

**Impact of Cottage and Micro Industries Workers Economic Growth in
Villianur Commune of Puducherry Region**

**D.GNANADEVIEGAM
Ph.D Research Scholar
Department of Economics
Annamalai University**

**Dr.T.SEZHIAN
Associate Professor
Department of Economics
Annamalai University
(Deputed to D.G.Govt.Arts College for Women Mayiladuthurai)**

Abstract

Plausibly and visibly labours are known and termed as micro, macro, skilled and unskilled in all industries ,organizations and enterprises ,these variance comes on the basis of organisation's limit, size, s strength, production ratio and other imports and exports activities .Though there are variance and differences on labour's name ,they have been pillars and supporting beam of the all types of company's development and under development .Though companies and industries were small at its size ,production and development ,labours have been called as a labours because of their hard work determines all futures of the organisations in all countries..In this aspects this study attempts to find out variance of employee's natures, income status, economic development in their life, physiological and psychological calmness in their life .In India labours are varied on account of their knowledge, wisdom, education, income status and other birth profile, due to these factors usually labour's social and economical situations are varied in all places and locations. Though there were enacted laws and policies toward giving equal salary to equal work in all types and categories of industries and organisations but it is not provided to them owing to egoistic proclivity and inferiority complex thought of the rulers and administrators thereby labourer's social, economic situations are so stunned at immovable place in their life .Generally ,growth, progress , development, success ,calmness

,comity ,attraction, altogether peace ,success ,victory and other social ,economical and political oriented success would be coming to human being and labours due to their enough revenue and income that they get from their working places and industries. Unless they get these categories of development in their life then success and victory would be without peace and prosperity. So, human's traits are varied frequently and subsequently on account of their expectations and anticipation from their hard work, toil and continuation dedication at some fields .Like these mentioned ways still labours are suffering from not able to acquire and get desired and liked income and revenue from their jobs ,on this ground this study would like to examine economic status and growth of micro and cottage industry's labours in Puducherry Union territory with an interests to comprehend their needs ,necessities and expectations from their desire job revenue and also this study leads to understand the proclivity ,traits and temperance of the employees toward satisfying ,gratifying, accomplishing ,fulfilling and attracting the labour's needs and necessities without any discrepancies and distrust with an interest to protect human's value and employee's rights in their industry. Altogether , people who are rich in their property, life status, economic status ,parent's property accumulation, political profile and hereditary property possessing are being proprietor ,decision maker ,company owner, industry runner, rulers and policy makers ,their thinking would be always to poster ,nurture, enlarging and expanding their family growth , relatives' development and augmenting their property's development through government and public money ad assistances. In which they shall like to keep all labours and employees under their control by providing low wage ,continuous work and giving work to employees alternatively without regular with an interest to create fear at their heart to come to job regularly for low wages.

Keywords: Labour, Economic Status, Social Status, Income, Company Rule, Labour needs and necessities

Introduction

Micro industries are conceived and perceived at its size of income, revenue ,production, growth and company's dimensions ,usually the strength of property, workers, production and other allowances would very lesser than macro companies, are called as micro companies in all over world thereby their employees could not equalise their profile as equal to macro company's workers development in their career and life .Company and industry name are same to all companies in all places of the world ,its names are varied such as micro, cottage and macro on account of its vision, finance ,investment, development ,production ratio, import and export growth .In these way size and image of the companies are varied ,simultaneously labourer's profile, success ,growth and achievement in their life also varied according to its company's growth and development .So, micro is meant a small medium company runs according to its limited vision, aim ,objective and principals ,from its limited vision it will strive to elevate and proliferate its production growth, employee's welfare ,investment size and other business 's growth according its gradual expansion of its input and output .On other hand it is known as newly emerging and spurting investor and company .To develop these types of companies government have been initiating much more polices and welfare schemes with subsidy and also asking big companies to promote and develop micro level companies without any hampering and hurdles .Most of employees in micro companies are working abiding and obeying to its norms with an interest to develop its economic status and their life development according to company's growth.

