
Women Workers in Garments Factories in Karnataka: Issues and Challenges

* Dr. SURESHA. K P

Asst. Professor, Department of Studies and Research in Economics, Akkamahadevi Women's University, Torvi, Vijayapura 586105, Karnataka

Abstract: *India is the world's second largest producer of textiles and garments after China. It is the world's third largest producer of cotton after China and the USA and the second largest cotton consumer after China. The Indian textile industry is as diverse and complex as country itself and it combines with equal equanimity this immense diversity into a cohesive whole.*

India's garment industry has been rapidly growing in the last few years. It contributes substantially to India's export earnings and it is estimated that one out of every six households in the country depends on this sector, either directly or indirectly, for its livelihood. The growth of the garment sector however, is not going hand in hand with an improvement in the working conditions of the garment workers

The garment industry contributes 16.63% to the foreign earnings of India and it employs over 3.5 million workers. There are five different garment production hubs in India; all specialize in different types of garment production. Bangalore is one of the centers of production of garment and has somewhere around 1200 big, small and medium sized garment factories. A review of garment industries revealed that, it is one of the largest manufacturing sectors in India

Keywords: *Women Worker Garments Factorie S Karnataka*

1. INTRODUCTION

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India's garment industry has been rapidly growing in the last few years. It contributes substantially to India's export earnings and it is estimated that one out of every six households in the country depends on this sector, either directly or indirectly, for its livelihood. The growth of the garment sector however, is not going hand in hand with an improvement in the working conditions of the garment workers. Two thirds of the garment workers are women and they have to struggle to make ends meet while putting up with the harsh daily reality of forced overtime, job insecurity and harassment at the factory work floor. Therefore, in order to improve the socio, economic, status and working conditions of women workers in the garment industry they need to be empowered.

The garment industry contributes 16.63% to the foreign earnings of India and it employs over 3.5 million workers. There are five different garment production hubs in India; all specialize in different types of garment production. Bangalore is one of the centers of production of garment and has somewhere around 1200 big, small and medium sized garment factories. A review of garment industries revealed that, it is one of the largest manufacturing sectors in India. It accounts for nearly 20% of India's Industrial Output and 37% of India's Exports. Karnataka is known for being the apparel destination in the Global Market.

2. THE PERFORMANCE OF INDIAN TEXTILE INDUSTRY

The textile industry continues to be the second largest employment generating sector in India. It offers direct employment to over 35 million in the country. The share of textiles in total exports was 11.04% during April-July 2014-2015, as per the Ministry of Textiles. There were 2,500 textile weaving factories and 4,135 textile finishing factories in all over India. In the production of fabrics the decentralized sector accounts for roughly 94 percent while the mill sector has a share of only 6 percent. Being an agro-based industry the production of raw material varies from year to year depending on weather and rainfall conditions.

3. READYMADE GARMENTS INDUSTRY IN PERSPECTIVE AND ITS PRESENT SCENARIO- IN BANGALORE STUDY REGION

The garment industries in Karnataka are concentrated in Bangalore where some of the largest export houses of the country are existing. Today overseas buyers view Bangalore as an important location for sourcing of garments after Bombay and Delhi. Garment industries in Bangalore started from the period of British. M/s. Bangalore dressmaking Co. was the first unit, started to manufacture garment in Bangalore during 1940, which was started by Mr. Vittal Rao. During the rule of British, there was a need of clothing dress materials.

Development of readymade garments units in Bangalore was started in the year 1970 onwards by leading exporters like Gokaldas export, Ashoka export, Gokaldas Images, continental exports, Leela Fashions, Exports Overseas etc. Later, small industries (fabricators) were started by taking the orders from large scale. Most important reasons for developments of RMG is the availability and sourcing of export fabrics from places like Salem, Erode, Coimbatore which are nearest to Bangalore. The economy of Bangalore is inextricable mixed up with that of readymade garment industry. 30 per cent of the Readymade Garments of the country are made in this region. This is third biggest readymade garment manufacturing cluster in the country.

The industry started flourishing and Most of RMG industries are concentrated in Bommanahalli and Peenya industrial estate.

There are about 3412 RMG units around in Bangalore as per recent survey report 2014-15. Most of the buying agencies in the world have established their branch office in the city. Apart from this, Apparel Park, at Doddaballapur has started functioning in a big way. In India, RMG units are concentrated in the cities like Delhi, Mumbai, Kolkotta, Bangalore, Chennai, Jaipur, Tirupur, Ludhiana. There is a difference in the end products manufactured at Bangalore and other places. RMG are mainly made for export house.

In Bangalore, garment units are mainly concentrated in the following area: Bommanahalli, Bommasandra, Peenya, Yeswanthpur, Rajajinagar Industrial Estate and Industrial town.

