

Alienation of women Garment Workers in Garment Industries of Bangalore

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Abstract

Indian economy was tightly controlled, both in terms of domestic enterprises as well as in terms of international trade till 1990's. Stagnation, financial bankruptcy and adoption of structural adjustment programmes prompted the Indian government to embrace the policy of "economic liberalization" which led to the opening up of the Indian economy and resultant unprecedented growth of the sectors with export earnings of billions of dollars. The present study is situated in the Bangalore.- the city which has been labeled as the "Electronics capital of India", and also hosts scores of garment factories predominantly for export purpose and represents one particularly positive showcase of the new opportunities for newly industrializing countries to benefit from recent trends in Economic Globalization. This study tries to find, how globalization and resultant socio-economic condition increases the stress and vulnerability and alienation of the women working in this sector.

KEYWORDS: Globalization, vulnerability, garment sector, Feminization of labour, poor urban women, security, alienation, opportunity, job stress, Sexual harassment

Background:

In recent past, especially since 90's the world economy is undergoing rapid changes. In the less developed or developing countries like India; economic transformation has been associated with the attempt to generate higher rates of economic growth. . The shift was perceptible from state planning to market driven decision making in public policies, abandonment of import substitute strategies and attempt to integrate economies into Global market place.

Market economy may have expanded choice in selection of goods and services for the middle and upper middle class population but have miserably failed in meeting the aspirations of the have not's. Studies show that, for women, job opportunity has widened but sex segregation in employment under patriarchy relegated women to low paying jobs often reproductive in nature. Increased economic opportunities undoubtedly increased bargaining power and decision making rights within the household but economic crisis due to 'volatile capital' has further accentuated vulnerability of women in the globalized world (Aslanbeigui, Ressenran, Summerfield, 2013).

Feminization of labour in the clothing industry has been an enduring feature since the inception of mass manufacture of garments in Europe and America in the nineteenth century. Garment manufacture was characterized by lower level of productivity and wages in comparison to the more capital intensive industries whose workers were generally overwhelmingly male. India has the largest cotton acreage globally and an

evolved textile industry. Domestic demand for ready-mades; however, was limited, but the rapid growth of the industry was brought about through the rising growth of exports. So doubt globalization has facilitated the work opportunity for poor, urban unskilled or semi skilled women workers. However, the opening of the economy to international trade, introduced other problems. While export increased, given the advantage of the low wages, the effect on some sectors were inimical to labor rights.

Five lakh workers work in garment factories in and around Bangalore (an annual turnover of Rs. 4500 crore from this sector alone). Of these, 70 percent are women, and most are first-generation migrants from rural Karnataka. While Bangalore developed into a globally integrated 'e-region' where the privileged could prosper, a large portion of the metropolitan population could not improve their living conditions. Most affected are the poorest and weakest members of society, for example the socially excluded female-headed households, illiterate, old, sick and handicapped persons who are not covered by public social security schemes at all (Dietrich, 2007).

The 20th century witnessed a rapid growth in urban population and in fact, today more number of people is living in urban areas than rural areas. With India becoming increasingly globalized and urban, there is also an increase in the number of poor people living in urban areas. Urban poverty poses the problems of housing and shelter, water, sanitation, health, education, social security and livelihoods along with special needs of vulnerable groups like women, children and aged people. Most of them are involved in informal sector activities where there is constant threat of eviction, removal, confiscation of goods and almost non-existent social security cover.(India: Urban Poverty Report, 2009) With growing poverty and slums, Indian cities have been grappling with the challenges of making the cities sustainable i.e. inclusive, productive, efficient and manageable.

Methodology

In this descriptive diagnostic research project, the researcher has consciously tried to follow the feminist research methodology, followed by triangulation method which advocates methodological pluralism, where mixtures of qualitative and quantitative methods are used. Researcher has used both primary and secondary data. Primary data is collected through interview and focus group discussion.

The present study is situated in the Bangalore.- the city which has been labeled as the "Electronics capital of India", and also hosts scores of garment factories predominantly for export purpose and represents one particularly positive showcase of the new opportunities for newly industrializing countries to benefit from recent trends in Economic Globalization. Bangalore's meteoric rise to a globally integrated location of modern service industries reflects the recent trends of economic globalization. The city's emergence as one of the new tech-cities, however, should not obscure the fact that this development was mainly due to massive foreign investments. This made Bangalore highly dependent on powerful global investors and vulnerable to crises in the global politico-economic environment.

