

# The Impact of Automation on Jobs in Small Scale Industries with Special Reference to Bhiwandi Taluka, Thane District, Maharashtra

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**Abstract:** Automation is bringing major changes to the way industries function across the world. In particular, small-scale industries (SSIs) are undergoing a transformation due to the adoption of new technologies like robotics, artificial intelligence, and computer-controlled machinery. These tools are helping businesses work more efficiently, produce better-quality products, and reduce human errors. However, while these changes are positive for production and business growth, they are also affecting employment patterns, especially in areas that depend heavily on manual labor. This study explores how automation is impacting jobs in small-scale industries in Bhiwandi Taluka, located in the Thane District of Maharashtra. Bhiwandi has a long-standing reputation as a center for textile production, where power looms and labor-intensive methods have been the norm for decades. These industries have provided jobs to thousands of semi-skilled and unskilled workers, making them a vital part of the local economy. But with more businesses turning to automation, the traditional job market is facing challenges. The research used both quantitative (numbers-based) and qualitative (experience-based) methods to understand the situation. Surveys were conducted among workers and business owners, and interviews were held to gather detailed insights. The study aimed to find out how widespread automation is in Bhiwandi's SSIs, which sectors it is affecting the most, and how it is changing the employment scenario. One key finding is that automation is being adopted in a gradual and uneven manner. Tasks that are repetitive like weaving, cutting, or dyeing are more likely to be automated. Business owners are switching to digital looms and modern machinery to remain competitive. While this has increased production and reduced costs, it has also reduced the need for many low-skilled jobs. Workers who used to rely on manual skills are now struggling, as they are not trained to operate or maintain new machines. This issue is especially serious for older workers and those who do not have a formal education. On the positive side, automation is also creating new jobs but for people with technical skills. There is growing demand for machine operators, software handlers, and technicians who can work with automated systems. Unfortunately, many existing workers are not prepared for these roles, and there are not enough training programs to help them make this transition. The response to automation is mixed. While business owners see it as a necessary step to survive in the market, many are also concerned about the social impact, especially the loss of jobs. A few have started reskilling programs for their workers, but such efforts need more support from the government and industry bodies. In conclusion, automation is both an opportunity and a challenge. If managed well with training, policy support, and inclusive planning it can lead to growth while protecting livelihoods.

**Keywords:** Automation, Small-Scale Industries, Employment, Bhiwandi, Textile Industry, Workforce Reskilling, Industrial Growth, Job Displacement