Cottage industry

This word is suitable and matching the aptitude and interest of middle and lower

Class people's entrepreneurship in rural and urban area .Usually everyone has

heard that cottage industries would be functioning in rural area with meagre look and financial appearance ,revere and apposite to this now days cottage industries established and function in both rural and urban area according to their needs, interest, financial and capital strength .People who have small properties is starting cottage industry with the support of bank finance and waiver policies ,to run daily life and for survival purpose people in rural and urban area owning and establishing cottage industry at their own house, thatched house and non cement roof building theory this industry is called as cottage industries .labours working here will be mean as daily wagger ,working for low or modicum salary according to cottage industries' financial and sales capabilities ,annually wages to be worker would be increased based on its strong and steady growth in both urban and rural area. In general sight and look both micro and cottage industries are having same categories of low financial investment with limited vision and space of company location ,gradually it's all needs and necessities would be expanded according to its financial growth and market famous.

Employee's economic status

Labours and workers would be differed company to company according its needs and expectations ,as a company investment is varied its labours also would be varied in this case 99 % out 100 have been working without ESI,PF and other government initiated and mentioned workers benefits ,for minimum wage labours have been working in most of invisible and unreachable local areas for their survival purpose than comfortable purposes ,employees working in both micro and cottage industries are belong to poor class ,marginalised people and vulnerable people ,especially widows ,hopeless and low finance status families' people are working most of cottage and micro industries for minimum wages without any job security .Company's authority some time stop their employee for one week or one month just to make fear to them for receive low salary and to keep come regularly to that job ,and also will treat unsympathetic ways and cruel manner since they are giving work to them ,labourers have to tolerate all those inconvenience ,psychological torture and physiological inconvenience in both

micro and cottage industries for get their low salaries and also get daily job. According to Marx labour theory it is known as a exploitative one since they are getting work from workers at less wage and also treating them in ill manner .Now days,in both private concern like cottage and micro based industries are striving to strengthen their company and multiply their investment by getting more work from their labourers at less wages by forgetting labourers needs and necessities

- Nature of Cottage industries
- Investing low amount
- Increasing its capital day by day unknowingly to their labours
- Hiding their income to their labourers to increase their revenue
- Receiving exorbitant work form their labourers
- Giving extra work to their labourers for earn extra income to their company
- Hiring less labourers for more works
- Treating rudely with an intention to they may come to work and they may not come to work
- Forgetting wantonly to provide government mentioned salaries to their labourers
- After company development workers are controlled by contractors
- No ESI,PF and other job security to labourers
- Nothing bonus and honorarium is provided to them when they do more job
- Revenue minded than labour welfare concern
- Companies are devising often plan to improve its income than labourer's welfare schemes and concern on their life
- Threatening labours to work at low wages and arguing employees are removed from job
- Genuine workers are not able to work in all factories than cajoling people

Nature of Micro Industries

- ESI, PF and other allowance are provided
- Both revenue increasing and labour's development have been followed
- Hard workers are rewarded and respected
- Time and scheduled are properly preserved and followed
- Competing with macro company's products in marketing
- Often labours are recruited for fill up vacancy
- Life standard of employees are strengthened than cottage industries
- Competing with macro industries to expand its product in general market
- Targeting at its sales development
- Provides all facilities to its workers
- Motivating, training and encouraging programmes are conducted when they achieve their target
- Opening new avenue to generate employment opportunities
- Coining new idea and policies to popularise its products through Employee's suggestion
- Very less partiality is happening in terms treating employees in macro Industries
- Government norms and dictations are followed
- Economic status of macro industry's; labours are found satisfactory comparing to cottage industries
- Macro industries are doing smart business in big market while cottage industries are doing shop to shop business
- There is investment problem in cottage industries and there is no investment problem in micro industries
- Macro industries are depending on rich purchaser while cottage industries are depending on local purchaser
- Macro industries are aiming at capturing big markets while cottage industries believe
- Educated youngsters male and female are working in macro industry while unskilled workers working cottage industries

- Cottage industries are touching and fulfilling gnadhiyan vision of swaraj or self-sufficiency of India while macro Industries are touching infrastructure developments of urban and rural area

Variance of employee's economic profile in both Micro and Macro Industries in Villianur Commune, Puducherry

To know their life styles in all below mentioned themes this study has selected roughly 300 hundred workers both male and female in cottage industries in the villianur commune, from which the study have diagnosed below problems truly

