ASSESSMENT OF THE WORKING CONDITIONS OF TEXTILE INDUSTRY WORKERS IN LAGOS, NIGERIA

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ABSTRACT

Typical hours for a textile industry employee range from 10-18 hours per day, up to 80 hours per week, and require additional overtime hours to meet strict company deadlines. Hence, the purpose of this study was to investigate the working conditions of textile workers in Lagos state. The study determined the socio-economic characteristics of the textile workers and examined the possible risks and safety measures that are available to them. The study made use of a descriptive survey design. A questionnaire was used to collect data from 140 textile workers in the Woolen and Synthetic Manufacturing Industry, Ikeja and SunFlag Nigeria, Isolo. A convenience sampling technique was used to select the respondents from four (4) different departments in the organizations. Data were analyzed using descriptive statistics; frequencies, percentages, and means. Results showed that the majority (70%) of the respondents are within the age range of 31-50 years with an average age of 38.87 years; 69.3% were male and 30.7% were female while less than half (45.7%) were married. Almost all (93.6%) of respondents earn below ₦30, 000 monthly. Results also revealed that textile workers are exposed to risks and dangers in the textile industry with poor working conditions such as proper health care welfare, tight working hours, exposure to chemicals, and lack of basic labour advantages such as dismissal pay in case of severe accidents at work.

Keywords: *Assessment, Working Conditions, Textile, Industry, Workers*

INTRODUCTION

Africa's textile sector expanded from the mid-1950s through the 1980s, with Nigeria in particular being a key producer of cotton. Nigeria's whole textiles sector had consistent expansion by the mid-1960s, and the 1970s saw a financial explosion. The administration's disregard for agriculture resulted in a large decrease in cotton production, causing the textile industry to suffer. The Nigerian textile sector acted as the country's "mother business" at the time (Obasanho, 2018). The textile industry accounts for 3% of the nation's GDP, 14% of total mechanical production, 21% of labour force, 27% of gross fare revenue, 5% of extract income, and 7% of gross import bill.

Because of the country's over-reliance on crude oil, the Nigerian government's neglect of the textile industry has driven and weakened the mechanical sector (Murtala, Ramatu, Yusuf, & Gold, 2018). The non-oil business languished as the oil industry thrived (Otaha, 2012). Massive oil profits prompted the legislature to neglect other light parts (Luqman & Lawal, 2011; Balogun, 1997 and Aiyede, 2003).

The observations affecting textile mill employees' working conditions, such as their suffering from hearing impairment, eye conditions, and respiratory disorders as a result of working with high-risk machinery and environments, as well as their high risk of chemical accidents, serve as problems, highlighting the need for an assessment of working conditions for those employed in the textile industry in Lagos State.

Other objectives are to: Identify the socio-economic character of the textile worker with his environment; assess the various working conditions of textile workers in the study area; evaluate the various risks and circumstances faced by textile workers and assess employee compliance with safety measures.

This study provides textile workers with knowledge of their mental, physical and emotional health and well-being. The result of this study presents the organization with the needed commitment to employee healthcare and safety to further enhance their working ability.

Education as a fundamental right promotes national development. Workers' education would assist them to learn about their medical rights, as well as legal and social behaviour. Employees who do not receive adequate education may be unaware of workplace occupational safety and health issues (Nazil, 2010). Employee satisfaction refers to whether or not employees are happy, content, and satisfied in their jobs. Employee satisfaction has grown in popularity as a means of increasing an organization's economy and profitability (Chandra, 2014).

Employee satisfaction is influenced by elements such as peer relationships, training and development, job location, working hours, salary management, recognition and rewards, decision-making, physical job security, leadership, and performance appraisal, according to Gupta (2014). Employment satisfaction is concerned with how an individual feels about their job. Employee happiness is stated to have been a focus of research and practice over the previous two decades (Greasley et. al., 2005).

Employee satisfaction is seen as a significant strategy for improving organisational performance; successful businesses regard the typical employee as the primary source of productivity increases. For such organisations, satisfied employees are assets because of their vigour, zeal, inspiration, and dedication to their work (Syptakets, 1999). Employees that are content with their jobs are more productive and stay with the company longer, whereas unsatisfied employees are less productive and more likely to quit.

