PRESENT SCENARIO OF UNORGANIZED GARMENT MANUFACTURING SECTOR IN PUNJAB

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Abstract

Punjab is one of the prominent northern agrarian states of India with only 1.57 percent of total geographical area of the country but a major contributor in total food grain production. Now the agricultural sector in the state has reached a plateau. For the further development of Punjab economy, there is a need to divert excessive pressure on agriculture through sectorial shift towards Industrialization. However, large scale industries cannot flourish due to lack of natural resources (mineral deposits), low investment because of sensitive border area and other issues. In this situation the role of unorganized sector which is not affected by above issues, is highly significant in providing employment and in contributing to the economic growth of the economy. It also supplies essential raw materials to the organized sector. In Punjab Garment manufacturing sector is the one, which uses more labour than capital and provides more employment opportunities especially to women, semi-skilled and even unskilled labourers. In view of the growing importance of Garment manufacturing in unorganized sector of Punjab, this paper is an attempt to explore the present scenario, determinants of employment and productivity of labour. For this purpose, Unit level NSSO data on Unorganized Manufacturing Enterprises (67th Round) has been explored. In this round NSSO provides extensive data on different types of enterprises viz. Own Account Manufacturing Enterprises (OAMEs) and Establishments. Establishment is the combination of Non-Directory Manufacturing Enterprises (NDMEs) and Directory Manufacturing Enterprises (DMEs). All of these enterprises come in the category of small scale industries.

Keywords: Employment, Manufacturing, Productivity, Rural & Urban Punjab

Introduction

The garment industry is an important contributor to India's manufacturing GDP, exports, and employment. In the garment industry informal economy workers can include home-based workers, whose employment relationship with an employer is not recognized or protected. The informal sector plays a significant role in the economy in terms of employment opportunities and poverty alleviation. The labour intensive nature and low use of capital are the important features of unorganized sector enterprises. In Punjab agriculture sector is already overburdened by a large workforce and this sector cannot generate any significant additional employment. The unorganized sector is characterized by the composition of a significant portion of female workers

and socially backward section of the people. Unorganized sector has always accounted for most of the manufacturing employment. Share of organized sector in employment was only 16 per cent in 1983-84; it declined to 13 per cent in 1999-2000 and further to 11 per cent in 2004-05. The blame for slow growth of employment is seen to lie with the nonagricultural sector (Papola, 2008). The employment and unemployment surveys conducted by NSS periodically provide comprehensive data on informal nature as well as workforce that is engaged in informal sector. This sector generates income-earning opportunities for a large number of people. This paper is based on the following objectives:

1. To examine the present situation of enterprises in unorganized garment manufacturing sector of Punjab.

2. To identify the determinants of employment and wages, labour productivity in unorganized garment manufacturing sector in Punjab.

Review of Relevant Literature

 In India, a large section of the total workforce is still in the informal sector, which contributes a sizeable portion of the country's net domestic product (Kalyani, 2016). Most people in India earn their livelihood by working. They work for one employer or many, without a secure contract. It also includes self-employment in informal enterprises (small unregistered or unincorporated enterprises), own account operators and unpaid family workers in informal enterprises or part time workers, home-based workers etc. in every sector in the economy (Chen, 2002). Although the informal economy is often associated with developing countries where up to 60% of the labor force (with as much 40% of GDP) works, yet all economic systems contain an informal economy in some proportion. Most of the rural and urban people are continuing their family business, because of lack of employment opportunity. In India most of the family businesses are in the informal sector (Weeks, 1975), Thus, the sector has become a competitive and low cost device to absorb labour, which cannot be absorbed elsewhere.

