**A STUDY ON HEALTH AND SAFETY MEASURES IN GARMENT FACTORIES**

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**ABSTRACT**

The garment industry plays a pivotal role in global economies, offering employment to millions, yet it is often associated with hazardous working conditions that threaten worker health and safety. This study aims to assess the current health and safety measures in garment factories, with a focus on understanding their impact on worker well-being, productivity, and overall organizational performance. The research employs a quantitative design, utilizing a structured questionnaire comprising over 20 questions to gather primary data from a stratified random sample of 100 employees across various departments of a garment factory with a total workforce of 200. Secondary data has also been reviewed from journals, magazines, and reputable websites to support the findings.The objectives of the study include evaluating the effectiveness of existing safety measures, exploring their correlation with worker satisfaction and performance, and identifying best practices for creating safer work environments. Key focus areas include training programs, risk assessments, emergency preparedness, and employee perceptions of safety. While the study provides valuable insights, it is limited by a small sample size, potential cultural and linguistic barriers, and time and resource constraints. Despite these limitations, the findings aim to contribute to academic literature, inform policy-making, and raise awareness about the importance of occupational health and safety in the garment sector. The ultimate goal is to promote improved working conditions and advocate for the implementation of effective health and safety measures in garment factories.

**INTRODUCTION**

The garment industry is a significant sector in many economies, providing employment opportunities for millions of workers.However, workers in this industry often face hazardous working conditions, including exposure to chemicals, noise, and physical demands.This study aims to investigate the health and safety measures in garment factories, identifying the challenges and opportunities for improving worker safety and well-being.

**OBJECTIVES OF THE STUDY**

**PRIMARY OBJECTIVE**

* To assess the current health and safety measures in garment factories.

**SECONDARY OBJECTIVES**

* To examine the relationship between health and safety measures and worker well-being.
* To investigate the impact of health and safety measures on worker productivity and organizational performance.
* To identify best practices for implementing effective health and safety measures in garment factories.

**SCOPE OF THE STUDY**

* The study will focus on garment factories located in a specific region or country.

* The study will focus on a single garment factory or a small sample of factories.

* The study will focus on health and safety measures in garment factories, including training programs, risk assessments, emergency preparedness plans, and worker perceptions of safety

**NEED FOR THE STUDY**

* The study aims to identify practical solutions to improve health and safety measures in garment factories.
* The study aims to contribute to the existing literature on occupational health and safety in the garment industry.

* The study aims to inform policy decisions related to health and safety regulations in the garment industry.
* The study aims to promote awareness about the importance of health and safety measures in garment factories and advocate for better working conditions.

**LIMITATION OF THE STUDY**

* Small sample size
* Lack of objective measures
* Limited generalizability
* Cultural and linguistic limitations
* Time constraints
* Resource constraints

**REVIEW OF LITERATURE**

* A study by Kumar et al. (2017) identified occupational health hazards such as noise, dust, and musculoskeletal disorders as major concerns in the garment industry. The study emphasized the need for implementing effective health and safety measures to mitigate these hazards.
* Research by Islam et al. (2018) investigated workplace accidents in garment factories in Bangladesh. The study found that lack of safety training, inadequate supervision, and poor working conditions contributed to the high incidence of accidents.
* A study by Shikdar and Al-Hajj (2012) examined ergonomic risks in the garment industry. The study identified repetitive tasks, awkward postures, and prolonged standing as major ergonomic hazards, and recommended implementing ergonomic interventions to reduce these risks.
* Research by Chowdhury et al. (2019) investigated fire safety in garment factories in Bangladesh. The study found that lack of fire safety measures, inadequate training, and poor maintenance of electrical equipment contributed to the high risk of fires.
* A study by Haslam et al. (2017) examined the implementation of health and safety management systems in garment factories. The study found that effective health and safety management systems can reduce occupational injuries and illnesses, and improve overall health and safety performance.

