

A sociological analysis of apparel and employee deficiency movement in India

Dr. Satyendra Narayan

Associate Professor, Department of Sociology, Upadhi Mahavidyalaya, Pilibhit, Uttar Pradesh, India

Abstract

The Ready Made Garment (RMG) sector in India represents more than 75 % of the aggregate wage from trade and the largest employer of women in the industrial sector. In this paper examine the socioeconomic Deficiency and garment Employee development in India Most of the Employees work additional time and get just 20 % more in spite of the arrangement of twofold installments for overtime hours. We likewise find that a lion's share of the Employees' jobs are not perpetual and have constrained access to latrine and different sanitation facilities. Also, half of the Employees are either verbally or physically abused by the administration. RMG Employees are constrained to work long hours with no entrance to sick leave, weekend holiday, annual vacation, pension, bonus, festival allowance, and trade union in the one hand and consistent weight to build their profitability on the other. Therefore, the RMG sector has been set apart by furious Employee movement since 2006. To guarantee dependability in the RMG sector, both the Government and RMG owners should take essential activities to guarantee sensible wage structure and great workplace for the Employees. Arrangement ramifications of the Employee movement with regards to India are examined.

Keywords: sociological, employee, deficiency, movement, India, RMG, socioeconomic

Introduction

During the last two decades the Ready Made Garment (RMG) industry has encountered a marvelous thrive in India that has opened employment opportunities for thousands of Employees as well as has produced immense measure of foreign currency for India ^[1]. The industry is the largest employer of women in the formal manufacturing sector ^[2]. The labor escalation and the least expensive work cost are considered as the major contributing variables for the twist. The United States and European Union (EU) nations are the largest and fastest growing RMG merchant from India ^[3]. In spite of the fact that RMG industry in India was highly benefitted from the initiation of multi-fiber arrangements (MFA) in the mid-1970s, the industry faced overwhelming challenges to hold two noteworthy sending out business sectors (the European Union and the United States) after the end of the amount framework before the finish of 2004. Notwithstanding, the RMG sector in India demonstrates unimaginable performance in increasing the volume of exports even after the post-MFA time. In 2006, India was positioned as the 6th largest exporting country in the USA and fifth biggest in the EU even in the wake of pulling back portion office from 2005. Reference ^[4] qualities the amazing growth of RMG sector to ceaseless help from her administration, lowest wage rate, lower export price among different variables. There is probably persevering exertion and earnest help from the RMG Employees have assumed critical parts for India to end up noticeably a main exporter in the global apparel market. In 2008-09, the RMG sector represented around 80 % of the aggregate offer of fares and earned \$12.7 billion which was around 14 % of the country's GDP ^[7]. This exceptional accomplishment of India with regards to a much focused global market was conceivable because of managed expanded in send out amid most recent two decades. For instance, the measure of fare of Garments from India was \$866 million out of 1991 which has expanded to \$4,911 million of every 2003.

All things considered, the splendid example of overcoming adversity of garments industry in India is presently remaining on the reality of labor misuse, lower wages and more awful work environment. This circumstance has prepared for extreme discontents amongst RMG Employees and their employers. The labor movement in RMG sector in 2006 is a case of unconstrained articulation of the garment Employees' smothered outrage and Deficiency. Amidst 2006, for the first-time, the RMG Employees in India ended up noticeably joined on their interest for a sensible wage structure and organized development against the factory owners to accomplish some legitimate rights. This development has encouraged the best approach to build up their fundamental rights to some degree. Furthermore, a trilateral formal understanding has been marked among the government, RMG Employees' pioneers and BGMEA pioneers. In this way, the current Employee movement in the RMG industry has produced significant enthusiasm among specialists and strategy creators with a view to investigate the causal component of the Employee development in one hand and to determine a practical answer for national economy on the other.

Review of literature

Various theories have been produced so as to clarify the social movements organized by different strata of our society. Now and again social movements are organized either to accomplish certain rights and benefits or to acquire some subjective changes the society. The most habitually utilized hypotheses identified with the social movement in clarifying group conduct are contagion theory, convergence theory, new norm theory, and game theory.

