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SOCIO LEGAL STUDY OF WOMEN WORKERS IN THE GARMENT INDUSTRY WITH SPECIFIC REFERENCE TO PEENYA INDUSTRIAL AREA, BANGALORE

Dr. L.R.K. KRISHNAN
CONSULTANT
UNIVERSITY LAW COLLEGE
BANGALORE UNIVERSITY
BENGALURU

ABSTRACT

The garment industry has been part of India's growth story in the manufacturing sector and continues to occupy the primary attention for employment of women workers and for export of garments. The field study attempted to gather empirical evidence on the statutory compliance, health and hygiene support, collective bargaining, effectiveness of Trade Unions, discrimination at the work place. The study attempts to depict the ground realities and suggest remedial measures.

KEYWORDS

statutory compliance, collective bargaining, discrimination, health and hygiene, trade union.

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INTRODUCTION

This research titled "A Socio Legal Study of Women Workers in the Garment Industry with specific reference to Peenya Industrial Area, Bangalore in the State of Karnataka" is an attempt to understand the problems from the perspective of the women workers in the industry. The aim of the study is to identify the factors resulting in exploitation of workers and their impact on quality of work life and deprivation of benefits to women workers.

THE KEY RESEARCH QUESTION

The key research question in the thesis is *ineffective implementation of hygiene and health measures, lack of strong unions and poor implementation of labour laws impact women workers in the garment industry.*

HYPOTHESIS

1. Gender based abuse or discrimination at the workplace impacts morale of the women workforce.
2. There are inadequate hygiene and health support for women workers at the work place.
3. Work place practices that are not compliant of the statutory regulation result in exploitation of women workers.
4. Owing to lack of strong Union support there is inability to bargain collectively for better wages and benefits.
5. Implementation of labour laws not consistent with the spirit of improving quality of work life or quality of living

SOCIAL CONTEXT

In India, agriculture forms the primary source for employment in the rural and unorganised sector and the women plays an equally important role in income generation in the family. The women face many hardships in society to overcome their social and economic status. It is very common for girls to drop out from school to handle errant jobs at home and support the male folk in their affairs. Child marriage, early motherhood, malnutrition, social backwardness all result in depriving a decent livelihood for women in India. Owing to agriculture not being viable, labourers are now migrating to semi urban and urban markets in search of livelihood and jobs. Most of the women workers are middle school drop outs or uneducated and look for daily wage or jobs in the garment sector. Since they are low on skill levels, they are trained and deployed very quickly. In the garment industry the jobs range from Un-skilled, Semi-Skilled, Skilled to Highly skilled trades. The manufacturing processes involve cutting, sewing, finishing and the special processes involve, washing, embroidery, printing and dyeing.

Majority of the workers are in the age group of 21 years to 40 years on the shop floor. They come mostly from rural backgrounds, Kannada speaking, and some involved in seasonal agriculture. Some workers seem to have deserted farming or in some cases where the spouse is involved in agriculture they add to the income to avoid poverty and mounting of debts.

The women are unaware of their rights and obligations under the labour statutes and general awareness of industry processes, market - industry intelligence is also very low. They supplement the income of the family to ensure their children go to schools for education. The process of managing the homes and balancing work is very stressful and taxing. While the constitution guarantees various fundamental rights, on the ground the situation is still very different owing to poverty, illiteracy and exploitation. Migrant workers whether from outside Bangalore but within Karnataka State or for that matter from outside the State are heavily dependent on brokers or middle men for jobs in the urban areas. These middle men make a living on the exploitation of the women workers and are also partially responsible for the state of affairs. Employers prefer to deal with middle men for constant supply of cheap rural labour.

OBJECTIVE OF THE STUDY

The objective of the study is to understand the challenges faced by the women workers on the shop floor in the garment industry and the facilities available to them at the work place. The wages and benefits paid to them besides the work culture, the treatment meted out to them by the Supervisors and Managers. To understand and evaluate the Trade unions proactive support in collective bargaining, training, efforts in enhancing the quality of work life and quality of life of the workers. To assess the management's commitment to ensuring all benefits are provided as per the labor laws and ensuring there is no discrimination, harassment or abuse in the factories. To also understand the health and hygiene status of the women workers and their motivation levels in the industry. Capture the views of the various stake holders in the industry and collaborate their views on the subject. To study to what extent the labor laws are implemented in the letter and spirit. To assess the commitment of the labor department in the implementation of the labour laws and social security measures.

