



Employment Generation by Small Businesses in Kolar

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Abstract

With the fast mechanization of agriculture and the slowly emerging picture of traditional methods of agricultural relapsing the vast rural labour force and piece meal workers were left in the lurch without any form of sustenance. In this hauntingly real scenario the emergence of small businesses has come as a whiff of fresh air in a backward and dry Kolar district. With very less construction activity no immediate employment available this gap has been filled up by the mushrooming of these small businesses in Kolar and Bangarapet an adjoining taluk to Kolar. Due to the ripple effect any development in Kolar is felt enormously in Bangarapet. The sample size was one hundred and fifty taken from both Kolar as well as Bangarapet. For the study purpose. Area selected was Kolar town and Bangarapet town and the rural areas in both the talukas was not selected for survey. Tailoring Businesses or Warehouses (garments) only and not leather goods or items) besides textile shops or Clothing showrooms which absorbed most of the women and male agricultural labour was chosen for sampling. Simple random sampling was done and descriptive analysis was followed. Percentage method was used for data classification and tabulation. On the field survey was conducted and interview method was followed. A questionnaire was designed for data collection purposes. Eleven tailoring ware houses were sampled with five done in Kolar and six done in Bangarapet. In the cloth shops totally ten were sampled where five were done in Kolar and other five in Bangarapet. The findings showed that all those working in tailoring shops earned around Rupees 5000 to Rupees 6000 per week both men and women earned the same wages (pay parity prevailed). The proprietor being men for all the large and small tailoring shops in Kolar and Bangarapet. One hundred and thirty employed were women and twenty were men. This revealed that more women were employed in in tailoring shops and in cloth shops as shop assistants. All in all as rural labour absorption was done in Kolar and Bangarapet itself and so there was no rural urban migration to Bangalore. This study concludes with the revelation that small towns itself are capable of absorbing unemployed rural labour. Thus backward districts have started employment generation for poor agriculture labour. But this won't be possible if the state government and private investors did not earmark many industrial enclaves and started many small scale enterprises, technical and medical colleges for employment purposes.

Keywords: Rural labour absorption, employment generation, rural urban migration, small scale businesses, pay parity, overtime.

1. Introduction

Due to Kolar district being a tried area the agricultural have suffered since time in with the tanks and ponds being the main water supply it was difficult is mansions failed the agricultural labour work on the owing farmers' lands. [1-4] they come mostly from the surrounding villages of Kolar in search of a livelihood and through minimum wage rates are fixed they are ready to work for any wage rate. This has often led to them being underpaid and

Often unemployed. They are often searching for any job. For these people it has come as a blessing the mushrooming of tailoring shops and warhouses, textile shops in Kolar and Bangarapet taluks learning stitching and looking often their lumbers shops has become their main job besides they don't stint doing overtime without any wages each tailoring shop had employed 14 to 16 workers and paid them around Rs 5000 to Rs 6,000 per week. This was the going rate



in both Kolar and Bangarpet. Textile shops 6000 Rs to 6,500 Rs per week only their work timings were from 8 am to 8 pm which was a clear in fraternal of labour rights. But the thought of having a job has made them understand that pushed away for new hunting for jobs and drawing new has made them realize the difficulty in getting a job in nearby areas.

2. Review of Literature

Bharathi (2016) studied descriptively the relationship between the Sericulture Industry and Employment generation in India. By elaborating on different scenarios and trends of Sericulture and employment, the study found start-ups in Sericulture is a better scope to [5-8] generate employment in India. Saha (2019) studied the rural employment generation in India through the National Rural Employment Guarantee Act (NREGA) in 2005. The study used primary data collected from rural villages in Rajasthan state. The outcome of the current study confirms the finer enumeration criteria and methods, rather broad-based caste-focused analysis, may be employed with many benefits in every village of every state to assess the grass root level impact of NREGA. Mishra and Palit (2020) have studied the role of FDI inflow on employment in India during the period from 1991 to 2018. FDI inflow and employment generation data is collected from different sources like the World Bank, RBI, and Economic Survey of India, Director General of Employment, and [9-12] Ministry of Labor and Employment. The outcome of the study found FDI inflow may not be regarded as a major factor for employment generation in India. Datta and Sahu (2021) examined the role of microcredit in the employment generation and empowerment of rural women in India. The study considers 350 borrowers in West Bengal. The methods like regression, t-test, and F-test have been applied to observe the significant difference. Microcredit utilization helps borrowers to start-up income generating activities and engagement of manpower within their household and beyond. Moreover, Panda (2021) descriptively analyzes the relationship between unorganized entrepreneurship and employment generation in India. The increasing workforce and

lack of employment opportunities is the root cause of unemployment in India. To overcome the problem, individuals come for entrepreneurship in unorganized sectors to encourage potential entrepreneurs for setting up businesses in different regions of India. [13]