Compensation is an excellent motivation for all employees who work for money, but good pay and good compensation are critical variables in employee satisfaction. Most employees want to be promoted, therefore they work harder and more efficiently in a company where hard work is rewarded with advancement. According to Solomon (2005), recognition and reward systems that produce acknowledgment and prizes (Adams, 2013) sense more remarkable fulfillment that is better than imagined. Work fulfillment relies heavily on supervision, decision-making, and performance evaluation (Noon, 2014; Miller, 2011; Kumar, Mugundhan, & Visagavel, 2014). Ellickson (2011) discovered that the employer's relationship with coworkers greatly adds to work power.

Organizational policy and administration are important strategies that influence job satisfaction. Training is essential for job satisfaction, and job satisfaction is inextricably linked to workplace performance (Jones, Jones, Latreille, & Sloane, 2009). Job security and stability are also important factors in determining work fulfillment. According to Yousef (1998), employment stability has a major impact on corporate outcomes. Workplace health and safety are viewed as the primary motivators for determining the most effective means of retaining personnel, while workplace hazards have a detrimental impact on corporate growth. Some discoveries have resulted in the approval of distinct security enactment and well-being models in numerous nations for various businesses (Dejoy, 1993).

According to Lie, Baranski, Husman & Westerholm, (2002) many universal and national well-being assessments aid employee and employer associations. Regardless of how people work and spend the vast majority of their working hours at work, there is minimal effort and resource allocation to workplace welfare and security (Michaels, Barrera, & Gacharná, 1985). Safe working conditions are beneficial since they attract and retain employees. Solid individuals are expected to contribute more to efficiency and the workforce.

Mechanical hazards, physical hazards, compound hazards, ergonomic risks, and physiological hazards are all present in textile operations. According to McKerrow, McDermott, Gilson, & Schilling, (1958) byssinosis affects a subset of cotton mill workers in the dustier areas (card- and blow-rooms) (Schilling, Hughes, Dingwall-Fordyce and Gilson, 1955).

MATERIALS AND METHODS

The study was a descriptive study that relied on validated questionnaires administered and collected from employees of Sunflag Nigeria Limited and Woolen and Synthetic Textile Manufacturing Limited, totaling 140 employees working two (2) shifts. A purposeful sampling of two textile firms based on functionality and purposive selection of four departments (Yarn whining, Weaving, Yarn Dyeing, and Engineering) out of twelve. Descriptive statistics such as frequency count, percentages, and mean were used to analyse the data.

RESULT AND DISCUSSION

Table 1: Demographic Characteristics of Textile workers

S/n	Items		Freq.	%	Mean	Std. dev.
1	Age	20 – 30	27	17.9	38.79	9.046
		31-50	98	69.8		
		51-70	17	12.1		
2	Gender	Male	97	69.3		
		Female	43	30.7		
3	Marital status	Single	45	32.1		
		Married	64	45.7		
		Divorced	18	12.9		
		Widow/widower	13	9.3		
4	Educational level	Primary	8	5.7		
		Secondary	79	56.4		
		ND/NCE	46	32.9		
		BSc/HND	7	5		
5	Household Size	1-5	86	63.6	4.72	2.311
		6-10	50	35.7		
		11-15	1	0.7		
6	Accommodation	Built	13	9.3		
		Inherited	15	10.7		
		Rented	102	72.9		
		Others	10	7.1		
7	Monthly Income	10,000-15,000	8	5.7	21778.57	0.687
		16,000-20,000	85	60.7		
		21,000-30,000	38	27.1		
		31,000 – 70,000	9	6.4		

The majority of respondents 98 (69.8%) are between the ages of 31 and 50 ($\bar{x}$ =38.79) years old, with a higher proportion of males (69.3%). More than half (56.4%) have a secondary education, while a handful (5.0%) have a bachelor's degree. The majority of respondents (63.6%) have a household size of 1-5 persons, with only one having a household size of 11-15 people. 72.9% live in leased residences, with 6.4% earning more than N 30,000 monthly.

Table 2: Assessment of Respondents' Working Conditions.

