

# Role of Human Resource in Industrial Development: A Case Study of Female Workers Engaged In Textile Industry in Amritsar (Punjab)

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## ARTICLE INFO

## ABSTRACT

The human resource, in fact, is one of the major reason, that during 50's and 60's, immense growth of small scale industrial units took place in Ludhiana, Jalandhar, Amritsar etc. in the field of producing bicycles, sewing machine, agricultural instruments, hosiery, machine tools, sports goods etc. thereby generating employment worth 0.9 million workers. No industry can develop properly without human resource development and for this purpose, Punjab state has invested in a relatively good infrastructure for education and health. But, the important point is that, in educational attainments and skill development and even in health areas, the performance of Punjab State does not compare well with other major states like Gujarat, Maharashtra, Haryana etc. However, the proposed industrial strategy calls for determined initiative in skill development and improving the quality of vocational and higher education. Keeping this in mind, a primary survey of 100 female workers engaged in textile industry, which work textile industry, was carried in Amritsar. Broad objective of this study is to find socio economic conditions of these female workers engaged in textile industry, from unorganized sector. Findings reveal that these females are forced to live and work in highly dissatisfactory conditions. So, certain policy recommendations have been given to enable these workers to enjoy a decent standard of living.

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## Introduction

The Punjab state has a distinct advantage for investment because one of the reason is that the state is bestowed with dynamic and productive people with overwhelming zest for hard labour. This human resource, in fact, is one of the major reason, that during 50's and 60's, immense growth of small scale industrial units took place in Ludhiana, Jalandhar, Amritsar etc. in the field of

producing bicycles, sewing machine, agricultural instruments, hosiery, machine tools, sports goods etc. thereby generating employment worth 0.9 million workers.

The establishment of Punjab State Industrial Development Corporation in 60's was intended to fill the gap generated by shortage of raw materials like iron and coal, in the way of establishment of large and medium scale industry in the state. The

PSIDC itself promoted various projects and set up larger units in the joint sector. Result was establishment of Punjab Tractors Limited, Punjab Communication Limited etc., in 70's and 80's, followed by setting up electronic township in Mohali near Chandigarh, one of the fastest growing centers for electronic production in the country.

But, no industry can develop properly without human resource development and for this purpose, Punjab state has invested in a relatively good infrastructure for education and health. But, the important point is that, in educational attainments and skill development and even in health areas, the performance of Punjab State does not compare well with other major states like Gujarat, Maharashtra, Haryana etc. However, the proposed industrial strategy calls for determined initiative in skill development and improving the quality of vocational and higher education.

Not only this, significant amount of investment is required to be encouraged in Health sector as well, to keep human resource active enough to work properly. Logic behind this is that importance of skilled and healthy labour force in an environment of industrial growth, continuing technological innovation and competitive pressures of globalization cannot be overlooked. So, Govt. of Punjab must take a serious note on making and implementing effective strategy for human resource development to match the demands of growing industrialization. Things will be clearer from following tables:

**Table 1: Poverty Head Count Ratio**

State	1999-2000		2004-2005	
	Rural	Urban	Rural	Urban
Punjab	6.4	5.8	5.9	3.9
Haryana	8.3	10.0	9.2	11.35
Gurjarat	13.2	15.6	13.9	10.15
Maharashtra	23.7	26.8	22.2	28.9

Source: Planning Commision

**Table 2: Industrial Share in GDP**

Year	Punjab	Haryana	Gujarat	Maharashtra
1980-81	14.3	16.2	25.3	29.7
1990-91	18.3	21.7	31.7	28.2
2000-01	18.1	22.4	35.4	22.7
2005-06	16.6	24.6	36.4	21.1

Source: National Accounts Statistics, CSO (at current prices)

These tables clearly indicate that Punjab is lagging behind in Industrial development in comparison to Haryana, Gujarat and Maharashtra and solution of the problem lies in Human Resource Development.

Keeping this in mind, a primary survey of 100 female workers engaged in textile industry, was carried in urban Amritsar. To find the situation of these females, who are associated with industrial work, findings reveal that although these females are the part of lower belt of industrial productivity, still they definitely add to industrial output, but unfortunately, being in unorganized sector, are living in a very dismal position.

**Review of literature:**

Sivananthiran (2007) found that textile and garment industry have a Pyramidal structure in which females are engaged in lower belt and are forced to work in poor condition. They spent a disproportionate amount of time working compared to men while only accruing 10% of accumulated salary. They are exposed to physical and sexual mistreatment. Bharathi (2007) in a study found that women in textile industry are exposed to dangerous working conditions such as use of toxic chemicals, either unaware of the danger or not in a position to mitigate their exposure to risk with instances of poor safety and worker injuries,

**Broad Objectives of the paper are:**

- 1) To analyze Per day per capita income of these females
- 2) To analyze their living conditions
- 3) To analyze their health and education conditions
- 4) To analyze social security benefits available to them

**A glance at above-mentioned objectives will bring out the status of human resource development of those people, who despite putting up very hard work and adding to industrial output, are not able to enjoy even the minimum requisites of life.**

**In order to find our objectives, simple percentages have been calculated.**

**Findings:**

**A) Income aspect:**

Findings reveals that 31% of households of these female workers engaged in textile industry are earning below Rs.50 per day, whereas 64% are earning between Rs.50-100 and only 5% are earning between Rs.100-150. This clearly indicates that more than 40% of households of these female workers are not even earning up to minimum daily requirements of Rs.60/- per day, as described by Minimum Wages Act.

