



## SOCIAL SECURITY SCHEME FOR TEXTILE INDUSTRY WITH SPECIAL REFERENCE TO SURAT CITY OF GUJARAT STATE

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### ABSTRACT

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*The basic objective of this particular paper was to identify the different parameters for the employees of the Textile Industry for designing the policy and strategy for the employees. For this particular purpose the author has set the objective of findings out the Social background of the employees in terms of the demographic profile and at the same time the most important parameters for the employees as a part of the Social Security scheme with the bifurcation of Opportunities and Challenges that has been the significant portion of the policy making for the employees under their organization. To achieve this objective, the author has applied the frequency distribution, Charts and Descriptive Statistics to achieve it. It has been concluded that the majority of the employees under the Textile Industry in the Surat city of Gujarat State, they are Male with having their Education upto HSC or under graduate with having the maximum experience for more than 3 year.*

**KEY WORDS:** Social Security, Textile Industry in India, Labour Laws

### INTRODUCTION

About 14% of India's industrial output, 4% of the GDP, and 27% of the country's foreign cash inflows are attributed to the textile industry. Additionally, it employs about 45 million people directly, making it the second-largest employer after agriculture. One of India's greatest urban jobs and a significant contributor to the country's economy is the ready-made clothing (RMG) industry. It has changed from a primarily informal to a fully formal, factory-based business during the past 20 years that is heavily reliant on labour inputs. With a combined workforce of well over a million women and men, the largest RMG manufacturing centres are located in Bangalore (Karnataka), Tirupur and Chennai (Tamil

Nadu), and the National Capital Region (NCR). First generation industrial workers make up a sizable component of the RMG sector's workforce, and many of them are internal migrants.

The RMG business is mostly export-oriented, with a sizeable amount of output going to markets in the OECD nations, despite India having a sizable internal market. The major and mid-sized manufacturing firms in this industry are linked by a worldwide value chain. The competition in the sector, both from inside India and from other, primarily Asian, nations, has a direct impact on their business strategies and practises. National and state labour rules and policies, which are different from

those in rival countries, apply to Indian manufacturing.

The competitiveness of the sector today and its long-term future depend heavily on labour. In the context of a constantly shifting economic environment, it is crucial to consider workers' skill levels, productivity, and motivation as well as the industry's capacity to recruit and retain the right number and quality of workers. It is also important to consider domestic labour laws and regulations as well as workers' living expenses and conditions in urban areas.

Despite the fact that the textile industry contributes significantly to the nation's economy, there is no specific legislation that addresses the sector's employees. However, the Factories Act of 1948 governs the textile industry. Therefore, the textile industry in Toto is subject to all the working conditions outlined in the Factories Act.

## LITERATURE REVIEW

**Lloyd-Evans, S. (2008)** defined that the goal of this essay is to reevaluate the validity of the idea of the "informal sector" as a conceptual framework for comprehending work in the twenty-first century by examining previous and contemporary understandings of the phenomenon commonly referred to as it in the global South. The fact of the modern global economy is that the bulk of the workforce is engaged in informal, contract, home-based, or own-account labour, which is exempt from social and governmental laws. A renewed interest in informality from a gendered, social justice viewpoint has been sparked by new worker-oriented and gendered definitions of the informal sector that include new areas of unregulated paid, home-based, and even coerced labour. The essay explores how thinking about the informal sector has changed from standard enterprise studies to more gender-sensitive worker-focused viewpoints by using examples from the global South, with a specific focus on the Caribbean. It begins with a critique of policies designed to safeguard informal workers in both traditional and emerging sectors of the global economy, and it ends by urging geographers to re-engage with a new geography of informality that advances the objective of safeguarding and mobilising all forms of informal workers worldwide.

