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A Socio-Cultural Education and Training of Women in Glass Bangle Industry: Focused Area Hyderabad Pakistan

Abstract

Wearing of bangles is necessary for a married woman in Hindu communities in Pakistan. Bangles are considered as an important part of bride's jewelry in all communities of Pakistan. In certain communities, there is a custom which says, that gold bangles should not be worn alone by married women and should be teamed with glass bangles popularly known as kaanch ki choodiya. In some communities women are so, superstitious even; they never allow changing bangles. A simple string or even the end of her sari is wrapped around the arm, until the new set is worn. In certain communities, widows are not allowed to wear glass bangles.

There are strong evidences shows, that women have been adorning; their arms with bangles since ancient times in the region. One of the oldest art objects in India, the bronze figurine of a dancing girl excavated at Mohenjo-Daro epitomizes the antiquity and the universality of wrist ornaments in the region. Ancient fragments testify that bangles were made from terracotta, stone, shell, copper, bronze, gold, silver, lac, glass and almost any material, that lent; itself to craftsmanship. From simple plain circlets of metal, to ones decorated with etched and exquisite designs of bird and animal-head terminals and studded with gems, bangles in various forms existed in ancient times.

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This research work is on Women Entrepreneurs in Glass Bangle Industry: A Case Study of Hyderabad City & Latifabad Sub-Division" Hyderabad, is considered as one of largest bangle Industrial city in Pakistan. The samples have been taken by two subdivisions: Hyderabad city and Latifabad, through purposive sampling method.

Keywords:

Bangles, Kanch ki Chodiyen, Entrepreneurs

Introduction

Glass Bangles are the item of mass consumption throughout the country. The demand for the Glass Bangles generally goes up during festive season and specially functions, marriage occasions etc. In spite of the competition from plastic and other bangles, the demand for Glass Bangles is ever being increased in view of established characterize customary and auspicious status gained by; it in the society.

Glass Bangles are made out by different shades of colors or directly from batch materials; these are round in shape with pleasing colors and designs over the surface. It is customary for ladies especially, Asian women wear bangles from; their childhood for ornamental decoration.

In Pakistan, Hyderabad is known as the city of bangles. The bangles of Hyderabad are very famous and are well-known throughout the country. There are total 51 manual and mechanized glass bangle units, while only 19 of them are being operated since last several years. The rest of the factories have been closed due to lack of capital investment and huge debts over the factory owners, late re-payment to factory

owners from wholesalers, utilities and other growing expenditures are major causes of failure of industry.

To, an average consumer the colorful and decorative bangles may seem simply ornamental items, but the final shape they take around the wrist requirements a time consuming and skillful process.

There are thousands of people involved at different stages formally and informally in the glass bangle making process; since its inception to final product, which is categorized as factory owners, permanent and temporary factory workers, independent contractors, workshops, home based women/men processors, and wholesalers.

“The majority of the workforce is engaged in the industry is home based woman processor”.

According to the survey conducted by the PSWS, there are more than thirty-nine different processes of bangle making at different stages. Some of them, where women particularly involved are (SADAI, JURAI, CHAKLAI, KATAI, CHATAI, COLOUR CHAPAI PROCESSES)

Sadai & Jurai (Aligning &Joining Of Bangle)

Plain bangles from a manual factory or those engraved with designs from an automatic factory are then picked up by contractors and transported on *thelas* to homes or small family owned workshop for Sadai and Jurai.

Sadai refers to aligning the cut in the bangle by placing it over a flame and Jurai to welding the bangles together. This is the main process, where thousands of the women producers are involved as homebound women producers.

Katai

A set of 4-6 bangles are engraved using a wheel and a sharp tool. The work requires time and patience.

Bangles are given a distinct silver or gold color using various dyes. And various other embellishment works on plain bangles also called CHAPAI

Production of Glass Bangles

It was observed that the glass bangles are produced with broken and manufactured glass and some other inputs which includes (*BROKEN GLASS, SODA ASH/HEAVY, BORX, KALMI SHORA, SALIKA SED, ASING/COBALT AND MAGNIRE*); these inputs are imported from various cities of Pakistan such as *Thana Bhulla Khan and Mian Wali*, but all are easily available at Hyderabad's local market for factory owners on orders. The broken glass bangles are also recycled at factories for the production of bangles; these bangles are sold by the home based women processors.

