

## Improving productivity and welfare among workers of small and household textile and garment units in India

*Îmbunătățirea productivității și bunăstării în rândul lucrătorilor din unitățile mici și familiale de textile și îmbrăcăminte din India*

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### Abstract

*Global Production System has changed remarkably over the period of time. In order to cope up with the change in the nature and type of production, the small and household garment and textile units are employing the younger and skilled labor force. The workers in these units are employed on the contract, causal and temporary basis. They are not given the different benefits as applicable to the large scale unit workers. Such workers are employed more hours and weekly holidays are not given to them. The small and household units are simply maximizing their interest and profit. Such capitalist nature of productive activities makes the labor worse. They are given less wages and classified as unskilled workers. Workers are not given proper training and security of work by these units. Their access to productive assets and standard of living is low as compare to the large unit's workers. In order to improve the workers conditions, minimum wage should be given to all workers in small and household units. Such units must maintain their annual records of transactions. Small and household units must send their workers for compulsory training. Work place environment, minimum hours of work are required to regulate in these sectors. Immediate steps will have positive impact on workers earning and standard of living. It will help for further productivity enhancement.*

**Keywords:** *productivity, welfare, social security, working conditions*

### Rezumat

*Sistemul producției globale s-a schimbat remarcabil de-a lungul timpului. Pentru a face față schimbării naturii și tipului producției unitățile de textile și de tip familial angajează forță de muncă tânără și calificată. Lucrătorii din aceste unități sunt angajați pe bază de contract ocazional și temporar. Lor nu li se acordă diferite beneficii aplicabile în unitățile de dimensiuni mari. Astfel, lucrătorii muncesc mai multe ore pe săptămână și*

nu li se acordă vacanțe plătite. Unitățile mici și familiale sunt interesate numai în maximizarea profitului lor. Acest tip de capitalism al activității productive face munca dificilă. Lucrătorii primesc salarii mici și sunt anagajați ca muncitori necalificați. Aceste unități nu oferă o instruire și o securitate corespunzătoare a muncii. Accesul lor la active productive și la un nivel standard de viață este redus în comparație cu muncitorii din întreprinderile mari. Pentru a îmbunătăți situația trebuie să li se asigure un salariu minim tuturor lucrătorilor din unitățile mici și familiale. Aceste unități trebuie să-și înregistreze permanent tranzacțiile anuale. Unitățile mici și familiale trebuie să-și trimită lucrătorii la instruirea obligatorie. În acest sector este necesar să rezolve problemele referitoare la mediul de lucru și numărul de ore de lucru. Intervențiile imediate vor avea un impact pozitiv asupra câștigurilor lucrătorilor și nivelului de trai. Acestea vor contribui mai departe la îmbunătățirea productivității.

**Cuvinte-cheie:** *productivitate, bunăstare, securitate socială, condiții de lucru*

**JEL Classification:** D24, J24, I31, C61

### **Introduction**

**D**ecent work is means to provide conditions of work with freedom, equality, safety and human dignity. The paradigm of decent work includes that kind of work which is productive and secure; ensures respect for labor rights; provides an adequate income; offers social protection; and include social dialogue, union freedom, collective bargaining and participation (ILO 2007 ). Global production system has given more freedom to consumers to choose different products based on the taste, preferences, type etc. Such preferences are always changing across the regions and period. It is difficult for a producer to keep complete track of changing demand and predict the future demand and trends. Global agencies are helping to modify the nature and type of the products based on the latest technology. Firms are maximizing their profit without affecting the sells orders and labor cost. They try to substitute latest technology as against labor wherever it is possible. Such high tech technology requires highly skilled and young labor force. Due to change in technology, nature of orders, workers are employed on the contract and temporary basis. They are not given the higher payment and benefits which are applicable to large unit workers. Such workers are employed for more hours without paying the weekly holidays. Productive assets and consumption goods are comparatively lower among small and household unit workers as compare to large unit workers. Basic amenities and household facilities are more for the large unit workers because their incomes are higher. The benefits such as causal, medical earned leaves provident fund, D.A. PF. are negligible to the household and small unit workers. Poverty among the small unit workers is more as compare to household and large units. Household units are employing the semi skilled workers for production but the skilled and semi skilled

production workers are more in the large units. Training has more impact among the large unit workers but it has negative impact among the household workers. For household workers, it improves more skills and allows learning new development. Trade union membership is more popular among the large unit workers because it helps to workers and vis-à-vis in the small units. Women of large units have paid maternal leave and benefits but such benefits are not for the women in the small and household units. They are not getting any kind of benefits except nursing break.

