

A Study of Socio-economic Profile of the Workers in Textile Industry Haryana



Gian Chand

Research Scholar
Department of Social Work
Kurukshetra University,
Kurukshetra, Haryana, India

Ramesh Kumar Bhardwaj

Research Guide- Professor,
Department of Social Work
Kurukshetra University,
Kurukshetra, Haryana, India

Abstract

Textile industry in Haryana is second largest sector after agriculture in terms of providing employment to the people, not only for Haryana residents, but also from other States. In India, textile industry provides employment to more than 10 million people, out of which, 1 million people are working in Haryana. Workers in the industry also comprehended from other states as; Bihar, Uttar Pradesh, West Bengal, Chhattisgarh, Madhya Pradesh, Rajasthan, Delhi and Punjab. The objective of the present study is to know socio-economic profile of the workers, working in textile industry. The research design of the study is descriptive-diagnostic, sample is selected through stratified sampling method and tools used for data collection are interview schedule and observation. More than fifty percent production is done through domestic and small scale industries with the help of approx 80.00 percent total workers working in textile industry. However, the socio-economic life of the workers is miserable, who are important actors in tremendous growth of textile in Haryana. Major causes of this trifling situation of the workers are; poor family backgrounds, lack of proper education, low wages, harass working conditions, lack of employer's concerns and negligible government interventions etc. Despite of various programmes and schemes for the workers, they face plenty of problems and situation of the migrated workers is worse. It is observed that effective intervention of government, proper implementation of the labour legislations by employer and self awareness and educational development of the textile workers would be accommodating to ensure improvement in the life of textile workers.

Keywords: Socio-Economic Condition, Migrated Worker, Textile Industry, Powerlooms, Handlooms.

Introduction

Textile Industry holds a very rich heritage of India coming down over the centuries of vibrant civilization of livelihood and economic wealth of the nation. Textile industry is largest cottage and small industrial sector in India with a predominant presence of medium and large production Units. The production of textile in India is done mainly through two sectors, Powerlooms and traditional venture handloom. Handlooms hold over 40.00 percent total domestic production of the textile and rest goes to the powerlooms, including large scale industrial substantial. Industry has received an international level acclamation in terms of the quality, quantity, variety of textile products and economic impact on the nation.

All over India, industry provides employment to 10 million people India, out of which 4 million of workers belongs to low socio-economic background. About 80.00 percent workforce in textile industry comes from rural areas and migrated from others states. Workers are deprived of even basic necessities as; house, drinking water, sufficient clothes, health facilities, sanitation and personal hygiene, education and financial assistance. Workers are struck into clutches of various distresses and it is very difficult for them to come out of this adversity. The income level is very low and they are not having their own houses. The situation of the workers, who are migrated from other states, is nastier. Majority of the Textile industry in Haryana is not modernized and technologically equipped with innovative and new machinery and working culture. The impact of these circumstances is also seen on the life of the workers. Workers are not provided good health, safety and welfare facilities. They are not able to buy sufficient calories and cook sufficient food for their family members. Majority of the migrated workers are compelled to leave on shaggy and unhygienic rented houses.

The economic condition of the workers working in textile industry is very difficult. They are not able to meet their basic amenities and emergency expenses, therefore they need loan or advance facility, which should be provided to them through cooperative banks, micro finance institutions or government's social assistance schemes (Tare, D. 1993).

Handloom weavers are forced to turn into depression, stress and many of them to commit suicides due various social, demographic and economic factors. Poor family condition; further poor wages, lack of advance and other financial help from handloom owners cause mental disturbances and loss of life by the workers. (Report of Nandi Foundation 2009)

Review of Related Literature

Khan, A A M, & Sultana, N (2016) conducted a study on 'Socio-Economic Development of Powerloom Workers-A Case Study of Sicilla Weavers of Karimnagar District in Telangana'. Descriptive research design is adopted for the study and a sample size of 100 workers is selected from weavers working in handloom units through simple random sampling. The main objective of the study is to know the socio-economic life of the weavers, working in handloom industry and study the financial support for them. The main findings of the study are that 89.00 percent weavers belong to villages, 48.00 percent belongs to joint family. 68.00 percent weavers are earning less than 10,000 per month, 65.00 percent are not able to save their income, 50.00 percent weavers borrow money from their friends, neighbours and relatives. Only 07.00 percent got assistance through Micro finance Institutions and banks. 11.00 percent received financial support from the industry, whereas 89.00 percent workers seek financial support from their spouse. Majority of the spouse are working in similar handlooms or working as semiskilled and unskilled labourers in an unorganized sector. It is suggested that industry and government should provide financial support to the weavers so that they may met their basic and emergent needs.