Rationale of the study

Pakistani women comprise of more than 51% of the total population. They represent an untapped economic resource. Most women who are employed in the informal sector, where their work is unpaid or poorly paid and not recognized. The Glass Bangles subsector also provides income generation opportunities to many such women; who are working at the processing and embellishment stages of bangle production. The recognition of the role that; these women play in supporting their families is limited and the women themselves have little understanding of their rights with regards to access and control over resources.

According to the figures quoted by ILO in the baseline report on glass bangle industry, *there are about 30,000 home-based women producers involved in the glass bangle industry*; these women are essential features of the bangle industry. But they are not getting their right share. The meager share they get by working without any safety gadgets. These women are playing with the bare glass and are very dangerous for their hand bare parts of body.

The vast majority of women workers mostly working at home are informal workforce. Therefore, they do not enjoy the facilities available for the industry workers, although the job is of the same nature.

Scope of the Study

In south Asia, there are about 50 million home based workers; out of them 80% are women. The Asian region is a key area for organizing home-based workers due to the high number and a strong history of successfully organizing these workers.

In order to understand the nature of glass bangle work the role of women producers in the industry and preparation of research questionnaire, publications and reports have been reviewed and studied from the following links: The review of publication has been used as a secondary research to set research objectives and major areas to investigate and further probe.

Objectives of the Study

- To understand the role of women producers in the household economy;
- Identification of obstacles women are facing into sustainable growth of their business;
- To identify possible ways to overcome these issues and key recommendations for concern departments to enable business environment.

Research Questions

- Workers Income draws through bangle industry?
- Health problems of workers in bangle industry?
- Involvement of workers' family in the business?

Size of Sample

The research study on glass bangle women entrepreneurs have been carried out in following areas of district Hyderabad: Sub-division Latifabad and Hyderabad city proper:

S. No	Tools Applied	Areas/Location	Sample Size
1	In-Depth Interviews	Hali Road	09
2		Tandoyousuf	02
3		Islamabad	01
4		Juma Goth	01
5		Illyasabad	02
6		Liaqat Colony	01
7		Firdous Colony	02
8		American Quarter	02
9		Latifabad # 12	03
10		Latifabad # 8	03
11		Latifabad # 11	03
12		ReshamGali	01

Literature Review

According to Neera Burra in her article on Glass bangle factories of Ferozabad II plight of child workers published in economic and political weekly. The article emphasized the horrified work done in glass bangle factories according to article more than 30% children workers working there in very difficult circumstances and most labor force are children.

According to Mumta Chaudhri in her report published on The Asiatic Society, 1, Park street Calcutta. She has mentioned the technique glass bangle in India; she linked the trade of glass bangle with Mohen jo Daro and Harappa in pre historic time according to her these were the centers of trade of bangle at that time.

According to report collective of social sciences research Karachi the rapid assessment of glass bangle making tanneries and construction march, 2004. The report mentioned the bonded labor, physical violence in glass bangle factories, working environment and workers conditions.

Method of sampling

Purposive sampling method was used for the collection of data from the defined areas. The sample size for the study of the glass bangle workers have been defined based on the prevalence of their existence demographically. As the glass bangle work is only done in the particular mentioned above areas of city & subdivision Latifabad of district Hyderabad.

Method of data collection

In-Depth Interviews, through interview scheduled method have been adopted.

Pre-testing

Getting prior approval from the study supervisor, the questionnaire have been pre-tested and revised with appropriate changes. Total three questionnaires were filled out as a pre-testing at Hali Road. The acquired data have been consolidated in the excel sheet to make it more authentic analysis.