### **Data and methodology**

We have collected primary data from large, small and household textile, garment and spinning units in India. The large unit's data is collected from the Ahmadabad, Surat, Madhya Pradesh and Coimbatore. The small unit's data is collected from the Ahmadabad, Surat, Tirupur, Bhiwandi and Coimbatore. The household unit's data is collected from the Ahmadabad, Tirupur, Bhiwandi, and Coimbatore. Total 322 workers were interviewed from different large, small and household units. The workers socio-economic characteristics are compared with different type and places of units. The quintile method is used to classify the poorest workers according to type of production unit. The multinomial logit regression model is used to examine the correlation of socio-economic characteristics of workers of large, small and household units.

### **Socio-economic characteristics of workers**

It is important to understand the workers socio-economic background because production units are very much selective in employing the different kinds of workers and they do not employ female and old workers. The nature and type of production is highly volatile and it is based on market demand. All the production units require more flexible worker force without any liability. There is change in the textile and garment technology, firms require skilled labor to operate different machines. Table 1 shows some of the important characteristics of workers.

The male (85.3 percent) workers are more in the large scale units. Females (35.1 percent) workers are more in the small scale units. As far as age category of the workers is concern, then household units have 77.1 percent of workers in the 15-35 age groups. It is only 70.2 percent in small scale units. Young workers perhaps work more number of hours and can learn new technology. Similarly they have less responsibilities at home. Such things are important for growing and profit maximizing firm. They are low (56 percent) in this category in the large units.

## Socio-economic characteristics of workers (Per cent)

Table 1

Socio-economic characteristics	Large scale units	Small scale units	Household units
<b>Sex</b>			
Male	85.3	64.9	69.8
Female	14.3	35.1	30.2
<b>Age</b>			
0-14	0.0	0.0	0.0
15-35	56.0	70.2	77.1
36-40	12.0	10.6	8.3
41-60	32.0	17.9	11.5
60+	0.0	1.3	3.1
<b>Type of caste</b>			
Scheduled caste	58.7	53.0	54.2
Scheduled tribe	4.0	2.6	24.0
Other Backward Caste	13.33	13.9	21.9
Other	24.0	30.5	21.9
<b>Type of religion</b>			
Hindu	93.3	94.7	71.9
Muslim	1.3	1.9	22.9
Others	0.0	0.0	5.2
<b>Type of household</b>			
Nuclear	62.7	62.3	49.0
Joint	36.0	26.5	44.8
Extended	1.3	11.3	6.3
<b>Living conditions</b>			
No Land	78.7	85.4	89.6
No own house	30.7	63.6	51.0
No TV/Radio	26.7	37.1	33.3
No Electric goods	77.3	96.6	96.9
No Furniture	17.3	72.2	79.2
<b>House square foot</b>			
0-100	17.3	54.3	9.3
100-400	25.0	6.4	23.8
400-above	58.0	8.9	33.3
Drinking water facility in home	98.7	86.8	87.5
Electricity in home	98.7	89.4	86.5
Separate bathroom	98.7	75.5	77.1
Separate toilet	96.0	62.9	55.2

There are no child labors (0-14 age group) in the large, small and household units. This is because child labors are banned in textile and garment units. According to the caste, there are more scheduled caste (58.7 percent) workers in the large units than the household (54.2 percent) units. Scheduled Tribe

workers are not found in the household units (24 percent). They are very low in the (2.6 percent) in the small units. The OBC workers are more in the (21.9 percent) household units. The Other caste workers are more in the (30.5 percent) in the small units. They are 24 percent the large units. The Hindu workers are more in the small units (94.7 percent). They are lower in the household units (71.9 percent). Muslim workers are more involved in the household units (22.9 percent) than the large (1.3 percent) and small units (1.9 percent). The workers of the nuclear family in the large (62.7 percent) and small units (62.3 percent) are similar. The workers of nuclear family are less in the (49 percent) household units. The workers of joint family are more in the (44.8 percent) household units. Nearly 90 percent of the workers, those are working in the household units have no agricultural land. But in large units, 78.7 percent workers have no agricultural land. In small units, there are 63.3 percent workers do not have home. In the household units, it is 51 percent. In the small units, 37.1 workers do not have television/radio in their house. It is 33.3 percent in the household units.