The paramount importance of unorganized sector in the economy from the point of view, not only its contribution to and share in the economy but also for sustaining the livelihoods in the economy and well-being of a large section of population (Papola, 1981). The growth of formal employment in the country has always been less than that of total employment, indicating a faster growth of employment in the informal sector. Available data suggests that within the formal sector also the proportion of informal workers is on the

increase.   Further, the sector is characterized by excessive seasonality of employment (especially in the farm sector), majority of casual and contractual employment, absence of social security measures and welfare legislations, denial of social standards and worker rights, rejection of minimum wages and so on (Kalyani, 2016). One of the structural transformations that any developing economy must undergo is a decline in the share of agriculture in output and in employment, and a corresponding increase in the share of industry and services. In India, this structural transformation has been taking place, but the movement of labour out of agriculture into industry and services has been relatively slow (Mehrotra S, Ankita Gandhi and Bimal Kishore Sahoo, 2012). Economic growth by itself does not solve the problem of unemployment. In India, during the past three decades or so, production has expanded in all the sectors of economy. A higher arithmetical figure of growth rate is neither a necessity nor sufficient condition for alleviation of unemployment (Patnaik P, 2004).

Most of the employment in unorganized manufacturing sector is of either part time or unpaid in nature. Due to these of low wage rate, part time employment and unpaid employment, the economic condition of unorganized manufacturing sector work force has been vulnerable. Moreover, out of the total work force which comes from poorest category, 95 per cent is employed by the unorganized sector which further worsen their economic condition. (Sakthivel and Joddar, 2006).

Data Source and Methodology

The study is mainly focused on secondary data. This data was collected by the National Sample Survey Organization (NSSO). NSSO data is available for 24 sub-sectors of National Industrial Classification. The data is further divided into various states and rural-urban areas. The data is classified into three types of enterprises: Own Account Manufacturing Enterprises (OAMEs), Non-directory Manufacturing Enterprises (NDMEs), Directory Manufacturing Enterprises (DMEs). OAMEs are those enterprises which have no hired workers on a fairly regular basis. NDMEs are the enterprises which have less than six workers including household workers and DMEs have six or more workers with at least one hired worker but not registered under the Factory Act 1948 (NSSO, 2002). In this round NDME & DME comes under the title 'Establishments'. Present paper uses NSSO data on five-digit industrial classification category. This paper tries to explore the 67th round of Unorganized Sector. For analyzing the data, simple averages have been used through various survey reports of NSSO. Besides this, various

research paper, articles and some other statistical reports were thoroughly studied.

Table 1 : District-wise distribution of Number of Enterprises by their type in Unorganized Garment Manufacturing Sector of Punjab (2010-11)

District	RURAL			URBAN		
	OAME	Establishment	Total	OAME	Establishment	Total
Gurdaspur	68900 (68.42)	31800 (31.58)	100700 (0.32)	67665 (48.15)	72870 (51.85)	140535 (0.49)
Amritsar	172326 (95.65)	7833 (4.35)	180159 (0.58)	96642 (57.89)	70285 (42.11)	166928 (0.59)
Kapurthala	118663 (90.91)	11866 (9.09)	130529 (0.42)	14528 (78.95)	3874 (21.05)	18402 (0.06)
Jalandhar	164524 (88.24)	21937 (11.76)	186461 (0.60)	45172 (66.67)	22586 (33.33)	67758 (0.24)
Hoshiarpur	192492 (100.00)	0	192492 (0.62)	29331 (78.26)	8147 (21.74)	37478 (0.13)
Nawanshahr	22480 (89.29)	2698 (10.71)	25178 (0.08)	10323 (44.44)	12903 (55.56)	23226 (0.08)
Ropar	12318 (80.00)	3079 (20.00)	15397 (0.05)	8428 (57.14)	6321 (42.86)	14749 (0.05)
Fatehgarh Sahib	19379 (81.48)	4404 (18.52)	23783 (0.08)	14233 (85.00)	2512 (15.00)	16744 (0.06)
Ludhiana	25634 (85.71)	4272 (14.29)	29906 (0.10)	637661 (61.25)	403418 (38.75)	1041080 (3.66)
Moga	191153 (96.15)	7646 (3.85)	198799 (0.64)	37080 (82.76)	7725 (17.24)	44804 (0.16)
Firozpur	180664 (82.22)	39062 (17.78)	219726 (0.71)	29985 (59.09)	20759 (40.91)	50743 (0.18)
Mukatsar	237041 (94.12)	14815 (5.88)	251856 (0.81)	14138 (56.00)	11109 (44.00)	25247 (0.09)
Faridkot	83481 (95.00)	4394 (5.00)	87875 (0.28)	33435 (73.33)	12158 (26.67)	45594 (0.16)
Bathinda	51026 (95.24)	2551 (4.76)	53577 (0.17)	96119 (90.00)	10680 (10.00)	106799 (0.38)
Mansa	10926 (86.96)	1639 (13.04)	12565 (0.04)	10740 (57.89)	7811 (42.11)	18551 (0.07)
Sangrur	20209.6 (88.89)	2526 (11.11)	22736 (0.07)	29862 (72.00)	11613 (28.00)	41475 (0.15)
Patiala	55331.6 (100)	0	55332 (0.18)	73881 (86.36)	11665 (13.64)	85546 (0.30)

