

# Employment opportunities for Physical disabled Person in Apparel Industry (Jaipur)

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## ABSTRACT

This study was conducted to serve the employment by physical disabled person in apparel sector at Jaipur cluster. The various categories of physical handicapped impactor employment and possibilities for these. Improve the knowledge of technical skills required by apparel industry in disabled person. To motivate the Physical disabled person for jobs in the field of apparel. Generate the skill training for these kind of student's. This is effective to improve the lifestyle of disabled and impact to increase the social status. The plight of students with disabilities has been in the spotlight for several years now. Recent legislation has made vocational training, including students with disabilities, a mainstay in most secondary schools. While there are studies that proved that training in a vocational setting does have a positive influence on students with learning disabilities, there are still ways in which the results are less impressive. With the increased number of students with learning disabilities not being able to maintain adequate time on the job, concerned parents and educators seek answers to unending questions. Some questions that come to the minds of many are such as

(a) When a student with a learning disability cannot find a job or keep a job, what does he/she do with their time, and

(b) How does this affect their life (i.e. physically or mentally)?

(c) What are the opportunities for disabled in apparel Industry?

In as much as the effort to overcome disability is actively sought for by many, the effects of learning disabilities on young peoples' lives are unlikely to be eliminated entirely.

## INTRODUCTION

**Overview of Apparel Industry:** The textile and garment industry is one of the major industries in India having major contribution in GDP of the Economy. India is the second largest producer of garments in the world. The Indian garment industry is expected to grow to a size of US\$ 223 billion by 2021, according to a report by Techno Pak Advisors. This industry accounts for almost 24% of the world's spindle capacity and 8% of abundant availability of raw materials and skilled workforce have made the country a sourcing hub for the world garment industry. It provides direct employment to over 45 million people. The Indian Garment industry is set for strong growth, supported by strong domestic consumption as well as export demand. Garment exports from India is expected to touch US\$60 billion over the next three years according to industry experts. The Indian Garment Industry attracted foreign direct investment (FDI) worth Rs 6,710.94 crore (US\$ 1.11 billion) in FY2014. The total value of textile products exported from India touched US \$35.4 bn in FY14, which was 12% higher compared to FY13. The US has been the primary market for Indian garment exporters. Garment exports from India is expected to touch US\$ 60 billion over the next three years, with the help of government support, said Dr. A. Sakthivel, Chairman, Apparel Export Promotion Council (AEPC).

**Disabilities of Human mankind:** A physical disability is any disability which limits the physical function of one or more limbs. Other physical disabilities include impairments which limit other facets of daily living, such as respiratory disorders and epilepsy. Mobility impairment is a category of disability that includes people with varying types of physical disabilities. This type of disability includes upper limb disability, manual dexterity and disability in co-ordination with different organs of the body. Disability in mobility can either be a congenital or acquired with age problem. This problem could also be the consequence of some disease. People who have a broken skeletal structure also fall into this category of disability.

**Physical disability-** People with physical disability are usually experts in their own needs, and will understand the impact of their disability. There are many different kinds of disability and a wide variety of situations people experience. The disability may be permanent or temporary. It may exist from birth or be acquired later in life. People with the same disability are as likely as anyone else to have different abilities. Government of India looks to empower these physically challenged people and help them to lead a self-respecting and independent life.

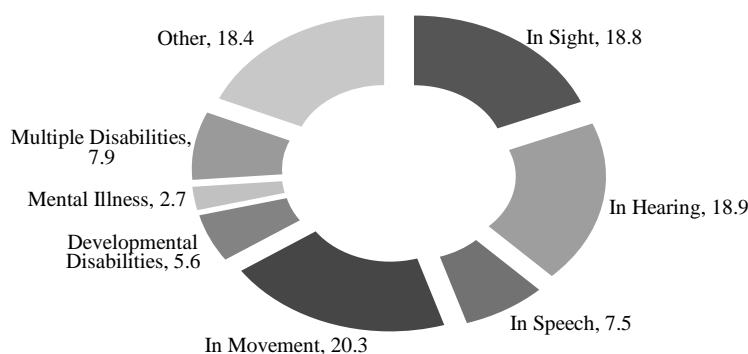
Visual impairment is another type of physical impairment. Vision impairment refers to people who are blind or who have partial vision. There are hundreds of thousands of people that greatly suffer from minor to various serious vision injuries or impairments. These types of injuries can also result into some severe problems or diseases like blindness and ocular trauma, to name a few. Some of the common types of vision impairments include scratched cornea, scratches on the sclera, diabetes-related eye conditions, dry eyes and corneal graft.

Hearing impairment is the category of physical impairment that includes people that are completely or partially deaf. People who are only partly deaf can sometimes make use of hearing aids to improve their hearing ability. People who are hard of hearing may use a range of strategies and equipment including speech, lip-reading, writing notes, hearing aids or sign language interpreters. According to the census of India 2011, 26.8 Million people in the country were classified as "Person with Disabilities" - 2.21 % of the total population (as graph 1, 2 & 3).

