

**WOMEN WORKERS IN THE INFORMAL SECTOR OF THE  
TEXTILES INDUSTRY IN PAKISTAN: A GROUNDED  
THEORY APPROACH**

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**FACULTY OF ECONOMICS AND ADMINISTRATION  
UNIVERSITY OF MALAYA  
KUALA LUMPUR**

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GROUNDED THEORY APPROACH**

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## ABSTRACT

Keywords: Trade liberalisation, Firm's strategic decisions, Women workers, Employment and wages, Capability of voice.

Post liberalisation firm-level strategic decisions are an issue of concern in developing markets, particularly since the post Agreement on Textiles and Clothing (ATC) phase of the textile industry. The issue of workers' well-being, the post ATC phase, is well documented in terms of the employment and wage aspects for women workers. There is, however, a dearth of knowledge in understanding women workers' experiences following from firms' strategic decisions in the informal labour market setting, despite the rise in informal women workers. Further, the position of informal women workers, which is where they "fit" given their "voice" with their employers, has not been adequately addressed in the literature. Therefore, the aim of this study is to explore and describe the above phenomena within the stitching and ginning departments of the textile hierarchy in Pakistan to develop a substantive theory that explains the experiences of the women workers in the informal labour market. A constructivist grounded method is utilized in the conduct of the study. A sample of 25 participants is selected, comprising women workers, employers/ supervisors/human resource managers and textile workforce planners (APTMA or All Pakistan Textile Mills Association, members). The analyses cover the aspects of discovering, describing and explaining the phenomenon of "tolerance/no voice", which women workers' experience as a result of the interrelationships and interactions of "employer decisions", "tradition bearing", and "worker performance". Based on those interactions, expectations are formed on where the informal women workers' "fit" within the hierarchy of the facility, and the textile sector in general. An understanding of the interactions of those conditions

on the development of the “voice” is then used to forward corrective strategies for positioning women workers in the informal labour market of the industrial facility. The findings of the study reveal that “employer decisions”, “tradition bearing” and “worker performance” interact to form the contextual conditions that direct the expectations of employers and women workers in the informal labour market. These expectations of a “perfect fit” of women workers within the hierarchy of the industrial facility and their profession, result in a process of internal satisfaction, thereby giving rise to a situation of “tolerance/no voice.” Women workers tend to accept their place in an environment of negative workplace behavior. Women workers also respond to this environment through a process of compliance with what they describe as traditional women worker culture. The constructed theory from the findings are dynamic in nature as it represents all facets of experiences of women workers’ in the informal labour market. The substantive theory explains a wide variation in the work experiences of the women workers. The theory also explains and accounts for a wide range of conditions and responses that the women workers experience whilst in the informal job market.

## ABSTRAK

Kata kunci: Liberalisasi perdagangan, keputusan strategik firma, Pekerja wanita, Pekerjaan dan upah, Keupayaan bersuara.

Keputusan strategik peringkat liberalisasi pos adalah isu kebimbangan dalam membangunkan pasaran, terutamanya sejak fasa Perjanjian mengenai Tekstil dan Pakaian (ATC) fasa industry tekstil. Isu kesejahteraan pekerja, fasa pasca ATC, didokumentasikan dengan baik dari aspek pekerjaan dan upah untuk pekerja wanita. Walau bagaimanapun, terdapat sedikit pengetahuan dalam memahami pengalaman pekerja wanita berikutan keputusan strategik firma dalam penetapan pasaran tenaga kerja tidak formal, walaupun terdapat peningkatan pekerja wanita tidak formal. Selanjutnya, kedudukan wanita pekerja tidak formal, yang mana mereka "sesuai" diberikan "suara" mereka dengan majikan mereka, tidak dapat ditangani secara secukupnya dalam kesusasteraan. Oleh itu, matlamat kajian ini adalah untuk meneroka dan menggambarkan fenomena di atas dalam jabatan jahitan dan hirarki hierarki tekstil di Pakistan untuk membangunkan teori substantif yang menerangkan pengalaman para pekerja wanita dalam pasaran buruh tidak rasmi. Kaedah berasaskan konstruktivis digunakan dalam menjalankan kajian. Sampel 25 peserta dipilih, terdiri daripada pekerja wanita, majikan / penyelia / pengurus sumber manusia dan perancang tenaga kerja tekstil (APTMA atau All Pakistan Textile Mills Association, ahli). Analisis ini merangkumi aspek-aspek penemuan, menggambarkan dan menerangkan fenomena "toleransi / tidak ada suara", yang mana pengalaman pekerja wanita sebagai akibat dari hubungan dan interaksi "keputusan majikan", "tradisi yang berfaedah", dan "prestasi pekerja". Berdasarkan interaksi tersebut, harapan dibentuk di mana pekerja wanita tidak formal "sesuai" dalam hierarki kemudahan, dan sektor tekstil secara umum. Pengertian mengenai

interaksi syarat-syarat mengenai pembangunan "suara" itu kemudian digunakan untuk menyampaikan strategi pembetulan untuk memposisikan pekerja wanita di pasaran buruh tidak formal dari kemudahan perindustrian. Penemuan kajian mendedahkan bahawa "keputusan majikan", "tradisi yang berfaedah" dan "prestasi pekerja" berinteraksi untuk membentuk keadaan kontekstual yang mengarahkan jangkauan majikan dan pekerja wanita dalam pasaran buruh tidak formal. Ini harapan "sempurna" pekerja wanita dalam hirarki kemudahan perindustrian dan profesion mereka, mengakibatkan proses kepuasan dalaman, sehingga menimbulkan situasi "toleransi / tidak ada suara". Pekerja perempuan cenderung menerima mereka tempat dalam persekitaran tingkah laku tempat kerja yang negatif. Pekerja wanita juga bertindak balas terhadap persekitaran ini melalui proses pematuhan dengan apa yang mereka gambarkan sebagai budaya pekerja wanita tradisional. Teori yang dibina dari penemuan adalah sifat dinamik kerana ia mewakili semua aspek pengalaman para pekerja wanita di pasaran buruh tidak formal. Teori substantif menerangkan variasi dalam pengalaman kerja para pekerja wanita. Teori ini juga menjelaskan dan menyenaraikan pelbagai syarat dan tanggapan bahawa pekerja wanita mengalami sementara di pasaran pekerjaan tidak rasmi.

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*“We realize the importance of our voices, only when we are silenced”*,

(Yousafzai, 2017).

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## LIST OF ABBREVIATIONS

MFA	:	Multi-Fibre Arrangement
SDGs	:	Sustainable Development Goals
NGOs	:	Non-Government Organisations
SMEDA	:	Small and Medium Enterprise Development Authority
ATC	:	Agreement on textile and clothing
WTO	:	World Trade Organization
HR	:	Human Resource
ILO	:	International Labour Organization

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## CHAPTER 1: THE RESEARCH EXPOUNDED

### 1.1 Introduction

The chapter presents the research, which is accounted for within the dissertation's accompanying chapters. Initiating with contextual facts, the chapter furnishes the reader with a valuation for the problematic situation and identified existing information with the problem. The literature evaluation is conducted, as per the chosen methodology. The utilization of literature, in grounded theory research is discussed in a distinctive section. The study aim and scope are furnished alongside research questions. Dissertation organisation, in terms of seven chapters is addressed in the conclusion of the chapter.

### 1.2 Background

“The fact that half of women worldwide are out of the labour force when 58 per cent of them would prefer to work at paid jobs is a strong indication that there are significant challenges restricting their capabilities and freedom to participate,” quoted by ILO Deputy Director-General for Policy, Deborah Greenfield, at the 106<sup>th</sup> ILO conference held on 15<sup>th</sup> June, 2017. Endorsing women's well-being, it was emphasized that over the significant monetary benefits, engaging women in the realm of work would have a positive impact, as more women might want to work. In his words, “The most immediate concern for policy makers, therefore, should be to alleviate the constraints that women face in choosing to enter the labour market and address the barriers they are confronted with once they are in the workplace.” (Office, I.L., 2017)

This notion can be associated with the 2030 Sustainable Development Agenda, that aims “to leave no one behind”. While speaking of the gender based

barriers at the work place, such as gender based wage disparity, amongst the seven arguments included in the agenda, one aspect is:

- Supporting comprehensive and adequate minimum wages and reinforcing collective bargaining.

There are manifestations of widening gaps in various places. Accordingly, these tendencies underscore the requirement for expanded endeavors for enhanced labour market opportunities for women. Amplified admittance to social protection and decent work opportunities, is central to terminating the insistent gender gaps in the labour market and progressing towards the accomplishment of the Sustainable Development Goals (SDGs). Predominantly, reducing these inequalities will assist in comprehending the prospects not only of the SDG on gender equality (SDG 5), but also on poverty and disparity discount (SDGs 1 and 2), economic development and provision of decent work opportunities (SDG 8) (SDG Report, 2016).

Developing countries' human resource are prone to various challenges as a result of Trade Liberalization, a phenomenon very obvious after the expiry of the Quota System in textile and clothing ([J. Sajhau, 2000](#)). Since 1974, The Agreement on Textile and clothing was bounded by the restrictions of Multi-Fiber Arrangement (MFA). However, these restrictions and quotas were a source of benefits also and the pros include:

Quotas were relied on as a success factor by many under developed Nations that included Pakistan also and was helpful to many exporters. Women's welfare benefitted from these bounded restrictions ([Bhattacharya, 2002](#)). The plan was to phase out the quota system slowly over a span of ten years ending in 2005. Since then i.e. 2005, the quota system diminished, leading to a free access to larger markets of the world for all the exporting countries. In Asia alone the repercussions

were very significant as new work horizons unfolded for the labour intensive garment sector. Women accounted for more than 80% of the work force reaping the advantages of the liberalization. Researchers termed this industrialization scenario as being export led and female led ([Joekes, 1999](#)).

These trade reforms are faced with certain threats as well, in conjunction to the opportunities. These threats may be explained in terms of the two faces of the trade reforms coin, tossed in 2005. One face is employment impact. However, employment rate is not bound to increase permanently, and there can be an increase in the short term costs owing to disproportionate divisions. Here we are concerned about women employment and the obstructions they are challenged with, once they enter labour market, a commonality in women well-being and vulnerable group. From one perspective, this is just because of the way that women work, to have some control over resources that make them empowered to have capability for voice at home affairs. Then again, at a more profound level, it uncovers that women workers are never again to be coordinated into an independent labour market, however, are to be put into a market state, occupied with global competition. Reconciliation into the latter is neither an account of skill digestion nor one of work experience acknowledgment, the two of which are commenced on the capability of voice approach (Bartelheimer, Leßmann, and Matiaske, 2012). Or maybe, combination currently takes on another importance of "social inclusion," which is economically instrumentalist and subordinate to the exigencies of globalization. "Social Inclusion is the process of improving the 'terms' for 'individuals' and 'group', to take part in society. More specifically, it is the process of improving the 'ability, opportunity, and dignity of people disadvantaged on the basis of their identity' to take part in society" (World Bank, 2013).

"Social inclusion," which is the predominant coordination discourse of the sustainable development goals, reveal that the two goals determining well-being and vulnerability are not just detached, however, are commonly embroiled, with a tendency of firm's strategic decisions to disintegrate equal opportunity principle approach.

In the expiry of the agreement on textiles and clothing (ATC), the "battle" against "social inclusion" is not led as an issue of conscious activity, rather, is attached to global competition, defined inside the 'Multi-Fibre Arrangement'-MFA. International trade agreement on textile and clothing, dynamic from 1974 to 2004, of making the developing countries the most serious and powerfully unhindered textile and clothing based economies on the planet since 2005. Seen from this point of view, social inclusion does not focus on equality, however, at the full use of country's resources in the competitive world. Therefore, women workers are to be completely incorporated in the labour market, not least to shrink the overheads for social exclusion, rather the purpose of equivalent open door is to empower women workers to get involved in the economy, the purpose of social inclusion is to expect individuals to get included.

As a British researcher summarized the push of social inclusion, "there are no rights without responsibilities" (Hugh, 2003). Moreover, social inclusion is not about equality, "Social inclusion does not seek the same . . . outcomes for citizens. It concentrates its attention . . . on the absolute disadvantage of particular groups in society" (Hugh, 2003).

Generally, non-union workers are less inclined to blow the whistle on infringement, in light of an undeniable dread of backlashes (Barnett, 1992), unionised workers are bound to recognize issues with wellbeing and demand

arrangements (Weil, 1992), and thus, unionized processing plants are demonstrated more secure (Grunberg, 1983). A Report by American Federation of Labour–Congress of Industrial Organizations (AFL–CIO) 2013, found that twenty years of codes, reviews, and other Corporate Social Responsibility (CSR) activities in the clothing sector are a concealment, and have succeeded generally in giving advertising spread to reduced wages and worsening work conditions that have cost several lives in the sector (Kumar and Mahoney, 2014). In this manner, asserting that the CSR business has been awful for working individuals. In spite of the quest for a suitable answer to support textile and clothing workers’ structural power, the work conditions, wages, and quality of workers has enormously decreased with accelerated subcontracting and worldwide mobility (Greven, 2008; Kumar and Mahoney, 2014).

By and large, in 2015, the greater part of the world's men and women workers were wage and salaried workers. More accurately, 51.2 percent of men and 52.1 percent of women in the labour market, are wage and salaried workers. All things considered, more pay work for women does not really mean a quality work, the same number of women workers may end up in casual or insecure occupations (International Labor Organization, 2016). Despite the fact that women are like never before formally employed, however, contrasts in wages earned, endure in all countries, among men and women (Korinek, 2005). 2017's World of Work Summit is committed to the topic of, "A superior future for women at work". The advancement of women in the realm of work, both in terms of quality and quantity of work, has been exceedingly inadequate and in certain regions has stopped completely (106th ILO meeting, 15<sup>th</sup> June, 2017). Moreover, an ongoing ILO report (2016), in view of a study of 142 regions and countries, show that women prefer paid employments. There stays a noteworthy gap between the desires

of women and the reality of the labour market. The time has come to bridge this gap.

By and large, gender imbalances are found to be the most clutching challenges confronting the world of labour market. The ILO report (2017) reveals that women workers are considerably less likely to take an interest in the labour market than the men workers, and if they do enter the labour market, they are more uncertain than men to get a job, and the nature of work they do discover, stays a key concern. Helping women workers to get to the labour market, is the significant initial step. However, in 2017, the global labour force participation rate for women workers – at a little more than 49 percent – is about 27 percent lower than the men rate, and remained unchanged for 2018.

However, G20 pioneers, in 2014, made a commitment to lessen, the gap in participation rates between men and women by 25 per cent by the year 2025. Generally speaking, if this goal is realized at the global level, it has the potential to add 5.8 trillion US dollars to the global economy (Office, I.L., 2017). This could also unlock large potential tax revenues. For example, global tax revenue could increase by US\$ 1.5 trillion, most of it in emerging (US\$ 990 billion) and developed countries (US\$ 530 billion). Northern Africa, the Arab States and Southern Asia would see the greatest benefits given that in these regions the gaps in participation rates between men and women exceed 50 percentage points.

On the whole, women have unemployment levels higher than men ((Office, I.L., 2017). Furthermore, when women do participate in the labour market, they are more likely than their male counterparts to be unemployed. Globally, the unemployment rate for women stands at 6.2 per cent in 2017, representing a gap of 0.7 percentage points from the male unemployment rate of 5.5 per cent. In 2018, both rates of unemployment are expected to remain relatively unchanged,

keeping the gap, therefore, at its current level, with no anticipated improvement in the gap before 2021 based on current trends.

On balance, the other face of the trade reforms coin, is the business impact. Business concerns relying heavily on the trade policy as their distinct success characteristic, will be in a turmoil leading to restructuring and other adjustments. Furthermore, this effect influences the home markets negatively. There has been an ongoing trend towards increasing internationalization of production over the past two decades or so. This implies that countries become more dependent on demand from foreign countries but also that countries and industries are able to source intermediates from different countries, an activity referred to as 'offshoring'. Whereas the former aspect means an increasing dependency on foreign markets, the second aspect implies that countries and industries source at lower costs making them more productive and competitive (Foster, Stehrer, & Timmer, 2013). Researchers point out that the international fragmentation of production, more likely effect the unskilled workers, who lose their jobs. They further emphasize the inadequacy of the existing social protection systems to meet the needs of the unskilled workers (Devadason, E.S. & Meng, C.W., 2009).

Researchers term the displacement of unskilled workers as "adjustment costs" and emphasize that these should not be ignored rather the role of the government should be to facilitate economic transition following trade reform (Jansen, Peters, & Salazar-Xirinachs, 2011). The restructuring processes (Guadalupe & Wulf, 2010; Osterman, 1996; Rajan & Wulf, 2006; Whittington, Pettigrew, Peck, Fenton, & Conyon, 1999), have a significant impact on both the number of available jobs (with the threat of delocalization and collective dismissals) and the actual working conditions within the firm (with increases of pressure for productivity and profitability) (Bonvin & Moachon, 2012). As such, these processes can potentially

undermine the workers' prospects to keep their job as well as the quality of working conditions.

Given these points, the intense post ATC expiry competition is a threat to the wages and work environment, which is already not satisfactory. Some countries have proposed a relaxed labour legislation, therefore, reducing the costs. Bangladesh has come up with some new legislation that include increase in the authorized over time and relaxed regulations on the female night time work schedule. Similarly, Pakistan can bring up identical relaxed regulations given the legislation under discussion (Ghauri, 2006; J.-P. Sajhau, 2005). It has been observed that there is a downward trend in the prices of the garments, as low costs can be bid by the garment entrepreneurs. The standards have no doubt been raised very high in terms of the quality and the prices are exposed to some very intense competition. So areas where low quality products are produced are prone to threat. This includes the Unskilled labour and female workers getting more vulnerable (Asim, 2003; De Ferranti & Ody, 2006; Dollar & Kraay, 2004; Elbehri, Hertel, & Martin, 2003; Harrison, 2006; Lindert & Williamson, 2003; Siegmann, 2008a, 2008b). Moreover, in Pakistan particularly, where quality and quantity were largely ignored factors in the preparation of Agreement on Textile and Clothing, (ATC), potential unemployment and lower wages can be the consequence.

### **1.3 Research Prospect**

The research context is of a developing country, Pakistan. Pakistan is the fifth biggest crowded nation, sharing 2.76 percent of the all-out populace of the world (Statistics, P., 2017).

Pakistan textile and clothing industry occupies a central position in the economy's manufacturing sector. Pakistan is the eighth biggest exporter in Asia,

for its textile products. Pakistan is the fourth biggest cotton producer, with spinning capacity being the third biggest in Asia, contributing five percent of the total global spinning capacity. It represents nine percent of gross domestic product (GDP) and about sixty percent of Pakistan's exports (Yimprasert, & Petter, 2005). It gives work to around fifteen million individuals or generally thirty percent of the forty-nine million workforce of the nation.

The Pakistani Textile and clothing industry utilizes thirty-five percent of workers in the industrial sector (Statistics, P., 2017). It is assessed that the complete workforce in the Textile and clothing industry, including informal work, summed up to 2.3 million in 2000 (Siegmann, 2005). The biggest portion of the workforce is utilized in weaving and garment production (Khan, 2003). Garment production is a significant employer of women workers and only the stitching units comprise, somewhere in the range of forty-one percent and seventy-five percent of the absolute workforce are women workers (Siegmann, 2005). However, in 2001, China's entry in WTO, flagged the way that starting there on, an enormous number of producers across Asia, Latin America, and Africa, would need to rival one colossal, cost-effective producer. It activated feelings of dread of misfortunes of shares of the overall industry – and a huge number of jobs (Yimprasert, & Petter., 2005). In Recent years, Pakistan textile exports have declined by about 7.7 percent, recording a significant decline over the past years. However, more than 50 percent of Pakistan's export revenues are comprised of Textile related products. In 2014-2015, \$11.625 billion dollars textile exports were recorded. Moreover, the figure dropped 7.7 percent in 2015-2016 to \$10.395 billion dollars (Statistics, P., 2017).

At present, Pakistan's textiles and clothing industry, for the most part plans for the post-quota period, by upgrading machinery, a large number of them labour saving (Siegmann, 2008b). Because of the centralization of women workers right

now, it would likewise suggest a huge diminishing in relative women employment. In a nutshell, after the quota system expiry, the global condition in textile and clothing trade, presents considerable difficulties to human advancement in Pakistan. Expanded quality and value rivalry in the post-ATC situation, gives a chance to certain segments of the textile and clothing sector – yet a danger to the completely labour intensive ones. As quantity and quality of work were to a great extent disregarded factors in the arrangements for the Agreement on Textiles and Clothing's' (ATC's) termination in Pakistan, potential employment and wage loses are dreaded, specifically in garment manufacturing. Women and unskilled workers are the most vulnerable ones (Nasim, & Siegmann, 2006).

With “the race to the bottom”, it is rarely feasible for any textile and clothing industry to have enough resources or inclination to satisfy the requirements of socially included women workers in the labour market. What is being provided is only a portion of what the women workers actually need (Joekes, 1999; Siegmann, 2008b). Moreover, these challenges have continued to prevail and are expected to intensify post ATC expiry (Joekes, 1999; Siegmann, 2008b). Researchers emphasize sector specific analysis in order to establish any kind of relationship between trade openness and economic development (Chandran, 2009). Moreover, relevant and meaningful information is confirmed to be a pre requisite to ensure sustainability of research. Furthermore, the manufacturing sub-sectors with comparative advantage is identified as a necessary condition to benefit from trade openness.

The process of how the competition in the textile and clothing industry shapes the work organisations, and how women workers experience these adjustments in work organisations, needs to be worked out. For the most part, the available evidences are at an aggregate level and less is understood on how the

ending of trade protection that leads to more competition, specialized production and increased growth, impacts the well-being of the societies particularly women employment and well-being. The post-ATC situations sketched out above suggest that special abatement strategies are required for unskilled workers, the greater part of them being women workers in the textile and clothing industry (Joekes, 1999; Siegmann, 2008b).

The current study includes the findings of a thorough study to build up the elements that have prompted the social exclusion of women workers from the labour market of textile and clothing industry. Accentuation is set on the foundation of employer-worker relationship, the capability for voice of women workers and strategic decision making of firms as well as how it influences the social inclusion of women workers in the labour market of textile and clothing industry of Pakistan.

The purpose of this qualitative study is to examine the articulation among the “capability for voice” (Alkire, 2005; Dagsvik, 2013); of women workers, the process of “social exclusion and inclusion in the realm of work” (Carr & Chen, 2004; Shaikh, 2006), the “strategic decisions taken during the restructuring of the firms” (law of uneven development) (Hymer, 1972) in the increased global competition period since ATC expiry in 2005 (Heterodox perspective of absolute or competitive advantage in trade by Adam Smith, 1776/2009), focusing the response to trade liberalization at the firm level (Melitz, 2003). The target group of respondents are the informal women workers in the ginning and stitching departments (the women dominated sections), with five or more years in this position at privately held 2-3 textile industries, having more than 30 years of working units, located in the Punjab District of Pakistan, in 2016.

#### 1.4 Statement of the Problem

The increase in global exports of textile and clothing in the post ATC era, conceals country and sector-specific effects and damages (Otope, 2016). Developed countries have enlisted enormous examples of overcoming adversity, contrasted with less developed countries. Disappointment in less developed countries has been ascribed to poor financing without taking a gander at different variables like improvement for all and abandoning nobody.

There is small convincing empirical evidence to support this claim that product market competition produces pronounced effects on organizational decisions (Alonso, Dessein, & Matouschek, 2009; Conconi, Legros, & Newman, 2012; Marin, & Verdier, 2003; McAfee, & McMillan, 1995). Less is known about worker's response to deregulation or circumvention of existing labour market (leading to social exclusion and inclusion) in the work domain, and to the pressure imposed on them to accept wage declines, as a consequence of the competitive pressure on suppliers due to trade liberalisation. The study is happening currently and tackling around this particular group of women.

Literature is very simplistic in saying that trade liberalization has gendered impacts, analyzing with the help of variables that are based on proxies and constructed on assumptions, based on available macro level secondary data (Qayyum, & Siddiqui, 2007; Siddiqui, 2009).

There is no clear evidence on changes in the gendered composition of the workforce and other terms and conditions for work in Pakistan. There is a need for examining the position of women workers in the textile and clothing industry, given their prominence and vulnerability (size of informality). There is only anecdotal evidence that unskilled male workers are being replaced with women

workers in specific sub-sectors of Textile and clothing , while the opposite holds the other sub-sectors (Jansen, et al., 2011; Jha, 2003);

Overall, there is lack of research on micro-level (firm decision, social inclusion and employee interactions) impacts, at the organizational level following the post-phase liberalization.

### **1.5 Research Aim**

The point of research is to distinguish and contextualize employment and wage related issues faced by women workers of textile and clothing industry, in the informal labour setting post ATC expiry, and to build up a substantive grounded theory that clarifies the procedure analytically.

### **1.6 Research Questions and Research Objectives**

Subjective analysts and specifically grounded scholars create a broad question commonly called "grand tour", to express the phenomena under consideration, in a generalised manner (Cresswell 1994). Using the "grand tour" question, the researcher adapts in investigating the phenomena in an unrestrained way (Strauss, & Corbin, 1998). Ordinarily in grounded theory, wide-ranging research question is progressively focused down, as the study progresses (Charmaz 2006; Strauss, & Corbin, 1998;). The underlying grand tour research question of the study is to find, how women workers experience the strategic decision making of firms, in terms of employment and wages, in the informal work setting of textile and clothing industry, post ATC expiry. As the study progresses, this inquiry is altered and turned out to be progressively focussed.

The accompanying four focussed research questions are utilized to direct the study:

Q1. What is the strategic decision making of firms, in the textile and clothing industry, on women employment?

Q2. How have the changing strategic decisions by firms influenced job security and workers benefits for women workers?

The objective of the first two research questions of the study is to analyze the behaviors of firms regarding the patterns of social inclusion of women workers in the textile and clothing industry.

Q3. Do women workers have any voice and bargaining power, in the firms they are employed in?

The third objective of this study is to analyze the behaviors of the firms regarding the voice and bargaining power of women workers in the textile and clothing industry.

Q4. Do employee interactions moderate strategic decisions and social inclusion?

The final objective is to investigate the links between employee interactions, strategic decisions and social inclusion.

These four targeted questions allow me to be familiar with the numerous real factors, of the different women worker/employer group, who form the participants of the study, in the selected textile and clothing units. Using these questions, it may be conceivable to achieve the aims of the study as explained before in this chapter.

The eighth global goal is the reasonable progress, to endorse constant, comprehensive economic growth; complete and fruitful employment with decent work for all. 'Millennium Development Goals-MDGs', focuses on the three

dimensions of workable progress - economic, social and environment, related directly to human welfare, economic progress and vigorous atmosphere. The SDGs emphasises societal addition through motto, 'no one is left behind'.

The study concludes wide-ranging measures improve employment prospects for women in ginning and stitching departments and restructure gender roles. These measures comprise of endorsing equality in wage structure and directing the growth aspect of people (women workers) through production. The research increases the sympathetic relation between trade liberalization and communal presence in the labour market by reviewing under represented population.

The practical input would be the primary micro level thorough investigative field study updating the position of women workers in Pakistan, and the mandatory fortification to ensure job excellence for this group of workers.

Although there is sufficient data and statistics accessible regarding effects of trade liberalization on women producers/workers in the informal sector, significantly more is desirable for a concrete foundation for decision making. There is a need to move outside general macro-level study, to profound investigative study. Successfully accomplishing the task somehow justifies the necessity to "studying the implications of trade liberalisation on specific types of producers/workers in specific countries and within specific global commodity chains". By debating feminist viewpoint in textile trade liberalization, the research transpires to enhance, primary micro level detailed investigative academic study and strategy, to the secondary macro level ATC expiry debate about the world.

Whatever research done on global commodity chains in the textile and clothing sector, has inclined to be top-down, has focused on the industry as a whole or bigger firms instead of being explicitly focused on the informal workers,

and has not been gender specific. The global development has, hard-pressed onward focusing on global commodity. The impact of this study can approve the policies, and strategies framed to target current imbalance of power and returns.

The projected exploration extends the understanding of the relative bargaining power of women workers with their employers and their work status. The study finds that the organizational verdicts have a more distinct outcomes in determining the work status of women workers in a country where organizational modifications display due to trade openness.

Trade liberalization process has pros and cons. Effect differs rendering to who you are, what profession you are pursuing, and where you live. The consequences of the investigation are predictable to be more situation specific.

### **1.7 The Study Scope and Limitations**

This study is restricted to the women workers in the ginning (intermediate sub-sector) and stitching (value-added sub-sector) departments, working as informal workers at three Textile and clothing industries in Punjab, Pakistan. A deliberation is attempted to select privately owned industrial units, to confirm that the strategic decisions of the industrial units, are completely influenced by motive of profit accumulation. These units must have been functional for more than thirty years, to effectively develop the understanding of firm's strategic decision in the changing global competition scene, post ATC expiry.

Importantly, consideration is given to the on job workers/laid-off workers, with at least five years of work experience and the work type they have participated in the informal labour setting of the textile and clothing industry. The choice of five years of work experience is based on the rationale that women workers are

expected to be related to textile and clothing work from about 2011 onwards, a time period considered to have completely felt the relocation of factor inputs, post ATC expiry in 2005. Moreover, five years period is considered as a short-term time-frame where relocation and disequilibria effects can still be observed. On the other hand, a long time period alludes to a time-frame more prominent than five years, where movement and disequilibria impacts will in general totally vanish (Jansen, et al., 2011). Furthermore, the women workers with the expected years of experience would have enough exposure to the textile and clothing informal labour setting, and may have already developed some understanding of the behaviors of the employers towards the employment and wages of women workers thus providing a valid understanding of the firm's strategic decision making manifestation. Setting the limits for the number of participants, additionally guaranteed the manageable size of the study.

**Table 1.1 Jobs by Status in Employment**

Jobs by status in employment									
Production units by type	Own-account workers		Employers		Contributing family workers	Employees		Members of producers' cooperatives	
	Informal	Formal	Informal	Formal	Informal	Informal	Formal	Informal	Formal
	1	1	1	1		1	1	1	1
Formal sector enterprises					1	2			
Informal sector enterprises (a)	3		4		5	6	7	8	
Households (b)	9					10			

Table: Jobs by status in employment: International Labour Organisation (2000)

The focus of the study is on the segment 2 of the above table.

Focus of the study is on female dominated departments of the Textile and clothing industry of Pakistan. The target group of respondents are:

Women workers in the ginning (intermediate product) and stitching (value added product) departments; women workers with five or more years in this position (to fulfil the criteria of experienced working women rather than new entrants, as long-term time-frame refers to greater than five years (Jansen et al., 2011); women workers at 2-3 textile industries, privately owned (that the strategic decisions are completely influenced by motive of profit accumulation) having more than 30 years of working units (to rule out the possibility that a newly established unit has not witnessed the changing scene of post ATC expiry), located in the Multan District, Punjab, Pakistan's province. Multan region is chosen on the principle of "intensity sampling", i.e. the choice of cases that show interest variables with high intensity (Patton, 1990). The significant variable, is the region's high concentration of textile and clothing units, both in Multan itself, and in the surrounding areas.

The scope of this qualitative study is an in-depth analysis of a social phenomenon concerning the informal women workers. It is to investigate the "competitive strategic decisions" (influencing employment of women workers) in the post liberalization phase of firm restructuring and "social inclusion", and "capability for voice" of women workers.

Summarizing, it is expected to be a substantive study investigating the answer to the question that, given the "capability for voice", what is the pattern of social inclusion in the work area of women workers, in the sensitive and stressful post ATC expiry adjustment period?

A number of caveats need to be noted regarding the present study.

This qualitative study approach, lacks the ability to trace a direct linkage between welfare changes, trade reforms or fiscal reforms, as they cannot be verified without any sort of quantitative application. The outcomes observed post policy change, might be due to mixed results or solely other reasons. Furthermore, in situations where there is no effect seen after a strategy change, this could in actuality be because of some countering factors, despite the fact that policy changes directly affected the expressed objective.

The second limitation concerns the factors for determining women workers' bargaining power, in the labour market, in response to organizational strategic decisions impacting the inclusion of the women workers. There might be some relevant factors, other than the ones included in the study, which significantly influence the bargaining power, however, their discussion is beyond the scope of this study. Similarly, it is not within the scope to provide an extended discussion of the ongoing debates on women workers' bargaining power, in the different spheres of life.

Factors for determining women workers' bargaining power in the labour market, are still tentative, prone to confirmation and modification through further investigation and examination. Future research would have been more convincing if the researcher has more of the related factors for determining bargaining power of women workers, in the labour market, to shield their employment and wages from the inimical organizational strategic decisions, focusing only the profit motive of the entity. The question is one that deserves empirical scrutiny.

## 1.8 Moving Towards the Literature

The subject of review of literature, stays a disagreeable one in grounded theory, with the classic grounded theorist contending that a review of literature should not be driven until the investigation is finished (Glaser, & Strauss, 1967). The justification depended on the potential for seeing information through the perspective of prior thoughts, called "received theory" (Charmaz, 2006). Moreover, everyone begins the inquiry with a significant foundation in proficient and disciplinary works. Charmaz (2006) questions Glaser's (1992, 1998) position, that the grounded scholar ought to stay "uncontaminated" by existing thoughts. This is contrasting Glaser's (1978) prior study where he communicates that, it is vital for the grounded scholar to know numerous theoretical codes so as to be thoughtful in rendering unequivocally the nuances of the connections in the data. The current study follows Charmaz (2006) argument and the researcher goes into data with a perspective, standpoint and understanding of the major concepts, addressed in the research questions, by conducting a literature review on the related extents.

A basic activity in the study is conducting a literature review, related to the constructs incorporated in the research. The review is attempted to recognize existing information in the related field and to give a method of reasoning to the conduct of the suggested study (Smith, & Biley, 1997). Being in the shoes of a PhD student, I am expected to introduce the proposed study, on the basis of a "research proposal", so that the candidature may be confirmed, and a pre-requisite of the document, is a completed review of literature. There is likewise the prerequisite, that a doctoral research dissertation, contributes significantly to information in the study's practical region, identifying shortage of information in the particular aspect, and this demands a thorough review of literature to check the current information. A deficiency of information is distinguished in the proposed

field of study and in literature, providing the study's rationale. Consequently, Barney and Glaser (Glaser, & Strauss, 1967; Glaser, 1978) stance "you go into data and learn afresh", seems like a distant thought.

Towards the last phases of collecting data and analysing, a part of literature review pertaining to emerged categories is developed, to contextualize the discoveries of the study in existing literature (Smith, & Biley, 1997; Strauss, & Corbin, 1998). Literature is used to compare research findings, utilizing the constant comparative method of analysis, a methodology that do not oblige the logical conceptualisation of the information. Literature evaluation is intertwined with the discussion in chapter six, by incorporating it with the findings of the study to contextualise the developed theory in the body of the literature, moving beyond the recognised obstacles (Charmaz, 2006).

## **1.9 Study Organization**

The study is composed into seven chapters.

The current chapter identifies the problem statement by introducing the setting of the research addressing background of the study and research scene. It delineates the research questions, research objectives and significance of the study to give an illustration of the study.

To clarify further understanding into the study, the rest of the segments of the dissertation are as the following:

Second chapter provides literature review, examines main underlying theories and identify gaps on the progresses, consolidated in the research. The theoretical literature synthesizes the links between trade liberalization and organizational strategic decision-making and women employment; and trade

liberalization and social inclusion. This is followed by an empirical review of the related literature.

Chapter three profiles the textile and clothing industry in Pakistan, with a focus on women workers. The structure of the industry, in terms of activities and labour market indicators (employment, wages and other working conditions) are discussed. The regulations related to the industry are also detailed in the chapter.

Chapter four describes methodology of the research. It advances the proposed research framework and begins with a conversation on the utilized paradigm of research. The chapter portrays process of research, research design, the theoretical perspective that underpins the study, pilot study and instrument development. The chapter provides significant information on the study's research, the qualitative approach, specifically the constructivist version of grounded theory and its design considerations, is viewed as fitting appropriately considering research questions and objectives of the study. It additionally provides subtleties of the process of participant recruitment, methods of data collection and data analysis techniques. Moreover, participant demographics, comprise a significant section of the chapter. This provides a basis to effectively analyse the complex worker-producer interaction in a grounded theory excavation process.

Chapters five and six give a conversation on findings. Explicitly, chapter five uses data to present findings and identify the vital social problem, background circumstances which impact the vital social procedure and vital social problem. The developed theory is, likewise, announced in the last phases of fifth chapter. Conversation on the basic discoveries, pertaining to research questions, and the connection among these and related literature, is then brought up in chapter six. It additionally examines the interrelationships between the findings and the literature.

The dissertation concludes with chapter seven which outlines the key findings of the research, talks about the implications, discuss the research limitations, and closes by offering some potential proposals and recommendations for future research.

### **1.10 Terminology and Definitions**

**Trade liberalisation:** In the study it is defined as WTO agreement established in the Uruguay Round which provided for the gradual dismantling of the quotas that existed under the Multi-Fibre Arrangement. The Agreement on Textile and Clothing (ATC) expired on January 1<sup>st</sup>, 2005.

**Textile and clothing:** Textiles are woven or knit fabric, made from natural or synthetic fibres, filaments or yarns, suitable for further processing into apparel. In the study, it addresses the ginning sub-sector of the textile industry. Clothing relates to made-up articles, wholly or chiefly of textile materials, commonly to be worn on a human body, and the study focusses on the stitching sub-sector of the textile industry.

**Informal employment:** This is the insecure work contract that has no social protection or worker benefits (Valticos, 2013). It includes two fundamental segments; paid work in informal employment and self-employment in informal ventures. The study focuses upon paid employment in informal jobs of formal enterprises.

**Social inclusion:** “The process of improving the ‘terms’ for ‘individuals’ and ‘group’, to take part in society. More specifically, it is the process of improving the ‘ability, opportunity, and dignity of people disadvantaged on the basis of their identity’ to take part in society” (World Bank, 2013). The study focuses on the

social inclusion of women workers in the labour market of textile industry of Pakistan, serving in the informal labour setting.

**Employee interactions:** It is characterized in the point of view of capability approach. What individuals themselves think, feel and state about how well their lives are going (Bonvin and Moachon, 2012). Capability for work is characterized as which workers are permitted to take part and under what conditions (Bonvin and Moachon, 2012). The issue of 'employee voice' is a key element of "capability for work". "capability for voice", bargaining power assigns the degree to which individuals are permitted to communicate their desires and worries in aggregate decision-making procedures and make the most of them, i.e., have some effect on the ultimate result (Sen, 2004; Strauss, 2006).

**Firm:** It is referred to as the textile and clothing producing unit in the formal sector which is privately owned.

**Women workers:** These are employed women workers deprived of secure agreements, social protection or worker benefits, in the ginning and stitching departments of the privately held textile industries of Pakistan, with at least five years in this position.

**Strategic decision making:** It is characterized as the capacity to decide expansive goals underway regardless of obstruction (Zeitlin, 1974). This approach to deal with the theory of the firm caters the idea that how choices are made in distinguishing points and goals, and afterward in moving towards them (Wilson, 2004).

## CHAPTER 2: LITERATURE REVIEW

### 2.1 Introduction

The topic selection from chapter one, is linked to the literature. In this chapter I provide the related research work connected to the study's research questions. Keeping in view the study objectives and gaps in literature, the chapter sections have been designed with a triple aspiration and one target, in order to make my aims clear to the reader. First, the chapter tries to contribute by compiling the existing literature on trade and informality, based on country-specific studies, with an emphasis on understanding how the informal labour markets function. Second, the chapter contributes by emphasizing on the gender related trade aspects and the trade-informal sector relationship, certain areas relatively unaddressed in the mainstream trade and employment literature. Third, the chapter aims to link the entire discussion of gendered impacts of trade on employment to the debate on "employee interactions", the organizing effort by workers to maintain their well-being, with a focus on the textile sector.

The chapter contains three sections focusing on related themes. Section 1, indicates the literature that discusses the relation between trade and informal economy, and various methods to gauge the trade impact on employment in countries considered having a large informal economy. Section 2 advances the debate in section 1, by addressing the mechanisms through which trade may affect patterns of social inclusion for women workers in the labour market and provides a general idea of the concept of social inclusion effects of trade. Section 3 contributes to the debate of employment impacts of trade, by incorporating the stock of the historical evidence on the aspect of employee interactions in the textile industry. This is proved to be a possibility for the textile workers on the

factory floor, to outbreak the roots of the structures of vicious cycle of the global textile industry, and safeguard their well-being.

Jointly, the three themed sections contain evidence, specifically for developing countries – on trade and women employment relationships. Summarizing, it can be said that the trade impact on women employment is still not well understood. The phenomenon impacts employment differently for various skill levels and, therefore, has costs on women employment level and its quality. Although studies have focused the link between economic growth, various demographic factors and employment, very few has examined the trade liberalisation impact on women employment (Kaasa, 2003).

## **2.2 Trade and Informality-Wage and Employment Debates**

### **2.2.1 Informal Sector**

The percentage of workers employed in the informal sector in low-income economies is over 80 percent, in middle income economies is 40 per cent and in high-income economies are 15 per cent of the total work force. Moreover, for the last few decades trade is said to have increased the shares dramatically with growing number of workers employed without secure work contracts and in greatly dismay working conditions (Sinha, 2011). However, informal economy provides employment opportunities for the workers having less opportunities to access formal labour market and the newly employed workers, but the alarming employment proportion in developing countries' informal economy since late 1990's, is perceived as being important (Ranis & Stewart, 1997; Sinha, et al., 1999).

Prior to De Soto's studies (De Soto, 1989), informal economy was considered as an illegal sector, squeezing out resources from legal activities. The researcher argues, in his study on the informal economy of Peru, that certain

entrepreneurial endeavors restrict these workers to improve on their lives, backed up by certain policies and circumstances. This perception paved the way for a series of discussions on informal economies in the world.

### **International labour standards**

The last century has seen the Development of an international labour standards and labour conventions framework, all through the ILO. Laborers' rights incorporate both basic rights and core labour standards, that is widely agreed upon internationally. The basic rights, integrated in conventions, incorporate the opportunity of freedom to unionize and collective bargaining; removal of any types of constrained or crucial labour; ending discrimination regarding occupation and employment and the efficacious elimination of child labour. The enduring responsibility of the ILO is to secure the basic rights of all laborers, independent of their nature of work. This was fortified in 1998 when the international labour conference collectively embraced a declaration on fundamental principles and rights at work, that applies to every one of the individuals who work, paying little heed to their employment relationship. Recently, ILO has expressly joined the informal economy in its approach system called "decent work". Many ILO principles apply to all workers or, whenever focused at workers in the formal economy, have unequivocal arrangements for augmentation to different categories of workers (Trebilcock, 2005).

### **The ILO informality framework**

Since 2002, an informal economy framework is used, that addresses, "all economic activities by workers and economic units that are – in law or in practice – not covered or insufficiently covered by formal arrangements. Their activities are not included in the law, which means that they are operating outside the

formal reach of the law; or they are not covered in practice, which means that – although they are operating within the formal reach of the law, the law is not applied or not enforced; or the law discourages compliance because it is inappropriate, burdensome, or imposes excessive costs” (ILO, 2002b). This informality characterization shifts the attention towards workers rather than economic units. However, the initial concept of informal economy by Hugon (1990), considered it a production process utilizing non-capital intensive technology and producing various goods at various markets.

The more extensive idea of an informal economy as a multiple of labour-process and production unit aspects of informality, is perceived and characterized by ILO Charge Force (Amin, et al., 2002; Sinha, 2011; and Sinha, et al., 1999), as opposed to prior studies, that recognized just units of production. The informality addresses enterprise relations as well as employment relations. The “informal employment” concept discusses both the characteristics of worker or job and the production unit.

The expression “informal employment” (Amin, et al., 2002), describes employment without worker benefits, secure contracts, or social security. The significant segments of informal employment are: (a) independent work in informal sector; and (b) paid work in informal jobs. Paid work may be in the formal economy. Along these lines, it incorporates precarious and informal employment surrounded by formal economy.

Rather specifically, at the Seventeenth International Conference of Labour Statisticians (ICLS), it was approved that informal work includes the subsequent kinds of employments (Ahmed, 2003):

- Own-account laborers who own informal ventures, with no employees (3<sup>rd</sup> cell in table 2.1).
- Employees with employers who own informal ventures (4<sup>th</sup> cell) (the informal idea of the occupations trails right from the attributes of the venture).
- Contributing family laborers , regardless of their work in informal or formal area ventures (cells 1<sup>st</sup> and 5<sup>th</sup>).
- Employees with informal occupations, irrespective of informal or formal sector venture, or as paid household workers (cells 2<sup>nd</sup>, 6<sup>th</sup> and 10<sup>th</sup>) (employment relationship is not dependent upon standard work enactment, tax collection, social insurance or qualification to certain work benefits).
- Employers, who contract more than six to nine laborers are in general thought to be formal (cell 7<sup>th</sup>).
- Informal producers cooperatives members (cell 8<sup>th</sup>) (not recognized as lawful units).
- People involved in goods production entirely for self-consumption, by the households (cell 9<sup>th</sup>).

The later move to a "legitimate" meaning of informality, perceives that casual work can be exposed both outside and inside the small firm division. Therefore, informal work presently incorporates insecure contracts that are generally formal (cells 1<sup>st</sup> and 2<sup>nd</sup> in table 2.2).

**Table 2.1: Informal employment: ILO framework**

Production Unit by Type	Job by Status in Employment								
	Own-account workers		Employers		Contributing family workers	Employees		Members of Producers' cooperatives	
	Informal	Formal	Formal	Informal	Informal	Formal	Informal	Formal	Informal
Formal sector enterprises					1	★ 2			
Informal sector enterprises <sup>a</sup>	3		4		5	6	7	8	
Households <sup>b</sup>	9					10			

(Source: Hussmanns, 2004).

a) As defined by the Fifteenth International Conference of Labour Statisticians 1993 (excluding households employing paid domestic workers).

b) Households producing goods exclusively for their own final use and households employing paid domestic workers.<sup>1</sup>

It is essential to have important information about the informal sector, for settling on policy reforms that are economically effective. This economy mostly progresses because of tax avoidance strategies, undertaken by employers and enterprises. The so far discussed informal economy raises the concern of considerable status of laborers, and firms so small to generate any sufficient fortune for the

<sup>1</sup> Note: Cells shaded in dark blue refer to jobs that, by definition, do not exist in the type of production unit in question. Cells shaded in light blue refer to formal jobs. Unshaded cells represent the various types of informal jobs. Cell 2 with yellow quad arrow callout, is the focus of the present study.

Informal employment: cells 1-6 and 8-10. Employment in the informal sector: cells 3-8.

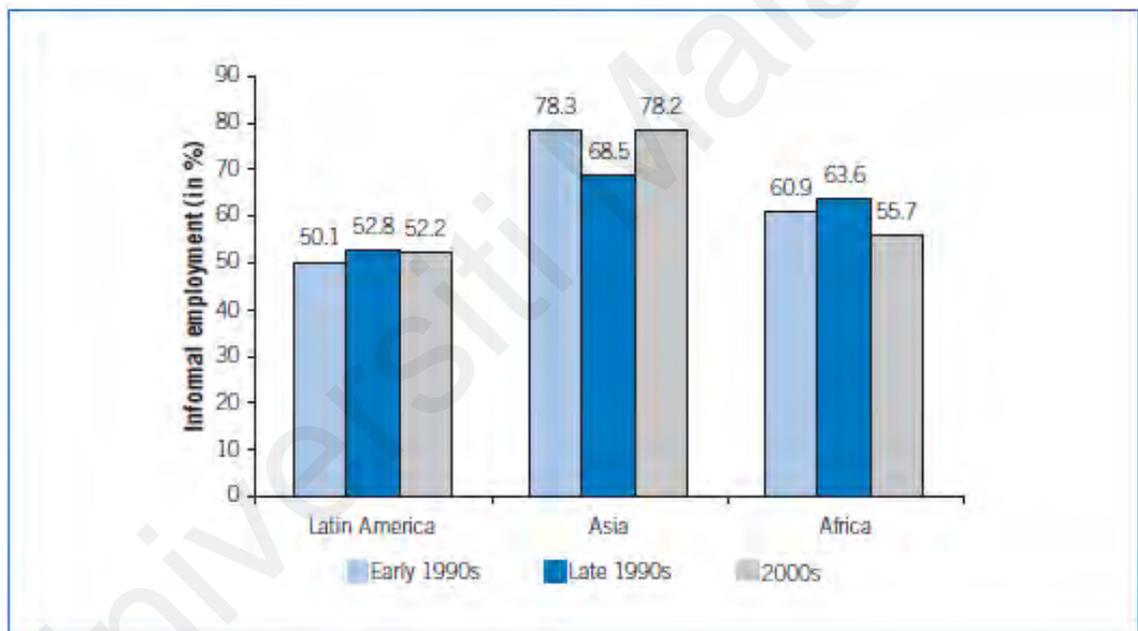
Informal employment outside the informal sector: cells 1, 2, 9 and 10.

payment of even the direct taxes. Feinstein (1999) attempts to bridge the difference between the studies on shadow economy and tax evasion. In a research to relate shadow economy and tax rates, Schneider and Neck (1993) investigate why such avoidance of tax occurs, by analyzing the shadow economy size that is affected by tax structure. The researchers contend regarding income tax regime formed on complex principles, that it leads to increased levels of tax evasion than an easier one. Conversely, other scholarships (Johnson et al., 1998a, 2000) contend that it is government guidelines and the incapable and optional utilization of tax collection, as opposed to high rates of taxes per se, that extends the shadow economy. Moreover, when the statutory taxation rate is above than the optimal rate, and it is inadequately authorized, informal economy expands more than its relative size (Loayza, et al., 2011).

The economic development stays a matter of concern provided the negative effect of the informal sector on the growth of the economy. Nonetheless, it is essential to recognize the difference between the shadow economy, that is regarded "informal" where the driving component is that of concealing assets from the authorities, and the informal economy (which is casual because of absence of assets). In this manner, different scholarships have indicated that labour costs (such as the minimum wage criteria) and over-regulation are main impetuses for the informal sector, in the labour market. On the other hand, most scholarships consider just a single specific factor, the taxation rate, as a reason for the shadow economy. The shadow economy impacts the distribution of resources and creates income loss for the country. What is significantly important is the adverse effect that the informal sector has on authorized establishments, standards and guidelines of the country (Schneider, & Enste, 2000).

## Developing countries and the informal economy

The informal economy in developing countries, plays an important part in employment creation and income generation, with most of the workforce – more than 60 percent – situated in the informal sector. Figure 2.1 indicates that, overall the segment of informal employment has stayed high in Asia (leading in informal worker share), Africa and Latin America. Though, reliable statistics regarding informal economy stay divided in numerous nations, existing information uncover that informal work is a constant element in developing countries (Jansen et al., 2011).



Note: Latin America: Argentina, Chile, Colombia, Costa Rica, Ecuador, Mexico, Panama, Uruguay and Venezuela; Asia: China, India, Indonesia, Pakistan, Sri Lanka and Thailand; Africa: Botswana, Cameroon, Egypt, Ethiopia, Ghana, Kenya, Malawi, South Africa, United Republic of Tanzania, Zambia and Zimbabwe. Source: ILS estimates based on the ILS Informality Database.

**Figure 2.1 Informal employment: World in focus (Relative to total employment, percent)**

Traditionally, the informal economy has been seen to be the final retreat for laborers who cannot get a new line of work in the formal sector and opt to take part in little monetary exercises to win a livelihood. The informal sector is assorted, comprising of locally based producers, informal laborers on casual wages and self-employed laborers to casual businesses. By and large, laborers in the

informal economy have less employer stability and earn less, contrasted with their partners in the formal sector. Both productivity and capital intensity are significantly lesser than in the formal economy. Women will in general be bound to work informally, and the likelihood of working in an informal employment is profoundly associated with the person's skill level (Lund, et al., 2000). Moreover, women with low education level are bound to be informally employed. This skill distinction is probably going to be of great significance, given the scrutinized skill-biased ability of international trade (Bacchetta, Ernst & Bustamante, 2009).

