

Traditional Knowledge Management Study Of 'Bastralaya': Investigation Of Proposed 'Narrative Inquiry' Method

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ABSTRACT

This paper mainly focuses on the study of a rural handloom cooperative enterprise within a traditional community culture in the hinterlands of an agrarian state. The growing importance of community driven enterprise on socio-economic facets of its people is the major importance and motivation for such a study. The study constitutes a premise on certain statement of problems for the research. Traditional Knowledge Management (TKM) is an area of subjective study with clear research objectives and purposes. Thus, a considerable theoretical framework is built for a thorough methodological investigation. The paper highlights the design, approach, limitations, and delimitations of the study. This paper is basically a precursor to the subsequently undertaken extensive primary field work and research in the concerned area in early part of the year 2010. Qualitative method such as Narrative Inquiry and its applicability for the proposed study is investigated and established in this paper. Such qualitative methods need utmost willingness & availability of the subjects under study. The accrued benefits of such unique studies can be in the form of contribution to the existing domain of literature on traditional knowledge as an integral part of rural and regional economy of the country. It can also enrich the qualitative research paradigm for the researchers having a similar interest.

Keywords: Cooperative, Community Enterprise, Knowledge Management, Qualitative Research Paradigm, Narrative Inquiry

JEL Classification : P25

IMPORTANCE AND MOTIVATION OF THE STUDY

Community-based or community driven enterprises (or simply, community enterprises / CEs) are usually owned by individuals, or groups formed by individuals of a community. Cooperative enterprises are special types of community enterprises basically meant for the development of community life and society. Other social outcomes of such enterprises can be seen in generation of rural livelihood, creation of income opportunities for rural women, development of civic society, and preservation of natural resources. Thus, different findings confirm that micro and community enterprises in rural belts help underprivileged classes and women to get jobs and income opportunities. Reports from United Nations (1995) and International Labor Organization/ ILO (2000b) too suggest that women having skills are engaged in agricultural production, food processing and handicraft activities as a major contributor for micro and community enterprises. Halvorson-Quevedo (1992), ILO (2000a) and WIEGO¹ (2005) found that most of the community enterprises are home-based, present within an informal sector, where women undertake both domestic and paid work. CEs mainly depend on their social and human capital, which in turn helps in managing development of a civic society through proper resource management. Economic development creates a natural place for development and growth of enterprises of all sizes of establishments (micro, small, medium as well as large) (Tambunan, 2009). Thus, there is a thrust on natural resource based socio- economic development of rural communities. Micro and community enterprises in every developing country have similar characteristics and role in community development, and so is the case with weaving community enterprise in the state of Odisha.

CEs face many obstacles in their growth as their members have limited business skills; and little human, financial and technological resources (Trade and Investment Division/TID Report, UNESCAP², 2003). Most of the members in micro enterprises in the informal sector have low management skills and are self-employed with low level of education.

Majority of the time, CEs are started initially with minimal capital by their owners in the informal sector. Only few get

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registered as cooperative firms subsequently, for support from the government. However, such registration is not common and most of such enterprises continue to operate under the informal sector of the economy. From rural Africa to urban South America, micro-business is the main source of economic advancement for women, young people, ethnic minorities, the poorly educated and the migrant (Halvorson-Quevedo, 1992). Such micro-businesses mostly depend upon inherent skills and traditional knowledge of the community members. This is also known as indigenous knowledge or human capital. This human capital collectively constitutes community capital and there on, social capital. It affects business development skills, production ('weaving' in case of handlooms), services, marketing, information and knowledge management systems of the enterprise. Sharma, Miller, and Reeder (1990) developed a four-stage comprehensive model useful for viewing micro enterprise development issues [...] based on a number of assumptions: **(a)** Micro enterprise development can be enhanced through learning, **(b)** Micro-enterprise as a phenomenon, is comprised of several developmental stages, **(c)** Each stage of development is influenced by previous stages' strategies and outcomes, and, **(d)** The stage of micro enterprise development will determine what type and mix of implementation strategies are necessary (Geroy et al., 1997). CEs are thus production, labor and human capital based. They make use of intrinsic and indigenous knowledge of the community and local wisdom, i.e. human capital of the groups and members. Enterprises, in such context, can increase potential of traditional knowledge management to make right utilization of available resources for business and community development.