SAS Nagar	858 (57.89)	624 (42.11)	1482 (0.01)	36792 (63.64)	21024 (36.36)	57816 (0.20)
Barnala	21934 (91.30)	2089 (8.70)	24023 (0.08)	6532 (87.50)	933 (12.50)	7465 (0.03)
Grand Total	27676371 (89.13)	3373773 (10.87)	31050144 (100.00)	19118817 (67.28)	9297905 (32.72)	28416722 (100.00)

Note: Numbers in thousands, figures in parenthesis are percentages. Percentage figures may not add up due to rounding off.

Source: Calculated from unit level record of NSSO Survey on Unorganized Garment Manufacturing of Punjab 67th Round.

The above table shows that in Garment manufacturing sector there is pre-dominance of OAMEs in Rural as well as in urban sector of Punjab. The percentage share of OAMEs in rural Punjab (89.13 per cent) is relatively higher than the percentage share of urban areas (67.28 per cent) however the majority of establishments (32.72 percent) fall in Urban sector of Punjab. In Two rural districts of Punjab the establishment doesn't exist at all and district SAS Nagar (42.11 per cent) and Gurdaspur (31.58) have maximum number of establishments and least share of OAMEs (57.89 and 68.42) respectively and followed by Ropar (20 percent of establishments). The Urban scenario shows the maximum contribution of OAMEs (90 percent) in Bathinda district followed by Barnala (87.50 percent) and minimum contribution of Establishments in both the districts. Most of the Establishment in Urban areas are settled in District Nawanshahr (55.56 percent) followed by Gurdaspur (51.85 percent).

Table 2 : District-wise Distribution of Employment by their Type in Unorganized Garment Manufacturing Sector of Punjab (2010-11)

District	RURAL		Total	URBAN		Total
	OAME	Establishment		OAME	Establishment	
Gurdaspur	4703 (79.58)	1207 (20.42)	5910 (8.84)	4193 (52.18)	3841 (47.80)	8035 (8.78)
Amritsar	8571 (98.75)	108 (1.25)	8680 (12.99)	7196 (47.09)	8085 (52.91)	15281 (16.70)
Kapurthala	4075 (92.56)	328 (7.44)	4403 (6.59)	998 (73.55)	359 (26.45)	1357 (1.48)
Jalandhar	5509 (90.91)	551 (9.09)	6059 (9.07)	7881 (86.48)	1232 (13.52)	9113 (9.96)
Hoshiarpur	6839 (100.00)	0	6839 (10.23)	1445 (78.09)	406 (21.91)	1851 (2.02)