The important products manufactured here are; - Ladies Jacket, Blouses, Choodar, Petticoats, Gents. Trousers. Shirts, Coats, T Shirts There have been increase in the number of RMG units in Bangalore since 2014 as per the reports of Karnataka Industrial Area Development Board is in the process of acquiring the lands for the further expansion of the park. There are about 1600 fabricators who are doing job work for these exporters, apart from domestic market needs. There are 50 embroidery units who are supporting these units for value addition. As per the reports received from AEPC, total export in 2014-15 was around Rs.3450 Crore. Broad sub grouping of the products is as follows: 1. Readymade garments for Gents 60% 2. RMG for ladies: 30% 3. RMG for kids: 10% .In the below table to give the status of women workers in Garment Factory in Bangalore city.

Table 1: Present status of women workers in Ready Garment Factory 2009-2016

Year	Females	Females as % of total
2009-2010	1165042	87
2010-2011	1257808	88
2011-2012	1350000	89
2012-2013	1365000	90
2013-2014	1448100	91
2014-2015	1450000	93
2015-2016	1460000	94

Source: CMIE Report 2014-16

In the above table-1 Represent to the present status of women workers in garment factory in Karnataka in the above table shows the at beginning of the 2005-2006 around 49,4730 females workers existing it 85% in the same 2014 to 2015 sum of 14,50000 females are represent in the percentage 93% but table shows rapidly increases in the female workers are migrate to the city.

4. REVIEW OF LITERATURE

A review of literature was added to this study by referring to different journal and studies conducted by different individuals to show relevance to socio –economic status of women workers in Garments Factory.

Hate (2000) in her book stated that there is positive change in the political, economic and social status of middle class working and non-working women living in four cities in Maharashtra with the advent of independence.

Styles. Kapur (2004) his shown that the twin roles of women cause tension and conflict due to her social structure which is still more dominant .In her study on working women in Delhi, she has shown that traditional authoritarian set up of Hindu social structure continues to be the same basically and hence. Women face problem of role conflict change in attitudes of men and women according to the situation can help to overcome their problem.

Rosen and Jerdee (2007) in their study stated that women were seen less favorably in terms of the knowledge, aptitudes, skills, motivation, interests, temperament, and work habits that are demanded in most managerial roles.

Sandhu and Singh(2008) reported that motivation factors viz. feeling of achievement, ability utilization, recognition and rewards, creative work freedom of expression and scope for professional growth contributed comparatively more to job satisfaction than factors like behavior of immediate officers, job security and advancement, adequacy of salary, administrative setup and social status attached to the job.

Drucker (2012) in his book stated, that the labor force participation of married women under age fifty is now just as high as that of men. It is therefore unlikely to rise any further. But a very large number a women in the labour force the of those who entered when the inrush of women began are now reaching their mid-thirties. And also he states that most of the married women stay in the labour force after first child.

Julia (2013) in her study that 'by focusing on women's careers the short -term objectives has been to correct the gender imbalance, but long-term objective must be to develop theoretical concepts and explanation which the gender neutral and inclusive of both men and women. Second the changes currently under way in work organization and professions will as well be referred to as providing new difficulties for women's careers as wells as presenting an opportunity for the re-conceptualization of the 'successful' career.

Amartys Sen. (2014) calls it, a sector of 'co-operative conflict', where there is different interest, expectation, contributions, needs and degrees of control.

Reddy and Venkateswarlu (2015) in their study concluded that farm scientists valued creativity and independence most in carrying out their tasks. They did not prefer to work in rural areas. The other work valves of scientists differed slightly according to their age and experience.

The Review of this study reveals that the implications of Garment women Workers in Bangalore City. The Analysis of women's perceptions as factory workers shows that they are exploited on the factory floor in different ways and experience new forms of patriarchal domination beyond their family.

5. ORIGIN RESEARCH PROBLEM OF THE WOMEN WORKERS IN GARMENTS FACTORY

Two thirds of the garment workers are women and they have to struggle to make ends meet while putting up with the harsh daily reality of forced overtime, job insecurity and harassment at the factory work floor. Although all major brand companies have set up codes of conduct and audit mechanisms to ensure compliance with basic labour standards. The ground floor reality has not changed for the better and even seems to deteriorate as work pressure is rising due to growing demand. Therefore, in order to improve the socio, Economic status and working conditions of women workers in the garment industry, they need to be empowered. So in This research paper to Examines Socio-economic status of women workers in Garments factory with special reference to Bangalore city.

6. OBJECTIVES OF THE STUDY

The following objectives are interrelated

1) To study the Socio-Economic background of women workers in the Garment industries.

- 2) To study the issues related to working conditions of women workers in Garment industries in Bangalore
- 3) To give suggestions, recommendations and conclusion.