Result

Table #1

What is the average Size & Structure of Families involved in this trade?	Respondents	Average family size	Percentage of responses
(a) 0-5	6	9.2	20
(b) 6-10	15		50
(c) 11-15	6		20
(d) 16-20+	3		10

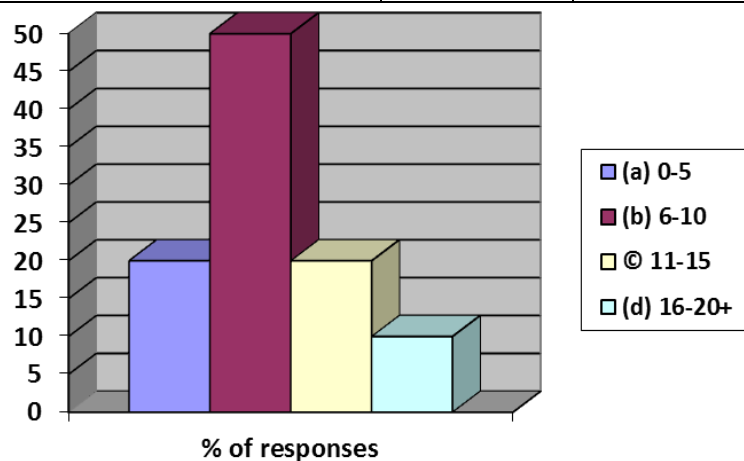
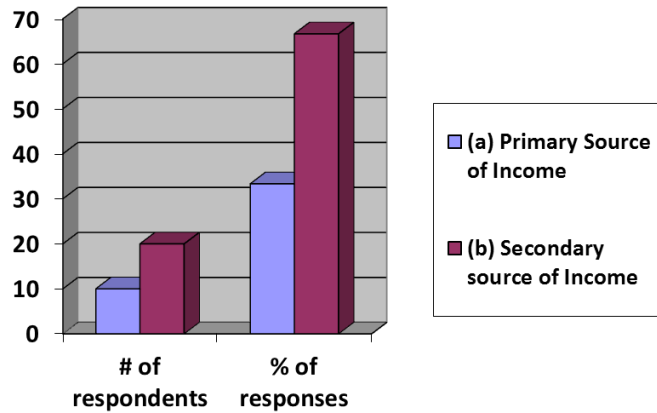


Table #2

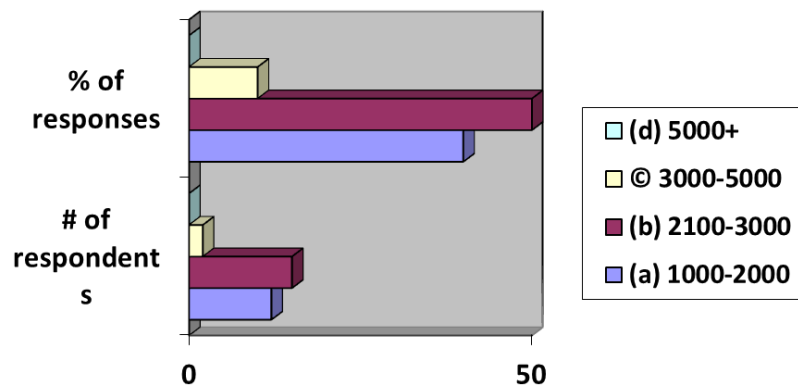
Assessment of Primary & Secondary Sources of family Income?	Respondents	Percentage of responses
(a) Primary Source of Income	10	33.33
(b) Secondary source of Income	20	66.67



Source: Research submitted to Department of sociology, university of sindh. Under supervision of Dr. Aijaz Ali wassan and Muzammil khan shirani M.A final (pass) Department of sociology, university of Sindh.

