

**WOMEN WORKERS IN GARMENT
MANUFACTURING INDUSTRIES:
A Case Study in Bangalore South**

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CHAPTER – VII

FINDINGS, SUGGESTIONS & CONCLUSION

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This chapter describes the research summary, findings and conclusions drawn based on the statistical analysis. Based on the results, suggestions are given for improvement of living and working conditions of women workers of readymade garment industries. The results of the study pave the way for identification of areas for future research.

The study was aimed to find out the motivational factors for joining garment industry among women workers in Bangalore South region. While doing so an attempt was made to find out the socio-economic conditions, social relationships, problems and prospects, role of trade union, implementation of labour laws and analysis of safeguard measures adopted for women workers in readymade garment industry.

The methodology in the study covers the data sources, procedure of sampling, the sample frame and the data analysis. Therefore, the population for the purpose of this study consists of only working women in readymade garment industrial units by stratified sampling method to select the sample units within the Bangalore South region. After selecting a total of 40 industrial units, 10 samples of women workers from each unit were selected randomly. The selection of sample units was done after extensive analysis of district level data and details were collected with respective department.

In order to achieve the set objectives, field survey method with the help of scheduled questionnaire and personal interview was adopted to collect data in addition to the secondary sources of data. The primary data was collected from women workers and also from Employers/Management at the factory premises. The relevant secondary data was drawn from official records, annual reports, Department of Factories Boilers Industrial Safety and Health, Directorate of Economics and Statistics, research and library centres, published research papers, Indian Census figures, periodicals, journals, research articles, working papers, newspapers, research and study reports of agencies and organizations, departmental publications, unpublished works etc.

Through questionnaire method the respondents came into direct contact and information was collected directly from the respondents at their place of work. The questionnaire used for the study is provided in Appendix. It is divided into three sections:

- I. Socio-economic background
- II. Working conditions and
- III. The problems and prospects of women workers in garment industry.

The first section solicits the socio-economic background which provides information about the socio-economic particulars of the respondents such as age, educational level, marital status, size and nature of family, number of persons working in family, their income level and expenditure and so on. The second section provides information about the working conditions, nature and type of work, years of work experience, work place amenities and safety measures provided. Problems faced at work place, health problems faced, labour laws, labour union, gender discrimination, empowerment and work life balance are dealt in third section. The primary data collected was subdivided into suitable tabular forms and was analyzed for drawing inferences. Quantitative techniques like percentage, average, cross tabulation, Chi-Square test were applied.

The present study is restricted in its scope and has certain limitations. The study is primarily based on questionnaire and the response from the workers could be casual in nature. This may be due to lack of interest or time on the part of respondents. Also some respondents were reluctant in providing information on some of the questions asked.

Since knowledge is contextual and every individual experiences social reality differently, the researcher has tried to explore, comprehend and analyze individual voices about the everyday experiences of research participants who took part in this study. The overall aim of this study was to find out the motivational factors for joining garment industry and to explore women workers' life experiences concurrently as factory workers as members of their respective household and actors within a wider societal context. Accordingly, rather than just describing the day to

day interactions of women garment workers, this researcher work has explicitly interrogated the lived experiences of women workers.

Female labour has been an important segment of the workforce in India. With the changing socio-economic scenario, women's productive role has assumed new dimension. The status of women has been facing with many ups and downs. The 20th Century has brought in many changes in the global arena – economic, scientific and social sectors. Education and awareness have enabled to fight for their rights with certain causes, where women have emerged out of the four walls and taken their place along with men in becoming supplementary bread earners. This has led to move work in actual fact for now they are earners of their family as well as part of the workforce. The financial demands from the family side are raised day by day. The sky rocketing cost of living, increasing expenses of education of children, increasing cost of housing - which forces every family to look for ways and means on increasing the household income. As a result, women who were homemakers are forced to go for jobs and take up even careers that were considered for men. But the result of unfettered operation of market forces are not always equitable, where some groups are likely to be subjected to disadvantage as a result of globalization. Women constitute one such vulnerable group.

The readymade garment industry occupies a prominent place in the industrial scenario of Bangalore. As a highly labour intensive modern small scale industry, it provides employment to thousands of people directly and indirectly. This industry is often considered as women dominated industry. There is a high role for women in this industry as workers as well as bread earners of their family. But most of the women workers of this sector face various problems relating to working conditions, health problems, implementation of labour laws etc. In this background the present study has been undertaken with the following objectives:

- To access the socio-economic conditions of women workers in garment industry.
- To find out the motivational factors for joining garment industries.
- To analyze the professional and social relationship among employees.
- To analyze the problems of women workers in garment industry.

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- To view the role of trade union and non-governmental organizations.
 - To evaluate the effect of globalization upon women garment workers.
 - To find out the weaknesses in implementation of existing labour standards.
 - To analyze the safeguard measures adopted by government for women workers in garment industry.

MAJOR FINDINGS OF THE STUDY

Any study on women and work would be meaningful if we take into account the socio-economic status of women workers engaged in occupation. This particular objective of the study is fulfilled by a discussion on socio-economic background of women in readymade garment industries highlighting the age, education level, caste, family structure income, expenditure, housing conditions etc.

Socio-economic Background

- Age is an important factor in understanding the role and status of an individual in the society. The study reveals that majority of the respondents have found between 26 to 35 years of age group and very meager had found more than 46 years of age groups. It shows that young women are more attracted towards employment to become self-sufficient and utilize their labour force participation.
- However, their educational level reports to be poor as about 26 percent of the respondents have obtained higher secondary education. Even though 18.2 percent have obtained graduation and above, they entered garment industry which shows the intensity and inevitability of the economic condition and unemployment. It is found that illiteracy is not a major determining factor as about 18 percent of women are illiterates. But, it is seen that women with higher education also accept the low paid jobs because they may loss whatever earnings they are getting as there are no sufficient employment opportunity.
- India is a land of diversity with many caste, creed, religion, language etc. from time immemorial diversity has been backbone of Indian society. As far as

religion wise distribution is concerned, it shows that majority of 70.3 percent of respondents are Hindus, 22.2 percent were Muslims, Christians forms 6.5 percent, where as 1 percent are from Other religious group such as Jains and Buddhists.

- In this study it has been found that majority of 37.5 percent of women workers belong to other backward classes.
- The marital status of the respondents reveals that 64.8 percent are married. It shows that majority of employees are married and working in order to fulfill the economic needs of the family.
- One of the characteristic features of labour in India is its migratory nature. To a large extent, employment in the garment industry is migratory in nature, as most of the workers belong to first generation migrants. Better economic opportunities attract the labourers to move from one place to another. It reveals that majority of 55 percent are hailing from other districts of Karnataka who are attracted towards the job opportunity. The causes of migration are complex and varied. It has been found that major reason behind migration among women workers is marriage. Migration has helped them to lead good standard of living than in native place because of waged employment.
- Most of the respondents (86.5 percent) lived in nuclear families and some (13.5 percent) lived in joint family. Thus, the family structure is undergoing change with the predominance of nuclear families replacing the traditional joint family with the impact of industrialization and urbanization.
- A strong presence of patriarchal nature is seen in family structure. Of them 48 percent are headed by their husband, whereas 19 percent of the household women take responsibility of their families. They have to carry entire family burden due to their earning capacity or irresponsible husbands.
- The study shows that majority of 51.5 percent of the household comprise of 3 to 4 members in a family, whereas one third of the workers (35.5 percent)

constitute up to 2 members in a family. Thus families with three to four members were common in the sample.