The processes of urbanisation and the nature and scale of rural-urban migration have to some extent been shaped by gender roles and relations. Feminist researchers have pointed out that much of the literature on women, gender and urban poverty issues has fallen outside the mainstream. Urban planning has focused, to a large extent, on physical and spatial aspects of urban development. A gender equality perspective of urban poverty is important because men and women experience and respond to poverty in different ways. Access to income and assets, housing, transport and basic services is influenced by gender-based constraints and opportunities. Gender-blind urban services provision may not meet the needs of women if their priorities are not taken into consideration (Masikawith, Haan and Baden, 1997).

In general terms, there are two broad labour market trends: the feminization of the labour force; and the deregulation and casualisation of the labour market. The rise in female labour force participation can be attributed in part to a rise in demand for female labour in industries, and in part to household survival strategies during economic restructuring. This has positive benefits for women given that social position within, and access (both social and physical) to, urban labour markets is critical for well-being and survival. However, there is evidence that in many countries gender segmentation in the labour market remains widespread (Gilbert, 1997) and that woman's work remains characterized by insecurity and low returns. Furthermore, many different facets of women's work, both unpaid and paid, are not recognized by urban planners. In one of his recent Times of India article titled The Tenacity of Hope on 7th Feb, 2011 eminent sociologist Dipankar Gupta commented that expansion of Indian informal sector and feminization of informal labor force has actually kept our streets from erupting in Cairo style. In India, the poor are moving from poverty to poverty, but with each horizontal move a little hope bubbles up in their lives. Without any structural change, rapid positional changes are taking place in quick succession.

Socio-Historical context of Garment Industries in proliferating employment opportunities for Urban-Poor:

The Garment sector has been viewed conventionally as a major Source of generating Employment. Its low skill requirements & large labor absorption potential have made it as an important source of non-agrarian employment for the rural populace. It is regarded as a leading Sector in the industrialization process of low-income economies. Unlike other traditional manufacturing sectors the Garment Sector is also seen to offer tremendous prospects for employment of Women.

Up to now, despite being one of the most globalised industries in the world, Garment Industry has been an example of how trade practices in a 'Globalizing' world is still distorted in favor of advanced economies. Over the last few decades the trade restrictions, price & quantitative restrictions have played a major role in conditioning patterns of this Sector.

Since the mid-1970s, the international trade in textiles and clothing was regulated by the **Multi-Fiber Arrangement** (MFA). The MFA was a specific arrangement between developed and developing countries directing restrictions on

imports through the quota. Under GATT '94, the Agreement on Textiles and Clothing (ATC) replaced the MFA, envisaging a phased withdrawal of all quantitative restraints and quotas so far imposed by the developed countries under the MFA by 2005.

More than any other industry, garment manufacture has been at the centre of much of the debate, controversy and generalizations that have emerged regarding the impact of globalization on women's employment. This is not surprising, since more than two-thirds of the global labor force in the garment or clothing industry consists of women and the industry accounts for almost one-fifth of the female labor force in manufacturing, worldwide. (UNIDO1995).

Garment manufacturers are consistently upgrading their technology in their units to ensure better productivity. Moreover, while technology might seem to create newer jobs for women, the jobs are based on exclusion and expulsion.

1. The women who get the new jobs are not the ones who had lost their jobs. The new women are typically young, single and highly qualified.
2. The vast majority of the new jobs go to the non-unionized work forces while the jobs lost belonged to the unionized women workers.
3. New technologies bring with them health hazards which women are ill equipped to deal with and which are also not accounted for in existing legislations.

Unlike most countries in the developing world, India did not enter garment exports as part of the international production chain fashioned by either manufacturing or retail capital in the developed capitalist economics. The country has the largest cotton acreage globally (27 percent) and an evolved textile industry, which encompasses the entire value and supply chain from fiber to garment manufacture. Thus the investment, skills and entrepreneurship behind the initial spurt in garment exports came from the domestic industrial resources of the Indian Economy.