### **2.2.2 Theoretical Arguments**

Traditional models vs Modern Explanations with worldwide trade arriving at 60 percent of the global GDP (gross domestic product), and liberalization of trade proceeding over the globe, it is imperative to audit the effect of trade liberalisation and trade itself, on the informal economy's welfare and respectively on wages and employment. Studies directed towards the end of 1990s, have shown that as opposed to the theories of classical trade, liberalization of trade does not really prompt rising welfare of incompetent workers. Indeed, economies opening up for trade may rather prompt informalisation of labour, expanded wage differentials across informal and formal manufacturing and market division, as opposed to a more noteworthy level of economic integration. Carr and Chen (2004), Sinha et al. (2003, 2007), Harriss-White (2003), and others have portrayed the fast development of informal sectors, that negates suspicions of neoclassical economic theories of worldwide trade.

Classical theories of international trade, differentiate between capital intensive goods, labour and its different skills level, that relate just halfway with the informal or formal status of laborers. In any case, ex post empirical studies, have evaluated

two significant angles emerging from the Heckscher-Ohlin model. The Heckscher-Ohlin hypothesis expresses that labor-intensive goods will be exported by labour-abundant country, and Stolper-Samuelson hypothesis expects advances in labour returns, with trade liberalisation in labour-abundant countries. However, while there was regularly an expansion in the labor-intensive informal economy with trade liberalisation, wages did not generally ascend as anticipated by the Stolper-Samuelson hypothesis, inside the general structure of the Heckscher-Ohlin model. A proviso of applying the classical trade theory on informality is that non-tradable products are produced in the informal economy as opposed to tradable, as expected in the Heckscher-Ohlin model (Sinha, 2011).

The issues encompassing trade and informal sector, can be hypothesized either as the degree of informality impacting probable trade gains or as the liberalisation of trade impacting the extent of informality in the economy. Countless scholarships have tended towards these issues. Diverse concepts and theoretical models were generated to analyze the connectivity between informality and trade expansion. The various ideas mirror the assortment of perspectives on the informal sector and its connections with the formal sector. No all-around acknowledged idea exists, however, the three primary perspectives that can be recognized are Dualist, Legalist and Structuralist, as discussed follows:

- The Dualistic view expresses that no immediate connection prevails between informal and the formal segments of the economy. Commonly, it is expected that solitary the formal segment can take part in trade.
- The Legalistic view considers the existence of informal economy simply because of inflexible government guidelines. Small scale business function informally to maintain a strategic distance from expenses, related with enlistment.

- The Structuralist view states that the informal sector fills in as an asylum or a strategy of residue, for the workers who are barred from the formal sector. The informal sector provides modest labour and contributions to formal manufacturing units that are relatively larger in size. The two sections are associated and related. Informality is observed as a sane reaction to the deterrents noticed in economic development.

The differentiated wage models inside the dualistic structure, underline imperatives on the mobility among informal and formal labour markets depending upon, capital access or skill differences, and so forth. Moreover, from similar models, it can be conveniently conceived that the quantity of employments accessible in the formal sector could be confined, because of absence of cost-cutting endeavors and potential profitability (Sinha, 2011).

### **2.2.3 Empirical Work**

The literature provides sample evidence that the informal sector cannot be overlooked because of the two-way relationship with trade (Sinha, 2011). From one perspective, trade liberalisation probably affects the performance and the size of the informal sector; while then again, the presence of the informal sector likely affects the supply response of the economy, towards trade reforms. The quantitative studies investigating the primary connection – the effect of trade liberalisation on the informal sector – gives models where trade has added to the expansion of the formal sector, whilst models in which the inverse occurred. The component behind the main outcome is that, open markets lead to expanded open doors for manufacturing units in the formal sector with a subsequent development of that economic sector. Then again, the informal economy may increment, in case trade prompts formal firm's competition, driving them towards informality or to depend

on informal factors of production or providers so as to stay competitive. Literature, likewise depicts the systems by which the presence of an enormous informal sector may obstruct the inventory reaction to trade reform in developing countries. Absence of access to skilled workers and credit, accompanied by small size firm's inefficiencies, a common feature of informal sector, are few of the most significant variables that constrain the potential outcomes of the informal sector, from making the most of the prospects of open economies. Tending to informality may, therefore, be a pivotal component of procedures to expand the trade reform supply response, especially for the least developed economies.

#### **The informal sector and trade impact: First scenario.**

The theoretical models of trade reflect upon three schools of thought, describing the influence of trade on the informal sector. The investigations reliant on the dualistic model have comprehensively pursued the double economy model by Harris and Todaro (1970), where the economy is partitioned into urban and rural sectors. Contrasts among the sectors are set apart by wage differentials and income expectations. The two sectors are disjointed by geographical space, market principles, data access, employment structures, capital intensities and bargaining power. Studies regarding the effect on the informal sector economy, give oscillated results, relying upon the assumptions utilized. For example, different studies have expected that produce of the informal economy comprise of: final products, both tradable and non-tradable products; they likewise recognize capital immobility across sectors, the duality of credit markets and the presence of urban unemployment (Gupta, 1993). Most of these scholarships conclude that trade will in general increment informal employment.

The effect on wages varies counting on the model assumptions, in the informal economy. Marjit and Acharyya (2003) discover a rise in wages, of the informal economy with trade openings, given capital mobility between informal and formal sectors in a dualistic model, though, with fixed capital, trade expansion reduces informal economy's wages. In the event that the informal economy produces tradable services and products, trade expansion through tariff declines, raises employment and wages in the informal sector (Chandra & Khan, 1993; Marjit & Beladi, 2005).

Scholarships dependent on wage gaps – in which the wages in the informal and formal sector are primarily different because of differences in accessibility of capital, skills level, information and credit, and different obstructions on spatial mobility – propose that trade opening may shift production towards informal sector, a place where wages stay stationary or might fall. Kar and Marjit (2001) uncover that economic expansion does not expand the welfare of laborers, even in some situations where informal economy's activities rise with decrease in taxes.

Marjit and Maiti (2005) comprehend that in the informal economy, wages may decrease even with an expansion in employment, if capital is fixed across sectors. At the same time, if capital is portable, wages in the informal sector improve significantly, as employment and activities increase. Goldberg and Pavcnik (2003) communicate that with trade expansion there is production reallocation towards the informal from formal economy, and formal workers face the danger of lay-off. Accordingly, formal sector employment contracts and in the informal economy fresh opportunities arise, yet formal sector wages rise while informal sector wages decrease. Marjit and Maiti (2005) illustrate that a restricted amount of capital mobility between the informal and formal sectors increments informal employment, which prompts lower wages; nonetheless, an absence of mobility of

capital would confine such informalisation. The overall wage payments in the informal sector, in any case, is anticipated to increment post trade liberalisation. Chaudhuri and Mukherjee (2002) demand that transforming production informalisation and employment, will undoubtedly increment wages because of capital reallocation in the informal sector.

Nevertheless, most of the theoretical models advocate that trade openness increments informal economy (Bacchetta, Ernst & Bustamante, 2009), it might even now be contended that the trade's impact on informality of the developing countries, are not undoubtedly demonstrated. From one viewpoint, less expensive imports, which could likewise result due to currency appreciation of a trading partner, might influence local prices, cause nearby firms bankrupt, decrease their motivation towards opening of new positions, or push them towards less expensive production methods, in the informal sector (Fiess et al., 2010). The same situation would prompt, employing laborers without secure work contracts, worker benefits or subcontracting assignments to lower paid external laborers. Then again, lower duties may likewise promote the import of capital and technology from abroad, in this way expanding the demand, in the long run, for complementary skilled labour, leading towards more formality.

Moreover, Aleman-Castilla (2006) addresses firm's heterogeneity in a dynamic industry model where elimination of import tariff can decrease incidence of informality, by expanding the firm's profitability to enter the formal economy, driving the informal firms with lower productivity to leave the business, and prompting the most profitable formal production units to participate in trade.

The above investigations regarding the trade effect on informal sector, propose that credit formalization and mobility of capital, just as skills upgradation,

are vital for the informal sector to gain from trade openings. Trade expansion may prompt an extension of the informal economy, in the event that it pushes firms to cut overheads and costs of production.

### **The informal sector and trade impact: Second scenario.**

An enormous informal sector can thus affect the ability of a country, to gain from trade liberalisation. Empirical evidence recommends, for instance, that it is frequently the more productive and bigger firms that gain from international trade. Few large firms in a small formal sector, may limit the possibility to gain from trade liberalisation.

Conceptually, informality impact on trade may change, as indicated by the three principle perspectives on informality. In accordance with the dualistic view, just the formal sector can participate in trade activities and consequently, the presence of an enormous informal economy is obstructing trade. The legalistic approach sees the informal economy as one that exists simply due to inflexible regulations of the government, which can barely coordinate with the development pace in practical terms. As a result, the presence of informality demonstrates the government failure to address economic development and trade, to the extent that informalisation can obstruct trade. In line with the Structuralist approach, the informal sector is a prudent reaction to the hindrances experienced in economic development and successively, informalisation reveals the economic constraints in gripping the trade benefits. In any case, the possibility of utilizing cheap informal labour and subcontracting, may furnish firms in competitive advantage, and along these lines, may positively affect trade, as De Soto (1989) and contemporaries recommend that the informal economy serves as a growth engine.

Empirical evidence of informality impact, on the ability to gain from trade is scarce. Nonetheless, a related strand of literature that has discussed development, inequality and informality, gives a few bits of information. The majority of the related literature propose, that an enormous informal economy adversely affects benefits from trade. Momentary cost favourable circumstances may perhaps be conceivable, yet this seems, by all accounts, to be to the detriment of longer-term dynamic benefits. A number of researches describe unfavorable impacts on the small size firms, functioning in the informal economy (La Porta & Shleifer, 2014). The study observes that the small size firms in the informal economy, are less inclined to discover skilled labour and, subsequently, economies with a predominance of these units are not prone to specialize in competitive advantage, to acquire trade benefits. Moreover, Joseph (2013) studied that economic resources are marginalised with home based production by constraining their access to capital and social services. Therefore, the impact of this phenomenon, on the trade is adverse, as such smaller scale firms cannot continue to perform, in a competitive environment of trading framework.

A number of studies discover a favourable trade outcome, repeatedly linked with subcontracting. Carr and Chen (2004) observed the capability of the informal sector to help expand trade opportunities, where informal production units are vertically linked with the formal economy, for instance, sub-contracting and outsourcing. Furthermore, informal sector assists with limiting overheads and production costs. Under certain conditions, constructive outcomes are observed in scholarships representing the dualistic approach. Davis et al. (2007), finds the positive effect of informality on trade, if workers are able to switch job from informal to formal economy, provided new skills and skill upgradation. Trade pulverizes employments in both the economies and generates fresh ones as per

updated requirements. This necessitates opportunities for retraining, defined educational level, skill enhancement, etc.

Whatever the case may be, informal economy can only give momentary cost advantages. Williams and Bezeredi (2018) comprehends that micro-firms with low cost, do not make long haul contributions to growth productivity, as these firms have limited growth potential. Davis (2004) supports this perception and includes that the informal sector establishes an interruption on the economy because of the limited growth potential. UN DESA (2005) observes the negative impact of income inequality as it impedes access to health and education, and so impedes access to markets, infrastructure, skills, capital, and subsequently discourages trade. The principle observation of the study is the relationship of income inequality with informality. Krasniqi and Williams (2020) contend that the property owner of informal firms encounter massive obstacles such as rules and regulations, and this adds up to the firms costs. Bigsten and Söderbom (2005) express that the presence of government rules restrict informal sector workers, with meagre wages. Meagre wages, trap workers in destitution and keep them from overpowering the depressed asset bases and low skills level. The informal sector seems to trap the needy in poverty, with no help extended towards creating productivity gains, and thus impedes trade and also development.

An alarming situation highlighted by the scholarships is the existence of informality because of income inequalities. Moreover, a rise in informality demonstrates rising income inequality, inferring that the economic distributive structures are impeding the procedure of growth and specialization, and henceforth trade. In this way, social and labour market policies, and trade, should be comprehensible and thoughtful towards the effect of inequality and informality on the probable benefits of trade.

## **METHODOLOGIES TO ASSESS TRADE IMPACT ON INFORMAL SECTOR:**

The theoretical models recognize various channels by which trade can affect informal economy, and the other way around. In many of the modelled methodologies, trade liberalization increments informal work, however the degree is indistinct. Furthermore, the effect on wages in the informal sector is unclear and the effect of informality on the capacity to gain from trade, is ambiguous.

For over two decades, qualitative and quantitative scholarships have attempted to evaluate the effect of trade liberalisation on the informal economy and the incidence of an enormous informal economy on trade competitiveness. Three methodologies have been utilized:

- I. Qualitative scholarships (contextual investigations, case studies using data partly).
- II. Quantitative ex post scholarships (econometric estimation and analysis).
- III. Quantitative ex ante scholarships (CGE (computable general equilibrium) models).

### **Qualitative scholarships:**

Field surveys and case studies have been embraced to gather and break down data about the trade liberalization idea, how strategies are executed and the subsequent effect on various groups of individuals inside the surveyed sector. The investigations endeavor to construct meaningful connections between the changes and the adjustments in the wellbeing of various groups of formal and informal workers. The specific literature explicitly demonstrate the structural connection of informal economy with the formal economy and negates any distinct presence of

the informal economy. Along these lines, this economy appears to challenge the dual economy premises.

Several qualitative studies have studied the impacts of policy reforms on inequality and poverty, in the developing countries. A number of field studies conducted linkage reviews between poverty and adjustment during the 1980s (Squire, 1991; Van der Hoeven, 1996; Killick, 1995; and White, 1997). These investigations represent systematically the changes attempted and the adjustments in an assortment of welfare indicators among various socio-economic groups and households, in selected countries.

There are writings on "globalization with a human face" organized for the annual human development report 1999 (UNDP, 1998). Similar comparable investigations are provided for various African countries (Handa, & King, 1997; Cornia, 1999; and McCulloch, et al., 2000). A study investigates the effect of establishing the export processing zone on employment and earnings, as well as gender specific wage differentiation and the gender composition of employment, from 1995 to 2002 in Antananarivo, Madagascar (Glick, & Roubaud, 2004). The researchers observe that, in the consequence of trade liberalisation, there is a decrease in: (i) women worker's participation in the labour market (ii) the absolute number of private and independently employed informal workers, and (iii) the quantity of firms in the informal sector. Concurrently, women workers rise disproportionately. Indeed, the investigation involves both quantitative and qualitative analysis; econometric analysis is used to study labour force survey data through time series analysis, while the qualitative approach is used to describe the sector with the help of descriptive data, that makes the investigation also a case study.

A qualitative study in 2005, investigated the effect of trade-opening policies of the government on the informal sector, in the West Bengal province of India (Marjit, & Maiti, 2005). It was observed that the units of production in the informal sector got attached to formal units through different kinds of agents, with the expansion of export sectors. The informal sector extended as a net of associations with the formal sector, instead of as autonomous units, and subsequently displayed patterns, like technology adoption and even development.

Another qualitative study, observed the linkage of garment factories to the global value chain, to be operating in clusters, and employed temporary, daily wage and casual workers, presented in a case study of southern India and Delhi (Singh, & Sapra, 2007). The informal workers in Southern India (Tiruppur) were mainly comprised of lower castes, however, the work force in Delhi mostly comprised of migrant workers. The labour contractor controlled the employment status of these workers, whether they were working or laid-off, with workers exercising no bargaining power. What appeared to be significant was the division of informal economy between the home-based workers and factory workers, and in this the former was a further sub-contracted type of the latter. There was a further work division, with the skilled and better-paid jobs allocated towards male workers and lower paid jobs towards female workers, representing that informal economy was placed at the bottom of the value chain of production, and women workers inside the informal sector, were at the lower end of this production value chain.

### ***Quantitative scholarships: Empirical estimation***

Just like qualitative scholarships presenting case studies, a number of empirical investigations explain the informal sector structure and its connection to

the formal sector. An empirical study employs an econometric model to show that the informal and the formal sectors wage differentials, determine worker's efforts to look for formal employment (Agenor, & Aizenman, 1994). Another econometric study analyze the relation between firm size, employment and minimum wages, utilizing firm level data, and identify a source of formal-informal duality; the insistence on minimum wages (Bauch, 1991). Similarly, another empirical study investigate the reasons for market segmentation; as worker's wages, tax evasion and operation scale, incorporating firm-level data for econometric analysis, to observe informal and formal firm's operation in one productive sector of the economy (Fortin, et al. 1997). Succeeding trade liberalization, countries strive to become competitive, lowering worker's wages and reducing cost on overheads, linked with formal sector regulations. The desire to reduce labour cost and all compliance costs as taxes and fees, informalizes both employment and firms.

A large portion of the empirical literature on informality and trade is centered around Latin America, including Brazil, Argentina and Mexico. From various OECD papers (Jütting & Laiglesia, 2009), it is informed that there is a gradual informalisation of the workers in developing economies. With progressive joining in the worldwide economy, nations either extend export production units or enhance competitiveness of local industries to bear up with less expensive imports. In one or the other case, a longing to decrease costs prompts production and employment informalisation. The results propose that, in spite of the fact that the capital allocation stays pretty much unaffected with trade liberalisation extending economic activity, employment in general appears inclined towards the informal economy, as opposed to production units in the formal economy.

## **Trade - Informal sector: A minor impact**

Empirical examinations have attempted to conclude, that there is a statistically significant connection between informal sector's wages and employment, and trade liberalisation. A mixed empirical evidence is observed in a Latin American study, analyzing trade liberalisation impact on informality levels. Goldberg and Pavcnik (2003) locate an unobtrusive effect from trade reforms in Colombia on informality, and none in Brazil. Another study returning to the Brazilian case by the viewpoint of employment generation and destruction, observe a minor however positive effect (where informality expanded due to trade liberalisation) (Bosch et al. 2006). Formal work may have increase, without trade liberalisation (Shimer, 2005). The proof from Mexico additionally does not recommend a huge effect. As verified by García-Verdú (2007), there is little tendency in informality, given the dramatic unilateral liberalisation starting in 1987 and afterward proceeding over the North American Free Trade Agreement (NAFTA).

## **Informality increases due to trade liberalisation**

Goldberg and Pavcnik (2003) utilize information from Colombia and Brazil, nations that accomplished enormous reductions in trade barriers between 1980s and 1990s, and observe informal sector's response to trade liberalisation. For Brazil, no significant relationship is identified between informality and trade policy. For Colombia, they find frail proof of a positive relationship depending on the labour market structure. Besides, wage differentials appear to endure between the informal and formal economies regardless of restructuring, prompting an expansion in informalisation of work, despite capital mobility.

World Bank (2007) and Mondino and Montoya (2002), show an exceptionally enormous increment in the informal workers' share in Argentina in

the mid-1980s. In spite of the fact, that the last round of trade liberalisation started uniquely in 1990, changes in the late 1970s profoundly dropped tariffs and caused an appreciation in exchange rate. Porto and Galiani (2006) and Galiani and Sanguinetti (2003), determine that the diminished protection had an impact on both total wages and wage differential between unskilled and skilled workers. Moreover, it appears to be conceivable that trade liberalisation had an impact, to the extent that descending pressure on the wages of unskilled workers got through the decrease of benefits, or subcontracting,

### **Informality may decrease due to trade liberalisation**

While looking at how trade liberalization influences informality in Mexico, Aleman-Castilla (2006), comprehensively following the Goldberg-Pavcnik (2003) technique, determines that trade exposed industries saw increased expansions in the formality rate. The study contends that the effect on prices of the product was small, while the decrease in import prices increased the tradable sector productivity and, thus, extended the formal labour demand in general. The study uses dynamic industry model with firm heterogeneity like that utilized by Melitz (Melitz, 2003), to portray the manner by which trade liberalization could influence the informality pace. The first model displays how trade experience induces exports of just the more productive firms, however, at the same time driving the least productive firms to exit. This reallocation of market benefits towards the export oriented firms, adds to a total productivity increase. In general, the econometric investigation gives supporting evidence that trade liberalisation has helped reduce the incidence of informal employment.

The scholarships addressed above, investigate explicit developing countries and give intriguing bits of knowledge within the trade effect on informal

employment. However, because of the particular conditions in every nation, outcomes are not generalized. Another study attempted to work through internationally comparable, statistical macro-level data, attempting to discover connections among informality and trade (Fiess & Fugazza, 2010). However, the results depicted a mixed scene. While cross-sectional information propose that trade openings diminishes informal employment, panel data recommends that the converse is valid. Micro level data imply that lesser restrictions and tariffs decrease informal employment in the nations.

The scholarships using dynamic panel estimation set up and accounting for endogeneity, observe a reduction in informal employment with more profound trade liberalisation, whilst causing an increase in informal output. The studies contend that their outcomes may recommend that the informal sector productivity increases with trade liberalisation. Because of the mostly conflicting outcomes, Fiess and Fugazza (2008) suggest further research in this significant capacity that includes poverty and trade.

### **Computable general equilibrium (CGE) models**

The literature propose that the results of trade expansion rely more on the economic structure of a specific country, as opposed to in the inborn idea of trade advancement. Neoclassical economics foresee that trade liberalisation will produce trade benefits. However, different econometric studies uncover that this may not generally be the situation. Econometric analysis show that circumstances explicit to every nation decide the trade outcomes, more than the reality of trade liberalisation. In this manner, the CGE models are fit for grasping the intrinsic structures to every nation and looking at the effect of trade liberalisation there in.

CGE models based quantitative studies are valuable in analyzing the effect of policy reforms on wages, employment, production and different variables by sector, incorporating formal units and informal workers. General equilibrium models are valuable when a policy reform that aims a particular sector affects related sectors, as second-round impacts, for example, income effects. As the informal sector is so enormous in developing economies, it is essential to evaluate the effect of changes in trade policy on the economy, utilizing general equilibrium models.

Certain scholarships have utilized CGE models in regards to the informal sector. Savard and Adjovi (1997), and Paquet and Savard (2009), observe Benin's informal economies in light of modifications in Government approaches. Gibson and Godoy (1993) observe Bolivia through a 38-sector social accounting matrix (SAM) which facilitated them to evaluate the momentary effect on the income of laborers in the informal economy. Gibson (2005) examines Bolivia with the help of a CGE model and demonstrate that an ascent of the informal sector had lessened the yield of the formal sector. Another study of Zimbabwe, quantitatively examined equity and income impacts of trade openness, land and fiscal policies, utilizing a CGE model (Bautistia, et al. 1998). The activity uncovers that constructive outcomes on income might not positively affect parity.

Kelley (1994) considers Peru by applying the CGE model and sees that the informal sector merges on the grounds that the formal economy cannot attend, the profoundly differentiated and segmented market for products and services. Moreover, a study on India, finds that informalisation of labour prompts labour welfare loss and a decrease in the informal labour wages, through a labour segmented CGE model (Sinha, & Adam, 2006). The investigation by Agenor et al. (2003) utilizes the integrated macroeconomic model for poverty analysis (IMMPA), to study urban and rural areas as the poor recuperate from the impacts of prior financial policies

and the transmission of external blows. Other CGE scholarships that consider the effect of reforms in the policy on the informal sector, comprise of Sinha (1999), Sinha and Adam (2000).

The CGE work by Sinha and Adam (2006) for India, finds that trade liberalisation prompts a sector wise production balancing towards the informal economy and away from the formal economy, due to the pressure of cutting down on the production costs, in order to be competitive at the global level. The workers in the informal sector gain at the expense of entrepreneurs in flexible labour markets, while in inflexible labour markets, the urban independently employed will in general gain more. It might be understood here that various methodologies frequently lead to similar outcomes.

The CGE scholarships considered, have utilized national-level information to investigate the aspect of informality and have exhibited that these examinations are conceivable. Moreover, some studies address the possibility of utilizing economy-wide models to consider the effect of globalization on informal employment, wages and workers (Sinha and Adam, 2006; Sinha, 2009). Besides, Sinha additionally contends for the utilization of quantitative general equilibrium methodologies, to deal with the measure of the employment impacts of trade liberalization on informal sector. Despite the informal sector is commonly connected with the non-tradable goods production, the different connections among the informal and the formal economy suggest that trade policy reforms are generally not confined to a single sector. Qualitative case studies are useful to comprehend the connections between the informal and the formal economy. Besides, Sinha contends that it might be hard to reach general inferences from qualitative case studies and contends, hence, for quantitative methodologies.

Gravity models have not yet been utilized to evaluate the impacts of informal sector on trade liberalisation. Despite huge advancement in gravity models to comprehend trade determining factors, the studies dealing with gravity models linked to only trade concerns. Matthieu and Mehl (2008), Wright (2004) and Anderson & Wincoop (2001), do not talk about the effect of trade on the informal sector.

## **2.3 Decent Work-Patterns and Social Inclusion Debates**

### **2.3.1 The Labour Market Context**

The world employment and social outlook report discussing the trends of 2017, highlight concerns regarding the ability of the global economy to ensure that the gains of growth are shared in an inclusive manner, i.e., (a) to generate an adequate amount of jobs, and (b) to improve the job quality for the employed. The report further emphasizes the unsatisfactory economic performance in 2016 and the below-trend outlook for 2017.

Southern Asia is one of the two regions generally influenced by vulnerable forms of employment due to wide disparities across various demographic clusters. Of prominent concern are gender inequalities in labour market opportunities, which cut across and endure in various regions. Informal employment are steadfastly higher for women workers around Arab States, Asia, Africa and the Pacific. For instance, in Southern Asia, near 82 percent of women workers were in informal employment in 2016, contrasted with a little more than 72 percent of men.

Workers in informal employment are commonly dependent upon significant levels of instability, for example, they regularly have constrained access to contributory social protection plans, which are in general progressively basic among salaried workers. Indeed, nearly one out of two workers are informally employed

in emerging countries, ascending to around four out of five workers in developing nations. Therefore, the number of informal workers is anticipated to increase worldwide, by 11 million every year. The labour market gender gap likewise reach out to contrasts in wages. As the ILO Global Wage Report 2018/19 featured, the hourly wage difference which comes to as high as 40 percent (for example in Azerbaijan and Benin), keeps on continuing, notwithstanding upgrades in equal pay legislation in various nations.

The 2030 Agenda for Sustainable Development goal 1 (SDG1): "End poverty in all its forms everywhere", goes hand in hand with World Employment and Social Outlook target: transforming jobs to end poverty (ILO, 2016a), both addressing the role of decent work in eradicating poverty.

Initially, a fundamental component of the incessant idea of poverty is the steadfastness of low standard of employment. In developing economies, informally employed workers experience paces of outrageous destitution that are multiple times as high with respect to wage and salaried workers. Correspondingly, in developed economies, informally employed workers are bound to be poor than those with steady employments.

Second, fundamental to the issue is the thin scope of income sources open to poor people. In developing economies, the poor people depend mostly on their work related incomes, and have not many chances to gain from social benefits. In the meantime, in various developed countries, social benefits are getting less equipped to neutralize the relative decrease in labour earnings, related with informal work.

Third, economic development alone is deficient to eliminate poverty. This originates, to a limited extent, from in-equitable distribution of wealth and natural

resource, and furthermore from disengagements between the agricultural sector – where around 66 percent of the world's poor people work – and export-led sectors. Indeed, even where better associations exist, decent jobs are not ensured and inequality of income frequently exacerbates with economic growth (ILO, 2017).

Gender dimensions of employment, far and wide, are influenced by a variety of dimensions, however, two interrelated dimensions stick out (ILO, 2017). To begin with, the gender division of labour, showed by pay differentials and occupational segregation, hastens the disparities that women workers face in the work place. Women workers are regularly packed into a small range of sectors and occupations, where they are overrepresented in low-quality and lower-paid positions. To a certain extent, the segregation adds to the huge contrasts in earnings between men and women workers, while occupations viewed as female-dominated are steadfastly underestimated and bring about wage punishments for both men and women workers within the work place.

Second, socio-cultural standards and generalizations/stereotypes, shape gender specific roles that recognize women workers with prohibitive attributes and abilities at the work place (ILO, 2017). These standards fortify existing imbalances by defending segregation at the work place, regardless of improvements in training and skills, and, unavoidably, form women worker's commitment and inclinations in the work power. The inflexible gender specific roles influence, not just the kinds of task men and women workers do, yet in addition the quantity of work they do, while acknowledging that women accept the greater liability of unpaid labour and household care.

The collaboration between these dimensions have prompted the constancy of gender differences towards availing decent work prospects. Moreover, the

difficulties confronting women workers, speak to open doors for focused and well-addressed policies to design the concerned employment dimensions. Inconsistent work opportunities for women workers persist, and elementary to these social trends and aggregate labour market conditions are wide disparities that prevail across different demographic groups (ILO, 2016). Of striking concern are gender inequalities in labour market prospects, which cut across and continue to persist in various regions. In numerous examples, participation rates among women workers stay well under those for their male partners and, when they do take an interest, women workers face a higher probability of being jobless or in increasingly unstable types of jobs.

### **Social Inclusion:**

Social inclusion is a point or standard of equity. It is frequently confused with an egalitarian concept of distributive equity. This error is reasonable, on the grounds that the requirements of social inclusion may expect help to be given to similar groups, like the poor people who are supported by laws dependent on egalitarian notion. Egalitarian ideals and social inclusion share a concern about distributive patterns or outcomes. However, there is a key distinction. Social inclusion does not look for the equivalent or comprehensively proportionate results for the people. It focuses its consideration not on relative disadvantage among groups of people, but instead on the absolute disadvantage of specific groups of people. The goal is not some sort of welfare parity, however, one of making sure a certain level of welfare for every person.

This distinction from the concept of equality of results can lead to another erroneous opinion that social inclusion should in this way be focused around resource equality. The idea of resource equality is that people ought to be

guaranteed an equivalent opportunity in the society to accomplish their objectives or that there ought to be uniformity of chance. Without exploring further the disputable inquiries of what may be implied by 'opportunities' or 'resources' in those definitions, we can recognize the purpose of social inclusion on two grounds. To begin with, social inclusion does not set itself the errand of guaranteeing an equivalent resource or opportunity distribution. The fact is honestly that since certain groups of people have scarcely any opportunities or resources, we should change that position without undertaking a more extensive redistribution. Numerous proponents of the 'Third Way' upkeep equality of opportunity, so as to detach themselves from egalitarian objectives and to push their regard for singular independence (Giddens, A. 2000).

Given their acknowledgment of the government's limited capacities to successfully redistribute opportunities or resources in a market economy, notwithstanding, their desire for regulation appear to be limited to serving the individuals who are totally barred. The second, key, contrast from resource equality, comprises in the apprehension for social inclusion as a result. It is not sufficient under the objective of social inclusion to give a greater portion of opportunities or resources to disadvantaged groups, and then leave them to select or not the provided possibilities. Social inclusion is focused on the accomplishment of results, not simply life-possibilities. The centrality of this point rises all the more plainly in the event that we consider the idea of the result which social inclusion hopes for.

The purpose of social inclusion is a kind of welfarism, that look for the result to improve the disadvantaged group's welfare. However, it is not equivalent to utilitarianism or the amplification of welfare, for social inclusion offers priority to targeted group's welfare, regardless, if redistribution in their support does not

amplify utility (the researcher draws distinctions between welfarism, egalitarianism and priority principle, of which social inclusion is a model) by D. Parfitt, 'Equality or Priority?' in M. Clayton and A. Williams (eds), *The Idea of Equality* (Bedau, 2017). Besides, we ought to recognize the sort of welfare looked for by social inclusion, from that utilized regularly in policy sciences and economics. The kind of welfare required under the objective of social inclusion is not the fulfilment of inclinations framed exogenously, to which the country approves an unbiased approach. There is an obsessive component in the possibility of social inclusion, in that there is an initiation of the fundamental components of 'well-being'. The basic components of 'well-being' incorporate material products, like shelter and food, and also the chances to take part in meaningful ways in public activity. These nonmaterial products incorporate fulfilling education level, politics participation, work and cultural activities (Young, 2002). People ought to have the option to pursue their selected objectives according to these non-material products, so as to accomplish a condition of 'well-being'.

Thus, 'well-being' connects objectivist and subjectivist ideas of welfare. 'Well-being' is objectivist to the degree that it distinguishes specific activities, like education, work, culture and politics, as the noteworthy destinations for the accomplishment of 'well-being'. However, 'well-being' is subjectivist on the grounds that the individual is allowed a scope of decisions regarding objectives comparable to the beneficial accomplishments.

Albeit no sharp line can be drawn that decides the base satisfactory level for the material and non-material products, social inclusion demands that every person ought to be raised to that level, wherever the line is drawn. It is in this manner not adequate for governments to give material opportunities, so as to handle social exclusion. Non-material products like work are increasingly

fundamental components of 'well-being', and social inclusion demands that disadvantaged groups of people ought to get those non-material products. Access to nonmaterial products require, primarily, that the social association of these activities allows everybody to enter them without difficult boundaries, and besides, that every individual appreciates the capacity to select between a range of potential objectives, corresponding to these activities.

The purpose of social inclusion is its deepest ambition to put emphasis on the distribution of non-material products. Although, we have seen that social inclusion and equality share a commonality of distributive allocations to the people of the society, its increasingly central target is the end result of social interrelation. The theory of social inclusion suggests how society can be coordinated and made friendly. At its naivest, the idea is that if everybody takes an interest completely in the public arena, they are less inclined to get distanced from the network and will adjust to its social principles and rules. Social inclusion encourages social interrelation, or to utilize a more seasoned idea, solidarity. The end result pursued by social inclusion policies, is not only equity for people but rather a steady social structure.

The importance of the association between social interrelation and social inclusion should be focused. In contemporary liberal theories of equity, it is normally introduced as adequate to build up social structure, that we ought to set up a fair or almost just society (Rawls, 1971). On the off chance that the features of equity are achieved, it is contended that we owe a political or moral obligation to maintain those foundations and to comply with the rules that express them. Practically speaking, contemporary governments do not seem to put a great amount of confidence in the concept of moral obligation. They perceive rather that social structure is delicate and that they have to take measures to advance social

interrelation. Moreover, this acknowledgment brings about authoritarian systems, which are to be sure unsatisfactory and do not merit moral provision. However, governments impacted by the 'Third Way' utilize progressively unobtrusive techniques to advance social interrelation, which, though not completely liberated from intimidation, evade the overabundances of authoritarian states. The objective of social inclusion is unequivocally to build up circumstances and openings that prompt everyone to take an interest in the public arena and to come to value its potentials and institutions.

At the outset, it must be recognized that social inclusion theory, similar to every political theories, was not created in a void, but instead developed in light of an investigation of contemporary social issues. It is a result of the legislative issues of resourceful western nations in the late twentieth century. In these nations, a greater part of the populace had appreciated since 1945 an extraordinary nonstop time of prosperity growth and had the option to manage the cost of the institutional arrangements of the welfare state. However, these courses of action appeared to be undermined by a minority who had not taken an interest in that prosperity and who appeared to be reluctant to acknowledge the standards of common society. Despite the material requirements of this minority group were normally attended by the welfare state, they did not take part in the society, and in fact seemed indifferent. There was an apprehension about the collapse of social structure in downtowns, and especially about a pattern of youngsters never participating in the foundations of civil society - working, voting, wedding and framing families. Rather than the welfare state giving an answer, it was analyzed as a origin of the issue (Hutton, 1996). It was contended that government assistance reliance actually advanced the lifestyle that dismissed the establishments of a liberal and civil society. Though, equality had been the political perfect required to integrate the

average workers into civil society, the purpose of social inclusion was the political reaction to the requirement to coordinate the non-regular workers.

Having portrayed these components of the objective of social inclusion, we would now be able to consider whether these components address anti-discrimination laws. Remember that the motivation behind why social inclusion comforts us is that it might give a response to the enquiry of when is it reasonable to demand equivalent treatment and when is it reasonable to diverge from that norm.

## STRUCTURAL DISADVANTAGE

The social issue is viewed as one including systematic or structural disadvantage for vulnerable groups. The idea of structural disadvantage integrates two components: i) An acknowledgement that there are people who appear to be excessively and relentlessly in more awful positions, indicating patterns of disadvantage; and ii) there are some permanent practices, arrangements, social structures and institutions that yield this result. The manner by which we characterize the sources and nature of structural disadvantage gives an organisations for the domain of anti-discrimination laws. To comprehend this system, it is useful to unravel three components of the issue of structural disadvantage: the configuration of the disadvantaged groups, the concept of their disadvantage, and the concept of the structures that create the disadvantage.

The criteria to define the composition of disadvantaged group comprise of, i) The configuration of disadvantaged group, ii) Concept of their disadvantage, and iii) The concept of the structures that create the disadvantage (Gardner, 1998).

Social inclusion gives an increasingly determinate model to the configuration of protected groups. The inquiry being, whether the disadvantaged group has been unreasonably socially rejected contrasted with the entire population.

On the extent of social inclusion, gender is not mostly imperative for the configuration of disadvantaged group. Inside the classification of women, there are absolute groups of women that experience the ill effects of social avoidance, for example, women who are pregnant or guardians of little youngsters. It might be contended, besides, that most women experience the ill effects of some comparative disadvantage in their lives, in light of the fact that the potential for pregnancy adversely effects women workers in the labour market, therefore, women ought to be viewed as a protected group under the trial of social exclusion. However, the social inclusion standard for disadvantaged group appears to be probably, not going to incorporate men as a protected group, with the goal that gender alone would not succeed as a pertinent rule for the configuration of protected group, as opposed to discrimination against women (Rawal, 2008).

Contemplations of proficiency, push employers to recruit the best productive workers, paying little heed to race or sex. Immediate or deliberate segregation in recruiting practices, is not normally a goal of employers, since it is probably going to be inefficient (Rawal, 2008).

Prior it was contended that the thought of social inclusion adds notable importance to job possession. The issue of social exclusion is that a few social groups are deprived of the chance to take part in the social systems, by which they may build up importance for their living, the associations of a network, and a feeling of sense of pride. Employment accommodates a great many people, one of the primary systems for developing significance, network, and prestige.

Redistributive welfare programs, however significant for the alleviation of monetary difficulty, could not handle except at the margins, the issue of social exclusion. Social inclusion in this manner gives a contention to focusing on work access, as the essential aspect of discrimination acts. It discloses why occupations access ought to be the chief objective of discrimination acts. As Tony Blair contends that the best protection against social exclusion is having an occupation, and the best way to deal with locating another profession is to have above average education, with appropriate experience and training (Tony Blair, 'Foreword by the Prime Minister', Social Exclusion Unit, Office of the Prime Minister, Bridging the Gap: New Opportunities for 16-18 Year Olds Not in Education, Employment or Training, July 1999, Cm 4405, 6. The convention that the most appropriate shield against social exclusion is an occupation, is likewise at the center of European Community Policy: Decision No 50/2002/EC, above n 21, Recitals para 8. It ought to likewise be noticed that entrance to training and education is consistently the second significant objective of discrimination legislation).

This contention recommends that in the selection of the types of disadvantages that ought to be considered by discrimination acts, the concept of social inclusion has assumed a job as a fundamental legitimization for legitimate guideline, in deciding the kinds of disadvantages that should be taken care of.

### **Priority emphasized**

The anti-discrimination law's design, dependent on an objective of social inclusion has underlined four highlights. Initially, the essential objective of social inclusion is the job allocation to labour market disadvantaged groups. These groups can be distinguished by reference to certain standards, none of which need allude to 'status' or unalterable attributes. Also, confirmation of discrimination ought to

rely on proof of disadvantage linked with participation of one of the protected groups, devoid of requirement to demonstrate comparative greater disadvantage compared to other groups. Moreover, a broad justification defense is required to both indirect and direct discrimination, when anti-discrimination laws are pursued with the intention of social inclusion. However, the justification should either settle upon the claim that the rule only bars workers who could not avail employment opportunities, or to battle social exclusion. Finally, the objective of social inclusion commands a type of positive activity that can be portrayed as an obligation of practical adjustment (Fredman, et al, 2015),

### **Segregation: Occupational and Sectoral**

Men and women continue to be confined in different and specific occupations and sectors. The significance of work based gender discrimination is perceived with regards to the ILO Convention on Discrimination (“Employment & Occupation”, 1958; No. 111). It is one of the most impeding fragments of labour market gender inequality, since it mostly goes with lower wages and more dreadful work conditions in female-dominated sectors. Gender based discrimination is one of the most persistent labour market concerns, the world over (Anker et al., 2003).

Occupational and sectoral segregation might be seen as a succession: as men and women are limited to specific occupations, generalizations are reinforced with respect to men's and women's desires, inclinations and capacities. Thus, this influences both employer's perceptions about men's and women's aspirations, attitudes and skills of individual workers. Along these lines, men and women are probably going to keep seeking after professions in occupations and sectors that are deliberated “masculine” and “feminine” and are opposed to do something else (Mihail, 2006; KPMG, 2014; ILO, 2016)

In spite of the fact that not all female-dominated jobs have stranded work conditions, women workers are bound to be moved in low-paid sectors and occupations than men workers (Charles, 2003; Berik, 2009; Bettio, et al., 2009; Burchell et al., 2014; Wong, & Charles, 2020). Therefore, occupational and sectoral segregation restrains the chances and decisions that men and women have in seeking after various sorts of work. It additionally constrains women's entrance to jobs that have presentable work situations, accessibility of work-family measures and access to social protection.

### **Gender wage discrimination:**

The gender wage difference can be broken down into "explained" and "unexplained" segments. In the ILO's Global Wage Report 2014/2015 (ILO, 2015), the unexplained and explained gender wage difference is surveyed for a collection of developed economies. While the "explained" segment might be ascribed to labour market characteristics that are observable, for example, education level, experience, employment sector, whereas, discrimination and other unexplained variables represent the "unexplained" part. In the United States, where women occupy 62 percent of under paid occupations, the gender wage gap for workers earning less than minimum wage is explained to a great extent (Ghavami, et al., 2016). For better-paid women workers, however, a bigger portion of the gender wage difference stays unexplained. Correspondingly, in the Russian Federation and Chile, unexplained factors generally represent contrasts in men and women wage structure (Maybud, 2015).

The literature mostly cite the unexplained factors, not essentially isolated from discrimination, incorporate returns for non-quantifiable or unobservable attributes, including work flexibility, risk taking, higher mobility, working irregular

hours, competition, work effort, ambition, distinction in obligations. Moreover, discrimination likewise assumes a job in worsening the gender wage difference. Employers may victimize laborers dependent on their abstract preference against women workers (Petreski, and Mojsoska Blazevski, 2015). For example, stereotypes and social expectations regarding potential or real motherhood and women in general, may add to the gender wage difference. Employers may legitimize lower wages of women workers, in light of what they see as women's un-committed attitude to their occupations. All women workers are seen to be likely moms and they might be disregarded when additionally testing tasks or even advancements are made. At that point, when women workers do have youngsters to take care of, regardless of whether their working hours are not decreased, colleagues and employers expect that they have a diminished commitment towards job (Lips, 2013). Therefore, employers practice "statistical discrimination" by accepting that all women workers hope to intrude on their professional responsibilities, show less enthusiasm for training to improve their ranges of abilities and are less inclined to opt positions where the wage is future-stacked (Grimshaw, & Rubery, 2015).

Discrimination against women workers with family obligations – or "maternity-related segregation" – is an unavoidable issue far and wide. Developing proof indicates that "maternity harassment" – to be specific, the act of bothering a woman worker as a result of pregnancy, or an ailment identified with childbirth or pregnancy, or on account of family duties – is additionally far reaching. There are additional reservations that, in various nations, violent or discriminatory practices developed during the economic downturn (Maybud, 2015).

Literature also suggest that discrimination additionally impacts the explained components of the gender wage difference (Lips, 2013; Tharenou, 2013; Petreski & Mojsoska-Blazevski, 2015). For example, men and women worker's work

experience, may vary provided that women are bound to serve diminished hours, take profession breaks to go to family obligations or adopt flexible work arrangements (ibid). As indicated earlier, men's and women's choices to be adaptable are to a great extent molded by the work ethos and, women workers keep on taking more profession breaks than men workers. As discussed above, occupational and sectoral segregation prompts the confinement of women workers in lower paid jobs, which likewise clarifies some portion of the gender wage difference. Both of these elements are influenced by gender stereotypes, family obligations, societies and standards, which cannot be ascribed to individual decision alone.

Social organizations can likewise propagate gender discrimination and along these lines decrease or compound gender wage gap or existing gender in-equalities. Social establishments, which envelop both informal and formal laws, might be viewed as unfair when they underestimate women worker's status in the labour market or in the family unit or restrict their decision making abilities (Demirguc-Kunt, et al., 2013; Branisa, et al., 2013; Gonzales, et al., 2015).

Last but not the least, the trade liberalization further perpetuates discrimination and exacerbate existing gender inequalities by constraining the freedom of association of workers at the work place. One of the principle strategy instruments utilized for trade enhancement and a method of encouraging manufacturing employment growth, is the formation EPZs (export processing zones). EPZs have spread quickly throughout the most recent three decades. The ILO's EPZ database included 176 of them in 47 nations in 1986; by 2006, there were 3,500 in 130 nations. In general, they represent 68 million occupations around the world, a sizeable figure that, however, represent a small fraction of global work. In addition to creating moderately humble increments in work opportunities, EPZs

have now and again been censured for depending on lax labour principles and anti-union guidelines, to pull in investors (Adaba & ICFTU, 2003; Ahmed, 2003). For example, collective bargaining and freedom of association are confined in EPZs in the Dominican Republic (a profoundly effective one in terms of work), just as Pakistan, Bangladesh, Sri Lanka, Egypt, Panama and Nigeria. Strikes are restricted in the EPZs of Namibia, Bangladesh, Nigeria, Zimbabwe, Turkey and Panama (Boris, et al., 2008).

Different EPZs, however, show a less work unfriendly set up; for example, those of the Singapore, Philippines, Tobago and Trinidad have work delegates on their boards. As far as wages are concerned, fragmentary proof proposes that they will in general be higher inside EPZs than outside (Kusago & Tzannatos, 1998).

Concluding, over the last few decades, labour force participation gaps have been narrowing marginally in many areas, however, many gaps persevere and all the more should be done to address them. Specifically, women remain overrepresented in informal job market, denying them access to social security procured through employment, for example, annuities, maternity insurance or unemployment benefits. Likewise, in most of the world's parts women are bound to be underemployed and to embrace temporary contracts and part-time jobs.

Albeit a few upgrades have been accomplished, women keep on experiencing acute wage differences, represented by discrimination and occupational segregation, and furthermore by contrasts in unpaid and paid hours worked. In advanced nations, women are especially confined in low paid sectors, for example, social work and wellbeing, education and various services. In low income developing countries, women are overrepresented in time and agricultural activities that are labour-

intensive, which are regularly compensated inadequately if by any stretch of the imagination (ILO, 2016).

## **2.4 Employee Interactions - Wage and Employment Debates**

### **2.4.1 The Case of the Textile Sector**

#### **Historical Background**

For nearly a century, the fundamental structural dilemma for textile workers has remained to be outsourcing. A New York's dressmakers' association flyer (Why This Strike 1936) asked its individuals to strike, pronouncing categorically, that the association declares essentially and clearly that the absurdity of the unrestrained jobber – contractor framework could not be allowed to proceed unchecked. Back then, outsourcing attire organizations were designated "jobbers", as they chose which manufacturing plants would get the position of making their items. A 1951 report charged by ILGWU (the International Women Garment Workers Union) (Schlesinger, 1958) contends that outsourcing decreases wages and creates disordered insecurity for laborers. In an account that sounds valid in the present times the leaflet clarifies how brands drive the race to the bottom. USAS (United Students against Sweatshops) was conceived out of the labour movement's quest for a grip as the floor dropped free from them. USAS was considered in 1997 by understudy activists working with UNITE! (the Union of Needle exchanges, Industrial and Textile Employees), a replacement to the ILGWU. The point of USAS was to use the four-billion-dollar college attire market—in which brands get licenses from colleges who gather eminences for the offer of clothing bearing their logos and names, totaling somewhere in the range of 1 and 2 percent of all U.S. apparel deals in general (Krupat 2002). USAS asserted 150 sections across the U.S., with students supporting far-away work battles by leveraging colleges'

authorizing agreements with transnational attire brands and the sets of accepted rules therein (USAS, 2013).

Around the hour of USAS' birth, AIP (the Apparel Industry Partnership), set into movement the production of the FLA to observe clothing manufacturing. TNCs rushed to subsidize the FLA and broadcast their own sets of principles, while association accomplices, for example, UNITE!, wholesale, the retail and Department Store Union left the FLA not long after its arrangement (Chatterji, & Levine, 2005). Student activists before long understood that codes were empty, without a genuinely autonomous third party observing work conditions. The FLA developed into CSR, what Ross (2006, 52) called that the model of a way to deal with battling worker abuse, known as Corporate Social Responsibility, affirming that these activities alongside the FLA itself are "practically pointless." Ross proceeds that laborers seldom realize the codes exist, contractors dodge the principles with relative exemption and lie to examiners, remediation of violations is inadequate, and violations are not open information aside from as speculations. Critical of the FLA and dismissing CSR, USAS campaigners required the arrangement of a free observing association and in 2000 framed the WRC, forcing their colleges to join and protect it.

Before long it was obvious, that the WRC reviewing system, as well, was inadequate (Bartley, & Child, 2009). At the point when workers overpowered the significant difficulties to sorting out an association or alleviating a significant labour violation, they would either be terminated, brands would "cut and run," the industrial facility would shut down, or a mix of these results (Esbenshade, 2012).

In 2005, USAS, the WRC, and a few colleges propelled an aspiring fresh movement for the DSP (Designated Suppliers Program). The DSP resounded

UNITE's! member agreements and the 1936 dressmakers' interest for "limitation of contractors", yet would make colleges the implementer rather than associations themselves. Provided with hardly any qualified industrial facilities, colleges' DSP would need to depend on the rationale of "if you build it, they will come". By the 2007 conclusion of BJ&B, the Dominican production line was one of just five on the rundown of potential DSP-qualified plants. Possibilities for DSP appeared dismal, the race to the bottom was nonstop and persistent, thus far laborers had been unsuccessful to stop it (Anner, 2020).

### **Anti-sweatshop Movement:**

There is no general understanding about the meaning of a sweatshop in the antisweat shop development. For example, sociologists Michael Lapp and Roger Waldinger contend that sweatshop work is a type of what the Organization for Economic and Cooperative Development (OECD) calls "concealed employment," which escapes state guideline (Waldinger, & Lapp, 1993). This meaning would support the arrival of sweatshops to the United States. It likewise supports subcontractors of first world MNCs (Multi-national Corporations) that hire laborers in the third world's formal economy under negligent administrative guidelines, and also the very small production units in the informal economy of the developing nations, which are considered standing outside the regulation jurisdiction. Other sweatshop analysts, for example, Michael Piore (labour economist), demand that the expression "sweatshop" ought to be held for a particular association of work, portrayed by exceptionally low fixed costs of production (Piore, 1997). In sweatshops, laborers are typically paid by the piece. Other fixed costs power, rent, heat are held to a minimum by working under unacceptable, unhealthy, congested manufacturing plants, normally administered by a subcontractor (Piore, 1997). Still others utilize the term sweatshop as a distinctive analogy to portray inferior

occupations ranging from bicycle messengers who work in street sweatshops (Lipsyte, 1995), to sea sweatshops, who are the cruise workers (Reynolds & Weikel, 2000), to assistant educators at educational institutes who can be sweatshop workers as well (Schor, 2005).

A few business analysts contend that low pay work utilized by MNCs in developing economies is generally helpful. Wages are normally higher than what is accessible in local labour market. But according to another viewpoint, taken by economists, that sweatshops ought not be readily endured in developing countries.

The student led anti-sweatshop development that grabbed numerous colleges during 1990s, ought to have satisfied economists. Examining the work conditions endured by production unit workers across the world, offered ground-breaking information regarding the world economic operations, the components of global poverty, and most people's preferential situation in that economy.

Above that, the students were devoted not only to clarifying sweatshop situations, but also to evolving them. They needed frantically to plan at least a little to stop the abuse and ambushes on human pride endured by men and women workers who prepared their pants, shirts, or tennis shoes. On numerous educational units, student activism flourished with regards to forcing school executives, by requesting that apparel bearing their school logo not be produced under sweatshop conditions, and, best case scenario, that it be produced by laborers gaining a living wage (Featherstone and United Students Against Sweatshops 2002).