Almost 97 percent, small scale unit workers do not have electric goods in their house. It is only 77.3 percent in the large units. There is no furniture in the houses of most of the workers (79.2 percent), those employed in the household units. It is mainly because of lower level of income. In the large units, only 17.3 percent of the workers do not have the furniture in their house. But for workers of small units, it is almost 72.2 percent. As far as worker's owned house size is concerned, then large unit workers have more (58 percent) than 400 and above square foot house. But household (33.3 percent) and small scale unit's workers (8.9 percent) have less household size. For small and household unit workers, the access of drinking water facility, electricity in house, and separate bath room are the same. Such facilities and access is more for the workers of the large units. Almost 45 percent household workers do not have the separate toilet facility in their house. It clearly shows that small scale and household units have lower income and purchasing power. Such workers are less paid for more hours of workers. Due to lower wages they are not able to invest in the productive and consumer goods.

### **Employment and occupation status**

Employment status of worker is important to receive the different entitlements. If worker is not permanent then he/she is not eligible for different allowances and benefits. Most of the small and household units are employing their workers on the temporary or causal basis. Employment pattern is depending on the unit size and type of production.

## Employment and occupational status (Per cent)

Table 2

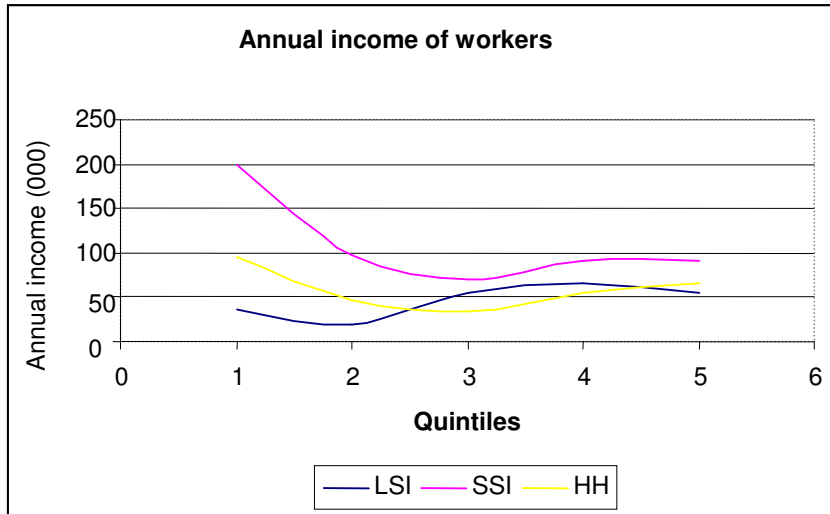
Status of workers	LSI units	SSI units	Household units
<b>Employment status</b>			
Permanent	37.3	9.9	25.0
Temporary	16.0	54.3	46.9
Contract	33.3	29.8	24.0
Causal	13.3	6.0	4.2
Other	0.0	0.0	0.0
<b>Occupational status</b>			
Managerial	1.3	0.1	1.0
Supervisor	4.0	4.6	6.3
Sales	0.0	0.0	2.1
Administer	5.3	2.6	6.3
skilled production worker	57.3	43.7	1.0
Semi-skilled	57.3	43.7	79.2
Unskilled manual	24.0	31.8	1.0
Any other	0.0	1.3	3.1

There are more permanent workers in the large units (37.3 percent) as compare to the small (9.9 percent) and household (25 percent) units. Temporary workers in the (54.3 percent) small units are more as compare to the household (46.9 percent) and large scale (16 percent) units. The causal workers in the large units are 13.3 percent and they are more in the small scale (6 percent) and household (4.2 percent) units. There is less managerial staff in the small scale units as compare to the large and household units. This is mainly because owner of the small units are managing the entire production units. Power loom units are often small in a size and machines get automatically operate. Therefore unit owner appoint more supervisory staff in their units. The supervisors are more in the household (6.3 percent) units than the small scale (4.6 percent) units.