The contagion theory recommends that correspondence network plays an essential part in scattering data and attitudinal messages to gatherings and organizations which in the long run impact the conduct of others. One of the real examples of the virus hypothesis contends that group has

unimaginable influence over their fellow members. In this manner a large number of individuals persuaded by their feeling surrender their obligation and move toward becoming include in unreasonable and savage activity. The joining theory is broadly utilized as a part of the setting of developing countries to clarify Employees' attitude, class arrangement and industrial development related wonders. The basic presumption of the joining hypothesis is that the likeminded individuals who need to act absolutely meet up to frame swarms. For example, the individuals who need to make viciousness meet up so as to accomplish their desired goals, which is impractical to accomplish alone ^[9] another advantage of framing swarms is that it can escalate the weight on their employers or governments to satisfy their goals.

The emergent-norm theory depends on the preface that individuals with blended interests and thought processes framed a kind of social union among themselves keeping in mind the end goal to actualize particular plan through dissents and rough means. In this case, people who are included in a similar occupation or have a place with same class turn out to be more dynamic with a view to accomplish their advantages and rights as well as to express their outrage and dissatisfaction to the individuals who claim and control the methods for creation ^[8]. For example, when one Employee starts to consume a transport in the road others additionally join with him/her to consume transports and different vehicles in the road. In this circumstance, a few people rise as pioneers while others take after a similar way of pulverization.

Contrary to the suspicion of communication network in virus hypothesis, the amusement hypothesis places that the group conduct is a "key cooperation" between at least two performers who act purposefully to seek after a few targets, which are planned through considering the decisions of all. People, corporate and others are the fundamental performers in game theory in which the on-screen characters' conduct is resolved through a procedure of defense. In this case, the on-screen characters unequivocally trust that they can't acquire their legitimate rights or benefits alone which inevitably spur them to act in a more discerning manner with the goal that they can apply enormous weight on the individuals who claim and control implies of production ^[10]. The game theory is exceptionally mainstream in sociology in clarifying crowd behavior.

Another important hypothetical structure of clarifying the antagonistic relations between Employees and owners of industrial production is the hypothesis of class battle presented by Karl Marx in his well-known compositions on capitalist society. As indicated by the theory of class battle, the principle philosophy of the bourgeoisie class is to make benefit from the industrial production through abusing the Employee class. In this case, the bourgeoisie (i.e., the proprietors of the production) people are in the advantaged position since they claim and control the methods for generation. On the other hand, the Employees remain in the distraught circumstance since they need to offer their work for survival since they have no other option. Accordingly the benefit of industrial production is appropriated by the owners, which has been characterized as the surplus incentive in the Marxist literature. Since Employees don't get any offer of the benefit and are misused by giving lower compensation and benefits in the capitalist society, they experience the ill effects of dissatisfaction as well as bit by bit wind up plainly estranged

from the production system. The level of estrangement is additionally irritated by the sentiments that they are no body to the creation procedure. For example, on the off chance that they are wiped out and can't go to work then they won't be paid. Nonetheless, at one phase, all these Deficiency's prompt the advancement of a sort of class awareness that in the long run conveys all Employees under a similar stage to rebel against their proprietors keeping in mind the end goal to acquire their legal rights and benefits. As indicated by this hypothetical system, work turmoil is exceptionally normal and unavoidable in light of the "structural contradictions" in the modern creation. Henceforth, in the Communist Manifesto argues: "The development of Modern Industry, in this way, cuts from under its feet the very establishment on which the bourgeoisie produces and appropriates products. What the bourgeoisie, along these lines, produces, most importantly, are its own particular undertakers. Its fall and the triumph of the low class are equally inevitable.

"Women Employees' constrained purchasing power and poor command over wares characterize and shape their entrance to housing, health and sanitation and transportation facilities. Absence of job security is exacerbated by low wages, which thusly cause uncertainty of life for women in urban areas".

Job Security

The garments Employees have no job security yet. Whenever with no reason they might be suspend, demotion, transferred even sacked from the company. Despite the fact that there is a condition in the service rule that, the sacked employee ought to get no less than one month salary from the company on the off chance that he/she is sacked from the company with no reason (overflow, absence of works) yet actually, the due compensation is not given some of the time. Extremely few companies submit to the guidelines of Govt., BGMEA. Each company has its own tenets as the company prefer to have it.