Many main stream economists were not in any manner satisfied. No, they did not contest these stories from the manufacturing plants, a large number of that had been affirmed by the business press (Roberts & Bernstein 2000) and worldwide organizations (Hale & Shaw, 2001). However, the economic school raced

to safeguard the positive aspect of low compensation manufacturing plant occupations, the ones we define as sweatshops, in elevating poverty and economic development.

Furthermore, the economic school were commonly dismissive of the antisweat shop development, led by the students. In summer 2000, the ACIT (Academic Consortium on International Trade), a group of advocates of free trade and globalization mostly comprising economists, volunteered to compose straight forwardly to the leaders of colleges and universities (see [www.spp.umich.edu/rsie/acit/](http://www.spp.umich.edu/rsie/acit/)). The ACIT letter cautioned presidents that antisweat shop dissidents on educational institutes were poorly informed and that embracing sets of accepted rules requiring MNCs to pay improved wages, suggested by the nonconformists, may cost laborers in developing nations, their occupations.

The reaction of economic school towards anti-sweatshop development, was not really astonishing. Economists have a desire for playing the antagonist, and, generally, they contradict mediations into market forces, even arbitrations into the work markets of the developing countries.

Regardless of how unsurprising, their reaction was significantly baffling. Despite the fact that it contains components of truth, what economists need to state about sweatshops comes up short. To begin with, the proposition that economists depend on to defend sweatshops is deceiving, established in a trade point of view that obscures sweatshop mistreatment. Sweatshop mistreatment is not characterized by labour market exchanges, however, by the attributes of an occupation. Second, strategic options dependent on these suggestions are similarly imperfect. Mainstream economists assert that market driven economic prosperity, independent of government regulations, social and labour movements, turn down

events putting a stop to sweatshop deteriorated conditions, misrepresents the historical record. Last but not the least, their attestation that requests for improved work conditions in the global export manufacturing units, will upset third world laborers and disappoint poverty alleviation.

Robert Pollin (an economist), put forth the defense that the anti-sweatshop development was stepping towards improving living and work conditions for many destitute individuals all over the world. We have to connect anti-sweatshop campaigns for the improvement of men and women workers in the export manufacturing units, who regularly work under significantly progressively abusive conditions in the agricultural and informal economies of the developing countries.

Viable implementation of domestic labour law in the developing nations, where work enactment in numerous nations on paper, in any event is significantly extensive, would definitely assist with combatting sweatshop maltreatment also (Portes, 1994). However, the restrictions of this legitimate solution for combating sweatshop mistreatment become clear, when it is applied in nations where domestic labour law, though on paper, does not match the many internationally agreed upon and minimal labour standards. On account of the better performing economies of Southeast Asia, Thailand, Malaysia and Indonesia, most of the core labour conventions of ILO (International Labour Organization) have gone unapproved together with the right to unionize. Minimum wages are far less than the legally allowed minimum wage level, which is the living wage to uplift a family of three individuals over the defined poverty line. Furthermore, in those nations (just as China), trade union activities are systematically and mostly mercilessly stifled.

At the point when labour law insurances are constrained and ILO conventions are neither confirmed nor regarded, then demanding "the law ought to

be completely complied" , will do little to stop sweatshop exploitation. In those cases, authorizing the law would appear to be a precarious establishment on which to form a policy of alleviating sweatshop workers through improved market results.

### **Sweatshops defended**

Mainstream economists defended sweatshops on two exquisitely basic and ideologically ground-breaking suggestions. To begin with, laborers uninhibitedly decide to enter the occupations , and the other reason is that the sweatshop employments are improved than the other alternative jobs available in the informal sector economy of developing economies. The two recommendations have a specific truth to them. Seen from the trade point of view of mainstream economics, the selection alone shows that these processing plant jobs are neither exploitative nor sweatshops. Moreover, individuals decide to work in maquila shops willingly, on the grounds that these are the best occupations accessible to them (Martinez-Mont, 1996). For Nicholas Kristof (1998) (economic journalist), the narrative of Mrs. Tratiwoon, an Indonesian lady, makes a similar point . She puts up with herself and her child by looking over a landfill outside of Jakarta, looking for metal pieces to sell. She expresses to Kristof that she had always wanted for her toddler, to grow big and opt job in a sweatshop.

Stories like these are ground-breaking. The way that numerous individuals in developing countries are worse-off than laborers in the export led industrial units of the world, is a point that mainstream economists put forward to support sweatshops, and economists supporting anti-sweatshop movement cannot refute. For example, economist Arthur MacEwan, perceived that in Indonesia (a poor country), where agriculture sector women workers earn one fifth of the earning of manufacturing sector women workers, it is not at all challenging for the sweatshops

to discover cheap labour (MacEwan, 1998). Furthermore, the Scholars Against Sweatshop Labor proclamation (2001) concedes that " Even after allowing for the frequent low wages and poor working conditions in these jobs, they are still generally superior to 'informal' employment in, for example, much of agriculture or urban street vending."

This is not intended to propose that these trades among employers and helpless laborers, with not many choices, are in fact intentional or that world export manufacturing unit occupations are not sweatshops or spots of misuse. Or maybe, as Michael Waltzer (political philosopher) contends, these trades ought to be viewed as "exchanges after all other options have run out" or "frantic" trades that should be secured by work enactment directing such laws as cutoff points on hours, a compensation floor, and ensured wellbeing and security prerequisites (Rodrik, 1997). Such an asymmetric bargaining position, or any kind of bargaining power, goes unaddressed in standard economic models (Stiglitz, 2000).

A cautious study of the mainstream trade perspective recommends about sweatshop occupations is not they are "uplifting news" for the world's poor however "less awful news" than the typical states of work in the rural and informal economies. The abusive states of the work in the world export industrial units are not denied by their controversy. For example, ACIT pioneer Jagdish Bhagwati says sweatshop occupations are a pass to somewhat less impoverishment (Goldberg 2001).

Rethink the Triangle Shirtwaist fire of 1911. What can be said about the company? Whether, that was a sweatshop, a site of abuse of helpless immigrant women workers? Taken a glance from trade perspective, the appropriate responses would appear to be no. A clothing processing plant in 1911 was entirely terrible

by the present principles, yet not contrasted with alternatives available in those days, commented Price Fishback (economic historian) in the New York Times (Miller, 2003). He said, as per the information gathered in 1908 by the United States Immigration Commission, that garment workers earned 8 percent more than the average of twenty-one ventures studied. Their compensation almost rose to that of American laborers, and was triple the average wage in Italy or East Europe (Miller, 2003). At that point, even dishing the dirt writers permitted that the Triangle manufacturing plant, held up in a cutting edge tall structure, was more secure than normal (Mc Clymer, 1998), and Triangle's laborers promptly conceded that its stable job made them anxious to work for the organization (Kheel Center 1998, Letters, Newman).

### **Core Labour Standards**

The important inquiry is: What are those principles, and are any so fundamental that they ought to be applied all around, rising above the ordinary limits of way? Generally, market analysts, trained as economists and not political rationalists, do not have much to discuss on the issue other than to alert that outside of the slavery subjugation, there is no general understanding about the labour standards and its appropriateness even with regards to bonded labour (Brown, 2001; and Bhagwati 1995).

Moreover, many economists, even some disapproving of the antisweat shop movement, are incompatible with international labour standards about health and safety, right to organize and forced labour. For example, Alice Amsden (economist), who contradicted setting up wage guidelines in developing countries, favored the implementation of other labour laws. She addressed that the issue was not wellbeing and security measures, the privilege of laborers to be treated like individuals and

not to be killed for arranging associations. These rights should be intact (Beccaria & Galin, 1998; Bhagwati, et al., 2002).

In ILO's 1998 Declaration on Fundamental Principles at Work, similar stance was emphasized. The international labour organization's 175 members (regardless of whether they have not affirmed the conventions being referred to) was committed to regard, to elevate and to understand the basic rights of freedom to organize and the compelling acknowledgment of the privilege to collective bargaining, the removal of all types of constrained or mandatory work, the powerful annulment of child labour and the end of segregation in regard of occupation and employment (Chant, & Pedwell, 2008).

The empirical analysis of the impact on economic development, of these core labour standards, is equivocal. For example, the OECD (Organization for Economic Cooperation and Development) found that nations that fortify these core labour standards can increment economic efficiency and development (Kuceria, 2002). Jai Mah (international trade economist), found that endorsement of the ILO Conventions on freedom to organize and on the privilege to nondiscrimination, adversely influenced developing countries' export performance (Mah, 1997). Also, an examination led by Dani Rodrik (trade economist), recommended that core labour standards at a lower level, upgraded a nation's comparative advantage for producing labour intensive goods, however, discouraged instead of pulled in direct foreign investment (Rodrik, 1996).

While workers endure sweatshop mistreatment, young women workers overwhelmingly comprise the workforce of the export led manufacturing plants in the developing countries (Elson & Pearson, 1997). Women workers have likewise been the focal point of the antisweat shop development. Women employment is

commonly high in the textile and clothing industries and in EPZs (export processing zones). In 1995, women workers constituted 74 percent of the worldwide workforce in the textile and clothing industry (Bangasser, 2000).

Concluding, after the catastrophes at Ali Enterprise, Pakistan (1<sup>st</sup> November, 2012) and Rana Plaza, Bangladesh (24<sup>th</sup> April, 2013), the global antisweat shop movement winds up at an intersection. History proposes that organizing another evaluating system, regardless of how thorough, will do little to assault the basic underlying foundations of the hazardous, hopeless states of the worldwide textile and clothing industry. The option is to organize forceful sorting out endeavors that join laborers universally in an immediate attack on the industry's true shot-callers. For a considerable length of time, textile and clothing transnationals have peacefully gathered tremendous benefits behind the drapery of international out sourcing. Laborers in Honduras and Indonesia have started tearing openings, catching glimpses of a fresh world economic order where authentic international labour solidarity powers, those getting the most extravagant to meet eye-to-eye with those making the riches on sewing machines and cutting tables each day. At the point when activists, labour unions, and advocates of the world anti-sweatshop movement, marshal the entirety of their assets- moral, financial, human and political- to help brilliant, engaged, bottom up arranging in major transnational corporations production systems, workers on the manufacturing plant floor will profoundly transform their industry.

## **2.5 Summary**

I conclude the chapter that, while a portion of the ongoing debate on the impacts of trade and employment, has discovered blended impacts, where there are work gains in certain areas however, significant misfortunes in others, some in

depth empirical analysis appear to be thought-provoking a large number of the customary thoughts in the literature of trade (Ebenstein et al. 2011; Altintzis & Busser, 2014). With proof deficient and dispersed, nevertheless, experts acknowledge something: trade and employment connections rely upon the particular trade channel considered and take various structures in various countries. Employment quantity be determined by not only trade but instead of , how appropriately trade is accomplished (Dunne, & Edwards, 2006). Policy makers, trying hard to structure arrangements to upgrade the advantages for their nation, ought to have the option to put together their choices on evidence dependent on the encounters of comparative nations or – as a second best option – on country specific evidence.

While we cannot give a last decision on the effect of trade openness on employment (and we will likely not have the option to do as such, at any rate sooner rather than later) these ongoing investigations do raise significant questions over the recently held opinion, that trade openness would yield employment benefits even over the long haul. Besides, there is the need to all the more likely comprehend encounters, in different nations and the auxiliary conditions that would permit to limit or contain the possibly adverse impacts of trade openness on employment.

No doubt, based on what is proposed by Rodrik (2006) and Meneses-Filho and Muendler (2007), that patterns of trade liberalisation and industrial policies (for instance, contrasts between liberalization in final and intermediate goods) as well as labour market characteristics (for instance , reallocation of workers and the difficulties encountered) could have important part in deciding whether specific workers would be in a better state of affairs, which areas would be influenced and what strategies could be sought after, to smooth the transition. (Yu, You & Fan, 2010).

Bajona, et al., (2010), however, contends for sound micro foundations of models used to assess trade-employment impacts. Nations vary in their labour market and different qualities that are significant all together for the advantages from trade to appear. These qualities ought to be reflected in models used to assess trade-employment impacts, and consequently lead to country specific assessment tasks. Models not mirroring the current economy may create wrong expectations. Getting the micro foundations right is additionally significant for the structure of government policies. Gibson contends, like other economists, for arrangements of micro level policies, directly addressing the incentives of individual economic actors. All together for such arrangements to be planned accurately, the incentive structure of individual actors should be completely understood.

In conclusion, literature review recommends that gender based differences that limit women worker's access to work opportunities, employment and education, create economic inefficiencies in both developed and developing nations. The women employment and wage difference, which infers that women worker's wages are not given at the (male) market rate, infers a skewed investment in human capital and an Inefficient allocation of labour, to the impairment of women workers. These market defects can be viewed as coming from blemished data streams because of social historical and conventional cultural practices.

These market defects influence the development and improvement of the worldwide economy and, critically for the study, away the manner by which trade liberalisation, as an economic phenomenon, convert into women employment.

## CHAPTER 3: TEXTILES INDUSTRY AND WOMEN PARTICIPATION IN PAKISTAN

### 3.1 Introduction

Pakistan turns seventy three in the year 2020. These 73 years mark victories, disappointments, and conceivable moderating systems, in regards to formative encounters for accomplishing the sustainable development goals of 2025, having the catchphrase "no one is left behind", the way in to this study. Pakistan is a developing nation in South Asia, with a populace of 207.77 million (Government of Pakistan, 2017a). Near 64 percent of the populace dwells in the provincial territories, and the economy keeps on confronting pockets of poverty (Akram et al., 2011; Kakwani, & Son, 2016; Hasan, et al., 2009).

Pakistan positioned 151<sup>st</sup> out of 153 nations in the global gender gap index report 2020, closing just 32.7 percent of the gender gap at work place (World Economic Form Report on the Global Gender Gap Index Report 2020 Index). Among South Asian seven included countries, Pakistan positioned towards the end with Bangladesh ranking 50, Nepal following by 101, then Sri Lanka with 102, India approaching 112, Maldives struggling at 123 and Bhutan ranked 131. The most recent report found that progress towards equality has eased back significantly since 2006, slipping from 112 in 2006 to 151 in 2020. Pakistan's scores on the four columns has drastically slipped from 112 to 150 in economic opportunity, from 110 to 143 in educational attainment, from 112 to 149 in health and survival, and from 37 to 93 in political empowerment during the same period. This demonstrates, while women keep on making progress toward an equivalent portrayal on different roads, insights on gender based imbalance are as yet disturbing.

While Pakistan enters its early 70s, world celebrates the centenary of the International Labour Organization (ILO) in 2019, an appropriate time for Pakistan to ponder the question of how far it has enabled its workers to enjoy the benefits of standards for their rights, set by this agency of the United Nations. With its slogan of social justice, as a prerequisite to peace and progress, ILO has eight core conventions and a total of hundred and eighty nine conventions on various labour rights, along with two hundred and five recommendations for the member states, in a journey of conventions from 1919-2017 (NORMLEX Information system on international labour standards). Pakistan has ratified thirty six ILO conventions at various time periods, however, the state has never fully implemented these conventions. Moreover, among the not-ratified conventions, worth mentioning are the protection of wages convention (1949: No. 95) and three conventions on the fixation of minimum wages. The need for giving labour a fair deal, cannot be ignored at any time but it has acquired special significance in the context of Pakistan's current economic woes.

Moreover, given the current COVID-19 situation (from January 2020), where no one is spared from economic and mental strain, and where researchers are expected to shepherd the world out of this crisis, it is believed to be more important than ever to bring the labour wellbeing issues into focus. If unaddressed, a large proportion of the population will continue to be denied the rewards of freedom, they are supposed to have won 70 years ago. In this way, it is essential to inspect the work and women participation in the labour market, with a focus on women dominated textiles industry, in Pakistan.

The chapter is organized as follows. The chapter opens by illustrating the significant characteristics of the focused country, Pakistan. It is trailed by a discourse of the textile sector and its breakdown into the sub-sectors. At that point,

the chapter presents textile trade liberalisation issues, explicitly on the advantages and disadvantages of the eliminating of the multi-fibre arrangement (MFA), with an emphasis on Pakistan's case. It likewise audits the country's involvement in quota restrictions alongside the integration procedure of MFA and takes a gander at the potential effects of the Agreement on Textiles and Clothing (ATC) on Pakistan's textile exports. Finally it highlights and identifies the relative position of women workers in the textile sector and address the key areas that remain un-addressed in the majority of the literature, to date. However, these aspects present serious concerns for the sector and its labour market, and need immediate coping strategies to be pursued in view of the evolving global scenario in the textile and clothing trade after 2005.

Finally, chapter features and recognizes the general situation of women workers in the textile sector and address the key zones that remain un-addressed in most of the literature, until this point in time. However, these perspectives present genuine concerns for the sector and its labour market, and need prompt adapting techniques to be sought after, in view of the advancing worldwide situation in the textile and clothing trade after 2005.

## **3.2 Developments and Challenges in the Textiles Industry**

### **3.2.1 Importance of the Textiles Industry**

The textile industry or the cotton value chain is the biggest industry in the manufacturing sector of Pakistan. Pakistan ranks eighth in Asia, for the export of textile products. The contribution of this sector is 8.5 percent of the gross domestic product. It represents in excess of 60 percent of the total exports, around USD 5.2 billion and 46 percent of total output (Government of Pakistan, 2017a).

The textile industry is largely located in the Punjab province (Ahmed, 2008). The Ex-Finance Minister Ishaq Dar, at the introduction of the 75<sup>th</sup> Plenary Meeting of International Cotton Advisory Committee (ICAC), said that, "Throughout the years, Pakistan has advanced in the field of cotton and now we are the fourth biggest cotton maker, third biggest cotton buyer, and second biggest cotton yarn exporter on the planet" (The News, 2016). Pakistan is among the very few countries, possessing a complete and complex upstream and downstream value chain, whereas many of the countries have one or the other with varying interests. The sector gives work to 2.3 million individuals (Adhikari & Weeratunge, 2006). It has generally, after agriculture, been the main industry that has created enormous work for skilled and unskilled labour. The textile industry retains the second biggest work producing sector in Pakistan.

Inside the textile segments, cotton is the most significant sub-sector in Pakistan, and ginning is the first and the most pivotal stage in the entire value chain. Ginners satisfy the significant job of connecting farmers to the textile manufacturers and oil factories. Thus, a huge number of lives and an impressive segment of Pakistan's GDP is—legitimately or in a roundabout way reliant on this sector. Ginning processing plants hold a vital position in the cotton value chain. They are the significant customers of the cotton producers and give raw material to the textile industry and the oil plants. A large number of individuals in Pakistan, depend on the sub-sector for their livelihood (Asia, 2008).

Ginning's basic purpose, is to convert field-cotton in saleable form to the textile industry, so it acts as a bridge between the producers and the users. In the past, ginners' sole purpose were to separate fibre from cotton seed, but today's ginners have to do a lot extra to get value for their product: they have to dry and clean the cotton; separate fibre without any damage; clean fibre from trashes,

contamination and high moisture; and put fibre in acceptable packing (Tanveer, Aslam, Farooq, & Habib, 2012). Ginning is in this way a significant exchange point in the cotton value chain. Subsequent to picking of seed cotton, it is moved to the ginning industrial facilities for additional handling. Ginning segment goes about as scaffold between the farmer and textile industry. Ginning phase of cotton assumes a noteworthy job in quality determination of textile industry's raw material, by converting it into seed and cotton lint that alone records for around 30-35 percent of the cotton (Baffes, 2001, p.169).

There is no consensus on the exact number of the ginning factories operating in the country. In total 1,221 cotton ginning factories exist in Pakistan (see Table 3.1), with total installed capacity of 20 million bales on three shifts basis (Ahmed, 2008). Currently, some of the ginning factories are closed, owing to technical and financial reasons. In December, 2008, only 1,007 factories (82 percent) were operational, out of which about 81 percent were located in the Punjab Province and about 19 percent in the Sindh Province (Tanveer, et al., 2012). Ginning factories are mostly situated in Multan, Rahim Yar Khan, Bahawalpur, Vehari, Sahiwal, Khanewal, Muzafargarh, Jhang, Toba Tek Singh, Hyderabad, Sargodha, Matiari, Jam Shoro, Tando Allah Yar, Dadu, Sanghar, Umar kot, Nawab Shah, Mirpur Khas and Kahirpur areas of Punjab and Sindh. There are 156 ginning processing plants in District Rahim Yar Khan (Muhammad, et al., 2013), 300 in District Multan (Tanveer, et al., 2012).

**Table 3.1 Cotton Value Chain 2002**

Sector	Units	Production
Ginning	1221	10,314 m bales
Spinning	445	1818 m kg
Weaving	174	5600 m sq. meter
Processing/finishing	731	2700 m sq. meter
Garments	4000	650 m pieces
Terry towels	400	53 m kgs
Canvas	2000	Looms 32 m kgs
Knitwear	700	400 m pieces

Source: Saleem (2003).

### 3.2.2 Trade Liberalisation in the Textile Industry

Since 1974, the MFA controlled worldwide trade of textiles and clothing with a quota system (Staritz, 2011). The 1994 ATC started to eliminate MFA standards, with a ten-year change period (Lopez-Acevedo & Robertson, 2016), liberating enormous retailers from geographic sourcing requirements. This profited the huge clothing retailers and their clients, generally situated in the United States (US) and Western Europe. Developing country producers, however, wound up under huge tension post ATC expiry (Staritz, 2011).

With right around 40 percent of its assembling workforce and 60 percent of its exports reliant on the sector, Pakistan is entirely helpless against the impacts of trade liberalisation (Frederick & Staritz, 2011). The government of Pakistan convened a progression of dialogs with industry and multilateral organizations, to address fears that the industry may be adversely effected by the competing countries like Bangladesh and China, where producers are better set to offer lower costs, quicker delivery and improved supply chain auditability. These concerns exacerbated

the early 2000s because of shortage of power, inappropriate infrastructure and security concerns (Rauf, et al., 2015). Accordingly, industrial facility owners endeavored to lead two significant changes in Pakistan's textile sector.

The first change involved, moving from a framework that depended on male workers who are being paid on piece-rates under informal work agreements, to an increasingly mechanical, salaried model with a point by point division of work and administrative supervision. The customary textile industrial framework, depended on Informal contracting of male workers who were versatile crosswise over production lines and choose their own pace of work without close supervision. They viewed themselves as “self-employed skilled workers” who appreciated a proportion of freedom and soundness. The piece-rate framework was alluring for industrial facility owners, who profited by its adaptability and counterbalance the comparatively high piece-rate compensation by limiting the expense of advantages (for example annuities, social insurance, health care). In the words of a production manager, “a piece-rate worker moves around various organisations for work”. He included that “he questions our instructions. This is because he considers himself karigar (skilled-master)” (Munir, et.al, 2018).

The subsequent change included the recruitment of female workers who got a minimum wage. They received about half the average wage of the male workers they replaced. These progressions experienced significant threatening vibe and obstruction, to the amazement of industrial facility owners, who at that point prepared different offices – the state, multilateral associations, and community leaders - to legitimize and advance the ideal restructuring. This prompted the multiplying of female workers from 10 percent of the aggregate of 700,000 workers in the textile industry in 2004 (USITC, 2004) to 20 percent of the total work force by 2009 (Haque, 2009). The expected progress to salaried line-work,

experienced resistance from the current male workforce who contradicted, for instance, by easing back their pace of work. A manager remarked, “male workers have learned certain skills and they consider themselves masters. They do not want to change. If we want to improve our process, they do not cooperate” (Munir, et.al, 2018).

Facing this trouble and mindful of the fact of female workers dominated textile industries in the competing countries, industrial facility owners and the government, recognized the introduction of huge quantities of women workers as the methods for guaranteeing the smooth progress to a salaried, Taylorized system. Inside the local, cultural, social and strict setting, women are seen as increasingly agreeable.

A great deal of expectations were attached to trade liberalisation, for Pakistan’s textile industries. Despite considering post MFA scenario “clouded” (Spinanger, 1998), and given a variety of opinions concerning the impact of a quota free regime, the monetary ramifications of the ATC for Pakistan were pretty much as anticipated (Malik, 2007; Ministry of Finance, 2005; Nordas, 2004; Siegmann and Nasim, 2012). As expected, the Pakistan textile industry has progressed in certain area, specifically as a worldwide provider in fabrics and cotton yarns because of its low cost labour supply, easy access to locally produced raw cotton ensuring a backward linkage characteristic in the textile chain. However, the under-interest in innovation and technology, the absence of product diversification, intensifying energy crisis, and deteriorating law and order situations, added to its decline in global competitiveness.

The end of quota system has in fact influenced the textile industry both positively and negatively (Mehta, 1996). The positive element originates from

greater employment production from expanded product demand. The negative impact comes from increased pressure on workers to deliver more in less time, settling on reduced work place social consistence standards. A liberalized trade in textiles has likewise expanded female employment in the Pakistani industry. Worth nothing are the implications of trade liberalisation for the particular gender aspect of textiles production (Munir, et al., 2018) has not been emphasized. This is significant in light of the fact that the workforce in the units influenced by work sparing industries, is dominantly male. The long haul impacts of trade liberalisation for the gender arrangement of the workforce therefore remain unclear, however what is foreseen is that the female instead of male laborers, may bear the outcomes of a potential weakening of work conditions. Moreover, the job concentration of female laborers is in the units where different sorts of unstable agreements and piece rates are in like manner practice, they work in progressively susceptible conditions, where an external pressure will be felt more by them.

The above developments raise a significant aspect, that, while wages and employment are increased in the industry, through expanded exports for a while, however, such improvements have ended with the ultimate dismantling of the MFA quotas on January 1<sup>st</sup>, 2005. Subsequently from 2005, exports of textiles have festered causing a decline in employment and wages, marking a drop from \$13.5 billion in Fiscal year-14 to \$10.5 billion in Fiscal year-17 (Government of Pakistan, 2017b). Enormous purchasers highlighted the low cost textiles sourced from India, Bangladesh, Sri Lanka, and China, where salaried female workers dominantly performed production under ordinary administrative supervision (SMEDA, 2000). It is expected to go down further, moving towards the earlier foreign competition times, as from the newcomers like Vietnam.

The termination of MFA destabilized the production framework. The domestic explanations which prompted "virtual disintegration of the textile industry," throughout the years, as suggested by industry analysts and experts include: significant expenses of business, developing taxation rate, costly bank credit, significant expense of power and gas, utilization of old machinery, absence of introducing modern machinery and innovation. "Pakistan's biggest industry, labour employer and dollar earner, has gone on warpath as production and exports shrink", comments a leading newspaper (The Express Tribune, 18<sup>th</sup> March, 2013) (Baig, 2013).

### **3.3 Role of Women in Textiles Industry**

#### **3.3.1 Female Participation in the Labour Market**

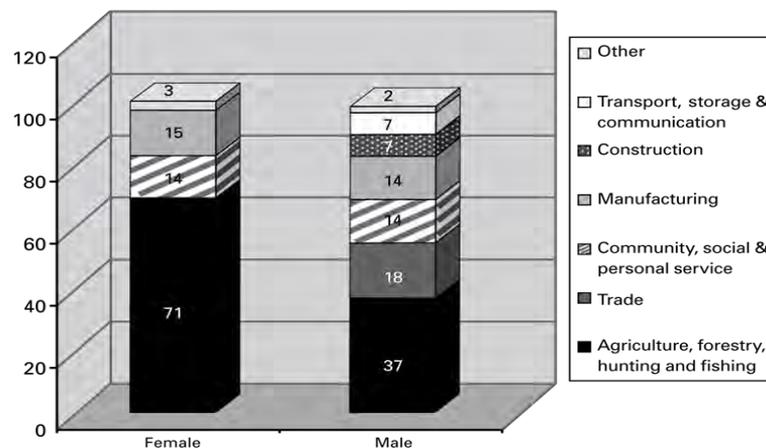
Pakistani men are seen as monetary suppliers, and women, dependents homemakers. The foundation of purdah, the strictly legitimated isolation of the genders, gives further help to the outline of male and female space and jobs (Table 3.2) (Mumtaz & Salway, 2007). In Pakistan and different areas of South Asia, gender standards connect certain spaces and exercises solely to women, and others to men. The house is characterized as the woman's physical and ethical space, though the world outside the house is seen as being identified with men (Moheyuddin, 2005). As women's containment inside this spatial limit and their sexual conduct is connected to the male's honor, women's developments are confined and controlled so as to secure the family respect.

**Table 3.2 Specification of Women’s Role, by Distinct Boundaries**

	Male	Female
a. By space	Market Place	Home Place
b. By role	Bread Winners	Home makers

Source: (Mumtaz & Salway, 2007).

In any case, Pakistani gender relations are not homogenous. When contrasted with different regions, Punjab is portrayed by nearly less unbending gender rules (Mumtaz & Salway, 2007). Class contrasts connect with gender standards. Financial constraints force poor women to be versatile past the home (Sathar, & Kazi, 1997), however, they are debilitated from other socializing exercises (Mumtaz, & Salway, 2007). This has impacts on gender uniformity in the monetary domain and beyond. Endeavors to limit women's progress to the household, bring down their contribution in salary oriented work. With 24.8 percent of its female populace financially dynamic (though they constitute 49 percent of total population), Pakistan women's commitment in the labour market ranks at the lowest end of the Asian distribution (Boris, et al., 2018). What's more, of this 24.8 percent, a larger part fill in as unpaid family partners (Elliot, 2019). Those associated with paid industry, face a smaller scope of areas and occupations when contrasted with men (Figure 3.1)



**Figure 3.1: Sector based Gender Employment, 2010-11 (%)**

Source: (Government of Pakistan (GoP), 2011).

Nonetheless, the agricultural sector that retains the burden of the female workers, manufacturing, (for example, in the textile and surgical industries) teaching and nursing (subsumed under "community, Social and Personal service" Figure 3.1) are different sectors that utilize an important women share. Men encounter relatively more work related opportunities, for example, in the transport, construction and trade sectors. Limited choices likewise infer a flimsier negotiating position. Subsequently, women workers face less fortunate working conditions in contrast with their male associates. This incorporates that average male incomes represent more than two-thirds, that is above 66% of what their female partners receive, despite that a more noteworthy proportion of women, when contrasted with men are utilized Informally (ILO, 2019) (incorporating cotton picking piece-rate workers, who are paid by the heaviness of their gather; locally situated specialists sewing soccer balls; or independently employed merchants of milk and eggs in the neighborhoods). Such Informalisation of women's work has been demonstrated to be ascending crosswise over South Asia (Unni, 2001).

With these subsumed gender hierarchies, there is very less room for women to exercise their work related freedom and labour requirements that in turn sabotage the negotiating skills and position of the presumed vulnerable group comprising of half of the population of the country.

### **3.3.2 Women Workers in the Textile Industry**

The worldwide textile industry is significant as women workers represent multiple thirds of the worldwide labour force. Moreover, Pakistani textile and clothing industry is the second biggest women employer, after agriculture area (ur Rehman, & Ali, 2008) and the biggest employer of women labour in manufacturing sector (Akram, & Kashmir, 2015).

The textile industry has for quite some time been a focal point of scholarly research, particularly since textile creation has remained genuinely simple to enter for industry visionaries with moderately low degrees of venture, making it the exemplary "first stage" of industrial development for some countries. The New International Division of Labour (NIDL) mapped the main influx of migrations underway destinations during the 1960s and 1970s (Froebel, Heinrichs & Kreye, 1980). Later investigation into worldwide commodity chains mapped further adjusts of movement (Gereffi, 1999), as production moved from the recently industrialized Asian economies to neighboring countries in South and Southeast Asia. Consideration has likewise been given to the appearance of the constant-continued-predominance of women workers in the continual relocation pattern. All around, women normally make up 74 percent of the textile industry workforce; it is really a women's industry (Hale, & Shaw, 2001). A fundamental paper by Diane Elson and Ruth Pearson tended to the enquiry of gender stereotyping and employment of women workers that underlay the arrangement of the workforce. It is calming to locate similar generalizations are still in play (Elson & Pearson, 1981). Depicting the Guatemalan textile sector in a significant textile trade diary, the researcher attributes the utilization of women workers to their natural "manual dexterity" and compliance (De Coster, et al., 1999). Other work has taken a gander at the marvel of the female workforce in countries, for example, Bangladesh (Kabeer, 2012), and there have been broad discussions over empowerment of waged labour. Clearly, regardless of whether women's work in the industry bolstered into their empowerment over the longer run, routine working conditions for the workers have stayed inauspicious even in Export Processing Zones (EPZs) (Chant, et al., 2008), and subject to the steady danger of migration.

Up to this point, a large portion of the scholarly research on work conditions in the textile industry has been connected to explicit countries and additionally production destinations (Kabeer, 2012). Work on product chains can give a helpful context for analyzing the worldwide industrial structures. It has been a concentration for the Global Commodity Chains approach of Gereffi and partners (Gereffi & Korzeniewicz, 1994). They concentrated on issues of administration and power inside the chains and the characterization of textile chains as "Buyer Driven". Others have contended that increasingly complex models should be created, utilizing the idea of a system and educated by the social settings where systems are inserted (Hughes, 2000). For activists, the idea of linear chain has a specific reverberation, since it addresses inconsistent power relations—significant in maintaining an attention on labour conditions and abuse. Regardless of this, most scholastic chain investigation has included substantive examination neither of gender relations nor of labour conditions, inside this universal setting. In reality, most of the research has begun inside the associations themselves, instead of from the scholarly world. For instance, in the late 1980s, the exploration that advanced the foundation of the Clean Clothes Campaign in Europe, was done by a Dutch non-governmental organization (NGO) (Akkermans, 2011).

The circumstance they portray is called 'contract workers,' whereby a worker is contracted through a third party, instead of being employed straightforwardly by the organization. The perpetual quality of these agreements is brief; workers are enlisted and terminated instantly, commonly without getting any contribution that they deserve (Dawn News, 2016).

On account of Pakistan, the textile industry has by and large been seen as an industry appropriate for the work of female workers for the accompanying reasons

- In the preindustrial housing economy, textile production (especially sewing/stitching and spinning) as "women's work".
- The work is appropriate for the "nimble hands" of women workers as it is viewed as light (instead of heavy) fabricating industry.
- Widely held perspective of producers that women workers are both an increasingly 'docile' and 'less expensive' option in contrast to male work.
- Last but not the least, women are all the more promptly accessible as an expandable as well as undiscovered labour pool. (Akram & Kashmir, 2015)

The textile sector is the biggest women worker employer, in the manufacturing sector of Pakistan. Women workers comprise, approximately, a 30 percent of the total sector's workforce (about 2.3 million laborers) when contrasted with a 15 percent of national average. Although, women comprise about 30 percent of the total sector's workforce, relative female participation is significantly higher, up to 75 percent of the absolute workforce, in stitching sections (Government of Pakistan, 2017a). Though, the workers are standard employees of the particular organizations, most of the workers in the stitching sections are employed through sub-contractors and receive piece rate income. Nonetheless, The Pakistani textile industry plans to adopt labour saving technology, as a move towards machinery upgradation to prepare for the post MFA era. Arranged or actualized limit builds, consequently do not really add up to the workforce. However, the women dominated stitching sections are not the essential focus for machinery upgradation (Siegmann & Nasim, 2012).

### **3.3.3 Informalisation and Conditions of Work**

The number of individuals employed in Informal work contracts, has ascended in the previous decades in developing countries, despite the accomplished economic development. The pattern is classified "Informalisation". Informal work stands outside of the circle of government's supervision over the labour markets. This implies the Informal workers are devoid of formal contracts, that may shield them to a specific level from losing their employment. They are not ensured in regards to the working hours, wellbeing and security at the work place. Their wages and the reality whether they will get them on schedule and in full aggregate are not installed in any proper record that would guarantee its legitimacy and the privilege to be executed. These workers are not given any sort of mandated benefits that would typically be an element of "formal" employment opportunities, either in public sector firms or the private sector (Hale & Shaw, 2001).

Global competition has paved the way for "subcontracting", a tremendous challenge to the advancement of ethical trade. The massive growth of subcontracting is the result of the changing controlled patterns and rising global competition. Furthermore, subcontracting can be characterized as the manufacture of products by one firm for another, dependent on the instructions of the lead firm (Unni, Bali & Vyas, 1999). Commonly, there can be a few layers of firms or middle people, intervening the connection between the real production workers and the final product market. The lead firms ordinarily practice impressive command over their subcontractors as far as value, quality and timing of the items they supply, are concerned. However, unsurprisingly they have had minimum concern for work conditions, in other words promoting "Informalisation".

The textile industry is inhibited by retail companies and marketing that deal with a worldwide system of suppliers in low-wage countries (Gereffi, 1999). An extensive writing has risen examining these patterns and underlining that practicality and benefits in the textile supply chains progressively come, not from large scale manufacturing and economies of scale, but from the ability to control complex production networks (Gereffi, 1999). For instance, one US retailer is assessed to have more than 13,000 providers, who thus source from about 78,000 subcontractors (Kearney, 1999).

The points of interest to subcontracting organizations, have been evident in two fundamental territories: diminishing labour rights and production flexibility. There can likewise be production delays brought about by late appearance of textile or a minute ago changes in texture or shading. By decreasing the customary processing plant workforce and utilizing subcontractors, employers can respond to these progressions, however downplay the costs (Green, 1998).

What has risen in the textile industry is a system of globally competitive subcontracting frameworks. The labour activist organisations see a connection among this and amplified pressure on work conditions. Wages and work conditions in the textile industry have consistently been low (Green, 1998). Disclosures that wage rates can represent under 5 percent of the total product value, have been profoundly compelling.

International subcontracting competition has widened the threat to working conditions through a procedure of descending pressure (Akram, & Kashmir, 2015). So as to contend, organizations at the highest point of supply chains, pressurize contractors, trading companies and agents for lower-cost merchandise. Then, with more and more countries associated with export production, small manufacturers

are caught up in fierce challenge for orders. Mediators who need to fulfil the cost needs of the purchasing firm boost their own benefits by pressing producers. As opposed to turn down a request, small manufacturers acknowledge unrewarding arrangements and make them work by pressurizing their own workforce through constrained or unpaid extra time and by subcontracting to homeworkers and little workshops, the most reduced paid workers toward the finishing end of the chain.

This developing subcontracting pattern implies that the entire industry chips away at the premise of adaptability, short-termism, insecurity and competition. It is consequently nothing unexpected, that workers themselves are looked with these issues. Textile workers face day by day instability as their work is dictated by style patterns and market variances. Indeed, even in bigger industrial facilities, numerous businesses have received methods for expelling obligation regarding their workforce when work is rare. Workers might be utilized on an easy going, low maintenance, transitory premise, and there is expanding utilization of agencies that supply informal labour. Similarly, rivalry between small manufacturers to lessen costs and complete orders, is bringing about an expansion in work force. This manifests a noteworthy utilization of shifts, stretched working hours and decreases in the numbers on production lines. Intensity is most prominent, when a specific production challenge must be met, and workers are normally kept in the production line until the order is finished. Employers may even convince workers that this is to their greatest advantage, since employments will be compromised if orders are not finished. Protests against unnecessarily long working hours are most often made by NGOs and the unions (Bangasser, 2000).

Worldwide subcontracting likewise undermines conventional types of worker organisations, by not just making enormous gaps among workers and their decisive

manager, yet in addition, isolating workers from one another. It is related with disruptiveness and the debilitating of existing union control (Needleman, 1998).

### **3.3.3.1 Generating Wages**

Textile sector wages, throughout the world reveal clear pay gaps based largely on gender. By and large, men in the textile division acquire, more than women. Gender assumes a key job in deciding the degree of expertise or level of work to be performed and the extent of payments in most of the national textile industries. A study by Piler (2005) uncovered that 95 percent of women workers do not have agreement letters, as enlisted on impermanent premise, and 64 percent are receiving below the minimum wage level, which is fixed by government at Pak Rs. 7000.<sup>2</sup> Workers having no composed agreements face more job vulnerability in the midst of low labour demand. They are increasingly inclined to occasional mandatory layoffs and reduced weeks.

By and large, women commonly earned as meagre as 45-50 percent of what males received under static wage structures. Indeed, even a similar assignment or process, pays more to males than females. Workers are paid on piece rate, in this way a worker's compensation relies upon how efficiently she can function. Even when both men and women are paid according to piecework levels, normally women earned not as much as men on account of their lower yield, which is again because of the workplace assigned to them. Literature recognizes that it is the female as opposed to male workers who endure generally, because of their concentration in work units where piece rates and different sorts of dubious

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<sup>2</sup> (in the 2019-20 budget, the federal government and the provincial governments of Khyber Pakhtunkhwa and Baluchistan have raised the minimum wage for unskilled workers from Pak Rs 15,000 to Pak Rs 17,500 a month . the government of Sindh has raised the minimum wage from Pak Rs 16,200 to Pak Rs 17,000 a month <https://dailytimes.com.pk>).

agreements are normal. The endless loop of hostility begins with low; management quality, productivity and less skilled workers, in small processing plants. This prompts unnecessary overtime due to lower piece-per hour productivity, and workers invest energy doing revamp. Extended periods lead to tiredness, disease and mishaps. These add to low efficiency and elevated levels of revising, as piece rate workers are not paid for adjusting thus significant levels of revamp altogether influences their wages (Munir, et al., 2018).

### **3.3.3.2 Working Conditions**

Both the ginning and stitching subsectors are termed, arduous as they have never been simple. Literature reveals that textile processing plants have exceptionally poor working conditions (Iqbal et al., 2015; Nataraj, 2011; Nordås, 2004; Papyrakis, Covarrubias, and Verschoor, 2012). Textile women workers might be progressively vulnerable due to youth malnourishment, which debilitates the immune system. Moreover, they are prone to infection and more inclined to work conditions related ailments. Socially traditional behavior of subcontinent family oriented women, who also overwhelm textile industries, is to prioritize children and husband in feeding, denying themselves of significant nutrients and focus on their medical needs as last requirement.

Factory Work conditions can straightforwardly endanger workers' wellbeing and security issues. Literature reports serious health risks found in the textile industry due to ceaselessly breathing in toxic substances like chemicals and pesticides; not being permitted to stand or move while working causes strain injury, wellbeing issues of evacuation routes and fire security; carpal passage disorder, temperature, commotion, storage and dust related hypersensitivities and sicknesses and being compelled to work amazingly extended periods. In view of pressure to

deliver more in less time and repetitive workers are increasingly hesitant to take breaks to relax and this causes incessant back and neck issues (Akram, & Kashmir, 2015).

### **3.3.3.3 Union Membership and Bargaining Power**

Accessible official information (Statistics, 2012) clarifies that unions speak about only 5 percent of laborers in the formal sector. Starting in 1996 at 318 unions, only 39 are operative in the year 2005.

The female members comprise less than 2 percent of the registered trade unions, according to secondary data (Statistics, 2012). Females are disorganized as well as they are socially disheartened from taking an interest in any sort of collective mobilization. Discourses with industry partners revealed that the majority of the female workers in small factories have no information on organizations' set of accepted rules, collective bargaining and the rights to unionize (Akram & Kashmir, 2015).

## **3.4 The Stage of the Ginning and Stitching Sectors**

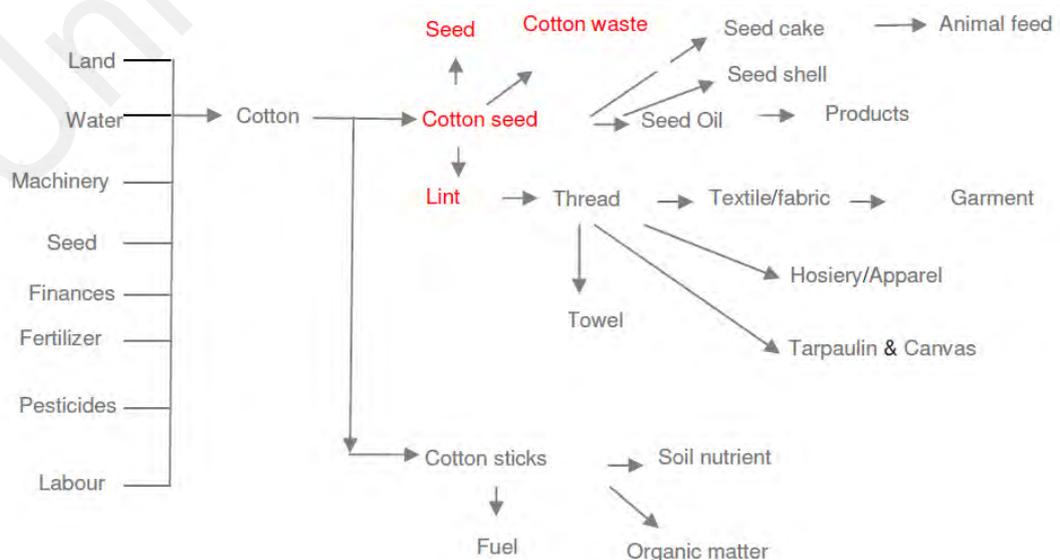
### **3.4.1 Placement of Ginning in the Cotton Value Chain**

In 1793, Eli Whitney is believed to have designed the cotton saw gin. Before that, the process of separating lint and seed was done manually (Tanveer, et al., 2012). However, Lakwete (2003) believes that gins were invented centuries before Eli Whitney, and argues that the history of gins starts with cotton plant and gins originated in India. So history of ginning in Pakistan is very old (Asia, 2008).

The ginning sector existed in Pakistan before Independence in 1947. Legislative process related with the ginning sector started in 1920s. The acts and

laws enacted at the time of the creation of the country are still in practice. Government intervention in the cotton market began in 1950s, when the price of cotton in the world market rose sharply due to the Korean War. As a result, the Government raised cotton export duty from Pak Rs. 60 to Pak Rs. 300 per bale in November 1950, aiming at stabilizing the cotton prices in the domestic market to give benefits to the ginning industry (Andrus, & Mohammed, 1966, p. 14). Modernization of the ginning sector in Pakistan began in early 1960s. The Second Five Year Plan of Pakistan gave specific emphasis to the ginning sector. There existed 807 ginning factories in the West Pakistan, in the mid of 1960s (Andrus, & Mohammed, 1966, p. 14). Though, post 1960s, the ginning sector was largely overlooked by policy makers, until late years, when they finally realized the need of redesigning the innovation for the ginning sector.

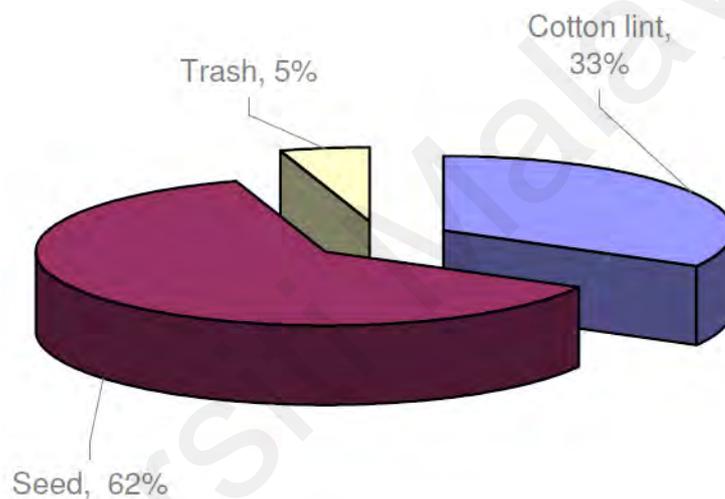
The ginning sector is best understood by its position in the cotton value chain, which in turn is very long and very complex. The cotton value chain developed by Rehman, Farooq & Ahmad (2008) has been adopted to show the positioning of ginning sub-sector (Asia, 2008). Figure 3.2 presents the ginning position in the backward and forward linkage in the cotton value chain.



**Figure 3.2. Ginning position in the Cotton-Value Chain**

Source: Adopted from Rehman, Farooq and Ahmad (2008).

The production of cotton requires several inputs like land, labour, seed, water, fertilizer, pesticides, finances, etc. The subsequent exchange point in the cotton value chain is the ginning. Cotton is ginned to produce cotton lint, seed, and waste cotton. Seed is used to produce oil and seed cake, while cotton lint is used for the manufacturing of textile and clothing products. A quantity of 52,000 kilogram seed cotton produces 17,200 kg [100 bales] of cotton lint, 32,240 kg seed, and 2,560 kg trash (Altaf, 2008), so lint accounts for 33 percent, seed 62 percent and trash 5 percent (Figure 3.3). So trash concentration is at a high level.



**Figure 3.3. Cotton Composition in Pakistan**

Source: (Altaf, 2008).

### 3.4.2 Issues and Concerns in the Ginning Sector

Raw cotton is the major input in the process of ginning. The first major problem emphasized by literature is the cotton quality. Several studies have highlighted this issue i.e. poor cotton quality. For example, a study by Salam (2008) has revealed that extent of contamination in cotton goes as high as 19 grams per bale. Cotton contamination has particularly adversely impacted cotton yarn export, affecting the higher value added sectors' performance along the cotton value chain (Ahmed, 2008).

Cotton for the most part contains high trash centralization and other waste material. Cotton is purchased and transported (mostly by bull cart) by beoparies (middleman and the local buyer), to centers that commonly run by brokers who have associations with the ginning manufacturing plants. Cotton produce is generally pressed in jute/polypropylene packs and moved to the ginning processing plants by bull carts or tractor trolleys. These jute/polypropylene packs prove to be the major source of cotton contamination. In some cases, the cotton produce is stocked supplied in trolleys fitted with outlines wrapped with polypropylene packs planted together with jute yarn. These edges likewise demonstrate to be cotton contaminating (Khan, 2008).

Moreover, farmers try not to keep cotton of various assortments separate, in the end; individualistic attributes of various cotton assortments are lost. Furthermore, farmers need appropriate abilities in picking, stocking, pressing and moving cotton. A middleman receives cotton from around 20-30 beoparies. Middlemen stock procured cotton in open spots where it is completely exposed to heat of the sun, residue, dew and different pollutions. Yearly misfortune caused by the nation extend from US\$1.4 billion to \$3.0 billion because of contamination (Asia, 2008). However, actual loss is likely to be much higher as people engaged in the ginning lack any formal education or training.

The second major concern is that the industry is also facing frequent power breakdown (load shedding). A period of day by day load shedding, extending from 8 to 12 hours brings about inertness of the processing plants and labour for considerable timeframe, thus raising the unit cost of production. Eventually, ginning processes get frequently disrupted.

Third, the current ginning innovation is old and harms the staple length during the way toward ginning, needs dampness control framework, brings about exorbitant warming of the seed cotton, and is wasteful in garbage expulsion (Muhammad, et al., 2013). Ginning processing plants have old machinery as well as rehearsing obsolete techniques for ginning (Salam, 2008). They have neglected to keep pace with quick changing universal criterions (Altaf, 2008). A large portion of the ginning plants do not have lint cleaners, precleaners, or programmed pressure instruments. Ginning innovation in Pakistan is least fortunate on the planet (Dawn News, 2007, February 02). Lint cleaners are installed in only 10 percent of the ginning factories (Altaf, 2008, p. 61). Inferable from poor ginning technology, cotton quality is impaired. 'Saw gins' are mostly locally made and are a copy of US "saw gin" brands like Continental, Centinial and Lummus which were utilized in USA during 1950s and 60s (Khan, 2008).

In Pakistan, 'saw gins' are created by the workers and technicians who have not received any formal training. Provided the limited skills of workers in manufacturing, the productive capacity of the locally manufactured saw gins stays extremely low. For instance, as indicated by SMEDA (2008), the difference of production by a locally manufactured single machine and the branded continental Eagle machine is 2 bales per hour and 7.5 bales per hour, respectively. The ginning hardware has encountered noteworthy headway during most recent four decades. However, according to global standards, the efficiency of ginning machinery has come to as high as 60 bales for an hour (Altaf, 2008). There are negligible benchmarks for the assembling of ginning apparatus, and no legitimate ginning practices in Pakistan (Muhammad, et al., 2013).