There are no workers involved in the sales either from large and small units. This is mainly because these units are production units and they do not involved in the sales of their products. Sales department is different in the large and small units. In the household units, there are 6.3 percent workers are involved in the administration. But in the large (5.3 percent) and small units (2.6 percent) they are less. Skilled production workers (57.3 percent) are more in the large units. They are less in the (43.7 percent) small units. Semi skilled workers are more in the (79.2 percent) household units. Unskilled workers are (31.8 percent) more in the small units. They are only one percent in the household units. Employment and occupation status is primarily depending on the type and size of production unit.

**Annual income of the workers**

The annual income of the workers is sole determinant of their welfare. Workers with higher income can improve their skill and improve their standard of living. They can purchase different productive and consumption assets. Workers are also changing nature of job, type of units to maximize their income.



**Figure 1. Annual income of workers according to quintiles and units**

Above table shows that the annual income (Rs. thousands) of the small units workers are very low as compare to the household and large scale units. The poorest workers are 20 percent in the small units. They are below 5 percent in the large units. It means that very poor people in the large units are less than the small and household units. Income of the household and large unit workers is not different at higher quintile. Small units are consistently paying less to their workers as compare to the large and household units.

**Benefit received by workers**

The large units are proclaimed to provide all the benefits such as paid leave, medical, causal, earned leave and other increment to their workers. Small units are less inclined to give such benefits to their workers. For household units, it is beyond their capacity to provide such benefits to their workers.

## Benefits received by workers (Per cent)

Table 3

Benefit to workers	LSI units	SSI units	HH units
Paid weekly holidays	10.7	9.3	12.5
Causal leave	34.7	2.0	1.0
Medical leave	28	7.3	3.1
Earned leave	6.7	0.7	0.0
Increments	20.0	7.3	0.0
D.A	12.0	0.7	0.0
PF	34.7	2.6	0.0
Pension	1.3	0.7	0.0
Gratuity	22.7	0.7	0.0
Medical allowances	25.3	2.6	0.0
Maternity benefit	1.3	0.0	0.0

Table 3 shows that paid weekly holidays are more in the household units (12.5 percent). Causal leaves are more (34.7 percent) for the large scale workers. They are very low for the household (1 percent) unit's workers. The medical leaves are 28 percent for large unit workers but they are only 7.3 percent to the small scale unit workers. In the household units, medical leave is only 3.1 percent. Earned leave is 6.7 percent in the large units but it is nil in the household units. Increment in the large units are 20 percent whereas in small units, they are 7.3 percent. In the large units (1.3 percent) workers said that they have pension. Gratuity is almost for 22.7 percent workers in large units but it is only 0.7 percent for workers in the small units. Medical allowances, maternal benefits, earned leave, increments, D.A, PF, pension, gratuity are not there for the household workers. Medical allowance (25.3 percent) and Provident fund is (34.7 percent) more for the large unit workers. The large units are proclaimed to provide all the benefits such as paid leave, medical, causal, earned leave and other increment to their workers. Small units are less inclined to give such benefits to their workers. For household units, it is beyond their capacity to provide such benefits to their workers.

### Working conditions, impact of training and job loss

The working conditions are important determinant of the welfare of workers of large, small and household units. Training at workplace help workers to improve skills and ultimately income. Trade unions are more popular among large unit workers because they help to raise income and guarantee of employment. Trade Unions are not helping to small unit workers because workers are not allowed to join the unions. Women labors of small units are paid less and no more benefits are given to them.