3. Research Gap

Did labour absorption of the agricultural workers take place in nearby town such as Kolar and Bangarpet? It was seen that Kolar as well as Bangarpet were two drought hit talukas in Kolar district. The main source of water for irrigation was by manmade tanks ponds and lakes fragmented lands. As water scarcity posed a problem of employment and sustenance most of these looked for employment by towns like Kolar and Bangarpet fast developing from agricultural to a small business town. But did these agricultural labour find jobs in these small businesses? Did they have go to for off cities like Bangalore for employment. [14]

4. Objectives

- To find out the problem which made the agricultural labour leave their lands and come to by towns in search of employment in Kolar and Bangarpet.
- To find out the work conditions off rural labour in the tailoring shops and textile shops of Kolar and Bangarpet
- To suggest a few remedial measures to alleviate their poverty.

4.1. Research methodology

Primary as well as secondary data was used for data analysis primary data was obtained by designing a questionnaire and following the interview method. The sampling technique followed was simple random sampling. The total sampled respondents from both Kolar and Bangarpet talukas (the areas selected for study) was one hundred and fifty secondary data was collected from previously published articles and other data published from government reports and surveys. Data analysis was done using the percentage method. [15]



Table 1 Problem Faced by the Agricultural Labour in their Villages in Kolar and Bangarpet

SL no	Sampled area	Sampled no of agri labour	Water scarcity	No of permeant residence	Attendance of agriculture	Loss of jobs	Lack of credit facilities
1	Kolar	75	20%	20%	20%	20%	20%
2	Bangarpet	75	40%	10%	10%	20%	20%
3	Total	150					

Source: Field Survey 2024 January

The above analysis shows that mechanization of housing besides and lack of credit facilities to start any new small business or facing was less. But the majority of the respondents in both Kolar and Bangarpet felt that water scarcity was the main reason for unemployment. Table 1 shows the problem faced by the agricultural labour in their villages in kolar and bangarpet. [16]

Table 2 Problems Faced by Agricultural their Villages in Kolar and Bangarpet Talukas Profile

Sampled village name	Size of respondents	No of respondents	No of female respondents
Kolar	75%	10%	65%

Sampled village name	Size of respondents	No of respondents	No of female respondents
Bangarpet	75%	10%	65%
Total	150	20%	130

Source: Field Survey

The profile of the respondents from Kolar and Bangarpet shows that males (20) were less sampled compared to females (130) non number. Table 2 shows the problems faced by agricultural their villages in Kolar and bangarpet talukas profile.

Table 3 Water Conditions of Rural Labour in Tailoring Shops in Kolar and Bangarpet

SL no	Name of the sampled areas	Sample size	Over time	Pay parity	Salary fixed	Work timings	Work environment was positive
1	Kolar	75	20%	25%	25%	10%	20%
2	Bangarpet	75	15%	25%	30%	10%	20%
	Total	150					

Source: field survey 2024 January

Pay parity was observed in all the tailoring shops of Kolar and Banga pet the other good news was salary given per week was Rs 5,000 to 6,000 which was first about sufficient for the labour. They were satisfied with the work environment and had no problems with overtimes seen from the findings.

Table 3 shows the water conditions of rural labour in tailoring shops in kolar and bangarpet.

5. Suggestions

Providing restroom facilities and tea and coffee to the hard working tailors and shop assistants from both the talukas Kolar and Bangarpet will go a long



way in encourage them to work hard and give good attendance. Paying at least an Rs 1,000 for over time will also be a step in the right division

6. Limitations

The main limitation was these agricultural workers couldn't afford rent as they had to stay away from their villages lack of medical facilities was another drawback.

Conclusion

To conclude it can be observed that labour absorption from agricultural sector stopped within the big towns itself and did not spread to cities like Bangalore. If these drought conditions from the surrounding villages in Kolar and Bangarpet are addressed compulsorily by sinking in more borewells and cutting out more ponds and tanks where water is abundant will also keep the agriculture labour employed in their villages itself. But the mushrooming of tailoring shops, textile shops and warehouses in Kolar and Bangarpet has come as a blessing indeed to generate employment for these jobless labour.

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