Nawanshahr	876 (92.77)	68 (7.23)	944 (1.41)	606 (27.53)	1594 (72.47)	2200 (2.40)
Ropar	811 (82.70)	170 (17.30)	980 (1.47)	515 (33.21)	1035 (66.79)	1550 (1.69)
Fatehgarh Sahib	842 (60.21)	557 (39.79)	1399 (2.09)	868 (73.79)	308 (26.21)	1176 (1.29)
Ludhiana	2156 (75.19)	711 (24.81)	2867 (4.29)	10316 (47.07)	11603 (52.93)	21919 (23.96)
Moga	4135 (99.94)	2 (0.06)	4137 (6.19)	1469 (80.71)	351 (19.29)	1820 (1.99)
Firozpur	4241 (70.51)	1774 (29.49)	6015 (9.00)	1306 (31.22)	2876 (68.78)	4181 (4.57)
Mukatsar	4609 (75.24)	1516 (24.76)	6125 (9.16)	924 (55.18)	751 (44.82)	1675 (1.83)
Faridkot	2280 (92.75)	178 (7.25)	2458 (3.68)	1325 (70.43)	556 (29.57)	1881 (2.06)
Bathinda	2945 (87.51)	420 (12.49)	3366 (5.04)	8089 (99.59)	33 (0.41)	8122 (8.88)
Mansa	718 (88.51)	93 (11.49)	811 (1.21)	1051 (82.12)	229 (17.88)	1279 (1.40)
Sangrur	1206 (95.00)	64 (5.00)	1269 (1.90)	1536 (71.44)	614 (28.56)	2150 (2.35)
Patiala	3234 (100.00)	0	3234 (4.84)	3799 (81.29)	874 (18.71)	4673 (5.11)
SAS Nagar	65 (68.68)	30 (31.32)	95 (0.14)	1781 (70.87)	732 (29.13)	2513 (2.75)
Barnala	865 (68.36)	382 (30.64)	1247 (1.87)	675 (94.24)	41 (5.76)	717 (0.78)
Grand Total	58678 (87.79)	8159 (12.21)	66838 (100.00)	55970 (61.18)	35519 (38.82)	91490 (100.00)

Note: Numbers in thousands, figures in parenthesis are percentages. Percentage figures may not add up due to rounding off.

Source: Calculated from unit level record of NSSO Survey on Unorganized Garment Manufacturing in Punjab 67th Round.

As the earlier table depicts the scenario showing percentage share of OAMEs is more in both rural and Urban sector of Punjab thus they provide more employment opportunities especially in rural sector of Punjab. Rural OAMEs generate more employment (87.79 percent) as compare to urban

OAMEs (61.18 percent). In many rural districts the establishment doesn't exist at all, so in these districts only OAMEs are the source of employment in garment manufacturing sector of Punjab. District Fatehgarh Sahib Establishments generate maximum employment (39.79 percent) followed by SAS Nagar (31.32 percent) in rural Punjab. Talking about the Urban establishments, these are providing more employment opportunities as compare to their rural counterpart. In Urban sector district Bathinda's OAMEs (99.59 percent) and establishments of Nawanshar (72.47 percent) are providing maximum employment in 2010-11.

Table 3 : District wise Distribution of Number of Workers in Unorganized Garment Manufacturing Sector of Punjab by Gender of Workers (2010-11)

District	Rural			Urban		
	Male	Female	Total	Male	Female	Total
Gurdaspur	23.19	76.81	8.84	47.30	52.70	8.78
Amritsar	42.10	57.90	12.99	63.44	36.56	16.70
Kapurthala	20.29	79.71	6.59	72.02	27.98	1.48
Jalandhar	30.59	69.41	9.07	13.40	86.60	9.96
Hoshiarpur	6.60	93.40	10.23	33.83	66.17	2.02
Nawanshahr	24.47	75.53	1.41	53.23	46.77	2.40
Ropar	67.34	32.66	1.47	50.16	49.84	1.69
Fatehgarh Sahib	64.41	35.59	2.09	44.76	55.24	1.29
Ludhiana	61.30	38.70	4.29	75.80	24.20	23.96
Moga	22.39	77.61	6.19	47.34	52.66	1.99
Firozpur	68.67	31.33	9.00	81.45	18.55	4.57
Mukatsar	38.09	61.91	9.16	50.21	49.79	1.83
Faridkot	33.95	66.05	3.68	78.69	21.31	2.06
Bathinda	70.13	29.87	5.04	67.84	32.16	8.88
Mansa	53.24	46.76	1.21	76.98	23.02	1.40
Sangrur	74.33	25.67	1.90	46.47	53.53	2.35
Patiala	35.13	64.87	4.84	38.90	61.10	5.11
SAS Nagar	87.97	12.03	0.14	59.61	40.39	2.75
Barnala	53.81	46.19	1.87	19.62	80.38	0.78
Total	38.33	61.67	100.00	57.87	42.13	100.00

Source: Calculated from unit level record of NSSO Survey on Unorganized Garment Manufacturing in Punjab 67th Round.