Manufacturing of readymade garments had its origins in India during World War II when units for mass production of military uniforms were set up. Domestic demand for ready-mades; however, was limited, and from the 1960s, the rapid growth of the industry was brought about through the rising growth of exports, which by the end of the 1980s accounted for more than 50 percent of the total garment production in the country. From virtually non-existent exports of garments in the early 1960s, it has grown to become one of the major export items for the country.

The range & dispersal of activities, together with the low technical requirements, causes the industry to employ a relatively large proportion of informal sector workers, who carry out their work either at home, the typical cottage industry or at a small & medium sized enterprises (SMSs'). As Mazumdar has noted the dependence of the Garment Industry on sub-contracting casual & informal workers was a result of various factors, including the seasonal nature of export demand, the tight deadlines faced by producers & the competitive pressures from the other developing country exporters (Mazumdar ,2007) one might also add the factor that non-farm rural industrialization did not manage to provide employment to a large cross-section of the rural population thereby spurring people to take up casual employment opportunities within the Garment Industry.

Karnataka has a sizeable presence in garments and textiles sector. Renowned multinational brands have their facility in Karnataka as their global sourcing centres. Leading garment brands manufactured in the state include Crocodile, Van Heusen, Arrow, Allen Solly, Lee, Lacoste, Levi Strauss, Tommy Hilfiger, Marks & Spencer, Gap, H&M, Matalan, Mother care, among others conceal Karnataka's largest unorganised workforce. With a turnover in 2006 of Rs. 7,000 crore, the readymade garment industry is Karnataka's money-spinner. Dismantling of quotas and the lifting of sanctions on textile imports in the West, the target set for 2010 was a whopping Rs. 10,000 crore. These profits depend heavily on Karnataka's irresistible offer to the global economy: an educated, cheap and docile workforce. Five lakh workers work in garment factories in and around Bangalore, quietly gaining popularity as the 'Garment City' (an annual turnover of Rs. 4500 crore from this sector alone). Of these, 70 percent are women, and most are first-generation migrants from rural Karnataka.

In the city of Bangalore there is no Special Economic Zone marked for the production of garment and textile. Just one Apparel Park has come into being called Dodbalapur Apparel Park and it has started operating since last two years. Almost all the garment factories are located in different industrial areas (they are namely Peeniya, Yashwantpur, Mysore Road, Hosur road, White field) scattered all over the city. Unlike Tirupur and Coimbatore in Tamil Nadu where the garment workers stay in hostels or dormitories, in Bangalore they stay with their family and work in a factory set up. They are not allowed to take any part of their work to home. They are predominantly paid monthly wages and not on the basis of piece rate. Spare time for entertainment or leisure is not to be found in any of the factories here. During their eight hours working duration they get a break of merely half an hour for lunch

In Bangalore around 80% of the garment workers are women and the average age of these workers fall in the class of 21-25 years. None of the workers are above the age of 40 years. 40.67% percent of the workers have completed their Secondary Education (10-12 years of education) and 10 % have never been to school at all. 48% of garment workers was married and only 7.5% were divorced or separated women. There is a high incidence of young unmarried girls working for these factories to supplement to their family income. Around 60 % of the garment workers have been working in the factory for less than four years. From the data it is evident a significant no of the sample constitute female headed house hold(FHH) Even under the category of married number of second wives are quite significant and many a time they are left alone to manage the responsibilities of the children.

It is evident from the data that for most of the women, familial financial need (55.5%) and economic independence (34%) is the main driving force behind their decision. Migration of villagers in search of work is very high in Bangalore. Almost 92% of the garment workers are migrant workers. They come from places within a radius of 100 kilometres from Bangalore in search of work and since the cost of living in any city (and especially in Bangalore) is high, both, men and women, have to work in order to make a living. Women generally end up working in the garment factories as they do not need any specific qualification of the workers to hire them.

