

MINIMUM WAGES OF WOMEN WORKERS IN GARMENT INDUSTRY: WITH SPECIAL REFERENCE TO TUMAKURU DISTRICT

ASHOK.K.A*

Dr. Pallavi.S.Kusugal**

Abstract

Wages are deciding factor to influence productive, efficiency and impacted on worker's skill enhancement, it also impact on the standard of living of workers, their purchasing power will improved and socio-economic status will be uplifted. Legal wage safeguard are essential even to Garment Industries Women Workers, minimum wage rates globally at various rates, Asia region is not spare in wage rates differences, wage legal safeguard reflect on workers standard of living, creating job opportunities, reduce the Industrial Disputes. In Developing Country like India having low level of wage rates compared to neighboring countries, Bangladesh, Vietnam, Philippines and Indonesia, recently china raised its wage rates, compare all these wage rates India needs to modify its wage policy, presently in India wage rates are vary from state to state, wages fixation is in the concurrent list of Indian Constitution. In Garment Industry concern wages are prevailing vary across different Apparel and Garment Clusters, firms, occupations and skills level within the Garment Industry these wage rates are not enough meet their family requirements. Women workers are major labour force in the Garment Industry, there are getting low level of wages. The present study focused on the minimum wage rates in the India in generally and Tumakuru District Garment Industry Particularly, the study is based on the Primary and Secondary data.

Key Words: Minimum Wage, Garment Industry, Women workers

* **Research Scholar, Department of Studies and Research in Economics Tumkur University, Tumakuru, Karnataka.**

** **Research Guide and Assistant Professor, Department of Studies and Research in Economics, Tumkur University, Tumakuru, Karnataka**

Introduction:

Women is neglected from ancient to till today, women work limit to within the four wall of the home, support to their family in agriculture work, child bearing and rearing are the women works from traditional, so in India 26 per cent of the women are visible in the working place, it is shame to Indian development vision and mission at the galloping development stage and even after the 71 year of Indian Independence. In our society many of women has been victimized through sexual abuse and harassed for dowry, domestic violence on women is common and rampant in our society, women work economically not considered as a productive, her work outside the four wall is considered as substandard work. Whereas women in Indian Economy empowering and removing her clutches, transforming Indian women a production agent, school enrolment are increasing over the years but it cannot converting as a work participation. But Garment Industry is providing enormous job opportunities to the oppressed and socio-economically disadvantaged women in the Indian Economy; these women are weaving and readying garments cloths for the western transnational retailers.

Garment Industry is the one of the emerging forefront sector in the Indian Industry from 1980 decade onwards. It has been created own export potential, India now became a second country in garment production and export, china is in the first place, India's garment exporting destinations are European countries, America and even to the gulf countries and the same time industry is increasing employment opportunities to the young oppressed section of the women, to the hapless, jobless economic pathetic conditions, illiterates or less educated, family economic conditions are influencing to outcome from home and engage in the garment work, agricultural migrated women, their patience, obedience, without bargain to owners for their rights are the push and pull factors to women enter in to the garment industry, their fair fingers suitable to do fabric became to readymade garment. Women work in the garment industry has been catalyzing factor for domestic manufacturer to reach the targets of the foreign multi nationals outsource and offshoring of readymade cloths. One more contributing factor to growth of garment Industry in India is the low wages compared to China, Bangladesh and other giant south East Asian countries. Women workers in the Garment Industry are working in a pathetic conditions they are working hard for less remuneration, unhygienic conditions, over work pressure from the

supervisors, target reach pressure, women workers are not organizing and their bargaining power are suppressed, they are working in a less ventilations, over crowd in a small building.