SN	Variables	SA	A	D	SD	Mean	Std. Dev.
		Freq. (%)	Freq. (%)	Freq. (%)	Freq. (%)		
1	My work environment is conducive	3 (2.1)	10 (7.1)	75 (53.6)	52 (37.1)	**1.74**	0.682
2	I am not satisfied with my job in the textile industry	40 (28.6)	95 (67.9)	5 (3.6)	0 (0.0)	**3.25**	0.511
3	I am familiar with the machines I work with	20 (14.3)	91 (65.0)	26 (18.6)	3 (2.1)	2.91	0.640
4	I was trained on how to operate the machines	17 (12.1)	39 (27.9)	84 (60.0)	0 (0.0)	2.52	0.704
5	There are risks involved in working in the textile industry	77 (55.0)	46 (32.9)	17 (12.1)	0 (0.0)	**3.43**	0.701
6	I enjoy working in the textile industry	12 (8.6)	94 (67.1)	27 (19.3)	7 (5.0)	2.79	0.662
7	I am exposed to injuries at work	103 (73.6)	26 (18.6)	7 (5.0)	4 (2.9)	**3.63**	0.713
8	Provision of health care in cases of accidents in the workplace	20 (14.3)	33 (23.6)	79 (56.4)	8 (5.7)	2.46	0.808
9	The company is in charge of expenses of health care	29 (20.7)	87 (62.1)	21 (15.0)	3 (2.1)	3.01	0.668
10	There has been a death due to an accident in the textile industry workplace	17 (12.1)	9 (6.4)	74 (52.9)	40 (28.6)	2.02	0.917
11	Machines are dangerous to work with	83 (59.3)	34 (24.3)	20 (14.3)	3 (2.1)	**3.41**	0.813
12	Machines are serviced regularly	24 (17.1)	39 (27.9)	72 (51.4)	5 (3.6)	2.59	0.813
13	There are people in charge of the smooth running of the machines	41 (29.3)	94 (67.1)	5 (3.6)	0 (0.0)	3.36	0.514
14	There is a swift response to complaints	26 (18.6)	29 (20.7)	63 (45.0)	22 (5.7)	2.42	0.968
15	There are avenues to go for regular medical checkups?	13 (9.3)	15 (10.7)	89 (63.6)	23 (16.4)	2.13	o.794
16	I do get sick leave	0 (0.0)	0 (0.0)	56 (40)	84 (60)	**1.40**	0.492
17	There is no labor union for employee warfare protection	18 (12.9)	71 (50.7)	23 (16.4)	28 (20.0)	2.56	0.954
18	My salary is not satisfactory	66 (47.1)	71 (50.7)	2 (1.4)	1 (0.7)	**3.44**	0.566
19	I am constantly supervised during working hours	12 (8.6)	95 (67.9)	18 (12.9)	15 (10.7)	2.74	0.762
20	Change of my work post without prior notice by the management	12 (8.6)	95 (67.9)	18 (12.9)	15 (10.7)	2.34	0.871

According to the findings, respondents' work environment is not conducive ($\bar{x}$ =1.74), and they are dissatisfied with their jobs in the textile industry ($\bar{x}$ =3.25). The majority of respondents agreed that working in the textile industry entailed risk ($\bar{x}$ =3.43), that they were exposed to injuries at work ($\bar{x}$ =3.63), that machines are dangerous to work with ($\bar{x}$ =3.41), that respondents who sustain injuries do get sick leave ($\bar{x}$ =1.40) at work, and that they lacked access to health care despite believing that the firm is responsible for health-care expenditures in situations of workplace accidents. However, respondents are dissatisfied with their income because their pay is insufficient ($\bar{x}$ =3.44).

Table 3: Compliance of Textile workers with Safety Measures

SN	Variables	SA Freq. (%)	A Freq. (%)	D Freq. (%)	SD Freq. (%)	Mean	Std. Dev.
1.	I do not have personal protective equipment	0 (0.0)	1 (0.7)	92 (65.7)	47 (33.6)	1.67	0.486
2.	Personal protective equipment is provided by the company	61 (43.6)	75 (53.6)	0 (0.0)	4 (2.9)	**3.38**	0.640
3.	I don't make use of personal protective equipment often	20 (14.3)	56 (50.0)	52 (37.1)	12 (8.6)	2.60	0.838
4.	I have been injured due to a lack of personal protective equipment	33 (23.6)	53 (37.9)	3 (25.0)	19 (13.6)	**2.71**	0.977
5.	Personal protective equipment protects from harm/Accidents	82 (58.6)	48 (34.3)	5 (3.6)	5 (3.6)	**3.48**	0.734
6.	If misplaced, personal protective equipment is replaced by the company	20 (14.3)	27 (19.3)	77 (55.0)	16 (11.4)	2.36	0.867
7.	Personal protective equipment is satisfactory	17 (12.1)	22 (15.7)	84 (60.0)	17 (12.1)	2.28	0.823
8.	Working with personal protective equipment is not comfortable	49 (35.0)	57 (40.7)	30 (21.4)	4 (2.9)	**3.08**	0.823
9.	There are strict rules on using personal protective equipment?	12 (8.6)	34 (24.3)	90 (64.3)	4 (2.9)	2.39	0.685
10.	I keep to the personal protective equipment usage instructions.	11 (7.9)	83 (59.3)	42 (30.0)	4 (2.9)	2.72	0.647

The results show that respondents are provided with personal protective equipment ($\bar{x}$ =3.38) by the company but do not use them ($\bar{x}$ =3.08) because they are not comfortable working with them, which resulted in some being injured ($\bar{x}$ =2.71) due to non-use of personal protective equipment despite knowing that personal protective equipment protects from harm/accidents ($\bar{x}$ =3.48).