- The basic living conditions of respondents have been analyzed. It has been found that majority of 74.5 percent of respondents were living in rented house, about 12.3 percent resided in lease accommodation. 9.8 percent owned houses and about 3.5 percent were staying in PG or hostel which is provided by company or located nearby.
- The number of persons working in family plays an important role in determining the labour force participation per household in which people try to find employment somewhere even for low wages. It is essential to understand that 46 percent of workers had 2 member of family in work force participation, 1 percent had 5 and 4 members respectively.
- Majority of sample workers about 34.2 percent have less than 3 dependents in their family. It is followed by 4 to 5 members with 28.3 percent. Still 24.3 percent are having 4 to 5 members and 13.2 percent have 5 members as dependents in their family.
- Access to occupation not only determines the available employment and income potential of an individual but also indicates his/her social status as well. The income level of women workers ranges between less than Rs.5000 to more than Rs.10000. The study shows that a significant of 88 percent were earning between Rs.5000-10000 which reveals that economically lower strata of society seeking waged employment through getting job in garment industry and thus improve the socio-economic status of their family.
- One of the striking features of patriarchy is the notion that the male is the breadwinner in the family, while women rely on men's provision. Traditionally, women perform all household tasks, which are unpaid, while men participate in income earning activities. Since men alone cannot perform their traditional role of family bread earner, because of financial scarcity, women participate in so called men's work and help them for family survival. Their employment in waged jobs has brought them beyond their traditional confinement within the home and they have got the opportunity to participate

in the labour market alongside men. The study has inferred that a majority of 50.2 percent of respondents are not availing any other source of income. Thus, the economic condition itself is a reason for earning income to their families.

- The monthly income of family is an important variable which indicates the family's ability and purchasing capabilities. 40 percent of families of the workers had income between Rs. 5000 to Rs. 7000 per month, 42 percent of them had family income between Rs. 7000 to Rs. 10,000 and only a meager 7.2 percent had family income above Rs. 10,000 a month. Based on the earning member, most of the families are earning an income of less than Rs. 10000, which indicates low income of most of the families.
- A family's economic position consists of their spending income, savings, assets and attitude towards spending. The expenditure pattern of the respondents does not have systematic plan as they do not have a steady plan. It was clear that the expenditure of the family was much on basic necessities of life. Around 42.8 percent of respondents had Rs.5000 to Rs.10000 family expenditure per month. Most of the income earned has been spent on household items, education of the children and in fulfilling the basic necessities like food, housing and health. The results reveal that the variables, consumption, expenditure, level of employment and wage rate were positively related to the standard of living index.
- The satisfaction level of the workers shows that major section of 58.2 percent were not satisfied with the work due to its monotonous nature and the level of hard work involved compared to the income they receive.
- Regular income enables workers to save funds for fulfilling the future requirements. The saving pattern highlighted the preference of savings at home. With low level of savings and in order to meet the day to day expenses about 36 percent featured by saving at home. About 31 percent have habit of saving at bank account. Only a small proportion of 10 percent have no habit of saving. Thus the saving pattern consists of savings at home in order to meet the day-to-day expenses of the family.

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- The smooth functioning of the family is connected with various requirements including financial support. There is a high dependence of the family on the wages of these workers who have no other source of income. Among these workers' family majority of 83 percent are sole earners. Thus majority of the families depend on their income as main source of income. The women garment workers are contributing to the survival of their families.
 - The income generated by the women labourers contributes considerable share to their family income. Almost 50.8 percent of the sample respondents have their self-earnings as main source of income who were the main bread winners, 30.7 percent could get additional income from their husband earnings, 0.5 percent get from agricultural source. Most of women workers have been leading a miserable life with poor financial background and they utilized their income for subsistence of the whole family. The income earned by the respondents contribute considerable share to their family income.
 - The research data reveal that 32.2 percent of women sought wage work to supplement the family income. Their motivational factor for taking up job in garment industry is to fulfill the needs of family and their dependents in order to meet the economic necessity of their family. Besides, 21.2 percent work in order to support their family survival. Whereas 19.2 percent entered into garment factory job with a view to enhance standard of living. 10.8 percent have stated that the motive of these women for taking a job was inadequacy of husband's income women had to perceive waged work. They had no choice but to start earning for family to avoid decline and a strategy to cope with crisis because of familial adversities. A proportion of 7.8 percent of women are of the opinion that their motive of taking job was to finance their children's educational costs and other family needs. Taking factory job was to repay the debt among 4.5 percent was an effort to maintain their family status. For 2.8 percent of the respondents they were attracted by the facilities provided and among 1.5 percent it was to spend leisure time.

In this regard, it can be said that women go to work in garment industry bearing the financial hardships and economic need. The conditions are such that she

has to join the garment industry in order to earn money to maintain the family cost. Consequently, women workers did not have alternative choice other than joining the garment sector. The economic need propelled these women to join the factory employment.

Thus the findings support the articulation of Lim (1990)⁴³ and Standing (1992)⁴⁴ when they suggest that economic need as well as the social and cultural factors inspires women to enter into paid employment. Empirical evidence suggests that women's participation in the factory work is largely economically motivated and they view their waged work as an unavoidable necessity for their families. Majority of them contributed all or most of their salary to family and household expenses. They make a substantial economic contribution to their family's welfare, without which all of them argued their families would be in a difficult situation. Most of them support their family to meet their basic needs. In a way, their labour is essential for survival of their families. In this section, Objective 1 and 2 and has been analyzed and Hypothesis 1 and 3 has been tested.

O₁: To access the socio-economic conditions of women workers in garment industry.

O₂: To find out the motivational factors for joining garment industries.

H₁: Women workers in garment industry in a way have been a supplement for family's income.

Working Conditions

It becomes essential to understand the working conditions, which play a vital role in facilitating role performance. The work place environment which includes working conditions as well as the inter-personal and intra-personal relations plays an important role in determining the work atmosphere. Hence, it becomes imperative to analyze the working conditions.

Today industrial workers constitute functionally a very significant part of the production process and contribute substantially to the nation's economy. But if we

⁴³ Lim, L. (1990). Women's work in export factories: the politics of a cause, in Tinker, Irene (ed.) *Persistent Inequalities: Women and World Development* Oxford: Oxford University Press.

⁴⁴ Standing, H. (1992). *Gender and Development: A Practical Guide* London: Routledge.

make an overall survey of the living and working conditions of industrial workers in our country, the need for and the necessity of labour welfare in India would immediately become apparent. These welfare facilities have become necessary to counteract the handicaps to which the workers are exposed, both in their work-life and folk-life and to provide opportunities and facilities for a harmonious development of the workers personality.

The main mechanism through which structural transformation gets manifested is the changes in the occupational structure and the associated employment and income patterns of employees. Since occupational structure reflects the diversification of employment and income sources it is also instrumental for capturing the relative potential for economic diversification among working groups.

- To a large extend, employment in garment industry is temporary in nature. The data reveals that 70.8 percent of workers were found on temporary basis. These workers are actively employed throughout the year on permanent basis. 13.5 percent of women working on regular basis.
- The nature of work of the respondents show that 45.5 percent of women workers were skilled workers, 7.5 percent are unskilled. It emphasizes that majority of women workers were skilled and semi-skilled nature of job. To a large extend, employment in garment industry is informal with no clear division of work and labour. Every specific work is carried out by different group of skilled and unskilled workers.
- In case of garment industry, the employers do not follow the procedure of formal recruitment policy. There is a total absence of any form of formal publicity of employment. A majority of 42 percent of respondents are recruited through recommendations by friends and relatives. About 21 percent are recruited through advertisement on factory gate. Thus the predominant mode of recruitment is by social contact among family members, relatives and neighbours.
- A large degree of risk factor for women workers of garment industry is they are expected to work for much larger hours. Majority of 63.2 percent were working nearly 8 hours. The working hours are generally 8 hours, sometimes

these workers are expected to work more than 8 hours as it has been revealed by 32.8 percent of the respondents. Thus it has been found that most of them work for 8 hours while others work for more than 8 hours also.