Estimates of ginning machinery manufacturers vary between 48 and 75. Most of the manufacturers of ginning machinery are located in Multan, Rahim Yar

Khan, Bahawalpur, Vehari, Burewala, Mian Channu, Chicha Watani, Sahiwal, Faisalabad (Khan, 2008). Components and spare parts of the ginning machinery being manufactured in the country are not standardized, as they vary in size (Muhammad, et al., 2013).

Finally, the ginning sector comes up short on any principles for guaranteeing the wellbeing and security of the individuals working in the ginning industrial facilities. Ginning workers bare cotton dust, that may develop respiratory symptom problems and there exists a positive connection between the contact to cotton residue and symptoms of dyspnoea, phlegm, cough and other atopic reactions (Khan & Saadia, 2006).

### **3.5 Summary**

Trade liberalisation is crucial to nurture development and economic growth in any country, particularly developing countries. However, if the sole motive of the entire exercise is directed towards competing at every cost, then the concept of development is a left-out notion. Alterations made in the structure of the economy, to expand the share of exportable finished items could be an ideal sign for this procedure. Nonetheless, expanding trade liberalisation likewise brings about reshuffling of employments across sectors. The chapter profiles the textile sector, focusing on the labour market reply to post MFA scenario, in terms of the role of women in the ginning and stitching sub-sectors of the textile industry of Pakistan.

The motivation behind this study is to detach from these point by point discussions and to return to the aspect, whether codes are a proper instrument for handling work conditions in the textile industry. Furthermore, do they form an

appropriate strategy for a workplace where women workers are in majority. For this purpose, the ginning and stitching sectors are chosen for the study.

Ginning, which provides a foundation to the whole textile sector in the country, has been seriously neglected by the researchers. There is no evidence of any study on the productivity of human resource in the ginning sector (Asia, 2008), or the gender composition of the labour force for this specific sub-sector. However, given the concerns faced by the sector, and the nature of labour required to ensure quality in the critical era of global competition, the most suitable option left with the manufacturers is the ideal combination of “manual dexterity” and “docility” in the form of women workers. The study therefore intends to explore the employment and wage status of women workers in two women dominated sectors.

## CHAPTER 4: METHODOLOGY

### 4.1 Introduction

The chapter comprises the study design and the study methods. It starts with a justification of the research focus, and an explanation of the constructivist paradigm that frames the scholarship. The theoretical perspective used is symbolic interactionism, that illuminates the research, and the vital connections between grounded theory and symbolic interactionism, are also conversed. Then follows the review of different grounded theory “schools”, reflecting on the selection of the grounded theory method for the study. Researcher sensitivity and objectivity is also conferred.

The study design provides the methodological perspective of the study. However, the research methods commence with discussing the process of selecting the participants, followed by the types of sampling methods employed for the study. A purposive sampling method is chosen at the initial stage but as the study proceeded, as per the grounded theory approach, the sampling method turned theoretical. A general participant’s demographic profile is introduced, together with the participant’s profile, who contributed in individual interviews and focus group discussions. The data collection procedures and methods are also conversed, alongside the methods of data analysis. Despite, the conversation divides data analysis and data collection, both of them are indeed carried out concurrently. Data analysis begins instantly after ending the first individual interview and lasted until the finalization of the study, focusing immensely on the grounded theory approach.

### 4.2 Research Focus

The current study aims, generally to explore the experiences of the women workers in Pakistan, more notably in relation to employment and wages in the

informal work setting of the ginning and stitching sub-sectors of the textile industry. More specifically, the study endeavors to get a better understanding of how Pakistani women experience informal work, by looking at the contextual factors which have influenced these experiences. Therefore, to better understand such experiences, the study is situated in constructivist paradigm, particularly the contribution of Guba and Lincoln (1994, 2005). The essence of this paradigm boils down to the consideration that the fundamental objective of a study is to comprehend, where the whole is more noteworthy than the measure of the parts, as well as where the collection of the parts does not generally catch up the whole (Lincoln & Guba, 1985).

According to Guba & Lincoln (2005), the constructivist paradigm contains elements that are characterized by a sense of a relativist ontology alongside with a transactional and subjective epistemology. Nevertheless, from a methodological perspective in the study, Guba and Lincoln (2005) added that constructivism is dialectical and hermeneutical (Guba & Lincoln, 2005), meaning that actions and realities on the ground are built in the mind-set of people (Lincoln & Guba, 1985), as the researcher is observed in a function of a “passionate participant” (Guba & Lincoln, 2005, p.196). This consideration follows the fact that the significance of an investigation are constantly molded by the dealings of the inquirer and asked into (Guba, 1990). In a consequence of this, the outcomes of such an inquiry are seen as the co-created considerations formed by the research participants and the researcher alike.

The experience of women workers regarding the strategic decision-making of firms, particularly in relation to employment and wages in the informal work setting of Textile and clothing industry is principally addressed through the application of qualitative research rather than a quantitative survey. Considering

the fact that each and every woman may have a unique experience within the process of decision-making strategies, a qualitative research methodology is employed to get to deeper understanding of different experiences, taking into consideration that knowledge gained through qualitative research is an invaluable basis for developing new queries with regard to the decision-making of Pakistani women within the informal work setting of Textile and clothing industry. As such, the focus of the current study is compatible with qualitative research as it positions the researcher in an area potentially opens the doors for exploring concepts and issues personalized in the question that the study is examining.

The “grand tour” research question of the study is stated as, how women workers experience, the strategic decision making of firms, in terms of employment and wages, in the informal work setting of textile and clothing industry, post ATC expiry. A wide research question, for example, the one analyzed in the study, requires an examination approach that goes past human-setting interface. Such broad question reduces the potentiality of limiting the study focus to a narrow approach, that may constrain the understanding of relevant conceptions (Glaser, 1978, 1992; Strauss & Corbin, 1990, 1998). Based on this consideration, the current study emphasizes its focus on understanding human social interaction, most importantly the relationship between employers and women workers. Therefore, grounded theory is the chosen study methods, as it can possibly give understanding into a mind boggling occurrence (Glaser & Strauss, 1967; Glaser, 1978, 1992), through a mechanism that gives more consideration to the influence of processes and structures (Strauss & Corbin, 1998). On top of this, some attention should also be given to the contextual factors, especially in the process of designing, implementing and study outcomes.

As grounded theory and symbolic interactionism, both are apprehensive towards meaning construction, through individual interaction and action between the context of procedures, and structures, the constructivist grounded theory is chosen to guide and frame the current study, to walk around the experiences of the Pakistani women workers in the textile industry informal setting.

#### **4.2.1 The Theoretical Perspective: Symbolic Interactionism**

Blumer (1969) and Denzin (2004) describe symbolic interactionism, as a theoretical approach that aims generally to interpret and explain human group life and human conduct. The main founders of this theoretical approach are a couple of researchers as James, Cooley, Dewey, Mead and Peirce; however, there are others such as Blumer (1969), who identifies Mead, the main founder of the theoretical approach. Moreover, Blumer emphasises on the contribution of George Mead in establishing the original work and fundamentally the creation of the research approach, symbolic interactionism (Blumer, 1969).

When it comes to looking into the principles of symbolic interactionism, the contribution of Blumer cannot be avoided. Blumer (1969) believes that three assumptions form the theoretical perspectives of symbolic interactionism; people's actions are dependent on the implications that are acquired from social collaboration which people have with their contemporaries, and the implications are taken care of by an interpretive procedure utilized to manage experiences.

In order to comprehend a group or individual's actions, it is important initially to explore the underlying senses that things have for the group or individuals. In this regard, Blumer (1969) suggests that social interaction procedures leads to the emergence of senses, that are characterized and re-imagined dependent

on a deciphered procedure, this later including self-reflective people interfacing with each other in a symbolic procedure.

On the other hand, Annells (1996) found that social interaction would be achieved in way of symbolic process, particularly by using such objects, equipment and tools, specific garments, and most important being language. However, Hutchinson (1986) and Denzin (2004) proposed that groups or individuals interact in a process of how they interpret or give the sense to particular symbols. Moreover, symbolic interactionism mainly focus on the inter-connections among people with their surroundings (Charon, 1989); as such, the employer and women workers, as well as work-related relationship, are in the main focus of the present study.

Flick (1998) argues that the central assumption of symbolic interactionism is principally founded on the sense that individuals or groups give to their actions in their surroundings, across a period of time. He (1998) also suggests that the processes of interaction alongside the subjective meanings are essential to any interrogation informed by this theoretical approach. By joining this discussion, Charon (1989) added that symbolic interactionism considers each individual as an active component instead of being a passive predetermined organism.

Blumer (1969) has raised the question of people sharing common situations known as “joint action”, typically in a situation where the members of a group show patterned attitudes. According to Denzin (2004), such of these attitudes are basically identified by material resources, the structural processes and the structural rules which are in more cases linked to community, class, and gender. Therefore, in any research “joint action” questions are vital, especially by considering that the attitudes of the individuals might get certain influence by the actions of the

group. Based on this assumption, “joint action” is a significant consideration for the current study — as women workers (a sub-group of that collective) may show common attitudes which have certain connectedness with “joint action”, a concept by Blumer.

Conversely, the inter-connectedness of individual’s actions in the aggregated group may result in “joint actions”, this latter and whose dissolution, conflict, formation and merger shapes what so-called by Blumer (1981) the “social life of a human society” (Denzin, 2004, p.82). Additionally, any failure by the researcher regarding the recognition of the interconnectedness, especially in relation to the interactions and actions of individuals would be faulty (Blumer, 1969). As such, it is important for the academicians and researchers to take into consideration the interconnectedness of the interactions and actions of the individuals. This is the case of the current study, where the researcher has consciously and consistently examined the actions and interactions of the employers and women workers in the Pakistani context.

Furthermore, “joint action” provides a level of predictability and stability towards social interaction. This level is, nevertheless, constrained to some extent, by change as there are a couple of new obstacles and situations appeared in today’s society. In this context, Blumer (1969) suggests that due to the emergence of new problems and situations, the available rules have become insufficient, Blumer added that the outdated rules which are no longer valid need to be replaced by the new rules. Throughout the last two decades, the textile sector has changed considerably, this change has occurred particularly in regards to the technological perspectives and in the number of female workers getting into the sector which has followed by a consistent increasing; however, this shift could be an agent of a novel apparent problem or situation, leading therefore to an insufficiency of the

past “rules” linked to female workers. Perhaps, this scenario could result in a degree of instability and uncertainty within the textile informal setting.

Selecting symbolic interactionism related to the thematic focus of this study, assists the researcher to present a theoretical framework for the study, especially if taking into consideration that symbolic interactionism believes in the fact that the actions of individuals are based on their interpretations of meanings. Additionally, Charmaz (2006) proposed that symbolic interactionism is not only a theoretical perspective in which people are considered to react in an inconsiderate manner to outer boosts, but however, people or individuals are able and do think about their actions.

Morse (2001) found the methodological perspectives of grounded theory back to the contributions of symbolic interactionism. Therefore, the fundamental strength of grounded theory permits methodologically the researcher to explore the patterned attitudes, while concurrently dealing with the individual perspective. By following the argument of Charmaz (2006), the single actions of the people have become as a part of the greater whole. In considering this in the textile sector, women workers are considered to be a segment of the broader manufacturing setting.

By comparison, Milliken & Schreiber (2006) argue that symbolic interactionism infiltrates the grounded theory from different levels, of epistemology, methodology to data analysis. Adopting symbolic interactionism within the context of the constructivist paradigm identifies certain qualitative questions of 'what' and 'how' — what can be discovered, and how it can be discovered. Building on this assumption, it is important then for a researcher using the constructivist paradigm to believe in the existence of the various and multiple realities, which can result

in one reality, whereas concurrently admitting that this not the only reality. In reviewing these theoretical perspectives, it is worth noting that the symbolic interactionism has furnished the researcher with the theoretical perspective and mechanism needed to conduct the current research, most notably by providing the necessary foundation to explore the experience of women workers, through focusing on the wage and employment in the textile sector. In the following section, the methodological perspective of grounded theory would be presented.

#### **4.2.2 The Methodology**

Grounded theory origin dates back to the contribution of Barney Glaser and Anslem Strauss in the mid-1960s. Both scholars are methodologically different, Glaser majors in quantitative research, whereas Strauss in qualitative. In a book entitled “The Discovery of Grounded Theory”, published in 1967, the authors mentioned the procedures and strategies that were used in a “dying” research project (Glaser, & Strauss, 1965). According to a couple of scholars (Charmaz, 2000a; Clarke, 2005), the method is basically originated from the joined research histories of Glaser and Strauss. Thus, the most methodological perspectives of grounded theory are fundamentally stemmed from and connected to symbolic interactionism (Charmaz, 2000a; Ezzy, 2002; Clarke, 2005). Regarding this, Milliken and Schreiber (2001) argue that the connectedness between the methods of conducting grounded theory research and symbolic interactionism theoretical underpinning, is principally constituted by grounded theory methodology.

##### **4.2.2.1 Grounded Theory Schools**

Glaser and Strauss described the original grounded theory in the mid-1960s. Later, the literature finds a separation in the standpoints of grounded theory original authors, after the accounts in 1967, as well as in 1978 when Glaser chose to work

alone, while Strauss joined his colleague Juliet Corbin. Since then, to some extent, these two scholars have chosen to take grounded theory to different directions (Charmaz, 2000a). This division of the “original” concept of grounded theory resulted in establishing two schools of grounded theory. Firstly, Straussian model relied on purification which Strauss created to the original approach in collaboration with Juliet Corbin. Secondly, Glaserian model relied basically on the subsequent contribution and the original work of Glaser (Benoliel, 1996; McCallin, 2003; Heath & Cowley, 2003; Charmaz, 2006). However, another school that makes certain distance away from the positivism, most notably in relation to the contributions in the models of grounded theory approach, is by Strauss, Glaser and Corbin (Bryant, 2002; 2003; Charmaz, 2000a; 2005).

On the other hand, McCallin (2003) proposes Glaserian’s model advancement and reconstruction, as well as the similar case occurs in the Straussian model, this latter developed particularly when Strauss joins and works with Corbin. Nevertheless, there is no evidence in the available literature for considering the Straussian’s second school approach, similar to McCallin’s (2003) idea, in regards to the Glaserian school of grounded theory.

McCallin (2003) suggests that when it comes to study design, it is important that some attention is given to the choice of methodology. Within this context, an extensive review of the grounded theory methodology is conducted, taking into account that extensive review of grounded theory methodology furnishes the researcher with the opportunities to determine and comprehend the similarities and differences between the three schools mentioned above. As such, the revision of grounded theory shows that the major differences boil down specifically in the method and methodological considerations. The epistemological and ontological

issues of the grounded theory, are viewed as the heart of the methodological issues.

The ontological roots of the Glaserian model of grounded theory is derived fundamentally in critical realism. Annells (1996) argues that the central assumption of the critical realism is that there is an objective world that exists separately of our belief and knowledge, therefore, the researcher needs to make certain independence regarding research. By comparison, this view is slightly different from the Straussian approach of grounded theory which rooted its ontology in relativism and that believes in the argument that reality can be interpreted. In this regard, the text of Strauss and Corbin published in 1998 is a momentum to motivate the engagement of researcher in the method. Additionally, constructivist model (Charmaz, 1990; 2000b; 2003), just as straussian model, utilizes relativism as its ontological origin. However, constructivist grounded theory chooses an opposite standpoint regarding the styles of discovering and demonstrating studied life, by giving more attention to the empirical actions and the collected interpretations of individuals, through accommodating themselves in these actions and realities (Charmaz, 2005).

On the other hand, for a couple of years, Glaser kept consistently with his view in regards to the grounded theory method, particularly after he deviated from the notions of Strauss to identify the direction of the method. By definition, and according to Glaser, grounded approach is a process of finding, typically where information derive categories and depend on pragmatism occasionally narrow, direct, and examine a fundamental social procedure (Charmaz, 2006). On the contrary, in his collaboration with Juliet Corbin, Strauss (1987) attempted to redirect the method to a verified advanced position (Strauss, & Corbin, 1990; 1998). The collaborative work of Strauss and Corbin is basically focused on the utilization of their novel

technical strategies, instead of emphasizing on the comparative methods which have been used previously by the grounded theory approaches. However, within these theoretical methods, Glaser's model is viewed as an extra flexible method that gives adequate time for the theory to appear from the data, whilst the Straussian's model seems to be more forcible in regards to the procedures which force data and analysis into preconceived categories according to Glaser's criticisms of the Straussian model (Charmaz, 2006).

Additionally, based on certain literature (Charmaz, 1990, 2000b, 2003; Charmaz & Mitchell, 2001), constructivist grounded theory chose to adopt classical grounded theory directions, despite it does not agree with the assumptions of positivism claimed in earlier formulations of methodology. Besides this, and in line with the obvious paradigm, the proponents of constructivist grounded theory opt to take a reflexive standpoint, regarding the methods and styles of discovering and demonstrating studied life. By all means, the grounded theory constructivist approach presumes an easy-going approach, and undoubtedly linked with the original statements of the grounded theory given by Glaser and Strauss, especially in relation to the methodological perspectives which urged the social scientists to utilize approaches flexibly according to their own method. For this matter, Charmaz (2006) furnished the scientist with a special method of grounded theory, by "doing", while having in mind the methodological and theoretical perspectives of the past four decades.

#### **(a) Straussian Versus Constructivist Grounded Theory**

Reviewing various theories related to the thematic focus of this study, helps the researcher to have a theoretical background and explanatory framework for the empirical work. As the researcher has a belief in the interpretations of the actual

world and to be actively involved to create theory from the data, the constructivist positioning of Charmaz and its connection to the interpretivist positioning of Strauss and Corbin, has alluded the researcher. By looking into the Straussian method, it is obviously complex and prescriptive, particularly when it comes to the procedural perspective — possibly “forcing” the theory instead of giving a space to appear from the data.

Moreover, Charmaz (2006) argues that the methods of grounded theory are concluded in a number of practices and principles, but not in prescriptions. Easy-going guidelines and procedures are emphasized, rather than the complexity of methodological requirements and rules. Within this discussion, in Glaser’s (2002) feedback to Charmaz, she claims that the constructivist is only considered a trivial segment of the information employed by the grounded theory. However, Charmaz (2006) admits the potential of utilizing the fundamental grounded theory guidelines, that have principally evolved within the past four decades, through merging them with the methodological perspectives and assumptions of the 21<sup>st</sup> century, and there are a number of scholars who showed their support to this approach including Bryant (2002) and Clarke (2003; 2005).

By considering the above theoretical perspectives, the researcher has realized that there is no conditions and requirements to merge the approaches of grounded theory. By taking into account the utilization of constructivist grounded theory, straussian model framework is also permitted to be employed, while at the same time the supplementary flexibility is likewise maintained by the utilization of constructivist method. In regards to this, Strauss and Corbin (1998) explicitly alert any researcher, against firmly abiding set techniques, this cautioning appended, however, towards the solution to utilize constructivist approach. Additionally, as the proposed structural method of Strauss and Corbin (1998) offers a space of

creativity and flexibility, the current study has framed its theoretical perspectives based on the analysis of Strauss and Corbin.

Consequently, as mentioned earlier, the above epistemological and ontological assumptions assisted the researcher in choosing constructivist grounded theory, as well as this theory is considered for the methodology perspective employed in the present research. To a certain extent, such assumptions lead profoundly to the conclusion that the experiences of Pakistani women workers in the textile sector informal labour setting, can be better understood and adequately addressed, by using constructivist approach. Furthermore, with the purpose of exploring the reality experienced in the field by Pakistani women, most notably in relation the textile sector informal labour setting, it is necessary by the researcher to grasp how the participants of the study shape their own understanding regarding the work setting with the employer and within the textile industry labour environment.

#### **4.2.2.2 Constructing Grounded Theory**

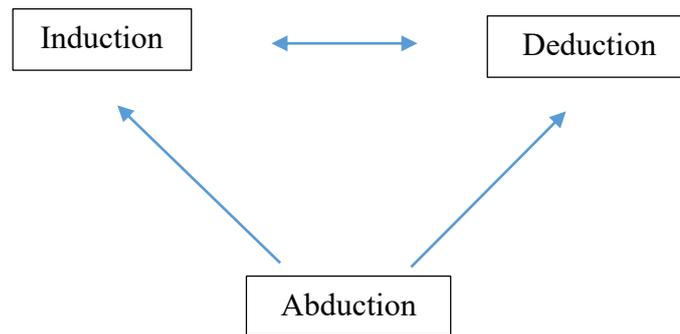
Despite Charmaz, Strauss and Glaser showed certain disagreement in their fundamental philosophical methodologies, especially in relation to the grounded approach and the substantial techniques employed to establish the approach, they, meanwhile, have some common ground on the central aim of the approach. However, by utilizing the grounded theory, the researcher would preliminarily be able to develop approach from elucidating the collected data by a research of the fact, in which the approach is showing its representation and grounded nature of the approach in informing data (Glaser, & Strauss, 1967).

On the other hand, the resulting theory is occasionally essential as it has pertinence to the essential area where the data are compiled. Additionally, and

according to Strauss & Corbin (1998), the main feature of the substantive theory boils down specifically in its amendment. By comparison, other formal approaches have limited the space for a place and group, thus, have huge application pertaining to disciplinary problems and concerns. Substantially, by quoting Baker, Norton, Young and Ward (1998), substantive theory's central purpose is to "predict, explain and interpret phenomenon" (1998, p.548). Intrinsically, present study endeavors to develop a basic theory, more significantly through its relevance to the research questions posed in the study.

In regards to the inductive and deductive perspectives, the researcher usually revolves between "induction" (creating categories) and "deduction" (linking the categories with the rest of the data). By reviewing the works of Glaser, Strauss, Corbin and Charmaz, the significance of deduction and induction towards developing a grounded theory is clearly explained by the literature; nevertheless, within the works of these scholars, the role of abduction is rarely clarified in great detail. For instance, in revising the contribution of Pierce, a pragmatist sociologist, abduction is the logical foundation to the procedures that are engaged with grounded approach (Ezzy, 2002). Contrasting induction, Ezzy added that abduction makes inventive jumps to general hypothesis without having fully observationally exhibited all the necessary advances. It is descriptively given in Figure 4.1, which implies that once a leap is formed, abduction leans upon continuing deductive and inductive seeking for affirmation. Consequently, based on the assumptions of Glaser (1978) and Strauss and Corbin's (1998), once the "imaginative leap" is affirmed by deduction and induction considerations, the "leaps" would turn into conceivable connections proposed among ideas and sets of ideas (Strauss & Corbin, 1998), that creates the fundamental components of theory.

**Figure 4.1 Abduction: Testing for Affirmation**



Building on the above, these three elements, abduction, induction, and deduction are basically considered as processes constructed over the implementation of the fundamental components of the grounded theory approach. These components are embodied especially in coding, memoing, theoretical sensitivity and sampling, and constant comparative method of analysis (Strauss, & Corbin, 1990; 1998). The components will be precisely discussed in the following section.

**(a) Maintaining the Perspective of objectivity and sensitivity**

One of the main principles that needs to be taken into account before initiating grounded theory, is that the researcher should be familiar with their assumptions of what the reality comprises, and how it affects their capacity to fulfil the function away from any bias. The grounded theory (Strauss, & Corbin, 1998) assumes that there is a continual interplay between the research act and the researcher. This leads to the paradox, considered by the researcher as the shaper of the data, as long as the researcher develops the data, making the researcher to play a central part in the entire process of conducting research. Moreover, the concern of sustaining a trade-off between sensitivity and objectivity has been raised, especially in relation to the shaping process. With a purpose of achieving the necessary degree of objectivity, this is important to clarify that how the researcher still opens towards the rising subjects within the data, while utilizing the disciplinary

perspectives and assumptions of grounded theory, in order to familiarize the researcher with the data.

Whilst the researcher has never taken employment, as the case of an informal woman worker in any textile industry or engaged in any kind of textile manufacturing procedure, the researcher has more than ten years experiencing formal employment and abiding to the patriarchal norms of Pakistani society. In addition to this, offering services in the education service sector of Pakistan, has led the researcher to possess a clear vision of the patriarchal perceptions of society regarding working women.

On the other hand, in order to entirely comprehend the extent of the patriarchal mind-set intensity, influencing employment and wages of the informal women workers in the post ATC scenario of textile sector of Pakistan, the researcher should move out of the boundary of the specific circle of experience, to interact with the related personals and co-construct the desired process of the reality.

Additionally, the researcher's experiences would be helpful in explaining the data found by the study, on certain issues regarding the employment and wages of the informal women workers. To some extent, as the researcher may face a common biased professional experience, particularly in dealing with the research respondents to get a significant data, this ordinary experience in the professional environment exists in various aspects, more notably when it comes to the analytical process that runs through a magnified sensitivity to the data. Therefore, the researcher is constantly aware of her understandings, which are contingent on the considerations of culture, values, and experiences gained, that try to establish an obstacle in analyzing data and objectives inductively (Strauss, & Corbin, 1998).

Considering here, the arguments of Strauss and Corbin (1998) when they emphasize on the necessity of objectivity, to reach an accurate and objective interpretation, as well as sensitivity, in regards to the subject, most significantly in enabling the researcher to perceive any slight difference and meanings in data (Strauss, & Corbin, 1998).

Moreover, being familiar with these slight differences and meanings enables the researcher to determine the connectedness between the concepts that are rising in the study. Thus, the researcher has a concern that the study process is adequately maintained, particularly by assuring that the required willingness and openness to “provide voice” to the respondents, have been taken into account (Strauss, & Corbin, 1998). In an attempt to maximize the impartiality of the study, the researcher has ensured that the collected data are compared with other various data collection methods and are used, and finally different representatives of the respondents are questioned. On top of this, the objectivity is also organized under the researcher supervision, by selecting purposively the study participants from a part of the Punjab province, with a consideration given to the variety of geographical, educational and professional backgrounds. Two scholars Corbin (1998) and Charmaz (2006) suggest in a statement that it cannot be possible for them to detach themselves from who they are, what they know, or what sort of the experiences that they have had. To solidify this statement, Charmaz (2006) addresses the researcher to develop grounded speculations by both current and past interactions and involvements with individuals, research practices and perspectives.

Considering the above elements, the researcher has attempted to bear in mind, her attitudes and perceptions alongside with experience as a Pakistani woman living in a community where the patriarchal norms are being structured. The analysis of the study has been recorded in a journal entry, in advance of the

commencement of data collection in this research. As such, the researcher has decided not to set aside the analysis, to avert the introduction of subjectivity as stated by Backman and Kyngas in 1999, rather than the analysis is employed to help the study for developing the understanding to the issues that have been found in the data. This knowledge and advance experience, as mentioned by Strauss & Corbin (1998) are vital for supporting the sensitivity of the researcher, notably in relation to the beliefs of the study, while not coercing explanations on the informing data.

**(b) Rigor**

Rigor is a critical part of research procedure's quality and results, as it alludes to the right utilization of research strategy (Ezzy, 2002). A number of scholars focused on developing rigor in literature, and this is elaborately depicted by grounded theory co-founders (Strauss and Corbin, 1990; 1998). Moreover, while the grounded approach is winding up progressively with such experts, a number of issues prevail, as to how the methodological procedures are being utilized (Benoliel, 1996; Elliott and Lazenbatt, 2005). For instance, in regards to the work of Glaser and Strauss's (1967), modifiability, relevance, fit, and workability are included in assessing the studies of grounded theory. By Charmaz (2005), giving relevant clarifications of how the study satisfies high recommendations, will propel social equity appeal and decrease unjustifiable removals of it.

While grounded theory approach of Charmaz is used in this research, the researcher has embraced the criteria of what so-called by Charmaz (2005) "interpretive sufficiency". For assessing the assumptions of grounded theory, Charmaz (2005) suggests four main principles, which are usefulness, resonance, originality, and credibility. Basically, these four principles represent the experimental investigation and the advancement of the theory, including the judgment of the

"study procedure", utilized for the research and "guaranteeing experimental grounding" of the investigation (Strauss, and Corbin, 1998). Therefore, to allow the reader to assess the quality of the "study procedure", the entire process regarding "study procedure" which is utilized in this research, have been made unequivocal in the coming sections. According to Strauss & Corbin (1998), the central components of grounded theory are a continual cycle of theoretical sampling, determination of a basic category and development of a theory, using memo writing, and constant comparative analysis. These fundamental components are fully explained in the coming section.

Furthermore, study bias is managed from end to end by the strategies depicted formerly in the study that further upgrades the credibility of the research (Chiovitti, & Piran, 2003). By using constant comparative approach, credibility of raising conceptualizations is regularly verified and considered. Indeed, constant comparative method expresses validation and verification, therefore, supplementary validation and verification are not needed. However, the internal verification is enhanced and supported, using the coding process which is thoroughly demonstrated in the coming sections.

In the last phases of completion, returning to the literature by comparing the findings of the current study has been made with other findings, taking this step leads the researcher to grounding, contextualizing, and providing the validity of the results. In an attempt to enhance the validation of the conceptualized theory, respondents' spoken phrases are utilized and considered for reporting results (Backman, & Kyngas, 1999).

Additionally, the established essential approach is applicable to the adopted sampling, as this is created from the experiences of the respondents and precisely

tries to inform action, providing understanding, and improve comprehension (Charmaz, 2005, 2006). In this regard, the realm to be investigated is the logical and prescient capacity of the created theory, instead of identifying generalizability (Strauss and Corbin, 1998). Following Strauss and Corbin's (1998) assumptions, more investigation is required for identifying the applicability of the developed substantive theory, in various other contexts.

### **(c) Ethical Contemplations**

Ethical approval to carry out the fieldwork investigation is done and gained from the respective Commerce Directorate. The permission to access the study participants is obtained from the approval of human resource departments of the concerned industrial units. Additionally, data activities and recruitment started concurrently, with the given approval to access the study participants. The research objectives are fully clarified to the study participants in Siraiki, by using the local language which is translated later into English. The same local language is used to carry out the fieldwork, where ever it is deemed necessary. In addition to this, the researcher's information, including contact information are given, to allow the respondents to get additional details. Besides this, written informed consent which can be found in "Appendix A" is collected from the participants, before starting data collection. The researcher has also taken into consideration that the participants are entirely noticed, that they can be singled out whenever required, without prejudgment.

However, considerations regarding privacy and anonymity is tackled in an assortment of techniques over the span of the research. Individual interviews are taped by the researcher herself. In an attempt to keep the recorded interviews confidential, the researcher has transcribed the records individually.

As anonymity is to a certain extent impossible during focus group discussions, provided the character of methodology, Stewart & Shamdasani (1990) and Smith (1995) argue that it is unfeasible to ensure the absolute confidentiality of the participants, as the researcher cannot take control of the participants after they leave the session. The guarantee of securing the confidentiality by the researcher, is provided to the respondents, in regards to the treatment that the researcher uses during the whole data collection process, and those taking part in the focus group discussions are asked to manage confidentiality of meetings. Prior to the commencement of focus group, the researcher interviewed the participants, as this step has allowed the researcher to be approachable to the respondents and familiarized the participants with the questions (Stewart, & Shamdasani, 1990).

On the other hand, in order to secure the data collection, all data are put away safely in the bolted office of the researcher. PC documents are put away on a secured hard drive, to guarantee the security and respectability of the information.

### **4.3 Study Methods**

#### **4.3.1 Participant's Selection: The Recruitment Process**

With the purpose of assuring the availability of women participants, among the women workers in the ginning and stitching sub-sectors of the textile industry, with a minimum of five years' experience are considered as potential participants. The study participants are generally located in different geographical regions, particularly in the cities of Lahore and Multan. The location is chosen based on the principle of "intensity sampling", referring here to Patton (1990) "The selection of cases that display variables of interest with high intensity", (Patton, 1990: p.79). In the case of the present study, the relevant variable is the region's high

concentration of clothing units and textile, both in the cities and in the surrounding areas.

The response rate varied considerably, as long as the researcher attempts to access the women workers through their employers, mainly at their workplaces. Additionally, the researcher is struck with the fact that women workers are no longer employed in the textile industry. However, when the researcher accessed the units through personal contacts and consent forms indicating interest towards the performance of the textile industry, she managed to access the women workers, for the small pilot study at the initial sampling stage and then for the interviews at the latter theoretical sampling level, with the use of snow ball sampling.

On the other hand, in regards to the study arrangements, invitations to participate are initially either e-mailed or telephonically conveyed to every participant of the study, as well as this invitation is essentially done with another telephonic prompt, a fortnight later the invitations are conveyed. Because of time slip between actual participation and invitation, a couple of participants are lately contacted by the researcher to decide whether they are still willing to participate in the study or not. Therefore, all the participants who have agreed in the early stages, as well as who are essentially able to be contacted, rejected to take part in the research. However, a participant (employer) who is accessed on the basis of personal contact, shows interest to take part in the study, with the precondition of consent form information.

#### **4.3.1.1 Participant's Selection: The Sampling Process**

Based on literature, grounded theory is a non-probability sampling approach, where the data (usually quantitative data) are unrevealed in the beginning of the research (Strauss, & Corbin, 1990, 1998). Moreover, the sampling process has become theoretical but not purposive, and the sampling is identified by the apparent theory. As such, the current study employs a purposive sampling to gather the necessary data from the participants, who are women workers and have a diversity of educational, professional, and personal backgrounds, as well as possessing certain exposure regarding the informal job market.

Purposive sampling is employed in the preliminary levels of the study, to select an employer from the industrial unit producing value-added products, with stitching sub-sector in focus. The employer shows immense willingness to participate in the study, as he admitted to allow his women workers to take part in the present study. Women workers are interviewed by the researcher, with bearing in mind the consideration of a multiplicity of demographic features, most notably age, education level, and prior work experience. Based on the information that is given in the consent forms to the employers, researcher uses purposive sampling method to choose participants for the opening interviews. The analysis of data from this sample is important, as it has the possibility to direct future data collection, as well as diversity which has been considered to select the participants of the study, enhance the potential for exploring the issues raised in the interviews.

In more cases, the purposive sampling is preferred among qualitative researchers, as it helps to extend knowledge through purposively looking for sample respondents, who appear affluent bases of information (Tashakkori Teddlie, 1998).

However, vagueness around the difference between theoretical and purposive sampling, particularly in Coyne's (1997) work, seems to begin from the presumptions of sampling by the investigators (Charmaz, 2006). Within purposive sampling, Coyne (1997) proposed a variety of theoretical sampling, which is characterized by the complexity and continuity of process that interrelates with collected information and concurrent analysis, to determine complementary information, which meets the sampling strategy. As such, analysis of data identifies theoretical sampling, rather than researcher predetermining it. Nevertheless, Strauss and Corbin (1998) argue that the objective of theoretical sampling differs, relying on whether the motivator of the additional collected information is axial coding, selective coding or open coding.

Theoretical sampling in the current study, has investigated specific attributes that have been determined by an examination of the recently gathered information, as being conceivably vital for additional investigation. Consequently, theoretical sampling in the research is not constantly relied on the majority of the demographic attributes of a single respondent. Nevertheless, wide demographics of the study participants, are not limited in the consequent comparison and analysis of collected data. Indeed, the methodological perspective enables control of potential objectivity for the researcher, which is embodied in sampling method used in the research. In this regard, constant comparative method is utilized, that fulfils the necessity of data saturation and also the correlation of the main category to the sub-categories, collectively reducing the expected bias attached with this sampling technique (Glaser, 1992). Thus, as the data is to some extent close to the study participants, especially in relation to the experience of the informal job market, the results of the present study are not generalisable to the broader frame of women, who are the thematic focus of this study.

Furthermore, in an attempt to get a better comprehension of the experiences of a specific women work status, participants are purposively sorted, due to less room available for selection, based on work status (working or laid-off). Indeed, the sampling of the study is sorted theoretically and have not chosen for a special interview, as well as the participants are basically sampled for previous informal work experience, especially at the textile sub-sectors, alongside with the number of undertaken work placements or education. Besides this, age is considered by the researcher to identify the experiences of a specific age group in the study. Therefore, the researcher endeavored to seek a broad range of participant demographic, rather than to emulate the wider broader demographic of the Pakistani women workforce. Within this context, and by citing Morse (2001), a balanced and well-rounded clarification of the phenomenon may merely be yielded through adequate variation in the sample of the study. In the present study, the utilization of a broad range of participants embodied in the validation tool (Smith, & Biley, 1997).

#### **(a) Demographic Profile of the Research**

The demographic information are employed to describe and profile the study participants. Regarding this, the researcher presented demographic data of the study in four tables. The overall statistical data of the participants are given in Table 4.1, whereas, Table 4.2 displays demographic data of the undertaken industrial placements, of focus group participants. Table 4.3 demonstrates demographic information of individual interview participants, while Table 4.4 presents the variety of industrial placement fields, from where respondents are chosen for individual interviews.

By providing the attachment of uncertainty element with the study, to access women workers at their workplaces, no fixed number of participant could be initially selected to take part in this study. However, the efforts to access the women workers, whether at their workplace or home place, continued unless theoretical sampling and data saturation are achieved. Whilst a number of 35 respondents are invited to participate in the present study. The first three participants invited to participate, have pulled out from the study at the outset of the interview, later they have initially consented to take part in the research. However, of the 32 remaining respondents, another 7 participants withdrew from the study, prior to initial agreement. Therefore, out of 35 participants, 25 have taken part. Out of 25 participants, 15 participants are women workers from the ginning sub-sector where 13 have been laid-off and 2 are still offering their services. Of the 10 remaining participants, 6 are stitching sub-sector women workers, two employers of stitching value-added units, one human resource manager of stitching value-added unit and the last but not the least, the Director of Chamber of commerce of Multan region. In the event of the main focus of the study, that is the women workers, the demographic data for the focus group is gathered in parallel with conducting the interviews, as an ice-breaking session to initiate the interview.

As participants took placements in various settings within one industrial unit practicum, as well as others having taken different industrial unit placements in certain instances, the great number of placements surpasses the number of respondents. As such, the purpose of providing this data is to furnish the reader with a glance of the diversity regarding the experience of the industrial unit.

## **(b) Sample Profile: Focus Group Discussion**

In the current study, the researcher employed a focus group discussion as a fundamental instrument to collect the data. The participants are women from the ginning sub-sector. Forty percent of them are above 35 years of age, this age number is consistently linked with the age and gender profile of Pakistani women workers, as a report of the World Bank indicated in 2017. However, the rest of the participants aged between 17 to 50 years, whereas the participants with age of 21 to 24 and 36 to 38 have not taken part in the focus group discussion. Most of these participants had previous experience working in the textile industry sub-sectors or agriculture sector as cotton pickers or rice/wheat harvesters, in the respective seasons.

Participants are generally enrolled in the informal work mode. A number of participants have experience in more than one industrial unit placements, and this is because of the informal nature of the work. In regards to the education level, in the focus group, half of the participants had finished secondary education, as the highest educational level before enrolling in the industrial work. As alluded to previously, Table 4.2 shows the women workers who took part in the focus group discussions, when they have been broadly placed within the variety of industrial units of ginning sub-sector placements available. It is worth noting that every participant has been positioned in a range of combination, during the time they have been in the industrial unit informal setting. Moreover, in an attempt to determine whether there have been differences between the laid-off and work cohorts, most notably in relation to the experience of women workers, participants are theoretically sampled from the two cohorts.

**Table 4.1 Demographics of the Participants of Focus Group**

Gender	n (%)
Female	15 (100)
Age	
17-20	3 (20)
25-35	4 (27)
39-45	6 (40)
>46	2 (13)
Years in the Textile Industry	
>4	5 (33)
5	7 (47)
6	1 (7)
7	2 (13)
Work Status	
Working	2 (13)
Laid-off (for the last one year)	13 (87)
Marital Status	
Married	10 (67)
Unmarried	5 (33)
Number of kids	
Nil	7 (47)
4-6	7 (47)
>7	1 (7)
Highest Educational qualification	
Year 12	1 (7)

Year 8	5 (33)
Year 5	3 (20)
Other*	6 (40)

\*Less than primary education

**Table 4.2: Placements of the Participants of Focus Group**

Textile Industry ginning sub-sector	n
“F” Textiles	6
“M” Textiles	5
“R” Textiles	4
Prior experience in textile industry ginning sub-sector	
“F” Textiles, “M” Textiles	2
“F” Textiles, “R” Textiles	2
“F” Textiles, “M” Textiles, “R” Textiles	1

3

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<sup>3</sup> In Table 4.1 and Table 4.2, the overall size (n) surpasses the number of participants have experienced several placements in different units. The above demographic data are given, to show the dispersal of the participants through the different industrial units, in the informal job market.

### (c) Sample Profile: Individual Interviews

The participants in the individual interviews is comprised of employers and women workers from the stitching sub-sector of the textile industry, except for one participant who is the director chamber of the commerce department, Multan region (See Table 4.3 and Table 4.4). A total of ten individual interviews are carried out, including four individual interviews fulfilling the preliminary requirement of pilot study stage. All women workers participating in the study are enrolled in the informal work mode. They are also working in their respective industrial placements for more than four years, with a diverse highest educational qualification, demonstrating a range of insightfulness towards issues and respective solutions. Furthermore, the various educational cohorts, can be compared to ascertain differences in the various cohorts in relation to worker's experiences.

The first four individual interviews' sorting is completely based on purposive sampling strategy (See Table 4.5 and Table 4.6), while the rest of the six interviews are theoretically sampled from both the employer and women worker cohorts, including the interview from the director of chamber of commerce. A detailed discussion on each of these is included in the analysis chapter.

**Table 4.3 Demographics of Individual Interview Participants**

<b>Gender</b>	<b>n (%)</b>
Females	6 (60)
Males	4(40)
<b>Age</b>	
Females	
20-35	5 (50)

>46	1(10)
<b>Males</b>	
>35	1 (10)
>45	3 (30)
<b>Years in the Textile Industry</b>	
<b>Females</b>	
>4	5 (50)
>9	1(10)
<b>Males</b>	
16-25	2(20)
26-35	2 (20)
<b>Work Status</b>	
Working females	6 (60)
Working males	4(40)
<b>Marital Status</b>	
<b>Females</b>	
Married	4(40)
Unmarried	2(20)
<b>Males</b>	
Married	4(40)
Unmarried	Nil
<b>Highest Educational qualification</b>	
<b>Females</b>	
Year 12	1 (10)
Year 8	4 (40)

Year 5	1 (10)
Vocational Education	3 (30)
Males	
Other*	4 (40)

\*Professional education of business studies

**Table 4.4 Placements of Individual Interview Participants**

Textile Industry stitching (value added) sub-sector	n(%)
Female Workers	6(60)
Employers	2(20)
Human Resource Manager	1(10)
Other*	1(10)

\*Director Chamber of Commerce (including textile industries) M City, Punjab Province

**Table 4.5 Demographics of Pilot Study: Individual Interview Participants**

Gender	n (%)
Females	3 (75)
Male	1(25)
Age	
Females	
20-35	2 (50)
>46	1(25)

Male	
>35	1 (25)
<b>Years in the Textile Industry</b>	
Females	
>4	3 (75)
Male	
25	1(25)
<b>Work Status</b>	
Working females	3(75)
Working males	1(25)
<b>Marital Status</b>	
Females	
Married	2(50)
Unmarried	1(25)
Male	
Married	1(25)
<b>Highest Educational qualification</b>	
Females	
Year 12	1 (25)
Year 8	1 (25)
Year 5	1 (25)
Vocational Education	2 (50)
Male	
Other*	1 (25)

\*Professional education of business studies

**Table 4.6 Placements of Pilot Study: Individual Interview Participants**

Textile Industry stitching (value added) subsector	n (%)
Female Workers	3(75)
Employer	1(25)

### **4.3.2 Data Collection**

Collection of Data is directed towards exploring the experiences of the women workers in Pakistan, more notably in relation to employment and wages in the informal work setting of the ginning and stitching sub-sectors of the textile industry. According to Charmaz (2006), grounded advocates construct and re-construct the data collection, essentially, purifying the collected data. Following Charmaz (2006, p. 15) approaches “are merely tools”, as a method furnishes the researcher with an “instrument” to support what is being observed, and by citing Charmaz (2006), the methods singly are not adequate to generate astute results and good study. In the framework of grounded theory methods, and in order to gather the data, the researcher is able to employ a flexible methodology instead of being constrained by a stiff instruction of methods. By taking this step, the researcher is allowed to explore the emergent data, which may suggest future approaches to collection of data, in line with the intended course followed by data. On top of this, the pliability of methods has led the researchers of grounded theory, by utilizing a broad array of data collection strategies. In the present study, data are gathered by using two fundamental data collection instruments—focused group discussion is directed by discussing some explicit questions linked with

study objectives, while individual interviews are carried out utilizing some theoretical perspective to successive sampling.

Charmaz (2006) assumes techniques to be mere “tools in the toolkit of the study”, however, in more cases, techniques have their part of repercussion, and this repercussion should be taken into consideration. For instance, when selecting approaches and methods for research, the appropriate methods to address the research question needs to be deemed by the researcher. Regarding this methodological issue, Charmaz (2006) adds by saying that such effective methods have the potential to address the research question with more incisiveness and ingenuity.

Regarding data availability, the researcher is able to access a couple of data collection methods, including focus group discussions, interview, textual analysis, ethnographic methods, literature review, etc. (Cresswell, 1994). In the current study, the data of demographic survey is gathered and employed as adjunct data—the primary intention is to utilize demographic survey data, to help alongside procedure of purposeful sampling. Moreover, within the procedure of examining data collection and utilizing a comparative method, it is clear that data of demographic survey shall be used for examining the developing theory and apparent concepts, by using theoretical sampling.

On the other hand, despite participant observation can be used in grounded theory research as one of the main ethnographical data collection tools, due to the dispersion of geographical area of the participants and the diversity which characterized the industrial placements in the sub-sector settings, the potential of adopting participant observation is not an option for the researcher. Factors such as the long distance among the targeted places, is a barrier of adopting the

participant observation in this research. As such, in some cases, it is not allowed to access women workers at workplace.

However, as discussed above, a diverse sample is selected for the research with the purpose to furnish the researcher with numerous sources of data, that rely on the varying experiences of the participants, whether at the professional or personal level. By following this approach, the researcher is able to contrast in even greater detail, the self-reported occurrences among participants.

Following the fundamental symbolism interactionism assumption, the opinions of participants regarding the social world, have been identified as of utmost importance in advancing the theory, then getting any unbiased fact that could come out from participant observation. Hence, based on the arguments of Morse (2001), interviews have a great potential to assist the researcher for accessing profound explanations of the continual practices of the respondents, then this should be done in comparison with the captures of data, gained by using participant observation.

#### **4.3.2.1 Data Collection – Methods**

##### **Demographic survey**

A demographic survey is formulated, with the purpose of assisting the primary purposive sampling. As mentioned previously, this data is important and valuable towards theoretical sampling element of the approach.

##### **Procedures followed for Selecting the interview type**

According to Cresswell (1994) and Fontana & Frey (2005), individual and group are the main two types of interview. These two types can be carried out face to face or by using different forms of communication, particularly telephone,

internet communication, etc. Therefore, individual and group interviews are employed in the current study. Literature such as Sword (2003), Kamberelis & Dimitriadis (2005) and Charmaz (2006) have supported the researcher to use this approach. By using the latter, significant and rich data is provided, especially in regards to the individual and shared perspectives of the subject. In addition to this, focus group discussion is also vital, as the participants are encouraged to share their views and concerns without any constraint. Referring to Kamberelis & Dimitriadis (2005), using a focus group discussion has a great potential to furnish the researcher with data which are not accessible from a single interview, considering here that the cooperative energy and dynamism produced inside homogenous groups regularly uncover unstated standards and standardizing suspicions (Kamberelis, & Dimitriadis, 2005).

Focus group discussion is a methodological instrument that allows for less structured interview layout, in contrast with the individual interview (Nyamathi, and Shuler, 1990; Stewart, and Shamdasani, 1990). However, Minichiolo, Madison, Hays & Parmenter (2004) argue that both individual interview and the focus groups can give the researcher the opportunity to utilize semi-structured or unstructured question guide. Hence, in the current study, the researcher framed the research questions following the same elements as utilized within in-depth individual interviews (Minichiolo, et.al., 1995). Using semi-structured to unstructured question guide allows the study to avert the probability of constraining conversation within pre-destined enquiries, centered around researcher subjectivity. By reviewing the work of Morgan (1995), in certain cases, interviewer bias happens once the concentration is placed on the investigator's understanding of the subjects being examined, rather than the concentration being on the interviewees' understanding of the subjects.

For two reasons, the focus group discussion is deemed as a convenient continuity in the process of theoretical sampling, in regards to the data collection of the present study. Firstly, according to a couple of researchers (Kamberelis, & Dimitriadis, 2005), this approach motivates the study participants towards reflection on their experiences and actions in the informal industrial job market, while the researcher is able to collect important data that are derived from the participants' perceptions, rather than from the researcher side. Secondly, as the purpose of the study is to explore the personal and professional interactions of the women workers in the informal industrial setting, Milliken and Schreiber (2001) are the first and foremost reference in which the researcher is relied on, to employ focus group discussion in this study. Milliken and Schreiber (2001) suggest that focus group discussion is an ideal approach of the studies from grounded theory, especially in relation to the participants' work life. One focus group (n = 2+13) is conducted with the working and laid-off (within the last year, 2015) women workers (ginning sub-sector), at the theoretical sampling stage of the study. However, all the remaining interviews (n = 6+4) are in-depth individual interviews from women workers and employers (stitching sub-sector).

By definition, focus groups are a genuine qualitative approach for collecting data from a couple of people with sharing practices, which enables the researcher to examine the multiplicity of perceptions in a zone of defined interest (Minichiello, Sullivan, Greenwood & Axford, 2004). In regards to the current study, significant data is provided by focus group discussion, this data is rich and authentic, as well as it has allowed the researcher to comprehend the complexity and richness of group dynamics (Kamberelis, & Dimitriadis, 2005). Moreover, focus group discussion runs in an identical way like an enlarging glass, which induces social

collaboration in parallel to individuals, that take part in daily routine but with more clarification.

Based on a couple of literature, focus group discussion consist fundamentally between four and twelve similar participants (Jamieson, & Mosel Williams, 2003). As is mentioned in the above section, 15 women workers are the total participants of focus group discussion.

On the other hand, Stewart & Shamdasani (1990) propose that an open active discussion and uniformity, facilitates group cohesion in the focus group discussion. As uniformity would increase the interrelatedness of group participants, it is imperative to possess a certain amount of uniformity among participant's added attributes, if the purpose is to diversify opinion and increase dynamic group interaction according to the assumption of Kitzinger (1994). In the present study, women workers are the homogenous characteristic alongside with the heterogeneity which has grown through a revision of the participants' demographic work status and profile.

In the focus group discussion, an unstructured questioning method is employed, and as the experience of some participants is unrecognized, the researcher has decided to use a semi-structured interview, in order to open the focus group discussion. By taking the latter step, the participant's answers, allowed the researcher to guide the interview, rather than the investigator giving a couple of enquiries may lead to significant insights being lost (Minichiello, Madison, Hays & Parmenter, 2004). Focus group discussion opens with question, "In the informal work setting, and as a woman worker, how has the industrial work been for you?".

Additionally, the researcher took a similar strategy in dealing with the individual interviews. At the outset of the interviews, and to get the participants'

perceptions regarding their experience, an unstructured questioning is utilized. Besides this, questions that are open ended are presented, shaped in line to the apparent theory which is promoted from the analysis of earlier interviews. The opening individual interviews question is similar to the one given in focus group discussion, “In the informal work setting, and as a woman worker, how has the industrial work been for you?”. Indeed, embracing the latter approach in this study enabled the researcher (i) to validate themes from data collection, create and develop a rapport with the women workers, and (ii) obtain sufficient data about participant’s employment and wage experiences.

According to some literature, grounded theory is a close interaction between collection of data, sampling and analysis of data, as it is the case in the current research (Charmaz 2005; 2006), in the. The interaction identified the best suited interview type to gather data, as the course of research developed. However, the increasing structure is the outcome of the two following elements, (1) the need to determine particular data from the interviews, and (2) theoretical sampling.

