

# A Study On Problems And Prospects Of Women Employees With Particular Reference To Tirupur Garment Industry

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**Abstract:** *The garment making is a labour – intensive industry and the majority contribution of the workforce in this sector constitutes employment of women in the garment Industry. Women employees play a very important role in the organization. Women in the work force earning wages or salary are part of a social economic development in much the same way as the growth of paid employment for men, but women have been facing many challenges of inequality in the work place. Stress is the harmful physical and emotional response that occurs when there is a poor match between job demands and the capabilities, resources, or needs of the worker. The combination of high demands in a job and a low amount of control over the situation can lead to stress. Women Empowerment is the way or a social action in which women progress and recreate what is to be done in a circumstance that they were previously denied. It is the process that creates power in individuals over their own lives, society, and in their communities.*

**Keywords:** *Garment Industry, economic development, employment, stress, Women empowerment*

## 1. INTRODUCTION

India is one of the largest in the world with a massive raw materials and garment manufacturing base. Almost 33% of its knitwear production and about 20% of its woven - garment production, both by the volume, enters export markets. Overall about 25% of the volume of its garment production goes into export markets, leaving 75% for domestic consumption. Tirupur Garment Industry has units all along the value chain of knitwear starting from spinning, knitting wet processing, printing, garment manufacturing and exports. Garment making is a labor-intensive industry and most of the employment goes to women. To fulfill the economic needs of the family and to achieve higher standard of living the women participates in economic activities. The way of behaving, thinking and doing the work by the women is completely different from the men. At the same time now a days women have been faced many challenges and the problems by inequality in the work force of garment industries based up on the working environment, working conditions, occupational stress, health hazards, harassment and wage discrimination and recognition at the work place.

## **2. SCOPE OF THE STUDY**

This study highlights the issues such as working conditions, work life balance between family and their work, stress causing factors, psychological and physiological issues in their work environment, relationship between the superiors and the co – workers. This study would help to identify the benefits gained and problems faced by women employees in garment industry. This research work will provide the guidelines for the garment industry owners in maximizing their women employee’s satisfaction and retaining them within their organization.

## **3. OBJECTIVES OF THE STUDY**

- ❖ To analyze and evaluate the women employees working condition in the organization.
- ❖ To identify the welfare measures provided by the garment industry.
- ❖ To study the common problems faced by women employees working in the garment industries.
- ❖ To find out the social status and empowerment of women employees working in garment industry.
- ❖ To suggest better strategies to overcome the problems and empower the women employees.

## **4. LIMITATION OF THE STUDY**

- ❖ The sample size chosen covers only a small portion of the whole population. The study has been targeted towards sample size of 100 respondents.
- ❖ The attitude and behavior of the respondents are changing from time to time. Hence the result of the research work may be applicable only to the present.
- ❖ The data is collected through questionnaire cum interview schedule so the respondents were reluctant and feel uncomfortable to share their personal problems during the work time.
- ❖ The study is confined to a limited period so the information collected would not be relevant all the time.

## **5. REVIEW OF LITERATURE**

1. Nithyavathi (2016), attempted an investigatory and descriptive study on safety and welfare measures provided to the employees in textile industry. In this study the employee’s welfare like adequate canteen facilities, accommodation arrangements, recreational facilities, medical facilities and transportation. The study found that welfare measures which were dissatisfactory with restrooms facilities, transport facilities and the time lamps, and the management should concentrate on these areas to increase the satisfaction level of the employee towards the welfare measures.
2. Parthiban (2017) in his study “Women employee rights in garment industries”. In this study is to know the level of awareness regarding the women employee rights. And also found the extent of labour right practices in garment industries such as minimum wages, non – discrimination of wages based on gender, equal opportunity in promotion, benefits such as good working conditions, medical facilities etc.,

3. Suresha (2018) revealed important differences in the nature and conditions of work, income between men and women in work place. The study outlined the poor conditions of work that women faces, due to their low educational qualifications and skills. The women workers has less access to better working conditions, leave facilities, promotions and occupational safety. The survey tries to highlight some of the best practices with respect to women workers in the organization.

