CHAPTER 1

INTRODUCTION

1.1 <u>History of Garment Industry</u> *:-*

1.1.1 World :-

As early as 1860 the manufacture of ready to wear clothing becomes one of Cleveland's leading industries. The garment industry probably reached its peak during the 1920s, when Cleveland ranked close to New York as one of the country's leading center for garment production during the depression and continuing after World War II, garment industry in Cleveland declined. Scores of plants moved out of area were sold or closed their doors local factors certainly played their part, but the rise of the ready to wear industry in Cleveland, as well as its declination paralleled the growth and decline of the industry nationwide. Thus, the story of the garment industry in Cleveland is a local of regional variant of a much broader phenomenon.

In the early 19th century clothing was still handmade, produced for the family by women in the household or estimate for the more well to do by tailors and seamstresses. The first production of ready to wear garments was stimulated by the needs of sailors slaves and miners. Although still hand produced, this early ready to wear industry said the foundations for the vast expansion and mechanization of the industry. The ready to wear industry grew enormously from the 1860s to the 1880s for a variety or reasons Increasing mechanization was one factor. In addition systems for sizing man's and boy's clothing were highly developed, based on millions of measurements obtained by the U.S. any during the civil was eventually accurate sizing for women's clothing were also developed industrial cities such as Cleveland also experienced rapid growth and it was during 19th and early deceases of 20th century period that Cleveland's ready to wear clothing industry blossomed.

JOSEPH and FEISS co a leading manufactures of men's clothing.

H Black and co which would become a major Clevel and manufacturer of women's suit and cloaks started out as a nations house.

Now a days china is a number one country in the list of top of top garment industries and India is the world's second larger producer of textile and garment industry.

Asia becomes larger garment industry area in whole world.

1.1.2 Garment Industries in India:-

India is world's second larger producer of garment industry after China. The garment industry in India is one of the oldest manufacturing sector in the country and currently its largest. The Garment industry fulfills a vital role in Indian economy. It is a major foreign exchange earner and after agriculture it is largest employee with total workforce.

The garment industry covers a wide range of activities. India's garment sector earns high export revenue. These include the production of natural raw materials such as cotton, jute, silk and spun yarn and fifth largest producer of synthetic fiber and yarn.

The Indian garment industry workforce predominantly comprises first generation women workers. Most of women involve in garment industries. All types women can get job in garment industries is that educated or uneducated.

In India, Garment products export more product than other types of product. In 1970 - 71 near about 12 caror and present 18000 caror products exported by nation and equity participation and 24 % by the foreign partner.

The account of India's exported product for around 20 % of India's industrial output and 37 % of total exports. There are 5777 factories in India employing 3,27,397 personnel producing goods both for home market and for export.

In India, Banglore, Bombay, Delhi, Tripura etc are top cities for garment industries. There are 780 garment manufacturing units in banglore alone.

Income of garment industries share more part in Gross Domestic product of nation. It plays an important role in economic growth.

Garment industries interrelated with textile industries and Laundry industries. Garment industries produce all types redimate cloths for all types people. There are different types of garment industries:-.

> Children Garment
> Women Garment
> Men Garment
> Leather Garment

In India different garment industries produce different products. children garment produce 594 product women garment product 148 product Men garment produce 19136 product leather garment produces 7744 product in a year.

1.1.3 Garment production :-

Garment industry is product is industrial revolution. The first advances were made in the mass production textile through the invegestion of machinery for weaving and spinning. These inventions first appeared in 18th century. Not until 19th century were the major machines for making garment invented.

Garment production is as follows:-.

> Cutting
> Sewing
> pressing
> Assembly line production
> Quality control.

1.1.3.1 Cutting :-

Before materials can be sewed together to form a garment. They must cut according to a pattern. This is a three part operation. The fabric must first spread on table. Then the pattern is laid on the fabric. The arrangement of pattern on the spread fabric is called cutting lay of marker.

1.1.3.2 Sewing :-

More than 10000 different kinds of industrial sewing machines have been produced. Most of these are manufactured in great Britain, United state, Germany, Itly and Japan, Sewing machines are classified according to type of stitches. They make by the shape of machines frame. The main character is the stitch.

1.1.3.3 Pressing :-

The purpose of operation categorized as pressing is to remove wrinkles from garment to give it shape. The two basic operations are called Buck pressing and Iron pressing. There are other processes pleating, creasing, mangling, blocking, curing and casting. Many of these operations are used also in dry cleaning.