Table #3

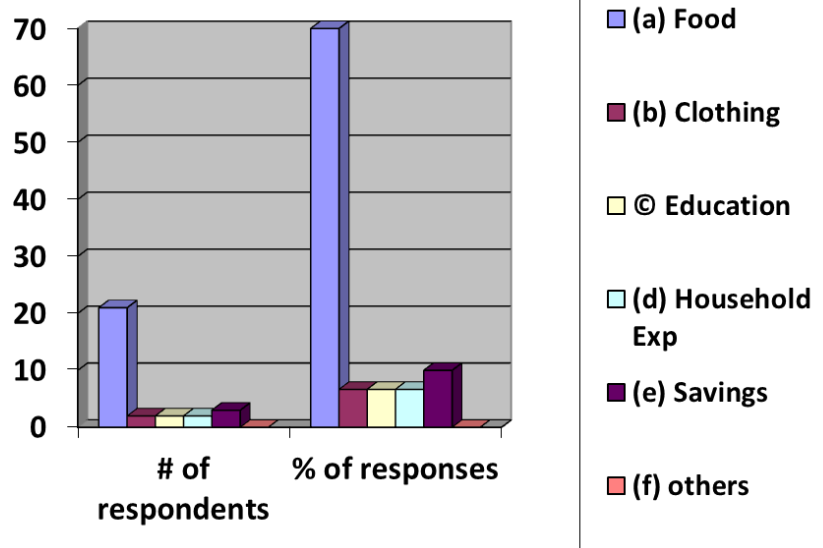
What is the average income earned from this business?	# of respondents	% of responses
(a) 1000-2000	12	40
(b) 2100-3000	15	50
(c) 3000-5000	03	10
(d) 5000+	0	0



Source: Research submitted to Department of sociology, university of Sindh. Under supervision of Dr. Aijaz Ali wassan and Muzammil Khan Shirani M.A final (pass) Department of sociology, university of Sindh.

Table #4

What major requirements of daily life are fulfilled by this business?	# of respondents	% of responses
(a) Food	21	70
(b) Clothing	2	6.67
(c) Education	2	6.67
(d) Household Exp	2	6.67
(e) Savings	3	10
(f) others	0	0



Source: Research submitted to Department of sociology, university of Sindh. Under supervision of Dr. Aijaz Ali wassanandMuzammil khan shirani M.A final (pass) Department of sociology, university of Sindh.

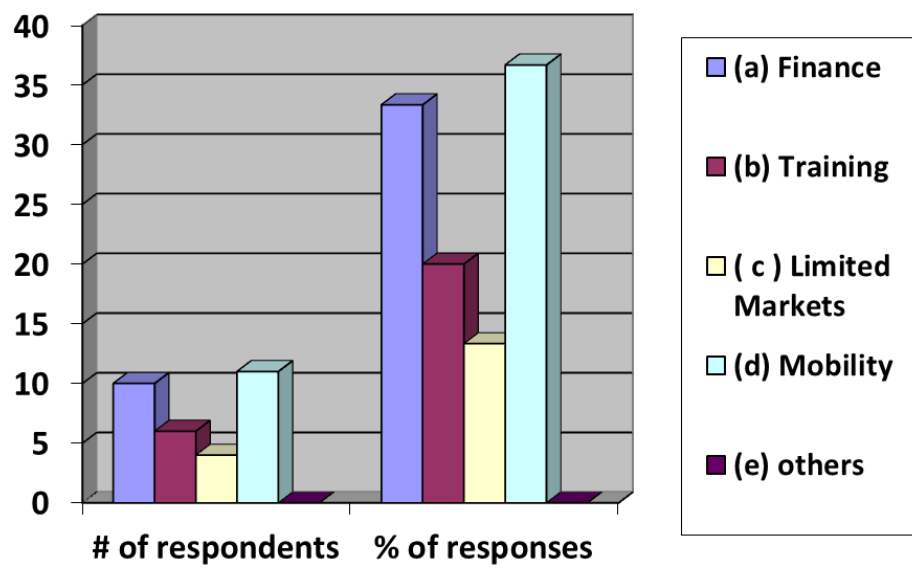
Table #5

What is the Seasonality of this Business? (production)	# of respondents	% of responses
(a) 12 Months	20	66.67
(b) 6 Months	10	33.33
© 3 Months	0	0
(d) Less than 3 Months	0	0