The above table provides the number of workers engaged in unorganized Garment manufacturing enterprises by gender. Disrict Amritsar recorded the maximum employment in rural area (12.99 percent) and district Ludhiana attract maximum number of urban workers (23.96 percent). Focusing on

employment by gender, Garment manufacturing units of Punjab are ruled by male workers in urban and female workers in rural sectors. The share of rural female workers (61.67 per cent) is more than the urban male workers (57.87 per cent), but in contrast males are less inclined to jobs (38.33 percent) in rural sector as compare to female workers urban (42.13 percent). District wise comparison shows that SAS Nagar district has highest number of Male workers (87.97 percent) in rural area and district Firozpur has highest number of male worker (81.45 percent) in urban category. Most of the rural female workers are in Hoshiarpur district (93.40 percent) and urban female workers are in Jalandhar district (86.60 percent).

Table 4 : Gender wise Distribution of Number of Workers in Rural Areas by Type of Employment (2010-11)

District	Male			Female		
	Working owner	Hired Worker	Unpaid Worker	Working owner	Hired Worker	Unpaid Worker
Gurdaspur	55.49	43.57	0.94	100.00		
Amritsar	98.52	1.48		84.23		15.77
Kapurthala	94.23	5.77	0.00	88.72		11.28
Jalandhar	94.88	4.39	0.73	88.58		3.20
Hoshiarpur	100.00	0.00	0.00	84.25		15.75
Nawanshahr	89.65	10.35	0.00	97.11	1.69	
Ropar	70.07	14.98	14.94	95.94		0.59
Fatehgarh Sahib	53.12	46.88	0.00	80.81		
Ludhiana	66.06	30.75	3.18	87.89		0.00
Moga	71.63	0.13	28.24	98.40	0.00	1.60
Firozpur	74.82	22.94	2.25	95.13	0.00	4.87
Mukatsar	53.73	32.50	13.78	97.17		
Faridkot	100.00	0.00	0.00	83.91	4.64	11.44
Bathinda	89.28	8.91	1.81	44.15		55.85
Mansa	82.46	10.79	6.75	50.15		49.85
Sangrur	99.70	0.00	0.30	99.00		1.00
Patiala	100.00	0.00		77.74	0.00	
SAS Nagar	79.59	16.93	3.48	100.00		
Barnala	97.57	0.00	2.43	67.66	0.00	
Grand Total	81.27	15.02	3.71	88.22	1.40	10.38

Source: Calculated from unit level record of NSSO Survey on Unorganized Garment Manufacturing in Punjab 67th Round.

The earlier table revealed that in Punjab, the Garment manufacturing sector is occupied by female workers in rural sector and the type of employment in the above table also shows that most of the enterprises are run by female workers (88.22 per cent). They run their enterprises without any external or internal help. Most of the hired workers in rural sector are male (15.02 percent). Female participation in this category is negligible (1.40 percent) only two districts Nawanshahr and Faridkot have female hired workers. District Fatehgarh Sahib has maximum male hired workers (46.88 percent). Most of the unpaid workers are female (10.38 percent). More than 50 percent of the female workers who are working in garment manufacturing units in Bathinda are not paid at all.