Status before Joining Garment Sector

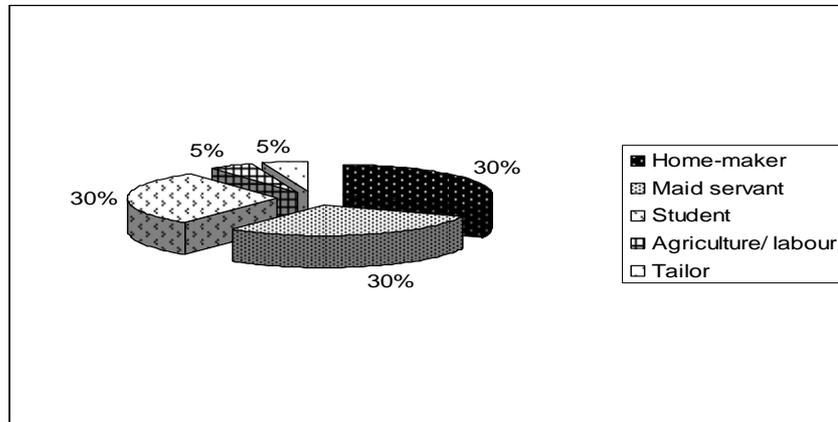


Chart No.-1 (Source: Author's unpublished Project Report, 2010)

Impact of Job Status on Social Status

	Frequency	Percent
Improved	126	63
Non Improved	74	37
Total	200	100

Table No.-1 (Source: Author's unpublished Project Report, 2010)

Before joining garment sector, they used to work as maid servant, agricultural labourer, in bidi rolling industries, in massage parlours and so on. This job opportunity with its semi formal character and benefits like regular working hours, monthly salary, ESI (Employees State Insurance), bonus, over time etc provided them a sense of respectable living with dignity of labour. Thus overwhelmingly they believe that this job opportunity indeed enhanced their reputation, honour and decision making capacity both within and outside the family.

Experience of Alienation of Women Garment Workers:

In spite of achieving little positional change within and outside the family and gaining little in terms of financial autonomy and decision making power within the family, the structural position of these women Vis a Vis family and society remains unchanged. Under the aegis of the patriarchal family and capitalist society, these women experience profound alienation in Marxian sense.

According to Marx, alienation is a systemic result of capitalism. Marx's theory of alienation is founded upon his observation that, within the capitalist mode of production,

workers invariably lose determination of their lives and destinies by being deprived of the right to conceive of themselves as the director of their actions, to determine the character of their actions, to define their relationship to other actors, and to use or own the value of what is produced by their actions. Alienation in capitalist societies occurs because the worker can only express this fundamentally social aspect of individuality through a production system that is not collectively, but privately owned; a privatized asset for which each individual functions not as a social being, but as an instrument. In the Economic and Philosophical Manuscript of 1844 Marx identified **four types** of alienation in labour under capitalism. This is equally applicable to the experiences of the women garment workers of Bangalore.

1) Alienation of the worker from the work he produces, from the product of his labor.

The product's design and the manner in which it is produced are determined not by its actual producers, nor even by those who consume products, but rather by the Capitalist class, which appropriates labor - including that of designers and engineers - and seeks to shape consumers' taste in order to maximize profit. Aside from the lack of workers' control over the design and production protocol, however, this form of alienation refers more broadly to the conversion of the activity of work, which is conducted to generate a use value in the form of a product, into a commodity itself which - like products - can be assigned an exchange value.

In assembly line production most of the time workers are engaged in rather boring, monotonous, repetitive kind of work where they are concerned with the particular aspect of production not the product itself. They receive much less wages (data will show many a time that is not even equivalent to living wages) than exchange value of the product they produce.

Minimum wage v/s living wage in Asian countries

	Minimum Wage	Living Wage
Bangladesh (taka)	1,663	10,754
China (yuan)	687	1,639
India (rupee)	4,238	6,968
Indonesia (rupiah)	972,604	1,868,650
Sri Lanka (rupee)	5,046	16,706
Thailand (baht)	4,368	7,567

Table no-2, Source: Asia Floor Wage Alliance

2) Workers are alienated from the process of production

This kind of alienation refers to the patterning of work in the Capitalist Mode of Production into an endless sequence of discrete, repetitive, trivial, and meaningless motions, offering little, if any, intrinsic satisfaction. The worker's labor power is commodified into exchange value itself in the form of wages