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Table #6

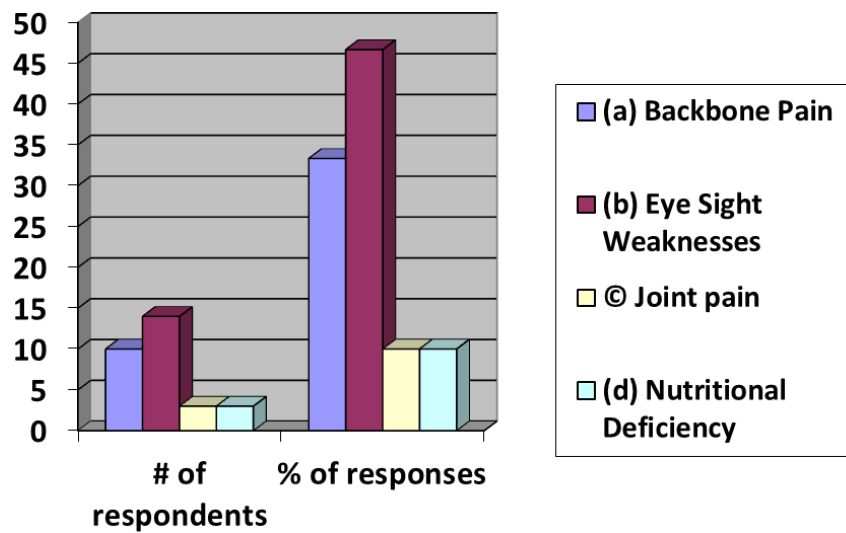
What are the technical issues women are facing while business execution?	# of respondents	% of responses
(a) Finance	10	33.33
(b) Training	6	20
(c) Limited Markets	4	13.33
(d) Mobility	11	36.67
(e) others	0	0



Source: Research submitted to Department of sociology, university of Sindh. Under supervision of Dr. Aijaz Ali wassanandMuzammil khan shirani M.A final (pass) Department of sociology, university of Sindh.

Table #7

What are the negative health & environmental impacts in this business?	Respondents	Percentage of responses
(a) Backbone Pain	10	33.33
(b) Eye Sight Weaknesses	14	46.67
© Joint pain	3	10
(d) Nutritional Deficiency	3	10



Source: Research submitted to Department of sociology, university of sindh. Under supervision of Dr. Aijaz Ali wassanandMuzammil khan shirani M.A final (pass) Department of sociology, university of Sindh.

Findings and Interpretation

Table 1

1. The Average Size & Structure of Families involved in the Glass Bangle Industry

In response to the question regarding the average size & structure of the families involved in the manufacturing of glass bangles; the survey reveals that, on average a family include total 9 family members engaged in this work. It was further calculated that 20% families having 0-5 family members, 50% families having 6-10, 20% having 11-15 whilst 10% families having 16-20 family members.

The glass bangle workers live in very small houses mostly having 1-2 rooms and work in very congested working environment. The limited workspace disturbs their family life and causes various communicable diseases.

Table 2

2. Assessment of Primary & Secondary Sources of family Income

The survey revealed that glass bangle work is the primary source of income for 33% respondents while 67% responded considers glass bangle work as a secondary source of income. Such figure shows the significance of this industry as a livelihood of the thousand hundreds of families throughout the Hyderabad district.

Mostly men are the household of their families and are the main source of income for entire family, although women producer partially contribute in the household economy but are not valued and considered as formal/permanent source of income. Women have very little say in their family and are not included in the decision making at different level.

Table 3

3. The Average income earned by Glass Bangle Work

In response of the question regarding the average income earned from the glass bangle work, it was calculated that total 40% respondents out of 30 earns (Rs. 1000-2000) per Month while 50% respondents falls under the bracket of (Rs. 2100-3000) and rest only 10% earns (Rs. 3000-5000) in a month, it interesting to note that not a single respondent have earning greater than Rs. 5000/-

Most of the women producers save their earnings for the preparation of dowry for their daughters' wedding through bachat committee.

Table 4

4. Major requirements of daily life are fulfilled by this business

The glass bangle work supports women producer to look after their routine necessities of life, it was learned through study that 70% respondents invest their earning on food requirements while 10% save

their income for life cycle events through (Bachat Committee) 6.6% respondents also spend their monthly income on clothing, education and household expenditure respectively.

During the study it was further learned that inflation has disturbed their purchasing power and their earnings are insufficient to meet their basic requirement even.

