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FMCG sectors and human rights

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Abstract

This Article explains the issues of employees who are working in FMCG sectors (Fast moving consumer goods). Each and every employee in such sectors is supposed to enjoy their rights as per law. With the help of this study, certain problem related with the human right can be noticed and resolved for the futuristic benefits of the FMCG. So, this study is important to know the various issues of employee working in FMCG sectors.

Keywords: FMCG (Fast moving consumer goods), human right, consumer behaviour, livelihood

Introduction

FMCG

Fast moving consumer good touches every part of human life. These products are repeatedly purchased and consumed by society and a major portion of their income is spent on these goods. These sectors play an important role in the Indian economy. A high growth can be seen in these sectors in last few years. The future for FMCG sector is very promising due to its inherent capacity and favourable changes in the environment.

Fast moving consumer goods refer to the items that are purchased and consumed by consumer frequently. These are non durable items and a company which is involve in the business of consumer goods frequently sold and relatively low cost is also termed as FMCG. E.g. oil, daily required products.

The industry is highly competitive due to presence of multinational companies, domestic companies and unorganized sector. A major portion of the market is captured by unorganized players selling unbranded and unpackaged products. The FMCG sector has risen up from US\$ 31.6 billion in 2011 to US\$ 52.75 billion in 2017-18. It is expected to reach up to US\$ 103.7 billion by 2020. The annual growth rate is 11-12 per cent in 2019.

Human rights

We all are living in the age of globalisation. Globalisation of business tends to explore business activities across the world to achieve and retain predefine object i.e. profit making. Business cannot be run without an efficient and devoted worker. So a company should always be focused on free and familiar environment at work place to their employee and also taking care of employee along with the growth of the business.

Business is carried out by its employee, efficiency, reliability and dedication of employee plays a major role to achieve its pre defined object. If employees are not able to give their 100% in work place due to that company suffers ultimately. So it must be the duty of employer to provide a free, healthy and friendly environment to their employee. So human rights related to the working area, payroll, discrimination, working hour and work forces are discussed in the paper.

Objective of the study

Object of this study can be mention as below

- 1) To understand the impact of human law in fmcg sector.
- 2) To find out the variances among the employees in terms of post and salary.

Research methodology

Descriptive research method is used to collect data for this paper.

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Data collection

Data has been collected from primary and secondary sources to complete this study. Primary data is collected through interview of 10 employees, which includes few questions related to the internal environment of the work place.

Secondary data

Secondary data collected from the Books, magazines, Journals, internet and different types of research papers etc.

Limitations of the study

- The study was conducted only 2 companies
- Shortage of time.

1. Income disparities

India is performing well in international platform. Companies with high motives are emerging as a leader, due to the effective workforce. Companies are offering handsome salaries to their employee. Is they offering equal amount for equal work, Remunerations as per capabilities of employee and many more, questions remain in the mind.

Income disparities can be easily noticed among same managerial groups in different department, variation in income between male and a female worker. Employee working in same sectors, in same positions suffers from the differentiation in salary packages, wages, allowances etc. for the same work male employee is paid more than a female employee. Disparities in income of employee exist in every layer of the work.

2. Working conditions

Working conditions play an important role in every business. Peaceful condition of working place motivate employee to work hard and run its business smoothly. Employer should provide a safe and familiar environment to the employee for future goals of company.

Mentally and physically harassment at the work place, feeling of insecurity, dominates by senior staff, night shifts, changes in shifts of worker, employee travelling to mid night and many more situations which effect the working capacity of employee.

So it should be the duty of top managerial level and the company itself to provide a smooth and favourable atmosphere at work place and even after the duty off.

3. Discrimination

Discrimination in the work place has a huge drawback to demotivate their employee. It can be in any form or at any stage of the Job including on the basis of race, age, gender, education, religion, difference in male and female employee, disability, or political views. To run its business smooth and fast, company try to remove such discrimination very fast and focus on only the ultimate target which is profit generating. Our constitutional rights also mention that there should be equal pay for the equal work and a company is responsible to pay same salaries to men, women and temporary staff who are performing same work and undertaking same responsibility.

4. Health and safety

It's also a responsibility of employer to provide a healthy and safe working environment to their employee. The right to a safe and healthy work environment is non-negotiable. Female worker always be paid for maternity leave, childcare

leave. But all these matters are remains with the management. Employees are not enjoying their basic rights in practical.

So there should be proper leave policy producers should be obtained by company to satisfy / obelised their employee.

5. Working hours

Excessive hours of work and inadequate periods of rest can damage health and increase the risk of accidents. Indian law already passed a fixed no of working hour for managerial and non-managerial workers. The working hours can be increased up to 54 hours a week upon a prior notice. But now companies are not giving any pre information to increase the working hours. Pressure of work, hectic schedule and compilation of targets automatically increase it. Even without intimation to the management also.

Conclusion/Suggestions

- For economic growth to be inclusive and sustainable, employees need to receive fair compensation and removal of income disparities.
- To create a familiar working environments for all employee.
- Remove mentally pressure to achieve their 100 % efforts.
- Equal salary for equal work.
- It should be duty of employer to take care of safety all employees.

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