Mala, P (2016) conducted a study on 'Socio-Economic Profile of Women working in Textile Units of Tirupur District in Tamil Nadu'. The research design adopted in this study is descriptive and 50 respondents are selected through simple sampling method from women workers working in textile units in Tirupur District. The main objectives of the study is to know the socio-economic background of the women workers. The major findings of the research paper are that 64.00 percent literate and 36.00 percent are illiterate. 40.00 percent workers are found working in the industry up to five years and only 04.00 percent are found to be working more than 15 years. 46.00 percent workers are earning between 6000-8000, 28.00 percent are earning 4000-6000, 16.00 percent are earning between 2000-4000 and only 10.00 percent are earning more than 8000. The concluding remarks of the author are that majority of the workers are on permanent job but wages are very low. The education level is also not satisfactory. Researcher

has given recommendation as there is need of improvement in wages, so that workers may meet their basic needs. Provide educational facility and organize awareness generation activities in abandoned so that these may be useful for their lifelong learning as well as for their vocational life to enhance their skills.

D. Srinivasa Rao, S. D, & Sreedhar, N. (2017) conducted a study on 'Socio-Economic Condition of Handloom Weavers in Gannavaram Mandal of Krishna District in Andhra Pradesh'. Purposive sampling is used to select 40 respondent from various handloom units in Krishan District. Researcher used Analytical Research Design and primary and secondary data is used for the study. The main objective of the research is to know the socio-economic factors of handloom weavers and to estimate the improvement in socio-economic condition of the workers. 60.00 percent respondents belong to 40-60 years age group. 58.00 percent workers live in nuclear family. 90.00 percent respondents have their own house. 70.00 percent workers belongs to non-agriculture background. 75.00 percent workers are working in textile industry due to inherent from family members. 50.00 percent are earning above 25000 per month. 50.00 percent workers work between 08-12 hours. It is suggested by the author that working hours should be normalized as per the Act and welfare programmes should be applied and implemented properly for the family of the workers.

Statement of the Problem

The title of the research paper is 'To study Socio-economic profile of the workers in Textile Industry Haryana'. Most of the evidences available about the textile workers, shows that majority of them belongs to meager socio-economic condition. Low economic condition, lack of proper education, improper wages, unfavorable working conditions and awareness, gender issues and migration from one state to another states cause many challenges in their life. Study explored various factors, which makes workers from different localities to join textile industry with a hope to fulfill their basic needs of food, clothes and shelter. Keeping in view an importance of all these facts, the present study takes into account all socio-economic aspects, characteristics and weighs their influence on workers, their family and industry.

Scope of the Study

The socio-economic situation of the workers in textile industry Haryana is not satisfactory. Whether they are interested or not but they are forced to work in very miserable and unhygienic conditions. Present study explored the various unfold facts about the impact of age, sex, birth place, migratory character of workers, caste, family occupation, family income, house and type of employment on the life of worker, their family members and industry. The study covered all the major destinations in Haryana, where textile takes place greatly. Apart from this, socio-economic profile has deeper signification; as it can determine the potentiality, efficiency and organizational behavior of the workers.

Periodic Research

Objectives of the Study

1. To know the socio-economic condition of the workers in Textile Industry.
2. To analyze the prevalence of migratory character of workers in textile industry.
3. To provide suggestion for improvement in Socio-economic condition of the workers.

Universe of the Study

Study is undertaken in textile Industry situated in Panipat, Bhiwani and Hisar Haryana. Textile Industry is one of age old sectors in providing employment to the people at large scale for skilled, semiskilled and unskilled category. Workers in the industry composed from rural and urban both areas and most importantly, a great number of workers who are migrated from other states.

Research Design

Descriptive-diagnostic research design is adopted for the study. The study is undertaken to know the socio-economic conditions of the workers, migrated worker, to find out the relationships between these facts that how these factors influence each other and further provide suggestions to improve the socio-economic status of the workers, therefore, descriptive diagnostic research design is most suitable for the study.

Selection of Sample

Sample is selected through stratified sampling from six textile industry two large scale, two medium scale and two small scale from Panipat, Bhiwani and Hisar, each industry with more than 500 workers. The number of respondents decided of the study is 200 from workers, working in production, cleaning and winding units of the industry.

Collection of Data and Tools for Data Collection

Researcher used primary and secondary data for the study. The primary data is collected through well structured interview schedule for respondent. Observation and discussion methods are also utilized to explore the facts about socio-economic life of workers. Further, secondary data is also used, taken from Ministry of Textile, India, Labour Department Haryana, Ministry of Labour Welfare, Ministry of MSMEs, Websites of various Ministries and Industries, previous studies and factory records.