**Ofreneo, R. E. (2013)** examined in this article, two facts regarding the Philippine labour market are discussed: the enormous informal economy's ongoing growth and the small organised sector's ongoing "flexibilization" of employment. The first is a result of the economy's uneven growth and poor ability to produce steady jobs for a burgeoning population. The network of impoverished urban and rural colonies that are mushrooming throughout the archipelago is a reflection of this growth. On the other side, the formal labour market's tendency toward flexibilization is reflected in a variety of flexible

employment practises, particularly the service contracting modality. Flexibility has sparked contentious legal discussions, particularly in relation to the so-called management prerogative of businesses to outsource jobs handled by normal employees. According to the article, in order to provide social protection for the "precarious" in both the formal and informal sectors, it is not only necessary to pass protective labour laws but, more importantly, to change the neoliberal economic policy regime that has been in place for almost four decades and is currently beset by crises.

**Panda, P. K., & Komalavalli, P. (2019)** mentioned in the article attempts to investigate the factors that affect workers' health, social security programmes, and income in the textile factories in Tirupur, Tamil Nadu. Through the use of a random sample technique, 100 workers from 30 textile companies were the subject of primary data collection in the months of September and October 2016. The objectives are examined using the percentage ratio approach and double-log multiple regression methods. It has been noticed that workers in textile factories live in unsanitary and appalling conditions with little social security and health insurance coverage either by the companies or by the workers themselves. One of the key limitations is low income. Education, working conditions, and skill development have all been found to have a significant impact on labourers' wages. Experience, firm distance, and the migrant variable did not show any signs of significance. When deciding salaries, gender prejudice is still present. Laborers who switch from being men to being women experience a 0.46% wage decline on average. Through public and legal policy interventions, it is necessary to provide social security benefits in an appropriate manner, improve the workplace, and check for gender bias in compensation. Worker advancement within firms and the development of fundamental skill sets will help workers increase their pay.

**Deshingkar, P. (2009)** mentioned that theoretically, labour inspections might raise working conditions and assist nations in achieving their aim of eradicating chronic poverty and promoting decent employment. However, in reality, inspections either don't happen or don't result in punishments for lawbreakers. The author examines labour contracts and standards in a few informal agricultural and non-agricultural occupations using the example of India to determine the causes of this situation. These include corrupt and underfunded labour departments, subcontracting arrangements where it is difficult to establish employer-employee relationships, a lack of political will to raise labour standards, and a lack of coverage of new categories of work by existing labour laws. The article also demonstrates how civil society organisations and the media have effectively mobilised Western customers and NGOs to apply pressure on suppliers in global value chains to

improve labour standards and end child labour in the absence of an efficient labour inspection mechanism. The manufacturing of cottonseed, stone quarries, carpets, and the garment industry—all of which have connections to wealthy nations—are among the industries being closely scrutinised. However, jobs in industries that are not connected to the outside world, like those in construction and sugar cane fields, continue to flout labour regulations with impunity.

**RESEARCH METHODOLOGY**

**Problem Statement**

The author had studied few research studies which includes the factors that are considered to the decision taker parameters to make the Social Security Schemes for the Textile Employees in the Surat City of Gujarat State but None of them had focused on the overall opportunities and challenges parameters that have the significant contribution towards the decision making factors for the Employers to make the inclusion of the necessary information which are considered to be the important thinks on the part of the Employers to make the certain changes in the policy making and decision taking.

**Objectives of the Study**

- To identify the key profile parameters for the employers and workers involved in the Textile Industry in the Surat city of Gujarat State.
- To study the major pros and cons that have been faced by the textile industry with reference to implementation of social security schemes in Surat city of Gujarat State.

**Societal Importance of the Study**

In the Textile Industry, many of the employees are concerned with so many other parameters which are important concerned for them to take into consideration for the Textile Industry management who are developing the policies and strategies for them. Social and financial parameters in

the policy making are considered to be the most important parameters for the employees to be taken into the consideration. So, it is necessary for any Textile firms or organisation to find out the opportunities and challenges that had been the part of this Social Schemes. It will help to understand the Social Security Schemes for Textile Employees of any city to know the parameters to be included into the schemes.