- Working overtime is an additional workload on the shoulders of workers. In order to complete production target and to meet the unforeseen holiday production process within a given period of time, the management offers excessive workload on the workers. Based on the observations, it can be said that there are no standard working hours. Working overtime prevails throughout the year. In this sample 56 percent of women workers and 33.8 percent do overtime work compulsorily and voluntarily. In which a majority of women folk are expected to do overtime. Thus, the field experiences show that there was an indication that overtime was given to the workers.
- Another parameter discussed in the research study was previous work experience of these workers. It can be pointed that a majority of 36.3 percent have been working from last two years which shows the entry level and second largest category who are working for more than seven years also. Thus more and more are women entering this sector and also working since long years.
- It has been found that the workers have to travel a long distance to reach their place of work. They have to spend more time and also incur travelling expenses. Thus, garment factory workers are fortunate enough to have company's subsidized transport facility. A majority of 48.8 percent of respondents travel by company vehicle, whereas 26.7 percent travel by public transport also as a common mode of transport.
- Wages are the main motivating factor for employment. The payment of wages has been given with majority of them receiving as a salary. Under this study a majority of 98.5 percent were paid on consolidated salary which is the predominant mode of payment.
- Remittances of salary in saving bank account have made them access to banking services. In this study a large proportion of 95 percent of respondents

are availing banking services in which their salary has been credited to their bank account.

- An enquiry into access of banking service reveals that 95.5 percent are utilizing. Payment of salary through bank account have been most common way of getting access to banking service and to avail other beneficiary schemes.

Good working conditions are highly desirable, because they lead to greater physical comport. As the working conditions, work environment, availing basic infrastructure facilities, other amenities, holiday benefits and social security measures all contribute to ensure industrial peace, excellent industrial relations and progress of the nation. It is quite natural that if the facilities are provided to the women workers they may be carefree and mentally satisfied and so they would be in a position to work in the factory without worry, mental disturbance and in high spirit. Thus, it is necessary to adopt measure to maintain their health and to provide safety and welfare to the women workers and to regulate their working conditions.

Welfare Measures

Labour welfare promotes a sense of belonging to increase their well-being. Welfare measures improve the relations between employees and employers. Organization provides welfare facilities to their employees to keep their motivational level high. Therefore, the welfare measures shall work in harmony to raise the standard of living of workers. Welfare activities are aimed at ensuring proper human conditions of work and living. Working conditions of organization which may be led by an artificial environment with features like dust, fumes, noise, unhealthy temperature etc. impose strain on the body. The important component of physical environment at work place is very essential for occupational safety as well as prevention of health hazards. Thus, maintaining a sound state of health is a prerequisite to lead a good life. The study has made attempt to examine the perception of the workers towards the labour welfare measures.

The study has found that garment industry lays a lot of emphasis on employees' welfare in providing basic amenities such as drinking water, subsidized canteen facility, health center and so on. The study has revealed in all the factories

adequate drinking water is provided. In accordance with the provision of Factory Act, 1948 independent toilet facility for women workers have been found in all the surveyed factory units. The facility of canteen is rare. They are available only in large and some medium scale factories only. About 55 percent of respondents have revealed that they are provided with health center facility within the factory premises. Whereas 45.5 percent of the respondents reveal that they have to consult nearby ESI hospital.

While analyzing the safety measures it has been identified that various safety measures have been adopted to ensure safety and protection of workers. The important component of physical environment at work place is very essential for occupational safety as well as prevention of health hazards. It has been pointed out that in most of the garment industry standard of cleanliness, ventilation, lighting arrangement are satisfactory. Proper illumination is necessary not only to protect the workers eye but also for ensuring safety of the workers where production process involves intricate operations that are performed manually by workers using hand tools and also to enhance the quality of productive process.

First aid appliances, needle guard, dust mask, exhaust fans, proper illumination and so on which protects workers from health and safety hazards at work place. Though first aid facility is provided in most of industrial units, but a portion of workers are not aware of first aid facility existing in their factories. Needle guard has been provided to those who are in sewing work. In order to protect the workers from health hazards and to provide safety from dust and fumes 65.3 percent have been provided with dust mask. A majority of garment factories have sufficiently equipped with exhaust fans to prevent accumulation of dust and prevent exhaust from workplace. With regard to the safety provisions, it is found that workers have been provided with adequate safety measures and effective supervision.

While analyzing the work place amenities it was identified that various provisions have been ensured as the work environment is the most acute which is followed with basic and safety provisions. Out of 400 sample population 96 percent of respondent are provided with crèche facilities. However, there are no crèche facilities provided in some of the sample units.

In a democratic society it is accepted that employees should be able to express their dissatisfaction, whether it be a minor or a serious problem, or a difference of opinion with the supervisor, terms and conditions of employment. It has been found that most of the industries have established counselling center at workplace as employees face lot of problems in day to day life. These problems affect their work life and their performance in job. Thus 60.5 percent of respondents reveal they are provided with counselling center to resolve their issues.

In their working lives, employees occasionally have cause to be uncomfortable either about certain managerial decisions, practices or service conditions. To a large extent the approach will be governed by several variables such as the size of the enterprise, level of education of the workforce, and the extent of unionization of the workforce. Thus there has been grievance redressal cell and other related committees have been formed to resolve the differences.

In order to relieve them from the monotonous work, rest interval has been provided in all the sampled garment industrial units.

With the view to enhance the quality of production, training and new advanced skills play a vital role. It helps workers to improve efficiency and enable them to perform work in a systematic and logical manner. It has been found that all 400 respondents viewed they received payment while on training. In this study it has been observed that workers have not received any formal training but much of these skills are learned informally.

An important aspect of human resource planning is to encourage punctuality and reduce absenteeism among workers is to motivate them by providing monetary incentives. As such attendance bonus is paid to the workers with an aim to increase the production and productivity. The type of bonus paid to the workers varies from place to place stretching from Rs 400 to Rs. 600. All the workers have positive opinion as they are paid attendance bonus.

Holidays have become built-in in modern societies. The workers of garment industry are fortunate enough to have paid holidays. Thus weekly holiday with wages is a characteristic feature of this industry. Regular work can strain the body and mind. Hence provisions are made for rest after continuous hours of stipulated hours.

Apart from this, casual leave, earned and sick leave are not provided by all the employees. As it has been observed that, they work for 7 days a week. Besides, labour legislations providing for one day off from work per week with wages. These workers are availing leave with wages with certain terms and conditions.

Most of these workers get Sunday as weekly holiday with paid wages. While sometimes they have to work in order to compensate the festival holidays or in order to meet the target production. A majority of 93.5 percent of respondents gets paid leave or earned leave. Through which they can encash their unused paid leave at the end of the year or carry forward to the next year or at the end of service.

Sickness Benefits

Welfare activities add in a read way to earnings of the labourers. The facilities provided complement the income of the workers. Welfare measures provided by industry would have a direct bearing on job satisfaction of workers. It increases productivity as well as quality and quantity. Labour welfare in terms of healthy and safe working conditions increases the efficiency of the labour.

Job satisfaction is very important in organizational behaviour because it was assumed that high satisfaction leads to high employee performance (Gosh, 1994). When people perform better, they will get higher rewards, which will lead to greater satisfaction. But if rewards are seen as inadequate for one's level of performance dissatisfaction will occur.

The study reveals that 74 percent of respondents are not satisfactory. Job dissatisfaction has been found due to over work load, occupational stress, dual role, family responsibility, less wages and other reasons. The working conditions constitute hygiene factors also. It has been reported by most of the respondents of 96.5 percent are provided with hygienic atmosphere. It can be revealed that work environment is provided with adequate facilities and majority of 64 percent has opinion with safe work place.

A good labour management relationship affords higher production providing for the survival of the society. Labour and management are dynamic socio-economic process to resolve and constantly strive to improve values and work towards

increasing production. About majority of 92.8 percent are happy with administrative system. About 94.2 percent are satisfactory with the sympathetic attitude of the management. It has been found that job security is one of major problem faced by women workers in garment industry. To reveal a majority of 83.5 percent agreed with the statement that they had no job security, whereas only 16.5 percent workers agreed with positive response. It is one of the major causes of distress among workers of garment industry.