Cottage Industries' labour's Economic growth in Villianur Commune

S N	Details of Economic status	Male	Female	Reasons	Expectatio ns	Remarks
1	Life Style	4% Poor life styles	3 % Poor life styles	Less wages	Need Minimum Income	Needs to be Strengthen ed
2	Child Education	3% in Private School	4 % Private School	Less wages and poor situations	Need Minimum Income	Needs to be Strengthen ed
3	Family Expenditu re	4% doing less expenditu re	4.1 doing less expenditu re	Less wages and poor situations	Need Minimum Income	Needs to be Strengthen ed
4	Saving	4% workers without saving	3.8 women are	Less wages and poor situations	Need Minimum Income	Needs to be Strengthen ed

			without saving			
5	Job security	0% insecure	0%insecure	Government has to give order	Needs to follow govt order	Needs to be Strengthened
6	Education Status	4% X and XII	4.5 X and XII	Lack of revenue in families	Salary Hike	Needs to be Strengthened
7	Uniform Code	No	No	Company has to give	Company has to give and beautify	Needs to be Strengthened
8	Annual salary Increment	No	No	Company should follow government order	Needed	Needs to be Strengthened
9	Land buying	No	No	Meagre salary	Salary hike needed	Needs to be Strengthened
10	Possessing Costly vehicles	No	No	Meagre salary	Need revised salary	Needs to be Strengthened
11	Worry free life	2%	1.8%	Meagre salary	Need revised salary	Needs to be Strengthened

1 2	Ratio of debit	4.8%	4.1%	Meagre salary	Need revised salary	Needs to be Strengthen ed
1 3	Daily Income	400	300	Insufficie nt	Need revised salary	Needs to be Strengthen ed
1 4	Caring relations	2.5%	3.5%	Low Revenue	Need revised salary	Needs to be Strengthen ed
1 5	Harmony in family	2.6%	3.2%	Income problem	Need revised salary	Needs to be Strengthen ed

Source field visit: April: 2022

Details of Micro Company's Employee's Economic details in Villianur Commune

To know employee's economic growth in Micro Company of Villianur commune, puducherry, this study has chosen 300 samples in micro industrialised area. Sample Size 300, divided by male and female

S N	Details of Economic status	Male	Female	Reasons	Expectatio ns	Remarks
1	Life Style	4% Good life styles	4.2 % good life styles	Comforta ble salary	Further Need revised Income	Needs to be Strengthen ed
2	Child Education	4.1% in Private School	4 % Private School	Average salary	Further need hiked salary	Needs to be Strengthen ed
3	Family Expenditu re	4% doing minimum expenditu re	4.4 doing minimum expenditu re	Average salary	Further need hiked salary	Needs to be Strengthen ed
4	Saving	4.6% saving	4.8 women are saving	Average salary	Further need hiked salary	Needs to be Strengthen ed
5	Job security	4% insecure	4% insecure	Company follows govt norms	Needs to be strengthen ed	Needs to be Strengthen ed
6	Education Status	4.8% graduates	4.7 graduates	Average revenue influences in education status	Further needs Salary Hike	Needs to be Strengthen ed

7	Uniform Code	5% Offering	5% offering	Company follows govt norms	Further uniform must be changed in new range	Needs to be Strengthened
8	Annual salary Increment	5% offering	5 % offering	Company follows government order	It must be continue	Needs to be Strengthened
9	Land buying	3.8% buying	3.1% buying	Average salary and saving instigating	Salary hike needed further	Needs to be Strengthened
10	Possessing Costly vehicles	3.2%	2.3 %	Average salary and saving instigating	Further Needed to revise salary	Needs to be Strengthened
11	Worry free life	3.2	3.8%	Average salary and saving instigating	Further Needed to revise salary	Needs to be Strengthened

1 2	Ratio of debit	4.8%	3.1%	Average salary	Need to be given revised salary	Needs to be Strengthen ed
1 3	Daily Income	500	500	Insufficie nt	Need to be given revised salary	Needs to be Strengthen ed
1 4	Caring relations	3.5%	3.7%	Average salary	Need to be given revised salary	Needs to be Strengthen ed
1 5	Harmony in family	3.8%	3.5%	Average salary	Need to be given revised salary	Needs to be Strengthen ed