Legal safeguard or legal protections are essential and required for the women workers who are working in different occupations in the different sectors of the economy. Legal safeguards boost the women to work without fear, to claims their rights and benefits and also legal protections also enrich women workers capacity, work for new opportunities. Nowadays women working in different field, sky is the only limit for women to work in the modern age of women, she can work in all spare, she is working in the agriculture, industry and most of the women workers are dent in work in the unorganized sector of the economy, like construction work, hospitality, hotels and restaurants, informal sector of the economy, her work is not considered as a productivity, women nowadays made magic, she can also contribute limited amount to the economy, she shown and achieved, that only field she achieved is the Garment Industry, this Industry employing large number of women workers. Protection of these women workers through laws are need of the hour. These women workers are ignorant of Indian constitutional proviso and further law framed during the British regime and post Independence era, post reform period of Indian Economy made largest employment opportunities to women workers but liberalization, privatization and globalization restrained legal right and exploiting the women workers by over time work with less wages, Garment Industry is also one of that kind. International Labour Organisation had ratified several legal provisos during various conventions to safeguard the women workers rights, in this regard International Labour Organisation(ILO) playing a vital role protecting labour rights and claims at globally and even in country specific. Indian Government had been enacted many laws to safe guard the women workers in generally and these are applicable to Garment Industry Women workers, in this regard focus on legal wage safeguard is essential for the women workers in the Garment Industry, which are most important for the women workers to claim their rights and to work without fear, enrich their capacity and productivity.

Review of Literature:

1. **Alessandra Mezzadri (2016),“Working poverty in many sizes: A survey of Delhi garment workers challenges key assumption in the labour standard debate”** study reveals that poor labour standard in the garment industry in the Delhi and National Capital Region,

Garment Industry in the Delhi rely on the contractors for recruitments of workers, contractors are working like intermediates, study finds two types of contracting system in the factories, one external and one more internal contractors, external contractors for recruitment of workers and internal contractors for the disguise wages relation, no substantial differences in wages between workers of direct recruiter or employed through contracting system. Contracting system primarily performs a disciplining role, rather than the saving labour costs. social security provisions related to subcontractor, presence of contracting and subcontracting system in the garment tier one factories, it is invisible in the workshops and home based garment units, found the rules of the game in the industry make labour standards effectively meaningless in factories and outside, wages of workers are very less, further find that the average wages of the workers are 6000 – 7000, labour mobility from one factory to other factory, 60 per cent of the workers worked in the garment units for less than one year, this indicates the employment status; regular workers, casual workers, contract, sub- contracting system prevails in the industry, work related health problems like back pain, head ache, allergies, low intensity epidemics, eye sight problems, unclear employer-employee relationship.

2. Phu Huyah (2015), “ Employment, Wages and Working Conditions in Asia’s Garment Sector: Finding new drivers of Competitiveness”, Asia is the garment manufacturing hub in the world, many countries are producing garment products, but the wages are very low across the region, in India, Pakistan and Bangladesh having low wage rate in the region, the average wage rate being \$ 119 - \$ 145 or a range of two-fifth to one half of china’s wage rate, these various wage rates impacted on Industrial Disputes in the region, fighting for better wages. International apparel brands are accepting and extending support to review and increase minimum wages to safeguard the workers living standard, reduce conflict of Industries and enhance of jobs opportunities.

3. Malte Luebkar (2014) “Minimum Wages in the global garment Industry”, this research note reveals astonished facts about on minimum wages prevalence in the garment sector of the 25 garments exporters from the developing countries. In this paper identified complex wage structures across the 25 garments exporters, developing countries in the asia pacific region having more than one minimum wage structure, even in Indian Garment exporters have sets wage differentiations from Industry to Industry, on skill grade, in Karnataka existing minimum

wages are from ₹ 183 to ₹ 200 for the skilled women workers in the year 2014, minimum wage for unskilled tailor is ₹ 183 per day, for Semi-Skilled Women tailor is ₹ 191 per day and for skilled women tailor are able to get ₹ 200, it is vary from Industry to Industry.

4. **Vijayalakshmi.V (2019) “National Minimum Wage”**, she analyse the existing Minimum Wages and expert committee recommendations/suggestions made by the expert committee appointed by the Ministry of Labour and Employment on 2017. According to this paper the committee recommendations to set minimum wages between Rs. 342 and 447. An extra of Rs. 55 per day has been suggested as rental allowance for workers residing in the urban centers. The expert group also made recommendation to set uniform minimum wage rate across pan India. Presently Delhi having higher minimum wage, Madhya Pradesh state has least minimum wage, as per the recommendations Karnataka has to set minimum wage Rs.414 per day, it calculate for month Rs. 10,764. But in Karnataka minimum wage is around Rs.183 to Rs.220 per day in the Garment Industry.

Objectives of the Studies:

1. To study the Minimum Wages at Global Level and Asia region
2. To analyse the existing Wage Rates at different states of India,
3. To examine the existing Wage Rates at Tumakuru District Garment Industry.
4. To examine the provision of increase of Minimum Wages Garment Industry Women Workers.