**Table 3: Per Day Per Capita Income Of Female Worker’s Household Engaged In Textile Industry**

PER DAY INCOME	Percent
Rs.0- 50	31.0
Rs.50-100	64.0
Rs.100-150	5.0
Total	100.0

Source: Primary survey 2012-13

**B) FOOD ASPECT:**

From findings, one thing is quite clear that subject females are highly malnourished. However,

degree of malnutrition some what falls with the increase in household income. We have calculated the calorie intake of the female workers engaged in textile industry, by taking the total of food items and their quantity, being consumed by her per day. These food items include milk, curd, pulse, vegetables, non-veg, fruits and rice/ chapatti. The total so obtained is scaled in 0-800, 800-1600 and 1600 and above. It is clear from the table 4, 16% the female workers engaged in textile industry consume between 800-1600 calories per day where as 84% consume 1600 and above calories per day. It is very disheartening to find that majority of these females fall short of minimum requirement 2250 calories per day as given by Rath and Dandedkar.

**Table 4: Per Day Calorie Intake Of The Female Workers Engaged In Textile Industry**

CALORIE INTAKE	Percent
0-800	0.0
800-1600	16.0
1600 And above	84.0
Total	100.0

Source: Primary survey 2012-13

**C) SHELTER ASPECT:**

In order to find, housing facilities being enjoyed by these females workers, we have taken the total of variables like type of house, floor, cooking device etc. and total so obtained is scaled into 0-7, 7-14 and 14-21 thereby describing highly poor, modestly poor and poor housing facilities. Following table clearly indicates that whether these females are living in rented or their own house, 11% of them are having modestly poor housing facilities and 89% are having poor housing facilities. So, even their shelter aspect is not satisfactory.

**Table 5: Housing Facilities Of The Female Workers Engaged In Textile Industry**

Housing facilities	Percent
HIGHLY POOR HOUSING FACILITIES	0.00
MODESTLY POOR HOUSING FACILITIES	11.0
POOR HOUSING FACILITIES	89.0
Total	100.0

Source: Primary survey 2012-13

**D) HEALTH ASPECT:**

In order to find health aspect of these 100 randomly selected female workers working directly for textile industry, total of these female worker's health parameters has been calculated by taking into account her health, number of times she falls sick and where from she get treatment. Total such obtained is scaled into 0-3, 3-6 and 6-9 scales indicating highly poor, modestly poor and poor health. A glance at table number 6 indicates that 3% of the females are having highly poor health; where as 84% and 13% are having modestly poor and poor health respectively. So, their health aspect is also not satisfactory. Findings further revealed that they mainly suffered from respiratory problems, musculo-Skelton problems and fever etc. The reason for their poor health was poor working conditions and exposure to various chemicals at work place.

**Table 6: Health Of Female Workers Engaged In Textile Industry**

HEALTH	Percent
HIGHLY POOR HEALTH	3.0
MODESTLY POOR HEALTH	84.0
POOR HEALTH	13.0
Total	100.0

Source: Primary survey 2012-13

**E) EDUCATION ASPECT:**

So far as education status of these females is concerned, finding reveal that 24% of these are illiterate, where as 18% just know to write their names, 15%, 13% and 20% have studied upto primary, middle and High School respectively. However, just 10% got higher education. Finding also reveal that majority of them did not receive any vocational training to improve their job skills. Perhaps this is one of the main factor that they are part of lower belt of industrial production and hence subject to exploitation.

**Table 7: Education Of The Female Workers Engaged In Textile Industry**

EDUCATION	Percent
ILLITERATE	24.0
LITERATE	18.0
PRIMARY	15.0
MIDDLE CLASS	13.0
HIGH SCHOOL	20.0
INTERMEDIATE	8.0
GRADUATE	2.0
Total	100.0

Source: Primary survey 2012-13

**F) SOCIAL SECURITY ASPECT:**

Having discussed above mentioned aspects and finding these workers being prone to such disturbing socio economic life, attempt was made to find whether these females are getting the attention from Govt. social security benefits and it was quite surprising that answer came in the form big 'NO'. It depicts that in future also, there is no scope for improvement, so far as, the conditions of these females are concerned.

TABLE 8:

DO YOU GET ANY SOCIAL SECURITY/MATERNITY BENEFIT/INSURANCE/PENSION BENEFIT	Percent
NO	100.0

Source: Primary survey 2012-13

**Policy recommendations:**

From above discussion, one thing is quite clear; that the discussed segment of human resource, i.e. female workers engaged in textile industry, who definitely are adding to industrial production, are forced to live in highly dissatisfactory condition. For state like Punjab, such situation is a big blot. So, such actions need to be taken at earliest possible, that can pave way for the development of this ignored section of the society. Here are some suggestions to do the same.

- 1) These female workers who are working to add industrial output, must be brought into main stream via putting them under the purview of the Payment of Wages Act, 1936, Minimum Wages Act, 1948 and Inter State Migrants Workers Act, 1979.
- 2) In order to educate and vocationally educate these females, Sec.23(1) of Unorganized Sector Worker’s Bill, 2003 that lays provision for skill development, job training and worker’s education session etc. should be properly implemented.
- 3) Besides, the Unorganized Sector Worker’s Social Security Bill, 2005 suggesting provision of health insurance, maternity benefits, life insurance and old age pension via registering these workers must be properly implemented.
- 4) Various provisions being mentioned in Article 38,39,41,42 and 43 of the constitution, providing for decent living and working conditions along with social

security benefits for such workers must be properly implemented.

- 5) Above all, Central Government, State Government, Local Bodies, Self Help Groups, NGOs and general public must join hands together to provide such workers with a decent standard of living in the society.

**To conclude, Industrial development of state Punjab is incomplete unless and until, the lower segment of unorganized workers, associated with industrial work is ignored. Time has come to make the growth truly inclusive by bringing these ignored human resources into mainstream.**

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