Face to face interviews are carried out with the entire respondents, unless one telephonic interview is conducted with a women worker from ginning sub-sector, who decided to be engaged in the individual interviews, as she could not show her presence in the focus group interview, due to her industrial work timings. In reality, following this approach has helped the researcher to avoid the obstacle of travelling distance as the respondents’ home, workplace and researchers’ residence, are geographically separated. Furthermore, using this approach has also a sort of flexibility, particularly in conducting the interviews at a mutually comfortable time for both the researcher as well as the respondents. By comparison, the researcher finds that face to face individual interview provides similar gains to conducting the interview by using the telephone, unless there are certain non-verbal

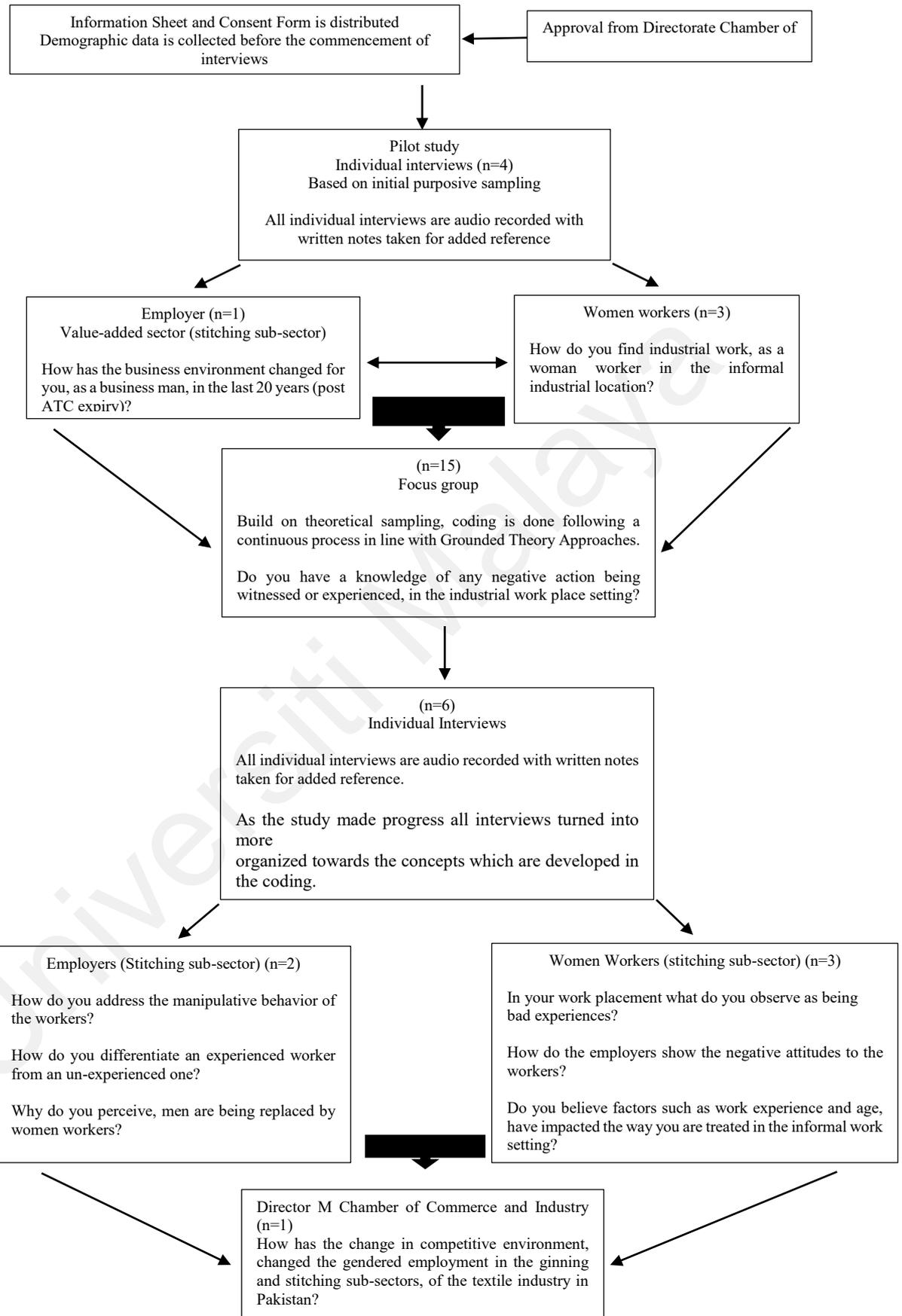
gestures that the researcher is not able to observe. Nevertheless, the research maturity possessed by the researcher, helped to be aware of the verbal cues provided by the participants.

**(a) Collection of Data**

**Demographic data**

The demographic investigation is contained in the survey given to the prospective participants, at the outset of the interview. The participants chosen for focus group discussion has to completely furnish the demographic information in advance. Indeed, this demographic information furnished the researcher with a foundation, to theoretically sample participants according to the conditions of heterogeneity. Additionally, researcher finds that comparative analysis of interview data against and between different demographics is done successfully, by collecting this demographic information. As demonstrated formerly in the above sections, a comprehensive demographic information is gathered. Also, results of the demographic survey are obtained and discoursed in the study. Figure 4.2, below demonstrates the stages which have been sequentially followed to collect and analyze the data of the study.

**Figure 4.2 Stages of data collection and analysis**



Source: Author's own elaboration

As the interview process impacts upon the data collection (Wimpenny, & Gass, 2000; and Charmaz, 2006), creating a connection with the respondents is acute in getting them to speak agreeably, regarding their experiences in the workplace. However, as a university teacher, I have developed convincing power and skills in communicating with a large group of people carrying a diverse background, and converging their attention towards the focus of discussion. Having this teaching and communication skills, helped the participants to adapt quickly with the course of conducting interviews. Moreover, in order to develop the rapport, the researcher introduced herself as a research fellow from the University of Malaya, Kuala Lumpur, with experience in university teaching at one of the universities in Pakistan. It should be noted that in every instance the rapport with the respondents progressed swiftly and without any difficulties.

Referring to Charmaz (2006), sensitivity consideration for both the data and the participants of the study is utilized to help the researcher in comprehending when to listen, probe and ask questions. Taking this step seriously, enables the respondents to manage controlling the interview and, therefore, reveal the story (Minichiello, Madison, Hays & Parmenter, 2004). In this regard, the researcher is fully aware of her non-verbal communication in eye-to-eye focus group discussions, this is considered to assure that the non-verbal communications do not adversely affect the interview guidelines (Duffy, Ferguson & Watson, 2004). While conducting focus group discussions, the researcher has briefly noted certain gestures and motions of the participants, followed with observing the interaction between the participants, to assure that the data collection contained the dynamism of participants and their interactions, taking into account that the latter elements are important for getting into quality data, especially when utilizing focus group discussion (St. John, 2004).

Focus group discussion has taken place at one of the participant's residences, in the countryside of Multan city. As the comfort of the participants is important, most importantly to elicit the required data, caution is taken into consideration to choose the appropriate location, a courtyard is chosen to discuss and talk with the participants. However, to make sure that the place is suitable for the participants, the researcher has decided to consult with the study participants, the latter agreed that the courtyard is a suitable place, as they feel relaxed and comfortable in the environment.

In order to offer a welcoming and relaxed environment, all participants are greeted as they arrive. Additionally, as the focus group participants got to know each other better from affiliating to the ginning sub-sector, with almost similar industrial placements, the interaction and dynamic conversations among the participants, are useful for the researcher. The interviews lasted for two hours, from 9 am to 11 am, as the majority of women workers are laid-off in the same year, from three of the industrial placements, except for two of them who had taken a day off from work.

However, the entire individual interviews are carried out face-to-face at the workplace of the participants. Selecting the workplace is due to the work environment, that may add value to the data analysis process. In consultation with the women workers, interviews are scheduled, and this consultation allowed the participant to arrange the interview for a time that is suitable to them. The individual interviews lasted between 20 to 70 minutes, whereas focus group discussion took almost 120 minutes.

However, in an effort to explicate on the results from the focus group discussion, the following is the first question asked by the researcher:

“Do you have a knowledge of any negative action being witnessed or experienced, in the industrial work place setting?”

Indeed, this sort of opening questions is adequate to begin the conversation and consequently let the participants to play a leading role. As has already been mentioned in the above discussion, the central purpose of using focus group discussion is to carry out an unstructured interview. As such, the respondents could share their experiences without any constraint.

In this study, the group and individual discussions are audiotaped. Moreover, there is a debate ongoing, in regards to audio taping interviews (Stern & Covan, 2001), audio taping discussions are effective for data analysis, as the researcher is able to concentrate on leading interviews, instead of preoccupying with the operation of taking follow-ups (Charmaz, 2006). Audio taping interviews has a potential to elicit complete interview transcription verbatim, the procedure is significantly helped with the interviews analysis, as the accurate speeches are built by the interviewees. Moreover, audio taping of the interviews can diminish the possibility of the researcher “coercing” the data which relies on the subjectivity of the researcher (Charmaz, 2006), based on memory. All these procedures are carefully considered by the researcher in the current study.

On the other hand, possessing a transcribed copy of the full interviews helped the researcher to relapse understanding into matters, that are not instantly clear throughout the progression of the interviews. Furthermore, interviews transcription has enabled the researcher, to coming back to previous interviews as different issues are determined—a procedure which helps to determine the real data context. Hence, the opportunity facilitates constant comparative analysis, as the researcher has the printed transcript, for exhaustive pondering.

### 4.3.3 Analysis of Data

According to Strauss & Corbin (1998), analysis of data is based on the investigator's analytical capabilities and innovativeness, so that sense and the interrelationships in the collected data could be translated into a developed theory (Strauss & Corbin, 1998). Generally, the current study employs this process for data analysis, nevertheless the series of steps are not strictly followed. The explanation of Charmaz (2006), more notably in relation to the data analysis process, offers important guidance. The reflective coding and the conditional relationship guide, suggested by Scott (2004), provides an effective analytic tool for this study, this also supports the development to the consequential/conditional matrix (Strauss, & Corbin, 1998).

#### **Focus group data analysis:**

The uniqueness of focus group information is its ability to elicit data, from a range of feelings and ideas that individuals have about some issues. Moreover, focus group data derives information from the communications of the gathering individuals, through powerful and non-verbal activities detected. Moreover, as the audio taping transcriptions are obtained for analysis, the data of focus group discussion provides certain peculiarities to analysis. This aspect is discussed below.

Furthermore, the outcome transcriptions obtained from audio taped data are scrutinized together with observational data, from focus group discussions. As the individual contact that arise in the course of group conversation, discovers "group" being the major focus of analysis, St John (2004) suggests, on the other hand, that analysis of data ought to adhere to the supporting methodology, employed in the study. Awareness of group and individual features is obtained, based on the approach proposed by St John (2004) and Smith (1995), demonstrated below.

The data of the focus group discussion is examined at the group perspective, with having concurrently a view on the serial and interactional analysis. Conformity, censoring, and groupthink are subsequently considered. Moreover, data are analyzed without any consideration given to the group context. By contrast, participant reactions are contrasted against the group information, as being situationally examined. Also, in order to support both the comparative and individual analysis, a single document for every respondent is set aside, this helps to analyze the data from an individual dimension—the findings of which are, therefore, contrasted and stand up contrary to the group data.

#### **Analysis of data: Initial procedures**

Beforehand analyzing data intensively, the researcher transcribes all interviews verbatim. The total duration for the entire interviews recorded is eighty hours. Both the collection of data and the analysis of data are concurrently conducted procedures, in line with the grounded theory approach, as mentioned earlier in the above sections. Addressing confidentiality consideration, all recognizing information of the participants are deleted from the data, and giving instead each participant an alphanumeric code. Indeed, these codes are arranged randomly and do not represent either the individual's status, or the sequence in which the interviews took place. Additionally, all letters of the alphabet from A to Z, excluding "I", are chosen for utilization in the codes. Moreover, the reason for not selecting "I" is relied on the standpoint of probable confusion among readers, considering "I" might refer on one side towards the researcher and on another side towards participant.

On the way to assure the precision of obtainable transcriptions, the researcher replays interview audios, while reviewing the transcriptions. This method helped to become engrossed entirely in the collected data. Also, comparative analysis and

memo writing are employed during the study, as well as, supported the process of open coding, axial coding and selective coding, following the suggestion of Corbin and Strauss (1990).

### **Memo writing**

According to Charmaz (2006), memo writing refers to the crucial intermediate stage between the drafting of the theory and collection of data. Within the framework of grounded approach, memo writing is a pivotal approach, as it pushes the investigator to scrutinize codes and data prior to the study process (Strauss & Corbin, 1990, 1998; Charmaz, 2006).

On the other hand, Strauss & Corbin (1998) argue, that memos include results of investigation or directions for the researcher. In the current study, at the early stages, the researcher engages to use the memos, up to the conclusion of the chapters is linked to the results. Nevertheless, memos are preserved as records, given the foundations of documenting opinions, linked to the apparent categories, later the categories interaction progresses. The obtainable proceedings are basically documented when arise, and are in the system of typed and handwritten notes.

The memo is a vital instrument of collecting data on the ground (Charmaz (2006). In this study, the memos are used to allow the researcher to determine leads to follow, by means of theoretical sampling. Alongside, operational notes, theoretical notes and logical diagrams, as well as code notes are all suggested earlier in Strauss and Corbin's (1998) elaboration, besides anticipation that all these memos are at the conceptual flat, in line with the coding phase that they link to. In the course of this discussion, Charmaz (2006) adds that the memos might be flowing and liberated, this assumption has encouraged the researcher to write openly in regards to the undertaken data analysis. Therefore, Charmaz's (2006)

method is employed in the study, as the researcher considers Strauss and Corbin's (1998) method to memoing, as being very procedural and relatively limited.

### **Clustering**

In an attempt to help the researcher with the writing down of memos, the study follows Charmaz (2006) regarding the process of clustering. The central purpose of the clustering process is to offer a visual, non-linear and flexible approach, that permits to determine how the phenomenon jointly "fits". In relation to the present study, the clustering process assists the researcher to optically determine, how the categories are intertwined. Referring here to Clarke (2003, 2005), the clustering method has the potential to share analogies with situational and conceptual mapping, most notably in the context of grounded theory.

### **Comparative analysis**

One of the fundamental highlights of grounded theory is its focus on comparative analysis (Strauss, and Corbin, 1998). Regarding the analytic process of the study, the constant comparative approach is employed to compare occurrence with the occurrence, and to determine the differences and similarities to simplify the evolution of conceptions (Ezzy, 2002). Furthermore, the constant comparative analysis helps in categorizing perceptions in greater command groups (Strauss, & Corbin, 1998).

The data obtains its direction within the study, as the approach explores duplicate patterns inside the data, by using the constant comparative analysis (Chiovitti, and Piran, 2003). This method provides; firstly, data comparison which stands up against the situation; and secondly, stands up against other data as well as against ideas (Duchscher, & Morgan, 2004). Abduction, is to understand the fitting of the context and a specific event (Ezzy, 2002), and it is a process utilized

during constant comparative analysis. As inductive considerations dominate, deductive procedures are further embraced, as the approach concurrently ascertains theory throughout the constant comparative approach (Strauss, & Corbin, 1998).

### **Open coding**

As argued by Charmaz (2006), open coding refers to the analytical procedures, allowing labels allocation to data in order to determine categories, particularly in relation to properties that are further merged in dimensions. Initial coding has remained almost on the point of the data (Charmaz, 2006), and for the most part In Vivo codes are utilized by the researcher. Additionally, open coding is utilized as the significant part of the transcriptions while the researcher is listening to the audio taping of the interviews and as such, the data are fractured in sections for further analysis, and essentially for the determination of a label (Charmaz, 2005; 2006). Besides this, data labelling is identical with code formation. Moreover, the labels are embodied either in words which reflect comprehending the data; for instance, “manipulative behavior”, or in vivo code (a participant’s real words); as an example, “something is better than nothing”. Hence, the major labels are typically descriptive, alongside the use of real words by the respondents, in the initial coding.

During the process, open coding is positioned by looking into the relationship between symbolic interactionism and grounded theory. Meaning provided by the participants, (employer/women worker), is necessary to be replicated in the labels of code chosen for the data. One of the obvious examples showing this, respondents have both negative and positive perceptions linked to the longer serving women workers. Starting with negative perceptions, long serving women workers have a greater possibility of imposing cultural patterns of the sub-sector; nevertheless, the

positive perceptions boil down to the fact that women can access job opportunities, with an extensive knowledge of sought facility.

By employing an extensive discussion and probing questions in the interviews, the researcher is able to identify the meaning of negative and positive perceptions linked to the longer serving women workers. Therefore, the meanings are provided as labels of codes throughout open coding. For further clarification, this is entirely elaborated in chapter five.

Whilst there is a clear need that the research question should be in mind during all stages of conducting the study (Charmaz, 2005; 2006), current study is initially carried out by probing, “What is going on here? Or What does this mean?” Indeed, this means that a similar text section is chosen for more than one code. For instance, while the women workers averted to interact with the supervisor or employer, the text is categorized “individual behavior and avoidance”. Sometimes a question is asked by targeting the entirety of the participant’s response, while at other times the focal point is merely given to a number of words inside a reaction. All questions and impressions regarding codes are reported in memos, following the analysis procedure, as has been elaborated in the above discussion.

On the other hand, all transcripts are manually coded, and then are converted into a laptop file utilizing Microsoft Word, 2013. Actually, transcripts are coded manually for the current study, as it allows the data to be observed and codes to be chosen concurrently, as well as by using this manual process, the researcher is able to reach the microanalysis of desired outcomes and such as, a more consistent assignment of codes is achieved. Furthermore, some steps in regards to the data analysis are carefully and entirely considered, as for instance revising line by line, has enabled the researcher to compare new information with what is coded earlier

(Glaser, 1978). A code label is attributed to a number of characteristics, more importantly to actions, objects, incidents, or events in the information that are comprehended as signals of a special occurrence (Strauss & Corbin, 1998). As such, the concepts are compared with the existential themes, and then they are clustered collectively in an attempt of exploring the common ground (Corbin & Strauss, 1990). Clustering concepts are collectively based on a advanced order label, that leads to the initiation in category improvement (Strauss & Corbin, 1998).

By comparing code labels, it is additionally feasible to determine dimensions and the properties. Properties are fundamentally category attributes whereas, the area of a property along a continuum represent dimensions (Strauss, & Corbin, 1998). Alongside this, the properties of the category segregation are dimensionally determined, by the researcher.

In line with the research objectives of the study, a number of subjects are discussed with the employers, including manipulative behavior of male workers, loyalty of women workers, what matters most is availability of workers rather than preference of women workers, and reaching a consensus after mutual discussion with women workers, in case of addressing issues. For more details, Figure 4.3 below demonstrates a panorama of how the concepts are grouped together. However, by considering the elements above, each code becomes a portion of a higher category labelled mainly as “employer-worker interaction”, later this category is lifted to “professional relations”. The following is certain examples of the statements extracted from the transcripts. For instance, “Manipulative male workers” has appeared in the data as shown in this statement:

*“When we talk about male members then they have their own reservations. They can manipulate you at any time openly and bluntly...”*, (Participant B, employer)

Nevertheless, a statement from the participant (employer), showing the “loyalty of women workers”, as well as the “availability rather preference”, are provided in the following:

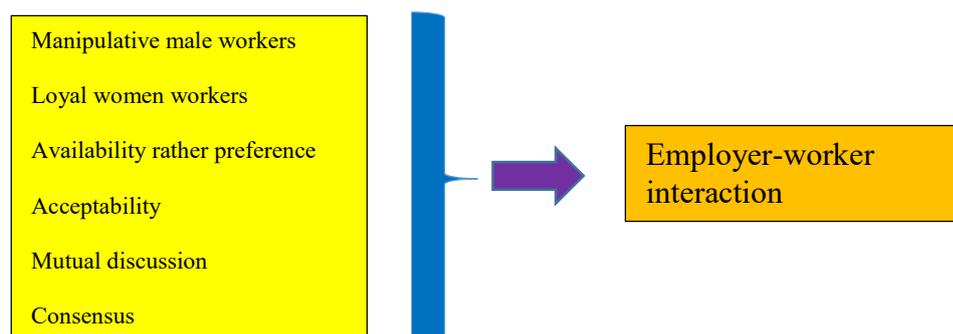
*“We found that females are much better because of their loyalty...”*, (Participant B, employer)

*“I do not prefer females, but sometimes it depends on the availability of the lot. However, if we are talking about preference then it is a very strong concept...”*, (Participant B, employer)

In addition, participant B alluded to the fact of acceptability, for reaching a consensus after mutual discussion with women workers, especially in case of addressing issues as showed in the following:

*“If they have any problem they will come up and discuss, they will give you the time to think over it, they will think over it themselves as well, and then we come up to a mutual decision.”* (Participant B, employer)

**Figure 4.3 Codes appeared to the higher category of “Employer-worker interaction”**



### **Focused coding**

Focused coding is the second significant stage in the coding process (Charmaz, 2006). It is also considered more conceptual, selective, and directed in contrast with the initial, line by line and word by word coding as demonstrated by Glaser (1978). Purposively, focused coding is employed by a number of researchers, especially to understand, capture and synthesize the major themes in the statement of the participant. Regarding this, the code “relegate to” is chosen to capture, synthesize and understand the theme as follows:

*“Her (women worker’s) concept is that “something is better than nothing”, so she would be “OK” with it, and that is the reason women are cheaper in Pakistan’s industry...”, (Participant K, employer).*

This goes down to some concept along the lines of “how” employers perceive women workers to behave. However, on the same lines, the code “avoiding disclosure” is chosen to comprehend the following theme, for disregarding the education and prior training experiences of the women workers:

*“For women workers in stitching/checking departments...what is of value is productivity at a certain point in time...”, (Participant B, employer)*

Within the scope of grounded approach, coding is an emerging procedure and the evolution of “averting disclosure” code, essentially lights up rest of the codes. The lightening enabled to “observe” the reciprocal interaction, among employer and women workers, in a unique way. Therefore, the experiences of employers/women workers, who have “disclosed”, is compared with experiences of employers/women workers, who have “not disclosed”. The phenomenon is elaborately conversed in the proceeding chapters.

### **Axial coding process**

The procedure of reconstructing information that are broken down and labelled during open coding process, is called axial coding (Strauss, & Corbin, 1998). It is carried out together using open coding and initially began later pilot research analysis, by using initial individual interviews that ended up suggesting some categories. Indeed, the recognition of these categories by the open coding procedure is important to start axial coding process, as the evolution of relational statements and categories rotates around the category axis (Strauss, & Corbin, 1998). The present study, utilizes conditional relationship guide (Scott, 2004) in the process of axial coding, more importantly to help the subcategories development, responding to Corbin and Strauss's (1998) questions of, "when, where, why, who, how and with what consequences", in regards to the category.

In relation to "relegate to", the following is an example of the utilization of axial coding. Here, participant B (employer) indicates, "how" employers perceive women workers to be in a stereotyped concept. This category is later raised to "*bearing of tradition*".

*"Her (women worker's) concept is that "something is better than nothing", so she would be "OK" with it, and that is the reason women are cheaper in Pakistan's industry..."*, (Participant B, employer)

A key topic in dispute between Glaser, Corbin and Strauss in regards to axial coding comprehension, boils down to its explicit character. For instance, Glaser (1978) considers this operation as theoretical coding, through siding with Strauss and Corbin (1998), who suggest to undertaken the operation by turns with open coding. More importantly, Glaser emphasizes that axial coding requirements are reduced by theoretical codes, as they knit the split section together again (Glaser,

1978). Therefore, Glaser (1978) does not go along with Strauss and Corbin's (1998) coding pattern.

By definition, coding paradigm is an instructing cadre that enables structures and processes, to be viewed in line with the setting of the social issue, being examined. Determining processes and structures alternately, leads to a discovery of how some actions occur and why they occur (Strauss & Corbin, 1998). By considering these elements, the conditional relationship guide is basically employed to accommodate the area of the study, and more importantly the conditions that are determined from the data collection. Additionally, both Corbin and Strauss (1998) alert against utilizing, the suggested matrix of axial coding as a prescript for the consequences and conditions to be determined. According to Charmaz (2006), axial coding offers a structure to the investigator, and this structure might stretch or constrain the investigator's view. In this study, the structure is employed to make clear the ties between the categories and their respective subcategories.

In regards to "*relegation*", as an example, dividing work practices between women workers and employers is basically a circumstantial condition that leads to impact the women worker's toil for securing a place within the worker's hierarchy, including both the industrial setting and the sub-sector setting, where they have been placed. Simultaneously, ambiguity regarding the role has, to some extent, influenced the manner in which women workers react to relegation—a division of work practices between women workers and employers. Referring to the approach of Strauss and Corbin, axial coding facilitates a discovery of specific strategies/actions that have been utilized by respondents (women workers) when they undergo relegation, the following is a participant's (women worker) statement highlighting the issue of role ambiguity:

*“Male workers receive a better salary because they put in the great muscular related effort... We separate the impurities from the cotton fibres, especially polypropylene particles....and then the huge bulk of cleared cotton bales are collected and put in big bags by male members. This requires quite a lot of physical effort...”*, (Participant A2, A woman worker from focus group discussion).

The data indicates a number of women workers employed in the various industrial sub-sectors, perceive that it is usual for an employer, to delegate any jobs to men and women workers accordingly, as this depends on their gender suitability and wage. However, this delegation of duties given to women workers, brought up two main subjects in the data analysis; firstly, there is a desire to keep working on the position in any case; and secondly, there is a dearth of understanding, most notably in regards to the scope of practice.

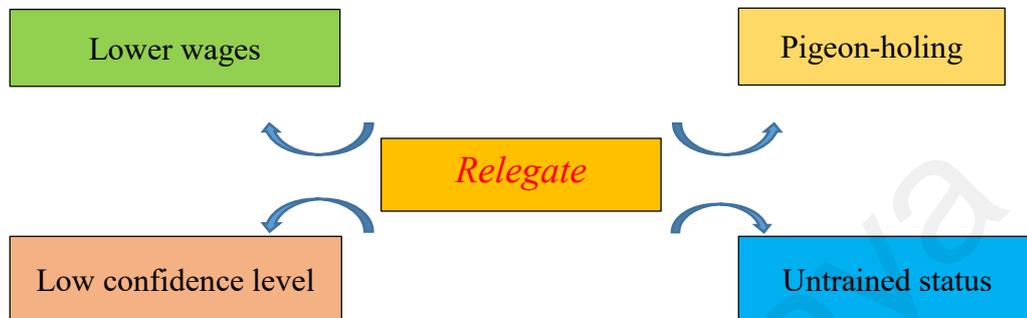
As axial coding discovers dimensions and properties based on a continual process, it becomes clear that the women workers are utilizing certain strategies to get into the placement:

*“Now almost every ginner has purchased blowers, these are used to separate impurities from cotton. One blower replaces 20-25 women workers. However, the polypropylene particles are much intertwined in the cotton fibres, that they still need women fingers to separate them...”*, (Participant A4, woman worker from focus group discussion).

Whilst grasping of the interrelationships between categories established, the categories are presented in diagrams (Strauss & Corbin, 1990, 1998), as shown in the next chapter. Why, when and how women workers are relegated in the informal job market are also considered for coding. Figure 4.4 below presents a diagram

of the codes connected with relegating women workers by the employers, within the informal job market.

**Figure 4.4 Codes connected with relegating women workers.**



### **Selective coding**

As defined by Corbin (1998), selective coding refers to the “process of integrating and refining the theory”, (p.143). Selective coding includes the determination of the principal theme or the “core” category of the study (Strauss & Corbin, 1998). In other words, the principal category is fundamental alongside with all categories, frequently emerging in the data and essentially becoming subcategories. Within the context of this study, the core category is labelled “tolerance/no voice”, among “decisions of employers”, “bearing of tradition”, “performance of workers”, “expectations” and “perfect fit” shaping then the sub-categories, that are integrated to link by the core category. To some extent, the core category emerge in all interviews and as such, this allows to obtain a consistent and logical clarification of what is happening in the informal job market by establishing a link, of the sub-categories to the core category. Moreover, this approach furnishes the researcher with the basic theoretical scheme, needed to conduct the coding process. Since the basic theoretical scheme has been determined, the approach is improved by using supplementary theoretical sampling, along with analysis of data until saturation of data is obtained (Strauss, & Corbin, 1998).

Additionally, use of selective coding is useful for the current study, as the researcher is allowed to shape variations between and within major categories which are determined. Also, the grounded approach is guiding the current study, and is assessed by using the assessment standards suggested by Charmaz (2005; 2006). On the basis of this assessment, and through the writing of this dissertation, the theory has been purified.

#### **4.4 Summary**

The chapter describes the methods employed to investigate the study's research questions. To do so, the qualitative approach is chosen. A thorough discussion regarding symbolic interactionism is given, as the fundamental theoretical approach. As it is shown above, symbolic interactionism is subsequently connected with the methodological principles of grounded approach and saturates every phase of the analytical and methodological techniques. The constructivism approach is demonstrated, as well as the fitness of a constructivist paradigm, regarding this current research is introduced, succeeding the Glaserian and Straussian "approaches" of grounded theory. Matters such as study validity, ethical considerations, maintenance of objectivity and sensitivity are all discussed in this chapter.

Additionally, the study procedures include an indication of the participants and setting, collection of data and data analysis methods are entirely discussed in the study, following the methodological models provided by Charmaz's (2005, 2006) coding standard of Strauss and Corbin (1998) and conditional relationship guide of Scott (2004). Besides this, theoretical sampling methods, collection of data and analysis of data, have been referred to in detail. Following the method's application, five categories are derived from the collected data, including "performance of workers", "decisions of employer" "bearing of tradition", "place"

and “expectations”, with “tolerance/no voice”, appearing as the core category. As such, the interaction between the categories results in the identification of the theory, which is introduced in the next chapter.

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## CHAPTER 5: FIRM'S STRATEGIC DECISION MAKING AND VOICE OF WOMEN WORKERS

### 5.1 Introduction

The past chapters have introduced the study and advocated the methodology and design of the study. The current chapter reports the findings and discusses the three rising categories from the data. These categories are discussed under the headings “*decisions of employer*”, “*bearing of tradition*”, “*performance of workers*”, from the perspectives of both the employers and the women workers. The communications and convergence of these categories brings about the recognizable proof of the vital social process. The rising core category, is marked as “tolerance/no voice” of women workers. Moreover, the crossing point of the three categories, brings about the distinguishing proof of “expectations”, of employers and people working around women workers. Because of the vital social process (tolerance/no voice), participants (women workers) *do not* experience any “*internal conflict*”, while they attempt to realize “the perfect fit” state, “the vital social problem”.

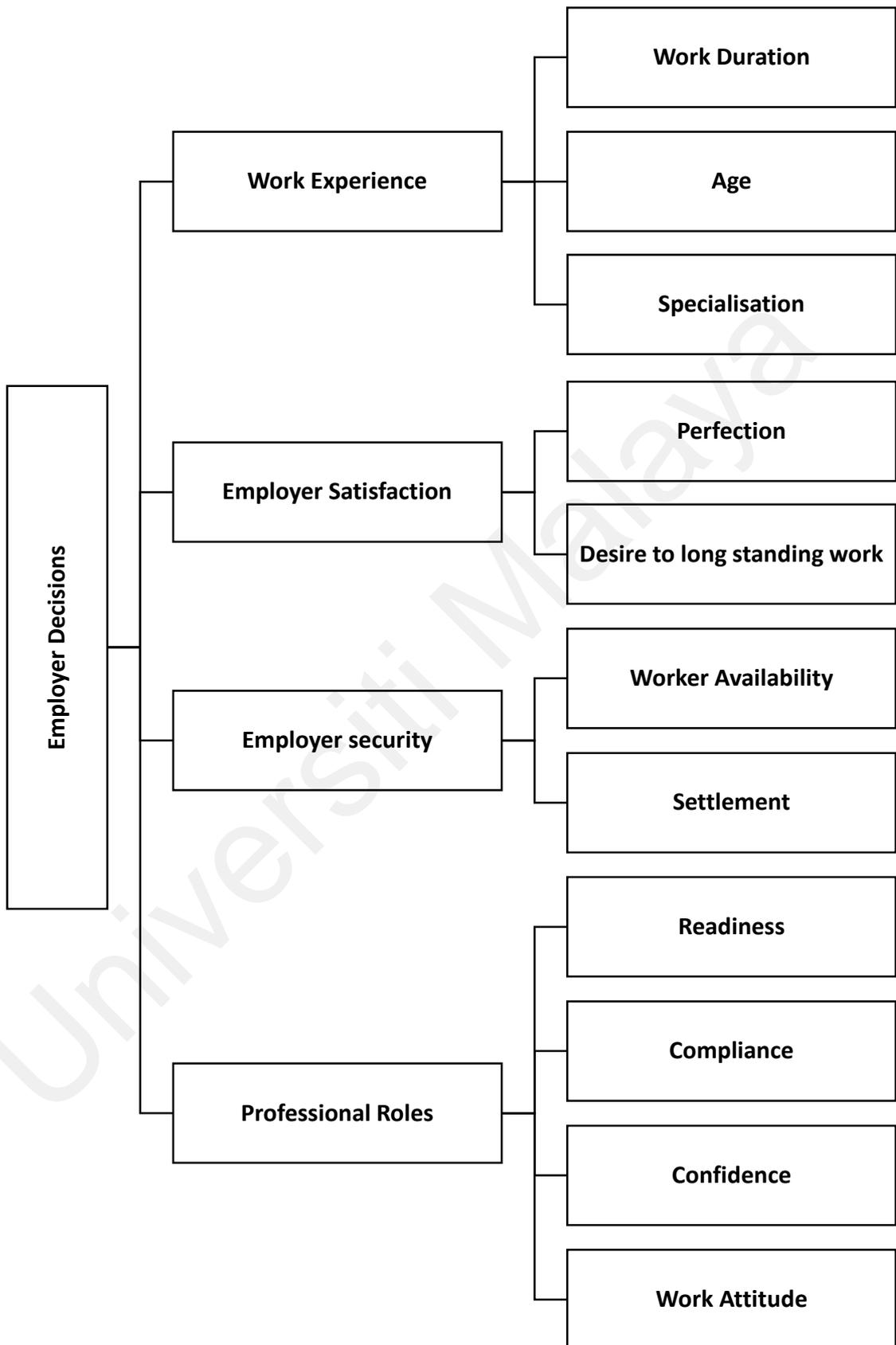
The research participants are low wage earning, but satisfied women workers, in an unproductive environment and negative workplace expectations. The research is conducted in the stitching and ginning departments of the textile hierarchy of the facility, within the textile sector, and more broadly in the informal labour market. An elucidation of the categories, which rise up out of the data, is based on the advancement of the theory. It begins with a clarification of the categories, their related properties and dimensions, followed by a discourse of the vital social problem and concludes with a vital social process.

## 5.2 Decisions of Employer

“*Decisions of employer*” emerged as a category, which is a consequence of the interactions with women workers. The category is presented graphically in Figure 5.1. Participants identify the interactions, both negative and positive. This is a major concern in determining the “*perfect fit*” of women workers within the sub-sector where they work, and as a whole, within the profession. Quite a number of properties and dimensions that impact the category of “*decisions of employer*”, are identified.

Universiti Malaysia

**Figure 5.1: 'Decisions of Employer': Properties and Dimensions**



Source: Author's own elaboration.

### 5.2.1 Work Experience

Longer serving women workers in a sub-sector are likely to have better employment prospects, job continuation and relatively higher wages (Elder and Kring, 2016). These expectations ascend from the given fact that a longer experience would sharpen the required skills and lead to higher productivity. With this standard in mind, the researcher poses the following question,

*Interviewer: What are the criteria on which you employ the women workers? Is it education, experience, skills or anything else?*

Participants (employers) indicate that they could expect higher productivity from a women worker who has been in the specific industrial sub-sector setting for 20 years, than they could from a worker who has work experience for only 2 or 3 years. However, the longer work experience may not necessarily help them to secure jobs and better wage structure.

*..... Skill set and experience do help in senior/higher management like peon<sup>1</sup> and above... Then obviously education criteria are there at least graduate qualification, but for women workers in stitching, checking departments.... what is of value is productivity at a certain point in time. (Participant B) (1E<sub>1</sub>)<sup>24</sup>*

Participants perceive both negative and positive features linked with longer serving women workers. The positive features include, women workers being able to enter job (once laid-off from a certain unit) with a wide-ranging information of

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1. Peon: Peon is considered a higher level of the job as compared to informal textile workers  
2. 1E<sub>1</sub>: First employer's first quote

desired facility. Moreover, the negative features indicate that long serving women workers, more likely enforce the social traditions of the sub-sector.

The longer women workers, if valued on the basis of their experience might adopt the role of indoctrinating other women workers into the stitching culture, as a profession as well as into the sub-sector's culture.

*...the workers (women) who had been in the profession for about ten years ... are more mature. (Participant K) (2E<sub>1</sub>)<sup>5</sup>*

Long serving women workers in the sub-sector are not necessarily older than the other co-workers, or the participants. These women workers would adopt the role of leader, not because they are older than their colleagues, as they rather have an extended period of service at their credit. The longer serving women workers would have a major impact on the decisions of the participants (women workers in the informal job market). Acknowledging service length directly corresponds to the experiences and decisions of the participants (women workers), they interact with the employers in several sub-sector industrial settings.

However, the denial attached to the aspect of length of service, of women workers by the employers, forced me to dismiss comments like experience and skills improve on the job for the target population.

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<sup>5</sup> 2E<sub>1</sub>: Second employer's first quote

### 5.2.2 Employer Satisfaction

The data suggests that employer satisfaction is the reason why some employers allow women workers to remain in the same facility for extended time frames. Participants (employers) perceive that job satisfaction is achieved as a result of worker's perfection in her performance and her desire to be associated with the job for a longer period of time in that facility. This occurs across both the levels of women workers, from the impurity separator at ginning sub-sector through to checking staff at stitching sub-sector level. The employers are at a higher level of satisfaction (an attribute of employers' decisions), given perfection in performed tasks and desire to long standing work (the two dimensions) in a particular facility by women workers. This leads to positive results towards the employment continuation decision for the women workers (category).

Data indicates at certain scenarios that employers do attain lower degrees of achievement of objectives, stressing the quantity rather than quality of the produce. The environment is competitive post the ATC expiry, as the huge production levels have to be achieved in a limited span of time, the stressful condition is delegated to the workers who get more vulnerable towards committing errors. Ultimately, more internal control is implemented at various levels, checking the produce step by step so to avoid faulty items.

*....it also depends on how you keep the quality check.*

(A process performed by various assigned workers at various levels)

*...We have three kinds of checks, one at the end of the line, the next is at finishing line and the third is at the final quality check. It is rare that a default stays unidentified from a series of three check posts.*

(Indicating the strict quality check on the workers' performance)

*... and once the default in the item is identified, the item is brought to the maker to make the corrections. And this is how we treat our brokers.*

(Participant G) (3E<sub>1</sub>)<sup>6</sup>

It is, however, concluded that the employers get more satisfied and the work goals achieved, if any fault is corrected by the worker themselves. This is one form of admitting errors. This is an evidence that the workers are committed for an extended period of time. There is a dual effect, the improved level of satisfaction impacts positively on the employer's decision towards the continuation of women worker's work tenure, in the informal job market. The participants (employers) believe that the worker's admittance of her mistake, voluntarily leads to the fact that consequences of the fault has to be borne as well, and here the employer seems to completely disregard the notion of human error.

*.....This comes in the form of an additional cost. However, no matter what is the fault in the item, it can be corrected in some way or the other, and can be transformed into a new item. But people responsible, are not paid any amount for that item as a penalty (participant G) (3E<sub>2</sub>)<sup>7</sup>*

Exercising authority in terms of employer satisfaction for perfection and longevity in commitment, leads to autocratic leadership style by the employers. The transformation of the faulty item into slightly different product, does stabilize the employer in terms of its cost of production. However, this particular industrial behaviour and leadership style has a negative influence not only on the worker

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6 3E<sub>1</sub>: Third employer's first quote

7 3E<sub>2</sub>: Third employer's second quote

*per se* but on other workers in the group or facility. . The worker gets a transparent perspective of the level of employer security, which in turn determines her morale and self-confidence reducing to minimal level. This negative behavior, from the employer, being more responsive to the cost of production and “ignoring needs of workers and an unwillingness to get involved with the workers in the facility”, has a negative impact on the workers. This incident leads to an increased level of negative communication at the work place, . Despite all the unconstructive behavior, for the women workers, they are left with no choice but to continue working at the same place, given the limited work opportunity in the community where these workers reside (due to restrictions on mobility and more often change of work place).

The dimension, “desire to long standing work”, is additionally explored in “employer security” making the discussion more elaborate.

### **5.2.3 Employer Security**

Employer security is highly interconnected to “employer decision” and experiences of the participants (employers) facing manipulative behavior of male workers in informal job market.

Employees (male) in the stitching sub-sector are primarily employed with no secure work contract and are given the due wages prior the commencement of longer breaks, as in the case of Hari Raya (Eid). A number of instances in the data depict that male workers avail considerable periods of break time, than allowed. A participant (employer) shows that the male workers leaving for breaks with wage, decide on to stay in the same status for stretched periods, specifically for two reasons. First, they have a tendency to work only when they are penniless,

and second, they do not realize the reality of scarcity of work opportunity in the community, given the informal job market.

*.... Manipulation, it is a big problem with the male workers that whenever they are out for working, they manipulate. It is easy for a man to manipulate the owner.*

*..... my production is pending and they left for celebrating Eid (masha Allah) two weeks back and have not yet returned. At the end of the day, I have to be answerable to my client. So, it is one aspect of manipulation.*

*..... I told you they went for holidays and unless their money is finished, they will not return. (Participant N) (4E<sub>1</sub>)<sup>8</sup>*

*..... the greatest drawback with the male workers is that once they have collected some money, they would prefer to stay at home and be absent from the job. (Participant K) (2E<sub>2</sub>)<sup>9</sup>*

This implies that, the employment opportunities for mature aged males in the stitching sub-sector are limited. Male workers are in an insecure employment status, indicating that alongside low wage levels, non-committed behavior is a cause of such an employment status, an indication of unstable employer security.

Participant N (employer) shows that male workers are being replaced by women workers, specifically due to the nonprofessional behavior of male workers. This helps in the emergence of the dimension of “worker availability” within the

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8 4E<sub>1</sub>: Fourth employer's first quote

9 2E<sub>2</sub>: Second employer's second quote

property of “employer security”. In a response to the question on change from male to women workers in the industrial units,

*.... yes, of course we have. For example, suppose if I had hundred percent male workers now it would have dropped to 60%-70%. (Participant N) (4E<sub>2</sub>)<sup>10</sup>*

And the data that appears to have embedded meaning.

*.... second point is a very interesting practice in Pakistan, which I really found surprising when I first experienced it myself. Female members achieve better work performance than male members. They have a lower price than the male members and work a lot better than them (17:10 - 17:27 in audio) (Participant N) (4E<sub>3</sub>)<sup>11</sup>*

This makes clear and emphasizes that employment availability to women workers is not because they are relatively non-manipulative, but they perform better on their job and they incur less costs for employers, as they work at lower wages. This also illustrates the “desire to long standing employment” dimension, that is the commitment and performance by women workers, no matter what the cost.

Upon investigation it is determined that marital status has an effect on the output of the women workers. Though, it seems that unmarried women may have lesser household responsibilities and better performance at work place, married women show higher levels of commitment in the job facility.

*.... when it comes to preference, married women are preferred, as they are more stable in status and more committed to jobs in the long run.*

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10 4E<sub>2</sub>: Fourth employer’s second quote

11 4E<sub>3</sub>: Fourth employer’s third quote

*.... for example, if I appoint 10 unmarried female workers then after marriage five would leave and 5 continued working. So, they are senior workers, and that they know they have been good with work. (Participant K) (2E<sub>3</sub>)<sup>12</sup>*

The comparative analysis reveals that the participants (women workers) who have been placed in the stitching sub-sector of the industrial informal job market, have a higher productivity in terms of quality of the product produced, along with lower level of wages. Also, they do not exercise any level of confrontation with the employers, and the primary factor is the fear of losing their jobs, therefore, contributing towards consolidating employer security. Additionally, it is difficult to attract non-manipulative male workers, qualified to work in the informal job market of the industrial sub-sector. As a result, the women workers may contribute to a reasonable degree of employer security. However, as women workers are constantly threatened with the notion of “perfection”, one of the dimensions of employer satisfaction, they are unable to sense the reasonable amount of job security, that they can voice for. The other reason of not being able to gauge the job security level are the limited accessible work opportunities in the community.

When the woman workers cannot efficaciously measure the value of the body of work they perform, it confines the women workers’ capacity to sustain long term employment in the stitching sub-sector. Subsequently, they notice the employers being defensive of their employment, and so the suspicion leads to harmony between employers and women workers, particularly in the stitching sub-sector of the industrial informal job market.

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<sup>12</sup> 2E<sub>3</sub>: Second employer’s third quote

This additionally directs to the dimension “settlement”, in the classification of “employer security”. Participants (employers) show the mainstream industrial sub-sector units have no variation carried within the unit’s substructure, catering to growing quantity of women workers in the component.

*.... No there are no such changes in the infrastructure.*

After a long pause,

*..... What we already had is still we are having, as we already had female workers previously. Yes, but this much we have taken care of as what our society demands. This much we take care of, like separate ladies/gents washroom and different commodities that our society is specific about. As the two genders cannot mingle in our social setup, so we have to take care of that like separate facilities for the two genders. (Participant N) (4E<sub>4</sub>)<sup>13</sup>*

The response, to the increased cost of providing separate facilities to the two genders, became a piece of striking information.

*Definitely it does....*

*.....so ultimately this becomes a reason that women are very cheap in terms of basic cost.... but then adding up all these costs and further other expenditures related to them they become equal to their male counterparts. Main advantage is that they are achievers and they come up to work. (Participant N) (4E<sub>5</sub>)<sup>14</sup>*

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13 4E<sub>4</sub>: Fourth employer’s fourth quote  
14 4E<sub>5</sub>: Fourth employer’s fifth quote

This ultimately concludes the expectations of the employers from the women workers, who are confirmed achievers.

#### **5.2.4 Professional Roles**

The women workers' service experience, in the informal job market, is pretentious of the employer's assurance of their capabilities and willingness to accomplish, as per conventional unwritten rules. "Readiness and compliance" lead women workers to rewards as per their accomplishment and "self-assurance".

Data analysis indicates that the widely held industrial stitching sub-sectors workers are women, with little or no stitching background as perceived by the employers, and they are employed in the informal job market. The answer to the interviewer, about women workers' ability to accomplish the allocated responsibilities, participant N (employer) said:

*... one important aspect is that female workers are very loyal. Our experience is that they do not leave you in between. If they have any problem then they discuss but they do not leave you just like that. (Participant N) (4E<sub>6</sub>)<sup>15</sup>*

This reception of the attribute "faithfulness", leads to the category "work attitude" among women workers within the property of "professional roles". Skills of the individual women worker and the employers' willingness to the execution of their roles has an influence on the "decisions of employer". If an employer is seemingly contented in his role, with no disagreement or hostility from the workers, this is beneficial to workers. This provides them with job prospects, knowledge and

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15 4E<sub>6</sub>: Fourth employer's sixth quote

protracted employment. The opposite holds if the employers perceive woman workers to cause trouble.

“Compliance” emerges as a dimension when probing wage related aspects of the workers.

The response regarding men and women worker’s wages, there is a long pause at the respondent (employer) side and then he waits to call and ask someone.

*.... I will answer after accumulation - whether the worker is experienced or not and whether its piece rate or not. You can say that ..... actually we do not have much difference between male and female salary at piece rate.*

*(after a relatively longer pause and lots of pondering) if boys are earning 16000 to 17000 PKR, this i am telling about average and I am not sure exactly, and for women it is 12000 PKR and .... they would be earning about 10000 to 13000 PKR monthly.*

The data that appeared to have embedded striking information, is:

*..... number of people working for me is what matters and in that we do not see their gender. (Participant N) (4E7)<sup>16</sup>*

The employers’ discrimination in terms of wages, is enabled through the “compliance” ability of the women workers.

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16 4E7: Fourth employer’s seventh quote

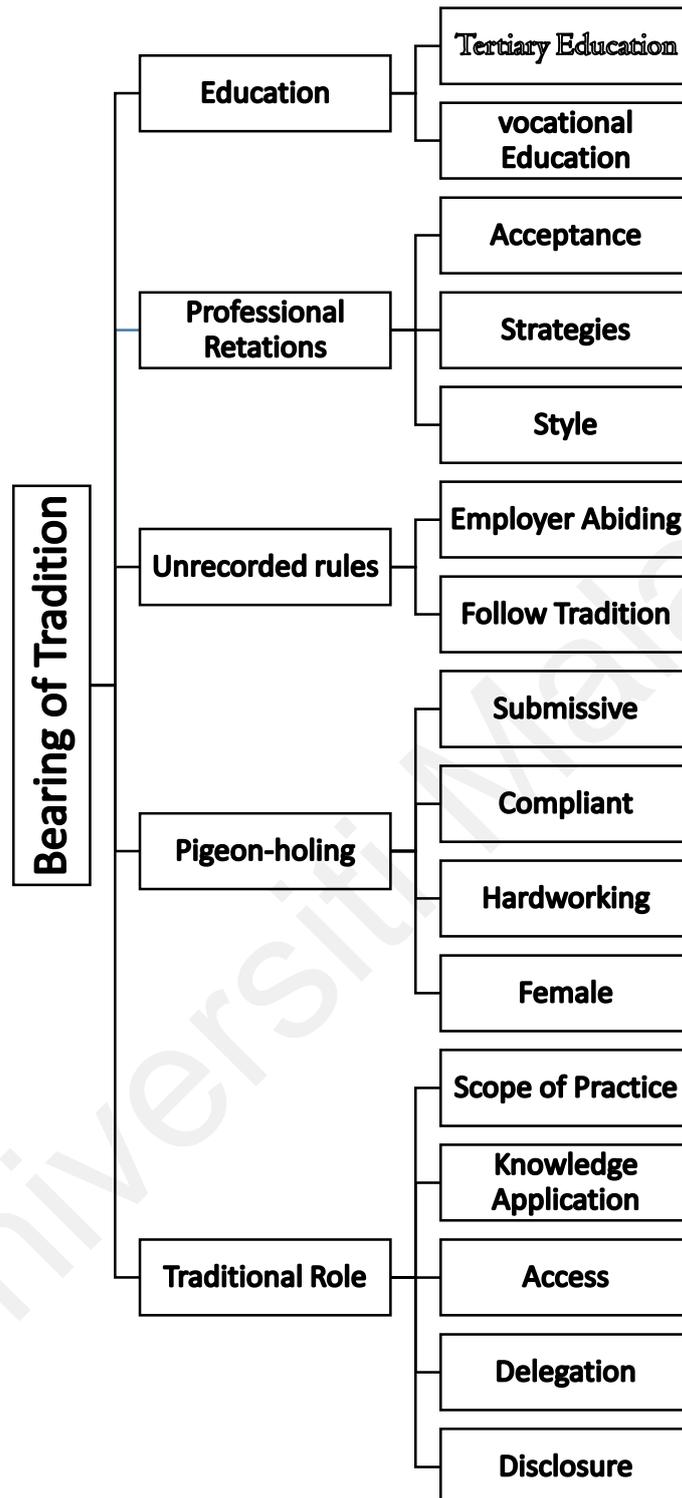
### 5.3 Bearing of Tradition

"Bearing of tradition" emerges in response to the participant's expectations (both employers and women workers) to demonstrate the expected behavior in various sub-sectors. The "bearing of tradition" is used to describe those workers and events that are targeted at sustaining the traditions of the women workers' belief system. This is ensured by using unwritten rules and behaviors, targeted at socializing the women workers into the traditional industrial work environment. This is clarified, later in this chapter.

"Bearer of tradition" role, is mostly adopted by both employer and women workers at the stitching and ginning sub-sectors, with employers exercising autocratic behavior associated with expectations, and women workers accomplishing their expectations. Further analysis identifies that it is not essentially the older employers who are responsible for making sure that women workers follow the accepted norms of the labour market. Rather, male employers with longer years of service within a specific facility are accountable for directing the work behavior of women.

*Bearing of tradition* has some properties and dimensions. This is depicted in Figure 5.2.

