

Safety Measure Practices In Tirupur Garment Industry.

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ABSTRACT

“Tirupur, located in Western Tamil Nadu, South India, is one of the largest knitwear garment manufacturing and exporting clusters in South Asia. It has boomed almost without interruption since the early 1970s when manufacturers began to export to Europe and today it is a leading centre of garment exports for the world market. Tirupur is also known as “T-shirt city”, accounts for approximately 80% of India’s total production of knitwear for export. The work environment in the garment industries is unhealthy and unsafe for the workers resulting in several health problems. Various workers employed in large, medium and small scale garment industries in the present study the workers are participated in a face-to-face confidential interview. Hence this study aims to find the safety measure practices in Tirupur garment industry

Keywords:

Knitwear, export, garment industries, health and wellbeing, safety measure practices

INTRODUCTION

Garment industry is one of the most important strategic industries which constitute about 7% of total industrial production in the world and 8.3% of the total trade in industrial materials. Also, occupies more than 14% of the total labour force in the world. It employs about 40 million people in various countries of the world. The workers were exposed to various problems. Hence an interview schedule comprises their details of socio economic background, personal habits, their knowledge, attitude, practice regarding occupational health, body parts that experience discomfort and other health problems. The aim of this study was to measure work environment parameters such as lighting, noise, temperature and humidity and also to assess the safety measures practiced in garment industries using a checklist. The study revealed that the congested work area, no ergonomic workstations, poor illumination, improper ventilation, excessive noise, dust and use of personal protective equipment not in practise were the major problems. A healthy and motivated workforce is the key ingredient for productivity and economic prosperity. Workers seek greater reward for their productive efforts through improved working conditions and a safer working environment. Lighting, noise, temperature and humidity are some of the important parameters which humans exposed with regards to the environment in which they live and work. The effects of above environmental parameters have a direct effect on the production quality levels and physiological functioning capacity of human being.

Garment manufacturing, like other industrial processes, can be hazardous work. It is necessary for employers and workers to be aware of the hazards associated with garment manufacturing and take precautions to guard against work-related illnesses and injuries.

MEANING

Safety in the workplace means having an environment free from injury and hazards. Instituting proper procedures and ensuring a safe environment will allow employees to work without worrying about their safety.

NEED FOR EMPLOYEE SAFETY

Properly addressing the employees concern for physical, mental and psychological well-being has become an important prerequisite for a successful human resource management. Organisation should be firm and consistent in dealing with their own safety aspects as human life is precious both to them and to the society.

There are few basic factors which compel the organisations to undertake adequate employee safety measures. These are;

- Loss of human lives
- Financial cost of the disability and death of employees
- Corporate social responsibility
- Insurance premium costs
- Fine or imprisonment for safety lapses

OBJECTIVES OF THE STUDY

1. To know the safety measures practiced in garment industries by using a questionnaire.
2. To Detect unsafe environment in garment industries.
3. To find out the utilization of safety facilities by the employees.
- 4..To find out the employees satisfactory level towards the safety measures of the organisation.

SCOPE FOR THE STUDY

An environment should be created such that the employees work fearlessly, focusing on their work rather than safety issues. Welfare measures should be adopted by the organisations in a way to take utmost care of the employee and its family, in case anything happens. 1. To create the awareness among employees about safety measures. 2. To find whether the Organization focus on employee safety can provide for higher morale and productivity in the workplace. 3. To know the perception of the company truly cares about the health and safety of its employees, thus creating a sense of pride for the organization

LIMITATIONS OF THE STUDY

- Due to time constraints the data collection is limited.
- Certain employees are reluctant in answering certain questions.

TEXTILE BASED INDUSTRY IN TIRUPUR

Operations	Number of units
Knitting units	8000
Dyeing and bleaching units	1000
Fabric printing units	2820
Garment making units	11268
Embroidery units	2000
Compacting and calendaring	1250
Total	26338

REVIEW OF LITERATURE

Brooks (2001), usefully captures the changing philosophy behind health and safety legislation from the 1970s to the early 1990s, where the initial focus was on the specification of standards, to the shift towards questions on how best to achieve an acceptable standard of care. This movement from legislative requirements to risk management and best practice guidelines draws attention to the need to evaluate the future potential direction for change.

Quinlan and Walters (2005), examine the implications of the growth in more flexible work practices for employee involvement in occupational health and safety. They argue that structural change associated with the decline in union density, the growth in casual and home-based work, and increases in subcontracting have all served to undermine the provision of occupational health and safety arrangements.

Clarke and Robertson (2005), found that whilst extraversion was a valid predictor of traffic accidents they could not identify a strong association between personality dimensions and occupational accidents, suggesting the need for further research on the relationship between personality and safety climate. Interestingly, studies have found that most errors in human judgement do not result in serious accidents and that the rarity of actual accidents further promotes risk taking

Barling and Iverson (2005), the relationship between high-performance work systems and occupational safety also illustrates the importance of organizational factors in ensuring worker safety. They demonstrate how this relationship is mediated by trust in

management and perceived safety climate and should no longer be assumed to be ‘the primary prerogative of individual workers’.

Nichols et al. (2007), uncover evidence that supports the claim that trade union involvement and employee representation improves health and safety provision in the workplace. They spotlight the inferiority of unilateral management approaches to OHS and recommend that regulations be strengthened to further promote representation especially in areas where there is a current absence of involvement.

Mearns and Yule (2009), also found that more localised factors such as the efficacy of safety measures and the perceptions of managements’ commitment for safety had a greater influence on workforce behaviour and accident rates than national culture.