Table 5 : Gender wise Distribution of Number of Workers in Urban Areas by Type of Employment (2010-11)

District	Male			Female		
	Working owner	Hired Worker	Unpaid Worker	Working owner	Hired Worker	Unpaid Worker
Gurdaspur	46.72	46.22	7.05	81.00	19.00	
Amritsar	47.53	52.47		82.47	9.84	7.69
Kapurthala	74.04	20.87	5.06	64.49	4.35	31.17
Jalandhar	36.94	55.86	7.21	65.84	0.84	33.33
Hoshiarpur	79.04	20.96		92.63	7.37	
Nawanshahr	28.34	68.20	3.46	51.37	31.44	17.19
Ropar	30.77	69.23		59.94	34.85	5.21
Fatehgarh Sahib	55.89	24.60	19.51	83.57	7.58	8.84
Ludhiana	52.26	47.19	0.54	81.63	1.45	16.91
Moga	75.97	20.38	3.66	85.88		14.12
Firozpur	44.96	48.70	6.34	100.00		
Mukatsar	59.42	36.21	4.37	59.59	26.50	13.91
Faridkot	75.58	24.42		100.00		
Bathinda	61.26	0.30	38.44	75.20		24.80
Mansa	84.39	12.57	3.05	49.36	2.55	48.09
Sangrur	52.63	34.53	12.85	98.48		1.52
Patiala	67.47	32.53		93.23		6.77

SAS Nagar	75.06	7.21	17.73	61.86	38.14	
Barnala	88.26	11.74		59.47		40.53
Grand Total	54.04	39.41	6.54	77.44	7.42	15.14

Source: Calculated from unit level record of NSSO Survey on Unorganized Garment Manufacturing in Punjab 67th Round.

Although urban sector of Punjab has maximum number of male workers yet most of the enterprises are run by female workers. There is dominance of female as working owners (77.44 percent) and unpaid workers category (15.14 percent). Comparing the hired worker, number of male workers is outnumbered (39.41 percent) when compared with female workers (7.42 percent). The maximum participation of male hired worker is in district Ropar (69.23 percent) and female in district SAS Nagar (38.14 percent). Talking about the unpaid category, female workers are more targeted than men. The female unpaid workers are more in urban sector as compare to rural sector. The maximum involvement of female unpaid workers is in district Mansa (48.09 percent).

Table 6 : District wise Distribution of Number of Workers by Nature of Employment and Gender (2010-11)

	RURAL				URBAN			
	Full Time		Part Time		Full Time		Part Time	
Districts	Male	Female	Male	Female	Male	Female	Male	Female
Gurdaspur	76.34	23.66		100.00	32.56	67.44		100.00
Amritsar	42.10	57.90			36.56	63.44		
Kapurthala	32.60	67.40	1.02	98.98	21.10	78.90		100.00
Jalandhar	39.46	60.54		100.00	83.89	16.11		100.00
Hoshiarpur	9.88	90.12		100.00	43.00	57.00		100.00
Nawanshahr	26.04	73.96		100.00	42.71	57.29		100.00
Ropar	67.34	32.66			46.42	53.58		100.00
Fatehgarh Sahib	65.33	34.67		100.00	55.24	44.76		
Ludhiana	61.30	38.70			23.30	76.70	26.39	73.61
Moga	22.39	77.61			50.84	49.16		100.00
Firozpur	68.67	31.33			18.55	81.45		
Mukatsar	36.56	63.44	57.41	42.59	49.79	50.21		
Faridkot	33.95	66.05			21.31	78.69		

Bathinda	72.61	27.39		100.00	17.06	82.94		100.00
Mansa	67.00	33.00		100.00	6.95	93.05		100.00
Sangrur	74.33	25.67			53.53	46.47		
Patiala	35.99	64.01		100.00	61.10	38.90		
SAS Nagar	87.78	12.22	100.00	0.00	40.61	59.39	100.00	
Barnala	54.31	45.69		100.00	78.38	21.62		100.00
Total	44.88	55.12	2.68	97.32	37.25	62.75	1.61	98.39

Source: Calculated from unit level record of NSSO Survey on Unorganized Garment Manufacturing in Punjab 67th Round.