Figure 5.2: 'Bearing of Tradition': Properties and Dimensions



Source: Author's own elaboration.

The issue of tradition is raised in the interview for the pilot study and its strong impact is in all interviews, as well as the focus group discussions. In the pilot study, the most conspicuous statement with embedded meaning, and later discovered to be a common statement when explored through theoretical sampling, is perception of the employers for the women workers.

..... *for them, something is better than nothing* (Participant B) (1E<sub>2</sub>).<sup>17</sup>

### 5.3.1 Education

"Education", a property of *bearing of tradition*, is composed of two dimensions, vocational training and tertiary education. Even though, prominent changes are witnessed in the past two decades, in the textile sector, an aspect appears to be standing, employment of women workers in the industrial sub-sector facilities, who are either at home trained or vocational trained. This is obvious by the demographic information taken at the commencement of each interview, as an ice breaking session with the participants (women workers).

The women workers, disregarding level of education, are trained at the industry, which then forms a basis for paying them lower wages. As participant N (employer) said:

*... we continue to invest in them for at least 3 months and monitor them, then we can expect that they are now on ready, and in a position to reward us.*

*.....so ultimately this becomes a reason that women are very cheap in terms of basic cost .... but then adding up all these costs and further other*

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<sup>17</sup> 1E<sub>2</sub>: First employer's second quote

*expenditures related to them they become equal to their male counterparts. The main benefit is that they are achievers and they are keen to work.* (Participant N) (4E<sub>8</sub>)<sup>18</sup>

This is supported by another participant (employer):

*... women workers need training, otherwise they do not know the work.*

(Participant K) (2E<sub>3</sub>)<sup>19</sup>

Employers perceive that women workers in the stitching sub sector (value added sector) perform up to the desired mark, once they receive training. They are then considered specialist in their area of expertise, a source of training for other women workers in the facility, referring the term "education", to workplace training and on job upgrading of skills.

This approach ensures that the women workers realize their place in the industrial facility and maintain the place during the work tenure. This is considered a control tool, as the employers feel threatened, if they let go the training justification for paying lower wages to the women workers. It becomes apparent that while many of the women workers are either trained at home or at vocational centers, prior joining the informal job market, they still adjust to the practices that are the most common in the workplace. This adjustment to the culture, is a result of professional development and industrial on job training. This eventually impacts women workers' perception regarding their expectations of the employers, and conversely the employers' expectations of the women workers.

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18 4E<sub>8</sub>: Fourth employer's eighth quote  
19 2E<sub>3</sub>: Second employer's third quote

### 5.3.2 Professional Relations

"Professional relations" come out as a property of "bearing of tradition" with dimensions "acceptance" , "strategies" and "style". The excerpt indicates all three dimensions.

..... *I do not prefer females but it depends on the availability of the lot. If we talk about preference then it is a very strong concept.* (Participant B) (1E<sub>3</sub>)<sup>20</sup>

This participant then went on to state:

..... *when we talk about male members then they have their own reservations. They can manipulate you at any time openly and bluntly. In relation to this, we find females better because of their loyalty. If they have any problem they will come up and discuss, they will give you the time to think over it, they will think over it themselves as well and then we reach a mutual decision.* (Participant B) (1E<sub>4</sub>)<sup>21</sup>

The excerpt portrays an ambiguous picture of acknowledgement and indifference at the same point in time. Whilst women workers are loyal and considerate and male workers manipulative and untrustworthy, women are still not preferred over their male counter parts rather, they are employed on the basis of their availability.

Women workers were asked to shed some light on their mutual professional relations.

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20 1E<sub>3</sub>: First employer's third quote

21 1E<sub>4</sub>: First employer's fourth quote

..... *All is well* (Participant M) (1W<sub>1</sub>)<sup>22</sup>

Interviewer further probed about the problems that they face regarding working.

..... *No problem at all* (Participant J) (2W<sub>1</sub>)<sup>23</sup>

Participant from the ginning sub-sector (focus group discussions) has a similar rather detailed response to the probing enquiries,

.....*we have no difficulties at the work place.*

.....*we hold a bag, and then go on separating poly propylene from the cotton fibres and place the separated impurity in the bag.*

.....*at the end of the shift, in the evening, the bags are checked (the collected impurities) and if cotton fibres are found with separated impurities, then this is discouraged.*

.....*There we have a clean place for work as otherwise the cotton fibres will have more impurities.* (Participant A5) (1WF<sub>1</sub>)<sup>24</sup>

Moreover, whilst only one participant's experience (woman worker) from the focus group discussions (ginning sub-sector), related the extant of poor communication between employers and women workers. Other participants also indicated that they had similar reservations and went on to request the interviewer to convey their concerns to the employers.

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22 1W<sub>1</sub>: First woman worker's first quote

23 2W<sub>1</sub>: Second woman worker's first quote

24 1WF<sub>1</sub>: First women workers' first quote, from a focus group discussion.

.....we do not have a separate washroom and no rest room either. But that is no problem.

..... The only problem is the color of the uniform which is white.

..... you know white color makes stains<sup>2</sup> so prominent, and this bother us a lot. (Participant A5) (1WF<sub>2</sub>)<sup>25</sup>

Analysis of the data finds that employers/supervisors in the informal job market of the ginning sub-sector, use communication strategies that are both verbal and non-verbal, to interact with women workers. When probed regarding the communication styles, focus group participants (women workers) response:

.....we have at various times raised this issue of white uniform and even requested to change the color of the shirt only, but the supervisor says that it looks nice, all wearing white clothes. (Participant A5) (1WF<sub>3</sub>)<sup>26</sup>

The above excerpts provide an understanding of the issues around perceived non-acceptance from employers/supervisors, regarding the concerns of women workers, in the informal job market. It is obvious from the data, that the employers use different strategies to make sure of autocratic behavior, as through communication style that leaves a harsh impact on the confidence level, experienced by women workers. This do not constitute the foundations of a positive and productive work conditions. However, women workers feel that the

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25 1WF<sub>2</sub>: First women workers' second quote, from a focus group discussion.

26 1WF<sub>3</sub>: First women workers' third quote, from a focus group discussion.

2. Stains: By the stains are meant the period stains that turns up to appear prominent on white colored shirts. Given insufficient finances to arrange for relevant stuff timely and appropriately, the white color ends up becoming a symbolic continuous bothersome aspect, throughout the time spent at work place and outside homes. This makes up the entire daytime from 8:00 a.m. to 7:00 p.m., till the workers finally arrive home. The evenings are left to plan and dread for the next day.

employers/supervisors generally do initiate positive verbal communication, when they want to get a particular point across. The use of negative communication, based on the above excerpt, suggests that not addressing a simple, single mutually personal concern, leads to the emergence of the “tolerance” of women workers as a core category.

The findings discussed above, makes it clear that the employers/supervisors, use different strategies and communication styles, to maintain traditional autocratic environment in the industrial facilities. Women workers also indicate that the employers demonstrate their acceptance or otherwise of women workers, through the use of positive and negative interactive skills.

### **5.3.3 Unrecorded Rules**

There are some unwritten rules that women workers are required to observe, if they are to ensure employment in the informal job market. Women workers appear to be caught in a dichotomous situation. The data indicates that they are expected to be “able”, “confident” and “knowledgeable”, on one end, while on the other end, “ingenuous”. This means that if they do demonstrate any level of knowledge, following the footsteps of male workers, they are potentially not accepted by the employers, ensuring that women workers “knew their place”. The unwritten rules are twisted-together with the properties and dimensions of the category of “bearing of tradition” and are naturally inter-related with all facets of industrial practice and culture. An employer (participant K) indicates the position of women workers in terms of the wage they are offered.

*..... previously they were hired on per piece rate, but unfortunately they were not able to perform. Then we hired them on monthly basis as their productivity was very low. On per piece rate, a male worker was able to make*

*up 18000 PKR and these poor women workers could not even obtain 8000 PKR. Ultimately they are brought on salary basis so that they remain satisfied and motivated. (Participant K) (2E<sub>4</sub>)<sup>27</sup>*

This establishes that while women workers are expected to be knowledgeable and productive, they do not need to demonstrate their positive attributes, as they might run the risk of being manipulative like the male workers.

Participants (women workers) do not find any difficulty to navigate through these ever shifting sands of employers' expectations, given their "tolerant behavior" and do not feel anxious when confronted with this kind of manipulative behavior of employers.

Another obvious unwritten rule is that women workers never "question" the employers.

This can be seen when Participant B (employer) responds to the question of any difference among the wages of different types of workers, in the industrial unit

*..... there are two things, one is per piece and in that case it is the same for everyone, but when it is on a salary basis then I do not differentiate between the old and new workers. All that matters to me is work. If you provide me with the finest thing, you get the finest reward. Experienced and old employees expect higher pay and they do get that, because every year we give a 10% increment to the salaried workers and above that 10% is what they performed.*

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<sup>27</sup> 2E<sub>4</sub>: Second employer's fourth quote

*For example, some take an additional 15% or 20% which is their contribution to output during that year.*

*Interviewer: Then have you maintained a record for their performance throughout the year?*

*Obviously, but somethings are not written and we access them through their performance. I understand that how a worker has been going through during that year, how smart his/her working was? Where conflicts arose, and then at the end I come to know that how much profit I have because of the worker. "This all comes in intuitions or you may call it hunch". (Participant B) (1E<sub>5</sub>)<sup>28</sup>*

The excerpt indicates that whichever it is, wages or rewards, all remains unwritten. This trait confirms that questioning and seeking further information regarding any employer decisions will result in the form of unwritten sanctions from the employers being imposed on the workers. These sanctions may be in the form of depriving the worker from rewards and annual increments, as all are determined through "intuitions and hunches".

In an effort to avoid similar sanctions, it becomes obvious that the women workers would shun questioning decisions of employer choosing to obey the old ways, when workers never question the authority. The comparison to workers traditional practice of not questioning the persons of authority, relates to the hierarchal structure in which the women workers are positioned in. Within this structure they are viewed as being at the lowest level of the hierarchy and therefore they should be seen to not question any decisions made by the employer.

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28 1E<sub>5</sub>: First employer's fifth quote

### 5.3.4 Pigeon-holing

Pigeon-holing (making biased mental pictures) turn out unmistakable, from the information and there are both straight and indirect outcomes for women workers. Employers perceive that on the off chance, if women workers can perform at work, at that point they would be considered "good workers" (an immediate outcome), they would not encounter what they thought are negative authorizations associated with being seen as "poor workers" (an in-direct outcome).

Pigeon-holing emerge from the data of employers, when participant B (employer) explained pigeon-holing,

*...her (women worker's) concept is that "something is better than nothing", so she would be "OK" with it (offered wages), and that is the reason women are cheaper in Pakistan's industry (Participant B) (1E<sub>6</sub>).<sup>29</sup>*

This goes down to some concept along the lines of "how" employers perceive women workers to be.

Participant B (employer) perceives that the employers in a particular setting view the personality of women workers as being conducive to what makes a "good" worker. The excerpt indicates that given the disadvantaged position of women workers in terms of job security, gender based cultural demands and untrained educational background; they should contemplate the extended facilities as favoritisms, in the present state of affairs. This further paves the way for disregarding their abilities as achievers in the industrial unit, instead people to whom favors are extended, are like the beggars, and "beggars cannot be choosers".

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<sup>29</sup> 1E<sub>6</sub>: First employer's sixth quote

Moreover, this makes them as low priced workers in the Pakistani industry. Other than the stated direct consequence of the perception, there are some indirect consequences as well. The excerpt also indicates that it is not acceptable from the women workers to question employer decisions and berate an employer in the event that are wrong. Furthermore, participant A3 (women workers from focus group discussions) indicate that even this approach, do not make the employers look bad in the eyes of the workers.

Participant A3 explains pigeon-holing,

*.....they (employers) are very kind to provide pick and drop from home to factory and then back home on working days.....and they also provide money for medical checkups whenever needed (Participant A3) (2WF<sub>1</sub>)<sup>30</sup>*

However, further probing indicates that once a serious illness is diagnosed like tuberculosis or hepatitis (due to prolonged exposure to unhygienic working conditions), then the worker is not only on her own in terms of finances, rather out of work as well.

Participant A3 indicates that women workers have accepted the traditional employer dominance model (autocratic behavior), where the worker is viewed as a passive observer of employer decisions.

Participant A6 (women worker from focus group discussion) indicates their passive actions,

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30 2WF<sub>1</sub>: Second women workers' first quote, from a focus group discussion

.....*We never go to meet the employer, rather we only know the supervisor who has also helped us to get appointed* (Participant A6) (3WF<sub>1</sub>).<sup>31</sup>

The above excerpt indicates that this passivity may be due to the unsocialising conduct, culturally expected from the women workers. Participant A6, as an example, perceives the supervisor as a bearer of tradition, enforcing traditional ethos of women workers, of being faithful individuals.

A woman worker (participant A5) further talks progressively about the bearing of tradition role,

..... *we have at various times raised this issue of white uniform and even requested to change the color of the shirt only, but the supervisor says that it looks nice, all wearing white clothes among white cotton fibres.* (Participant A5) (1WF<sub>2</sub>)<sup>32</sup>

This indicates that women workers have to ascribe to the confirmation of the belief of tradition bearing or generally hazard sanctions for being furious and uncooperative. These sanctions may incorporate employment loss, which obviously no worker wants to happen. This approach to managing workers by the employer, demonstrates his view of a customary employer attribute and warrants further look into, in its very own right.

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31 3WF<sub>1</sub>: Third women workers' first quote, from a focus group discussion.

32 1WF<sub>2</sub>: First women workers' second quote, from a focus group discussion.

### 5.3.5 Traditional Role

Women workers are expected to perform tasks complying their scope of practice (specified by employers) throughout the time they serve in the informal job market. Two issues emerge from the data.

1. Besides complying with their scope of practice, they are expected to play the role of low priced workers.
2. Although, this form of compliance may be expected to lead to anxiety, frustration and role confusion, instead “tolerance” emerge as source of internal harmony and role clarification.

*.....second point is a very interesting practice in Pakistan which I really found it surprising when I first experienced it myself female members achieve better than male members. they have a lower price than male members and work a lot better than them. (17:10 - 17:27 in audio) (Participant B) (1E7)<sup>33</sup>*

It becomes clear that women worker’s scope of practice is very well understood by them. As mentioned by participant B (employer), that this appears to be an unusual aspect of women workers, when he first came across this trait. However, later this is perceived to be another dimension of “bearing of tradition”.

*.....The reasons behind these are that first of all they do not have that much of exposure, due to less working experience. It is only recently that they have started to go to the labour market, otherwise this was not the trend before. A reason behind this is the conservative environment, that they were not allowed*

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33 1E7: First employer’s seventh quote.

*to go out and work. A second reason is that the owners do not rely on the female workers due to their gender. These are the two main reasons that the inflow of women workers in organisations is to a minimal. Now there appears a major flip in this as a single person earning cannot make up the needs, so it is finally decided that women have to go out and work. Still they do not have that much of exposure but in the coming 4-6 years this will increase, and the contribution of women workers will be on an increasing trend (Participant B) (1E<sub>8</sub>)<sup>34</sup>*

The excerpt indicates, whilst at times employers perceived that women workers have the ability to work outside their homes in the labour market, there are often consequences from other cultural aspects that undermine the confident work related initiatives of women workers.

Employers uncover the fact that there is no actual structure within the industrial sub-sector facilities, that delineates what a woman master can, or cannot, do. An employer (Participant K) illustrates:

*....salary is fixed so whatever you have contributed in terms of output does not matter, you get the fixed salary. Our quality criteria are all that matters and its very strict. Every item has its number of the worker making it, so if there is any defect in the item, then at the end of the checking counter, the item is returned to the maker/worker and he/she has to mend it, without any cost and only then, he/she can proceed. So, for us per piece is a better quality than the salary basis (Participant K) (2E<sub>5</sub>).<sup>35</sup>*

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34 1E<sub>8</sub>: First employer's eighth quote.

35 2E<sub>5</sub>: Second employer's fifth quote.

This is a common theme in many of the informal job market units, where women workers are placed. Participant (employers) perceive, the role of the informal job market is to allow the women workers the opportunity to apply their flawless work related skills. Women workers perceive that they are in the industrial work environment to learn and apply their skills in a genuine setting. Participants (women workers) understand that they are expected to perform their duties as low wage workers, because this is how it is meant to be. This congruence is explained as, by a woman worker from the focus group (Participant A2).

*....male workers receive better salary because they put in great muscular related effort.....we separate the impurities from the cotton fibres, specially polypropylene particles....and then the huge bulk of cleared cotton bales are collected and put in big bags by male members. This requires quite a lot of effort.*  
(Participant A2) (4WF<sub>1</sub>)<sup>36</sup>

The data indicates that most of the employed women workers, in the different industrial sub-sectors, are under the impression that it is acceptable from an employer at this level, to delegate any tasks to men and women workers accordingly, depending on their gender suitability and wage. This appointment of tasks to women workers brings two issues up in the data; one is an absence of comprehension in connection to scope of practice and the second is the longing to remain at work in any case. This confusion and desire on the part of women workers, leads to the congruence in the thinking levels of employers and women workers. The compatibility in “thinking levels”, prompts the development of “tolerance”, as the “core category”.

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<sup>36</sup> 4WF<sub>1</sub>: Fourth women workers' first quote, from a focus group discussion.

In light of the topic that why women workers are being laid-off in huge numbers, in the ginning sub-sector, a participant (woman worker) from the focus group revealed,

*.....now almost every ginner has purchased blowers, these are used to separate impurities from cotton. One blower replaces 20-25 women workers. However, the polypropylene particles are so much intertwined in the cotton fibres that they still need women fingers to separate them.....*

The participant further added,

*.....so when the content of polypropylene increases then more women are called to be hired ....otherwise 4-5 women workers are considered to be more than enough to separate the usually present content of polypropylene particles.*  
(Participant A4) (4WF<sub>2</sub>)<sup>37</sup>

The excerpt addresses the first issue of the “lack of understanding to the scope of practice of tasks” to women workers. Whilst no matter to what extent the compliance to low wages and better performance is signposted, the second issue of staying on the job cannot be ensured, given the technology upgradation, in the post ATC scenario. The women workers are seen as being at the least level in the industrial hierarchy, with no secure work contracts.

The discussion above highlights the issue of expectations from women workers and highlights the concern, that whether this is a subject of poor information of the scope of practice, by women workers or a perception of perfect fit of women workers, at the allocated place in the professional hierarchy. This is

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<sup>37</sup> 4WF<sub>2</sub>: Fourth women workers’ second quote, from a focus group discussion.

evident that while women workers perceive the issue being related to job security, there are likewise measures of upholding the various traditional industrial structure, through guaranteeing that the women workers know their place. Moreover, it raises the concern of contending objectives and needs, in connection to the employers and women workers. From employer's perspective, role of the woman worker is to be available when required and to help in doing the job. Women workers perceive, that they are to comply to the decisions and ensure job security, while being inside the industrial labour market.

Few of the women workers, in the study (as uncovered in Table 4.3 and 4.5) as of now, hold qualifications as either vocationally trained or above secondary level education, and has prior work involvement in those specific jobs, in different facilities. This brings up the issue, whether these women workers are dealt with diversely in the industrial setting, if it ends up obvious that they have earlier information and comprehension of the worker life. A common impression of the participant (employer) is:

*.....for women workers in stitching/checking departments .....what is of value is productivity at a certain point in time. (Participant B) (1E9)<sup>38</sup>*

Revelation (or non-divulgence) of the work experience of women workers, has no impact on the employer's decisions to distinguish where they fit inside the profession. Employers see these women workers as low wage achievers, paying little heed to whether the learning is at the required level. This demonstrates, the work experience positively affects the degree of profitability of the industrial unit,

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38 1E9: First employer's ninth quote

in any case, stays unfit to impact employer's decisions. Subsequently, give off an impression of being an "immaculate fit" in the professional hierarchy.

Whilst a laid-off worker from focus group (participant A4) indicates that having previous experiences of field work (crop related) along with industrial experience, helps to earn for livelihood once laid-off from the related industrial sub-sectors.

*.....now we will have to go back to fields, to work in open sun and rain, as no more factory work now....but at least no white uniform. However, factory work is better. (Participant A4) (4WF<sub>3</sub>)<sup>39</sup>*

She further adds,

*.....hopefully we will be called by anyone of the nearby factories (ginning industrial units), as blowers cannot fully substitute the nimbleness of our fingers (for delicately removing polypropylene with minimum cotton fibre loss). (Participant A4) (4WF<sub>4</sub>)<sup>40</sup>*

This participant perceives that by being accessible and available to come back to work, employers will be more than willing to give work at whatever point it is required. Through not effectively unveiling their past experiences, at industrial facilities or harvest related exercises, women workers are endeavoring to exhibit, they do not feel that they might influence employer's decisions. This enables women workers to "fit" inside the industrial hierarchy, without ruffling feathers and encountering nervousness.

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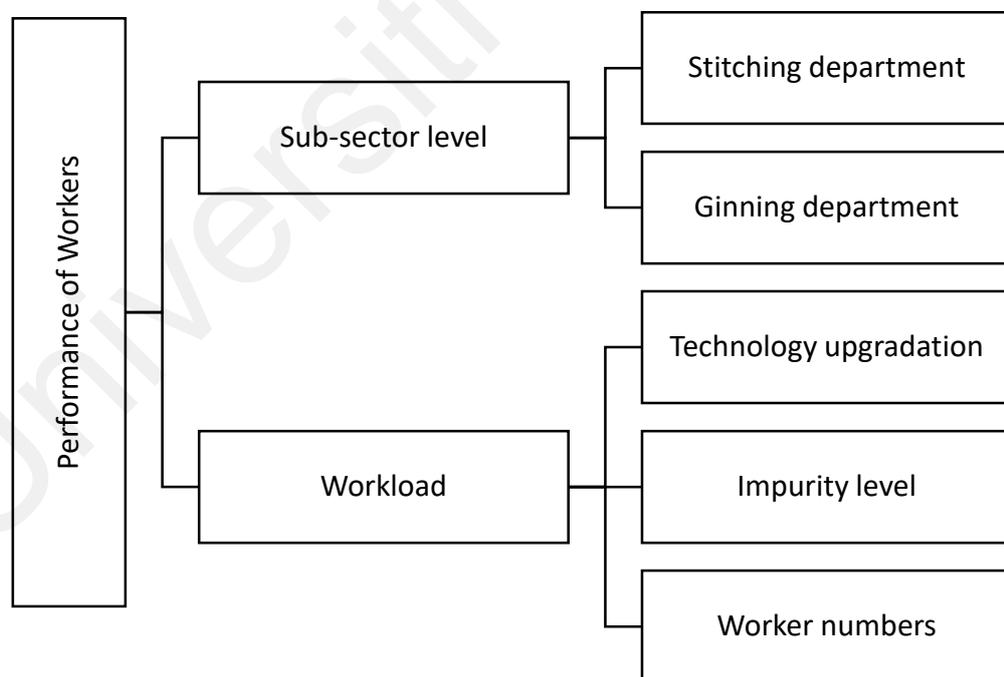
39 4WF<sub>3</sub>: Fourth women workers' third quote, from a focus group discussion.  
40 4WF<sub>4</sub>: Fourth women workers' fourth quote, from a focus group discussion.

## 5.4 Performance of Workers

“Performance of workers” emerge as a category, out of the data because of the volume of discourse that is apparent, in regard of the time management and task time basics, that is found intrinsic in the industrial informal job market. The performance of women workers, both exclusively and as a group, affects their experience of work at work place.

Women workers’ experience, of their interaction with employer’s/supervisors likewise affected intensely upon the women worker’s capacity to play out the job of a capable worker in the informal labour market. Figure 5.3 presents the properties and dimensions of the category “performance of workers”.

**Figure 5.3: 'Performance of workers': Properties and dimensions**



Source: Author’s own elaboration

#### 5.4.1 Sub-Sector Level

While women workers are supervised by a supervisor, in the informal job market, however, it is not only the supervisors who have a great impact upon the experience and performance of the women workers. In fact, various occurrences in the data, conveyed that most of the negative influences at the work place, are executed by the employers and HR managers. One participant (HR supervisor) states:

*.....we totally comply by the ILO labour laws....the minimum wage criteria requirement, the infra structure requirements, issues related to yearly bonuses and trainings of the workers.... (Participant E) (HR<sub>1</sub>)<sup>41</sup>*

The statement is further supported by pointing towards the certificates, mounted on the wall, in chronological sequence, for added reference. This valuable information is captured through camera by the interviewer. However, when the matter is further probed by enquiring that is it also the consideration, while purchasing the raw material from the lower value chain of cotton (the ginning units).

The participant (HR manager) responds,

*.....well that is the area where we close our eyes and take an edge... after all we have to survive the business in such odd times of competition. (Participant E) (HR<sub>2</sub>)<sup>42</sup>*

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41 HR<sub>1</sub>: Human Resource manager's first quote  
42 HR<sub>2</sub>: Human Resource manager's second quote

## 5.4.2 Workload

Available workers in the informal job market, has an impact on the amount of time that women workers are allowed to spend at the industrial unit.

Participant B (employer) indicates,

*...gender preference is not the point, but rather the availability of workers at the time of need. (Participant B) (1E<sub>10</sub>)<sup>43</sup>*

A participant (employer) indicates that women workers are not a good choice in the times of increased work demand.

*...whenever there is work overload, it has to be overtime work, but women workers cannot make it, they get tired and cannot cope up with the requirements. However, male workers manage to do it. (Participant K) (2E<sub>6</sub>)<sup>44</sup>*

Participant K further adds,

*.....it is not about getting tired rather they have to go home, attend to the house activities, look after their children. (Participant K) (2E<sub>7</sub>)<sup>45</sup>*

This perceived inability to bear increased burden and the constraint on the time that the participants (women workers) can spend at the work place, in the increased work load time frames, emerge as negative expectations of the employers. Consequently, these perceptions compel women workers to perform beyond their capacities to prove their abilities. The quest to prove the negative expectations as baseless and ensure job functionality, increases the work load on women workers

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43 1E<sub>10</sub>: First employer's tenth quote.

44 2E<sub>6</sub>: Second employer's sixth quote.

45 2E<sub>7</sub>: Second employer's seventh quote.

far more. This is a specific apprehension for the women workers at the work place, that despite the availability of enough workers to bear the work load, women workers endure added stress, due to negative expectations of the employers.

The effect this has on women worker's industrial experience, is seen as being negative.

*.....whenever there is workload, women workers cannot make it. (Participant K) (2E<sub>8</sub>)<sup>46</sup>*

This indicates the negative frame of mind of the employers towards women workers, has strong implications on the morale level of the women workers, exacerbating the impact of whilst minor incidents.

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46 2E<sub>8</sub>: Second employer's eighth quote.

## **5.5 The Interconnectivity among Decisions of Employer, Bearing of Tradition and Performance of Worker: Expectations**

The relevant conditions highlighted in the former conversation, converge towards creating expectations, both on the part of women workers and employers, in the industrial informal job market. The data that raises the expectations, is displayed in the accompanying discourse. The shifting expectations become prominent, between women workers and employers, and impact upon the vital social problem, which is recognized as the quest for figuring out the “place” for women workers, inside the textile industry.

Bearing of tradition and decisions of employer, create expectations in regard to keeping up the traditions of women workers. As examined, employers behave in an inferring way, that these traditions are passed on to the new generation of employers, expecting that these customs will be watched. Previous discourse exhibits that employers in the informal job market, who have embraced the custom conveyor role, keep up these using unwritten standards and practices which are utilized to socialize women workers, into what are believed to be acknowledged ways. In the training framework, women workers are clearly conveyed the message to finish assignments as directed, without questioning.

*.....here we have some organisations like social security and others, whose responsibility is to monitor the employment of laborers of the industries, regarding how many have been employed etc. They form cards for the workers, and the organization has to pay monthly for every worker and ultimately this adds up into the pension of the workers.*

*.....so if employer's have a strength of 1000 workers, then on papers they show it as only 10 workers. That is the major thing what most of the industries are doing here.*

*.....it is not like that all 1000 workers should be on the papers, but it is just not like that. Now this seems a force full cost towards the industry. At the end of the year, a certain quota amount per employee goes to the government and, what we manufacturers are assured of, is that this collected amount will not be paid to the workers. Only in the name of workers the government collects this amount.*

*.....now out of 1000 workers 990 workers are not officially employed. They are employed on word of mouth and they (workers) know about this. Even the ten on the paper, know about their status. (Participant B) (1E<sub>11</sub>)<sup>47</sup>*

This excerpt indicates that the employers have expectations of the workers, based on their negative expectations from the government's social security organisations. On the off chance that the workers do not act as expected, there are outcomes that will be spelt out in distinct terms. This further demonstrate employers' daring and non-hesitant behavior, in unveiling their inimical expectations and strategies.

Interviewer further probed,

*.....since nothing is on paper and all is word of mouth then at the end of the day employees may complain about preferential behavior. (Interviewer)*

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47 1E<sub>11</sub>: First employer's eleventh quote.

Response,

*.....we give them reasons. And so my entire production team is open to questions. I have allowed them to come to my table and tell me about any preferential issue they feel uncomfortable to handle. (Participant B) (1E<sub>12</sub>)<sup>48</sup>*

This expectation of a certain level of understanding for employer's decisions, is further translated into reward terms, by participant B (employer):

*.....i will give them reasons for that and if they prove me wrong, then i will give them a possible reward for that. They know it, as we do not differentiate between old and new workers. For example, if someone is doing good job then throughout the year I have been praising him with words like, "well done; good job". Then this gives the rest of the workers some idea that something good will happen to this specific worker. So they do not want to get into questions, because they already know, what is coming up. However, they do demand, but that is other than their services. (Participant B) (1E<sub>13</sub>)<sup>49</sup>*

The above excerpt indicates both positive and negative aspects of the expectations of employers, about a certain level of understanding from the workers. As far as, workers follow decisions of employer and do not pose inquiries, they are acknowledged and this empowers them to recognize where they fit inside the hierarchy. This strengthened "employer security", convincing employers that they know about expected practices befitting a worker, and the workers know their actual "place" in the unit. If the workers questioned the employer/supervisor, in this way rupturing the unwritten principle of subservience, they experience sanctions

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48 1E<sub>12</sub>: First employer's twelfth quote

49 1E<sub>13</sub>: First employer's thirteenth quote

which at last prompts an expanded trouble in figuring out their place, as the workers feel left out and unappreciated.

Women workers go into the informal job market with the basic conviction that they will not be in a steady situation; a place where the supervisors will not go about as powerful good examples and will not want them as an individual from the industrial unit group.

The interviewer remarked that the women workers, in this specific area clearly do not have "work searching" issues. Employer (participant B) response,

*.....I mentioned two aspects, first they are not allowed from their homes to work in the labour market and secondly the employers consider that "what a female worker can perform?". (Participant B) (1E<sub>14</sub>)<sup>50</sup>*

Participant B indicates the perception of the employers that women workers' professional stability is compromised by their home confinements and gender related conventional discernments. Considering these observations, they structure certain expectations,

*.....since they are underestimated, their confidence is completely shattered. They cannot bargain, as they are not in the position to do so. On the other hand, a male worker can quickly decide, looking at the production level that how much he can bargain and to what extent.*

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50 1E<sub>14</sub>: First employer's fourteenth quote

*..... He has that much of experience and exposure, so he can decide accordingly. Rather he plays with our needs. (Participant B) (1E<sub>15</sub>)<sup>51</sup>*

The participant intelligently weaves the expectations on the perceptions. He indicates that male workers demonstrate a specific degree of interception, to safeguard their position of work, in the industrial setting, given the reality that no home related restrictions are applicable on them. However, the women workers cannot be spared from these perceptions and then the leading expectations.

The following excerpt reveals that the employers in the stitching sub-sector of the industrial setting, view women workers as being attractive profitable choice for employment.

*.....if I hire a man for 18000 rupees and a woman for 12000 rupees, then she would be more than willing to work on that payment. Because, her concept is that "something is better than nothing", so she would be OK, with it. And "that is the reason women are cheaper in Pakistan's industry" (Participant B) (1E<sub>16</sub>)<sup>52</sup>*

I want to explain this emerging common statement in three steps.

1. The supposition indicates that the employers, in the informal job market, would completely dismiss the idea of having male workers outright, regardless of whether they had recently acknowledged male workers, or would be specific at least.
2. Similar behavior, that adds up to relegation, can have pulverizing results on women workers' certainty and feeling of having a place. Women workers take

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51 1E<sub>15</sub>: First employer's fifteenth quote  
52 1E<sub>16</sub>: First employer's sixteenth quote.

the relegation, that they experience at the work place, personally and it affects their self-esteem.

The view of being relegated by employers, successfully saps workers' confidence and expands their tension levels (Cahill, 1996).

However, the data indicates quite opposite,

.....*All izz (sic) well.* (Participant M) (1W<sub>2</sub>)<sup>53</sup>

And here "tolerance/no voice" emerge as a "social procedure".

3. Geographical setting is critical in regard to work stability, as women workers are from regional settings, in this study. The available work, in territorial regions is constrained because of the populace base in these territories, and in that capacity, employed women workers are defensive of their work positions, in the industrial setting.

There is plainly a conviction, with respect to women workers that they would be put with male workers in the work place, that are not willing to acknowledge them and would prefer not to have them. When they go to the work place and find a similar relegation, they remain calm and composed.

The expectations of the tradition bearers in the informal job market, affect women worker's capacity to recognize where they "fit" inside the industrial hierarchy. It is obvious that women workers are frequently expected to build up their social character as per the traditions of industrial workers.

Acknowledgement or disapproval by the employers in the work place, dramatically affects participant's (women workers') capacity, to find their place inside industrial unit. However, participants (women workers) report absolutely no

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53 1W<sub>2</sub>: First woman worker's second quote.

conflict, neither external nor internal, as they attempt to define their place, in the industrial sub-sector. The non-conflicting attitude, is opportunistically availed by employers, who were willing to acknowledge male workers previously, yet now, employers indicate at different times, that the manipulation of male workers is no longer accepted and alternatively, the low cost women workers are selected for employment. Despite this behavior of employers, no internal conflict and anxiety is reported by the women workers, that can make them feel frustrated, belittled and angry, so that they can feel the urge to raise their voice.

Participant R (women worker) relates her feelings about the internal tolerance that she experience:

*.....when I come to the work (factory), my in-laws take care of my (three) kids ....i find wage enough ....i have no problem at the work place .....the supervisor is OK and tell us how to do the work. (Participant R) (3W<sub>1</sub>)<sup>54</sup>*

Women workers perceive that the employers/supervisors in the industrial sub-sector facilities, understand women workers' role and are under the feeling, that they are mindful to prepare women workers to perform better.

Women workers and employers have differing expectations, of what the informal job market entails and this even do not prompt any contention, both inside women workers and obviously with the employers.

The situation is explained by employer (participant N),

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<sup>54</sup> 3W<sub>1</sub>: Third woman worker's first quote

*Interviewer: ...when you go for the employment of female workers, then you have to form a setup, that caters their needs. So how much do you take that into account?*

*Response: .....I have to provide them training. Like, if you have to break on bargain, and you switch on gender then that is not possible that you cut down on cost completely. It is not possible and economics does not accept this. Like if we have cut down on 4000 to 6000 rupees by paying them (women workers) less, is because we have to give them training for at-least 3-4 months .... so that they are on that potential ....but still they are not on that potential. ....where male worker prepares hundred garments, women workers can only prepare 70 to 80 garments .....but ultimately the advantage is that they maintain the quality, .....however, training is obviously included in it.*

*.....And so it can be said that,*

*“...you realize beggars cannot be choosers, in a regional setting, and that is one of the reason as well”. (Participant N) (4E9)<sup>55</sup>*

Participant N relates the confusion of low wages paid to women workers to a lack of effective level of expected performance, despite being trained.

Women workers know that they are expected to carry out certain training, however. employers are often unsure about which aptitudes women workers need and can attempt within their scope of practice. This ambiguity prompts role

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<sup>55</sup> 4E9: Fourth employer's ninth quote.

definition for women workers who, at that point, never question their “place”, in the industrial hierarchy.

Data analysis reveals, employers’ perceived expectations of the women workers, affecting their capacity to distinguish their place, in the industrial hierarchy of workers. This is for the reason, that women workers are being informed that they are low performers. Moreover, they are made to feel that they are relied upon to perform, at the standard of a higher wage earning male workers. Women workers expect to enter a non-supportive environment; and they regularly observe this to be the situation and they find that they are relied upon to perform at a higher level than they have foreseen. The unsupportive condition and the expectations about the role of women workers, in the informal job market, leads to a settlement regarding the place of women workers in industrial workers hierarchy. Women workers are unsure of their place in the industry, however, employer’s feel them to be a “perfect fit”.

Women workers indicate that they never question their role in the industrial informal job market and this leads to self-satisfaction and peacefulness within themselves and at the work place. This adopted harmony, as an outcome of outer boost prompts women workers to become calm regarding their employment status (employed/laid-off) and consequently they feel bound to be questionable and uncertain in the industrial job market. They surely feel, as if they have willingly traded-off “voice for work”, whose close analogy would be the trading-off the “voice for legs” by Ariel (the little mermaid) to Ursula (the sea witch) in the Disney movie “the little Mermaid” (2013).

## 5.6 The Vital Social Problem

The identified categories in the above discourse, communicate to shape the vital social problem, that emerged from the data, by majority of the participants in the study, though to differing amounts. The vital social problem, is the "fit" of the women workers, in the industrial hierarchy of workers, in the given study. However, employer's symbolize "the perfect place", where the women workers fit ideally, fulfilling completely the expectations of the employers. This is reflective of the employers' thinking, of where women workers fit within the industry as a whole and also within the sub-sectors, in which they have been contracted.

Unlike the structure that can be expected with educated (skillful) people in the formal industrial sector, the data of the study portrays a contrary picture. Participant G (employer) defending non-documentation says,

*.....but very firmly education is not everything. What is education?*

*.....in fact education is the crux of experience that is written in various books, so if education is formed from experience, and education expects us to do documentation. ....now if i am sitting in a limited number of people then, obviously I know about each and every person. For example, you are in a class of 50 students, teacher must be knowing the names of all the students. However, if you are at university level and there are 100 students in the auditorium then teacher might not even know the roll numbers, so that is how it goes. Then in this case TAs (teacher assistants) are involved that inform the teacher. Similarly, every management has its own structure, this particular production is not a huge unit. So I can assess in a year that whether I had a problem in the shirt line, no..... trouser line, no..... but i had a problem in the shalwar suit line, yes! ....Meaning that they did not perform that well. So I will not give them a raise*

*as compared to them who are performing in a better way. That is how it goes. Another point is that, we do documentation regarding the production each year, for each day we do documentation of 100% accurate items and how many items have been sent back for amendments..... If alteration level is below 5% then it is a satisfactory point. In the last year, I made this level as 2% and above this was not allowed for a raise to be given. if they provide me the items, just according to my expectations then they are entitled for a raise otherwise, “NO”. Documentation is for the whole production line but “not” for individuals..... Yes, you are right that the owners may not have the entire information, but for this then we have supervisors, managers, and directors, selected among those who have been performing up to the mark at the lower level. They are constantly monitoring production, quality and persons performing these tasks. (Participant G) 3E1<sup>56</sup>*

Participant G (employer) trying to fit them in their “perfect place”:

*.....not even the founder of this company, can know better than these people, that what is the real scene at the grass root level. (Participant G) 3E2<sup>57</sup>*

The above discussion identifies that the problem locating where women workers fit within the industrial facility and to determine what is the “perfect fit” from the point of view of the employer, is not an simple errand. It instils sentiments of self-dismissal and adversely influenced confidence for the women workers.

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<sup>56</sup> 3E<sub>1</sub>: Third employer’s first quote.

<sup>57</sup> 3E<sub>2</sub>: Third employer’s second quote

## 5.7 The Vital Social Process

Using grounded theory, rises the vital social process, which results from the connection of the relevant categories and conditions, recognized and communicated about in the earlier section. Analysis of data reveals that the vital social process, experienced by women workers is, "tolerance/no voice", despite the adversarial state of affairs at the work place. This further paves the way to deprive them (women workers) from any kind of rights, which they are entitled to. This enables them to become a "perfect fit" as workers in the industrial informal job market.

As a category, "tolerance/no voice" is key to the majority of different categories, and accordingly met the criteria to be viewed as a core category, in this study (Strauss, & Corbin, 1998). The core category, "tolerance/no voice", appears recurrently in the data and provides structure to the procedure of what is happening. While the classic grounded theory writings, place the revelation of the vital social process as key to grounded technique of theory development (Strauss, & Corbin, 1998), Glaser (2002) contends that the quest for the vital social process, powers the information. The vital social process, in the study actually rise up out of the data. The conceptualization of the core category, in the study is grounded in the information and the utilization of extracts from the data helps with establishing the core category.

The earlier discussion of the employment and wage experience of women workers in the informal job market, demonstrate that they are not dormant, detached participants. The actions and interactions that women workers witness, and in fact are a party to in the informal job market, affects how they are seen and placed, as far as the expectations of employers are concerned. The relevant conditions that

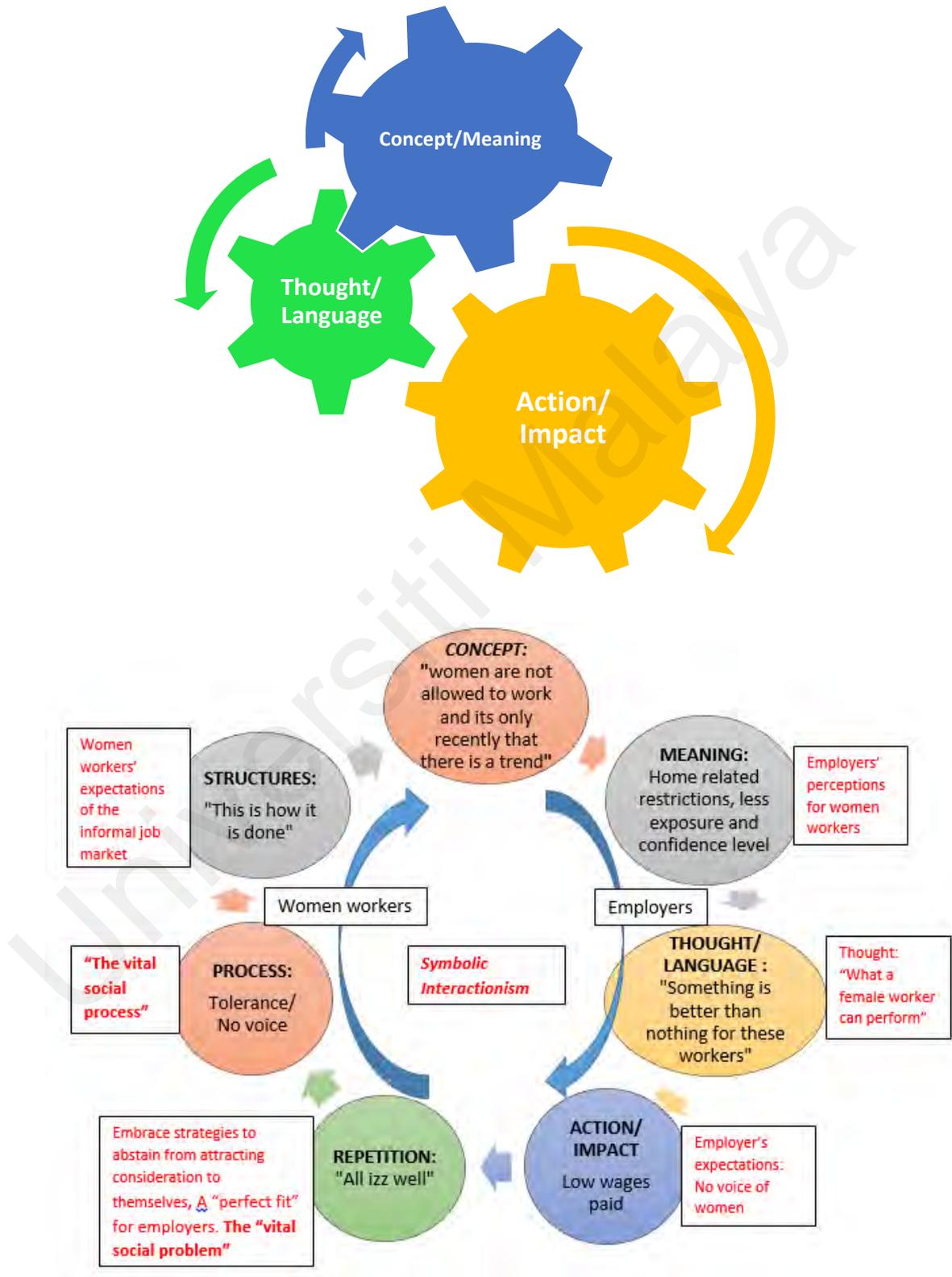
influence the vital social problem, have been plainly inspected in the earlier discussion, and the way how the participants perceive and react to the vital social problem, has an effect on the "perfect fit" state of women workers. Employers and women workers are effectively occupied with a progression of coordinated and arranged, and now and again spontaneous practices, which are used as an instrument in the development of social significance and the administration of possibly negative work environment practices.

Participants utilize facilitated and arranged activities, to build the significance of their encounters in the industrial informal job market, as they attempt to decide their place in both the sub-sector they are set in and furthermore, inside the more extensive calling.

## **5.8 Tolerance/No Voice**

In the process of constantly bearing the odds, women workers create a "perfect fit" state within the hierarchy of the industrial unit. Participants (women workers) can embrace strategies to abstain from attracting consideration to themselves, in order to stay away from sanctions; and adopting these strategies, do not let the inner clash to develop that prompts "tolerance/no voice", which they experience. There are two elements influencing the degree of internal tolerance and accordingly tolerance experienced by women workers, employer's expectations of them and women worker's expectations of the industrial informal job market. The processes associate with internal satisfaction, has all the earmarks of being cyclic in nature with various actions/interactions obvious in the data. The diagrammatic representation of the cyclic nature of the number of actions/interactions is given in Figure 5.4.

Figure 5.4: What is done and how it is done:



Source: Author's own elaboration.

Women workers often identify that their expectations of industrial setting, converge to that of the employer's, and this create a condition of internal satisfaction, as women workers are uncertain of where they fit inside the workers hierarchy. This manifest in disarray regarding their role, for women workers, however, employers are clear with respect to the tasks and role they can embrace in the industrial informal job market. As the participants (women workers) cannot identify that there is any issue that needs to be addressed, due to internal satisfaction and tolerance/no voice, no attempt towards change can be initiated by the women workers, and consequently no “capability of voice” is expected of them.

## **5.9 Addressing the Issues**

Once the participants (women workers) have identified the settlement made among the expectations of the employers and the women workers, regarding the job setting, they do not feel the need to react to any circumstance in which they get themselves. A wide scope of tolerance/no voice, indications are identified by women workers, to manage the strategies of decision making by the employers. With an end goal to constrain the outcomes that are seen to be resultant, women workers adopt both implicit and explicit indicators of tolerance/no voice, to combat both implicit and explicit strategies of decision making of the employers. Explicit strategies are obvious, easy to identify and explore, in the data. However, implicit strategies are utilized, by the participants (women workers/employers), to deal with the conflicting scenarios, that are less apparent. These are scrutinized as follows.

### **5.9.1 Strategies: Explicit and Implicit**

In an effort to legitimize the low wages paid to the participants (women workers), the participants (employers) commonly explicitly apply “demanding and

controlling” strategies. The demanding strategy is particularly identified in the property “employer security”, whereby it is perceived that the personality of women workers is conducive to what makes a “good worker”. In one instant participant K (employer) indicates that he will prefer to employ the workers who are allegiant and prove to be supportive towards management.

*.....married women are preferred as they are more.....committed to jobs in the long run (Participant K) (2E<sub>3</sub>)<sup>58</sup>*

The following excerpts gives a case of how demanding and controlling strategies are explicitly utilized:

*.....they (women workers) do not have that much of exposure,.....it is only recently that they have started to go to the labour market, otherwise this was not the trend before. (Participant B) (1E<sub>8</sub>)<sup>59</sup>*

The excerpt indicates that given the disadvantaged position of women workers, in terms of job security, gender based cultural demands and untrained educational background; they ought to contemplate the extended facilities as favoritisms, in the present state of affairs. This further paves the way for disregarding their abilities as achievers in the industrial unit, instead people to whom favors are extended, like the beggars, and “beggars cannot be choosers”. Moreover, this makes them as low priced workers in the Pakistani industry.

“Demanding and controlling” strategy, explicitly appears in the “desire to remain” dimension, when participant (employer) indicates that women workers are not only non-manipulative but also better performers at lower wages. An example,

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58 2E<sub>3</sub>: Second employer’s third quote.  
59 1E<sub>8</sub>: First employer’s eighth quote.

indicating how explicit demanding and controlling strategies are utilized, is given in the following excerpt,

*.....so ultimately this becomes a reason that women are very cheap in terms of basic cost..... but then adding up all these costs and further other expenditures related to them, they become equal to their male counterparts. Main advantage is that they are achievers and they come up to work. (Participant N) (4E<sub>5</sub>)<sup>60</sup>*

This additionally demonstrates the explicit indication of tolerance, by women workers from their “desire to remain working” in the facility, performing better than male workers, at a relatively lower cost, given no voice with the employers. The excerpt indicates that it is not acceptable, from the women workers to question employer decisions and criticize an employer, in the event that are wrong. Hence, confirms that other than the stated direct consequence of the perception, there are some indirect consequences, in the form of “no voice” of women workers.

In the another context, there is an explicit indication of tolerance from the participants (women workers), when they are found to make excuses for employer’s behavior. In “pigeon-holing”, participant A3 (women worker from focus group discussion) appreciates the forthwith provision of transport and basic level medical facilities, while disregarding the non-arrangement of frantically required medical assistance, once a serious illness is figured out due to prolonged exposure to unhygienic working conditions.

Participant A3 explains in “pigeon-holing”,

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60 4E<sub>5</sub>: Fourth employer’s fifth quote.

*.....they (employers) are very kind to provide pick and drop from home to factory, and then back home on working days.....and they also provide money for medical checkups whenever needed (Participant A3) (2WF<sub>1</sub>)<sup>61</sup>*

However, further probing indicates that once a serious illness is diagnosed like tuberculosis or hepatitis (due to prolonged exposure to unhygienic working conditions), then the worker is not only on her own in terms of financing the cure, rather out of work as well.

The implicit strategies used repeatedly, by the participants, demanded my thoughtfulness to the given information. Implicit strategies usually centered around making variations to the sub-categories "decisions of employer" and "bearing and tradition". Variations in perceptions regarding being a woman worker, and related issues with the advancement of a cultural identity, are as often as possible recognized as the methods for the basic decision-making, applied strategies. Employers offer less than minimum wages for the quality work offered by women workers, and take advantage of what women workers contribute to their selfish gain, however, they (employers) refuse to do the same for them (women workers).

Preferring married women workers is an obvious activity of decision, when participants (employers) perceived that they are committed to attempt job responsibility, due to their increased household income requirements. This preference appears to be both deliberate and planned.

*....when it comes to preference, married women are preferred, as they are more stable in status and more committed to jobs in the long run.*

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61 2WF<sub>1</sub>: Second women workers' first quote, from a focus group discussion.

*...for example, if I appoint 10 unmarried female workers, then after marriage five would leave and 5 continue working. So, they are senior workers, and that they know they have been good with work. (Participant K) (2E<sub>3</sub>)<sup>62</sup>*

This shows the implicit indication of increased level of tolerance by married women workers, from their desire to “remain working” in the facility. This indication of tolerance is an intentional procedure, to limit the apparent negative impacts of employer’s expectations, that woman worker has certain skills (as discussed earlier as hard working, non-manipulative, job perfecting, complying, among the few) before they arrive in the industrial informal labour market. While employer gave specific voice to the decisive strategy of preferring married women workers, and later data analysis also indicate that a noteworthy number of participants (employers), additionally intentionally incline towards married women workers.

The complete understanding of women worker’s scope of practice, acts as a mean towards demanding and controlling behavior of the employers, and an implicit strategy of firm’s decision making. The aspect of women workers appears unusual, when one comes across this trait for the first time, and later it is considered to be just another dimension of “bearing of tradition”.