Even in the formal sector, community interest plays a pivotal role in maintaining health of the company. Recent unrest at Maruti Suzuki's Manesar Plant is a burning example of it. Information on community skills, knowledge and expectations becomes a prerogative area of concern for the management of the company.

The proposed study focuses on a community enterprise based on indigenous and traditional knowledge practices in weaving; and attempts to integrate existing Knowledge Management (KM) system with modern knowledge management practices. As a result, a well-conceived integrated KM model can be suggested for the enterprise with a thorough understanding of its system of operation, values, culture and traditional knowledge management practices. No such study being previously done on handloom enterprise 'Sambalpuri Bastralaya', this work is pioneering and unique. It's an attempt to investigate the proposed methodology to study handloom weavers' community enterprise 'Bastralaya' in western Odisha as a representative of all handloom weavers' enterprises in the rural belt of the state and the country.

THE PROPOSED STUDY

'Sambalpuri Bastralaya Handloom Cooperative Society Limited', popularly known as 'Bastralaya' is a rural community-based cooperative enterprise in western Odisha. The study aims at exploring and explaining the structure & composition, systems & practices, functions & cultural attributes of the enterprise for an understanding of its traditional knowledge management practices. Weaver-members (shareholders of the enterprise) are an integral part of the village groups and weaving branches in the cooperative fold. Self-employed members work in home based cooperative weaving system using their traditional skills, experience and implicit knowledge. Resources are locally arranged and/ or supplied by the enterprise. Qualitative research method 'Narrative Inquiry' is proposed for use to interpret & understand from information and stories of respondents through logical restorying and analysis. Field notes, diary, participant observation, audio-visual documentation, etc. help in the collection of narratives. Official documents of enterprise, state and central government offices are used for document analyses. Target participants can comprise of enterprise members and staff, members of weaving and sales branches, and that of government/ nodal agencies. Narratives so collected also explain the settings in which such responses are generated. The study can explain KM practice and work process of the enterprise, process of traditional knowledge inheritance across generations, and informal learning in natural settings of the enterprise.

Community of Practice (CoP) in TKM can often build competence in community members and facilitate systemic formation of new knowledge. Mostly driven by traditional and tacit knowledge; operation management systems of the enterprise can generate a specific knowledge process in a supportive climate. Knowledge management concepts and practices are a global phenomena; with agencies and institutions from academia, industry, government and non-government sectors contributing substantially with different resources. Enterprises like Bastralaya can benefit from integration with modern KM practices. Technology for traditional knowledge documentation and transfer, motivation for knowledge workers (weavers & others) involved in the process, guidance for enhancement of weaver-

members' CoP can make major components. The research findings in the paper and integrated model together can guide development of the enterprise through preservation and dissemination of its traditional knowledge resources.

FORMULATION OF THE RESEARCH PROBLEM

Community enterprises have operational models different from those of MSMEs & large-scale sectors. They are usually owned and managed by small groups. Members of a community manage such enterprises by cooperative arrangement, mutual support, sharing of ideas & knowledge in an informal setting enriched with collaborative learning, interpersonal relationship, and participation orientation. Because of limitations in finance and technology, community members don't use high-tech communication and hence depend on face-to-face communication.

Table 1: Quick Estimate of The 4th Census of MSMEs	
Quick Estimate of the 4th Census of MSMEs	
Number of MSME Enterprises	26.1 million
Number of Manufacturing Enterprises	7.3 million
Number of Service Enterprises	18.8 million
Number of Women Enterprises	2.1 million
Number of Rural Enterprises	14.2 million
Employment	59.7 million
Employment Per Unit	6.24
Employment Per One Million Fixed Investment	1.9
Per Unit Fixed Investment	₹ 3.38 million
Per Unit Original Value of Plant & Machinery	₹ 0.97 million
Per Unit Gross Output	₹ 4.61 million
Table 1 'Quick Estimate of the 4th Census of MSMEs', Adapted from: M. Manickaraj(2010). "Electronica Finance Limited: Designing the Future of Micro, Small, and Medium Enterprises." Vikalpa, Vol.35, No. 3, Jul-Sep 2010; pp.117-127, Last accessed on September 17, 2012.	