SCOPE OF THE STUDY

The scope of the study was to restrict the universe and the sample size to the garment factories in the Peenya Industrial Area, Bangalore, Karnataka, India and cover permanent women workers. The study involved workers in the mid size and large factories employing more than 250 workers and in the organized segment. It involved workers and factories where the full value chain in manufacturing was involved. It predominantly involved exporters of readymade garments.

NATURE OF THE PROBLEM

The women workers are low on skill, migratory in nature, are not highly educated are subjected to discrimination, harassment and abuse in many factories. Women workers prefer the garment industry owing to the intrinsic value they derive in stitching of clothes or garments, the lack of necessity of high skills or physical labor. Owing to these reasons the worker is exploited and not provided a fair or living wage. The supervisors or managers who normally men, tend to push very hard for excessive production at the shop floor. The work environment is suboptimal in the industry. The various labor laws have not been implemented adequately by the management and lack of adequate audit and inspection by the labor department is a contributory cause for the poor plight of the workers in the industry.

IMPORTANCE OF THE STUDY

There are close to 1200 garment factories in around Bangalore engaging nearly five lakhs workers. Approximately, 80% of the workers are women. The Garment Exports from the state of Karnataka is around 4000 crores, i.e., 15% of the state's overall exports. Nearly one million workers employed directly in Karnataka by this industry.

The Garment industry acts as a driver of the economic growth in our country. It has the lowest capital to labour ratio and it employs mainly semi-skilled and unskilled workers. It is the second biggest employment provider next to the agriculture industry. The sector does not depend heavily on specialised machinery or raw material, nor any specific expiry characteristics or shortage of raw material suppliers for production and consumption. It is a preferred industry for women as it focuses on stitching skills without involving hard labour. It is relatively environmentally friendly with not many hazardous operations restricting to the cotton dust, the humming sound of the sewing machines and vibration sound of the embroidery machines. Barring the Washing and Dyeing operations the industry is safe for women workers.

With a large woman work force catering to the export segment, the industry generates a lot of employment and foreign currency. It supports the biggest fashion brands globally. The impact on agricultural labour, consequent migration of labour and their challenges are all important social issues to be studied and problems solved. The garment industry in Bangalore is sizeable and a key player in labour market. Women's Health and socio-economic status has significance in the nation's economy and society and hence the motivation for this study. The various labour laws and their impact on the working class needs to be evaluated from time to time to check the utility value has further motivated me to undertake this research.

ASSUMPTIONS AND LIMITATIONS OF THE STUDY

The study was restricted to the Peenya location, workers from large factories and a sample of 200 workers is a limitation. The garment industry is broadly classified into two categories: Structured and Unstructured. An attempt has been made to only study the problems associated with the workers in the structured environment since the unstructured garment industry is widespread and exposed to various inequities associated with the employment of women workers. Getting access to workers in some of the locations at the workplace was a challenge and hence, it was impractical to observe the ground realities. Inspection of the working condition and compliance of labour laws was partially successful during the course of the study.

METHODOLOGY

This study encompasses both primary and secondary research sources. The inferences from the primary data and the secondary sources have also been examined. To control variation in the composition of workers, the sample was drawn from all the leading garment manufacturing factories.

This research is a blend of theoretical and empirical work and is descriptive in nature and has been carried out with specific objectives resulting in definite conclusions. The population is approximately 150,000 workmen currently working in the targeted organizations. The pilot study was conducted by administering the questionnaire on 10 women workers. The research was conducted in two phases i.e., Exploratory phase and Validation phase. Data was collected from 200 workers through questionnaires/schedules. Apart from collecting data on supervisor's/production manager's attitude at the shop floor, statutory compliance, working conditions, trade union activities, wages, challenges faced by workers were also collected.

DATA COLLECTION

PRIMARY DATA

Interviews were conducted followed by administering the questionnaire to test the hypothesis. Five Interviews with Managers from the Garment Industry were conducted as part of the study to seek their views and their perspectives on challenges faced by the workers. Focussed personal meetings involving representatives of the Clothing Manufacturers Association of India (CMAI), Regional Commissioner, Employee Provident Fund Organisation and also ESI officials, HR Managers, Senior Leaders from targeted organizations, Union leaders, NGOs and Government Labour Department officials was undertaken separately to capture different perspectives. A case study of a woman worker was part of the research study to capture her story of her family, Quality of Work Live and Quality of Life.