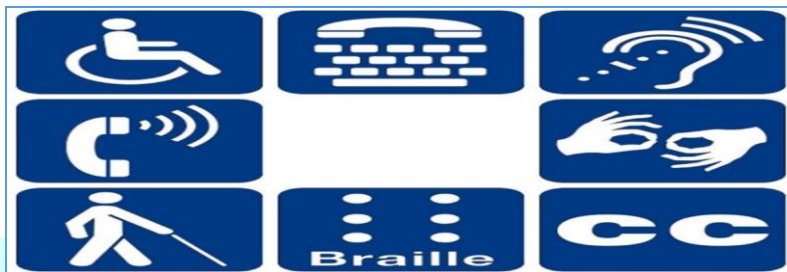
## 1. Percentage of persons with disability to total population, 2011<sup>1</sup>

| <i>Residence</i> | <i>% of Persons</i> | <i>Male</i> | <i>Female</i> |
|------------------|---------------------|-------------|---------------|
| Total            | 2.21                | 2.41        | 2.01          |
| Rural            | 2.24                | 2.43        | 2.03          |
| Urban            | 2.17                | 2.34        | 1.98          |

## 2. Proportion of Each Disability in Total Population of Persons with Disabilities<sup>2</sup>



## 3. Persons with Disabilities sign as<sup>3</sup>



### Employments for Disabled person in Apparel Sector:

India needs to generate jobs that are formal and productive, provide bang-for-buck in terms of jobs created relative to investment, have the potential for broader social transformation, and can generate exports and growth. The apparel (or garment) sector meets all these criteria, making it an excellent vehicle for an employment creation strategy. This sector offers tremendous employment opportunities for people, especially in the rural regions. The textile sector in India accounts for 10% of the country's manufacturing production, 5% of India's GDP, and 13% of India's exports earnings. Textile and apparel sector is the second largest employment provider in the Country employing nearly 51 million people directly and 68 million people indirectly in 2015-16.<sup>14</sup>

The PWD Act, 1995 provides for 3% reservation in employment in the establishments of Government of India and Public Sector Undertakings (PSUs) against identified posts. The status of reservation for Government in various Ministries/ Departments against identified posts in Group A, B, C & D is 3.07%, 4.41%, 3.76% and 3.18% respectively. In PSUs, the reservation status in Group A, B, C & D is 2.78%, 8.54%, 5.04% and 6.75%, respectively. Government will ensure reservation in identified posts in the Government sector including public sector undertakings in accordance with the provisions of the PWD Act, 1995. The list of identified posts, which was notified in 2001, will be reviewed and updated.

**Various opportunities for employment in Apparel Sector:** Production Manager, Production Supervisor, Industrial Engineer, Asst. R& D Executive, Production Executive, Machine Mechanic, Q.A Manager, Production Q.A, Cutting Q.A, Sampling Q.A, Finishing, Q.A.Q.A Tech/Auditor, Quality Controller, Checker, Cutting Manager, Cutting Supervisor, Cutter, Sampling Manager, Sampling Supervisor, Pattern Master, Asst. Pattern Master & CAD Operator, Merchandiser & Asst. Merchant, Finishing In charge, Packing Supervisor & Washing Supervisor, Fashion Designer & Fashion CAD Operator

### Required Skills for employment in Apparel Sector:

Communication & IT Skills, Team Management Skills, Garment construction Techniques, Operation Break Down, Operation SOP, Planning, Industrial Engineering Skills, Production Planning and Supply chain management, Skills of Occupational Safety & Health Environment factors, Maintenance Planning, Quality measurement Skills, Inspection System, Shipment Inspection, Checking Measurement, Visual & Fitting, Total Quality Management, Washing, Finishing & Packing Parameters, Cutting & Marker Planning, Cutting Tools, Product Develop & Production Planning, Pattern, Pattern Grading, Bargaining Concepts, Fashion Calendar, Product Repairing, Illustrator Software Knowledge, Sampling & Quality Standard Skills.

### Objective of Study:

- i To identify the opportunities in apparel sector for disable person
- ii To impart use skills of disabled person in effective value
- iii To identify the challenges faced by disabled person in apparel sector.

### Review of Literature:

The Apparel Export Promotion Council, in fact, now runs special programs to train disabled workers. Other non-government organizations and some garment export manufacturers have also taken the initiative to start informal training centers or take people on and prepare them for the nuances of garment production work.

Among the few industries in Jaipur that have made efforts to incorporate workers with disabilities is the garment industry. "The awareness, and consequently the numbers, have increased substantially in the last five years," says Dr. Rajesh Bheda, a corporate consultant and formerly a

<sup>3</sup> First Country Report on the Status of Disability in India (Submitted in pursuance of Article 35 of the UN Convention on the Rights of Persons with Disabilities)

<sup>4</sup>Textile Sector Achievement Report on March 31, 2017 by Department of Industrial Policy and Promotion Ministry of Commerce and Industry.

professor, National Institute of Fashion Technology. "There is better coordination between training organizations who train workers with disabilities and companies that will hire them."