Methodology:

Data used in the present study of Legal Safeguard for Women Workers of the Garment Industry are collected from the different Journals, magazines and The Commissioner, Department of Factories and Boilers, Government of Karnataka.

Minimum Wages Act 1948:

Various acts are enacted in India before Independence and after the Independence, Minimum Wages Act 1948 in one among that, Minimum wages act 1948 is one of the legal safeguard to the Garment Industry women workers in India and Karnataka. This law applicable to the women

workers while fixing the wage rate, hours of work for the women workers and overtime works payment. Wage are the determining factors for the workers to live in standard of life, wage means all remuneration, capable of being expressed in terms of money, be payable to a person employed in a work done in such employment.

Clause 3 (b) of the Minimum Wages Act 1948 emphasis that, review at such intervals as it may think fit, such intervals not exceeding five years, the minimum rates of wages so fixed and revise the minimum rates, it necessary.

Further Clause 4 of the Minimum Wages Act 1948 also emphasis the role of appropriate government while fixing the rate of wage, a basic rate of wages and a special allowance at a rate to be adjusted, at such intervals and in such manner as the appropriate government may direct, to accord as nearly as practicable with the variation in the cost of living index number applicable to such workers.

National Minimum Wage Committee -2017

In 2017 year Narendra Modi headed Government at centre constituted a committee expert panel led by Anoop Satpathy, fellow of, V.V.Giri National Labour Institute, the committee was submitted its report on 14th February 2019. The committee has grouped five regions in India and suggested to set a minimum wage at Rs.375 per day as of July 2018, irrespective of sector, skill, different occupations and location, for a family comprising 3.6 consumption units as per an official statement on 14th February 2019. The committee has been recommended wage bracket between Rs.342 and Rs.447. An extra of Rs.55 per day has been suggested as rental allowance to urban workers. For Karnataka this expert committee has been recommended for Rs. 414 per day, it may calculate for month, minimum wage will be Rs.10,764 per month. But in the Karnataka Garment Industry is providing less than this recommended wage. Present wage in Delhi is higher than the recommended rate and Madhya Pradesh having least minimum wage. Expert committee also opines to adopt uniform minimum wage throughout the India. This committee recommendation included informal sector / unorganized sector of the Indian economy.

Existing Minimum Wages at Global Level:

Wage rates are determining the Economic Growth of the any economy, wages enhanced the productivity, efficiency of the workers in generally and particularly in the Garment Industry. Global wage rates are rising but in India wages are in the stagnant position, even china is raised the wage rate, neighboring countries are having higher wage rates compared the Indian wage rate, the details of the wage rates is as follows;

Table - 1

Minimum Wages at Different Garment Producing Countries
(Measurement in USA Dollar)

Countries/ States	Year	Monthly wages (in USA Dollar)
Bangladesh	2013	80 – 120
Vietnam	2015	180 – 250
China	2013	250 – 300
Indonesia	2013	120 – 150
India	2015	81 – 120

Source: ILO, State Labour Department & Indian Annual Economic Survey 2016-17.

In the above table china is raising its wages drastically compare to Indian wage rate it is mostly double in terms of Indian Rupee, China's wages are 18,000 -20,000, even the neighboring country Bangladesh having wages are 7000 to 8000 per monthly, Vietnam is a small country, it having little bit better wage rates, Indonesia also having little higher monthly wages but in the case of India, average wages of the workers working in the Indian factories, Industries are getting Rupees 5000 – 8000 per month, this wage rate in India is not enough to lead a minimum standard of life or to fulfill the basic necessities in their living conditions, unless increase in the wage rates India cannot possible to grow.

Minimum Wages in the India:

In India wages are similarly vary from state to state, fixing of the wage rate is in the concurrent list of the Indian Constitution, so state governments act on the wages in their states, frequently made changes to their wage rate policies. Some states having attractive wages rates,

some does not have labour friendly wage policies, so we can see difference in the wage rates differences in the Indian sub-continent.

Table – 2

Existing Minimum Wages at Different States

(Wage Rates are in USA Dollar)

Indian states		
Andhra Pradesh	2016	81
Bihar	2016	84
Orrisa	2016	86
Jharkhand	2016	90
Tamil Nadu	2016	93
Uttar Pradesh	2016	95
Karnataka	2016	105
West Bangla	2016	109
Gujrat	2016	114
Madhya Pradesh	2016	115
Maharashtra	2016	118

Source: ILO, State Labour Department & Indian Annual Economic Survey 2016-17.