Bohle and Lamm (2010), point out, early psychological studies tended to focus on a small number of problem areas in which the primary interest was on the individual - in terms of cause and prevention - rather than with the social group or work environment. In this formative work, it was not the system that was deemed to be at fault but the individual in their failure to take responsibility for health and safety.

RESEARCH METHODOLOGY

The research design used for the study is a **descriptive research design**. The main characteristic of this method is that the researcher has no control over the variables. It is only record of the feeling of merchandisers towards their work life.

In this study **non-probability sampling procedure** is used, under this convenience sampling method is adopted. The total sample size constitutes of **100 respondents** from garment industry in Tirupur City.

Data source	Primary data
Research Approach	Survey
Research Instrument	Interview Schedule cum Questionnaire
Method of Conduct	Personal

TOOLS FOR ANALYSIS

The primary and secondary data were presented in the form of tables and these tables were systematically analysed with the aid of some statistical techniques like simple percentage and Chi-square.

DATA ANALYSIS AND FINDINGS

Table 1: Factors

S.NO	VARIABLES	CLASSES	PERCENTAGE
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1.	AGE	20-25	20
		26-30	48
		31-35	8
		Above 36	24
2.	GENDER	Male	63
		Female	37
3.	MARITAL STATUS	Married	48
		Unmarried	52
4.	EDUCATIONAL QUALIFICATION	SSLC	4
		Higher Secondary	8
		Diploma	16
		Under Graduate	52
		Technical Qualification	20
5	MONTHLY INCOME	10000-15000	28
		15001-20000	32
		20001-25000	24
		Above 25001	16
6	WORK EXPERIENCE	Below 3	28
		3-5 Years	12
		5-7 Years	4
		Above 7	56
7	HEALTH AND SAFETY POLICY OF THE COMPANY	Yes	64
		No	36
8	INSURANCE POLICY OF THE ORGANISATION	Yes	61
		No	39
9	GOVERNMENT PROCEDURE FOLLOWED BY THE ORGANISATION	Yes	85
		No	15
10	EMPLOYEE BEHAVIOUR OF SAFETY PROTOCOL IN THE ORGANISATION	Yes	68
		No	32
11	SUFFICIENT FIRE EVACUATION SYSTEM IN THE ORGANISATION	Yes	58
		No	42
12	SICKNESS OR DISEASES BY THE EMPLOYMENT	Yes	55
		No	45

13	CHEMICAL HAZARDS BY THE ORGANISATION	Dyes	10
		Enzymes	09
		Solvents	11
		Other chemicals	70
14	EMPLOYEE PHYSICAL PROBLEMS	Skin allergic	12
		Asthma	14
		Other problems	74
15	MOTIVATION OF THE ORGANISATION TOWARDS USING OF SAFETY	Yes	51
		No	49
16	TRAININGS TO HANDLE THE HAZARDS BY THE ORGANISATION	Yes	66
		No	34
17	ORGANISATION CONDUCTED ANY MEDICAL CAMP TO THE EMPLOYEE	Yes	85
		No	15

Source: Primary data

CHI-SQUARE TEST

Usage of machinery whether it omits chemical hazards * physical problems Cross tabulation

Count

		physical problems			Total
		skin allergic	Asthma	other problem	
usage of machinery whether it omits chemical hazards	Dyes	10	0	0	10
	Enzymes	2	7	0	9
	Solvents	0	7	4	11
	other chemicals	0	0	70	70
Total		12	14	74	100

Chi-Square Tests

Value	Df	Asymptotic Significance (2-sided)

Pearson Chi-Square	154.304 ^a	6	.000
Likelihood Ratio	126.546	6	.000
Linear-by-Linear Association	90.297	1	.000
N of Valid Cases	100		

a. 6 cells (50.0%) have expected count less than 5. The minimum expected count is 1.08.

From the above table, it is inferred that the computed value is less than the assumed level of significance (5%) that is 0.05, hence the null hypothesis is rejected. So there is a relationship between the usage of machinery and the physical problem of the employee.

health and safety instruction * training to handle hazards Cross tabulation

Count

		training to handle hazards		Total
		Yes	No	
health and safety instruction	Yes	55	0	55
	No	11	34	45
Total		66	34	100

Chi-Square Tests

	Value	Df	Asymptotic Significance (2- sided)	Exact Sig. (2- sided)	Exact Sig. (1- sided)
Pearson Chi-Square	62.963 ^a	1	.000		
Continuity Correction ^b	59.641	1	.000		
Likelihood Ratio	78.154	1	.000		
Fisher's Exact Test				.000	.000
Linear-by-Linear Association	62.333	1	.000		
N of Valid Cases	100				

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 15.30.

b. Computed only for a 2x2 table

From the above table, it is inferred that the computed value is less than the assumed level of significance (5%), hence the null hypothesis is rejected. So there is a relationship between the training to handle the hazards and the safety instruction.

SUGGESTIONS

- The management have to concentrate more on employee safety.
- The management have to keep motivating the employee to use the safety measures properly.
- The management may provide medical consulting to employee and make them aware of safety measures.
- The employees should support the co-employees to utilise the safety measures.
- Management have to provide health and safety instructions to every employee.
- The management can supervise the employees on usage of safety measures of the organisation.

CONCLUSION

From this study we can conclude that the safety measure practises are considerably executed in the organisation's part. But they stop supporting the employee to utilise it and the employees are also not that much interested in it. So, we cannot blame only the employer or employee, mistake arise from both the parties. To deliberate, both employer and employee have to rectify their mistakes. The management has to keep on motivating the employees to utilize the safety measures of the organisation. The employees are also advised to follow the safety measure policies in the organisation.

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