*....The reasons behind these are that first of all they do not have that much of exposure, due to less working experience. They have not been working, for quite a lot of time. It is only recently, that they have started to go to access the labour market, otherwise this was not the trend before. A reason behind this is the conservative environment, they were not allowed to go out and work. A*

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62 2E<sub>3</sub>: Second employer’s third quote

*second reason is that the owners do not rely on the female workers due to their gender roles and expectations. These are the two main reasons that the inflow of women workers in organisations was to a minimal. Now there appears a major flip in this, as a single persons' earning cannot make up the needs of the entire family. So, it is finally decided that women have to go out and work. Still they do not have that much of exposure, but in the coming 4-6 years this will increase, and the contribution of women workers will be on an increasing trend (Participant B) (1W<sub>8</sub>).<sup>63</sup>*

The effect on the contextual condition reinvigorated the expectations and mindset of employers, once women workers respond with a “tolerant/no voice” conduct. This further serves to embed the expectations of “pigeon-holing”, and a general looking down on women workers when participant B (employer) explains pigeon-holing.

*....her (women worker's) concept is that, “something is better than nothing”, so she would be “OK” with it (offered wages), and that is the reason women are cheaper in Pakistan's industry (Participant B) (1E<sub>6</sub>).<sup>64</sup>*

This goes down to some concept along the lines of “how” employers perceive women workers to be. Once, employers have recognized that the expectations of “pigeon-holing” for the women workers, has been responded through “tolerant/no voice” behavior (fulfilling the expectations of the employers), this further paves the way towards “settlement”, within the property of “employer security”.

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63 1W<sub>8</sub>: First woman worker's eighth' quote.

64 1E<sub>6</sub>: First employer's sixth quote.

A wide range of implicit strategies (by employers) are identified, in an effort to deal with the justification of settling down on lower than the minimum wages, for the women workers.

First, it is noticed that participants (employers) regularly lie and use deception as a tool, when participant N (employer), indicates that no change is brought within the unit's infrastructure, that may be called to have been brought to cater the needs of the ever-increasing number of women workers in the unit.

*....No there are no such changes in the infrastructure.*

However, after a long pause,

*.....What we already had is still we are having, as we already had female workers previously. Yes, but this much we have taken care of as what our society demands. This much we take care of like separate ladies/gents' washroom and different commodities, that our society is specific about. As the two genders cannot mingle in our social setup, so we have to take care of that, like separate facilities for the two genders. (Participant N) (4E4).<sup>65</sup>*

This is an implicit strategy that employers utilize while dealing with internal (within themselves) justification of paying lower wages to women workers, focusing the weaknesses of women workers so as to hide their own faults. By commenting that this also adds up to the cost of production, as providing separate facilities for the two genders, became a piece of striking information...

*Definitely it does....*

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65 4E4: Fourth employer's fourth quote

*.....so ultimately this becomes a reason that women are very cheap in terms of basic cost.... but then adding up all these costs and further other expenditures related to them they become equal to their male counterparts. Main advantage is that they are achievers and they come up to work. (Participant N) (4E<sub>5</sub>)<sup>66</sup>*

This ultimately concludes the expectations of the employers from the women workers, who are good achievers. Participants (employers) do not admit their wrongdoing of paying lower than minimum wages to the women workers and provide justifications that they are never at fault, rather a victim facing the additional increased cost of production with the provision of specific gender needs, as a prerequisite to employ women workers. The above excerpt indicates an example of how implicit autocratic strategies are used orchestrating that the employers need to be always right, while hiding their own flaws by projecting others weaknesses.

Now the reception of relatively lower wages than men workers, might trigger hopes for relatively less competition faced for work attainment (for women workers), in the labour market. However, this strategy of “being always right”, facilitates the participants (employers) to make all sorts of claims, minimizing any high expectations of women workers that they would be preferred to male workers as being low priced workers, as indicated by the participant N (employer),

*.....actually we do not have much difference between male and female salary at piece rate.*

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66 4E<sub>5</sub>: Fourth employer's fifth quote.

(after a relatively longer pause and lots of pondering) *if boys are earning 16000 to 17000 PKR, this i am telling about average and I am not sure exactly, and for women it is 12000 PKR and.....*

*.....they would be earning about 10000 to 13000 PKR monthly.*

*.....number of people working for me is what matters, and in that we do not see their gender. (Participant N) (4E7)<sup>67</sup>*

This planned, stern and decisive communication style unveils the implicit strategy, as the ability of employers to discriminate in terms of wages, and yet appear to be transparent in their strategic decisions. Employers appear to be facilitated in their strategy, through the implicit compliance ability of the women workers. Women workers appear to be edgy and unsure of their response towards nothing transparent and defined, in the informal job market.

As the participant (women workers) while sharing their mutual professional relations, comment:

*.....All is well (Participant M) (1W1)<sup>68</sup>*

Interviewer further probed about the problems that they face regarding working,

*.....No problem at all (Participant J) (2W1)<sup>69</sup>*

Participant from the ginning sub-sector (focus group discussions) has a similar rather detailed response to the probing enquiries,

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67 4E7: Fourth employer's seventh quote

68 1W1: First woman worker's first quote.

69 2W1: Second woman worker's first quote

*.....we have no difficulties at the work place.*

*.....we hold a bag, and then go on separating poly propylene from the cotton fibres and place the separated impurity in the bag.*

*.....at the end of the shift, in the evening, the bags are checked and if cotton fibres are attached with separated impurities, then this is discouraged.*

*.....There we have a clean place for work as otherwise the cotton fibres will have more impurities.*

The participants' (employers) implicit strategy of non-transparent autocratic behavior, appears to continue towards disregarding the specific industrial sub-sector work experience, that could be a means to secure jobs or a better wage structure, albeit participants (employers) indicate that experienced women workers are relatively more productive than the less experienced ones. As participant K indicates,

*....when it comes to preference, married women are preferred as they are more stable in status and more committed to jobs in the long run. (Participant K)*  
(2E<sub>3</sub>)<sup>70</sup>

The strategy of disregarding previous work experience, provides a logic to train women workers at the specific industrial sub-sector settings, which then forms a basis for paying them lower wages. As participant N (employer) says:

*.....we continue to invest in them for at least 3 months and monitor them, then we can expect that they are now on ready, and in a position to reward us.*

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70 2E<sub>3</sub>: Second employer's third quote.

*.....so ultimately this becomes a reason that women are very cheap in terms of basic cost..... but then adding up all these costs and further other expenditures related to them they become equal to their male counterparts. The main benefit is that they are achievers, and they are keen to work. (Participant N) (4E<sub>7</sub>)<sup>71</sup>*

This is supported by another participant (employer):

*...women workers need training, otherwise they have no idea of work. (Participant K) (2E<sub>3</sub>)<sup>72</sup>*

The above excerpts indicate a general looking down on women workers in terms of their education and experience, justifying lower wages that are partly due to the cost incurred on the provision of training, gender specific infrastructure facilities, relatively less exposure of labour market and stereotyped predictable behaviors. However, women workers are constantly threatened with the notion of “perfection”, as one of the dimensions of “employer satisfaction”, given the higher productivity in terms of the quality of the product, along with the benefit of low cost labour. This provides sample indication of “tolerant/no voice” behavior of women workers, by not exercising any level of confrontation with the employers, in turn strengthening “employer security”.

The “employer security” appears to be present when the employer do not find themselves facing criticism or even experiencing any expressions of concerns. The participant (employer) discloses in the following excerpt, that they have a level of demand and control over the job environment, and when any worker tries

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71 4E<sub>7</sub>: Fourth employer’s seventh quote.  
72 2E<sub>3</sub>: Second employer’s third quote.

to breach it with expressions of concerns, arguments or even questions and enquiries, it is termed as “manipulation”.

*....Manipulation, it is a big problem with the male workers that whenever they are out for working, they manipulate. It is easy for a man to manipulate the owner.*

*.....my production is pending and they left for celebrating Eid (masha Allah) two weeks back and have not yet returned. At the end of the day, I have to be answerable to my client. So it is one aspect of manipulation.*

*.....I told you they went for holidays and unless their money is finished they will not return. (Participant N) (4E<sub>1</sub>)<sup>73</sup>*

*.....the greatest drawback with the male workers is that once they have collected some money, they would prefer to stay at home and be absent from the job. (Participant K) (2E<sub>2</sub>)<sup>74</sup>*

The above passage features the distinction in behavioral expectations employers and male workers. Male workers have expectations that upon the completion of their assigned task, they can take a break from the long working hours of the industrial informal job market, and address the other un-attended mandatory aspects of life, not addressed due to time and financial constraints. Employers, then again, have different thoughts regarding what male workers should do, once they have finished set assignments. It is obvious, from the information

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73 4E<sub>1</sub>: Fourth employer's first quote.

74 2E<sub>2</sub>: Second employer's second quote.

that workers are relied upon to embrace extra assignments, in any event, when the workers have finished the task at hand.

*...yes, there are points when my personal preference involves, but when I see that a persons' work is average, but at least he is trying man....to be something which is worth it. He is loyal and is working whole heartedly, then I will not leave him and I do pay him the reward or something of that kind. This I call, preference and liking. (participant, N) (4E<sub>10</sub>)<sup>75</sup>*

This is an obvious act by the employer, leaving the women workers edgy and unsure, impacting their ability to develop as textile workers. On the other hand, the above strategy also raises role confusion among male workers, raising the level of internal conflict that appears in the form of manipulating the employers.

The circumstantial condition of “performance of workers” leads to different strategic decisions on the part of women workers. Most of the participants (women workers) find it most appropriate not to respond to the decisions of the employers/supervisors. In any case, on certain occasions women workers think that its troublesome not to respond, and they consequently in some cases raise issues of mutual concerns with a verbal comment that is planned and well thought of.

*.....we do not have a separate washroom and no rest room either. But that is no problem.*

*.....The only problem is the color of the uniform which is white.*

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<sup>75</sup> 4E<sub>10</sub>: Fourth employer's tenth quote.

.....you know white color makes stains so prominent, and this bother us a lot<sup>1</sup>. (Participant A5) (1WF<sub>2</sub>)<sup>76</sup>

.....we have at various times raised this issue of white uniform and even requested to change the color of the shirt only, but the supervisor says that it looks nice, all wearing white clothes. (Participant A5) (1WF<sub>3</sub>)<sup>77</sup>

The excerpts give an understanding into the issues of apparent rejection by the employers/supervisors, of the concerns of women workers in the informal job market. It is apparent from the data, that the employers/supervisors are defensive and not open to criticism or feedback or even expressions of concerns. These various implicit strategies undertaken, confirm the autocratic leadership style of the employers, in the informal labour market of the textile industry of Pakistan.

“Communication” is another shared strategy engaged by the employers, in an effort to convey “un-predictable mood swings” to exploit the unsure and edgy feelings of the women workers. Participants (women workers) experience the unsure feelings, as a result of the confused articulation of facts by the participants (employers).

This is apparent when Participant B (employer) responds to the interviewer’s enquiry, regarding any variations among the wages of different types of workers, in the industrial unit,

.....there are two things, one is per piece-and in that case it is the same for everyone, but when it is on a salary basis then I do not differentiate between the old and new workers. All that matters to me is, work. If they provide me with

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76 1WF<sub>2</sub>: First women workers’ second quote, from a focus group discussion.  
77 1WF<sub>3</sub>: First women workers’ third quote, from a focus group discussion.

*the finest thing, they get the finest reward. Experienced and old employees expect higher pay and they do get that, because every year we give a 10% increment to the salaried workers and above that 10% is what they performed. For example some take an additional 15% or 20% which is their contribution to output (because of their above average efforts) during that year.*

*Interviewer: Then have you maintained a record for their performance, throughout the year?*

*Obviously, but somethings are not written and we access them through their performance. I understand that how a worker has been going through during that year, how smart his/her working was? Where conflicts arose, and then at the end I come to know that how much profit I have because of the worker. "This all comes in intuitions or you may call it hunch". (Participant B) (1E<sub>5</sub>)<sup>78</sup>*

The excerpt indicates that open and clear communication style of the employer, with non-documented un clear wage and reward structure, may be seen as an effective strategy to limit the impact of the employer's expectations on the women workers. Moreover, this may be perceived to limit the unsure and edgy feelings experienced by women workers, that ultimately becomes a means of "tolerance/no voice" of women workers. Many participants (women workers) allude to the subject of ineffectual communication style of the employers. Participants (women workers) feel they constantly have to manage the recurrent issue, that has widespread effects. As indicated in the earlier excerpt that even though women workers attempt to share their apprehensions with the supervisors, by initiating communication on their mutual and well thought of concerns, the strategy is not

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78 1E<sub>5</sub>: First employer's fifth quote.

generally effective and this feeds back to the state of "bearing of tradition" and "decisions of employer". This issue of inadequate correspondence dramatically affects women workers' involvement in the informal job market and leads to increased levels of low self-esteem and insecurity.

Analysis indicate that the "tolerant/no voice" strategy adopted by women workers, to reduce any confrontation with the employers, is not kept to one explicit condition. Nonetheless, the techniques included actions/interactions, with different conditions in the informal job market. Similarly, as the conditions are interwoven and interrelated, so too are the systems that are used, trying to restrain or address the apparent issues.

The strategy to disclose work experience may negatively affect women worker's chances to work, as the employer may well accept that the woman worker has acquired the information required, and do not need any further on work training. The acceptance of this reality may require the employers to withdraw, from one of the justifications of providing lower wages, an incentive to employ women workers. Disclosure can, nevertheless, have a positive impact for women workers, once the employer realize that the women workers has certain fundamental skills, rather than a beginner. They may be treated with priority for employment, and this may determine their better "fit" within the informal job market.

An important strategy is the admittance by the participants (women workers), that they have mistakenly produced a faulty piece of product. Admittance is viewed by participants (employers) similar to a significant thought in the administration of the level of satisfaction of the employer, in the industrial informal labour market. Admittance is both a contextual and a causal condition. In the contextual sense, admittance is found to have both negative and positive effects. The select to admit

and correct the fault by the participants (women workers) tends to have the most positive impact on the job, as it indicates to their “desire to long standing work”, in the facility. Therefore, participants (employers) can rely on these women workers, expecting job perfection, despite relentless working conditions. The negative effect of admitting and correcting a fault is explicitly indicated by participant G (employer), that the responsible worker has to bear the consequence of not only correcting the mistake, but also not paid for that extra effort utilized. Moreover, the worker is also rendered ineligible for “hunch” based rewards.

*.....but everything cannot be amended .....and if even amended cannot be the same, and this comes in the form of an additional cost (towards the firm).*

*.....for example, if it cannot be amended in its original form, then they will not be getting any money for that particular item. Now my garment has been wasted.*

*.....However, textile industry is a very interesting field, no matter what is the fault in the item, it can be corrected in some way or the other, and can be transformed into a new item. But, no matter how the item is transformed, people responsible are not paid any amount for that item. (participant G) (3E<sub>2</sub>)<sup>79</sup>*

The above excerpt symbolize the explicit use of merciless and hard to forgive behavior of the participants (employers), used as a strategy to restrain the effect that the women workers’ expectations, might have on the “employers’ security”, as a result making them (women workers) unsure, where they fit within the hierarchy. On the other end, participants (women workers) simply want to please the employers/supervisors, and do not want to come up with any kind of

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79 3E<sub>2</sub>: Third employer’s second quote

argument that can be considered as defiance by the employers, and may have a negative impact on their “desire to long standing work”. This explicit strategy of “tolerance/no voice”, is deliberately used by the women workers, in an effort to build a relationship of trust with the employers, leaving the participants (women workers) with a feeling of guilt when they see the participants (employers/supervisors) upset about the faulty item produced, although they (women workers) cannot figure out their own deliberate mistake.

Explicit and implicit strategies are used by the participants (employers) to ensure that no voice is raised (to suppress the capability of voice of women workers).

### **5.9.2 Something is Better Than Nothing**

In an effort to get through the industrial informal labour setting, with minimal measure of defiance, it becomes evident that women workers utilize strategies both implicit and explicit, to limit strife with employers/supervisors. This procedure of "not raising a ruckus" used by women workers to make changes in accordance with the causal conditions that has an impact on their capacity to figure out where they fit inside the hierarchy of the unit of textile industry. The point of staying away from strike with employers, is to keep up a level of acknowledgment and to obtain entrance in this way, to the fundamental work openings, required for long standing work. This strategy has a twofold impact in that it decreases the measure of internal conflict that women workers may experience; and besides, it permits women workers the opportunity to avail long standing work. Whilst the women workers are endeavoring to maintain a strategic distance from over conflict with the employers in the informal labour market, it

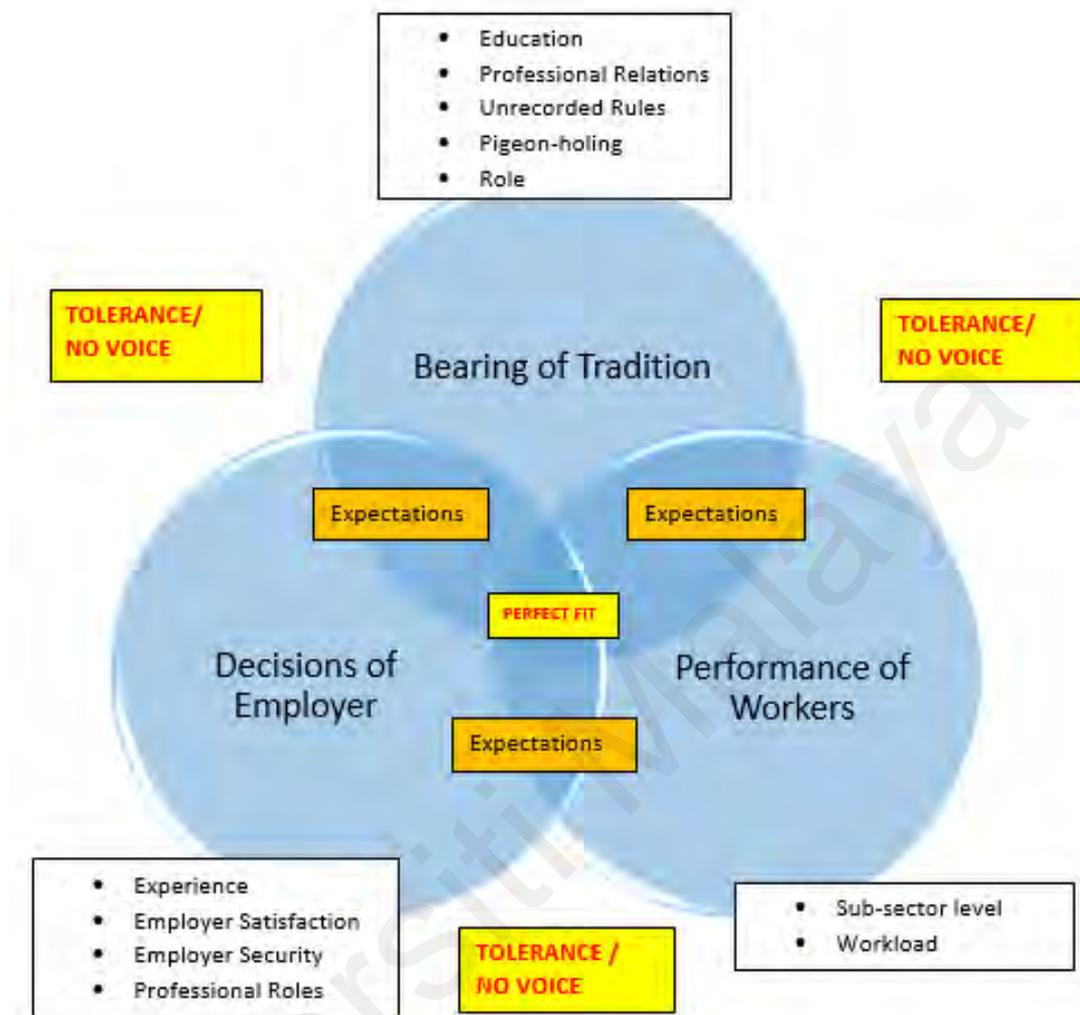
becomes apparent from the data that they are looked down when I come across the statements like,

*.....something is better than nothing, for women workers.*

### **5.10 The Grounded Theory – Employment Experiences of the Women Workers in the Informal Job Market of Textile Industry**

The earlier conversation reports about the discoveries from the constructivist grounded theory approach on women workers and the employment experience they have in the industrial informal labour setting. As per the strategies for grounded theory, thoughts are inductively and progressively derived out of the data, with the concepts, in this manner being assembled under progressive sub-categories and later categories. The connections between and inside the classes, are featured. This methodology has been used to give the premise to the advancement of the substantive theory rising up, out of the experiences of women workers, as they experience the negative working environment practices, in the industrial informal job market. Figure 5.5 (on the accompanying page) gives a visual portrayal of the created substantive theory.

**Figure 5.5 : The Developed Grounded Theory**



Source: Author's own elaboration.

“Decisions of employer”, “bearing of tradition” and “performance of workers”, interface to shape the logical conditions which prompts the expectations of employers and women workers, in the industrial informal job market. These expectations of a “perfect fit” of women workers inside the industrial unit’s hierarchy in the profession, results in a procedure of internal satisfaction that leads to expanded degrees of tolerance, as women workers endeavor to acknowledge their place in a situation of negative working environment practices.

Women workers respond to this circumstance, through a procedure of compliance, which is depicted as tradition of women worker culture.

The developed theory is by nature, dynamic and signifies women workers' experiences, of the regional informal job market of the Punjab province in Pakistan. The practical theory itemized above, records for and clarifies a wide variety of work experiences of women workers. The theory, likewise, clarifies and represents a wide scope of conditions and reactions that women workers experience, while in the informal job market.

Universiti Malaya

## CHAPTER 6: DISCUSSION

### 6.1 Introduction

The objective of the study is the development of a substantive theory, explaining how women workers experience the informal job market in terms of employment and wages and their assigned meanings to the specific experiences. Chapter five introduced the information that allows the theory development about experiencing the informal job market as women workers, in the textile industry context. Chapter 6 discusses the theory by drawing on the relevant literature and the data. Suitable literature is used to situate and arrange the research, discussing the problems of women workers given their employment and wages, in the informal job market. The background issues are highlighted, before the discussion of “social procedures” that the participants adopt as a solution to the problem.

### 6.2 Positioning the Study

In an effort to address the concern of women employment, past the mere notion of trade liberalization impacts, Elson and Evers (1996) developed a conceptual framework, broadening the limits of the discussion, on the reasons for changes in employment. The conceptual framework summaries various points of view with which to inspect the change in employment, addressing the gender differentiated effects of trade liberalisation, and identifies three dimensions of gender inequalities: the macro, meso and micro-level (Fontana, 2003).

Macro-perspective, examines the gender division of the labour force between the different productive market sectors. The study is framed within the boundaries of the informal labour market and examines women workers' situation comparable to ground-breaking others, and the underestimation and debilitation that outcomes. Meso-perspective looks at the organizational structure, and the study examines the

textile industry as the institution, that helps in the distribution of resources and activities at the micro-level. It involves examining gender inequalities in work provision, as well as gender biases in the rules of operation of labour market. Micro-perspective examines in more detail, the resources, gender division of labour and decision-making, acknowledging the individual determinant of expectations and experiences. The study focuses on the decision making of firms and the expectations of the dominant group/the employers, particularly, how it impacts the wage and employment experience of the women workers/the vulnerable group. This conceptual framework offers a valuable method to reflect upon the experiences of women workers, in the informal labour market setting, of the textile industry.

The effects of trade liberalisation on gender inequalities in a country may be either negative or positive. Many things mediate the effects and are important in determining final outcomes. These include resource endowments, labour market institutions and socio-economic characteristics.

Resource endowments matter because they influence, the factor of production that gains from trade (Wood, 1995). This examines that which factor of production experience a rise in demand and what are the prevailing gender norms, regarding ownership of the factors that stand to gain. For example, women benefit from labour intensive production because women's rights over their own labour are less alienable, than their rights over land and other resources (Joekes, 1999).

Characteristics of the labour market determine, whether the changes in output structure translate into changes in employment, wages or a mix of both.

- In addressing employment, women workers shall be able to benefit, to the extent to which they are able to relocate from contracting sectors to expanding sectors. This further depends on the availability of retraining and gender

segmentation between sectors and occupations (Fontana, 2003). The study examines the gender segmentation in ginning and stitching departments of the textile sector, analyzing the economic impact of trade liberalisation, in terms of wages and employment through heterodox perspective (absolute or competitive advantage) principle. According to the principle, the forces of competition derive the analysis. The rival firms increasingly rely on gender inequalities to reduce unit costs of production. Demand for low cost female labour increases but not wages, given the fact that female labour supply is elastic, more women entering the wage labour market (Darity, & Williams, 1985; Elson, Grown, & Çagatay, 2007). There is an increase in labour employment in "manufacturing sector", called "feminisation of labour" (depending on what quality of jobs are created).

- In addressing wages, the prevalent forms of wage determination are considered as suggested by Darity and Williams (1985), the options of free markets or collective bargaining of the workers. The study focuses on wage determination by relative bargaining power, depending on worker's skills and job characteristics. The employers find it profitable to employ lower wage workforce with weak bargaining power.

Socio-economic characteristics address practical and strategic gender needs (Moser, 1989). Women's current material status, is the focus of practical gender needs, that is considered from the work status of women workers, in the study. The strategic gender needs addresses the contribution made towards more egalitarian gender relations in the long term, by reducing the basis of women's economic disadvantage and widening women's options. The study contributes towards egalitarian gender relations, first, by identifying "the basic social problem", that is "the place of women workers", through the "basic social process", "tolerance/no

voice” of women workers, and second, by the recommendations put forward, in the light of the generated theory, that forms one of the sections of chapter 7.

The macro-level approach centers around the contemplation of the situation of women workers in regards to the informal labour market of the formal textile sector, and other perceived dominant groups, the employers, human resource managers and contractors, and the negative work place fierceness that these people impose, like power denial, control and denying access to all types of rewards. Women workers clearly receive the message that they have no control over decisions of any kind (not even the color of their uniform), or independence regarding working environment. However, there is no dread of retaliation and a capacity to make changes, from the women workers; as a result, employers steady strategic decision making is manifested as an internalized aspect among women workers. The category of “bearing of tradition” is normally operating at this stage as the employers/human resources managers/contractors, who have embraced the job of "bearer of tradition" in the work place, endeavor to keep up the past acknowledgment of such conventions where women workers were subservient in labour market and the men were seen as an innocent standard, women were forced to find her value in relation to men workers. At the macro-perspective the women workers are endeavoring to distinguish where they stand as a woman worker, within the entire profession. And in doing so they had accepted a faulty assumption, that men workers are a standard and thus, women can never have a “place” in the work facility until they become just like the standard: the male worker. As a result, they ideally “fit” in the specific position, strategically created for them, by the present competitive world, which is specifically designated for women workers, within the textile industry of Pakistan.

Meso perspective centers around organizational structures and incorporate work practices and employers' decisions, that women workers cannot influence. A major aspect that the study identifies under this perspective, is the strategic decision making of employers which is identified in textile industry. It is obvious in the collected information that in an effort to reduce the cost of production, to give lower than minimum wages and insecure work contracts for women workers, the employers' utilize strategies, both explicit and implicit, to minimize any voice that could be raised as retaliation, by the women workers. Employer satisfaction and employer security, are issues which cause considerable loss in the "capability of voice" for the women workers. The study indicates that women workers possibly get confined in the expectations, and in case a considerable amount of time is spent working in a particular facility, then the women workers themselves, tend to ensure abidance of employers' decisions, from the new entrant women workers. The designed strategies successfully achieve, the complete "tolerance/no voice" from women workers, given the employers' decisions.

The micro-level perspectives addresses the individual determinant of expectations and experiences. Worker performance is a determinant of expectations and experiences in various occurrences inside the study and makes it evident by the expectations of the women workers and the employers. The participants (employers) raised the issue of "manipulation of male workers", in the industrial setting as a concern that caused employer insecurity and dis-satisfaction. Participants (employers) expected compliance and hard work, as being totally realistic from women workers, who are assumed to be as yet getting trained and probably require a more extended time length to finish assignments, that trained men workers are skillful in. Similar unreasonable expectations of the employers, do not increase the level of anxiety, among the women workers, but instead they experience complete

“calmness” and exercise “tolerance/no voice”, by never questioning the inappropriateness of employers’ decisions and expectations.

Trade liberalisation, thus, affects gender inequalities at all three levels. The study suggests, women participation in paid employment has risen (Gammage, & Mehra, 1999) and gender gaps might seem narrowing (Oostendorp, 2004), as the stitching and ginning sectors of the textile industry in Pakistan, prefer women workers over men workers, termed as “feminization of labour” (macro-level perspective); However, public provision of social services that favour women workers (such as minimum wage level and secure work contracts) is undermined, as strategic decision making, from employers leads to cuts in such services (meso-level perspective); finally, women workers have reduced “capability of voice”, ending up with “no voice” to address the issue of “place of women workers”, henceforth, trade liberalization destroys sources of independent income and voice for women workers (micro-level perspective) (Elson, & Evers, 1996).

Entities in the industrial sector and the labour market, at the macro and meso standards, have not created mediations either inside or outside the work facility, to be steadily smeared to consider the concerns experienced by women workers, as the concerns are unidentified, and the aim of the study is to highlight this deficiency of information. This might be because of an ignorance at the micro level that an does issue really exist, and this at that point brings about the worries of the women workers not being taken care of up to the meso and macro standards of the labour market and industrial organizations.

A micro level issue (“place of women workers” in the work facility and protection of wages) cannot be dealt with, if the macro level policies (ILO conventions ratified by Pakistan), are not supportive towards the issue, at the meso

level (little or no implementation of these conventions at the labour market and industrial sector).

The conceptual framework described by Elson and Evers (1996) and summarized by Fontana (2003), is incorporated in the conversation of the situations, recognized in the study's data analysis. The incorporation of the framework is used to examine the effect of the phenomenon of strategic decision making of employers, on the employment and wage experiences of women workers in the informal labour market of the textile industry.

### **6.3 Objectives Revisited**

#### **6.3.1 Strategic Decision Making of Firm's**

The ability to make strategic decisions can be defined as the ability to determine broad objectives in production, despite resistance (Zeitlin, 1974). Extending this into a liberalized competitive world context, the making of strategic decisions can be equated with the determination and pursuit of the aims and objectives of world competition. Hence, strategic decision-making is central to the very definition of trade liberalisation and increased world competition, as defined in Chapter One. Moreover, the resistance argument is also central; determining the strategy of competition means being able to set the aims and objectives of competition *despite potential resistance from others*. This is related to the concept of 'hegemony', which Wade (2002, p. 215) defines as a "dominant group's ability to make others want the same thing that it wants for itself."

Analyzing liberalized trade competition from this strategic decision-making perspective, opens up the potential of 'strategic failure', in a similar way that a strategic decision-making approach to the theory of the firm highlights such a danger. If a given locality is to develop according to criteria presented by narrow

and/or external interests, despite that locality having different criteria, then it is subject to strategic decisions that may be inconsistent with its own development aspirations. There is a potential for conflict between those making strategic decisions regarding 'competition' and those seeking to develop in terms of their own aims and objectives. Indeed, by the definition suggested in Chapter One, the existence of any such conflict would imply that what is occurring is not 'development'. In the words of Ashfaq Ahmed, a South Asian scholar, "competition with human beings ends up to be against human beings".

To pursue this idea in more detail, the formulation of competing objectives and policy 'externally' or by an 'elite' group of interests, can be seen as acts of strategic decision-making, in a similar sense to the formation of corporate policy by the small groups controlling corporations (Wilson, 2004). Firstly, it constrains the thinking of localities that are seeking to develop, and restricts the decisions available to them, in a similar way that corporate strategy constrains 'the many' that are affected by the activities of a firm. Secondly, like strategic decision-making within the firm, it could be argued that such competitive prescriptions inherently reflect the interests of 'elite' actors, in a way that is not necessarily consistent with the broader interests of those affected by their decisions.

An analysis of development theory and policy, over a period of fifty years, from a strategic decision-making perspective indicates that the fundamental question should be, to what extent, and 'for who', strategies constitute 'development' (Wilson, 2004). It is the misalignment of decision and affect, that is of concern, is the primary motivation behind the arguments for community-centered development processes. In particular, one must beware of the danger of losing development paths that can directly reflect the aims of the communities concerned. The relevant question that arise is, how do we prevent the hijacking of decision-

making by powerful elites, whether local, national or transnational? The study tries to answer this question, focusing the decision making of the local elites (employers), governed by their competitive prescriptions of liberalized trade. The study suggests macro and meso level interventions by the concerned individuals (labour, trade and industrial organisations) and, systematically applied to address the issues of the women workers, by highlighting the issues. Furthermore, the study suggest creating social awareness, regarding the existence of the problem, at the micro level (employers, managers, contractors, workers both men and women). This shall, hopefully, result in addressing the concerns of the women workers up to the macro and meso levels.

### **6.3.2 Working Environment Relations and Domination**

Research literature describes strained interpersonal relations, in the working environment as workplace harassment (Einarsen, 1999), occupational violence (Hockley 1998), bullying (Olsen & Needham, 2003), mobbing (Einarsen, 1999; Leymann, 2005), workplace bullying (Baly, 1998); horizontal violence (Duffy, 1995; Farrell, 2001) or psychological terrorism (Adams, 1994). Lately, the expression “workplace Bullying” has picked up in ubiquity in research writings. Bray (2001) shows two expected purposes behind the reception of the adjusted phrase; to begin with, the violence may be vertical (bottom – up, top – down) and not necessarily horizontal, or maybe the expression is being viewed as excessively solid for the specific social practice.

Yasmeen Mugahed (2015) propose that the standards that craft womanhood, are a major impelling factor leading to the obedience tradition among women. The thing that defines worth, success or failure, is what controls and becomes the master. The master who has defined a woman’s worth has taken many forms

throughout time. One of the most prevalent standards made for women has been the standard of men. But what is often forgotten is that the Creator has honored women by giving her value in relation to Himself-not in relation to men. Yet as some Ideologies erased Creator from the scene, there was no standard left but, men. As a result woman was forced to find her value in relation to men. And In so doing she had accepted a faulty assumption. She had accepted that men are a standard and thus , she can never be a full human being until she becomes just like a man: the standard. What she did not realize was that Creator dignifies both men and women in their distinctiveness – not in their sameness.

When men are accepted as the standard, suddenly anything uniquely feminine, becomes by definition inferior. Being sensitive is an insult, becoming a full time mother – a degradation. In the battle between stoic rationality (considered masculine) and self-less compassion (considered feminine), rationality reigned supreme, and the inferiority complex, have been accepted as being central to workplace bullying (Mugahed, 2015).

Workplace horizontal violence has customarily been connected to oppressed group behavior and oppression (Woelfle, & McCaffrey, 2007). When a powerful group with status and prestige controls and abuses a less prevailing gathering, then oppression occurs. The powerful group enforces and identifies the standards, beliefs and values that are seen as being right. Over a time period, the standards of the subordinate gathering become less valued and are seen from an adverse perspective (Freire, 1971). Literature contends that poor self-esteem is a main consideration thwarting the persecuted, from getting engaged (Roberts, 2000). Oppression theory suggests that the predominant group is contrary to the subordinate group in terms of actions, thoughts and appearances. Thus, the

individuals who do not act, think or look a similar like the predominant group, are considered less worthy.

Social perceptions sees men as a gathering, being unequivocal, objective and not entertaining emotions; characteristics that are customarily valued (Mugahed, 2015; Stevens, & Crouch, 1998). Moreover, society has an inverse conventional perspective of women as being caring and warm, characteristics that are normally under estimated (Anker, 2011).

Generally, women have been persecuted by the prevailing patriarchy model; as a result women are members in a struggle against oppression (Charles, 2003; Charles, & Bradley, 2009; Bettio, et al., 2009; Burchell et al., 2014; Wong, & Charles, 2020).

Adverse interpersonal relations and workplace violence among employees stays a fresh in the organizational settings, and is not merely confined to the textile sector. Horizontal violence is the expression used to address the lowly collegial relations between workers and supervisors/employers. The aggressive behavior exercised among group members at a workplace, and termed as horizontal violence is widespread, as found in relevant literature in the nursing profession (Farrell, 2001; Bray 2001). The mannerism might be absorbed into the professional and cultural identity of women workers as they embrace the way of life of the profession and the work place. The cultural practice is in an effort. to direct the individuals at the workplace, to show regard for, and reverence to, the authority (van der Peet, 1995; Hadikin, & O'Driscoll, 2000).

Lee and Saeed (2001) assert that oppression brings about practices which are responsive and unreasonable, therefore, bringing about the continuation of the mistreatment that overpowers the development of the profession. This conduct is

confirmed in the study, as "bearing of tradition", and is explained further later on in the chapter. Women workers get assimilated into a state of living affairs and are not able to identify their mistreatment (Munir et al.,2018 ).

### 6.3.3 Role Confusion and Voice

The behaviors of women workers with respect to employment and wages of women workers , analyzed through Symbolic Interactionism theory, may well be explained by Virginia Satir's (Satir, V. et al., 1991) communication model. She says that toxic relationships may not just be confined to romantic ones, but anyone can fall into a cycle of negativity with friends, family members or even at work place. Deep rooted cultural and traditional foundations ,that form the basis of the work status of women workers , is found to be the major influencing factor that perpetuates autocratic work platform (a tradition of obedience) in the work environment of women workers (Mugahed, 2015; Munir , et.,al, 2018).

In the study. experienced women workers often feel poorly arranged or unfit to play out the job of male workers.

*“men perform work that needs lots of energy.....and then the huge bulk of cleared cotton bales are collected and put in big bags by male members . This requires quite a lot of effort.”* (Participant A4) (4WF<sub>1</sub>)<sup>80</sup>

How does role confusion arise? Women are docile, hardworking and committed but at the same time they are unable to work overtime, are untrained and unable to perform strenuous tasks. These dual standards attached to women workers, undermine their best performance and brings about instability in their

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80 4WF1: Fourth Women Worker, focus group discussion first quote

work contracts and hence, lower wages. Role confusion in professional work leads to “no voice”, a complex issue which is rarely recognized (Stiglitz, 2000).

Maintaining the status quo along with a role conflict, in the informal setting of the textile industry, leads to stressed social workplace relationships among the workers, and between workers and employers. These stressed social workplace relationships, leads the participants (women workers) to experience “voice erosion” (Satir, V. 1991), in the informal work setting.

#### **6.3.4 A Divided Industry**

The professional authenticity of textiles industry, is its composition as a non-homogenous group. The various groups comprise of women workers, men workers, contractors, supervisors, managers, human resource professionals, employers and board of directors. Every one of these groups has its own beliefs, rituals and social standards, which are likely to be distant apart from other groups and various sub-groups, that finally comprise the textile industry.

Duffy (1995) contends that authoritative systems prosper using coercive, controlling and inflexible protocols. The hierarchical management style that industry adopts, is Inherited from the British rule (From Empire to Independence: The British Raj in India 1858-1947; that was prevalent in the region for almost a hundred years, prior 14<sup>th</sup> August 1947, the independence of Pakistan).

British rule have over the time sustained social standards or administration, using strict orders. Compliance and unquestioning behaviors were compensated with advancement, while insubordination and dissidence were met with disciplinary activity. This way to deal with the management implies, that the members of the group were bound to hold fast to the acknowledged standards, habits, conventions

and expectations that comprised the acknowledged social standards of the profession or the association. Following the strides of the British Rule, the utilization of humiliation turned into a socially acknowledged standard in the industrial setting (labour market) (Fontana, 2003).

Humiliation is distinguished as a social standard in the labour market of the textile industry, in the discoveries of the current study with various participants (employers) specifying that they feel they have been humiliated by male workers through their manipulating behaviors. Furthermore, clearly the words of employers also specify the exercise of humiliating behavior towards women workers, however, no such incident has been reported by the women workers.

This signifies that women workers exercise tolerance, and never scrutinize their desire to be a textile worker. Moreover, the social standards experienced by the women workers in the industrial setting are believed to effect, the way respondents develop significance of their encounters, in regard to the negative working environment practices. As per Symbolic Interactionism (the theoretical underpinning), the employer's communications with the women workers, in the informal job market, are to a greater extent, developed in light of managing with the tolerant behavior of the women workers, which is noticed as a recurrent phenomenon.

Humiliation and other negative behaviors, directed towards women workers from Inside the calling, seems to be conventional, with Yasmeen Mugahed (2015) reporting that women/vulnerable individuals, have been continuously hushed up by people, with significant influence. This confirmation goes some way to clarifying the women worker's experiences, in the industrial facility.

For the workers who exhibit obedience and commitment, professional advancement is conceivable, however, the ones who try to break with the conventions and traditional rules, are rebuffed by either humiliation or terminating their employment. The workers who raise enquiries are criticized and ostracized by their employers and consequently by the other workers/ managers/ supervisors.

Women workers quickly learn that, as in numerous different callings, on the off chance to be promoted, It is important to conform and adjust. Study participants (women workers) know about the need to adjust, when they depict strategies to manage the negative workplace practices and, furthermore, in that they know not to raise a ruckus.

#### **6.4 Experience in the Labour Market**

The literature examined above, positions the reader in regards to the discourse that follows. The study explores the women worker's experiences, to find out the way they experience work culture, as a worker in the informal job market, in terms of wage and employment security. Comprehensively, looking at the encounters of the women workers, the study reports the real experiences of the participants (women workers). No studies could have been found that explored the experiences of women workers in terms of no "capability of voice" exercised, despite facing negative workplace behaviors. The study discovers that this response of women workers is the result of the strategic decision making of employers, In the Pakistani textile industry setting, and there are an exceptionally predetermined number of studies that investigate the phenomenon in the more extensive setting (Munir, et.al, 2018).

While there are various studies that have inspected subjective perspective of horizontal violence, these investigations have not analyzed how this phenomenon

impacts the “capability of voice” of women workers. This features a significant literature gap, and women work experience related information, in regard of the elements that may impact workplace bullying, and also the professional identity development, inside the profession of a regional setting.

The existing literature gives an understanding into the women worker’s experiences in the metropolitan contexts; nevertheless there is a lack of information corresponding to regional contexts. The current study gives a distinctive understanding into the women worker’s experiences that have not been addressed, as the women workers react to the negative work environment practices, they are presented to, in the informal work context, specifying "absolute tolerance" with zero level friction. Outcomes of the study, permitted the construction of a fundamental theory of the women workers’ experiences of the textile industry, in the regional Punjab Province context, in Pakistan.

The developed theory gives a more in depth comprehension of the issue, than what has been accessible earlier in the literature. The understanding contributed by the substantive theory, is a significant original knowledge contribution. Earlier literature investigating women employment and wages in the textile industry, have not considered the issue of “toxic relationship/ horizontal violence”, as one of the strategic decision making tools of the employers. As a result of this strategy, women workers are unable to decide, their place inside the industrial hierarchy, and this has a great impact on the development of “no voice” of women workers, a trait that employers long for among the workers, to cut down on the basic costs of production, in order to become competitive in the world market.

The conversation that follows, coordinates the discoveries of the study and arranges these discoveries inside the current information, by establishing an

interconnection with the earlier literature. The issues incorporating the difficulties that are encountered by women workers, as they embrace uncontracted casual work practice, in the formal enterprise of the textile industry, are addressed. The distinguished deficiency of comprehension of women worker's experiences, as they endeavor to build up an understanding of the social issues, related with being put in the labour market, is then introduced. A conversation of the vital social procedure and the elements that are conceptualized, as affecting the vital social problem, then proceeds.

#### **6.4.1 Expectations vs Experiences**

This segment examines the vital social problem, that is identified as "place", inside the work placement hierarchical structure and the more extensive industrial hierarchical structure of the textile sector. Two categorized are recognized as having a direct effect on the abilities of women workers, to figure out where they "fit" inside both the Individual placement hierarchy while they are in the uncontracted labour market, and the textile industry hierarchy, in general. Expectations, both with respect to the women workers, and with respect to the employers, regarding the women workers, are found to affect the women worker's ability to decide their place in the industrial hierarchy.

##### **6.4.1.1 Expectations - Women Workers**

The data analysis makes it apparent that both interpersonal communication and interpersonal relations among the employer and women workers are key issues of concern, in the informal labour market. It is perceived that employers in the industrial setting, do not communicate effectively with women workers and other colleagues.

There is an expectation on the part of women workers in the industrial facility, that employers have the required interpersonal communication skills to interrelate successfully, and train women workers. Successful correspondence between all the participants in the industrial facility is considered to be essential, in their efforts to become effective considerate employers.

The theoretical underpinning of symbolic interactionism holds that groups or individuals will perform and behave indicated by how they decipher and offer significance to explicit symbols (Denzin, 2004). In the study, the respondents identify poor correspondence as a major problem and responded to the issue by becoming non-responsive in their interfaces with the employer. Language is considered as the most representative framework (Annells,, 1996) and it becomes clear, when the respondents (women workers) indicate, that their tolerance levels can only be identified through language investigation. The employer's using non-verbal perceptions, that generated meanings and developed thoughts to justify action strategies to convey their disapproval of the women workers, as eligible to qualify the minimum wage level and hence the right to voice.

While powerful correspondence is recognized by the participants (women workers) a necessary requirement for compelling working environment; to become an efficient worker requires something other than mere skill level. Ability, personal characteristics and professional competence are recognized as imperative aptitudes, by Tang, Chou & Chiang (2005). The measures delineated are weighted diversely in different investigations, however, the entirety of the literature shows that these four attributes are vital so as to be a better performing worker (Gonzales et al., 2015; Demirguc-Kunt, et al., 2013).

Each one of the four attributes distinguished in the literature directly affects the capacity of the women workers to communicate effectively, as a worker in the informal setting of the textile industry. The women workers' capacity to flourish as a skilled worker, is likewise influenced by these qualities.

Effective correspondence among the employers/HR managers/contractors and the participants (women workers), are seen as being basic in the advancement of the worker, into a skilled competent labour. Literature views the maintenance and development of positive and effective interpersonal relations within the working environment, as being principal to successful accomplishment of the requisite knowledge and skills as defined by the industry; and to the ensuing capacity of workers to exhibit the training results. All of these factors impact women worker's experiences, by ensuring that they are well aware of their situation inside the calling and are permitted to take part in professional duties (Gonzales, et al., 2015). The utilization of Symbolic Interactionism took into consideration an expanded comprehension of the implications that the employers assign to their social correspondence with the women workers in the informal job market. This feature is addressed in more detail, later under the heading "Conditions impacting the vital social problem".

In spite of the clear suggestions from the literature that interpersonal relations are basically critical to the social development as women workers, the study finds there are significant challenges faced by the women workers, in both developing and maintaining interpersonal relations, in the informal job market. This leads to congruence of expectations of the employers and the women workers, that are recognized as two elements that impact on, and form, the vital social problem of "place", as a "perfect fit".

Communication is vitally connected to every aspect of the informal job market; between the industry and the labour market, between the employer and the women workers, and the contractors and the women workers. If there is ineffective communication, between the key partners at work place, then finally employers see women workers who should bear the brunt of the "repercussion", that results, being a convenient target. This "repercussion" adversely impact women worker's ability to figure out where they fit inside the professional hierarchy. This is upheld by the discoveries of Burchell et al., (2014) study, that explored the "quality of employment" in the academic literature and concluded that effective communication is considered being central to good workers. Moreover, in the study, being considered as a "good worker" is stated by the employers as being essential to them. Declared as good worker, is vital to diminishing the degree of internal clash that women workers might experience due to adverse work place practices, in the informal job market.

The participants (women workers) stated that there is hardly any communication with the employers except if communication is instigated by the women workers. This communication absence might be a remainder from the old work ethos, where correspondence is inflexibly progressive in a hierarchical structure, where by women workers are totally avoided in regard to information dissemination (Branisa, et al., 2013). The research finds that the women workers are frequently greeted with apathetic and unwelcoming behavior, when they show up on their work place and they accepted that this continues as a norm during the entire working tenure, in various occurrences. Reports of women workers being overlooked at the significant dynamic gatherings are normal and participants (women workers) perceive that they are disregarded until the time has come to designate specific less dignified tasks.

The employer's inability to effectively communicate with women workers, cannot be overlooked, as the women workers are required to build up their "working" characteristics all through the term of their work at an industrial placement. Demirguc-Kunt et al., (2013) contended that the estimate of viable communication cannot be underestimated.

The research finds that while effective communication is a real concern amongst the employers and the women workers, the employers are seen to be competent enough for imparting their desired information, whenever they feel the need to do so. For instance, the employers find no difficulty, in communicating the distribution of menial tasks towards women workers. Utilizing Symbolic Interactionism, to decipher the distribution of extra undertakings to women workers, makes it obvious that by the employer's meanings construction related with these errands, this is a symbolic way to deal with guaranteeing that the women workers know about their place inside the facility and the more extensive calling.

The communication differed among the utilization of nonverbal and verbal communication techniques, with the respondents demonstrating that the non-verbal technique has the most adverse effect, as the adopted technique is covert.

Participants begin to address and enquire that what they have witnessed is a real conduct or whether it is a fabrication of their creative mind, which creates an inward turmoil on the capacity to be reflexive and accurately review human interaction. However, verbal technique is utilized when the employer wish to get a point across to a woman worker. Participants (employers) perceive that women and male workers are being given two distinct information from the society in regards to the work requirements and the objectives that are to be accomplished in the industry. Employers indicate that while the industry is emphasizes to attain

certain predefined abilities as per the prerequisites endorsed by the employers, as a general rule the circumstance is seen by the women workers as being fundamentally the same. The assessment of women workers is that the employers at the work placements feel that the women workers are in the informal labour market, to undertake very basic tasks such as stitching on prescribed designs (stitching department) or separating poly propylene from the cotton fibres (ginning department). This appeared to be in complete congruence to the information which is communicated to the women workers by the society, culture, at home practices, prior to commencing work, at the industry. This in turn leads to consensus between women workers and the employers, because the requirements of the work place is already internalized, even though the communication is found to be ineffective at the work place.

This lack of communication and internalized information leads to the internal peace and satisfaction, within the women workers as they are sure of what is expected of them and endured the worst part of discontented employers who maybe do not need women workers in any case. The study identifies that the employers do not prefer to develop positive interpersonal relations and incorporate an authentic eagerness to acknowledge and regard the individual women workers, as a participant of the labour market.

There is a clear expectation of the employers, that the women workers would comprehend their necessities as employers, in the work place they are placed in. The expectation is likewise apparent, in the discoveries of the study by Brammer (2008) who addressed the encounters of medical attendants. While, this is an employer's expectation, it is clear that a large number of women workers, hold an alternate view corresponding to their expectations of what employers can, and cannot perform, in regards to their needs as women workers.

## **6.5 Conditions impacting the Vital Social Problem**

Data analysis reveal the accompanying relevant issues, that are addressed as “bearing of tradition”, “decisions of employer” and “performance of workers”. These contextual issues can be causal and influencing the problem, mediating in a way that alter the problem impact, or contextual in specific circumstances, intersecting at a certain point and time. Every one of these conditions and the impact that the particular condition has on the experience of the women workers in the informal job market where the women workers are put, is examined in the accompanying Pertinent research is coordinated in the conversation to adjust it inside existing literature.

### **6.5.1 Bearing of Tradition**

“Bearing of tradition” is enveloped inside the micro-perspective of the framework that Fontana (2003) summarized, to present the concern of interpersonal consensus among women workers and their employers. The micro perspective emphasize on the personal contentment at the individual interpersonal level, despite a number of disturbing elements at the work place.

Individual women workers do not have the foggiest idea of what should be their expectations from the employers in the informal labour market context, and eventually decipher the practices, in a traditional way. The respective translation of "symbolic system" goes steady with this study's theoretical underpinnings, that specify every individual will decipher the "symbols" in their own particular manner. Practices that an individual considers inappropriate, could be seen by another as being acceptable. While women workers may perceive that the practices directed towards them personally by the employers, are likely due to other contributing aspects, that are external to the women workers as such, and thus accommodating

the employers for their ill-treatment through benefits of doubt (Sati .V., 1999). The apparent antagonism of employers coordinated towards women workers, does not in any way produce stress which could generate expansive impacts on different conditions, as portrayed.