Accommodation of Garments Employees

Following problems have been chalked out during our investigation in the accommodation of the garments Employees:

1. Lack of required spaces where a family can live easily with the other family members.
2. Tremendous crisis of water for which they cannot meet their required demand.
3. Indiscriminately power interruption, for which they cannot perform their daily works even their children, cannot make their lessons regularly.
4. Crisis of cooking place as they have to fight with others as there are 2 ovens (Natural gas oven) for 8-12 families.
5. No privacy at least which required for a man/family
6. Sound pollution for which the environment is not fit to live in normal life.
7. Serious problem in sanitary & sewerage system; which makes the whole dwelling place a distressing environment for humanity.
8. The dwelling place where the garments Employees live people from different professions also live there. There are rickshaw pullers, drivers, hawkers even the drug smugglers, prostitutes also live there. This is a strident place. Most of the criminals hide in that type of places where the law enforcing forces, miscreants budge always indiscriminately.

9. The place where the garments Employees live is somewhat grimy. Most of their residential were found where the garbage of the city is dumped or where the area is putrid near by the big canal, drain or big ditches which are filled with putrid materials.

Education of The Garments Employees and Their Children: The garments Employees are in low-profile with respect to the scholastic education. In the field work a large portion of the female Employees just can compose their names and address, the vast majority of them cleared out the school after primary education. We have led the review inside 100 Employees where just two were found had gone to SSC however not passed. The accompanying reason can be laid out the reasons for less instruction among the garments Employees:

- a) **Poverty:** Most of the guardians of the garments Employees are poor. They prefer to think job is better than education.
- b) **Ignorance-** Most of the guardians is also illiterate. They think female education will not bear a good result to their

family rather working in the garments factory will bring some money which will help them to run the family smoothly.

- c) **Easy accessibility of job:** To be a garment Employee is very easy. Anybody may have a job overnight if he/she tries which makes the young people to get involve without difficulty in this industry.
- d) **System of the society:** It was also found that some guardians have disclosed that, they had allowed their wards to get involve to the service by the inspirations from others.
- e) **Dowry system:** It is the system of the society that, most of the guardians claimed that they would need huge amount of money in the marriage of their female children (for dowry), who are working in the garments factories. They are earning for themselves as they are keeping the money in the bank for their future. But talking with the Employees separately we found very few Employees who are keeping money in the bank for their future excepting that, we found some NGO members amongst them which numbers are insignificant.

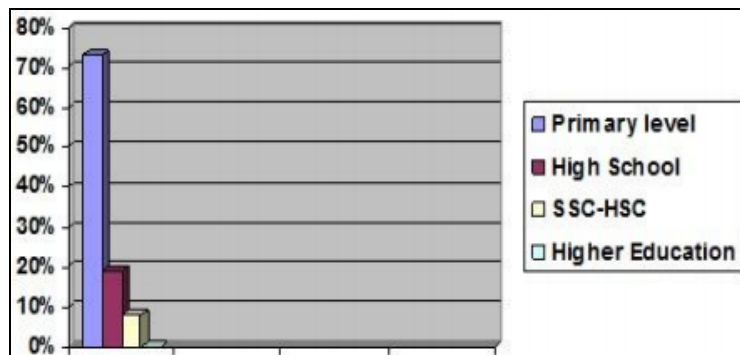


Fig 1: Education level of the garments Employees' Children

Their Recreation

As human being we must need amusement in our leisure time, to refresh the mind; to work productivity is the ultimate goal. But, hardly a garments Employee can manage time to have the amusement. Even in the holyday they have to work sometimes. When there is full rush for works, they have to work day-night (of course, they get some benefits for that extra work which is called overtime).In holydays, when they get time they go to enjoy cinema or to parks with their near and dear ones. They also visit their village homes to see their

parents and others. In the holyday they enjoy video by their own arrangement, cook rich foods and go to near about shopping to purchase their necessities. We have found some difficulties regarding the holyday in some families where husband –wife both are garments Employees in the different factories. They have different weekly holydays (for example Husband’s holyday is in Friday but wife getting the same in Monday) for which they can’t enjoy themselves as they like to do.