SECONDARY DATA

Data from various reports to seek industry statistics was undertaken. Reference to relevant books, journals, periodicals, newspaper articles and extensive search on the internet for relevant literature review was undertaken. Reference to various laws and its implementation was referred to, as a part of the study.

DATA ANALYSIS

The data generated during the course of the research has been utilized to test key questions. The various tests and analysis performed with the raw data using SPSS (Statistical Package for Social Sciences) are as under:

- Cronbach's Alpha reliability test
- Pearson's Correlation technique
- Regression Analysis
- T-Test
- Skewedness and Kurtosis
- Comprehensive Comparative Analysis of demographic data

The Simple Random Sampling Method was followed owing to the large worker base scattered across the industrial area.

Questionnaire Design

The questionnaire was designed to ensure the following:

- Maintaining focus: It is important to refer to the research questions that defined the focus of the research
- Gaining and retaining the respondent's interest on the subject matter
- Stress Confidentiality: To ensure the confidentiality of the responded is maintained owing to the stress it would create by releasing confidential personal views

Contact Method: Respondents were contacted in person at the factory gate before and/or after the shift duty on a working day.

Research tool used for the analysis of data was SPSS (Statistical Package for the Social Sciences)

The research instrument was designed to capture responses on the main perspective or key questions of the research which were validated and tested.

These perspectives could be classified as;

- Gender based abuse or discrimination at the workplace
- Inadequate hygiene and health support at the work place
- Work place practices not statutory compliant
- Inability to collectively bargain for better wages or living conditions
- Implementation of labour laws not consistent with the spirit of improving quality of work life or quality of living

TABLE 1: CRONBACH'S ALPHA CASE PROCESSING- RELIABILITY STATISTICS

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	No of Items
0.924	0.921	25

The scores arrived on analysis based on the Cronbach's alpha test was 0.92 indicating a very high degree of reliability (Table 1). The inter item correlation matrix depicts the clear linkage of various questions (Ref Table 2).