The CEs have different culture, operations and orientation than that of MSMEs and large enterprises. Being less finance and technology driven, they are more dependent on human and social capital and have low access to resources. Table 1 gives an estimate of different types of enterprises in India and the Table 2 gives their funding details.

DEFINING OBJECTIVE AND PURPOSE OF THE STUDY

The proposed study can explore different aspects like nature and characteristics of a rural community enterprise and its socio-cultural and community traits. It can elaborate existing KM processes and integrate the same with modern KM concepts to develop and propose a suitable integrated KM model for the enterprise. It can broaden the scope to test the suggested model for its applicability in addressing divergent knowledge need of the enterprise; and strengthening the TKM system. Thus, it can object to integrate the existing and modern KM practices to develop an extensive system of TKM application for the enterprise.

THEORETICAL CONSTRUCT OF THE STUDY

Different authors and researchers have different nuances of the term 'knowledge'. Human consciousness is shaped by social experiences and mediated by culturally established tools (Vygotsky, 1978). The eye has become a human eye, just as its object has become a social, human object—an object made by man for man (Marx, 1932). Knowledge can be defined as 'justified true belief' emerging from experiencing, reflection and inference processes (Nonaka, 2002; Audi, 2003). Knowledge is derived from human minds through understanding and justification and related through human action processes (Jones, 1964; Davenport and Prusak, 1998; Nonaka, 2002). In the organizational context, knowledge is a valuable asset that is available to support organizational activities. It involves

organizational members and actions (Pan and Scarbrough, 1999). KM in organisations focuses on the utilization of knowledge to create value for organisations by creating, acquiring, storing and deploying knowledge for products and services (Grant, 1996). Knowledge management is defined as a conceptual framework of activities and perspectives in order to gain, deal with, and benefit from the corporation's knowledge assets (Wiig, 1994). KM is concerned with many disciplines, including business and organisational management, sociology, philosophy, psychology, communication, and information management and Information and Communication Technology (ICT) (Skyrme, 1999; Wiig, 2000; Gamble and Blackwell, 2001; Prusak, 2000; Jhonjhoubsong, 2008). Indigenous knowledge is traditional and local knowledge possessed by groups of people living in a particular area for a long period of time (Rao, 2006; Langill, 2007; Jhonjhoubsong, 2008).

Table 2: Flow of Credit To Micro And Small Enterprises From Public Sector Banks (During the Years Ending March 31)					
Flow of Credit to Micro and Small Enterprises from Public Sector Banks					
(During the Years Ending March 31)					
₹ Billion					
Year	Net Bank Credit (NBC)	Credit to MSEs	% to NBC	Credit to Micro Enterprises	Credit to Micro Enterprises as % of MSE Credit
2000	3164.27	460.45	14.60	247.42	54.00
2001	3412.91	484	14.20	260.19	53.70
2002	3969.54	497.43	12.50	270.3	54.30
2003	4778.99	529.88	11.10	269.37	50.80
2004	5588.49	582.78	10.40	308.26	52.90
2005	7187.22	676.34	9.40	343.15	50.70
2006	10176.14	824.92	8.10	333.14	40.40
2007	13147.44	1025.5	7.80	443.11	43.21
2008	13615.95	1511.37	11.10	667.02	44.13
2009#	16929.82	1913.07	11.30	839.45	43.88
# Provisional					
Source: Various RBI Reports					
Note: Figures for the years 2008 and 2009 are as per the revised definition given in Micro, Small and Medium Enterprises Development Act, 2006 and hence are not comparable with that of the previous years.					
Table 2 Flow of Credit to Micro and Small Enterprises from Public Sector Banks (During the Years Ending March 31). Adapted from: M. Manickaraj (2010). "Electronica Finance Limited: Designing the Future of Micro, Small, and Medium Enterprises." VIKALPA, Vol.35, No. 3, Jul-Sep 2010; pp.117-127, Last accessed on September 17, 2012.					

This study explores KM processes of Bastralaya and explains its operational management systems of human, technology and social capital. It may not have the scope of investigation through artifact or information technology orientation; however, it focuses on organization culture, local wisdom, and traditional community resources for creating a knowledge asset for the enterprise.