**Table- 1.1 Analysis of the data
Age, sex and marital status of respondents**

Response	Number of Respondents	Percentage
Age wise Distribution		
18-25	43	21.50
25-35	104	52.00
35-45	33	16.50
45-Above	20	10.00
Total	200	100
Sex wise Distribution		
Male	145	72.50
Female	55	27.50
Total	200	100
Marital Status of the Respondents		
Married	152	76.00
Unmarried	44	22.00
Widow	04	02.00
Total	200	100

The age composition of the workers working in textile industry; shown in the above table which depicts that highest responses are received 52.00 percent workers 25 to 35 years, 21.50 percent workers belongs to age group of 18 to 25 years, 16.50 percent workers 35 to 45 years and 10.00 percent workers belongs to 45 or above age group.

72.50 percent respondents are male whereas females are only 27.50 percent. The number of women is very low, despite of the fact that nature of job in textile industry is very much feasible according to the female workers.

Above the marital status of the respondents, it is shown that 76.00 percent respondents are married and 22.00 percent are unmarried and widow are 02.00 percent. Maximum workers are from villages, where marriages are not delayed long and people get married in early young age, hence the number of married workers is more than unmarried.

Table- 1.2 Social Aspect

Response	Number of Respondents	Percentage
Birth Place		
Rural	162	81.00
Urban	21	10.50
Semi Urban	17	08.50
Total	200	100
Migratory Status		
Haryana	48	24.00
Uttar Pradesh	65	32.50
Bihar	74	37.00
Any others	13	06.50
Total	200	100
Type of Family		
Nuclear family	123	61.50
Joint Family	77	38.50
Total	200	100

Above table shows that 81.00 percent respondents belongs to rural areas, 10.50 percent from urban and 08.50 percent from semi urban area. The study is confined with the belief rural people are more inclined towards employment in textile industry. Apart from this, 68.86 percent population of India lives in rural areas, whereas 31.14 percent lives in urban areas, hence the number of workers from rural area is high.

Table show the majority of the workers are migrated from other states with maximum 37.00 percent from Bihar and 32.50 percent from Uttar Pradesh. 24.00 percent respondents belong to Haryana. 06.50 percent respondents belongs to other states which includes; Punjab, Delhi, Rajasthan, Odisha, West Bengal and Madhya Pradesh. The table reflects that the textile industry is dominated by the workers migrated from various states particularly Bihar and Uttar Pradesh.

61.50 percent workers belong to nuclear family and 38.50 percent respondents live in joint families. It is explored that nuclear families are taking place in Indian society rapidly due to changes in various socio-economic and some other factors.

Table- 1.3 Economic Aspect

Response	Number of Respondents	Percentage
Type of Employment		
Permanent	42	21.00
Temporary	158	79.00
Total	200	100
Monthly Income		
3,000-5,000	21	10.50
5,000-10,000	102	51.00
10,000-15,000	48	24.00
15,000-Above	29	14.50
Total	200	100
Duration of Service		
Up to 05 Years	172	86.00
05-10 Years	16	08.00
10-Above	12	06.00
Total	200	100

The table shows; highest responses are received that 79.00 percent workers are temporary and only 21.00 percent workers are permanent, which is very important observation. The data presents a picture of human resource planning in textile industry that maximum textile looms and factories preferred to hire temporary workers as compare to regulars. It is considered that temporary worker are paid low wages as compare to permanent and there are some other liabilities of permanent workers, hence, industry prefer temporary workers.

It is observed that majority of the respondents (51.00 percent) are from the income group of 5,000-10,000 followed by 24.00 percent respondents 10,000-15,000, Then 14.50 percent respondents belong to the income group of 15,000- above. Last responses are received 10.50 percent who are earning monthly income 3000-5000. The data shows that more than sixty percent respondents earning below Rs 10,000 per month.

About the duration of service, it is shown in the table that highest number of workers 86.00 percent in textile industry are working up to 05 years, second highest responses are 08.00 percent 05 to 10 years and 06.00 percent have 10- above years of working in the industry.

Findings of the Study

Major findings of the study are-

1. Table no. 1.1 expresses that 73.50 percent of total workers, working in textile industry belong to up-to the age of 35 and only 10.00 percent workers are working in age group of above 45 years. Working conditions and workload in textile industry need lot of stamina and physical fitness, therefore majority of the workers are of young age.
2. 72.50 percent workers are male and number of women in textile industry is very low. Various studies show that textile industry is dominated by women but in Haryana, the scenario is different. The job profile in textile industry is very much suitable for women workers as they are supposed to adapted with inherent domestic skills related to

stitching, cutting, embroidery, clothes designing etc. Despite of all these, it is surprising that due to cultural, social, type of family, insecurity and exploitation by management are some of the reasons that the participation of female workers is seen very less as compare to male.