Social security measures are crucial for garment workers particularly for women workers to protect them from contingencies and deprivations. In case of death of bread winner is not only tragic but also a question of survival for the family left behind due to permanent loss of income. Hence accident either during course of work or otherwise is a major crisis for garment workers because it leads to loss of income. The study shows that majority of garment industry workers are provided with social security measure of Provident Fund, Employees State Insurance, some of them are provided with gratuity benefits and bonus. About 398 respondents have stated that they have been covered under EPF Act and factory management provides monthly deposits for the PF. In this study all 326 respondents from interview reported that they availing the ESI benefit. Thus, it can be revealed that factory management is supporting ESI. Bonus wise distribution of respondents reveals that highest percent of 74.3 percent of them said yes and 25.5 percent of them had replied no. It shows that majority of the respondents were receiving bonus. About 53.4 percent of respondents have responded positively with Yes with regard to payment of gratuity, whereas 46.6 percent have viewed No. In this section, Objective 3 and 8 have been examined and Hypothesis 3 has been tested.

O₃: To analyze the professional and social relationship among employees.

O₈: To analyze the safeguard measures adopted by government for women workers in garment industry.

H₃: Lack of social security measures in garment manufacturing industries is usually visible.

From the analysis, it is clear that social security measures are critical for informal garment worker, particularly for women workers to protect them from

contingencies and deprivations. The government has also shown its concern and desire to take steps to root out the vulnerability of the garment sector by passing the Unorganised Workers Social Security Act, 2008. It is a major challenge to extend social security measure effectively to all unorganised workers.

Unorganised Workers' Social Security Act 2008 has been passed. The Act contemplates the delivery of benefits to unorganised workers in instances of sickness, disability, maternity, unemployment, old age and the death of a family's breadwinner. The Act has defined 'Unorganised Workers' in a wide and liberal manner so as to include those who are casually employed and receive daily or monthly wages as well as 'home-based workers' and even farmers who work on small land-holdings. Hence, the legislative is intended to expand the social safety net as wide as possible.

For the millions in the garment sector or informal economy, social security continues to be a missing link in their struggle for survival. And yet, it is these unorganised workers who are the poorest of workers and are most exposed to shocks and multiple risks that threaten their very survival.

Despite of these laudable achievements, women workers have no social security benefits. Registration is necessary to get the benefits under this Act. There may also be difficulties in registering the workers on account of the suppression of facts by employers.

Social security laws like Employees' State Insurance Act, Employees' Provident Fund Act, Payment of Gratuity Act and Maternity Benefit Act cover both organised and unorganised sector, but, it is limited in its coverage due to threshold limit of employment in which the unorganised sector do not meet the eligibility criteria and thus kept aside the purview of application of these laws. In case of Employees' Compensation Act, the categories of employees specified in Schedule II restrict its applicability. Hence, there is an inadequate coverage of social security laws to unorganised sector workers.

The problems are more acute for women workers. They play the triple role: of a worker, housewife and mother. The lack of capitals and assets, low and irregular income, aided by frequent accidents, sickness and other contingencies, poor working and living conditions, low bargaining power and lack of outside linkages and

opportunities for skill upgradation – all these interlinked factors drag these women into deprivation, trapping them in the vicious circle of poverty. How far the growing volume of welfare legislation has benefited women remains dubious.

Though labour welfare enactment's have provided various protections, safeguard and benefits to working women in our country, there was an emergent need to give more protection to women workers who are discriminated as regards employment and wages. The wages of women workers in India are extremely low. They are generally not paid the minimum wages for the kind of work they do. The wages paid below the minimum wages is a form of gender discrimination at workplace. There are several unfair labour practices pertaining to the payment of wages. The wages were paid after much delay which resulted into poverty and growing indebtedness. In an economy where even minimum wages are not paid to the women workers, the need to protect the wages earned by them has greatest significance.

Problems and Prospects faced by Women Workers

The problems and difficulties of working women are multidimensional. Women workers at work place face problems low wages, working condition, lack of secured employment, discrimination at workplace, role conflict affects the well-being and economic livelihood of the women employees. Lack of awareness about law and their rights is one of the fundamental cause behind the powerlessness, bias and problems that women face at the work place. It is realized that conditions of women workers cannot be improved unless they are giving special protection. The government has paid due attention towards miserable working and living conditions of women. The Constitution of India has given special attention towards the needs of women to enable them to exercise their rights on an equal footing with men and to participate in national development. In an attempt to analyze the problems faced by women workers and assess the role of law and its effectiveness in its implementation to ensure the wellbeing of employees which is one of the objective of socio-economic development. Hence, it is imperative to focus issues related to problem of working women which are discussed below:

Long hours of work seem to be a common practice in garment industry. Workers in this sector work for generally 8 hours, they start their work very early in morning and the day ends up very late in the evening. It has been found that workers are not satisfactory with working hours rewards paid. Women workers in garment sector are usually paid very poorly. In many cases, these wages are below the legal minimum wages. Even the legal minimum wages are below a living wage, which is not enough to buy adequate food, housing, clothing, education of children etc. Since majority of garment workers are women, who possess skill which the garment employers need. Women are preferably employed rather than men because they can be paid less than men. This makes it very difficult to work out what workers should be paid. Because of low wages, workers must accept overtime. Sometimes overtime is not paid still workers had to do it due to fear of losing their job. Despite this, there is irregularity in payment of wages. But a majority of 95.8 percent has opinion that they have been paid regularly. There has been no shift based work and there is no night shift for workers.

Health of an individual is closely linked to their status in the society. Maintaining a healthy and safe environment is necessary for the wellbeing of individual and his dependents as it enables him to meet their needs, including financial and psychological. It provides the means by which the individual can contribute to society and participate in work in a meaningful way. Health and safety is important as ill-health, injustice, accidents inflicted by the system of work or working conditions cause sufferings and loss to individual, their dependents and the organization also.

The major health problem reported by workers who are working in garment industry is musculoskeletal problems which amount to 28.5 percent which is followed by anemia which naturally affects the health status of women to the extent of 24.1 percent. Musculoskeletal disorders are very common encountered in garment industry sector that employ predominantly women working population. Although this condition may manifest through a variety of syndromes (leg pain, lower back pain, joint pain and body ache). A large number of women workers complain of frequent headache, back pain, fatigue, poor nutritional status, anemia due to poverty and the cultural practices where women eat last and the increased workload due to domestic

responsibility. Physical illness is the common problem among these working in this sector. As such the survey shows that the sample workers do suffer from head ache (16 percent) and respiratory problems (5 percent). There is adverse effect on health of women workers this is due to long hours of work, overburden, poor working conditions and constant contact with textile, cotton and dust give rise to a host of respiratory problems. Women workers of 7.7 percent suffer with certain other health problems such menstrual disorder, high blood pressure, thyroid and other health impairments. These workers are exposed to chemicals, ergonomic hazards, noise, stress which appears to directly relate to health ailments. About 6.1 percent of respondents are not ailing with any health problem. Though some suffer with eye problem, diarrhea, respiratory illness, urinary problems seems to be common health issues among garment workers. Thus the health problems are due to the fact that they lack health education and awareness which makes them vulnerable to various health hazards.

The very aim of labour legislation is to protect labourers with human treatment, welfare, wellbeing and security to make workforce more efficient and productive. It is the responsibility of the State to protect its citizens from various contingencies like employment injury, sickness, death unemployment, maternity etc. in their work life by assessing better standard living to workers. Although women workers are provided with legal protection granted to them by various legislations, they do not know much details about them. A majority of 58 percent are aware of labour laws.

During the course of study, it was found that majority of garment workers were availing benefits of Factories Act, Minimum Wage Act, Equal Remuneration Act and Maternity Benefit Act. These women workers have fair knowledge of labour laws which are implemented. From the survey it was inferred that the women workers in Bangalore garment industry have moderate knowledge on Maternity Act, 45.5 percent, Factories Act, 14.2 percent, Minimum Wage Act 32.5 percent, yet Equal Remuneration Act 11percent.