Table 4: Risk and Circumstances

SN	Variables	SA Freq. (%)	A Freq. (%)	D Freq. (%)	SD Freq. (%)	Mean	Std. Dev.
1	The textile industry does not have a high tendency for work accidents	0 (0.0)	2 (1.4)	88 (62.9)	50 (35.7)	1.66	0.506
2	Chemicals from the textile industry are harmful to the health	71 (50.7)	65 (46.4)	4 (2.9)	0 (0.0)	3.48	0.556
3	Machine operation requires professionalism	70 (50.0)	61 (43.6)	9 (6.4)	0 (0.0)	3.44	0.614
4	Fumes from the machines are harmful to the health	77 (55.0)	59 (42.1)	4 (2.90	0 (0.0)	**3.52**	0.556
5	Industrial chemicals affect breathing	85 (60.7)	55 (39.3)	0 (0.0)	0 (0.0)	**3.61**	0.501
6	High-noise machines are dangerous to the ears	106 (75.7)	34 (24.3)	0 (0.0)	0 (0.0)	**3.76**	0.430
7	Exposure to chemicals can cause long-term damage to health	80 (57.1)	56 (40.0)	4 (2.9)	0 (0.0)	**3.54**	0.555
8	Constant exposure to chemicals such as asbestos causes cancer	89 (63.6)	37 (26.4)	14 (10.0)	0 (0.0)	**3.54**	0.672
9	Possible amputation while working with machines	86 (61.4)	35 (25.0)	19 (13.6)	0 (0.0)	3.48	0.724
10	Exposure to yarn dust could cause possible blindness in the future	61 (43.6)	60 (42.9)	19 (13.6)	0 (0.0)	3.30	0.696
11	Lack of promotion in the textile industry	73 (52.1)	55 (39.3)	12 (6.6)	0 (0.0)	3.44	0.648
12	I know/precautions against harmful substances at work	75 (53.6)	65 (46.4)	0 (0.0)	0 (0.0)	**3.54**	0.501
13	Health depreciation arising from working in the textile industry	43 (30.7)	97 (69.3)	0 (0.0)	0 (0.0)	3.31	0.463
14	I can do other jobs despite working in the textile industry	1 (7.0)	1 (7.0)	76 (54.3)	62 (44.3)	1.58	0.551
15	I can be dismissed from work in case of a severe accident	91 (65.0)	49 (35.0)	0 (0.0)	0 (0.0)	**3.65**	0.479

Respondents indicated that the textile industry does not have a significant risk of workplace accidents since all (100%) have knowledge of and take precautions against hazardous substances at work. Employees, on the other hand, are at risk of Fumes from machines ($\bar{x}$ =3.52), Constant exposure to chemicals ($\bar{x}$ =3.54), and High noise machines ($\bar{x}$ =3.76), all of which are toxic and damaging to health. Respondents in the textile business agreed on a lack of promotion (91.4%), health depreciation (69.7%), and likely dismissal (65.0%).
According to the findings of this study, textile workers are exposed to risks and dangers in the industry due to poor working conditions and a lack of basic labour advantages such as proper health care, inadequate personal protective equipment, low wages, a lack of health care welfare, tight working hours, chemical exposure, and a lack of dismissal pay in the event of serious workplace accidents.

Conclusion

The study scanned the many environmental, industrial, and health risks in the textile industry. Results have shown the conditions in which the workers in the textile industry work in, such as industrial waste spillage from machines, fumes from machines, inhaling yarn dust, poor personal protective equipment, poor salaries, lack of adequate health care welfare, tight working hours, exposure to chemicals and lack of dismissal pay in case of severe accidents at work.

Recommendation

Given the above, the recommendations below are therefore suggested which if strictly adhered to will go a long way in the improvements of working conditions of the textile industry employees, establishing standards of employment according to Nigeria's employment laws such as the employment compensation Acts 2010, Obligation to provide a safe system of work in compliance to section 66 and 67.

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