3. 76.00 percent workers are married. Majority of the workers belongs to rural area and lower educational level, therefore, they are married in early young age and as they he got married, it has become their responsibility to be economically capable to earn bread for his family.
4. Table no. 1.2 explored that about the birthplace, 81.00 percent workers belong to rural areas. There are many reasons of majority of the workers belong to rural areas in textile industry, as; 68.86 percent population of India lives in rural areas, the number of unskilled and semiskilled people is found more in villages than urban areas, the search of employment opportunity makes rural people to shift from their villages to urban areas. Moreover, a great number of workers are migrated from other states; they do basically belongs to rural areas in the respective states. People from urban area try for job in service, insurance, official job and shopping Malls etc, therefore, the majority of the workers are from rural area.
5. 76.00 percent workers are migrated from other states. Workers from Haryana show low inclination to work in textile like industry, where working conditions are very hard and wages are comparatively inadequate. They prefer to work in agriculture and allied activities. On the other hand, workers from Bihar and Uttar Pradesh are easily available to work in such conditions, even with low wages, therefore, employer depute management to recruit workers from these States. Apart from this, workers from economically poor States themselves come Haryana in search of employment. Therefore, majority of workers in textile industry are from Uttar Pradesh and Bihar.
6. 61.50 percent workers belongs to nuclear family and 38.50 percent respondents live in joint families. Small family culture, increasing economic desires, stretching expenditures, changing values, consumption patterns and some genuine reasons related to employment etc are main factors for high number of worker with nuclear families. On the other side, the facts also show that traditional social and cultural values of joint family are still alive in the villages with 38.50 percent workers live in joint family.
7. Table no- 1.3, it is found that highest number of respondents 51.00 percent are from the income group of 5,000- 10,000, 14.50 percent respondents belong to the income group of 15,000- above and 10.50 percent earn only 3000-5000 income per month. The data shows that more than sixty percent respondents earning below Rs 10,000 per month. As majority of the workers are engaged in unskilled and semi-skilled category, they are not highly qualified and

the implementation of Minimum Wages Act and other labour legislations is not so strong; therefore, the wages paid to the workers in textile industry are not at par.

8. 79.00 percent workers are temporary and only 21.00 percent are permanent. Permanent worker is paid more wages, bonus, house facility and fringe benefits. On the other hand, the statutory compulsion for temporary workers is comparatively low, they are ready to work in low wages and for long hours, hence, industry prefer temporary workers.
9. 86.00 percent workers leave the industry within initial five years and more importantly; 63.50 percent workers left the industry within initial three years. The data is quite eye opening and alarming. The facts are very obvious and expected as; temporary nature of employment, lack of housing facility, hard working conditions, poor family background, low wage, lack of other benefits and numerous other reasons made workers to leave the industry soon and search for better option.

Conclusion

The study is based on extensive interviews and discussions with workers, working in textile industry in Haryana and researcher minutely observed that the seeds of crisis in the life of workers are inherent in the socio-economic factors of the workers, which becomes multiple when they join industry. There are three perspectives to conclude the causes of the miserable socio-economic condition of workers as; an adverse application and poor implementation of legislative measurements for labour welfare by management, lack of government attention towards the workers and third is; poor background of economic condition of the family of the workers. Majority of the workers are male and maximum workers belongs to rural areas. The main reasons of low number of women workers is heavy workload, long working hours, insecurity issues and some personal reasons of the family. The number of married workers is higher than the unmarried. Due to low educational backgrounds and old traditions; they got married in early age. Now it become important for them to earn money for family, hence, they work in industry even on inadequate wages. The educational qualification is very low and family is a big responsibility over their shoulders. Industry hardly provides housing facility to workers so majority of them live in congested, damped, moistened and unhygienic houses on rent. The family background of the workers is not strong. Majority of them belongs to family of landless labourers. Temporary nature of employment and low monthly wages add to the miserable condition of the socio-economic profile of the workers. Workers are always in search of better opportunity with rich wages, favorable location and healthy working conditions so the average duration of service with one employer by the majority of the workers in less than three years with one employer.

Suggestions

The solution lies with industry and government. They should give more concerns to the

workers and take necessary steps to bring improvement in the socio-economic condition of workers. Government should ensure effective implementation of the different labour legislations, which would be helpful in strengthening the worker's socio-economic life. Employer need to make sufficient provisions to improve wages, housing facility, ensure health, hygienic and sanitation in the colony of worker's family. Further education opportunity and awareness sensitization drives should be initiated for them by employer. Employer should facilitate them with advance amount and loan in emergency and unexpected situation, so that workers may be able to cope up with these adverse situations.

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