**Sample Selection**

Various Textile Companies those who are falling into the MSME or Proprietor level firm for the Textile business employees are taken into the consideration for the study. Many of the employees who were not well educated and couldn't understand the message of the survey wouldn't like to respond for the study.

**Scaling Technique**

The investors were asked to rate the 40 attributes using Likert five-point scale. 1 – Highly important to 5 – not at all important.

**Sample Size**

Total 100 responses of the investors that have been taken form the different zones of the Surat city to know the factors influencing the Social Security Schemes for the Employees of the Textile Industry.

**Limitation of the Study**

- The study is restricted to measure the social security schemes that have been provided to the Textile Industry employees in the Surat City of Gujarat State. Other measures are not checked in this particular study.
- The study had focused only on the Key parameters of the Social Security Schemes for the Textile Employees like Sanitization, Insurance, Pay fixation etc. other parameters are not given the importance among them.

**DATA ANALYSIS AND INTERPRETATION**

**Table 1: Profile for the Respondent in the Surat City**

Gender	Percentage	Marital Status	Percentage
Male	52%	Single	21%
Female	48%	Married	74%
		Prefer Not to Say	05%
Zone of Residence for Respondent		Annual Income of Respondent	
North Zone	19%	Less than Rs. 2,00,000	22%
South Zone	21%	Rs. 2,00,000– Rs. 3,00,000	24%
East Zone	25%	Rs. 3,00,001 – Rs. 5,00,000	31%
West Zone	23%	Rs. 5,00,001 – Rs. 7,00,000	15%
Central Zone	12%	More than Rs. 7,00,000	08%

Educational Qualification		No of Years' Experience in Textile	
SSC	18%	< 1 Year	26%
HSC	31%	1 – 3 Years	25%
Under Graduate	33%	More than 3 Years	49%
Graduate	14%		
Others	04%		

(Source: primary data)

From the above table for the demographic profile for the Textile Industry, it has been concluded that out of the total 100 responses, the highest number of respondents are falling under the Male category followed by the female respondent. For the Marital Status it has been noted that the highest number of respondent are falling under the Married status followed by the Single Respondent. Zone of Respondent wise, the highest number of respondents

are falling into the East Zone followed by the West Zone. The Annual Income, the highest number of respondents are falling into the Rs. 3,00,001 – Rs. 5,00,000 followed by the Rs. 2,00,000– Rs. 3,00,000. For the Educational Qualification, the highest number of respondents are falling into the Under Graduate level followed by the HSC and for the Number of Years of Experience More than 3 Years

**Table 2: Facilities and Challenges at Textile Industry**

Decision Making Behavior	Facilities and Challenges	Mean Score
Proper Infrastructure	Facilities for the Textile Industry	3.42
Sanitization Facility		3.12
Canteen Facility for the Employees		3.49
Transportation Facility		<b>3.88</b>
Proper Salary and Allowance		2.69
PF from the Employers		3.25
ESIC Schemes		3.47
Shortage of Raw material Supply	Challenges for the Textile Industry	3.58
Increase in the Cost of Raw material		3.69
Meet the Social Responsibility		<b>3.78</b>
Fulfill the Environmental Norms		3.98
Infrastructure Bottleneck		<b>4.05</b>
Unbalanced Regional Development		3.27
Break down due to manual work	3.98	

(Source: primary data)

From the above table for the Facilities and Challenges that have been faced by the Textile Industry for the different purpose and region, it has been concluded that the major number of facilities that have been received by the Textile Industry is for the “Transportation Facility” followed by the “Proper Infrastructure”. For the Challenges that have been faced by the Textile Industry is for the “Infrastructure Bottleneck” followed by the “Meet the Social Responsibility”.

**FINDINGS AND CONCLUSIONS**

From the above study for the Social Security Scheme for the Textile Industry with special reference to the Surat city of Gujarat State, it has been concluded that the majority of the respondent are falling into the category of Male with having the highest number of earning from the Rs. 2,00,000 to Rs. 5,00,000 with having their Educational background of HSC to under graduate level program with carrying the 3 years plus years of experience among them.

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