Above Table shows the number of workers by nature of employment and gender for urban and rural sectors of Punjab. According to NSSO, Worker is a person who participates either full time or part time in the activity of the enterprise. He/she may or may not receive wages/ salaries in return to his /her work. The Table reveals that females have outnumbered males in respect of full-time as well as in part-time workers category in both sectors. Proportion of male fulltime workers in rural sector is 44.88 per cent and 37.25 per cent in urban sector. When we compare the Rural-Urban scenario the number of full-time male workers in rural Punjab is higher than the urban Punjab and reverse pattern is followed by female workers. In Punjab male workers are not prone to work part time, only few districts have hand-picked male workers. In part-time category females have overwhelmed their male counterparts in rural sector (97.32 per cent) as well as their urban ones (98.39 per cent). It facilitates the female workers to earn their livelihood as well as perform their domestic responsibilities also. Therefore men have more independent status of work than women.

Table 7 : Annual Emolument (in Rs.) per Hired Worker in Unorganized Garment Manufacturing Sector of Punjab by Type of Enterprise (2010-11)

District	RURAL	URBAN	Total Emoluments
	Establishment	Establishment	
Gurdaspur	1404.67	2014.01	1898.82
Amritsar	2000.00	2317.65	2314.63
Kapurthala	2253.85	2560.59	2502.54
Jalandhar	1585.34	4008.82	3127.82
Hoshiarpur		1653.39	1653.39

Nawanshahr	1129.56	3015.49	2956.97
Ropar	2984.80	4011.92	3888.76
Fatehgarh Sahib	2905.20	2820.76	2880.09
Ludhiana	4988.87	2027.70	2260.26
Moga	1750.00	3183.76	3174.27
Firozpur	2413.03	3081.19	2838.28
Mukatsar	1708.33	2472.15	2021.02
Faridkot	1500.00	3507.19	3160.75
Bathinda	1000.00	2975.00	1143.74
Mansa	1013.11	3098.57	2552.05
Sangrur		3859.07	3859.07
Patiala		2892.19	2892.19
SAS Nagar	2777.44	4531.82	4484.44
Barnala		2750.00	2750.00
Grand Total	2416.53	2501.30	2487.98

Source: Calculated from unit level record of NSSO Survey on Unorganized Garment Manufacturing in Punjab 67th Round.

In this table we only consider the enterprises whereas at least one hired workers was employed i.e. Establishments (NDME & DME). According to the above table annual emoluments per hired worker are slightly higher in urban Punjab (Rs. 2501.30) as compared to rural one (Rs 2416.53). In some rural districts of Punjab, Enterprises are run with the help of family members only i.e. there is no establishment at all. Annual emoluments per hired worker are relatively higher in SAS Nagar as compare to other districts of Punjab and least by in Bathinda district (Rs 1143.74). District wise rural-urban divide shows that rural enterprises of Ludhiana district pay more (Rs 4988.87) than the urban enterprises of SAS Nagar district (Rs 4531.82). Hired workers of rural establishments in district Bathinda are paid least annual emoluments (Rs 1000.00) and district Hoshiarpur in urban establishments (Rs 1653.39) are also paid less.

Table 8 : Labour Productivity by Type of Enterprise (At current prices)