TABLE 2: INTER ITEM CO-RELATION MATRIX

Inter-Item Correlation Matrix																						
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20	Q21	Q22
Q1	1	0.72	0.34	0.4	0.35	0.53	0.52	0.49	0.54	0	0.43	0.59	0.41	0.48	-0.1	0.11	0.24	0.53	0.58	0.45	0.53	0.56
Q2	0.72	1	0.55	0.44	0.34	0.71	0.6	0.46	0.71	0.14	0.58	0.69	0.54	0.62	0.04	0.23	0.52	0.65	0.67	0.63	0.68	0.73
Q3	0.34	0.55	1	0.32	0.39	0.63	0.37	0.28	0.58	0.18	0.34	0.55	0.39	0.49	0.26	0.02	0.46	0.51	0.75	0.56	0.51	0.5
Q4	0.4	0.44	0.32	1	0.23	0.53	0.75	0.29	0.46	0.04	0.41	0.46	0.29	0.15	0	0.02	0.16	0.42	0.41	0.36	0.55	0.51
Q5	0.35	0.34	0.39	0.23	1	0.42	0.32	0.32	0.31	0.01	0.41	0.35	0.14	0.39	-0.1	0.09	0.36	0.33	0.49	0.36	0.39	0.46
Q6	0.53	0.71	0.63	0.53	0.42	1	0.55	0.45	0.65	0	0.65	0.81	0.72	0.53	0.08	0	0.37	0.61	0.74	0.73	0.68	0.77
Q7	0.52	0.6	0.37	0.75	0.32	0.55	1	0.4	0.6	0.04	0.55	0.45	0.5	0.35	0	0.06	0.45	0.6	0.52	0.51	0.57	0.57
Q8	0.49	0.46	0.28	0.29	0.32	0.45	0.4	1	0.31	-0.2	0.2	0.62	0.27	0.45	-0.2	0	0.16	0.51	0.4	0.4	0.27	0.51
Q9	0.54	0.71	0.58	0.46	0.31	0.65	0.6	0.31	1	0.15	0.7	0.58	0.56	0.53	0.11	0.19	0.58	0.75	0.79	0.66	0.77	0.72
Q10	0	0.14	0.18	0.04	0.01	0	0.04	-0.2	0.15	1	0.14	0.18	0	0.16	0.17	0.21	0.23	0.08	0.03	0.22	0.05	0.01
Q11	0.43	0.58	0.34	0.41	0.41	0.65	0.55	0.2	0.7	0.14	1	0.47	0.44	0.53	0.32	0.3	0.55	0.72	0.59	0.74	0.77	0.71
Q12	0.59	0.69	0.55	0.46	0.35	0.81	0.45	0.62	0.58	0.18	0.47	1	0.49	0.55	-0.1	0	0.17	0.56	0.7	0.61	0.64	0.72
Q13	0.41	0.54	0.39	0.29	0.14	0.72	0.5	0.27	0.56	0	0.44	0.49	1	0.52	0.09	0.05	0.34	0.55	0.56	0.53	0.36	0.58
Q14	0.48	0.62	0.49	0.15	0.39	0.53	0.35	0.45	0.53	0.16	0.53	0.55	0.52	1	0.25	0.34	0.52	0.66	0.46	0.63	0.46	0.68
Q15	-0.1	0.04	0.26	0	-0.1	0.08	0	-0.2	0.11	0.17	0.32	-0.1	0.09	0.25	1	0.33	0.45	0.25	0.02	0.36	0.07	0.05
Q16	0.11	0.23	0.02	0.02	0.09	0	0.06	0	0.19	0.21	0.3	0	0.05	0.34	0.33	1	0.32	0.38	0.07	0.25	0.06	0.23
Q17	0.24	0.52	0.46	0.16	0.36	0.37	0.45	0.16	0.58	0.23	0.55	0.17	0.34	0.52	0.45	0.32	1	0.62	0.43	0.71	0.4	0.53
Q18	0.53	0.65	0.51	0.42	0.33	0.61	0.6	0.51	0.75	0.08	0.72	0.56	0.55	0.66	0.25	0.38	0.62	1	0.67	0.76	0.59	0.82
Q19	0.58	0.67	0.75	0.41	0.49	0.74	0.52	0.4	0.79	0.03	0.59	0.7	0.56	0.46	0.02	0.07	0.43	0.67	1	0.65	0.75	0.76
Q20	0.45	0.63	0.56	0.36	0.36	0.73	0.51	0.4	0.66	0.22	0.74	0.61	0.53	0.63	0.36	0.25	0.71	0.76	0.65	1	0.58	0.78
Q21	0.53	0.68	0.51	0.55	0.39	0.68	0.57	0.27	0.77	0.05	0.77	0.64	0.36	0.46	0.07	0.06	0.4	0.59	0.75	0.58	1	0.76
Q22	0.56	0.73	0.5	0.51	0.46	0.77	0.57	0.51	0.72	0.01	0.71	0.72	0.58	0.68	0.45	0.23	0.53	0.82	0.76	0.78	0.76	1

The demographic details of participants of this study is given below (Tables 3,4,5 & 6)

TABLE 3: DEMOGRAPHIC EDUCATION WISE

Education wise	
Below 5th Class	40
6th - 10th class	112
11 - 12th Class	48
Total	200

TABLE 4: DEMOGRAPHIC LOCATION WISE

Location Wise	
Bangalore	68
Outside Bangalore (Within Karnataka)	84
Outside Karnataka	48
Total	200

TABLE 5: DEMOGRAPHIC SKILL WISE

Skill Wise	
Highly Skilled	12
Skilled	20
Semi Skilled	120
Unskilled	48
Total	200

TABLE 6: DEMOGRAPHIC DETAILS AGE WISE

Age Band (Yrs)	
20-30	84
31 - 35	66
36 - 40	30
Above 40	20
Total	200

FINDINGS BASED ON THE SPSS REPORTS

GROUP 1 - JOB SATISFACTION VARIABLE

On careful analysis of the correlation matrix data (Tables 7-8), there is a clear correlation indicating that the Supervisor and/or Production Manager play a vital role in the relationships at the work place. If they do not protect the interest of the women worker at the workplace and if they force to produce more work with less rest or reward it is considered as the least satisfying factor about the current job resulting in the worker's dissatisfaction. The test supports the findings of the study.