RESEARCH DESIGN & SCOPE

Creswell describes narrative research as follows : Narrative research has many forms, uses a variety of analytic practices, and is rooted in different social and humanities disciplines (Daiute & Lightfoot, 2004). 'Narrative' might be the term assigned to any text of discourse, or, it might be text used within the context of a mode of inquiry in qualitative research (Chase, 2005), with a specific focus on the stories told by individuals (Polkinghorne, 1995). As Pinnegar and Daynes (2006) suggested, narrative can be both a method and the phenomenon of study. [...] Narrative is understood as a spoken or written text giving an account of an event/action or series of events/actions, chronologically connected (Czarniawska, 2004, p.17). The procedures for implementing this research consist of focusing on studying one or two

individuals, gathering data through the collection of their stories, reporting individual experiences and chronologically ordering (or using life-course stages) the meaning of these experiences (Whitehead, 2009, pp. 53-54). The proposed research in line with Creswell's methods can be based on narratives or field texts drawn from subjects of the community.

Narrative inquiry is, however, a process of collaboration involving mutual *storytelling* and *restorying* as the research proceeds. In the process of beginning to live the shared story of narrative inquiry, the researcher needs to be aware of constructing a relationship in which both voices are heard [...] . Field records collected through *participant observation* in a shared practical setting is one of the primary tools of narrative inquiry work. There are numerous narrative studies (Clandinin, 1986, 1989; Hoffman, 1988; Kroma, 1983) that make use of field notes (Connelly and Clandinin, 1990). Stories in the form of field texts, gathered through participant observation technique are employed in the proposed study. Welty (1979) remarked that time and place are the two points of reference by which the novel grasps experience. This is no less true for the writing of empirical narratives.

Time and place become written constructions in the form of plot and scene respectively. Time and place, plot and scene work together to create the experiential quality of narrative. They are not, in themselves, the interpretive, nor the conceptual side. Nor are they on the side of narrative criticism. They are the thing itself (Connelly and Clandinin, 1990, p.8).

We discuss the terms that we choose to use in our inquiries, which derive from the Deweyan view of experience (particularly *situation*, *continuity*, and *interaction*). This leads into an examination of our research framework, the three-dimensional narrative inquiry space and the "directions" this framework allows our inquiries to *travel-inward, outward, backward, forward, and situated within the place*. [...] With this sense of Dewey's foundational place in our thinking about the narrative inquiry, our terms are *personal and social* (interaction); *past, present, and future* (continuity); combined with the notion of *place* (situation). This set of terms creates a metaphorical *three dimensional narrative inquiry space*, with temporality along one dimension, the personal and the social along a second dimension, and place along a third. Using this set of terms, any particular inquiry is defined by this three-dimensional space: studies have temporal dimensions and address temporal matters; they focus on the personal and the social in a balance appropriate to the inquiry; and they occur in specific places or sequences of places (Clandinin and Connelly, 2000, pp. 49-50). According to many researchers, narrative inquiry and research methods are post-modern approaches and have human capital development orientation with a view towards community and socio-economic development. Many others describe it as a psychological, sociological, quantitative and qualitative approach.

In the proposed study, the narratives gathered from observation are built upon lives and experiences of individuals in the community of interest and community of practice. Thus, use of narrative research can help in gathering community members' narratives/ stories and restorying them in a social, personal and historical context. The study can accommodate individuals, gather their oral history or stories/ field texts, report their experiences, and put its meaning in order. Qualitatively rich data requires naturalistic inquiry, which takes place in a natural setting with open-end inquiry (Silverman, 2005; Williamson, 2006).

Data can be collected through narrative inquiry and ethnographic techniques like participant observation and document analysis. Research tools like field notes, diary, observation reports, and audio-visual documentation can be used to minimize the influence on research site and gain insight about the participants. The research frame may have concerns such as participants' comfort, language compatibility, willingness, convenience, and availability for an in-depth study. Comprehensive range of narratives collected can address such a concern. The study can be based on *interpretivist paradigm* and attempt to understand human behavior and action. By an interpretivist approach with inductive process, theory is developed from the evidence base. One simultaneously can't operate in more than one paradigm from among four sociological paradigms (Burrell and Morgan, 1979) like *Functional*, *Interpretivist*, *Radical Humanist*, and *Radical Structuralist*. Interpretivist research methods such as *focus groups*, *unstructured interviews*, *textual analysis*, and *ethnographic case studies* are small-scale but intense, and researcher-participants interaction is an integral part of it. Such paradigm helps in understanding the world of meaning by interpreting, clarifying and constructing them from social phenomena. Subjective experiences of people and uniqueness of human inquiry by using non-numerical narratives, the knowledge process system of a CE can be understood in the light of its social phenomena of members. Participants' selection is done through *purposive* or *theoretical sampling* on the basis of usefulness for the inquiry by using key informant technique, where one or more observant and reflective member/members of the community of interest are solicited to act as guides to a culture. Subjects with important