To verify the employees level of effectiveness of labour welfare measures towards various laws implemented in their work place which states that 40.5 percent

are satisfied, 34.8 percent are highly satisfied, whereas 20 percent are not satisfied and 4.8 percent remained neutral.

- A large majority of garment industries in India are not organized in trade union. Most of the workers understand the importance of labour union, but access to labour union is not possible for them because of lack of labour union in the garment factories. Unionism is traditionally a male bastion and women have not registered significantly in this regard. Women generally lack unionism as they have dual responsibility. The participation of women in union is completely absent among 86.3 percent of the respondents. Consequently, women's unions are rare and as a member of common union they are occasionally active. Lacking unionism among women workers make them relatively vulnerable and does not inspire to fight against their rights and problems.
- Membership in union is the most important determinant of strength of a trade union. It is membership of a union depends on its area and scope of activities, increase in membership means progress and prosperity for union activities. However, majorities of 99.5 percent of respondents are not member of union, while only 0.5 percent have found to be member of union.
- Collective bargaining is one of the most important instruments used for preventing and settling the industrial disputes. However, there had been no collective bargaining between many garment industry and trade union as women workers are not involved in union activities. This is partly on account of garment workers are barred from forming unions.
- Workers are entitled to right to form and join association of their choice to protect their interest. This gives the basic right of human freedom of expression and allows workers to set up, join and run their own organization without any interference from the State. A majority of the sample respondents are not enjoying this right.
- An essential part of the entire system is labour contracting which varies in its nature as well as operations. The labour contract defines a sum of terms and conditions of work. Given the instability of the demand and nature of

industry, the labour contract generally hire or lay-off labourer. None of these workers have offered any continuance or security of employment.

- By social audit technique, efforts are made to measure the contribution of an enterprise to society. It is an evaluation of organization's social performance. It has been found that majority were aware of social audit conducted in their company.
- Codes of Conduct which addressing labour issues have become a key element in the discourse of improving workers rights and working conditions. Codes of Conduct specify norms and rules to evaluate labour practices in the workplace. A majority of 91.8 percent of respondent are aware of codes of conduct.
- In the changing world of work with new employment pattern which is accompanied by reduced government intervention in workplace. Thus the primary function of labour enforcement machinery headed by the chief labour inspector is to ensure enforcement of statutory provisions with respect to health, safety, welfare, minimum wages and other benefits awarded to workers under various acts. The empirical evidence shows that monthly labour inspections are conducted and often quarterly visits by Department officials have been noticed.
- Strikes are powerful weapons in the hands of workers often called as armoury of workers. It is known fact that strikes are frequently resorted by the industrial workers. But the occurrence of strike has been uncommon in garment industry. In order to understand the view about strikes it has been revealed that strikes are very rare.
- The attitude and relationship at workplace has significant impact that affects the relationship between workers and management. To a question whether management in their factory are pro-workers, different opinion with highest percent of 96.2 percent of workers feel that it is cooperative. Though lesser 2.8 percent with opinion of normal and 1 percent being arrogant. Thus, the management is generally more hostile in their ideological conditions towards the workers.

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- Abuse at work place is a common phenomenon. Although the data is showing less respondents but the fact is many of them are abused at work place which often gets unnoticed. Some incidence of yelling and shouting by their superiors and floor in-charge if workers lag behind in their performance was witnessed. It has been found that majority of 9 percent have faced verbal abuse and 9 percent physical abuse. No incidence of sexual abuse.

Abuse at the workplace affects the well-being and economic livelihood of the woman employee, while also affecting the moral productivity and integrity of the workplace. To control the sexual harassment of women, directions and guidelines issued by Supreme Court should be observed strictly and women should be aware about their rights. It is, therefore, necessary to ensure equal opportunities and protection for all. Creating a healthy environment for the dignity of workers is of vital importance in preventing and combating harassment at workplace.

- Women workers suffer from various difficulties at work place. To find out the opinion of these workers on this regard it has been found that majority of 78.3 percent of respondents are under work pressure, whereas 63.5 percent agreed that wages are not appropriate with the workload. They did not get proper wage in accordance with the work they perform. Accordingly, 68 percent are with the opinion that they are under pressure to do overtime. 81 percent have stated that they are under constant pressure to meet the target. Hence, it can be stated that maximum of the respondents express their difficulties faced at work place. In view of the difficulties faced at workplace, respondents have expressed their inability to improve the working conditions to the desired level.
- Every society exhibits a sexual division of labour with status distinctions, however with the processes of industrialization, urbanization and rationalization; there is universal inclination to absorb women into labour force and jobs which are incompatible with their normal roles of family services. The existence of patriarchy at all levels intervenes with work related problems of women. Gender discrimination represents a set of complex relations determined by social processes. In particular gender discrimination

have become an issue of concern where gender inequalities are manifested and sustained with consequent impact on their life. As it has been documented that, because of strong division of labour between men and woman which represent a form of discrimination where a large segment of labour force are discriminated. But the sexual division of labour is justified on the ground of dubbing women's work as low skilled. Wage discrimination is a universal phenomenon. It is evident that women are widely concentrated since a high share of female workers is concentrated in garment industry there are no significant wage differentials and almost no prospects of discrimination in promotion. Gender based wage disparity exist all across all sectors and occupations. Garment manufacturing sector appears to be the most discriminatory towards women. Women are paid uniformly lower wages. Hence there is no gender disparity in wages.

Women workers are mostly employed in unskilled and low paid jobs. Gender discrimination at work pace is reflected in the nature of work they perform and also in the valuation of skills and technologies used by men and women. In this section Objective 4 and 7 have been explained and Hypothesis 2 and 4 have been tested.

O₄: To analyze the problems of women workers in garment industry.

O₇: To find out the weaknesses in implementation of existing labour standards.

H₂: Lack of awareness about labour rights among women workers.

H₄: Prevalence of gender discrimination in garment industry is more.

- Empowerment of women involves many things economic opportunity, social equality, decision making power and so on. Historically, world over either by law by custom the status of women is undermined by asymmetrical power relationships in decision making, access to resources and entitlements. Women still lack opportunities and are still under presented in involvement in decision making at the household and social level. The element of empowerment of women is discussed in the context to which one has the power over oneself and the degree to which one can take decisions concerning one's own life and that of others.

The aspect of empowerment of woman has been discussed in this study by taking into consideration the perception of their own situation, changes in life after joining work its contribution towards personal growth and the decision making capacity of women in household issues.

- Status in the social structure or in the institution such as family, commensurate with the roles of individuals. It is not only in the family that the roles of working women gains prominence although working women have the outside roles, yet in a wider social context. It was found that most of the respondents are proud about their economic contributions to the family and this helps in improving their status not only within the family but also in the society as well. The participation of women in employment outside the home has greatly changed their family lives and the most far reaching effect of this.

Respondents of this study were asked, in this context to state whether their role makes them feel proud of themselves 51.8 percent respondents have responded positively. About 46 percent are committed to work, 36.5 percent feel empowered, 31 percent opted for being respected and 4.5 percent have an opinion of they are not interested to work.

- Another note-worthy change which has been observed is that by working outside the four walls of the house, women are thrown in the open-world. Every day they have new experiences and face new situations. Their mental horizons are widened, new aspirations aroused. Their ways of thinking are also changed. They want to give a new shape of their lives. They try to find new solutions to their problems. While, the other members of the family are still having the same traditional outlook. The generation gap between the elders and the working women is increasing day by day. It can be inferred from the empirical data that the respondents were able to improve themselves both economically and socially. The major social impact has been with better quality of life as revealed by 69.5 percent. For some taking up waged employment is opportunity for economic independence as it is viewed by 30.3 percent and also developing a sense of confidence among 16.8 percent of the

respondents. Most of the women work to help their families in their economic disparities. However, the general impression of the society is to the contrary.

In this modern age woman are mainly entering into lucrative paid jobs to enhance the family income and to utilize their manpower and social status rather than due to the only economic constraints. The study reveals that the urban women have now began to realize that job can raise their self-esteem, self-confidence and can accomplish them to be self-reliant, economically independent and improve their socio-economic conditions. Employment is a major reason for women that provide many advantages enjoyed by themselves and their family.