## 6. RESEARCH METHODOLOGY

Research can be defined as a scientific process where new facts, ideas, and theories are established and or proved in different areas of knowledge. It involves scientific and systematic analysis of a research area and concluding the findings with appropriate reasoning. According to this study it focused on Problems and prospects of women employees in Tirupur Garment Industry.

This study is based on descriptive in nature. The objective of the research design is to describe the characteristics of a phenomenon or population selected. The study is based on multistage stratified proportionate random sampling techniques is adopted. A samples of 100 respondents were selects the potential sampling units from the sampling frame or the target population in small scale garments in Tirupur. The data is collected on the basis of primary and secondary data. Through well-structured questionnaire the primary data is collected. Secondary data gathered from the different books, articles, journals and magazines were also referred for the purpose. The collected data are analyzed by simple percentage and Henry Garrett ranking method is used to find out the study

## 7. DATA ANALYSIS AND FINDINGS

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE (%)
1	18-25 Years	19	19
2	26-35 Years	40	40
3	36-45 Years	31	31
4	46-55 Years	8	8
5	Above 55 Years	2	2
	TOTAL	100	100

Table No: 1 Age of the Respondent  
(Sources: Primary Data)

### INTERPRETATION

The above table shows that 19% of the respondents belongs to 18-25 years, 40% of the respondents belongs to 26-35 years, 31% of the respondents were belongs

to 36-45, 8% of the respondents were belongs to 46-55 years and 2% of the respondents to above 55 years of the age group.

Table No: 2 Employment Status

S.No	PARTICULARS	No. OF RESPONDENTS	PERCENTAGE (%)
1	Temporary	52	52
2	Permanent	37	37
3	Contract Basis	11	11
	<b>Total</b>	<b>100</b>	<b>100</b>

(Sources: Primary Data)

*INTERPRETATION*

From the above table shows that, 52% of the respondents are on the basis of temporary worker, 37% of the respondents are permanent worker and 11% of the respondents are contract basis workers.

Table No: 3 Work Schedule

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE (%)
1	Day shift	60	60
2	Night shift	05	05
3	Irregular shift	20	20
4	Rotating shift	15	15
	TOTAL	100	100

(Sources: Primary Data)

*INTERPRETATION*

From the above table shows that, 60% of the respondents are belongs to day shift, 5% of the respondents are belongs to night shift, 20% of the respondents are belongs to irregular shift and 5% of the respondents are belongs to rotating shift.

Table No: 4 Problem with work environment

S.No	Problems	Number of respondents	Percentage	Rank
1	Long working Hours	34	34	1
2	Non – availability of amenities	29	29	2
3	Poor leadership from Top Management	20	20	3
4	Improper utilization of resources	05	05	5
5	Physical hazards and outdated technology	12	12	4

## 8. SUGGESTIONS

- ❖ Working conditions should be made comfortable and provide facilities to maintain the physical and mental health of the women employees in the organization.
- ❖ Counsellor should be appointed by organization for understand more about problems of working women in garments industry. Health awareness programs should be conducted frequently in the organization.
- ❖ Manager should interact with the employees frequently to avoid conflict in the organization. The organization should provide positive environment to the employees.
- ❖ Working hours is another issue for women employees in garment sector. Hence, working hours may be reduced for women employees.
- ❖ Physical and mental harassment by supervisor was deemed to be the most threatening issue for women employees in garment industry. It is suggested that strict disciplinary process may be enforced upon the employees who create problems for the women employees.
- ❖ The management should provide skill oriented training programs may be given for all women employees to upgradation.

## 9. CONCLUSION

This study conclude to know that women employees faces many problems at the work place in the garment industry. The organization should understand the problems of the women employees soon and take actions in garment industry. The mangers create positive environment in the organization. The study of women employees is a positive approach about one's job resulting. The organization must provide high job security to the employees so that they will concentrate more on women employees to improve the employment and participation for the overall growth of the organization to achieve their goals. The garment industry should also mind that providing welfare schemes, make competent, healthy, loyal and satisfied employees for the organization and build the work life of women employees better and also enhance their standard of living.

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