characteristics of researcher's interest can be selected, where participation is by choice and not by compulsion. Observation on many representative samples without specific cases helps in avoiding over generalization. Reliability of observation data can be ascertained through preliminary inquiries with enterprise officials, and data source triangulation techniques; validity through generalizability and transferability; and credibility through re-examination of stories confirming to the context. Complex field texts can be coded into major themes by extracting text, coding, classification, and refining codes. The results which present the phenomena can finally be utilized to answer research purposes and develop integrated KM model.

'Bastralaya' as a rural community enterprise is based on traditional knowledge of handloom weaving, and is selected as a research frame due to its typicality and representation scope for other community enterprises. The approach suggested by Riessman (1993), Clandinin and Connelly (2000), Creswell (2005) for data analysis like 'narrative analysis focusing on investigation and interpretation of the data for the provision of answers for research questions or research texts' can be used. Some limitations and risks inherent in the study are that participants are usually more comfortable in their natural habitat such as their home, courtyard of house (called '*Duaar*'), place of weaving (called '*Mangaa Saal*') and other convenient places like the verandah (called '*Daand*' - generally outside home, where villagers gather to gossip or exchange information with one another in their leisure time) for sharing information. The most comfortable language for them to communicate is the local dialect of Odiya, called 'Sambalpuri'. Data collection can be done by visiting various villages, meeting Bastralaya's weaver-members and other non-member weavers in villages. Interaction can happen at places like their homes; and community places like village temples (called '*Gudi*' or '*Mandir*' or '*Tungi*'), and large open verandahs. Spending considerable time with each weaving household and its family members can create a familiar situation and help participants feel comfortable to participate in the discussion. The major occupation of most of the weavers is farming and hence; the suitable time for data collection is the post harvest period. In major parts of western Odisha, farming is the primary occupation for most of the villagers, followed by handloom or weaving. The choice of time for the field study should be such that it doesn't create any obstruction. Mostly, the interaction should take place in the evening time, so that it does not disturb the usual occupation and work schedule of the respondents. However, single community enterprise being chosen for study of 'traditional knowledge management' constitutes an effect on the research in terms of the number of village groups and weaver-members. Hence, a comprehensive range of narratives from respondents from every possible level and position of the enterprise should be collected for an in-depth study.

FUTURE IMPLICATIONS

The community enterprises operating especially in rural belts have different systems and operations compared to MSMEs and large enterprises. They have minimum resources almost in every respect. This makes the understanding of KM process and system unique in such enterprises. Hence, a study of this nature is sought to foster growth of KM culture, and add value to academic resources for better understanding as well as practice for socio- economic development. Many scholars have done KM studies on culture and information technology aspects of MSMEs and large enterprises. This study could be different in a way that it does an exploration into the area of traditional knowledge management for a community-based enterprise. It can analyze the integration of modern KM models with traditional practices of the community. It focuses on intricate social, cultural, and operational practices of the enterprise in a flexible and informal rural setting. The suggested traditional knowledge management model can enhance the traditional knowledge management practices of the enterprise.

CONCLUSION

This research paper basically gives a cursory look to the substantial work that can be done in this regard. As an outcome of such proposed extensive research, it can increase awareness on traditional knowledge management aspects of rural community endowed with unique artisan skills. It can also help in building community development strategies with sustainability. It can not only support the development of community enterprise talked about in the paper in particular, but also the weaving community as a whole in general. Community members (or traditional knowledge workers/ weavers in this case) can realize their potential and capabilities through such intervention measures backed by the findings of the research. The proposed study can be segregated into various parts of the discussion such as Introduction and Review of Literature, Theoretical Framework and Development Of Research

Premise; Justification of Methodology and Research Design; Description of the Research Process; Development of Case Study of the Community Enterprise Sambalpuri Bastralaya; Discussions of its Characteristics; Description of its Knowledge Processes; and finally, Development of an integrated KM model for the community in general and the enterprise in specific.