1.1.3.4 Assembly Line Production :-

In early clothing factories, each worker assembled and finished on endive garment since 1940. At the large ready - to - wear apparel, industry has operated assembly line fashion with strict division of labor among employees. The reasons for this are to increase productivity to improve quality and to eliminate large inventories.
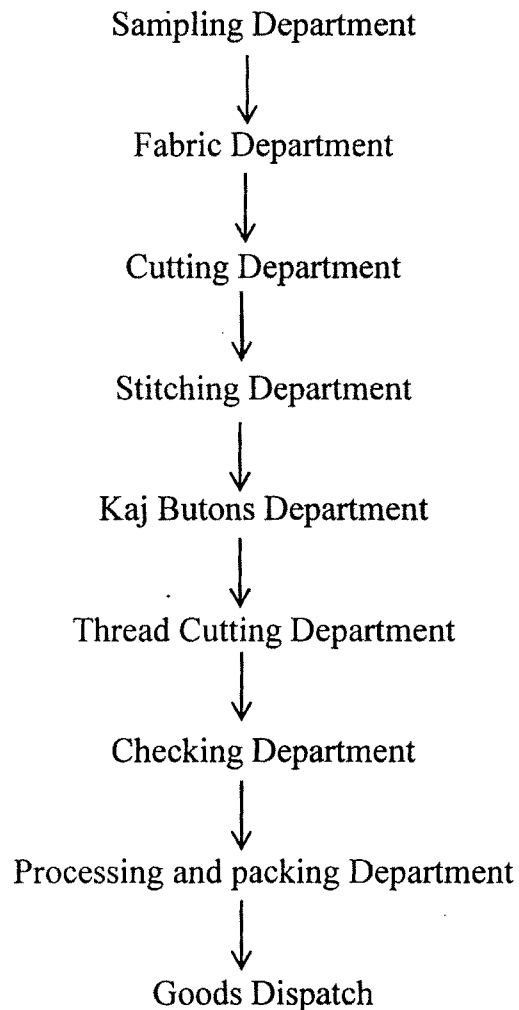
1.1.3.5 Quality Control:-

The quality of garment is measured by its lasts by it usefulness and by its appeal to sight and touch. If a garment tears easily, it is not durable. If a cold weather top coat does not keep it weared warm, it is not useful. If a piece of clothing is coarse to the touch, it lacks appeal.

1.1.3.6 Special Aspect :-

Before the introduction of mass production technology garments were normally produced by individual tailors. The new technology turned the tailor from craftman to business men and enlarged his shop, converting it into a

factory. In many factory concer owned their own sewing machines and carried them from job to job.

1.1.4 Departments of Garment Industries :-

Sampling Department

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Fabric Department

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Cutting Department

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Stitching Department

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Kaj Butons Department

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Thread Cutting Department

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Checking Department

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Processing and packing Department

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Goods Dispatch

1.1.4.1 Sampling Department :-

First the job order file comes to the factory after receiving. The file + Size + Pattern + Original sample garment have to do sampling.

It means as per file and pattern and for reference original garment have to see. After making the sample, they have to send it to the party for approved then once garment receive the approval from the party garment can start the order.

1.1.4.2 Fabric Department :-

Fabric has all types like cotton silk, checks or printed is stored in this department 100 % checking of the fabric is done here.

Lot wise, color wise entries are hide to maintain the stock from here. The fabric is being issue to cutting department as per the requirement again after complication of one lot balance cut per damage parts fresh fabric is stored in this with a propend note in the stock register.

1.1.4.3 Cutting Department :-

This is the heart of garment unit because a minor mistake at these stage can become a major problem at next stage can become a major problem at next stage.

So a good pattern cum cutting master must be there as a head of the department the cutting is done as per the order quantity plus 2 % extra fabric is said down the quality table as per the average of garment three people are read for this paying purpose. After completing the layer cutting master is doing marking this layer. As per the pattern that garment reed from the party then after working he again checks the same thing and start cutting.

After numbering, bundling is done. It means 10 ports or bundle number give for every bundle and now it is ready to issue for stitching.

1.1.4.4 Stitching Department :-

One approved sample with the comments and with accessory chart is issued to this department before starting any order here group system is followed for example for one group of 32 machines, there is one supervisor one quality controller and one helper & one clerk is given.

Each part of garment is made separately and then it is attached together at every stage, the Quality Control is checking for quality and the same time the supervisor is there to see that every worker should get proper feeding to improve the productivity and efficiency, helper is there to give accessories to workers and clerk is to maintain the record production of each worker.

To each worker, one paper is given to do entries of the bundle numbers. He stitched because of these entries we can search that who has made mistake in one particular bundle.

In this department when the garment gets ready, there is a first stage checking department which is checking for alternations, if any alternations are there or any faultier there the garment is sent back to the particular worker who has done the mistake and then get if required from the same person.

After passing the bundles these bundles are ready for doing kaj button.

1.1.4.5 Kaj - Button Department :-

In this department buttonholing and button attaching is done as per the requirement of the party.

Sometimes this requirement change from size to size & depends on buyer. First the pattern is made as per the measurement (size wise) and after making, it is done on the kaj - placket and button hole is made with semi automatic or automatic machine.

Then making for button attaching is done with respect to the buttonhole at the centre of button hole.

Once the kaj-Button is done by the garment and it is ready for thread cutting.

1.1.4.6 Thread Cutting Department :-

The loose threads on garments are being cut with the help of cutters. In any garment that is produced for export purpose, loose threads are not at all acceptable so industry take maximum care at this stage. Mostly ladies workers are appointed in this department. After thread cutting, the garment is ready for checking.