Table 5

5. Seasonality of the Glass Bangle (production)

The research reveals that the glass bangle work is seasonal trade and does not stagnant throughout the year due to season, 66% work throughout the year while 33.3% work 6 months in a year due to seasonal changes, as the hot weather does not allow workers to work on flame 4-5 hours daily. the production of the glass bangles are high in festive seasons such as Eid, Weddings and other socio-religious events, therefore there is more opportunities to earn more through increase production at home, however the Moharram onwards 2 Months are considered as low income months in the glass bangle businesses.

Table 6

6. Technical issues women are facing while business execution

There may be several technical issues limits women abilities to further grow and improve. The study of the glass bangle work defines that 33.3% lacks financial availability to increase or expand their business, 20% women producers also complaints about the unavailability of

technical skills and relevant business trainings, it was further discovered that 13% women feels there is limited market opportunities for glass bangles in Pakistan to market their products and 11% women have to face socio-cultural problems particularly mobility issues for women entrepreneurs in Hyderabad District.

Table 7

7. Negative health & environmental impacts from this business

Glass bangle industry is one of the leading sources of livelihoods for thousands of families along with so many health, safety and environmental concerns for workers involved in this trade.

The study covers the variety of responses as under: 33% women respondents are suffering from backbone pain due to inadequate sitting posture while work on flame, whereas 46% women are also suffering from eye sight weaknesses due to close consideration on flame 4-5 hours daily while 10% suffering from joint pain and 10% are the victims of nutrition deficiency due to limited quality food available at home.

The use of kerosene oil, toxic material and other hazardous material are the causes of workers' illness. It is quite vulnerable to work on flame 4-5 hours daily without safety procedure.

Conclusion

There are many opportunities for women processors in glass bangle industry to grow even at growth level they have urban settlement hence educational institutions and health care providers are at their door steps. Looking to the business they have more opportunities to build linkages with other market actors for expanding their business. There are many contractors; who are in search of quality conscious workers for processing of glass bangles. As on one side, women are considered to be the foundation of the strong family system or a homemaker that is the nation proud of, but on the other side; we observed the woman is never dealt as a man. The condition of women of women processors in glass bangle sub-sector depends mostly on socio-economic status. They are living in small houses with large size family. They are home bound for which they have to process bangle at home. Health and safety practices while working are completely ignored.

At most 90% of women processors are working in a hazardous environment. They process bangle on flame for sadai and jorai but no safety measures are taken by women processors for their safety. A women in glass bangle sub sector is doing triple role at a time hence; she doesn't spare time to take care of herself. Restriction on their mobility, limit their opportunities. Culture of Sindh doesn't permit the woman to interact with male for their own needs only older females can go to the open market places. Males are considered as a head of house hold. Hence all the decision powers are in the hand of male community members.

There are very few females who are socially empower. Nutritional deficiencies are also observed among glass bangle women processors. As since their child hood they were treated as a girl child till their maturity, so we can say they have faced discrimination since child hood. Male is considered as bread earner, while the whole day work of women processors is completely ignored or un recognized. Domestic violence like wife beating is a common practice of males in their culture. There is generally considered as their personal matter and no one is allowed to interfere. There is a very low literacy rate among glass bangle women processors high wage work is male dominated .They do not transform their skill with women processors even with their wives.

Recommendations

Following are the key recommendations for the various government and private organizations, agencies and departments to look at:

- Bangle industry should be regularized to make it more profitable for every stakeholder.
- Labor laws should be framed for the women workers; who are working in the home and these laws should be implemented in true letter and spirit;
- Government should check that the factories are working under the labor laws;

- The daily wage employment be given through due weight, age, proper regularization and bring; it into the fold of labor laws;
- Intervention is required to provide them emergency medical facilities or at least first aid box;
- They should be provided emergency medical training to deal with emergencies both at home and in the factories;
- Intervention is required to provide firefighting equipment and the training to cope with fire emergencies.
- There is strong need for the use of safety gadgets;
- Social motivation is required in the area for the poverty alleviation;
- Micro enterprise activities be introduced in the area for the women empowerment;
- Health intervention through education is needed in the area.

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