Pearson Co-relation and Single tailed test results are depicted below:

TABLE 7: PEARSON CO-RELATION AND SINGLE TAILED TEST GROUP 1

		Q23	Q2	Q16	Q17
Pearson Correlation	Q23	1	-0.151	-0.022	0.166
	Q2	-0.151	1	0.229	0.523
	Q16	-0.022	0.229	1	0.319
	Q17	0.166	0.523	0.319	1
Sig. (1-tailed)	Q23	.	0.016	0.381	0.009
	Q2	0.016	.	0.001	0
	Q16	0.381	0.001	.	0
	Q17	0.009	0	0	.
N	Q23	200	200	200	200
	Q2	200	200	200	200
	Q16	200	200	200	200
	Q17	200	200	200	200

The ANOVA test results indicating a (If null hypothesis is true F value will be close to 1.0 most of the time- The test is named after Sir Ronald Fisher)

TABLE 8: ANOVA GROUP 1

Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	21.89	3	7.298	7.996
	Residual	196		0.913	
	Total	200.8	199		

GROUP 2 – HR POLICIES AND PRACTICES

Based on the analysis of the data (Tables 9-10), the significant challenge at the work environment is lack of worker friendly HR policies and practices which is impacting the work environment. It is clearly indicating that the Supervisor and Production Managers approach of forcing workers to produce more is impacting the satisfaction levels. Therefore, employee friendly HR policies including the Supervisor and Production Managers role of protecting the interest of workers will have a direct impact on the work environment.

TABLE 9: PEARSON CO-RELATION AND SINGLE TAILED TEST GROUP 2

		Q24	Q9	Q10	Q12	Q14	Q17	Q19
Pearson Correlation	Q24	1	-0.023	-0.057	-0.127	-0.017	0.162	0.013
	Q9	-0.023	1	0.15	0.583	0.529	0.584	0.793
	Q10	-0.057	0.15	1	0.175	0.164	0.232	0.029
	Q12	-0.127	0.583	0.175	1	0.549	0.172	0.695
	Q14	-0.017	0.529	0.164	0.549	1	0.522	0.464
	Q17	0.162	0.584	0.232	0.172	0.522	1	0.427
Sig. (1-tailed)	Q19	0.013	0.793	0.029	0.695	0.464	0.427	1
	Q24	.	0.372	0.213	0.036	0.404	0.011	0.429
	Q9	0.372	.	0.017	0	0	0	0
	Q10	0.213	0.017	.	0.007	0.01	0	0.343
	Q12	0.036	0	0.007	.	0	0.007	0
	Q14	0.404	0	0.01	0	.	0	0
N	Q17	0.011	0	0	0.007	0	.	0
	Q19	0.429	0	0.343	0	0	0	.
	Q24	200	200	200	200	200	200	200
	Q9	200	200	200	200	200	200	200
	Q10	200	200	200	200	200	200	200
	Q12	200	200	200	200	200	200	200
N	Q14	200	200	200	200	200	200	200
	Q17	200	200	200	200	200	200	200
N	Q19	200	200	200	200	200	200	200

TABLE 10: ANOVA GROUP 2

Model	Sum of Squares	df	Mean Square	
1	Regression	11.366	6	1.894
	Residual	143.589	193	0.744
	Total	154.955	199	

GROUP 3 - PROACTIVE STATUTORY AUDIT BY LABOUR DEPARTMENT

Based on the analysis of the data (Tables 11-12), there is a direct co-relation between the rights and entitlement not being protected by the employers and lack of pro-active inspection by labour government officials. It has a direct impact on the working conditions of the worker in the garment industry. Effective Statutory compliance and proactive government audit of all hygiene, health issues will improve the situation on the ground.

