21
Share of Indonesia	2.20	2.15	2.18	1.99	2.06
Share of Italy	15.5	13.7	13.4	13.4	12.4

Source: Same as table 3.

Table 5: The Share of Major Exporting Countries in Global Leather Footwear Export

Country/Year	2004	2005	2006	2007	2008
Share of China	19.23	21.98	21.74	20.96	19.98
Share of Vietnam	2.34	2.47	3.17	4.34	7.27
Share of Brazil	4.48	4.15	3.63	3.11	2.67
Share of Indonesia	2.52	2.50	2.86	2.56	2.72
Share of Italy	19.61	17.57	17.24	18.02	17.41

Source: Same as table 3.

Compared to India, the most important exporting international locations of Asia like China and Vietnam has shown big boom in shoes exports (table 4). In a span of five years from 2004 to 2008, china's percentage in global shoes exports has gone up from 1/4th of global exports to one-third of international export (table 4). During the identical length, the footwear export from Vietnam has shown extensive buoyancy and has risen from four.55 in step with cent to 7.42 per cent. Vietnam is similarly robust in leather and non-leather shoes whereas China has actually captured the global non leather footwear market place and its proportion in worldwide marketplace for this product is greater than half. However, in leather-based shoes its overall performance is surprisingly lacklustre and its proportion in international export is one-5th (table 5).

Table 6: Direction of Leather Footwear Export of India and Other Competing Countries

Share of importing countries in Export	China	Vietnam	Indonesia	India
USA	51.1	21.6	21.1	11.9
Germany	2.1	14.6	11.4	15.7
France	1.2	7.5	2.5	7.8
U.K.	2.7	12.7	10.4	18.5
Italy	1.4	4.2	8.4	13.8
Japan	3	1.9	2.6	0.2

Source: Same as table 3.

As India's export is confined to leather primarily based shoes, we observe India's percentage in essential importing international locations vis-à-vis different competing Asian Countries. In this section, greater than half of China's export is going to the largest importer USA (table 6). This market place bills for one- fifth of general exports of Vietnam and Indonesia as nicely. These countries export great proportion in their output to other European countries as well. Compared to them, India exports only one-tenth of its export to USA. It's export to international locations of EU like Germany, U.K. And Italy is more than it exports to USA.

Table 7: Unit Value Realisation (in US Dollar) of Leather Footwear Export of India and Other Competing Countries in 2008

Unit value realisation in tonnes	China	Vietnam	Indonesia	India
USA	38,123	27,552	15,441	
Germany	34,277	26,289	17,302	52,488
France	32,793	27,535	15,122	49,607
U.K.	31,532	17,712	13,742	55,257
Italy	32,896	22,809	18,125	
Japan	36,167	24,617	15,038	55,120

Source: Same as table 3.

Looking on the unit price realization in phrases of US green back in line with tones of leather-based shoes export for the year 2008 (table 7), amongst competing Asian countries the lowest unit price realization is via Indonesia whose unit charge realization is inside the range of 15-18 thousand dollar in line with tones. Vietnam fares relatively better unit fee within the variety of 17 to 27 thousand US dollar. China is no longer handiest biggest exporter but it also comprehend higher unit of 31-38 thousand US dollar per tones of export. The unit charge realization of India is a good deal higher at the range of 49 to 55 thousand in keeping with tones with tons lower amount of exports.

This also gets showed by means of the findings of Kulkarni (2005) as defined within the chart 3:

Table 1. Competitive advantage of different countries in the global leather industry

Country	Competitive Advantages	Suitable Markets
China	<ul style="list-style-type: none"> - Cheap source of footwear - Reliable product quality - Strong in coping with massive standardized orders 	Huge price-driven orders from US discount retail chains.
Brazil	Capable of supplying substantial volumes of quality branded products, not requiring particularly innovative design	Middle class retail chains
India	Capable of responding to small to medium size orders of leather shoes which sell on price rather than quality	Price-driven medium size markets
Italy	Innovative design, high quality fashion	Small and high fashion orders from boutiques

2. Case Studies of Footwear Industry

We have seen in the table 1 in previous segment that leather-based footwear production largely takes place in three states of India particularly West Bengal (Eastern place), Tamil Nadu (Southern location) and Uttar Pradesh (Northern place). These three states together account for almost 70 in step with cent of overall employment is that this area. We have undertaken case have a look at of three centers belonging to each of these states. Another critical attention that led us to pick out those centers because Kolkata (in West Bengal) in large part produces chappals inside the unorganized segment, Chennai (Tamil Nadu) produces for the excessive quit of the export marketplace and Agra cluster (Uttar Pradesh) produces in all market segments that fall among Kolkata and Chennai manufacturers. In this style we ought to capture the whole segments of shoes manufacturing in India.