"Our only problem is that the supply is limited," Dr. Bheda explains. "We sensitize buyers and exporters, but sometimes there aren't enough trained workers." This is primarily because of social attitudes in India, and the stigma associated with mental and physical disorders that prevent people with disabilities from being active in community and professional life. The World Bank report notes that in India, "disability [is] perceived either as punishment for misdeeds in the past lives of the [person with disability], or the wrongdoings of their parents."

Rashmi Paliwal, the owner of two garment houses, was approached by a physically and mentally impaired beggar while on her way to work. She refused to give him money, but handed him her business card and urged him to come to her office the next day for a job interview.

[Ms. Paliwal] has played a big role in the creation of job opportunities for people with disabilities," says Dr. Bheda. "Her factory acted like a training ground, and over a period of time other manufacturers have seen through her example that it can work."

The industry, he says, even though fragmented into many skills and sections, "hires [workers with disabilities] more often, and has a history of employing them with little discrimination." It is more receptive, he says, of people with varying physical and mental abilities. Projects like Ms. Paliwal's further reinforce the idea that people with disabilities are no less productive than other able-bodied workers.

"It is much easier to incorporate people with disabilities into industries where precision-level and handmade work is required," says Dr. Madhumita Puri, the Director of the Society for Child Development, which also hosts the disability India network. She says small garment exporters have outsourced handmade work to slum areas with large numbers of disabled workers for years. What's significant now, is that upscale manufacturing companies are doing it too.

Mr. Jitender Kumar, who for five years struggled without a job or any source of income, trained with Ms. Paliwal two years ago, and has been working with Radnik Exports for more than a year.

**Future aspects:**

We have three training centers in and around Jaipur where disabled people are provided free training in order to make them employable in the garment industry. She also has a network of over 30 exporters who then absorb these trained employees into their garment-production factories – National Handicapped Finance & Development Corporation, Jaipur Office.

The Managing Director of M/S PawanFeb Tex Pvt.Ltd- Sitapura, Mr. Arjun Lakheri says there is a definite incline in the standard of living of the people who've worked in his company. "You can see it in their appearance, you can see it in the clothes they wear, and also on a more psychological level, and you can see that there is an understanding that they're fulfilling a role."

As per Interview from Industry persons like Mr.Vimal Shah (MD, M/s Good Will Impex Ltd.) Mr.K.K Yadav (MD, M/s.Choudhary Fashions) Mr. Hashem, (HR Manager, M/S. Bela Casa Fashions, Sitapura), Mr. Sanjeev Bhatia (Reginal Manager, ATDC-Jaipur), Mr. Manoj D. Meshram (Associate Professor & Head Academics, Rajasthan Skill University, Jaipur).The industry, he says, even though fragmented into many skills and sections, "hires [workers with disabilities] more often, and has a history of employing them with little discrimination." It is more receptive, he says, of people with varying physical and mental abilities and further reinforce the idea that people with disabilities are no less productive than other able-bodied workers. Says about grate opportunities in apparel sector as deference job roles to disable persons. According to them there are lots of opportunities in this industry for physical disabled person. As per the survey there are lots of industries which are working for the welfare of disabled persons.



**Opportunities for Disabled person in Apparel Sector as: 1.Fashion Illustrator 2.Pattern maker 3.calling & Interview 4.Computer Operator or Data Entry 5.Skill Trainer & Strategies Planning 6. Fashion Modeling**

**Research Methodology:**

For the purpose of the study, a sample of 20 Apparel Industry was chosen, as basis on four parameters, such as sales, profits, assets and market capitalization for the financial year 2016-17 in Jaipur Apparel Cluster. 15 companies in this sample were Limited farm, while 05 were private Limited companies. A questionnaire which elicited the total number of physical employees of the company, the number of disabled persons who were employed and the types of disabilities found in them, was mailed to all the 20 companies in the sample, in April 2018. The responses were collected by end of April, 2018.

**Result and Discussion:**

As this study to increase the employment opportunities for disable person in Apparel Sector. These higher living costs, reduced employment and lower financial reserves often combine so that disabled people are more likely to live in poverty and are more likely to suffer poor mental health as a result. Disable person need the work aids for physically support for walking, talking, and hearing & visually in work place and easy conveyance, transportation also effective for motivate themselves. Govt. Policy will be increase the facilities for working disable person with pay scale and other benefits as employees. Industry should be campaign and career assistance programs for more requirements to disables. Vocational and Skill Training provider the same curriculum as required by industry for employment as disable persons.

**Conclusion**

It is to summaries the objective of study as great opportunities for disabled person in the Jaipur Apparel Cluster. And improve the social status as employment of disabled like other field of employment. This is more challenging to implementation but it is helpful for lifestyle scenario. Industry should initiate regarding job opportunities for employment of disabled person and Industry should motivate disabled person for rese their living standard. Generate the corporate social responsibility against disabled employment. Industries should initiate of the job opportunities for disabled person. They should provide conveyance facilities to them. It will boost their mind & will work enthusiastically. Government or corporate sector need to take step to train disabled person so that they can fulfill their basic needs through jobs & live their lives respectfully.

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