Garment workers work for a minimum of eight hours in a day, six days a week. This is the common practice in all the garment factories. Working overtime is also common in

these factories. On an average, a garment worker works at least 22 hours of overtime per month. Often, this overtime is not voluntary rather it's a compulsion for the workers to do overtime to complete the target. 75% of the workers said that the overtime is compulsory and not voluntary as per the Labour Law. 35.5% workers commented that almost daily they have to do overtime to meet out the target. Thus we see in Bangalore although women workers of the Garment Industries do not work in night shifts, majority (80%) of them work beyond 7 pm in the evening. Prolonged Working hours is indeed a Stressor. Compelling situations in the house hold forces these women to accept and continue doing over work in relatively lower salary and in the bottom of the job hierarchy.

Export intensive garment industries are very vulnerable to global financial upheavals. **Global financial recession** although originates in different parts of the globe affect garment workers especially women as they were first to hire and first to fire.

With cut throat competition in the world market, in the name of production targets, these workers have been forced to do more work. Whereas 8 years ago the workers were asked to produce between 40 – 50 pieces per day, today the workers are being demanded to produce between 150 to 160 pieces per day. If the workers are unable to meet the targets, they are either fired from their jobs or abused in derogatory language which is a daily routine & forced to work until they finish which is beyond their mandatory working day. The workers are even humiliated by calling their names over speakers & made to sit without work if the production target is not met. In the name of production targets, the workers are denied leave & during emergency situation the work is replaced by another worker & the worker are asked to come one week later without any wages to compensate.

It is also submitted that in the lack of an existence of a joint liability between the top rung garment manufacturers and the **sub contracted manufacturers**, there seems to be a complete lacuna, insofar as accountability is concerned, to the garment worker. As a result of this whenever there is an enforcement and subsequent penalization of the sub contractors by the domestic government, they find easy ways to evade the penalties by merely closing down their business or by declaring bankruptcy.

“Sub contracted manufacturer of garments is usually a small, family run business run on little or none best management practices. The sub contractors, in their endeavor to maximize their profits, end up having as many workers as is possible in one factory which leads to overcrowding and has in past instances lead to cases of suffocation and collapse of workers. The workers are in fact, placed under so much pressure to work and meet their production deadlines set by the management that the researcher heard of many instances when workers confessed that they had stopped drinking water through the day, in spite of the heat, because it would waste as much as ten minutes of their time to use the toilet facilities” (Saggi, 2006). Many a times when there is high production target to meet, water supply in the ladies toilets discontinues around 4pm preventing women workers using toilet and wasting times.

Thus the workers organizations demands:

- Harassment and torture for increased production must stop.
- There is must be a scientific method and rules to fix the production targets.
- The capacity to work and produce will differ from person to person, (model to a different model) this fundamental fact must be recognized. Pregnant women on production lines must be given less hazardous and less quantity work.
- Garment women workers must have the right to form *Work Place Committees* as part of their Union Rights,
- Trade Union Rights, Its recognition and the right to negotiation with the management must be implemented(Nagarathna,2010)

3) Workers are alienated from their own self, from their fellow human beings, their families & colleagues.

Capitalism reduces labour to a commercial commodity to be traded on the market, rather than a social relationship between people involved in a common effort for survival or betterment. The competitive labour market is set up in Industrial Capitalist economies to extract as much value as possible in the form of capital from those who work to those who own enterprises and other assets that control the means of production. This causes the relations of production to become conflictual; i.e. it pits worker against worker, alienating members of the same class from their mutual interest, an effect Marx called false consciousness.

Talking about the Labour Law of the country, very few of women garment workers seems to be superficially aware about it and their rights as workers, others have not even heard of any such Law. One of the biggest obstacles to organization of informal sector workers is the fact that they are not covered by provisions of the Industrial Disputes Act, 1947, which prevents arbitrary closure of the enterprise and provide redress for workers subjected to dismissal for trade union activities. This means that although workers in theory have the right to unionize, in practice this means very little, because employers can either dismiss individual workers who join a union, or close down an entire unit and reopen it with new, non-unionized workers, and there is no redress for workers who are victimized in this way.