GLOSSARY OF TERMS

❖ **Community Enterprise (CE):** Community enterprises are micro enterprises which can be either formal or informal, are community owned and have members who belong to communities in the same regions (Source: Jonjoubson (2009), <http://researcharchive.vuw.ac.nz/bitstream/handle/10063/796/thesis.pdf?sequence=2>; last accessed on September 17, 2012).

❖ **Informal Sector:** The concept of the informal sector was introduced into international usage in 1972 by the International Labor Organization (ILO) in its Kenya Mission Report, which defined informality as a “way of doing things characterized by (a) Ease of entry; (b) Reliance on indigenous resources; (c) Family ownership; (d) Small scale operations; (e) Labor intensive and adaptive technology; (f) Skills acquired outside of the formal sector; (g) Unregulated and competitive markets”.

The ILO/ICFTU (The International Confederation of Free Trade Unions) international symposium on the informal sector in 1999 proposed that the informal sector workforce can be categorized into three broad groups: (a) Owner-employers of micro enterprises, which employ a few paid workers, with or without apprentices; (b) Own-account workers, who own and operate one-person business, who work alone or with the help of unpaid workers, generally family members and apprentices; and (c) Dependent workers, paid or unpaid, including wage workers in micro enterprises, unpaid family workers, apprentices, contract labor, home workers and paid domestic workers (Source: www.worldbank.org; last accessed on September 17, 2012).

❖ **Indigenous Knowledge:** Is the local knowledge that is unique to a culture or society. Other names for it include: 'local knowledge', 'folk knowledge', 'people's knowledge', 'traditional wisdom' or 'traditional science'. This knowledge is passed on from generation to generation, usually by word of mouth and cultural rituals, and has been the basis for agriculture, food preparation, health care, education, conservation and the wide range of other activities that sustain societies in many parts of the world (Source: www.unesco.org/education/tlsf/mods/theme_c/mod11.html; last accessed on September 17, 2012).

❖ **Definitions of Micro, Small and Medium Enterprises:** In accordance with the provision of Micro, Small and Medium Enterprises Development (MSMED) Act, 2006, the Micro, Small and Medium Enterprises (MSME) are classified in two classes: (a) Manufacturing Enterprises - The enterprises engaged in the manufacturing or production of goods pertaining to any industry specified in the first schedule to the industries (Development and Regulation) Act, 1951. The Manufacturing Enterprises are defined in terms of investment in Plant and Machinery; (b) Service Enterprises - The enterprises engaged in providing or rendering of services, and are defined in terms of investment in equipment. The limits for investment in plant and machinery / equipment for manufacturing / service enterprises, as notified, vide S.O. 1642 (E) dated 29-09-2006 are given in the Table 3 (Source: <http://msmehyd.ap.nic.in/Definitions.htm>; last accessed on September 17, 2012).

❖ **SSI :** The conceptual and legal framework for small scale and ancillary industrial undertakings is derived from the IDR Act, 1951. Section 11B of the Act specifies the general requirements that are to be complied with by small scale units. The small scale sector comprises of small scale and ancillary industrial undertakings. The small scale units are further categorized as tiny enterprises, Export Oriented Units, Small Scale Service and Business Enterprises (SSSBE), and Women Enterprises. The earliest definition of small scale industries was made in 1950. At that time, in addition to a limit on investment in fixed assets, there was also an employment stipulation. The employment condition was deleted in 1960. In 1966, the limit on investment in fixed assets was changed to a limit on investment in plant and machinery (original value) only. The Table 4 indicates the historical evolution of the definition of small and ancillary units (Source: <http://exim.indiamart.com/ssi-regulations/idr-act.html>, www.dcmsme.gov.in/publications/policies/lframe.htm; last accessed on September 17, 2012).