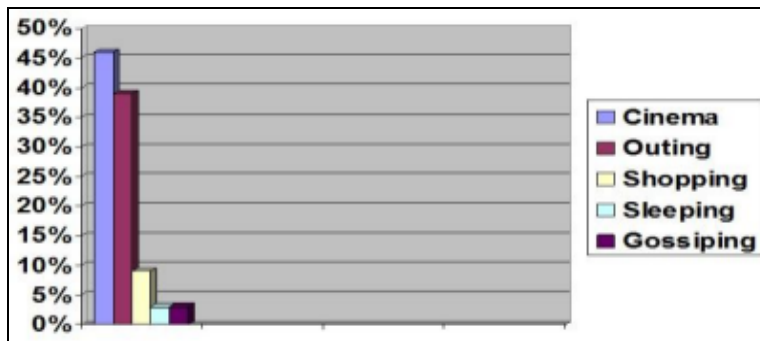


Fig 2: Recreation chosen by Garments Employees

Conclusion

The major findings of this study include the lowest salary structure for RMG Employees, verbal and physical mishandle in the workplace, unfortunate workplace, job insecurity, nonstop weight to expand Employees' efficiency, and calorie deficiency among the Employees, and danger of death while working. This level of Deficiency and dissatisfaction among RMG Employees represent a serious danger for dependability and congruity of creation in the RMG sector in India. Unless those issues are legitimately tended to by the proprietors of industrial facilities and the administration, India will probably show visit and serious agitation in remote future which may have sad effect on holding the aggressive worldwide clothing market in post-MFA. In this study, we took a gander at both male and female Employees and we didn't concentrate on sexual orientation separation in the RMG sector. In future research, it is significant to do a different investigation for male and female Employees. In light of time limitation and asset limitations, this study did not investigate the internal and external mechanisms of upward versatility in the RMG sector in India. Along these lines, activity ought to be taken in future research to investigate the problems and limitations of upwards portability in the RMG sector in India. Last, however not the minimum, directing an exceptional overview with a view to reveal the pathways of expanding RMG Employees' aptitudes and capacities would be beneficial for India since this will have vital effect on the survival of the RMG sector in the focused global market.

References

1. Bhuiyan ZA. Present Status of Garment Employees in India: An analysis, *IOSR Journal of Business and Management (IOSRJBM)*, 2012; 3(5):38-44.
2. Chowdhury N, Ullah H. Present Status of Garment Employees in India: An analysis, *IOSR Journal of Business and Management (IOSRJBM)*, 2012; 3(5):38-44.
3. Islam K, Zahid D. Socio-economic Deficiency and Garment Employee Movement in India: A Sociological Analysis, *American Journal of Sociological Research*, 2012; 2(4):82-89.
4. Khan SF, Akhtar SA, Afzaal A, Kausar A. A Sociological Study of Working Women in Informal Sector of Readymade Garments Industry in Faisalabad (Pakistan), *Journal of Agriculture and Social Sciences*, 2010, 60-61.
5. Tiotangco A, Nunag W. Sanitation, Hygiene, Health and Socio-economic Profiles of the Beneficiaries of the Far Eastern University (FEU) Gawad Kalinga (GK) Village Housing Project, 2012.
6. Chowdhury SUS. RMG sector in trouble in India, 2010. *BLITZ*. (<http://www.weeklyblitz.net>)
7. Khan S, Labour unrest and compliance issue in garment sector. *Financial Express*, 2011; 18(231).
8. Siddiqi DM. Do Indiai factory Employees need saving? Sisterhood in the post-wseetshop era. *Feminist Review*. 2009; 91:154-175.
9. Marriott R. September 15. India: in the militarized factory-visions of devouring demons of capital, 2008. (www.libcom.org/news)
10. Marriott R. June 30. Short fuse: 50,000 Employees on the streets and 50 factories burning in India, 2009. (www.libcom.org/news)