Distribution of Garment Workers by their access to statutory benefits

	Yes	No but Aware	Not even aware	No information	Total
Employee's State Insurance					
Bangalore	40.00	58.33	1.67	0.00	60
Minimum Wages					
Bangalore	18.33	25.00	53.33	3.33	60
Bonus					
Bangalore	76.67	21.67	1.67	0.00	60
Provident Fund					
Bangalore	58.33	41.67	0.00	0.00	60
Gratuity					

Bangalore	16.67	46.67	36.67	0.00	60
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Table No-3 Source: D. Rajasekhar and R. Manjula (2006).

Many women workers developed various kind illnesses as professional hazards .There are many cases where the women related their illness directly to their work in the factory. Several women spoke of there being too much heat from the machines and dust inside the factory premises. Others had difficulty with having to stand for long hours as part of the assembly line production. Many of them have to stand the whole day. This had led to their current condition where their spine had got bent. 44% of the respondents are suffering from leg or back problem. A good number of respondents are suffering from lung problems due to excessive dust particles inside the shop floor. Exhaust fans are there, but mostly nonfunctional. Due to respiratory problem many of them had to quit their garment job.

Health Problems Faced by the Garment Employees

VARIABLES	YES		NO	
	Fr	%	fr	%
Anemia	56	28.0	144	72.0
Sleeplessness	69	34.5	131	66.5
Miscarriage	52	26.0	148	74.0
Leg& back pain	88	44.0	112	56.0
Depression	38	19.0	162	81.0

Table No.-4(Source: Author’s unpublished Project Report, 2010)

The pressure on the health of the woman in the workplace was accentuated by the fact that they also had to run the household. When they come back home, they have to manage the housework as well, leaving them (problem is aggravated in women-headed households) completely exhausted. Almost 26% of the respondents’ complaint of untimely miscarriages due to excessive work pressure and wrong working postures (standing, squatting) for longer hours. Almost all women reported not being able to eat any meal (for want of time) before leaving for work. This means that the first solid meal taken by these workers is around noon. The workers attribute their complaints of constant stomachache and acidity to the prolonged gap in intake of food spread over their working day. This apart, the intensity of work is such that workers are hardly able to make use of their lunchtime to eat their meal at leisure. (Swaminathan, 2004)

Given the nature of work conditions in the industrial units of the region, the workers in general perceive that their health condition is deteriorating. Their perception is based on their experience of the time and work regiment, the nature of material they handle in their work, their interaction with the machinery in the production process and the nature of their work.

Harassment at the factory premises:

Relationships between women workers and male supervisors/colleagues are another area, which generates enormous stress and tension. Gender difference in wages and promotional avenues leads to hostility among workers. The women we interviewed were able to discern the subtle manner in which they experienced discrimination; younger, relatively better looking and better-dressed women were able to wrangle several favors from their supervisors such as choosing the batches they preferred to work, promotions etc. The day-to-day operation of such discrimination at the worksite inhibited the emergence of any solidarity among the women workers. However, all women workers and younger, unmarried workers in particular, spoke of the constant and humiliating verbal and physical abuse that they suffered at the hands of the male supervisors, sometimes at the hands of the owners of the units that they worked in and sometimes by their male colleagues.

Distribution of garment workers (%) by type of work and their sex

Name of City	Type of Work	Sex	
		Male	Female
Bangalore	Tailoring	14.29	85.71
	Knitting	0.00	100.00
	Checking	100.00	0.00
	Ironing	20.00	80.00
	Helpers	5.00	95.00
	Others	33.33	66.67

Table: 5 Source D. Rajasekhar and R. Manjula (2006).

Extent of Exploitation of Women Workers in Garment Sector

	Abuse (verbal)		Abuse (Physical)		Sexual abuse		Punishments (salary cut)		All the above		Total	
	Fr	%	fr	%	fr	%	fr	%	Fr	%	Fr	%
Yes	74	55.6	10	7.5	10	5.3	21	15.78	3	2.3	118	100
No	--	--	--	--	--	--	--	--	--	--	82	100

Table No.-6 (Source: Author's unpublished Project Report, 2010)

4) Alienation of The Worker From Himself As A Producer, From His or Her "Species Being" And Alienation From Nature :