7. METHODOLOGY

The study is based on both types of data i.e. primary and secondary data. Primary data will be collected through well structured questionnaire, and party interviews. The secondary data will be mainly from related reports. The study is based on the sample selection of Ready Made Garments from selected area. Questions were asked and answers entered in the appropriated column. Survey schedule was used to avoid non-response. Sincerely entered and personal visits to the factories gave fruitful results. 30 respondents were chosen at random and the data gathered.

8. SAMPLING DESIGN

This study covers 3 Garments Factory in Bangalore city with 30 members selected randomly in Kengeri, Yeshwantpur and Uttarahalli areas for the purpose of Student Academic Project in the year of 2014-15.

9. TOOLS AND TECHNIQUES OF DATA COLLECTIONS

The present study will be based on the data collected through a combination of qualitative and quantitative research techniques in order to overcome the limitation of the each of the techniques. Quantitative data pertaining to various socio economic parameters will be obtained by administering a structured questionnaire among the selected Garments factory under the qualitative research technique. Informal interview method will be used to obtain greater insights into the capital resources, Age wise, Education, Experience & wage distribution, Uniforms, Infrastructure, Employment harassment safety Instructions Transportations and In these type of interview questionnaires are conducted.

10. LIMITATIONS OF THE STUDY

1. We were not allowed to conduct the survey in many industries as the owners were skeptical about our research activities in spite of our assurance of the same. In some industries the security guard did not even allow us to explain our survey.
2. The study was conducted in only 3 industries and a sample of 30 workers was considered. So data could not be generalized.
3. There was paucity of time and money for conducting in depth research.

11. DATA ANALYSIS ON THE FIELD SURVEY

Table: 2 Age wise-Education-Experience-Wage- Distribution (Respondents)

Year	%	Education	%	Experience	%	Wages(Rs)	%
Below 20	6.66%	Below SSLC	30%	Below 1 year	16.66%	4000-5000	
21-30	73.33%	SSLC	53.33%	1-5 years	56.66%	5001-6000	20%
31-40	20%	PUC	16.66%	5-10 years	13.33%	6001-7000	36.66%
41-50	nill	UG	nill	10-15 years	10%	7001-8000	23.33%
Above 51	nill	NILL	nill	Above 15 years	3.33%	Above 8000	20%

Table-2 we have taken into consideration the age of women from 18-60 years. In this aspect around 73.33% of the sample of 30 women are in the age group of 21-30 years and 20% lie in the group of 31-40 years.ith reference to the educational qualification, 53.33% of the samples have education up to SSLC, 16.66% of them have pre-university education & 30% of the samples have not even passed SSLC.

When we consider the experience 56.66% of them have the experience of 1-5 years and 16.66% of them have the be experience of less than 1 year, about 13.33% of women have experience of 5-10 years The wage distribution of the sample of women garment workers 36.66% of them has their wages of RS 6000-7000, 23.33% have their wages of Rs 5000-6000 and 23.33% have their wages of Rs 7000-8000. This shows that the current financial gain of the family is not sufficient for fulfilling their basic needs. This also shows that the People of the age group of 21-40 years are given jobs on the basis of experience not on the basis of their education.

Table-3: Safety Measures

Safety instruction	Uniform	Training
Yes 100%	Yes 33.33%	Yes 86.66%
No	No 66.66%	No 13.33%

Table-3 shows that the factory or firm provides safety instructions like gloves, and the smooth working of the machines etc. Around 100% of the samples say that they are provided with uniforms and were given training regarding the use of machines.

Table-4: Work Hours & Rest hours

Work Hours(Hrs)	No of people	Rest hours for every 8 Hrs of work(in minutes)	No of people
6	Nil	40	15
7	Nil	30	15
8	30	20	Nil
9	Nil	10	Nil
10	Nil	5	Nil

Table-4 shows that workers have to work for 8 hours daily and 50% of them say that they are given rest of about 40 minutes daily and remaining 50% utilize the break for 30 minutes.

Table-5: Infrastructure

Toilets	Drinking water	Canteen	Transportation
Yes 100%	Yes 100%	Yes 63.33%	Yes 10%
No	No	No 36.66%	No 90%

Table-6 shows the Infrastructure Facilities given to the workers. All the workers say that they are provided with toilets, Drinking water facilities. But when asked about canteen facilities 63.33% of the sample says that they are given canteen facilities, but 6.66% deny this. Another aspect of infrastructure is the transportation where 90% have said there are no transportation facilities given and remaining 10% say they are given transportation facilities.

Table-6: Leave & Pay

Leave & Pay	Leave without Pay
Yes 76.66%	Yes 6.66%
No 23.33%	No 93.33%

Table -5 Shows that 76.66% say that they are given leave with Pay and remaining 23.33% say that they are not given. When we see about Leave without Pay, 93.33% say that they are not provided with Leave without Pay.