1.1.4.7 Checking Department :-

When the garment comes to this department, it is the stage from where the quality garments are only passed and rest are sent back to either alteration department to repair the mistakes or the garments are rejected and the rejected garments remain in stock with the job worker only. If are the percentage or rejection crosses are more than 2 % then where it may cause short shipment which is not acceptable in garment export only 1 - 2 % rejection is allowed.

Here the checkers are given measurement to check and to take the measurements of found anything wrong, they keep it aside to show the floor in charge.

For open seam on for wrong stitching also the garment is being checked. This department is responsible for anything wrong, that found at packing stage.. Because this is the last and final checkpoint at this the garment are ready for packing.

1.1.4.8 Pressing and packing Department :-

In this department the garment is pressed by steam press and it is.folded with help of pattern and then price tags are put on the garment and every garment is packed in an individual polybag.

Again it is checked that the particular price tag is put or not, so avoid the sorting mistake. Then garments are packed in box is that carton. The packing may be solid or assorted depending on the buyers requirement.

Solid macking means, in one carton have to pack garment of every size as per ration given by the buyer.

After packing the garment in carton the goods are ready to dispatch. The stickers of address put on the cartons.

1.1.4.9 Goods Dispatch:-

Now the goods are dispatched to the party with proper packing slip.

1.1.5 World's Leading Exporter of Garments :-

World's Leading Exporters of Garments 1980-95

Name of Country	Share of World Export			Growth (%)	
	1980	1990	1995	1980-93	1990-95
Hong Kong	11.5	8.6	6.0	5	1
Chine	4.0	8.9	15.2	21	20
Itly	11.3	10.9	8.9	8	3
Germany	7.1	7.3	4.7	6	-1
Republic of Korea	7.3	7.3	3.1	6	-9
United state	3.1	2.4	4.2	11	21
France	5.7	4.3	3.6	5	04
Turkey	0.3	3.1	3.9	31	13
Thailand	0.7	2.6	2.9	24	10
Portugal	1.6	3.2	2.3	17	01
Chinese taipel	6.0	3.7	2.1	03	-4
India	1.5	2.3	2.6	15	10
Indonesia	0.2	1.5	2.1	32	15
United Kingdom	4.6	2.8	2.9	05	09
Nether land	2.2	2.0	1.8	08	05

(Source GAH 1994 P. 84 & W/O - 1996 p 111)

Above table shows world's leading exporters of garment since 1980-1995.

1.2 <u>Statement of Problem</u> :-

"The study of workers problem and perspects in Garment Industries with special reference to Khanapur Tehsil.

1.3 Objectives of the study :-

The objectives of the study of workers problem in garment industries are as following.

1.3.1 To study workers problem in relation to Economical social, psychological, industrial relation, health and safety in garment industry.

1.3.2 To study the effect of problems on employee's productivity.

1.3.3 To find out effect of workers problem on industry.

1.3.4 To find out employee's expectations.

1.3.5 To make suggestion and recommendation of finding of the study.

1.4 Research Methodology :-

For achieving above objectives primary and secondary data were collected this study is exploratory in nature and resorts to survey method. The data is collected both primary and secondary sources.

1.4.1:- Collection of data:-

The researcher used both primary and secondary method of data collection.

1.4.1.1 Primary Data :-

The primary data has collected through questionnaire method, interviews and discussion with workers and managers.

The primary data have collected from following sources.-

    I. Questionnaire:- Information has collected through questionnaire

    II. Personal discussion:- Information about each problem of workers have collected by direct discussion with manager and worker.

    III. Direct observation;- Information regarding problems of workers also collected by direct observation.

1..4.1.2:- Secondary Data:-

The secondary data has collected through reference books. Magazines news papers, related literature and also used statistical method, chart, averages, diagram etc.

1.4.2 Sample Design :-

The sample size has selected 10 % for the purpose of study from total workers. 55 workers have selected from 550 workers.

1.5 Scope of Study :-

The present researcher has studied the workers problem in garment industry with reference to Khanapur Tehsile. The problem related to economics, society, industrial relation, psychology and health have been critically examined.

Name of Garment Industry in Khanapur Tehsil area are as follows-

1.5.1 Yashodhon Garment Co- operative society Ghanwad.

1.5.2 Jijamata Knitting Garment pvt ltd Ghanwad.

1.5.3 Chaitrawali Mahila knitting Garment, Ghanwad.

1.5.4 Revansiddha Garment, Vita.

1.5.5 Jay Garment, Vita.

1.5.6 Siddhi Garment, Vita.

1.5.7 Mahadik Garment, Vita.

1.5.8 Sharadrao pawar knitting Garment Ghanwad.

1.6 Limitations of Study :-

The researcher has found following limitations of study:-.

1) Confidential data of industry has not provided which may create barriers.

2) Industry does not provide information related with finance.

3) The study is based on only data provided by study units.

1.7   Chapter Scheme :-

Chapter 1:- Introduction of the study,

Chapter 2:- The profile of company

Chapter 3:- Theoretical Background

Chapter 4:- Data analysis and interpretation

Chapter 5:- Conclusion and suggestions