To Marx, this human essence was not separate from activity or work, nor static, but includes the innate potential to develop as a human organism. Species being is a concept that Marx deploys to refer to what he sees as the original or intrinsic essence of the species, which is characterized both by *plurality* and dynamism: all beings possess the tendency and desire to engage in multiple activities to promote their mutual survival, comfort and sense of inter-connection. A man's value consists in his ability to conceive of the ends of his action as purposeful ideas distinct from any given step of realizing them:

man is able to objectify his intentional efforts in an idea of himself (the subject) and an idea of the thing which he produces (the object). Animals, according to Marx, do not objectify themselves or their products as ideas because they engage in self-sustaining actions directly, without sustained future projection or conscious intention. While human nature or essence does not exist apart from specific, historically conditioned activity, it becomes actualized as man's species being when man - within his historical circumstances - is free to subordinate his will to the demands imposed by his own imagination and not those mandated solely for the purpose of allowing others to do so.

Most of the work places, particularly machine rooms, are generally clouded with suspended fine particles. In sections like packing areas where such suspended particles are less, the odor of chemicals are pervasive resulting in loss of appetite and therefore reduction in intake of food. In some units protective gears are provided to the workers. But these gears hinder the rapid movement of the workers. With such gears on their body, workers complain that it would be impossible for them to achieve the set targets. Hence most of them do not use the protective gears. The problem could be a combination of both: the stiff targets that are set without any consideration for the gradual slow down in the bodily movement of the workers as well as the ill design of such gears.

In garment industries, waste material are generated during the process of cut, make and trim (CMT). These wastes are useful for the paper industry and are sold in the market. But the factories which carry out dyeing (example jeans) and washing of garments, pose serious threats to the neighboring environment , health and hygiene of the populace.(K. Kandelbauer & G.M. Guebitz, 2005)

Water used in fabric processing is almost entirely discharged as waste, the average being 150 to 175 litres of wastewater for every kilogram of fabric processed. This process uses up a huge quantity of ground water. Untreated effluents contain substances that could endanger aquatic life. Some of the dyes present in the wastewater are carcinogenic and harmful not only to human beings but also to the aquatic plants and animals.

Untreated textile effluents released from industries on open land seeps into the aquifer and increase the concentration of electrical conductivity, TDS (total dissolved solids), Sodium & Calcium. Contamination of ground water in India has been reported in other places too because of large number of dyeing and printing units. Treatment of waste water is insufficient. Excessive use of water by textile industry is causing a lack of drinking water and water for domestic and agricultural purposes. Deforestation is causing due to the use of fossil fuel for boilers in textile factories and we know that in any kind of environmental degradation affect women more as they are primarily responsible for providing food and water for the family members. Workers in dyeing and bleaching factories handle chemicals without proper protection measures. They are faced with chronic health problems, skin diseases and hair loss. Monitoring of environmental standards in relation to the textile and garment industries by the government agencies and civil society is dire need of the day (Singh, July 2009).

Conclusion:

Thus we can say that although garment export industries have created limited opportunities in front of poor, urban women, working in garment factories, but at the end it leaves women garment workers highly exploited, alienated and therefore excluded. Globalization and subsequent opening up of Indian economy has created new horizons for these poor urban women and spiraling cost of urban living has forced these women to join industries. By the demand of capitalistic society we have sent our women out of the comfort of the home without making necessary arrangements at home as well as in the work place to make this transition a smooth affair. Patriarchal values are still reigning supreme. Working outside and financial independence has indeed improved self esteem, social status and limited decision making power for these women. But their empowerment is only horizontal and positional and in no way indicative of any structural change. Women are overburdened by balancing patriarchal family values with capitalist work ethos. As a result they are exploited, stressed and alienated. Thus an inclusive policy towards improving the conditions of these women requires a paradigm shift in socialist feminist line to empower women to confront both patriarchy as well as capitalism:

- Enforceable Socially responsive and responsible state policy to improve working conditions and implementation of living wages
- Allowing trade unionism to improve bargaining capacities of the workers.
- Gender sensitizations and stringent enforcement of anti sexual harassment policy in the work place
- Socialization of domestic work to relive women from their twin responsibilities.
- Augmentation of on job training to enhance their skills improve promotional avenues to come out of job monotony
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