- The economic dependence of women is predominant cause of their subordination. The freedom in spending money or the economic resources of the family is another aspect of the status of women within the family. Spending income according to her own wishes is the reflection of the real power she possesses in the economic field because a mere earning of money and its contribution to the family does not increase women's status, nor does the actual decision making contribute to change unless it is supported by real power in spending income related matters in the family. According to the study, majority of 36.5 percent of respondents enjoy economic freedom in the family. The study provides ample evidence of the fact that freedom in spending money by the working women has contributed significantly to raise the status of women in the family.
- With regard to the level of self-reliance 32.3 percent have high level regards. The job in industry makes them to be self-confident with economic freedom, improved self-image, satisfaction and improved standard of living.
- Status relationship between men and women is a factor contributing to change in the status of women in the family. There is consideration of the fact that social values, religious dogmas and people's attitudes about the character and chastity of working women are changing. Now it is regarded as legitimate need of the hour that employment of woman outside the home is feasible for a number of reasons and chiefly for the overall development of family and the notions of equality and human dignity. This has also lessened the demands on

women from their conventional home making role. The field observations have revealed that 22 percent of respondents are with opinion that employment opportunity has led to improvement in socio-economic status. Thus it reveals the fact that women are able to empower themselves both economically and socially.

- Decision making in the family is a critical element in the status of family members, since it involves the allocation of resources and the distribution of roles within the family. For measuring the role of women in the decision making process one would have to access their influence in all of the family decisions. A majority of 43 percent of women workers continued joint decision with the permission of husband. About 22 percent of respondents had a decision by husband who generally have an upper hand in the decision making process. 20.8 percent have joined hands with other members of family in consultation, whereas only 14.2 percent takes decisions alone which are single women headed households.

It is assumed that employment of women would give them some share in the decision making process within the family. Also traditionally participation of women in decision making on vital matters concerning children is not allowed as it is regarded exclusively as man's domain. In the present study accordingly an attempt is made to find out the extent of participation of women in the area of family matters. The analysis of data shows that women are being consulted in case of household matters. Thus it can be concluded that employment of women outside home may lead to a rearrangement of the power structure in families in favour of employed women.

Even though many women work, not many of them have any control over the income they earn. They are not supposed to manage their own income. The amount is spent in the expenses of home. A large share of respondents had a decision making right with respect to purchase of household items. It was basically the husband or other male member of the family who generally have an upper hand in the decision in household. Most of the female workers joined hands with husband in decision making.

Participation in the decision-making process of a family is an indicator of the power and control over the affairs of that family. This power and control may rest either with the husband or the wife or both or any other member of the family. Generally, in a male dominated society, the control rests with the male members only and the female remain subordinate to them. This situation, however, may vary in families where the women are working and contribute towards the family income. Major decisions of the household related to spending the money, marriage, size of family, managing the economy of the households, education of children are consulted unanimously. In normal circumstances, it is the husbands only who take the majority of decision.

An attempt was made to study the factors that facilitate and constrain the dual role performance of the women workers. The increasing entry of women into professions has led to concerns about work-family conflict. Work and family are the two domains where the women participate and both these can contribute to role conflict.

Women face unique challenge in the occupational arena, because of their gender and were caught in a conflict between gender role expectations of fulfilling one's occupational potential. One of the significant changes witnessed in labour market has been the entry of women in rapidly growing readymade garment industrial sector. As women take on the role of wage workers in addition to their traditional role of home makers, they are under great pressure to balance their work and personal life. This study attempts to understand how work and family related factors influence the work family balance of women workers. Women have to bear dual responsibilities both at home and workplace. The economic condition forces many women to be available for additional work to support family income.

The inability to balance work and life has severe implications because it affects every aspect of women's life. The major problems for working wives arise out of the dual responsibilities of the working women: house work and the factory work. Being simultaneously confronted with the dual demands of the home and work, they are liable to face adjustment problems. At the same time there are other duties which they are expected to perform because of the prevailing cultural norms and values. These new circumstances and responsibilities require a redefinition and reallocation

of roles, duties and responsibilities, not merely for them but also for every member of the family.

Women face unique challenge in the occupational arena, because of their gender and were caught in a conflict between gender role expectations of fulfilling one's occupational potential. The inability to balance work and life has severe implications because it affects every aspect of women's life. There are contradictory role expectations from working women in order to fulfill the multiple roles she performs. A large proportion of 35.8 percent have opinion that they are supported by their family members. It has been seen that 31 percent replied that due to work life balance they are facing problem of dual responsibilities. 20.5 percent of women workers are confronted with role conflict due to the fact that women need to perform the key responsibility in their home. It indicates that most of the female workers are facing some problem regarding work life balance situation.

SUGGESTIVE MEASURES

The findings of the study clearly indicate that improvement of labour rights situation in readymade garment sector is urgent need for workers, employees and the State. It is important for women workers because the poor working conditions and other benefits have detrimental effect on the lives of workers and their families. Due to insufficient wages, workers are struggling with poverty and malnutrition, little access to health care facilities. In the light of the above findings the following suggestions have been recommended to have a strategy to create a legislative and administrative framework to provide as per the requirement and without any additional burden on the government to ensure not only to reduce existing inefficiencies, gaps and weakness but also to ensure safety, security, protection and well-being for women workers.

- Understanding the problems of women workers is essential for formulation of suitable amelioration measures for welfare. Firsthand information and detailed survey of these workers should be undertaken from time to time to study their problem and conditions of work.
- Illiteracy and ignorance about their rights has led to discrimination and exploitation. There is need to educate them through mass media, conferences,

adult education and awareness programme through trade union. Labour department can play an important role in this regard.

- Legal literacy programme can enable women labourers to get awareness to the law and legal process for better socio-economic changes.
- To have a better coverage of beneficiaries and ensure effective implementation of all legislative measures, it is suggested that accessibility of the scheme is needed. Hence, it is suggested that women should be fully equipped with proper education, awareness and skills. It is also suggested that vocational training programmes for advancement of skills is also required.
- In course of study it was found that present holiday benefit, job security and other facilities are not adequate, therefore strict implementation is needed.
- The facilities in the crèche should be upgraded with appointment of trained teachers and improve the facilities.
- Social outlook towards women in general and women workers in particular must undergo a radical change in order to work without injustice and social disapprobation. There is need for mobilization of public opinion and effective community participation against eradication of social evils.
- A sick and unhealthy workforce is a threat to the sustainability of readymade garment industry. Improvement in the labour conditions is suggested which benefits the employees.
- Employees in general, women workers in particular should be organized and endeavour to get their demands fulfilled.
- Large family size, more number of dependents and poverty causes women workers to work in garment industry at low wages. Hence, it is suggested that workers are advised to follow the small size family plan.
- The working hours of workers in garment industry should be regulated and streamlined. Steps should be taken by Government to ensure that no exploitation of labour take place. This will go a long way in upliftment of the standard of living of women workers.

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- One of the important insecurities to any garment worker is the risk of health insecurity and hence health security is the prime security for the unorganised worker as it has a detrimental effect on the earnings and earning potential leading to vulnerability of the poor workers. It is suggested that the poverty alleviation programmes should make allowance for the burden of treatment. Since health security should be equally available and accessible to all citizens, it is also suggested that a comprehensive health policy should be framed by strengthening the public health care infrastructure by designing under a comprehensive insurance plan for hospitalization.
 - The Rashtriya Swasthiya Bima Yojana which was initiated in 2008 is a health insurance package that covers upto Rs.30000 for inpatient related expenses for families that hold below poverty line cards. But since this insurance covers the cost of hospitalization, the workers still have to invest money often to outpatient treatments which include medical fees, cost of medicines and diagnostic facilities. The Government also has shown its concern and desire to take steps to root out the vulnerability of informal workers by passing the Unorganised Workers' Social Security Act, 2008. This Act also does not assure benefits to all workers as it applies only for below poverty line workers and there is no universal coverage or integrated implementation. Hence, it is a major challenge to extend social security measures effectively to unorganised sector.
 - There is need for extension and establishment of more ESI hospital facilities. There are few ESI hospitals which are not able to cater the needs of garment workers. Further, the distance of these hospital is more and the transportation cost are high and therefore sizeable number of workers do not prefer to go and they prefer to take treatment nearby private hospital where the charges are very high.
 - As the technology changes the economic and social activities of human being also find massive a change. One can witness the introduction of new and improved technologies everywhere. But the field of garment industry which has good scope even for export is completely neglected from modernization and as such women have to work manually over long and continuous hours. If

the work is modernized and is given some mechanical work their physical and mental work pressure may get relieved and they can find the work more interesting with modern technologies.