Source: Field Visit, April, 2022

Conclusion

It is now new and unique to us hearing employees economic status would be excellent in both micro and cottage industries because though government has been brought numerous wage law and polices because owners and industrialist are determining what and how much wage must be given to the employees in cottage and micro industries. Despite factories and companies are following norms against government's rules and regulations in terms of providing good salary and privileges to their employee's ,it must be regularised and repaired by the concern government authorities .Beyond that employees economic status are little bite hiked and increased in micro industries comparing cottage industries' workers economic status ,in simple though micro company's workers getting average salary they are able to shine and grow one step more than cottage

industry's workers thereby they are able do average task and work in their families without fail ad shame among their relatives comparing to cottage industries' workers in Villianur commune .In laconic and brief words employee's economic status are varied truly based on their income and salary drawn from concern companies ,changes on their salary leads causes development in their life and career ,government has to focus on strengthening both micro and cottages industries toward strengthening economic status of employees

Bibliography

- Akerlof, G. A. (1982). Labour contracts as partial gift exchange. *Quarterly Journal of Economics*, 47(4), 43–69.
- Akerlof, G. A. (1983). Loyalty filters. *American Economic Review*, 73(1), 54–63.
- Akerlof, G. A. (1984). Gift exchange and efficiency wage theory four views. *American Economic Review*, 74(2), 79–83.
- Alam, M. (1986). *The crisis of empire in Mughal North India-Awadh and Punjab 1707–1748*. New Delhi: Oxford University Press.
- Alam, M., & Subramanian, S. (Eds.). (1998). *The Mughal state 1526–1770*. New Delhi: Oxford University Press.
- Alchian, A., & Demsetz, H. (1972). Production information costs and economics organization. *American Economic Review*, 62(5), 777–795.
- Allami, A. F. (1927). *The Ain-i-Akbari* (Trans: Bluchmann, H. B. & Ed. Lieu Colonel D. C. Philpot from Persian, Vols. 1 & II). New Delhi: Oriental Book Preprint Corporation.
- Allami, A. F. (1956). *Akbar Nama* (trans: Bluchmann, H. B., Vol. 1). Calcutta: Bibliotheca.
- Alvi, S. (Ed.). (2002). *The eighteenth century India*. New Delhi: Oxford University Press.
- Ambirajan, S. (1987). *Classical political economy and British policy in India*. Cambridge: Cambridge University Press.
- Amin, A. (1989). Flexible specialization and small firms in Italy—Myth and reality. *Antipode*, 21(1), 13–24.

Amin, A. (Ed.). (1995). Post fordism—A reader. Oxford: Blackwell.

Anderson, G. M., & Tollison, R. D. (1982). Adam Smith's analysis of joint stock companies. *Journal of Political Economy*, 90(6), 1237–1256.

Anderson, G. M., McCormick, R. E., & Tollison, R. D. (1983). The economic organization of the English East India Company. *Journal of Economic Behavior and Organization*, 4(2–3), 221–238.

Anthony, P. (2001). *People and empire—A short history of European migration,*

exploration and conquest: From Greece to present. New York: Modern Library.

Aoyama, Y., & Castells, M. (2002). An empirical assessment of the information society: Employment and occupational structure of G-7 countries 1920–2000. *International Labour Review*, 141(1–2), 123–139.

Appadurai, A. (1986). *The social life of things commodities in cultural perspective.* Cambridge: Cambridge University Press.

Arasaratnam, S. (1979). Trade and political dominion in South India 1750–1790—
Changing British India relationship. *Modern Asian Studies*, 13, 19–40.

Arasaratnam, S. (1980). Weavers, merchants and company—The handloom industry
in South India 1750–1790. *Indian Economic and Social History Review*, 17, 257–281.

Aristotle. (340BC/2001). *Basic works of Aristotle.* New York: Modern Library.

Arrow, K. J. (1985). The economics of agency. In J. Pratt & R. Zeckhauser (Eds.), *Principals and agents: The structure of business* (pp. 37–51). Boston: Harvard Business School Press.

Ashton, T. S. (1926). The domestic system in early Lancashire tool trade. *Economic
History Review*, 1(1), 120–143.

Ashton, T. S. (1948). *Industrial revolution 1760–1800.* Oxford: Oxford University press