Agra Cluster (Uttar Pradesh)

Agra's shoe making culture started all through the early days of Mughal Empire in the 16th century. By 1885, it had become primary centre for manufacturing of shoes and in that every 12 months first mechanized manufacturing facility to produce navy and civil officials' boot of British Government was hooked up. Some exports started out in 1950 to several East Asian nations but handiest after 1955 the export orders from

communist blocks have become very vital to Agra. One estimation confirmed that by means of 1963, 13 per cent of all shoe traded in Agra changed into with Russia and some other country, the Soviet Union turned into largest importer of shoes from Agra, shopping footwear really worth Rs. 1,2 hundred crores from a hundred and fifty peculiar shoe exporters. After the autumn of Soviet Union in early Nineties, the shoe export unexpectedly declined to Rs One hundred crores main to closure of 60 consistent with cent of shoe-exporting devices of Agra. After a decade of lull, the export commenced picking up and at present almost 60 footwear exporting devices' export round Rs. one hundred crores of footwear in large part to Europe and small amount to USA, Australia and different international locations.

Size Composition of Cluster of Agra

Agra's shoes industry can be divided into two most important agencies. First, organized and mechanized shoes units that produce largely for exports and different gadgets those are generating in large part for domestic market. Most of the exporting gadgets are positioned on every side of Agra-Mathura by pass road from the traditional main shoes cluster within the old metropolis and concentrated around Hing-Ki-Mandi (wholesale market).

The devices placed inside vintage Agra and generating largely for domestic market place may be subdivided similarly into three sub-organizations - semi-mechanized units generating two hundred to 3000 pairs in line with day, smaller workshops generating 50 to 300 pairs according to day and tiny household devices generating 12 to 50 pairs per day. Total number of footwear manufacturers may be damaged down into 60 exporting devices, two hundred larger home devices, two hundred smaller domestic units and 4,500 home primarily based gadgets (Ganguly, 2008). Among 60 exporters, there are 10 exporters whose capacity of footwear production is extra than 3200 pairs according to day and that they hire 900 or more employees Rest of the exporters belong to the midsize agencies using 250 to 500 workers. Among large domestic gadgets, the larger ones (<10) appoint a 100-200 employees and the relaxation hire 50-100 people. The smaller domestic workshops rent as much as 50 employees. The biggest institution of four, 500 tiny gadgets rent less than 10 people. Agra's every day output of footwear stages between 250,000 and three 300,000 pairs of shoes for each export and domestic marketplace. Its share in home marketplace is over half of and in export marketplace its proportion is one-5th. In the absence of tannery in and round Agra, it's export especially include whole leather shoes in which Agra's proportion in India's is round one-fourth. The common rate realization of export of in step with pair of footwear from Agra was Rs. 658 in 2006 (CLE, 2008). In domestic market place, the entire shoes sell for much less than Rs. 1,000 for non-leather ones and extra than Rs. 1, 200 for leather ones. There are huge numbers of leather footwear additions manufacturers in Agra. Nine mechanized last making factories produce 1,500 pairs of ultimate in line with day and 20-30 small gadgets make 1,000 timber lasts consistent with day. There are two hundred sole making devices with capability to produce four lakhs pairs of PU, PVC and TPR & other material soles consistent with day. Besides there are 20 present day factories producing insoles. More than 500 buyers in Hing-Ki-Mandi address whole shoes for domestic market handiest (Ganguly, 2008). The four, 500 atypical domestic based totally units are positioned in inner town areas where humans from Jatav and Muslim network live. These

gadgets are mostly artisan primarily based. Historically, in Agra most artisans are specialized handiest in one or few of the principle five sports in footwear making. For making complete shoes they must hire artisan professional in other sports where they do not excel in. In consequence, own account businesses are less in number even amongst home primarily based devices.