**Working conditions, impact of training and job loss (Per cent)**

**Table 4**

<b>Working conditions</b>	<b>LSI units</b>	<b>SSI units</b>	<b>HH units</b>
Breaks during office hours	94.7	93.4	91.7
Clean surrounding	94.7	66.9	75.0
Women's toilet	62.7	45.0	25.0
Child care centre	26.7	4.0	1.0
Arising polluted factory	4.0	17.9	10.4
<b>Impact of training</b>			
Increased wages	10.7	7.3	11.5
Upward mobility	2.7	5.3	4.2
Changed job	1.3	9.3	4.2
No impact	25.3	21.2	3.1
Not need	22.7	31.1	9.4
With new development.	13.3	15.2	17.7
Competition for work	9.3	5.3	7.3
Training improvers	4.0	4.6	12.5
<b>Impact of loss of job</b>			
Other member earning	4.0	11.9	9.4
Member took up job	1.3	1.3	6.3
Took up wage /informal	5.3	12.6	14.6
Children took up work	0.0	0.7	0.0
<b>Trade union help</b>			
Any Union member	26.7	6.0	0.0
Union can help	28.0	22.5	11.5
<b>Women labor</b>			
Equal pay for work	6.7	27.8	9.5
Paid maternal leave	13.3	0.7	0.0
Maternity benefits	13.3	0.7	0.0
Nursing break	13.3	5.3	0.0
Part time work	0.0	4.0	0.0
Flexible timing	0.0	20.5	5.2

Table 4 shows that large, small scale and household workers have break during working office hours. Clean surround is more in the large units (94.7 percent). Women toilets are found less in the (25 percent) household units. Child care centers are more in the large units (26.7 percent). Pollution arising from the factory/unit is more in the small units (17.9 percent).

Impact of the training on wage increment for household (11.5 percent) unit's workers is more than the large unit workers (10.7 percent). Training helps for more upward mobility among workers in the (5.3 percent) small units. Training also helps to change job to small unit workers (9.3 percent). Large scale unit

workers have reported no impact of the training (25.3 percent). Training helps workers to cope up with new development. They are more helpful to the household (17.7 percent) workers. Training helps more to household (12.5 percent) workers to improve skills. Impact of the loss of job is more among the small scale unit workers. The (11.9 percent) other household member takes job. After losing the job, more household workers take the (14.6 percent) informal job.

Workers of large units are more trade union members (26.7 percent) than the small (6 percent) unit workers. This is because workers of small units are prohibited to join the trade unions. Trade union membership is not exists for the household workers. Trade union is more effective in helping the large unit workers (28 percent) than the small unit workers (22.5 percent). The women employee gets more (27.8 percent) equal pay in the small unit than the large (6.7 percent) units. Paid maternal, maternity benefits, nursing break are more (13.3 percent) for workers of large units as compare to the small unit's workers. Such benefits to women workers do not exist in the household units. There is more flexible timing (20.5 percent) for the women labor in the small units as compare to the household units (5.2 percent). India has been appreciated for relative implementation of labor laws. But the very implementation of these laws (e.g. the provision of maternity benefits, daycare centers for infants of women workers, separate rest rooms for women employee, nursing breaks) goes against the employment of women in the organized sector. Women in the organized sector are generally employed a temporary, casual or contract workers. They are usually either young unmarried girls or elderly single women, all without much domestic responsibilities. A very large number of women in India's unorganized sector are outside the factory premises in subcontract units or as home based workers, "because a) it reduces the overheads on building infrastructure and services for workers; b) it gives employers the freedom of using or not using workers as and when needed ; c) it does not provide scope for scattered workers to unionize and bargain for better terms of employment ; and d) it saves of payment of social security benefits to workers"(Hirway, 2006). Flexible timings are not available for women workers in the large units.

### **Regression results**

We have used a multinomial logit regression model to find the workers socio-economic characteristics and unit's facility and background. Such model also allows us to compare the workers of small and household with large unit workers. The reference group is taken as the large unit workers because these workers have higher benefits, facilities according to factory act. Such workers have social security and higher working standards which is not available for small and household unit workers.