**RESEARCH METHODOLOGY**

A Quantitative research design will be employed to investigate the role of goal-setting in performance management at garment industries.Quantitative research methodology uses numerical data and statistical analysis to objectively measure and test relationships between variables, aiming to generalize findings to wider populations.

**DATA ANALYSIS AND INTERPRETATION**

**PERCENTAGE ANALYSIS**

**Gender of the Respondents**

| **gender** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Male | 66 | 39.1 | 66.0 | 66.0 |
| Female | 34 | 20.1 | 34.0 | 100.0 |
| Total | 100 | 59.2 | 100.0 |  |
| Missing | System | 69 | 40.8 |  |  |
| Total | | 169 | 100.0 |  |  |

**INTERPRETATION:**

**AS THE TABLE SHOWS THE MAJORITY GENDER OF THE RESPONDENT ARE MALE (66%).**

**Age of the Respondents**

| **age** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Below 20 | 27 | 16.0 | 27.0 | 27.0 |
| 21–30 | 34 | 20.1 | 34.0 | 61.0 |
| 31–40 | 20 | 11.8 | 20.0 | 81.0 |
| Above 40 | 19 | 11.2 | 19.0 | 100.0 |
| Total | 100 | 59.2 | 100.0 |  |
| Missing | System | 69 | 40.8 |  |  |
| Total | | 169 | 100.0 |  |  |

**INTERPRETATION:**

**AS THE TABLE SHOWS THE MAJORITY OF THE RESPONDENT ARE THE AGE BETWEEN 21-30 YEARS.**

**Current job role of the Respondents**

| **job role** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sewing machine operator | 22 | 13.0 | 22.0 | 22.0 |
| Fabric cutter | 18 | 10.7 | 18.0 | 18.0 |
| Quality control staff | 22 | 13.0 | 22.0 | 22.0 |
| Supervisor/Manager | 14 | 8.3 | 24.0 | 24.0 |
| Other | 24 | 14.2 | 14.0 | 14.0 |
| Total | 100 | 59.2 | 100.0 | 100.0 |
| Missing | System | 69 | 40.8 |  |  |
| Total | | 169 | 100.0 |  |  |

**INTERPRETATION:**

**MOST EMPLOYEES WORK IN THE SUPERVISOR/MANAGER (24%).**

**YEARS OF EXPERIENCE OF THE RESPONDENTS**

| **work experience** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Less than 1 year | 29 | 17.2 | 29.0 | 29.0 |
| 1–5 years | 22 | 13.0 | 22.0 | 22.0 |
| 6–10 years | 25 | 14.8 | 25.0 | 25.0 |
| More than 10 years | 24 | 14.2 | 24.0 | 24.0 |
| Total | 100 | 59.2 | 100.0 | 100.0 |
| Missing | System | 69 | 40.8 |  |  |
| Total | | 169 | 100.0 |  |  |

**INTERPRETATION:**

**MOST OF THE EMPLOYEES HAVE WORK EXPERIENCE OF LESS THAN 1 YEAR(29%)**

**CHI-SQUARE ANALYSIS**

Chi-square analysis a statistical hypothesis test that examines whether two categorical variables are independent.

**Hypothesis**

H0: There is no significant association between safety measures/practices and worker satisfaction.

H1: There is a significant association between safety measures/practices and worker satisfaction.

| **Test Statistics** | | |
| --- | --- | --- |
|  | Does your workplace have fire safety measures such as fire extinguishers and emergency exits? | How satisfied are you with the safety measures in your workplace? |
| Chi-Square | 14.440a | 14.300b |
| df | 1 | 4 |
| Asymp. Sig. | .000 | .000 |

**INTERPRETATION**

**THE SIGNIFICANT VALUES FOR BOTH QUESTIONS ARE 0.000, WHICH ARE LESS THAN 0.05 (0.000 < 0.05). HENCE, H₁ IS ACCEPTED AND H₀ IS REJECTED.**

**THIS INDICATES THAT THERE IS A SIGNIFICANT ASSOCIATION BETWEEN**  **SAFETY MEASURES/PRACTICES AND WORKER SATISFACTION.**

**REGRESSION**

Regression is a statistical method used to establish a relationship between two or more variables.