TABLE 11: PEARSON CO-RELATION AND SINGLE TAILED TEST - GROUP 3

		Q25	Q11	Q13	Q21	Q15	Q20	Q1	Q4	Q6	Q9	Q22
Pearson Correlation	Q25	1	0.027	-0.013	0.014	-0.123	0.066	-0.043	0.01	0.093	0.071	-0.002
	Q11	0.027	1	0.437	0.767	0.323	0.744	0.43	0.412	0.646	0.7	0.708
	Q13	-0.013	0.437	1	0.357	0.093	0.533	0.412	0.291	0.716	0.559	0.577
	Q21	0.014	0.767	0.357	1	0.073	0.582	0.533	0.548	0.677	0.77	0.763
	Q15	-0.123	0.323	0.093	0.073	1	0.364	-0.07	-0.023	0.075	0.114	0.052
	Q20	0.066	0.744	0.533	0.582	0.364	1	0.453	0.357	0.729	0.661	0.778
	Q1	-0.043	0.43	0.412	0.533	-0.07	0.453	1	0.403	0.533	0.535	0.555
	Q4	0.01	0.412	0.291	0.548	-0.023	0.357	0.403	1	0.53	0.456	0.506
	Q6	0.093	0.646	0.716	0.677	0.075	0.729	0.533	0.53	1	0.648	0.765
	Q9	0.071	0.7	0.559	0.77	0.114	0.661	0.535	0.456	0.648	1	0.721
Q22	-0.002	0.708	0.577	0.763	0.052	0.778	0.555	0.506	0.765	0.721	1	
Sig. (1-tailed)	Q25	.	0.353	0.43	0.421	0.041	0.176	0.274	0.444	0.094	0.159	0.491
	Q11	0.353	.	0	0	0	0	0	0	0	0	0
	Q13	0.43	0	.	0	0.096	0	0	0	0	0	0
	Q21	0.421	0	0	.	0.151	0	0	0	0	0	0
	Q15	0.041	0	0.096	0.151	.	0	0.163	0.375	0.145	0.054	0.232
	Q20	0.176	0	0	0	0	.	0	0	0	0	0
	Q1	0.274	0	0	0	0.163	0	.	0	0	0	0
	Q4	0.444	0	0	0	0.375	0	0	.	0	0	0
	Q6	0.094	0	0	0	0.145	0	0	0	.	0	0
	Q9	0.159	0	0	0	0.054	0	0	0	0	.	0
Q22	0.491	0	0	0	0.232	0	0	0	0	0	.	
N	Q25	200	200	200	200	200	200	200	200	200	200	200
	Q11	200	200	200	200	200	200	200	200	200	200	200
	Q13	200	200	200	200	200	200	200	200	200	200	200
	Q21	200	200	200	200	200	200	200	200	200	200	200
	Q15	200	200	200	200	200	200	200	200	200	200	200
	Q20	200	200	200	200	200	200	200	200	200	200	200
	Q1	200	200	200	200	200	200	200	200	200	200	200
	Q4	200	200	200	200	200	200	200	200	200	200	200
	Q6	200	200	200	200	200	200	200	200	200	200	200
	Q9	200	200	200	200	200	200	200	200	200	200	200
Q22	200	200	200	200	200	200	200	200	200	200	200	

TABLE 12: ANOVA GROUP 3

ANOVA ^b						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	5.725	10	0.572	2.077	.028 ^a
	Residual	52.095	189	0.276		
	Total	57.82	199			

Hypothesis Test Results (Ref Table 2: Inter Item Co-relation Matrix)

1. Gender based abuse or discrimination at the workplace impacting morale of the women workforce

Issues of Female discrimination at the workplace has correlation when analysing the validated data clearly establishes that there are significant concerns of abuse, discrimination at the shop floor owing to the attitude of the supervisors and production managers and lack of employee friendly HR policies and practices. Weak trade unions or lack of trade unionism is one of the causes. On analysis of the correlation matrix there is a clear correlation among the questions and hence the hypothesis is tested and the results are positive (H1).

2. Inadequate hygiene and health support for women workers at the work place

The tests have revealed a direct relationship between inadequate health and hygiene support for workers and management commitment to ensure worker benefits as per Factories Act and other social security measures. The conclusive evidence generated through this study has confirmed that these issues are still a low priority for the Employers. On analysis the correlation matrix the data indicates a very strong correlation of the three questions indicating that the hypothesis is tested and the results are positive (H1).

3. Work place practices not statutory compliant resulting in exploitation of women workers

By analysing the response, we find a clear trend of weak implementation of statutes resulting in exploitation of women workers. However, while analysing the responses a neutral response indicating that statutory compliance. The neutral response may be interpreted in the form of positive response since they did not reject the factor in the current context. Also, while taking the overall response to the inter-related questions it is evident that work place practices are connected and need to be viewed holistically. The correlation matrix further helps in interpreting the responses and their direction in proving the hypothesis. Hence the hypothesis is tested to be positive (H1).