The model is defined as follows.

$$\Pr (y_i=j) = (\text{Exp} (X_i B_j)) / (1 + \sum_j^J \text{exp} (X_i B_j))$$

and

$$\Pr (y_i=0) = 1 / (1 + \sum_j^J \text{exp} (X_i B_j))$$

Where for the  $i^{\text{th}}$  worker,  $y_i$  is the observed outcome and  $X_j$  is a vector of explanatory variable. The parameters  $B_j$  are estimated by maximum likelihood. The positive and negative parameters are compared with the reference category workers. Results of the model are explained in the Table 5.

**Multinomial logistic regression results**

**Table 5**

Variables	SSI*LSI		HH*LSI	
	Coefficient	T ratio	Coefficient	T ratio
Age	-0.16(0.09)***	-1.79	-0.22(0.96)**	-2.31
Sex	9.61(7.74)	1.24	11.0(7.58)	1.42
Caste	-1.66(0.63)***	-2.61	-1.66(0.63)**	-2.63
Religion	2.05(2.19)	0.94	3.16(2.21)	1.42
Household type	0.65(1.04)	0.62	0.30(1.11)	0.28
Occupation	0.99(0.34)**	3.17	0.63(0.31)**	2.02
Annual Income	0.00(0.00)	0.94	0.00(0.00)	1.10
Land	0.17(0.28)	0.28	0.32(0.28)	1.10
T.v./radio	-0.00(0.00)***	-1.82	-0.00(0.00)	-0.48
Electric goods	-0.00(0.00)*	-3.75	-0.00(0.00)	-0.49
Furniture	-0.00(0.00)**	-1.96	-0.00(0.00)**	-2.76
House's square feet	-0.00(0.001)**	-2.25	0.00(0.00)	0.37
House own/rented	-1.44(2.14)	-0.68	1.40(2.13)	0.66
Drinking water facility in home	-2.99(41.32)	-0.07	-6.54(41.33)	-0.16
Electricity in house	-2.62(41.29)	-0.06	0.33(41.29)	0.01
Employment status	1.20(0.85)	1.41	-0.11(0.86)	-0.13
Occupational status	-0.06(0.55)	-1.05	-0.88(0.56)	-1.57
Weekly paid holidays	-8.24(4.35)***	-1.89	-9.05(4.43)**	-2.04
<b>Working conditions</b>				
Number of working hours	2.53(0.81)*	3.13	2.89(0.83)**	3.45
Break during office hours	20.92(36)	0.01	19.63(36)	0.01
Clean surrounding	4.98(1.93)**	2.58	1.60(1.91)	0.84
Women's toilet	0.35(1.67)	0.21	4.96(1.87)**	2.64
Child care center	8.56(3.53)**	2.42	9.69(3.85)**	2.51
Polluted factory	-1.53(2.02)	-0.76	-0.23(2.05)	-0.12
<b>Impact of training</b>				
Production improved	-2.40(2.69)	-0.89	-1.94(2.59)	-0.75
Wage improved	-1.91(3.26)	-0.58	-1.00(3.13)	-0.32
Upward mobility	0.87(11.50)	0.08	-1.10(11.52)	-0.10

Variables	SSI*LSI		HH*LSI	
	Coefficient	T ratio	Coefficient	T ratio
Job changed	4.80(3.46)	1.39	3.65(3.53)	1.03
No impact	-4.01(2.67)	-1.50	-6.24(2.80)**	-2.23
No need	3.53(2.66)	1.33	1.44(2.64)	0.55
With new development	-0.21(2.36)	-0.09	-2.34(2.25)	-1.04
Competition for work	2.66(3.03)	0.88	0.027(2.89)	0.01
Training improves skills	0.59(3.07)	0.19	0.00(3.13)	0.00
<b>Impact of loss of job</b>				
Other member earning	-5.32(2.60)**	-2.04	-4.72(2.61)***	-1.81
Member took up job	-7.75(4.86)	-1.60	-4.99(4.86)	-1.03
Took informal job	5.18(2.63)**	2.19	3.24(2.35)	1.38
Any union member	-6.87(2.70)**	-2.54	18.61(18)	0.01
Union can help	1.30(0.99)	1.32	0.93(1.00)	0.93
<b>Women labor</b>				
Equal pay for work	8.69(5.63)	1.54	7.41(5.64)	1.31
Paid maternal leave	-1.35(3.12)	-0.44	0.71(3.27)	0.22
Part time work	-23.29(11.07)**	-2.10	- 21.89(11.15)**	-1.96
Nursing break	17.76(7.81)**	2.27	14.68(3.05) ***	1.87
Constant	-39.28(36)	-0.01	-94.3(2.33)	0.88
LR chi2(84) = 479.86 Prob > chi2 = 0.0000				
Log likelihood = -95.932153 Pseudo R2 = 0.7144				
Figures in parenthesis shows the standard error				
*significant at 1 percent ** significant at 5 percent *** significant at 10 percent				