District	Value Added per Worker in Rural Areas (in Rs.)			Value Added per Worker in Urban Areas (in Rs.)			Grand Total (in Rs.)
	RURAL			URBAN			
	OAME	ESTB	Total	OAME	ESTB	Total	
Gurdaspur	825.21	2780.33	1224.51	1984.39	3479.95	2699.12	2074.17
Amritsar	1883.45	4482.50	1915.93	4110.87	4284.82	4202.90	3374.43
Kapurthala	1347.77	2364.11	1423.39	2203.70	3994.83	2677.52	1718.87
Jalandhar	2012.49	3861.58	2180.53	1277.13	5168.21	1803.20	1953.90
Hoshiarpur	1116.90		1116.90	1236.30	2598.16	1534.65	1205.88
Nawanshahr	1533.48	3475.61	1673.82	2165.84	4598.88	3929.06	3251.95
Ropar	3807.39	4434.04	3915.77	1987.77	5441.64	4294.62	4147.84
Fatehgarh Sahib	1663.76	2579.89	2028.31	2346.26	4433.71	2893.37	2423.46
Ludhiana	3751.84	7317.78	4636.70	5385.13	4507.35	4920.48	4887.65
Moga	1505.61	4520.00	1507.31	1837.62	4926.13	2433.38	1790.20
Firozpur	2937.50	4105.96	3282.13	2141.02	4605.81	3836.19	3509.34
Mukatsar	2047.90	4724.17	2710.44	3061.15	4308.29	3620.13	2905.79
Faridkot	1832.26	2383.47	1872.23	3527.98	5847.51	4213.81	2887.41
Bathinda	3936.24	4122.50	3959.51	4119.44	7697.00	4133.98	4082.86
Mansa	3401.12	4264.89	3500.39	6305.77	5513.79	6164.15	5130.54
Sangrur	2027.75	3184.43	2085.63	4056.40	6635.55	4793.04	3788.00
Patiala	2480.26		2480.26	2689.08	5453.66	3206.26	2909.35
SAS Nagar	4880.50	4048.17	4619.85	6674.58	7262.28	6845.81	6764.64
Barnala	2281.88	1358.01	1998.83	2316.75	2784.00	2343.65	2124.66
Total	1998.20	3949.92	2236.46	3478.92	4525.43	3885.18	3189.18

Source: Calculated from unit level record of NSSO Survey on Unorganized Garment Manufacturing in Punjab 67th Round.

Apart from the employment, productivity is another important aspect especially because the contribution of this segment has been questioned on the ground of returns from these enterprises. It is often alleged that the

informal manufacturing sector have acted as a sink where people having no alternative opportunities, are deposited. Consequently, productivity levels are low (Oberai and Chadha, 2001; Unni et al., 2001; Shah, 2002). Here an attempt has been made to analyze productivity trends in this sector using the traditional parameter of labour productivity, i.e., value added per labour. The table shows that in Punjab the value added per worker is highest in SAS Nagar (6764.64). Comparing rural-urban divide shows that labour productivity is higher in urban segment than the rural, in both cases (OAMEs & Establishments). Although, OAMEs are the major source of employment in rural areas of Punjab, yet these enterprises incurred low labour productivity. In rural Punjab district Ludhiana and SAS Nagar show maximum value added per worker. In urban sector the labour productivity in SAS Nagar (Rs.6845.81) is maximum and district Hoshiarpur shows minimum contribution in both sectors of Punjab.

Conclusion and Policy Recommendations

To sum up, on the basis of the unit level analysis of 67th round of NSSO data, we can conclude that in Garment manufacturing sector of Punjab there is predominance of enterprises which are run by the family members without the help of any hired worker. OAMEs are also major source of employment in Punjab. The analysis also indicates that more number of enterprises doesn't always mean more employment. In couple of districts the numbers of enterprises were more than number of workers working under them. The number of establishments was more in urban areas than the rural one. Gender wise scenario shows that that garment manufacturing sector of Punjab is dominated by male workers in urban sector and female workers in rural sector. District Hoshiarpur in rural area and Jalandhar in Urban area have greater proportion of female workers than the males. Discussing about the gender wise type of employment, in Punjab many of enterprises are run by females as working owners and majority of hired workers are males. The share of female unpaid family workers is more in both the sectors of Punjab. In garment manufacturing sector of Punjab the female workers has outnumbered the males in both full time workers as well as in part time workers category. Therefore female can earn their livelihood while performing their domestic duties and men have more independent status of work. While studying the emoluments in Punjab, it is observed that emoluments in urban areas are slightly higher than in the rural areas. The labour productivity of urban sector is higher than the rural ones. Urban OAMEs added more value per worker than the rural ones. For further

development of garment manufacturing units there is need to promote these enterprises especially Establishments. As most of the workers in these enterprises are semi-skilled or un-skilled, there is need of training programs which can enhance the quantity and quality of workers in this particular sector. As garment manufacturing sector is dominated by female workers, so some qualitative measures taken up in this area can surely improve their working conditions, elevate their financial status and could provide them independent status.

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