The “tolerance” and “no capability of voice”, that is expressed within the textile profession by the women workers is described by associated with the terms of powerlessness and oppression on the part of women workers (Branisa, et al., 2013); Gonzales et al., 2015; Demirguc-Kunt et al., 2013). Mugahed (2015) contends that patriarchal oppression of women workers supposedly underpins the way that women workers interact with one another and how they work as feeble individuals from ventures which may be ruled by employers and supervisors, HR managers and contractors. Women workers have been identified as an oppressed group (Gonzales, et al., 2015). A study by Droppleman and Thomas (1996) sees annoyance experienced, because of powerlessness and a failure to impact change, by women workers in nursing sector. As implied, this should more likely, bring about annoyance among the oppressed, however, the study indicates the generation of resilience or “tolerance” instead, accompanied with "no voice" and calm resilience.

The resulting “calmness” is indicated to be expressed or misdirected, by the employers, in a manner that the women workers never perceived. Women workers appeared to ignore name calling, fault finding, subtle sabotage and back-biting of the superiors and colleagues. Evidence of name calling, mistake finding, and different forms of inappropriate attitudes are noticed in the analysis, only by the employers and not by women workers. When feeling frail to stand up to those in power, a gathering may battle among themselves and do not offer required help and sympathy (Droppleman, & Thomas, 1996). However, the study identifies almost no internal dissatisfaction and retaliation from the women workers, moreover,

perfect confirmation with the employers, demonstrating absolutely “no capability of voice” of women workers.

Participants (employers) in the study report that they feel an absence of empathy and mutual support towards themselves from the workers, particularly male workers. This shows the assertive position of male workers, whereas, women workers are seen as a particularly non-assertive and vulnerable group, from the collected data in the study. Employers emphasize that they demand respect, assertion and complete submission, rather than being expected as good listeners, by the workers, to vocalize the frustration workers come across due to the manipulative behavior, of the employers. The behavior that is experienced by the women workers leads the employers to scrutinize their intention of continuing the work. This is brought up in the statement, that is echoed multiple times in the data, for women workers “something is better than nothing. Participant B indicates that,

*“.... Her (women worker 's) concept is that, “something is better than nothing”, so she would be “OK” with it (offered wages), and that is the reason women are cheaper in Pakistan’s industry (Participant B) (1E<sub>6</sub>).<sup>81</sup>*

Skillings (1992) looks at the feelings and perceptions of women workers in the medical staff, about horizontal violence due to oppressed behavior of the group, in an exploratory, qualitative study. Participants pronounced behavior as an expression of distinctions among people. These distinctions incorporate education, values, knowledge, sexuality, role and the need to be empowered. Horizontal violence is rendered because of oppressive conditions and oppression, where

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<sup>81</sup> 1E<sub>6</sub>: First Employer Sixth quote

oppressors attempt to make themselves feel better, and either dismiss contrasts in others, or oppressed cannot "voice", those distinctions.

The literature underpins the findings of the study, in that the employers and managers demonstrate that can be either depicted as a dismissal or an exhibition of the prejudice towards accepting distinctiveness of women workers' experience, gender and level of education.

Employers explicitly examined the hierarchy that is apparent in the textile industry. This hierarchical structure is documented in the literature (FIAS, 2006; Torres, 2013). Traditionally the janitorial staff are at the base of the chain of command, and have no force in their situation to impact change. Employers perceive that while the janitorial staff are generally at the base of the progressive system, in the company of women workers, janitorial staff can exhibit a level of intensity and power over a gathering which is seen as being lowest in the chain of importance.

Participant A4 (women worker from a focus group discussion) reports that the male workers perform more masculine and physical strength demanding tasks, than women workers and, therefore, are eligible for better remuneration. This provides the justification, for the women workers and all around them, of women worker's perception about themselves, for being at the lowest end of the chain of importance, when being evaluated on a single criteria of physical strength, and thus, conveniently are eligible to be paid less than minimum wages.

In a study investigating outrage experienced by women because of frailty and a failure to impact transformation, it is found that this resentment is aimed at the individuals who are vulnerable and available (Dropleman, and Thomas, 1996). As effectively depicted, women workers are a particularly non-assertive and

vulnerable group, in this manner making them an obvious objective. This is additionally distinguished by Skillings (1992) in an examination researching the discernments and sentiments of women workers in nursing profession concerning horizontal violence as a result of the behavior of oppressed group.

The participants in Skillings (1992) study recognized that the practices as coming about because of contrasts between individuals (male and female or on hierarchy basis), the distinctions include values, training, information, job and the need to feel power. Contrasts among male and female workers are connected to training, information, job and the requirement for the males to feel control and recapture some control of their condition. This apparent endeavor at recovering control obviously brings about clash between the male and female workers, accordingly expanding the degree of inner clash and nervousness experienced by the female workers.

Literature contends that the subsequent hostility cannot be communicated to the oppressor, accordingly strife emerged inside the oppressed (Roberts, 1983). The idea is termed as the oppressor duality by Freire (2003), as the oppressor survives inside the oppressed, thus as oppressed persecutes assault, the oppressor gets assaulted finally. Moreover, the prevailing group confirms the standards according to their suitability, prompting discontentment among the oppressed group towards their qualities and themselves. While using the lens of Freire's oppression model, the employer appears to be the oppressor in the study. Provided the traditional social structure, the standards of the oppressor group are adopted, internalizing that control and force are the tools of the oppressor (Roberts, 1983).

Contractors, supervisors and HR managers comprehend, that employers vest a certain level of intensity and control, due to their position inside the work facility.

With an intention to accomplish control, the less qualified workforce adopt the witnessed practices of the employers. The same oppressor behavior is then exercised towards the women workers accordingly, providing contractors, supervisors and HR managers a feel of control and power in a situation where they are basically weak.

There is evidence of workers unions from the literature. In the professions, harassing has been comprehended as "horizontal violence" (Reeves, 2000, Dunn, 2003), as the study elucidated this aspect before. Horizontal violence is discussed in literature to clarify the characteristics of bullying behavior, among workers of similar level, inside the professional hierarchy (Dunn, 2003; Randle, 2003) and bullied are the ones with poor group identity and low personal self-esteem (Roberts, 1983; 2000). In the study, this conduct is portrayed by employers, moreover, the study reveals that some workers (mostly male workers) cooperated in partnerships, to manipulate power considerably.

Male workers cooperating in coalitions, is contrary to bullying concept, horizontal violence or model of oppression (Hutchinson, et. al., 2006a). The coalitions are frequently casual and are installed inside casual hierarchical collusions. This empowers the oppressor to enforce the work assignments, jobs and position concept in the hierarchical structure by implementing the work rules of their choice. To accomplish this, the oppressor use a procedure of custom inculcation, crushing the self-identity and self-confidence of the targeted individuals, the outcome is the targeted people either leaving the position or complying to endure.

Participants (employers) perceive that some male workers have groupings and the aspect is often talked about amongst the employers/ HR managers. In the

data analysis it becomes apparent that employers feel strong associations prevailing among the male workers. As in the words of Participant B (employer),

*“..... They have that much of experience and exposure, so they can decide accordingly Rather they play with our needs.”(Participant B) (1E<sub>15</sub>)<sup>82</sup>*

Another evidence of the perceived alliance, between the contractors and the employers, is found in the comments by participants (employers), that the women workers are appointed through contractors. This means women workers are more familiar to contractors than employers. Moreover, the participants (employers) welcome women workers to discuss their problems. Participants (women workers), commented that they express the concern regarding the color of the uniform (white color) to the contractors/ supervisors. On the similar pattern, employers enquire about the problems of women workers from contractors and women workers also inform the contractors, regarding all their concerns. Here the question arise how well communicated are the problems of women workers, through the male contractors, to the ultimate decision makers, the employers? Furthermore, the participants (employers) judge the performance of the workers (women workers) in such a scenario of communication, and again the judgement is based on “hunches”.

*“Obviously, but somethings are not written and we access them through their performance. I understand that how a worker has been going through during that year , how smart his/her working was? Where conflicts arose, and then at the end I come to know that how much profit I have because of the worker. "This all comes in intuitions or you may call it hunch". (Participant B) (1E<sub>5</sub>)<sup>83</sup>*

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82 1E<sub>15</sub>: First employer’s fifteenth quote.  
83 1E<sub>5</sub>: First employer’s fifth quote.

Participants (employers) also perceive a definitive indication that the contractors are controlling some of the important tasks and work roles inside the informal job market. These alliances in the informal job market enforce the oppressor defined work rules by wielding control, which is provided by the hierarchical structure. It becomes clear that the women workers view submission, as the most fitting methods for managing this indoctrinating process. As an example, when women workers raised their concerns about feeling uncomfortable because of the color of the uniform, and haunting in terms of being a threat to their dignity, their solicitations were basically disregarded. There is proof that the management is aware of the bullying behavior being exercised, however, women workers perceive that contractors inform the employers regarding their concerns and the management choose not to address the concerns. Hutchinson et. Al, (2006a) supports this finding in the literature.

The most recurrent response taken by the women workers, in light of animosity coordinated towards them, from HR managers/ employers/contractors, is to talk to friends, colleagues, the concerned person, a direct line manager or a family member (Farrell, 1999). At a number of instances, this situation is addressed, in the study by the participants (women workers), showing that they have “debriefed” the situation with their colleague women workers or a considerable other; but they have not contacted the concerned person, for instance the employers. Some participants indicate that they have approached the contractors and discussed the issues with them that they are facing, but mostly they are directed to just abide and submit.

*“..... we have at various times raised this issue of white uniform and even requested to change the color of the shirt only, but the supervisor says*

*that it looks nice, all wearing white clothes among white cotton fibres (white color appears so elegant). (Participant A5) (1WF<sub>2</sub>)<sup>84</sup>*

Data analysis reveals that the women workers, who have been in a work facility for broadened timeframes, are bound to be associated with negative encounters. These women workers are commonly utilized at the stitching level, and have a broad service length at a given unit. It becomes obvious that the service length sometimes correlate with the negative encounters of the women workers, and ultimately become the one practicing them. With a low tendency for changing of jobs or work placements for the women workers, employers perceive the women workers, having achieved a certain level of comfort and self-satisfaction, in their work surroundings. This achieved comfort level, tends to give the employer a certain control level, that they utilize to maintain the hierarchical structure at the work facility.

Similarly, Participant B (employer) perceive that the long serving employers, adopt a “contractors demeanor”. Employers perceive that this demeanor is used to over power, not just the women workers, but also the new entrant employers of the industry. The aspect appears to fit inside the meso-perspective of the framework, discussed by Fontana (2003), being identified with the facility’s hierarchical structure and the related issues.

Employers with a lengthy period of functionality within a specific industrial sector, are observed by other employers, are self-confident and are seen by the women workers, as being the “bearers of tradition” of the work facility. Strikingly, employers perceive that the capability of voice among the women workers do not

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84 1WF<sub>2</sub>: First woman worker’s second quote from a focus group discussion

depend on any of the personal or occupational traits, like seniority or the length of the service the worker has had in the given work facility, but rather the gender of the individual, determines it. This means that a male worker could position themselves as having “voice” with the employers, depending only on gender composition. This concept of “voice of workers” with their employers is not talked about in research writings, that shaped the review of literature in the study. Moreover, the literature indicates that standard economic models of research, do not possess any room for addressing asymmetric bargaining position, or any kind of bargaining power among people (Stiglitz, 2000).

The “bearer of tradition” will in general expect that the employer’s role is to enforce the working rules and discipline. It is clear from the data analysis that in most of the situations, the person known to be a "bearer of tradition", is an employer/ HR manager/ contractor/ supervisor, who have a broadened working experience at the textile sector. As the participant N (employer) mentions, that it is an amazement for him “only” in the beginning of his career, that women workers are better performers and still less receivers (as later it is just a norm and a hard formed structure),

*“.... second point is a very interesting practice in Pakistan, which I really found surprising when I first experienced it myself (in the early days of my career). Female members achieve better work performance, than male members. They have a lower price than the male members and work a lot better than them (17:10 -17.27. in audio) (Participant N) (4E<sub>3</sub>)*

This indicates that unusual can only be noticed in the initial time periods of the experience, then latter it is transformed into norms and structures, converted into, “if something is being done, it means that it should be done” (Cinderella,

Disney movie, 2015), with no more second thoughts towards the related matters, unless some social awareness is created in that regard.

Traditionally, bullies are seen similar to the people who have intrinsic control, as a rule by their standing in the work facility (Salin, 2001). The study's finding that the contractors, being less qualified workers, are exercising control, is noteworthy because these individuals are upholding the principles of work. In the textile industrial setting, this finding is particularly noteworthy, as generally the control in the industrial setup, moves from top to down. The most influential individual in the order, is customarily the owner and employer (Game, & Pringle, 1983).

While the data reveals that employers showing these practices are the product of a traditional system, however, these specific individuals are not the only ones exhibiting this conduct. This is proven in the announcement by a participant (woman worker) that they have encountered such conduct both at work place and at home, finally internalizing as given and confirmed. This participant (a woman worker from focus group discussion) expressed:

“they do more strenuous work than us<sup>85</sup>.....*male workers receive better salary because they put in great muscular related effort.....*” (Participant A4) (4WF<sub>1</sub>)<sup>83</sup>

Whilst this participant (women worker) may be perceived to be self-relegating one's own efforts and may be treated as an exemption rather than the verdict, however, data reveals that there are male workers who are thought of by

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85 4WF<sub>1</sub>: Fourth women workers' first quote, from a focus group discussion.

the other women workers, as being more competent and physically equipped, just as much more appropriate to industrial tasks than women workers.

Analysis of the data reveals that contractors are just as involved in blocking women workers access to “voice” openings, as are employers. Analysis supports the literature regarding the behavioral similarities between contractors and employers, and that they form the basis of workplace compliance.

However, the literature does not show that the compliance of related people (contractors, HR managers, supervisors) are also the cause of oppression, in regards to women workers. Literature additionally neglects to distinguish the less qualified persons (contractors) similar to an issue in this aspect. Moreover, data analysis identifies, that these individuals are a wellspring of worry for women workers, particularly those individuals who have been in the work facility for extensive stretches. Apparently, it is the time span that an employer/ contractor has spent working in the facility and not the industrial related relevant educational qualification or training they have experienced, which prompts the “traditional bearer’s” behavior. Data analysis reveals, Participants (employers) quote other employers, who are in the similar work facilities for longer time periods and have adopted the same approach towards work rules, concerning women workers, that safeguard their self-interests.

The stereotype of employer behavior that has been carried down by contractors and HR managers, who have served in work facilities for broadened time periods is conceivably a wellspring of “bearing of tradition” (Game & Pringle, 1983).

The patriarchal system is liable for the endorsement of work standards, as the study illustrates, and this conduct is still prevalent in work environments and

residential places to date, albeit under a similar title. Generally the male head of the family is a long standing individual from family, and similarly, while the employer is presently what could be compared to the head who implement the hierarchal structure, although they might not have the same service length as other customary heads. As discussed earlier, the long serving heads assume the "bearer of tradition" job, in the industrial set up and keep up the outdated qualities and control of the work.

Employers regularly overlook that women workers have any aptitudes and information; their capacity depends on the retention and confusion of professional knowledge, and scrutinizing this in any capacity compromise them.

There is some conversation in the study identifying with the issue of employer power in connection to workers and explicitly women workers. Employer's decisions over powers any skills or educational level, of the workers, in determining the wage structure or the employment status. The finding by Bacchetta, Ernst and Bustamante (2009) is in plain contrast to this finding of the study. They indicated that women workers will in general be bound to work informally, and the likelihood of working in an informal employment is profoundly associated with the person's skill level. However, The finding by Bartelheimer, Leßmann, and Matiaske (2012) is in plain confirmation to this study's finding. They indicated that women workers may never be coordinated in an independent labour market, however, are to be put into a market state, occupied with global competition. Reconciliation into the latter is neither an account of skill digestion nor one of work

experience acknowledgment, the two of which are commenced on the capability of voice approach.<sup>86</sup>

While the “bearers of tradition” have a position in the industrial placement, it should be solicited whether their tradition maintenance, ought to incorporate keeping up the power disparities, that happen at the work place in the traditional model context, as workers endeavor to build up an expert way of life, as women workers, in the 21<sup>st</sup> century.

### **6.5.2 Employer Decisions**

Participants (employers) make the women workers perceive that they are being viewed as a burden, that the employers could do without. These individual women workers are selected by the contractors; and there seems to be a disagreement between the contractor and employer perspective, that employer will in any case accept a woman worker, irrespective of whether or not they really need one. This hesitance by employer to acknowledge a women worker and then be a provider of work for the women worker, is confirmed by researchers. A qualitative study about nursing profession, investigated by Earnshaw (1995), reports that the experienced employers are hesitant to assume the trainer’s role. However, employers in the current study indicate several times, that they have to train the women workers and, therefore, to cut down on the additional cost of training incurred on these workers, they are given less than minimum wages.

This hesitance by the long serving employers, to acknowledge a woman worker and pay them the minimum accepted amount of wages, can be an outcome

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<sup>86</sup> 4E<sub>3</sub>: Fourth employer’s third quote

of the employer's uncomfortable feeling regarding training women workers, even though, if they have joined as trained workers.

There is evidence in the study that the employer feel the threat of scrutiny by male workers and if they made a mistake, this would negatively affect their own picture as an equipped employer. This uneasiness is additionally discussed, where staff perceived threatened by nursing students, posing inquiries and proceeding to test with enquiries (Pearcey, & Elliott, 2004). Employers in the study perceive being threatened, when a worker has an inquisitive mind. This is recognized among various employers, in the informal job market, and furthermore across different work places where women workers are placed.

Another reason for employer, not being willing to pay equal wages in the informal job market, relates to the high cost which the employer previously has to bear, without having a woman worker added to the mix. Employer's remarks indicate that having a woman worker increased their cost of production, despite them already facing increased cost due to frequent power breakdowns, that enables hours of idle sitting of workers and machinery. Moreover, in case of generators, used as substitute of power supply, the high cost of gasoline is worth mentioning. Participants (employers) feel that there is no allowance made for them as a result of the good they contribute towards economy; providing employment to masses. Participants (employers) clearly indicate that the cost should be reduced giving employers the opportunity, to provide employment effectively.

A number of the employers are reluctant to accept male workers (Munir, et.al, 2018). To cope up with the aspect, employer choose to replace men by equally competent female workers but at a relatively lower wages.

.....when we talk about male members then they have their own reservations. They can manipulate you at any time openly and bluntly. In relation to this, we find females better because of their loyalty. If they have any problem they will come up and discuss, they will give you the time to think over it, they will think over it themselves as well and then we reach a mutual decision.

(Participant B) (1E<sub>4</sub>)

Participant B perceives that an enquiring worker regarding the extended explanations or clarifications, would validate the employers' decision of not accepting further such workers at the work facility. Similar strategies generally relieve the employer of the annoying manipulating behavior (of male workers), and additional cost of production. Effectively, the employer receives what he desires – relatively less male workers and reduced cost of production. These techniques differed depending on the related individuals (Charles, 2003; ILO, 2009; Bettio, & Veraschcagina, 2009; Burchell et al., 2014).

Women workers employed at the stitching unit of the facility, have received earlier training from vocational institutions, termed as diploma or certificate level education, with the capability estimated by the undertaken course. Participants (employers) discernments are identified with the defensive conduct of not to recognize the prior training of the women workers, in order to not let go the reason of paying lower wages to these workers. Women workers are defensive of their occupations since they are in local regions, and the accessibility of job is constrained because of a limited number of work openings, in their neighborhood networks. The study identifies that instead of reacting to the negative intentions of employers through anxiety and frustration, women workers indicate its denial, by indicating internal calm and peacefulness, amidst negative behaviors, in the adverse

work place setting, of the informal job market This pertinent discovery do not seem to appear in the literature, to date.

In the study, employers identify various justifications, they perceive due to which, the less qualified women workers feel vulnerable in the job market. These reasons range from a failure to pick up work in another field, because of the restricted job possibilities for women workers in regional areas, through to issues related with patriarchal hierarchy culture in Pakistan.

When women workers are placed in the informal job market they are confronted with the possibility of attempting to discover their place within the hierarchical structure of the work place. The women workers expect to be seen as an expert and as such they admire the employer as a good example, anyway it seems, by all accounts, to be normal in the impression of the women workers, for the employers to disregard the women workers. This becomes an aspect of meso-perspective of the developed framework by Fontana (2003).

Being seen as “something is better than nothing”, is additionally included in the macro-perspective of framework, as this situation is applicable to the women workers’ condition comparable to influential others and includes the joins the disempowerment and marginalization that results. There is a particular hierarchical structure in the textile industry, that drags women workers to the lower end of the hierarchy. Women workers are in the situation of being a prospective worker placed in an industrial setting, however, they have no genuine place in the hierarchical structure of the industry were they are set.

It becomes clear in the data analysis that employers view women workers as "something is better than nothing", based on two standpoints. The principal perspective identified with the setting that they had no aptitudes and in this way

had no extent of training. The second part of this condition identified with the impression of the women workers, that the employers feel they are just there as an additional arrangement of low paid hands that could be used to finish the undertakings that the male workers do not want to attempt. This is especially clear in the quality cognizant setting; moreover, it also emerged in the data identified with the polypropylene separation task, in the ginning sector of the industrial setting.

The women workers perceive that they are as a set of nimble fingers, and employers use this perception of women workers, as a continuous reminder to make them mindful of their place in the hierarchical structure. In a number of instances women workers are retold that they are “mere nimble fingers” and their place is at the lower end of the hierarchy ((Munir, et.al, 2018). Women workers know that despite they have a better level of commitment and dedication than their male colleagues in the workplace, they are still seen to be at the lower end of the hierarchical structure. The women worker’s perception that they are viewed at the lower end of the hierarchical structure is reinforced by Fontana’s (2003) meso- level perspective, as the gender biases in the rules of operation of labour, in the labour market are quite evident.

The exclusion of the women workers from employer based decisions, despite International labour organization’s clear rules and regulations through fortified conventions, is evidenced repeatedly in this study. Women workers indicate that they are segregated in the task allocation procedure and in numerous cases are not effectively remembered for the procedure. This exclusion of the women workers from the day to day decision making and team work at the work place, is supported in a study by Fontana (2008) and Peksen & Blanton (2017). The results of Fontana

(2008) correspond with the discoveries of the study in regards to the incompetency of the employer to raise the spirits of women workers to be a community member.

There is evidence of employers pigeon holing women workers as, “for them something is better than nothing”, in the current study. “Something is better than nothing”, is not a mere statement, rather an “attitude”, an entire paradigm, a way of life. Sometimes, the words are not to be taken literary, but rather figurative.

Animosity should have arisen as the employers are able to “pigeon hole” the women workers, by saying, “for them something is better than nothing”. This notion is apparent in the literature (Sengstock, 2009). However, the data analysis from the current study bubbles up contrasting evidence of complete harmony among employers and women workers, rather than any kind of animosity and ill will towards employers.

The participants (women workers in the ginning sector) indicate that they are engaged in the industrial labour market; it is only that the contribution is regularly as an additional arrangement of hands undertaking the tasks of male workers. This do not permit the women workers, the chance to understand their personal needs and along these lines build up their professional capacities. In the data analysis it becomes evident that the women workers are aware of their position of being a supernumerary team member.

There seems, by all accounts, to be a level of disarray about being "a woman worker" in the industrial context. As the women workers attempt to figure out their place inside the hierarchical structure, they should encounter a level of inner clash which must build the degree of nervousness the women workers experience, and effect upon their industrial experience. This is clear from the speech of women workers, showing that they are mere observers and this disarray

in regard of being associated with the work load, depends on the meaning construction, as per how the women workers, as a group or individually, decipher the symbolic interactions among employers and themselves.

It becomes explicit from the data analysis, that the employers “pigeon hole” women workers, in order to take control of their position in the industrial setting. Moreover, a failure of the employers to viably “pigeon hole” women workers must result in a certain level of hostility among the employers and workers with each side muddled of the other side’s expectations. However, the study confirms no animosity of any kind between employers and women workers and both sides are absolutely confirmed of the expectations of the other. While women workers know about what they are permitted to perform, the employers are uncertain of the scope of practice for the women workers. Furthermore, the aspect of supernumerary status adds to the confusion as to what part the women workers play in the industrial context. In reality the industrial relevant skills should be accessible to the women workers, while the ambiguity created by the employer’s perceptions and attitudes obstruct the accessibility in all the industrial settings.

### **6.5.3 Worker Performance**

Women workers understand that they are being seen as “different” group of workers by the employer. While it is possible that the employers expect the women workers to perform at a better level than male workers, because of the in house training provided to them; there is a component of control with respect to the employers that guarantees that the women workers are "controlled" and attempt restricted undertakings.

This contradiction between the levels of expectations must tend towards conflict between the women worker and the employer as well as manager/contractor,

who are trained under the traditional education model. However, women workers do not come in conflict, and data reveals a tolerant behavior on the part of women workers.

Participants (women workers) perceive that there are issues encompassing the way that they are being trained towards a professional training in industry. There is a discernment on the women workers' part that there is a degree of predisposition coordinated towards them from the employers, managers and contractors, who are considered trained professionals. It becomes clear that there is a sure disgrace joined to getting the on industry training and this is particularly pervasive in the situations where the women workers are employed as a trained worker. Data reveals that the employers feel undermined by the way that a worker is getting a higher instructive capability and there are remarks made to the male workers about not returning to the industry, imagining that they could guide the other workers of the path, once they have achieved the capability of voice, based on their gender composition.

Participant B (employer) perceive that the male workers had gone too far (exercised their voice) and gone to the opposite side.

*“.....a male worker can quickly decide, looking at the production level that how much he can bargain and to what extent ..... He has that much of experience and exposure, so he can decide accordingly. Rather he plays with our needs” . (Participant B) (1E<sub>15</sub>)<sup>87</sup>*

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87 1E<sub>15</sub>: First employer's fifteenth quote.

A fascinating revelation from the data is that the women workers become defensive regarding their education level and this prompts internal calmness, as they themselves justify the nullification of their prior training and education attainment. Dominance over women workers is exhibited through the employer, directing what women workers could and could not perform, in the industrial setting. The arrangement of limitations on the exercises of new entrant women workers, is not confined to the textile industry, as different professions exhibit comparable controls. This shows the women workers are not, by any means, just the ones whose learning opportunities are being confined, at the workplace. It is a significant finding, that earlier literature do not support, and the current study clearly demonstrate that the training and learning opportunities are restricted, even when the women workers access employment. Obstructing advancement and training opportunities affects the development of professional and personal identity, through driving the women workers to follow the prerequisites of the enlisting bodies so as to increase proficient acknowledgment. Literature shows that training standards authorized by the profession, are severe than the lawful controls that are practiced (Jackson, 1970). At the point where occupational professionalization occurs, some angles are more articulated, for example the presence of an expert culture with an implicit and explicit set of accepted rules.

#### **6.5.4 Identity Development**

The women worker's workplace culture, have a noticeable impact on the women workers developing identity, because of the adverse workplace practices. The reluctance of the employer, to accommodate women workers, is a social concern that impacts rigorously on the women workers' ability to nurture skills of a trained worker. The employer's behavior is a concern that may not be overlooked in the professional identity development of the women workers. When women workers are placed with an energetic coach in the industrial unit, the impact is positive and considerable. Women workers

experience a “breath of fresh air” when put under a woman supervisor and mentor. In this way women workers perceive that the learning opportunity has dramatically increased. The inverse is, however, the situation when the supervisors do not welcome women workers in the workplace. The study identifies that the women workers are being treated as “extra hands” in the situation when the workplace faces certain workers related problems (Lips, 2013; Petreski and Mojsoska Blazevski, 2015).

The categories of “bearing of tradition”, “decisions of employer” and “performance of workers” interconnect to develop the concept of “*place*”. The “*place*” concept is identified with the interconnections of the categories, where women workers are expected to trail the women worker’s traditions that are implemented, both obviously and secretly by the employers who take up the role of tradition bearer. “Bearing of tradition” affects “decisions of employer” and “performance of workers” in the industrial context, as the employers endeavour to remain inside the customary limits of the way of life and the women workers as they endeavour to decide the limits of the traditions. This interconnection between the three major categories sway on the place of the women workers inside the industrial unit and the profession at large.

As a result of the calm behaviour of women workers, they put forth a purposeful attempt to figure out their place inside the hierarchical structure, and the concerted effort proves to be a “perfect fit”. Women workers’ experience different levels of tolerance and these various degrees of tolerance are bound to be identified with their connections with the employers, than with the workers’ workloads of stitching and ginning departments.

## **6.6 Vital Social Procedure**

The vital social procedure that women workers experience is “tolerance” and to deal with the effect of the conditions, influencing the vital social problem, a system of “not raising a ruckus” is used. This angle is significant, as it is the method by which

women workers in the study, attempt to minimize and control the impacts of the adverse workplace practices, on their ability to develop and learn the imperative aptitudes, expected of a woman worker. This do not confirm any pre-requisite for the realization of women workers, that there is an issue, and afterward distinguish the results of the issue. Moreover, the employers use both implicit and explicit strategies, to “sweep the issue under the carpet”, so that it remains unaddressed and unidentified.

“Not raising a ruckus” means that women workers go inside the industrial unit, following the given directions and do not endeavour to impact social change, inside the setting of the industrial context. Women workers find that it is imperative to acknowledge the way of life as given, for an effort to impact transformation. Any effort to move outside the acknowledged standards, would bring about adverse ramifications for the women workers, in the work setting. Data analysis makes it apparent that the consequences can be both delayed and immediate. While, there are ramifications for venturing outside the customarily acknowledged limits, it is clear that the women workers respond to the stressors, to which they are exposed in the informal industrial units, in an attempt to maintain a strategic distance from the imposed sanctions, by the employers. These stressors are both physical and psychological, which impact the cultural identity development. The “belittling feeling” that women workers experience in their interactions with the employers, can be termed as a psychological stressor, in the informal labour setting. This establishes in differing structures relying on the participant involved. The data analysis indicates that there is an implied influence of such stressors on women worker’s “capability of voice”, when they never question their decision of becoming informal women workers, and never experience stress related health issues.

Moreover, women workers tend to hold fast to the unwritten standards which structure the verifiable set of accepted rules, in an effort to face and bear the stressors that have an adverse impact on the professional identity development. This means following

the acknowledged practices in the unit, with an end goal to meet the prerequisites of the industrial placement. The study indicates that to maintain a status quo, it is imperative for the women workers to have some experience of the specific industrial setting, and ensure its absolute application. Industrial male workers, who do “raise a ruckus”, end in facing sanctions that are strongly imposed by the managers and employers. Furthermore,

These sanctions have dependable impacts on their future work opportunities and wage structure. On the other side, women workers hardly face the above state of affairs, due to their absolute compliance, hence, do not experience any sort of internal conflict. as they do not as endeavour to figure out where they fit inside hierarchical structure of the profession.

This internal satisfaction/calmness is related to as, in the words of participants (women workers):

*“I have no problem at work place, even though if the white color issue of uniform is not addressed.....at least we will not have to go back to fields, to work in open sun and rain,.....”*. (Participant A4) (4WF<sub>3</sub>)<sup>88</sup>

*.....All izz (sic) well.* (Participant M) (1W<sub>2</sub>)<sup>89</sup>

And here “tolerance/ no voice” emerge as a “social procedure”.

It is conceivable to draw likeness, between the encounters of women workers in the informal industrial context and the encounters of part-time workers in various employments. Basically, women workers in the informal industrial context are transitory, as are part-time workers in different professions. Lawrence and Corwin (2003) suggested an employment theory about professional part-time workers, and recommended that these

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88 4WF<sub>3</sub>: Fourth women workers’ third quote, from a focus group discussion.

89 1W<sub>2</sub>: First woman worker’s second quote.

employees can select among two options, in the event that they do not want to be underestimated at the workplace. The options included, submission to prevailing practices, and the modernization with new customs (Lawrence & Corwin, 2003). Submission equals to “not raising a ruckus”, moreover, women workers are not equipped to develop and execute new customs to any extent, submission is the more secure alternative, on the off chance that they are to succeed and work for longer periods.

While, the participants (women workers) indicate that they are not prepared to “raise a ruckus”, some participants demonstrate that they are quietly endeavoring to change the current customs which are in practice, however, they are very much aware that the development of the new customs is a painstaking procedure. It is recommended by Lawrence and Corwin (2003:936) that are subtly attempting to change the existing rituals which are in practice, but are well aware that the innovation of these new rituals would be a slow process. It is suggested by Lawrence and Corwin (2003:936) that, part-time workers will be bound to engage in submission strategies, provided two conditions; i) limited access to professional power and resources, ii) perceiving part-time work status to be transitory.

This is particularly pertinent on account of the women workers in the study, as they have extremely constrained access to professional power or resources and the part-time work status stays short term, at least in the beginning of the profession. Lawrence and Corwin (2003) study’s findings, regarding part-time workers, are reflected in the discoveries of the current research. Most of the study’s participants agreed to submission strategies to adapt to the issues of the informal industrial labour market, in the event of adverse workplace practices. Provided the fact that the women workers are at the lowest end of the hierarchical structure as invisible work force (with no employment documentation), it is improbable that they would have the entrance or the capacity to impact new customs. Lawrence and Corwin (2003) discuss, that it is generally the full-time worker in the higher hierarchical position at the workplace, who may access the

resources and power, a pre-requisite towards change. In the absence of power and resources to effect change, the women workers, placed at the lowest end of industrial hierarchy in the study, may only imaginatively romanticize about likely creative systems, to address the disparities that presently prevail in the informal labour market.

The procedures used by the women workers to adapt to the vital social problem, of “place” identification within the hierarchical structure of the industrial facility, is basically an individual endeavor which is navigated by every woman worker, all by herself, all the way towards being acknowledged a trained woman worker. While the struggle is an individual attempt, but becomes a joint venture when the women workers discuss their experiences with one other. However, there is a clear indication of unaware behavior of women workers themselves, with respect to their response of “no internal conflict”, that they experience, in the adverse workplace environment. They experience calmness in their transition, from initiating employment, to being a worker at the informal labour market. The most unusual and unexpected calm behavior is witnessed in response to negative workplace practices and in the women workers’ interactions with the employers in the informal labour market. This calmness, among women workers, is aggravated because of uncertainty regarding accountability and competence, as perceived by employers, in the informal labour market. Individual women workers are utilizing a strategy of “not raising a ruckus”, to adjust and overcome the challenges encountered at the workplace. Instead of working cooperatively, women utilize reactive strategies rather than proactive methods, to solve or limit the predominant concern of internal calmness, in strictly adverse environment.

“Tolerance/no voice”, being identified as “vital social procedure”, due to the experience of women workers to face the challenges of adverse workplace practices, in the informal labour market context, presents a novel contribution in the existing knowledge of industrial setting. Increased tolerance level among women workers is the

result of their interactions with the employers and the workplace setting in the informal labour context, due to interconnections between “bearing of tradition”, decisions of employer” and “performance of workers”. In supportive learning environments, it is apparent that the interaction of the conditions, as the women workers attempt to manage their work experience, is minimal in comparison to less supportive industrial settings. Participants (women workers) who find themselves in challenging situations due to unfavorable interactions with employers have difficulty in identifying where they “fit” within the facility and the profession as a whole. As a means of dealing with the levels of tolerance and internal calmness which they may experience, women workers adopt a strategy of “not raising a ruckus” at the most. The new knowledge is an important discovery and contribution, that enhance the existing knowledge and gives an important manual for future exploration in the experiences of ginning and stitching department women workers, in the informal labour market context, of the textile industry in Pakistan.

## **6.7 Conclusion**

The chapter has talked about discoveries and coordinated the findings of literature. Literature is utilized to validate study discoveries and in cases where the study findings are not bolstered by the literature, contention is introduced to legitimize them. The study highlights the theory, that employers carry on deliberately and strategically towards women workers, perceiving them an oppressed group and considering this an opportunity to cut down the basic cost of production. As per the calculation and expectations of the employers, the instantaneous impact of the strategies of employers, that appear as negative workplace practices for women workers, is exercising tolerance and “no capability of voice”, as a reactive strategy of “not raising a ruckus”, in the informal labour market context.

Earlier literature gaps are identified and the debate highlights the study's findings as an important contribution to literature. Moreover, the chapter develops the focal precepts of the argument that established the substantive theory, and moved it forward. Chapter Seven lay emphasis on the implications for; women workers' employment and wage related experience, in the informal labour market of the textile sector, employer-worker interactions and the strategic utilization of the developed scenario to meet the competitive goals, the related research and theory development. Chapter Seven additionally gives an assessment of the grounded theory study that frames the premise of this thesis.

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## CHAPTER 7: IMPLICATIONS AND RECOMMENDATIONS

### 7.1 Introduction

Chapter six provided a conversation of the developed theory, based on the experiences of women workers, related to wage and employment, in the informal labour market setting, of textile and clothing industries of Pakistan. Existing literature and theories that are accessible according to the subject investigated, are used to contextualize the current research.

Chapter seven demonstrates the accomplishment of the aims of the study, along with the developed theory, explaining the entire process analytically, being assessed utilizing the measures proposed by Charmaz (2006). Following this assessment, the methodological approach used in the research is utilized to situate the constructivist grounded theory, as it is applied in the research.

Study conclusions are presented by bringing together the significant portions of the sixth chapter. The inferences accentuate and distinguish the implications of the study's discoveries for the practices of women workers, retention and recruitment, reiteration of being laid-off, administrative information, research and theory. The limitations of the study are recognized and the recommendations are given in the last segment of the chapter. The seventh chapter ends with some last comments about the findings of the study.

### 7.2 Accomplishment of the Aims and Objectives

Chapter one presented study's aims to contextualize and distinguish the experiences of women workers in the informal labour market setting of the textile industry of Pakistan. This is done by developing a theory that clarifies, how the

women workers experience the strategic decision making of employers, and respond to it.

Chapter five identifies the vital social problem, which is the “place” of the women workers, where they “fit” ideally, in an environment of negative work place behaviors. Moreover, the situations that lead to, and explain, the issue are elucidated. The contextual situations are depicted and by the conversation of these, it is conceivable to clarify women workers do not face challenges in determining their place inside the hierarchy of textile and clothing industry, and also inside the industrial units where they are assigned jobs. The vital social procedure, "tolerance", is additionally introduced in fifth chapter and this gives a clarification of how the women workers respond to the vital social problem of "place". The last sections of fifth chapter disclosed and described the developed theory.

The study's aims and objectives have, in this way, been accomplished by uncovering and describing the issue, situations and reactions that prompts the disclosure of the substantive theory.

### **7.3 Assessing Grounded Theory**

The accompanying assessment reflects on the researcher's position through the progression of the research, in accordance to what has been achieved by a contemplation into the journey, and through the anticipation of the conclusion, that the reader envisions. Charmaz (2006) contends that the conclusion of the study sounds appealing to the author as they have been inundated in information all the while; however, as long as the reader is concerned, the sense between procedure and conclusion may become obscured. Charmaz (2006) illustrates that different researchers are at risk to pass judgment on the process of the grounded theory, as a pivotal segment of the end result, and as such suggests that authors need to

think about their readers. Regardless of whether the reader comprise scholastic associates, women workers, employers, or policy makers, finally they would be the ones that would pass judgment on the usefulness of the techniques utilized through the value of the end product. With an end goal to guarantee that the rules for grounded theory have been followed, a credibility review, resonance, study's usefulness and originality, revealed in this research, is introduced in the accompanying content.

### **7.3.1 Credibility Addressed**

The credibility of the research is indicated through the study accomplishing close commonality with the study theme by immersing in the information. While the data source are two sub-sectors, women dominated, and data are gathered from various sites and from respondents with different experiences both inside the ginning and stitching departments of the industry. Moreover, in the case of laid-off workers, data are collected about previous employment experiences within the ginning and stitching departments of the industry. This facilitates credibility, as the participants with experience of, employers, managers, women workers, in the informal labour market, in the same profession provides a chance to make systematic triangulation among their encounters and the encounters of the respondents (women workers both working and laid-off). Such triangulation forms a significant part of the analysis of data.

The study offers connections between the collected data and the developed theory. The connections between the theory and data are exhibited by the arrangement of interview excerpts and the progression of the categories that provides a vision into the information, which also tracks the progression of

categories. The excerpts and the related conversation are presented, to provide the reader with the opportunity to develop a free evaluation of the study.

### **7.3.2 Originality Addressed**

The study presents original categories and offer unique insights into the subject of how women workers experience, in a setting of negative workplace behaviors, the strategic decision making of employers as an attempt to curtail the production cost. Before the initiation of the study there is scarce information and comprehension of the experiences of adverse workplace practices by women workers, specifically in the informal labour market context. The data analysis has provided a conceptual framework of women worker's experiences, and clarified the real factors related with the cultural identity creation, being a woman worker employed in the informal labour market of a regional setting. This is a unique way to deal with women worker's experiences in the informal labour market context, as most of the attempted studies, essentially center around metropolitan areas regarding the experiences of women. The study focuses on women work experiences outside the metropolitan zone. Originality is additionally improved as there are few studies researching the advancement of professional identity in working women, in the informal labour market context.

There are theoretical and social implications of the research. The theoretical implication is theorizing the impacts of adverse workplace experiences on women workers in the informal labour market context, and this can be further utilized to clarify, certain experiences of being a woman worker in the given context. The societal and professional implications, is the issue of strategic decision making of employers that is featured, and its price for the women workers in the form of losing the voice capability, is discussed. Through accomplishing a noteworthy

consciousness of workplace consensus, and its impact on cultural identity development in women workers, it is plausible to discuss the concerns that might be adding to the suppressed role of women workers (as ghost workers with no work record compiled or maintained) in the professional setting.

### **7.3.3 Resonance Addressed**

The developed categories of “bearing of tradition”, “decisions of employer” and “performance of workers”, demonstrate the study’s resonance. The insights related to the categories, portray the richness of the experience of strategic decision making of employers, by women workers, in the informal labour market setting. The study has uncovered implications that are underestimated but yet they prevail in the textile industry, addressing the employer’s behaviors, as they exercise these practices.

Furthermore, the study has shown connections between the resourceful group like employers, HR managers and contractors related to the textile industry, featuring, that while the industry is on the one hand, the leading collective of textile experts professionals in the industrial arena, on the other hand it is a divided profession.

The developed theory gives the reader an in depth understanding of the contextual conditions that women workers encounter, as a vulnerable group experiencing the strategic decision making of employers, whilst in the informal labour market setting. This understanding is accomplished by the theory elucidating the ideas which sway upon this turn of events.

#### **7.3.4 Usefulness Addressed**

The developed theory offers interpretations, that textile professionals and academia, may utilize to improve the women worker's experiences of the informal labour market setting. The offered understanding in the study facilitates theory integration into practice, both inside the textile profession and within the educational institutes that impart textile, management, organizational behavior and gender related courses at the undergrad level.

The developed analytic categories propose that generic procedures are functional in all the facilities where women workers are placed to perform the job. It becomes evident that there are people in the work facilities that agree on the expectations for "fitting in", inside the work facility and inside the profession in general. There are various inferred suggestions inherent in the generic procedures and these are analyzed and subsequently described in the discussion and findings.

The study adds to the prevailing knowledge base of women workers in the informal labour market. This provides an insight into the concerns, related with the apparently engrained traditions and customs of the women workers. Moreover, the study offers some understanding into the need to change the cultural hierarchy of textiles industry, to completely grasp the opportunities of liberalized textile sector for the betterment of women workers. Recommendations are given in the later sections of the chapter, in regards to the study's contribution, to improve the experience of the women workers in the informal labour market context.

#### **7.4 Grounded Theory Evaluated**

Chapter four revealed the structure for the research techniques, by the utilization of the grounded theory methods. The attained behaviors, prominent in

the data, are discovered through the utilization of symbolic interactionism, the opted theoretical perspective. This is a significant angle as the study intends to clarify how women participants experience the strategic decision making of employers in the informal labour market setting of the textile industry and elucidate the meanings that they assign to their encounters, in terms of responding to the negative work environment practices they experience.

Studies detailing the employer's experiences, in the textile industries, corresponding to post MFA period are growing, however, not many of these examinations consider the concern of strategic decision making of employers, towards women workers, when undertaking the entire sectors, that are positively or negatively affected. A considerable lot of these quantitative generalized contemplates, center exclusively around the identification of winners and losers, which is challenging while analyzing quantitatively. However, qualitative studies like the current one, embedded in grounded theory method, maybe able to identify textile industry owners as the winners, while the women workers, in the informal work contracts, as the losers. Using a grounded theory method it is conceivable to find new discoveries that contribute fundamentally to the current literature and information in the field. This methodology takes into consideration the advancement of a meaningful substantive theory.

## **7.5 Study Outcomes**

### **7.5.1 Implications for Women Workers**

Numerous researchers have studied the feminist perspective of trade liberalization. There is anecdotal evidence that suggest trade agreement expiration in the textile sector, has impacted women workforce (Dollar, & Kraay, 2001; Asim, 2003; Siegmann, 2008). The channels from trade liberalisation to

informalisation of labour market, impacting women workers specifically, and then back from feminization of informal labour market to freer trade, has been discussed frequently in literature. Researchers with supportive arguments to freer trade propound that freer trade not only leads to increased growth of GDP of the participant countries but also records a remarkable improvement in the quality of living of a great majority of poor people, of which women comprise the greater fraction (Dollar, & Kraay, 2001; Lindert, & Williamson, 2003). Others arguing limited or no benefits of freer trade to the poor masses specially women workfolk, posit increased gender wage inequality and ever rising trends in social exclusion and inclusion from the labour market in developing countries (Carr, & Chen, 2004; Harrison, 2006; De Ferranti, & Ody, 2006).

There is now ample research on the impact of trade liberalisation on employment. A lot of research has been devoted towards the need for gender sensitive research. A lot of research has been conducted in the area of trade liberalisation and its impact on employment. However, very little is known in terms of country and explicitly sector specific impacts, within the particular cohort of women workers, in the informal sector of the textile and clothing industry.

Despite how the connections among employers and women workers happen, the employers should know about the practices which establish horizontal violence, not just for the women workers, however, for themselves as these practices sway on the advancement of professional identity, and the degrees of consistency that directly effects the workers' workloads.

The macro picture provides signs in places that gender gaps in employment and wages are widening. Accordingly, such trends underline the need for increased efforts to improve labour market opportunities for women. Increased access to

decent work opportunities and social protection is fundamental to closing the persistent gender gaps in the labour market and making progress towards the achievement of the sustainable development goals (SDGs). Principally, reducing these inequalities will help to realize the achievement not only of the SDG on gender equality (SDG 5), but also those on poverty and inequality reduction (SDGs 1 and 2) and economic growth and decent work (SDG 8).

### **7.5.2 Limitations**

The study is intended to contextualize and distinguish the experiences of the women workers (working and laid-off), as they experience the informal labour market setting. The next study's objective is to construct a substantive theory that would clarify the experiences of the respondents (women workers), in the informal labour market context in regional Punjab, Pakistan. Consistent with the grounded theory approach, the developed theory is specific to the selected sample, that helped in its creation. A broad spectrum of respondent's demographic is incorporated, in an attempt to upgrade the theory. This is an intentional sampling strategy that guaranteed diversity in the developed theory. The assumption of generalizability cannot be endorsed to other contexts, and the hypothesis is introduced here for additional advancement in different settings that may take into account adaptability and further refinement and improvement.

Likewise with all studies, there are confinements, as the author is an integral part of the research, and no author can be absolutely objective (Charmaz, 2005). The author is a working woman and the basis for this methodology is introduced in Chapter four. For the data analysis constant comparative method is applied alongside mindfulness, journaling, self-awareness and conversations with supervisors and colleagues involved in qualitative researches, to limit the methodological constraints in the study.

### **7.5.3 Recommendations**

The significant recommendation is that the women workers' experiences should be considered while making the strategic decisions of firms. Moreover, the women workers be given training and self-help sessions, in managing the unseemly practices and concerns regarding the development of professional identity, with undertaking a job placement in the textile industry.

The study strongly recommend analyzing labour market implications through gender perspective, to identify and compensate the most affected women workers, due to the concentration of women workers in stitching and ginning departments of the textile industry.

Other recommendations include:

- There are a number of initiatives that have been developed around the world to support and represent the interests of women workers. These are women worker organisations seeking to improve conditions, defined as unions, women's groups, support centers, and other forms of NGO. These organisations need to provide repeated reminders, to the regulatory authorities that they require to form scope of practice and position statements for women

workers in the informal labour market setting. Once formed the scope of practice and position statements, then it is required to be explicitly imparted to employers in the informal labour market setting. This will bring about an expanded comprehension of the scope of practice of women workers while employed in the informal labour market setting. This could be accomplished through the usage of a system that unmistakably demonstrates the scope of practice of a woman worker at a given departmental facility of textile industry. This data should be conspicuously shown in a key zone of the facility for employer to raise their attention to the scope of practice of women workers. The educational plan in every one of the colleges and universities offering gender studies, should develop women worker's scope of practice guidelines and design educational programs on the issues of "capability of voice", "social inclusion and exclusion", "gender based perspective of the labour market", "strategic decision making of employers". "toxic relationships" that leads to "no voice", "victimization, dismissal and work place bullying" etc., for their own understudies, and later disseminate the information to various concerned facilities. Moreover, the women worker organisations should disseminate the above information in local languages, to ensure effective social awareness of the issues. The sessions may involve both men and women, as no outcome may be achieved without taking men into pool. Such discussions might pave the way for more general issues, as the place of women workers in internal supply chains.

- Consideration should be given to the development of a situation inside the textile industry that explicitly recognizes the status quo of women workers in the professional hierarchy. This status quo in the professional progression would give the women workers a feeling of a standing in the workplace, rather than being in a completely "fit" state in a pre-determined place in the

department and the profession. Moreover, the recognized status quo would enable them to exercise “capability of voice”, while limiting the effect of strategic decision making of employers on women workers, in the informal labour market context.

- Employers should be made mindful of how to optimize the utilization of a woman worker, as opposed to having the woman worker following and considered as a mere set of "spare hands". Employers are expected to consider what errands women workers can attempt and upgrade these abilities. At all levels, employers need to comprehend the scope of practice for women workers and cling to that.
- Departments are expected to implement cultural change procedures to guarantee that the way of life of improper practices and segregation of women workers is not propagated. To this end the employer in the departmental facility should be made mindful of "toxic" practices and how such practices, have an impact on women workers. There should be a social move in the informal labour market setting, to encourage this adjustment in culture.
- “Leaving no one behind” (SDGs 2015-2030) is widely recognized, as the best way for industries to cope with the ever increasing challenge of rising informal employment and unemployment of women workers. It is imperative that the researchers should be urged to concentrate on the effect that traditional and social aspects of the textile profession has, on the women worker’s experiences, and how this influences their choices to look for work, not just in textile but also in all the women dominated specific fields of professions. The constrained knowledge base that presently exist in regards to women worker’s experiences in the informal labour market context, has brought about a deficiency of writings in this perspective.

The developed theory of women worker's experience in the informal labour market context, should be additionally tried in different settings with an end goal to expand the transferability of the developed theory and to decide the exploratory capacity of the theory. Moreover, determination of the cost of adjustment, of laid-off women workers in the ginning department, is the future research suggestion.

## **7.6 Conclusion**

The study finds the inter-connections within and between "bearing of tradition", "decisions of employer", and "performance of workers", structure relevant conditions that prompts difficulties in building up a professional identity. These situations additionally sway on the determination of women workers, where they "fit" inside the professional facility, completely complying to the strategic decision making of employers. This results in internal satisfaction and calmness whilst in the informal labour market setting. Women workers react to these difficulties through a procedure of "tolerance" that can be termed as "not raising a ruckus". The developed theory is dynamic in nature and records for the diversities in conditions, experiences and reactions that respondents use in an effort to confine the effect, that the issue models for them. The theory gives some clarification of an extremely intricate imbued culture that is obvious in an industrial profession, holding a significant economic position in the country. The recommendations introduced, give a manual for activity, i) for textile education, ii) departmental job facilities, iii) and the employers that work inside these offices.

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