Production Organization

The enterprises of manufacturing in Agra are of 3 wonderful kinds. First, the export orientated 60 unusual corporations who're mainly circle of relatives business or partnership corporations. A few large ones are private limited groups. This cluster does not have any presence of company area or MNCs. In a hundred consistent with cent export oriented devices works on a conveyer belt device. In shoe upper production line 40- 50 workers are involved and in completed shoe production another 40-50 people paintings in unmarried manufacturing line. On a median four 100-500 shoe higher and completed footwear may be produced in every manufacturing line in a day. In smaller exporting corporations and in large workshops producing for domestic market, the manufacturing line is a lot much less mechanized. In this type of manufacturing company, a unmarried production line for upper calls for 9-10 people and for whole shoe manufacturing any other 8 people get concerned. In this production system, the slicing of leather-based is mechanized, shoe top manufacturing is partly mechanized and finishing of shoes is fairly greater mechanized. A single production line inclusive of 18 employees can produce one 100-2 00 whole shoes consistent with day. Some sports like hand stitching, embroidery, stamping are regularly outsourced. In small workshops and domestic based totally gadgets it is artisan based craft in which workers in large partpaintings with small gear. Only for sole pasting heater chamber is used. In Agra historically artisans specialized in one of the five principal sports of shoe making. These activities are cutting of leather, stitching/shoe higher making, lasting, pasting and finishing. The younger artisans have been skilled inside the unique ability and this specialization ended in better skill after they had been skilled as apprentices below the supervision of master in larger workshops. In home primarily based devices the younger artisans had extra possibilities to examine several sports but at a decrease skill degree. Most of the exporting firms focus on men's and women's footwear and best few of them concentrate on children footwear Children shoes requires larger variation in length, coloration and stringent norms of different chemical substances used. Most of the raw materials are sourced from nearby merchants and best in few instances leather and other accessories are imported. In big export units production goes on almost at some point of the 12 months but however the top duration last for 6 months as shoes furnished from Agra cross for summer time and autumn season.

For domestic market production takes location for nine to ten months. Small domestic based totally gadgets in large part perform for 6-7 months due to proliferation of tiny units and competition from less expensive molded shoes from China. For home market production takes area for the duration of competition season that lasts from August to October. Other important duration is from November to April while maximum of the marriages take place. For home marketplace the non-production period of April to June is utilized for practice of pattern for ensuing competition season. Normally the house based gadgets prepare 50-60 samples and workshop based

companies produce 150-200 samples with various designs. The requirement of preparation of samples with unique designs has boom drastically in the last one decade because of faster changing consumer taste and import of fashionable inexpensive shoes from China. These designs are sent to sellers who procure orders from all over the United States of America. The short turnover of design has led to the increasing frequency of use of PVC ultimate and decline in use of wooden final. The startup cost of establishing firms have long gone up because of increasing mechanization in numerous size magnificence of firms and guidance of large range of samples inside the drawing close season. The status quo cost of home based totally unit requires minimal funding of Rs. 50,000. In the excessive stop i.e. Export orientated corporations for organizing shoe higher production line it expenses Rs. 10 lakhs and for complete shoe production line it fees Rs. 30 lakhs. The capital value of massive sized home manufacturing workshop is around Rs. 10 lakhs. Footwear exporting firms are leather based totally. In home marketplace the percentage of synthetic leather-based primarily based shoes has been going up significantly. At low cease of slippers it is completely non-leather based totally casual put on.