4. Inability to collectively bargain for better wages and benefits owing to lack of strong Union support

There is a clear indication while analysing the responses indicating a neutral response and partial disagreement indicating that the Union support is weak and not effective. This indicates that the management does not recognize union activities and thereby not supporting collective bargaining. Analysis indicates that the Unions are not playing an active role in improving the status or quality of life of women workers. While analysing the correlation matrix there is a strong correlation indicating that if management is not keen in encouraging trade union activities and if the Union is not able to collectively bargain, workers will be on the receiving end. This hypothesis is tested to be positive (H1).

5. Implementation of labour laws not consistent with the spirit of improving quality of work life or quality of living

On analysing the responses, there is a clear trend that labour laws are not being implemented consistently resulting in poor delivery of facilities and services to workers in the garment industry. It is also observed from the responses that basis amenities, social security, living wages needs improvement to enhance the satisfaction levels of the workers. On analysing the correlation matrix, the data clearly indicates the correlation among the various variables. There is strong indication that the management needs to implement the provisions of the Factories Act and provide for a living wage as enshrined in the constitution, and implementation of various social welfare and security measures including Bonus, Gratuity payments. Encashment of annual leave, settlement of dues at the time of the exit etc., are required to improve the quality of work life and quality of living. The empirical data clearly proves this hypothesis (H1).

IMPACT OF DISCRIMINATION AND POOR IMPLEMENTATION OF LABOUR LAWS

Emotions are contagious at the workplace and individual behaviours impact groups and the organizations in totality. Group behaviour is shaped by the attitudes and behaviours of the individuals. From the study of the various perspectives and range of past studies, it is very pertinent to note that discrimination, weak unions and poor implementation of labour laws impacts at various levels i.e., individuals, groups, organization and the society.

Frequent job changes result in disturbing the eco-system of the family. Migrating from one place to another could be stressful. Every new job involves a gestation period, learning and contributions for making a mark, which means work related stress, which could also spill over to the family. Loss of Bonus, Gratuity, Leave and other associated benefits owing to frequent job changes. Labour officials to focus more on delivering social justice and equity at the work place. The cause of concern has been of fragmented Unions, inter-union rivalry, political agenda, owners are a very strong lobby able to influence politicians and government officials. The society is also impacted by the health, morale and economic conditions of the women workers. Occupational hazards of injury to fingers and loss of hearing including lung and upper respiratory infections, trends in terms of delayed marriages, couples living away from their spouses and children, individuals living away from the home, their eating habits, health and welfare are all impacted. Lack of stability at work also impacts non-work domain. Broken marriages owing to lack of job stability or delaying the decision to raise a family etc., are all factors that are impacted by weak implementation of labour laws. Organization's growth and success would largely depend on stable, motivated and highly engaged workforce. Organizations with controlled attrition and worker turnover rates are normally more successful and consistent than the rest and hence this social phenomenon impacts the long-term interest of the employees, organizations and the society at large.

THEORETICAL AND EMPIRICAL CONTRIBUTIONS

As part of the study, various ILO studies and other empirical studies have been researched and insights have been gathered to co-relate with the primary research findings. There is a common trail in all the trends and the empirical contributions are relevant to the current context. The empirical contributions would significantly aid Trade Unions, Industry leaders, Labour department, NGOs and HR managers in the organizations to further strengthen their work practices, to manage the impact of this social phenomenon. These empirical findings provide for various insights which could be used to tailor- make HR strategy in the organizations for better performance and results. The research contributions are relevant from the context (present time frame) since the industry is going through a particular phase at the moment.

- Regulatory (export/import policies of the government including GATT etc)
- Market conditions
- Technology Trends
- Attrition and worker turnover
- Lack of consolidation of statutes and social welfare measures and their uniform implementation
- Minimum wage hikes not keeping pace with the economy and living conditions in the society
- Lack of amendments to the Trade Union Act to ensure compulsory Women workers as leaders in women dominated industries
- Audit and rigorous implementation of labour and social welfare measures

Respective stake holders can take the essence of this empirical research work for strengthening their people- worker practices. The model proposed by the researcher based on the research undertaken and on it findings is reproduced below (Ref Figure 1).