Table-7: Health, Social security

First aid	Health facilities for family	P.F & E.S.I
Yes 100%	Yes 83.33%	Yes 100%
No	No 16.66%	No

Table-6 shows that 100% of the samples say that they are provided First Aid, P.F and E.S.I. When asked about Health Facilities for family 83.33% say that they are given the facilities, but 16.66% say that they are not given.

Table-8: Trade Unions

Trade Union	Employment harassment
Yes 20%	Yes 80%
No 80%	No 20%

Table-8- Shows that 80% have no trade unions in their factories and 20% say that there is trade union in their firm. As majority of the sample say that there is no trade union 80% say that there is employment harassment in their firm and 20% say that there is no employment harassment. 80% of the exploitations are the exploitation of the owners, Delay of Wages, Non- interference of the owners in any worker's problems.

12. FINDINGS OF THE SURVEY

12.1 Findings regarding the Socio-economic status of women workers in Garment Industry.

- a) Among the 30 workers who were interviewed the average age was between 18 and 40 years.
- b) 80% of these workers have been to school for their primary and secondary education. Only 20% of these female workers have completed their senior secondary schooling.
- c) 80% of the workers who are primary and secondary educated had to leave schooling either for marriage or for helping their family
- d) On being asked why they chose garment industry 30% of them opined that they do not have the required educational qualifications for jobs in other sectors.

12.2 Findings regarding the issues related to their working conditions Inadequate Access to Benefits and Facilities

- a) Out of 30 workers, 37% expressed that they get a monthly income of Rs.6000-7000/- only.
- b) 20% complained that bonus was hardly given
- c) Everybody complained about no job security. Retrenchment rate is high. Random hiring and firing takes place due to minor mistakes, failure to meet deadlines reporting late to work.
- d) Annual Labor Turnover is very high. Nearly 10% of the workforce is laid off each day.
- e) Nearly a quarter of the interviews complained that they cannot take leave as and when they urgently need. Even if they fall sick they cannot be absent for more than 3 days at a stretch as they fear of losing their job.
- f) 80% respondents were not happy with the work load, deadlines; work shifts. Though women in Bangalore are not given nightshifts. But working for 8 hours at a stretch in the day with only half an hour of lunch break was too hectic for the. It violates the Factories Act.
- g) The women respondents painfully expressed their dissatisfaction about the fact that about $\frac{3}{4}$ th of men and less than half the women get training and retraining. The men get high skilled training but women were restricted to basic training only. Moreover the men do night shifts and get extra pay for it. Which the women cannot avail of, so such discriminations are widespread in garment industries.

13. RECOMMENDATIONS

- a) Nature of work:** There should be equal access to jobs, trainings, skills, equal pay for equal work, work should be unionized with collective bargaining facilities so that the workers can negotiate with the management for more benefits, better wages and work Conditions.
- b) Equity in Pay:** Inequity in pay should be removed on the basis of gender. There should be equal pay for equal work should be put in place. Policy makers, Unions and Employers should identify those issues and must sensitize on them.
- c) Adequate access to Facilities and Benefits:** Almost everybody the workers leaders, union, employers recommended improved facilities with special attention to gender related issues like rest rooms, crèche, canteen, wash rooms There should be grievance committee for ventilating employee complaints and genuine grievances, etc.
- d) Access to training, education, skills:** Training should be designed to meet the constraints of female workers. Women workers should be trained about the basic as well as specialized skills of doing work.
- e) Occupational Health and Safety:** The women in the garment industries should get the benefits of maternity and child care. There should be light work and rest periods between works especially for pregnant women. The medical practitioner in the factory premises should take care of the minor cuts, injury, major accidents; severe back pain should be treated in ESI hospitals.

f) Collective Bargaining: The mechanisms of collective bargaining should be there to provide some support to the workers as it acts as a platform to voice the worker's grievances for better wages, job security and working conditions.

Regularly long working hours and overtime hours create many problems in their families and health, so working hours should be minimized by increasing regular salary. To provide housing and transportation facilities by the respective owner.

- To increase the present wage and need to ensure the minimum wage for them
- To ensure the payment of salary in the due date
- To save a portion of their salary in the account created by the owner
- To prevent noise pollution in the working place and need to ensure proper medical facilities
- To take punitive measures against guilty supervisor for their misbehavior
- To determine a target based bonus system as well as other incentives such as leaves, health benefit.

14. CONCLUSION

This study reveals significant differences in the nature and conditions of work, income between men and women in work place. The study outlines the worse conditions of work that women face, due to their low educational qualifications and skills the women workers has less access to better working conditions, promotions, leave facilities, occupational safety, The survey tries to highlight. Some of the best practices with respect to women workers so that the employers in the organizations could bring about some changes in work conditions and increase the income of the employees and provision of the trade union.

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