- During the field survey one of the major question put forth by the sample respondents was can they get own house and government support for all their basic needs. Life security and job security are like two sides of a same coin that needs to be tackled and it is in the hands of the government to look into the matter to frame suitable policies for remedial measures and actions.
- One of the sources of risk for garment women workers is insecurity with regard to old age. Where workers face insecurity of work and information reveals that there is no possibility to save from their earnings to support their needs during the old age. For the women workers, under employment and low productivity employment with consequent risk of low income and high level of payment is also a great source of insecurity. Thus, it is suggested that a proper and adequate institutional mechanism to establish for taking care of aged garment women workers and Indira Gandhi National Old Age Pension Scheme should be extended to cover the informal workers belonging to above poverty line also Hence, there is a need for old age security.

The various problems and obstacles in effective implementation of various provisions of labour legislations, it is suggested that steps may be taken for making the labour legislations effective and result oriented to improve the working and living conditions of women workers which are as follows:

- Sustainability of the economy of Bangalore is largely depended on RMG industry. This sector contributes about 17 percent of the total export earnings. Losing the demand from global market will force the employer to shut down the factories and drastically reduce the export earnings. At the same time more than 4 lakh people, the majority of which are women, will lose their jobs. As a result, unemployment will reach at the peak. It would be difficult to confront the challenges that will emerge from the loss of global RMG market.
- With the advent of opening of Indian market for foreign goods in the era of LPG, the garment industries feel some amount of sustainability in their

production and distribution. Globalization has brought about changes in the consumption pattern at international level.

- Women are under-represented in trade unions, collective bargaining and in decision-making structures. There is a need to recognize women workers representation in bargaining structures.
- The biggest constraint arises from the lack of voice of women garment workers and their weak bargaining power. These problems can only be corrected through concerted efforts at strengthening the bargaining capacity of these workers. One of the ways in which this can be done is by giving their representation in dispute resolution mechanism and giving them the authorities to raise their issues. It is noted that sample respondents are neither aware of trade union and nor the members of the same.
- Union usually improves wages and working conditions of their members. Sometimes they adversely affect the distribution of income. Policy makers must create an environment which minimizes the negative effect of trade union and encourage their positive contributions to economic growth and equity. Workers freedom of association and organization must be protected with the freedom to join the or not to join union of their choice
- The labour market for garment industry workers is imperfect and buyer dominated. The only remedy is to organise them in trade union. However, many of women workers are aware of benefits of union. There is need to create awareness about trade union.
- One of the other approaches is to constitute a labour welfare board and make registration of all garment workers compulsory. This arrangement is already there, but it has to be made more effective.
- It is sincerely hoped that the authorities concerned would initiate measures to carry out the suggestions offered in the light of a close study of the women workers in garment industry.
- Last but not the least, women workers in garment industrial sector are ignorant about their rights, benefits and protection provided under labour

legislations. Ignorance of statutory provisions is one of the main cause that result in injustice that government, trade union, voluntary organizations to organize awareness programmes relating to health, nutrition, information to workers about the rights and their responsibilities.

Scope for Future Study

- The study concludes that the capability approach will be better integrated in establishing social partnership of different actors that requires further investigation.
- Comparative analysis can be conducted within different geographical region and with different unorganised sectors to bring out the flops and fallacies.
- The effective implementation and introduction of Government schemes and acts can be surveyed and analysed for revision and action.
- The impact of women employment can be viewed separately to bring out suitable policy measures.
- More research can be conducted and enlarged as the scope for employment of women workers in garment industry is very much wide.

CONCLUSION

Female labour force constitutes more than 80 percent of workers in Bangalore readymade garment industry. Women workers face serious problems and constraints related to work such as insecurity, low wages are often insufficient to meet minimum living standards including nutrition, long working hours and like. The unseen exploitation of female workers happens both horizontally and vertically. As women are vulnerable and impoverished, they face the additional vulnerability and exploitation. Bangalore is a major garment industrial hub considered to be major occupation and income provider to many people with ample scope for employment opportunity. The study which is concentrated on the motivational factor for joining garment industry reveal that women have taken up job mainly due to unemployment and poverty. Skills to carry out the work faced, with certain problems in work place, often affected with certain disease and stressful situation, role conflict, moderately satisfied with working conditions but have been benefitted a lot by having an income and economic freedom. The analysis on the impact of employment shows that women workers could be able to enrich themselves both economically and socially which is a positive sign for empowerment. Hence, it is in the lives of women to light their lives and help themselves to stand upright in the society.

In order to meet the challenges of reducing poverty, promote sustainable development and build good governance, transforming the prevailing social discrimination against women must become the top priority, thus a synergy of progress can be achieved. As women receive greater education and training they will earn more, they can spend further for education of their children and it gains a greater social standing in the society.

Women remained disadvantageous relative to men in terms of opportunities and treatment in labour market, unequal participation in decision making and greater vulnerability to retrenchment and unemployment. Though women face certain disadvantages and discrimination in labour market, there is no doubt that access to earned income substantially improves their position within the household, gives them greater control over decision making on earnings and household resources and lead to an improvement in their status and position.

There has indeed been a growing realization that the women workers form an integral part of the process of national development. This has made the government make continuous effort to give women workers a better deal in spheres of work and to recognize their contribution to the socio-economic development of the Country. However, what has been done remains a drop in the ocean and the women worker remain exploited and unprotected, with long working hours, conditions of work, wages, types of job and other situation are still not favourable to women workers.

It is clear that to provide security against various risks, peculiar to their nature, women workers have been given various rights, benefits, concessions, protection and safeguards against under different labour legislations. But despite this all, much remains to be achieved. Women workers are still made to suffer injustice, inequality, exploitation and discrimination in social and economic spheres and continue to be most exploited lot. Most of the labour legislations apply to organised sector only, leaving unorganised sector, where a majority of the women work, unattended. It has therefore, been suggested that the labour legislations should be applied to unorganised sector also so that majority of the women who work in this sector are protected and get the benefits.

ILO is the most important organization in the world and it has been working for the benefit of workers throughout the world. It is working as a ‘saviour of workers’, ‘protector of poor’ and it is a beacon light for the change of social and social security. The ILO examines each and every problem of the worker pertaining to each member country. On the basis of conventions and recommendations of ILO every country can incorporate its recommendations and suggestions in its respective laws. It performs an important role in ensuring that labour laws are applied equally to all employers and workers (ILO, 2005). Consequently, all ILO members’ countries are obliged to respect labour standards and should include those labour standards in their national laws and policy. Furthermore, it also provides the only functioning supervisory mechanism, and is central to the international legal arrangements for labour standards.

Attention has also been paid towards the women workers at the international level. Since its inception in 1945, the UN has been playing a very important role in the process of bringing awareness about women’s unequal position in society. UN

Charter established gender equality as fundamental human right. ILO Resolution concerning ILO action for women workers includes strategies to eliminate continuing barriers to the equal participation of women in employment. Various recommendations have been dealt exclusively with the protection of women workers set forth by the ILO.