Table 3: Definition of MSME (Manufacturing and Service Enterprises)	
Definitions of MSME (Manufacturing and Service Enterprises)	
Manufacturing Sector	
Enterprises	Investment in Plant & Machinery (In ₹)
Micro Enterprises	Does not exceed twenty five lakh rupees.
Small Enterprises	More than twenty five lakh rupees, but does not exceed five crore rupees.
Medium Enterprises	More than five crore rupees, but does not exceed ten crore rupees.
Service Sector	
Enterprises	Investment in Equipments (In ₹)
Micro Enterprises	Does not exceed ten lakh rupees.
Small Enterprises	More than ten lakh rupees, but does not exceed two crore rupees.
Medium Enterprises	More than two crore rupees, but does not exceed five crore rupees.
Table 3: Definitions of MSME (Manufacturing and Service Enterprises) (Source: www.dcmsme.gov.in/ssindia/definition_msme.htm ; Last accessed on September 17, 2012)	

Table 4 : Historical Evolution of Definition of Small And Ancillary Units		
Historical Evolution of Definition of Small and Ancillary Units		
YEAR	SMALL SCALE INDUSTRIES	ANCILLARY INDUSTRIES
1955	Upto ₹ 5 lacs in fixed assets and employment less than 50/100 workers with/ without power	---
1960	Upto ₹ 5 lacs in fixed assets	---
1966	Upto ₹ 7.5 lacs in plant and machinery	Upto ₹ 10 lacs in plant and machinery
1975	Upto ₹ 7.5 lacs in plant and machinery	Upto ₹ 15 lacs in plant and machinery
1980	₹ 20 lacs	₹ 25 lacs
1985	₹ 35 lacs	₹ 45 lacs
1991	₹ 60 lacs	₹ 75 lacs
1997	₹ 300 lacs	₹ 300 lacs
1999	₹ 100 lacs	₹ 100 lacs
(Source: http://www.dcmsme.gov.in/publications/circulars/circularmay1994.html ; Last accessed on September 17, 2012)		

❖ **Usable Knowledge:** Procedural knowledge which is verified for its appropriateness for particular situations, and is concerned with practical understanding and abilities to enable organizational members to perform activities (Source: <http://researcharchive.vuw.ac.nz/bitstream/handle/10063/796/thesis.pdf?sequence=2>; last accessed on September 17, 2012).

❖ **IPR:** Intellectual Property Rights are legal rights, which result from intellectual activity in industrial, scientific, literary and artistic fields. These rights safeguard creators and other producers of intellectual goods and services by granting them certain time-limited rights to control their use. Protected IP rights like other property can be a matter of trade, which can be owned, sold or bought. These are intangible and non-exhausted consumption. Types/ Tools of IPR: **a)** Patents, **b)** Trademarks, **c)** Copyrights and related rights, **d)** Geographical Indications, **e)** Industrial Designs, **f)** Trade Secrets, **g)** Layout Design for Integrated Circuits, **h)** Protection of New Plant Variety (Source: http://www.dcmsme.gov.in/emerge/website_material_on_IPR.pdf; last accessed on September 17, 2012).

END NOTES

¹ **Women in Informal Employment: Globalizing and Organizing (WIEGO)** is a global research policy network, that

seeks to improve the status of the working poor, especially women, in the informal economy. It does so by highlighting the size, composition, characteristics, and contribution of the informal economy through improved statistics and research; by helping to strengthen member-based organizations' informal workers; and by promoting policy dialogues and processes that include representatives of informal worker organizations. The common motivation for those who join the network is the relative lack of recognition, understanding, and support for the working poor in the informal economy, especially women, by policy makers, economic planners, and the international development community. The Members and Associates of the WIEGO network, including the members of its Steering Committee and Advisory Committees are drawn from its three constituencies: member-based organizations of informal workers; research, statistical, and academic institutions; and international development agencies (non-governmental and inter-governmental) (Source: www.wiego.org; last accessed on September 21, 2012).

² **UNESCAP:** The United Nations Economic and Social Commission for Asia and the Pacific (ESCAP) is the regional development arm of the United Nations for the Asia-Pacific region. With a membership of 62 Governments, 58 of which are in the region, and a geographical scope that stretches from Turkey in the west to the Pacific island nation of Kiribati in the east, and from the Russian Federation in the north to New Zealand in the south. ESCAP is the most comprehensive of United Nations' five regional commissions. It is also the largest United Nations body serving the Asia-Pacific region with over 600 staff (Source: www.unescap.org; last accessed on September 21, 2012).

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