ABSTRACT

The aim of the research is to understand the extent of knowledge regarding compliance and related issues through Social audit, amongst the employees working in garment industry based in and around Bengaluru city. The researcher after thorough review found inadequate documentations in terms of research work, both in Indian as well as western studies; along with documentation being maintained by the officers concerned in the industry, regarding compliance as social audit, makes the present study valuable, which would give specific inputs focusing on garment industry sector in and around Bengaluru city. A total of 43 management staff and 480 workers were selected through stratified random sampling. Following hypotheses were formulated for the present study – H1: Knowledge and awareness of Compliance and related issues among workers is low. H2 – The implementation of Compliance of Indian labour welfare acts in Indian Garment Industry is not up to the mark. H3 - The performance of the Industry in terms of Social Environmental and Community goals of the Organization in Indian Garment Industry is unsatisfactory. H4 - The functioning of the works committee in Garment industry is unsatisfactory. H5 - Workers and managers differ in their perception on ‘compliance’ and effective compliance. The sample for the study was selected from 5 garment factories located near to Bengaluru city. They were administered semi structured questionnaires developed separately for management and workers. The data collection was done in few settings with management staff and garment workers. Both descriptive and inferential statistics were employed in the present study. Descriptive statistics-frequencies and percentages, inferential statistics-chi-square test and Contingency coefficient tests were employed to verify the hypotheses formulated. Results showed that among managers, All the managers were aware of the term compliance and induction programme. Majority of them indicated (95.3%) workers over time performance, 95.3% of them indicated compensation of overtime and provision of 7th day rest (100%) and other benefits to the maximum extent. Majority (95.3%) of them indicated that workers do not have Awareness on number of paid leaves eligible per year. 93.0% of them indicated there was no worker union, 88.4% of them indicated there was no union affiliation to any political party, and all of them agreed that Actions on complaints rose during committee meetings. All the committees existed in the industries as opined by managers. All the facilities related to health and safety
was addressed 100% including no restriction to use bathroom facilities. Most of crèche and canteen facilities were maintained except for Restrictions to workers to leave the child in crèche (79.1%). Quality of food (95.3%) and Facilities (83.7%) provided in crèche were opined as ‘good’ by majority of the managers. All the managers agreed that Adequate measures towards complying to applicable environment laws, Environment Management system, company has a system to bring to the notice of the community in case of environmental emergency. Majority of them indicated Social initiatives for the community (72.1%), Community initiatives on education (79.1%), Community initiatives on Infrastructure (74.4%) and Community initiatives on Sustainable livelihood (72.1%).

However, results of analysis of data on workers revealed that a large majority (81.5%) of the workers did not know the term ‘compliance’ although a majority (81.9%) of them had undergone induction programme. 97.5% of respondents indicated that they were interested in overtime and most of the facilities were enjoyed by them due to overtime. Majority (80.6%) of the workers earned wages were between Rs. 5001 – 9000 per month. A large majority (83.7%) of the respondents indicated that workers representatives’ selection is by workers themselves. Majority of the respondents (86.7%) agreed that Verbal harassment by supervisors existed. All the facilities related to health and safety was addressed 100% including no restriction to use bathroom facilities. Most of crèche and canteen facilities were maintained well (79.1%). Majority of the workers (94.6) mentioned that they were not satisfied with the hygiene conditions of canteen. All the respondents agreed that adequate measures towards compliance with respect to Environment laws, Environment Management system. Many industries have a system to bring to the notice of the community in case of environmental emergency, and other concerns. Majority of workers indicated Social initiatives for the community (72.1%), Community initiatives on education (79.1%), Community initiatives on Infrastructure (74.4%) and Community initiatives on Sustainable livelihood (72.1%) were commendable. When the hypotheses were verified using inferential statistics, most of them were partially accepted. The study would contribute significantly in understanding the emerging challenges in the measurement, assessment and enforcement of social audits in Garment Industries located in Bengaluru and its compliance. The research would also try to focus on the new dimensions and emerging models of social audits and compliance,
implementation of social goals and environmental goals in Indian Industries by the social enactment enforcement officers (The Statutory Compliance of social audit rules and Acts in India (Factories Act, Minimum Wages Act, Bonus Act, PF Act, ESI Act), in India to bring better working conditions for Indian poor and backward class workers.