These Conventions and Recommendations are as follows : *Equal Remuneration Convention and Recommendation 1951, Discrimination (Employment and Occupation) Convention, and Recommendation, 1958, Workers with Family Responsibilities, Convention and Recommendation, 1981, Maternity Protection Convention (Revised) 1952, 2000 and Maternity Protection Recommendation, 1952, 2000, Maternity Protection (Agriculture) Recommendations, 1921, The Minimum Wage Fixing Convention, 1970, The Protection of Wages Convention 1949, Social Security (Minimum Standards) Convention 1952, Welfare Facilities Recommendation, 1956, and International Covenant on Economic, Social and Cultural Rights*. All these Conventions, Recommendations and Resolutions adopted by the UN and the ILO from time to time make it amply clear that they have been fully conscious of the growing problems of working women. Thus, the Conventions, Recommendations and Resolutions came as a boon to the working women by guaranteeing income protection, medical care and maternity relief. But unfortunately, it is painful that these efforts have remained only on papers.

India has been member of ILO since its inception in the year 1919. ILO and it has common aims, goal and destiny for both of them are committed to world peace, freedom and social justice. Both are striving for the socio-economic betterment of the large sufferings as well as the people who are under privileged. The Constitution of India embodies the noble and grand vision of liberty, equality and fraternity and also promise to secure social, economic and political justice.

The Constitution of India grants special focus towards the needs of women to enable them to exercise their rights on an equal footing with men and participate in national development. It also aims at creation of an entirely new social order where all citizens are given opportunities for growth and development and where no discrimination takes place on the basis of race, religion, sex, etc.

The founding fathers of our Constitution granted freedom, liberty and equality to all. They expressed the fear that discrimination will continue even after enacting Article 14, which provides equality before law and equal protection of law and prohibited discrimination on the basis of sex etc. by providing Article 15(1). The framers were also conscious of the fact that the pitiable condition of Indian women cannot be improved by only prohibiting discrimination on the ground of sex. It can be improved by giving special protection in the form of protective discrimination measures to the women as provided in Article 15(3), which empowers the State to make special laws in favour of women. Thus special care has been taken to provide socio-economic justice to women.

The Constitution also adds to the service jurisprudence by enacting Article 16, which ensures equality of opportunity to women in matters relating to government employment and also prohibits any discrimination in respect of any employment or office under the State on the grounds only of religion, race, caste, sex etc. The State is under an obligation to promote the welfare of the people including women by securing and promoting as effectively as it may a social order in which justice social, economic and political shall pervade all the institutions of national life. Article 39 states that the State shall direct its policy towards securing for both men and women equally, the right to an adequate means of livelihood, the right to equal pay for equal work and the right to health of workers is not abused. Article 42 provides that the State shall make provision for securing just and humane conditions of work and maternity relief and Article 43 directs that the State shall endeavour to secure to all workers living wages, good conditions of work and a decent standard of life.

The principles that are embodied in Articles 38, 39, 42, and 43 are expected to govern the State in its legislative, executive and judicial functions. Thus on the one hand, the Constitution prohibits the State from taking any sex-based discriminatory action and, on the other hand it imposes a positive duty on the State to strive to secure above mentioned rights. Both at the national and international levels, a great deal of efforts have been made over the years, through various means for the upliftment and empowerment of women in general and women labourers in particular.

In the light of the various provisions of the Constitution and to comply with the different Conventions and Recommendations of the ILO, Government undertook

various legislative measures, which provide for the protection and welfare of women workers. These rights are provided in various labour laws i.e. *The Factories Act, 1948*, (*Regulation of Employment and Conditions of Service*) *Act, 1996*, *The Maternity Benefit Act, 1961*, *The Employees' State Insurance Act, 1948*, *The Employees' Provident Funds and Miscellaneous Provisions Act, 1952*, *The Payment of Gratuity Act, 1972*, and *The Workmen's Compensation Act, 1923*. In an economy where even minimum wages are not paid to the women workers, the need to protect the wages earned by them has great significance. In this regard most relevant and important pieces of legislations are *Minimum Wages Act, 1948*, *Payment of Wages Act, 1936* and *Equal Remuneration Act, 1976*.

Welfare measures for women were provided in very first five-year plan launched in 1951. Second five-year plan recognized special needs of women workers such as maternity benefit and crèche facility for their children. The third and fourth five year plans focused on expansion of women's education. The fifth five-year plan elaborated upon some of the reasons for fewer employment opportunities for women. During the sixth five year plan a variety of programmes, were taken up under different sectors of development to ameliorate the working conditions of women and to raise their economic and social status. The seventh five-year plan also provided that the women labour has to be given recognition and be provided with the requisite facilities for bringing them into the mainstream of economic growth. The eight five-year plan continues to identify certain thrust areas for women's development. The ninth and tenth five year plans have empowerment of women as a focus. Eleventh plan focus on women empowerment and gender justice. Many development programmes, policies and schemes for the upliftment of women and women labourers have been launched by the Central and State Government.

Every society faces a situation which has never been known before. The imbalance industrial development and unexpected growth of population has created a lot of problem and complications. Contingencies of industrial and general life are also increasing day by day. Individualism is affecting the people badly. Hence to protect individual and society from uncertainties of future social security has been adopted through various programmes. Any means of social security strikes at the root of poverty and exploitation. Its ultimate goal is to provide social welfare as economic

justice to all. Social security acts as a fact to fulfill the concept of welfare state which provides security to the members of society against unprecedented situations, hazards, accidents and contingencies of future life.

It is now axiomatic that society has the responsibility to relieve economic distress faced by individual members on account of contingencies beyond their control. In the employment front the State is expected to regulate the working ambience so that human dignity is endured and unforeseen eventuality in the lives of workers can be both averted and minimized and such measures are termed as social security. Social security still eludes most workers in the informal sector, especially women workers. In the unorganised sector the concept is hardly applicable or observed consistently or categorically and the framework and thrust seldom satisfy the nature of work and plight of workers.

The relevant statutory provisions of safety, health and welfare for women workers with regard to protection of employment, infrastructure facilities under the Factories Act, 1948 and other relevant Acts have failed to protect the legitimate interest of women workers due to their poor implementation. It has also been identified that women workers are excluded from labour laws to deal with issues of provident fund, old age pension. Thus women are forced to work in sub human conditions. They remain invisible and under reported both in the labour market and in the society.

There is a persistence of dilemma among the working women regarding the duality of their role. They are stretched between two contradictory expectations. Social expectations engaged in looking after and maintenance of family affair and domestic obligations – a perspective of patriarchy. The other is the quest for status and demand of modernity, the liberation of individual from the clutches of collectivity. Therefore, the behavioural trends for consolidating domestic responsibility and professional understanding are inevitable for coping the problem of role conflict by women workers.

The pressing question is how to improve the labour rights situation in an interdependent world where employers and the State have little control on the market prices. The study suggests that tripartite industrial relations should be strengthened

where all of the actors (workers, employers and State) would play responsible roles. However, in a trajectory where employers hold strong power and state institutions are corrupted and undemocratic, workers' agency will not be established. In the demise of the tripartite industrial relations system due to unequal power relations, the buyers' pressure on producers' complying with codes of conduct has been granted as the best way for ensuring labour justice. The multinational corporations have the power and are equally responsible too because the maximum share of profit from global business goes to their hand. Unfortunately, economic rationality of maximizing profits very often forces them not to address workers' rights properly. Consumers and citizens' movements supported by NGOs and human rights organizations (both local and international) are essential to oblige the MNCs taking the responsibility of labour justice. The study suggests that the industrial relations system needs to be revived through the involvement of all actors including workers, employers, State, corporations, NGOs, consumers' and citizens' groups so that diverse needs and points of view can be taken into account and incorporated to ensure justice for workers in general and women workers in particular.

The garment industry in Bangalore gives an impression that it provides waged employment to thousands of women and source of income to their families also generates foreign exchange earnings. If one places the importance of quantity of employment, the garment industry is a role model for industrial employment to semi-skilled persons, which lacks employment protection and informal nature of employment. Thus the study concludes that garment informal production system and labour market flexibility has profound implementation on these women workers.