DIRECTIONS FOR FUTURE RESEARCH

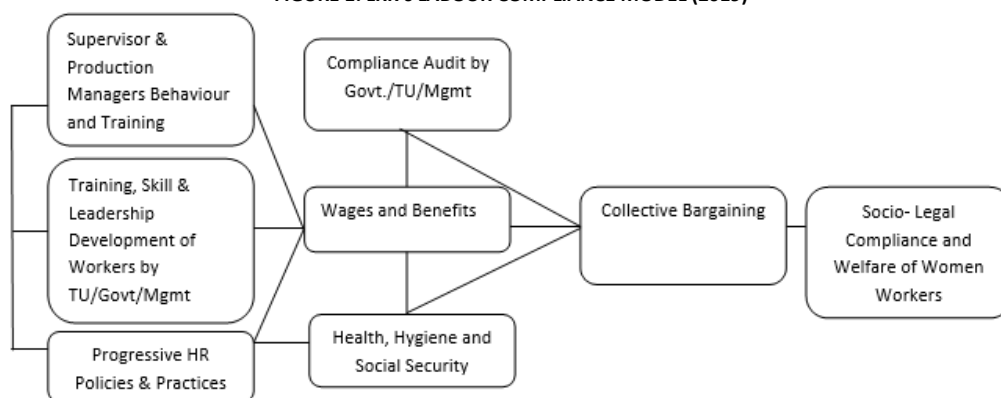
Similar studies should be undertaken for a larger audience, i.e., covering the whole of Bangalore or India. Since bulk of the responses were gathered from participants below the age group of 35 years or below 15 years of work experience it would be relevant to organize an industry - government sponsored study which covers a wider spectrum to further strengthen the outcomes of the current study. Research involving more complex variables and linkages could be undertaken to further assess the impact. A study involving all the constituents be it Government, garment manufacturers, outsourced vendors and global partners could be undertaken to have a larger perspective of this social phenomenon. It would also be appropriate to include non-work domains part of the future research to study its impact on the working women.

SOCIO LEGAL COMPLIANCE

All the stakeholders from the society must participate in the development of women workers engaged in the garment factories. It is difficult to expect only the State Government machinery to play a dominant role. NGO's, Trade Unions, Employer Associations, The Central Ministry of Textile and Labour etc. must actively engage jointly with workers and managements through a common platform to resolve teething issues impacting this industry. It's been a very long period since the development of this industry in our country but majority of the workforce continue to remain engaged in un-organised forms and therefore this requires immediate attention.

The model proposed by the researcher based on the research undertaken and on the findings is reproduced below (Figure 1).

FIGURE 1: LRK's LABOUR COMPLIANCE MODEL (2019)



INTERPRETATION OF THE MODEL AND SUGGESTIONS

- Training of Supervisors and Shop floor production managers will enhance the worker handling skills, reduce the grievances pertaining to discrimination, abuse or harassment and create an environment or culture of co-ownership and worker's participation in management
- Government and Management to provide adequate training on Labour laws, Trade Unionism, Collective Bargaining and rights and obligations as per Articles 38,39, 42, 43, 43A, Part 3, Fundamental rights, Trade Union Act, Factories Act, Maternity Act, Industrial Disputes Act, ESI, PF, Bonus, Gratuity, Payment of Wages-Minimum Wages Act, Prevention of Sexual Harassment at Workplace etc.
- Flexible and progressive HR policies will provide an upward thrust to the workers in scaling their performance and provide a superior contribution with higher levels of discretionary efforts -This will ensure job satisfaction and provide a sound platform higher productivity with less accidents, rework or poor quality
- Compliance audits jointly by Trade Unions, Government, NGOs and Management will ensure transparency aid collective bargaining

- Organizations need to structure their wages and benefits to be statutory compliant, attractive, competitive and provide for a living wage as per Article 43 of the Indian Constitution
- Enhancement of the health, hygiene and welfare of women workers
- Collective Bargaining will enhance the value of co-ownership and sharing of profits
- This will ensure the objectives of a welfare state including legal compliance of labour laws in letter and spirit

This piece of research has established the clear linkage of Shop floor supervisor and Managers behaviour, Trade Union Support, Collective bargaining, government proactive support for living wages, health and social welfare of women workers in the garment industry, Managements commitment to implement labour laws and play a critical role in the social development of women employed in the garment industry.

Hiring from Bangalore and rural Karnataka providing training and skill development, providing for accommodation, transport and canteen facilities will enhance the quality of life of the workers and ensure their health and family welfare.

To prevent excessive hiring of migrant labour for exploitation and deprivation is a very important measure the government agencies must ensure to ensure society progresses in the right direction.

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