Labour Process, Labour Market and Quality and Earnings of Labour Agra is India's maximum numerous and tightly knit footwear cluster and still bears the characteristics of artisan rooted low-tech cluster with predominantly small manufacturers. Agra's competitiveness lies on it's abundantly to be had professional artisan labour. The footwear producers tab its large, professional and flexible labour pool. In that feel the labour is by and large of local foundation despite the fact that migration from neighboring districts and other states cannot be ruled out. These artisan labour pressure flow from one workshop to some other running on piece fee foundation, run their domestic based totally units or even work as salary people inside the massive exporting firms. Often people running as self-hired paintings as salary people for the duration of the slack season in exporting firms. In that feel amongst footwear people there may be hardly ever any segregation of labour force. Traditional abilities in advance were received at a young age as an apprentice in domestic organizations or below master artisan in workshop. The competencies obtained in workshop used to be higher. But with regulations on toddler labour in workshop, the interns at the moment are allowed after 15 years of age. The workshop owners winged that true traditional abilities cannot be acquired at older age as 4-5 years of schooling is required to make a younger man or woman into skilled worker. But in home primarily based units those skills are obtained at a soft age but level of ability is comparatively low. Trained employees additionally start their personal unbiased tiny unit. Normally if 10 labourers grow to be impartial manufacturers, 100 domestic based totally manufacturers come to be labourers (perspectives expressed with the aid of one manufacturing facility proprietor). Generally a wage painting isn't the primary preference of skilled worker in Agra. The reservation wage in workshop is not perceptibly better than self-employment and there prevails a feel of independence and delight as proprietor of an corporation. The minimal socially ideal stage of dwelling throughout the 12 months and the quantity the people of various ability levels can make in opportunity domestic based units about determine the annual earnings. Given the quantity of months corporations on a mean operate decide the average wage fee. The common output of people in exclusive activities along with average wage of people together determines the piece charge salary of each hobby. The following desk affords the piece price and ordinary output of various sports.

Table 8: Range of Piece Rate Wage in Major Activities of Shoe Production

Major Activities	Range of Piece Rate (Rs.)	Daily Range of Output (in pieces)
Cutting	3-4	50-70
Upper stitching	8-12	30-40
Lasting/ Upper closing	5-6	40-60
Pasting	5-7	40-50
Finishing	2-3	50-60

Source: Based on interviews with home based units.

The reputable education institute like CFTI (Central Footwear Training Institute) and different largely concentrate in training at manager level. There is apprehension in particular in workshops that the supplyskilled artisan labour could dry up in future that are the fundamental electricity of this cluster. Productivitymeasurement is a complex difficulty. In distinct size class of companies operating in assembly line, semi- mechanized artisan system or in traditional artisan system the per employee productivity of entire shoesvary among 3-5 in line with day and for slippers between 7-10 slippers in step with day. But most important distinction lie within the unit fee of in step with pair of shoes and slippers produced in unique size elegance of companies. To that extent the productivity in physical output term may look comparable but productiveness in phrases of rupee makes widespread distinction. In home primarily based devices, home corporations and small exporting firms' workers are paid consistent with the piece price. Only in massive factories wherein assembly line operation takes vicinity it will become without a doubt not possible to decide piece salary price in every small assignment and employees are paid weekly/monthly remuneration. Even in corporations that operate on perennial foundation, there is large seasonal fluctuation of employment among peak and slack seasons. Apart from better wages the large factories must undergo the price of medical health insurance (ESI) and provident fund (PF) expenditure that quantity to four. Examining the facts from ESI office it become discovered that even big factories enroll simplest small percentage of their workers in social coverage schemes. In big factories, salary value is typically much less than 20 in line with cent of total value however if social advantages are given to all employees the labour fee can move up by means of 4 percentage factors In large workshops which are primarily based on semi-mechanized system bitch approximately social coverage fee however hardly some pay it.

CONCLUSION

The average month-to-month profits of people in footwear enterprise for professional and unskilled worker range inside the variety of Rs. 3,500 – 4000 and Rs. 2,00-2500 respectively. In 10 bizarre large factories that comply with corporate social obligation (CSR) norm watched via importers, the people are paid in step with the minimum wages at special talent level. Only some skilled people get higher wages than minimum wages reflecting the efficiency wage mechanism at a rudimentary stage. The exporting companies as well as workshop owners complain about scarcity of professional employees. Workshop proprietors attribute the cause to the abolition of formative years apprentice device in workshop. The exporting firms report scarcity of professional people specially in stitching job in top season – an interestwhich isn't mechanized. However, skill requirement in assembly line operation is relatively less. A workerin that set up can research the exchange in 3 months and

might emerge as professional in 9-10 months. In the given paintings environment and social norm women hardly works in meeting line in footwear industries.

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