The above table perfectly shown the wage rate disparity in the Indian states, it is different from state to state, Andhra Pradesh having lowest wage rate in the country, 81 US Dollar per month, and Maharashtra having better wage rates 118 US Dollar, in between Industrially developed states Tamil Nadu, West Bengal having little lower wage rate compared to national average wage rates, but Karnataka having 105 US Dollar, it is little lower than the national average wage rates. Karnataka is one of the industrially prominent state in the country, many Industries like Garment Industry, Beedi Industry, Coir Industry, Coffee Process Industry, Cashew Processing Industry, Agarbathi Industry are main labour orient industries, in these Industries, Garment Industry is one among that, Garment Industry is the labour –intensive industry.

Wages in the Tumakuru Garment Industry:

the largest employment providing Industry for the less educated and untrained youths, whether there are male or female, female are most dominant in this Industry, there are occupying 80 per cent of the jobs in the Garment Readymade of cloths, wages in the Karnataka Industry are very low compared to other industries in the state, Garment Industrialists are exploiting women workers through providing less wages and taken hard work from them, except skilled workers tailors in the Industry remaining women workers are unskilled and they does not have the adequate skilled and trainings, for the research purpose undertook survey in the Tumakuru District Garment Industry, below table shows the details of the wages in the Tumakuru District Garment Industry

Table: 3

Wage rates in the Tumakuru Garment Industries

Wage Rates at different Industry	Unskilled Women Workers(pm)	Semi-Skilled Women Workers	Skilled Women Workers
Tumakuru Taluk MAF Cloth Pvt.Ltd - 2	Less than .5000	₹5500 – 6000	₹6000 – 7000
Tiptur Taluk MAF Cloth Pvt.Ltd - 3	Less than Rs. 5000	₹5500 – 6000	₹6000 – 7000
Madhugiri Taluk Pragathi Exports	Less than Rs. 5000	₹5000 – 5500	₹6000 – 6500

Source: Primary survey

Wages in the Karnataka Garment Industry are not equal, vary from Industry to Industry from Place to Place, some of the Big Corporate Garment Industries offering attractive wages and other Social Security Benefits and allowances to their workers, we can perfectly visible unequal work allocation for the male and female workers, male workers are dominant in the higher hierarchy of works in the Garment Industry, manually hard works so male workers are paying higher salaries than the female workers, but female workers are at large numbers, they concentrated in the low

profile works, most of the female workers are tailors, khaja and button, Ironing works, Hemming works, feeding helpers, helpers, quality checkers, finishing cloths, layers, readymade cloth packers etc. these female workers, who are new entered in the unskilled works they are getting less than ₹5000 in all the three Garment Industries of Tumakuru District. In Semi-skilled women workers are paying ₹5500-₹6000 salary slab in the MAF-Tumakuru and MAF-Tiptur Taluk and ₹5000 to ₹5500 in the Pragathi Exports-Madhugiri and highly skilled women workers who are newly entered are paying ₹ 6000 to 7000 in the MAF-Tumakuru and MAF-Tiptur Garment Industries and in the Pragathi Exports Garment Industries paying ₹6000-6500. So wages in the Tumakuru District Garment Industries are low compared to national average wages for the unorganized sector of the economy and even in Garment Industries, hence many Industries are extending their units to Tumakuru District to acquire benefits from low wages.

Conclusion:

India is a demographic country, population exploding day by day and creating huge unemployment problem, unemployment is the biggest issue, after the economic reform in India, India became a supply chain for the Transnational Companies, these Transnational Companies are outsourcing their manufacturing products to the developing countries, India one among that, India is a labour abundant country, cheap labour availability, un-regulation of labour laws, even wages are low compared to neighboring countries, so Indian Government and various State Governments prerequisites to revise the prevailing wage rates to boost Garment production, efficiency of the women workers, empowerment of the women workers, enhance the standard of living conditions of the women workers in Garment Industry, Garment Women Workers are not unionized and they are exploiting by providing low wages, further these women workers doesn't have the bargaining power with their owners / contractors/sub-contractors for better wages, social benefits, concerned governments, Government of India and Karnataka Government should revise the existing wage rates and enhance as per the global level and make uniform wages all over India.

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