\*Large unit's workers are the comparison group

The regression results shows that small and household units workers have negative relationship with age of the worker. Small and household units are not employing the older workers. Young workers are useful for growing and profit maximizing firms because they can learn new techniques very fast, accept the given wage. Similarly, young workers have less household responsibilities. The caste of workers is negatively related because most of the small and household units are employing the scheduled caste workers. Occupation of the workers is positively related in the small and household units. Small unit workers do not have television, electronic goods, and furniture in their house. Household unit workers have less furniture in their house. It is simply because their annual incomes are lower. Higher level of income allows them to invest in the productive and consumption goods. Small and household workers have no weekly paid holidays. Working hours are more and statistically significant in the small and household unit workers. These workers are working on the different shifts. They are not given paid weekly holiday and they often work on the weekly holidays. Study of Neetha (2002) finds that production of knitwear apparel largely depends on work done at

home, with the finished work usually done in sub-contracted units. Women constitute seventy to eighty percent of the workers, working 7 days a week, without any social protection. Undoubtedly, this dispersal of the apparel industry has significantly increased women's employment and they are now in a better position than the earlier position of wife/mother or daughter, engaged in unvalued, unorganized work at home. However, by no measure this work is decent work, which allows them any enhanced dignity, opportunity for social dialogue and even an incremental freedom from their gendered existence at home.

Surrounding across the small units is good and clean as compare to large units. The small units are far away from the main city. Therefore we have observed the clean surrounding. Women toilets are there in the household units. They might be using the household facilities. Therefore it is statistically significant. Child care is positively related in the small and household units. Training has no impact on the household unit workers. Impact of the job loss to the workers is negative because no household member is earning after loosing current job. In the small units, workers took the informal nature of job. The workers of small units are not union members as compare to the workers in the large units. Workers of small units are strictly not allowed to join the trade union. Part time employment is not allowed and it is negatively related to the household and small units. There are nursing breaks for women employee in the small and household units.

### **Conclusion**

There is major change in the global production system after removal of quota and Multi Fiber Agreement (MFA). The garment and textile units are employing the young labor force to cope up with the technology, volatile supply and demand of products. Such workers are given the less economic benefits and social security. Women are less employed and no maternal, paid leaves are given to them. Because of lower payment and lack of social security such workers have lower household assets. Therefore poverty among such workers is comparatively more to large unit's workers. All the workers in small scale and household are employed for more hours without giving the weekly paid holidays. If there is job loss among the workers then they take the informal sector job. Trade union is not helping to the small and household unit workers and they are strictly not allowed to join it. Part time working facility is not exists in the small and household units.

There is need of immediate interventions to improve the income and social security of these workers. Government need to pass the legislation to make the minimum wages compulsory to these workers. Workers should be given the compensation or assurance of employment. There is need to fix minimum working hours and paid weekly holiday. There is need of legislation to make the compulsory entry of transaction of small and household units. The small units should not simply maximize their profit with lower payment to workers. Study of Kelekar G. and Yunxian W. (2007) shows that the apparel industry earns huge profits from

women's long work hours of hard work, but does not proportionately invest their earnings in skill up gradation of the workers. Therefore there is need of strong social pressure and involvement of Ngo's in textile and garment units in order to decide the wages of workers. There is need of urgent steps because it affecting on the workers welfare and productivity. SEWA is actively involved in skill formation, capabilities development, which is ultimately helping workers to improve their living standards and capabilities. Such program needs to enforce to entire textile and garment units in India.

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