**Hypothesis**

H0:There is no significant impact of health and safety measures on worker well-being.

H1: There is a significant impact of health and safety measures on worker well-being

| **Coefficientsa** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 1.629 | .368 |  | 4.424 | .000 |
| Have you received any health and safety training in your workplace? | .544 | .167 | .312 | 3.247 | .002 |

| a. Dependent Variable: What are the most common health issues faced by workers in your factory? |
| --- |
| b. Predictors: (Constant), Have you received any health and safety training in your workplace? |

**INTERPRETATION**

**THE SIGNIFICANT VALUE IS 0.000, WHICH IS LESS THAN 0.05 (0.000 < 0.05). HENCE, H₁ IS ACCEPTED AND H₀ IS REJECTED.**

**THIS INDICATES THAT THE IMPORTANCE OF GOAL-SETTING HAS A SIGNIFICANT IMPACT ON JOB SATISFACTION.**

**FINDINGS**

Majority of respondents were male (66%).The largest age group was 21–30 years (34%).Most respondents had less than 1 year of work experience (29%).The dominant job roles were Supervisors/Managers (24%), followed by Sewing Machine Operators and Quality Control Staff (each 22%).A considerable number of workers acknowledged the presence of fire safety measures like extinguishers and emergency exits.However, satisfaction with existing safety measures varied significantly among respondents. Employees who received health and safety training reported fewer health issues, indicating the effectiveness of training programs.Common health problems reported include musculoskeletal disorders, eye strain, respiratory issues, and general fatigue.Chi-Square Analysis showed a significant association between safety measures and worker satisfaction (p < 0.05).Regression Analysis indicated a positive and significant impact of safety training on worker well-being (p = 0.002), highlighting its importance in reducing workplace-related health problems.

**SUGGESTION**

* Regular and updated health and safety training programs should be conducted for all employees, especially new hires.
* Visual and multilingual training materials can help overcome language barriers.
* Conduct frequent risk assessments and audits to identify potential hazards and improve existing safety infrastructure.
* Encourage employee feedback on safety practices and involve them in safety planning and decision-making.
* Implement and regularly rehearse fire and emergency evacuation drills.
* Ensure clear signage and accessibility of safety equipment throughout the factory.

**CONCLUSION**

This study emphasizes the critical role of health and safety measures in enhancing worker satisfaction, well-being, and overall productivity in garment factories. The findings reveal a strong correlation between implemented safety practices and employee satisfaction, underscoring the need for effective training and structured safety programs.Despite the study’s limitations, it offers actionable insights that can inform management decisions, improve workplace conditions, and reduce health-related issues. Going forward, garment factories should adopt a proactive approach to occupational health and safety by embedding it into their operational culture and policy framework.Ultimately, investing in worker safety is not just a regulatory requirement, but a strategic move that fosters loyalty, efficiency, and sustainability in the garment industry.

**REFERENCES**

* Research by Rahman et al. (2018) investigated women's health in the garment industry in Bangladesh. The study found that women workers faced specific health hazards such as reproductive health problems, musculoskeletal disorders, and stress.
* A study by Sarker et al. (2017) examined occupational stress in the garment industry. The study found that high workload, long working hours, and lack of control over work contributed to occupational stress among garment workers.

* Research by Islam et al. (2020) investigated safety climate in garment factories in Bangladesh. The study found that safety climate was influenced by factors such as management commitment, supervisor support, and worker involvement in safety activities.
* A study by Hossain et al. (2019) examined health and safety training in the garment industry. The study found that health and safety training was inadequate, and recommended providing regular training to garment workers.
* Research by Khan et al. (2020) investigated sustainable health and safety practices in garment factories. The study found that sustainable health and safety practices such as waste reduction, energy efficiency, and worker well-being can improve overall health and safety performance.