

A STUDY ON PROBLEMS AND WORKING CONDITIONS OF WOMEN EMPLOYEES IN TIRUPPUR GARMENT INDUSTRY

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ABSTRACT

Women plays a vital role in the modern society. Women employee contributes one – third of the work force in the garment industry. The main objective of the study was to understand the problems faced by women employees and their working conditions in Tiruppur garment industry. The study was based on primary data collected from the garment industry. Questionnaire technique was chosen for effective elicitation of data from the respondents. The study was based on descriptive research in nature. In this study the employees have been selected by using non-probability convenience sample method from various Organization. Totally 100 sample respondents were selected and analyzed using simple percentage method. The results of the study showed that women employees in Tiruppur garment industry have different kinds of problems and challenges in the workplace such as physical working conditions, hours of work, disparity in pay and other benefits, Mental and physical hazards, harassment and discrimination in wages and gender bias. Unfair treatment in the work place.

Keywords: Women employee, Working condition, physical hazards, discrimination, Work place.

INTRODUCTION

In India the textile and garment industry is one of the oldest manufacturing sectors being the global leader in garment production it contribute larger volume of exports and develop Indian

economy. In the year 2016 -2017 the Tirupur garment industry's annual turnover is Rs. 25,000 Crore. The Tirupur garment industry is also known as labour intensive and provides large employment opportunities for women employees plays a vital role in economic growth and development. 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 and health hazards, harassment and discrimination at the work place.

SCOPE OF THE STUDY

- This study is helpful to know the employee frustration in their work.
- To managing for employees retention in their job
- To prevent the women employee's harassment at the work place.
- To know about the Ergonomics and work place design
- To develop effective work relationship in the organization.

OBJECTIVES OF THE STUDY

- To study the women employees work status in the garment industry
- To analyze and evaluate the women employees working condition in the organization.
- To assess the discrimination against women in the work place.
- To study the common problems faced by women employees working in the garment industries
- To suggest better strategies to overcome the problems and empower the women employees

LIMITATION OF THE STUDY

- Employees feel uncomfortable to share their personal problems
- The data is collected through questionnaire the respondents were reluctant due to during the work time.
- The study totally depends on respondent's views which may be biased in nature.
- The study has been targeted towards sample size of 100 respondents

Problems faced by women employees at work place

The major problems faced by women employees are as

1. Health issues

The major challenges faced by women employees is health issue arise due to occupational hazards and the working conditions. Health hazards posed by physical, chemical, mental and biological factors at the work place in the garment industry that affects the women employees health in the way of chronicle diseases, respiratory diseases, asthma, allergy, menstrual problems, musculoskeletal disorder, back pain, and fatigue.

2. Harassments

It is the major issues faced by the women employees at the place. Harassment is the act or an instance of harassing behavior which is intended to disturbing or troubling repeatedly annoys or upset someone repeatedly. It may be verbal or non – verbal harassment by another employee based on his or her race, religion, sex, national origin, age, disability or to induce request for sexual favors and illegal behavior towards a person that causes mental or emotional suffering which includes repeated

unwanted contacts without a reasonable purpose, insults, threats, touching or offensive, physical appearance, whistling, comments the person in the work place.

3. Occupational Stress

Stress is an inevitable part of today's life it is an integral phenomenon and a mental attitude. Stress is a psychological, emotional or physical reaction to an individual's response to environmental pressure. It occurs when the abilities of the person are incongruent with the demands of the job, or when obstacles exist to fulfilling the needs or values. The effects of stress causes it affects the health of the employee depression, tiredness and fatigue, frequent headaches, being always negativity and irritability with the work.

4. Working environment

Work environment is the main factor that affects the women employees at the work place it motivates every employee to put in his/ her best to improve his/ her productivity as well as the productivity of the organization." Work environment is influenced by the three factors: 1. Physical environment; 2. Social environment and 3. Psychological environment. Good and Positive work environment should reduce the tension, annoyance, boredom, monotony, anxiety and fatigue of employees and make them very active with the assigned task in the organization.

5. Discrimination at work place

Discrimination at the work may occur between co - worker, employee and employer. It is the unfair treatment of an employee or candidate in different manner based on the class or category. In the organization discrimination are in the way of gender based and unequal division of work and wages.

6.**Work life imbalances**

The major problems faced by women employees is work life imbalance. Women also resist in the work till late in the organization which also hampers the performance of the women and this also affects their career progression. The problems such as family problems with spouse/ children, financial problems, imbalance to maintain their work at home, lack of family members support and co – operation, egoism between the spouse and shift mechanism affects the family relationship and family peace.

REVIEW OF LITERATURE

1. Jannet & Jeyanthi (2006), in her study entitled “Pulmonary health status of ginning factory women labourers in Tirupur”. The study indicates that occupational health hazards of the women labourers. The organization focus on control measures health surveillance are recommended to reduce the health hazards of women labourers. To provide proper treatment to be given to the affected women.
2. Ravi & Madeswaran (2013), “Young women exploitation in tirupur textiles & garment industries with reference to sumangali scheme”. The study focuses that the problems faced by the young women workers such as employment contract, social security benefits, working hours, physical abuse, and wage discrimination. The organization must consider the needs of workers and fulfill their requirements.
3. 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.

4. 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.,
5. Anita Rachel et.al. (2018), in this study entitled” A study on problems faced by women employee’s in Tirupur apparel industry”. The study is to evaluate how Women are working in their work area, facilities provided work environment and the payment benefits. The study is based on descriptive, and it include non – probability convenience sample methods were selected this is the exact study of the Problems faced by women employee’s in Tirupur Apparel Industry.

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 working conditions 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 convenience sampling techniques is adopted. On the basis of researcher convenience. 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 is used to find out the study.

DATA ANALYSIS AND FINDINGS

TABLE NO: 1

EXPERIENCE OF WOMEN EMPLOYEES IN GARMENT INDUSTRY

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE (%)
1	Less than 5 years	24	24
2	5-10 Years	46	46
3	10-15 Years	23	23
4	15-20 Years	05	05
5	Above 20 years	02	02
	TOTAL	100	100

INTERPRETATION:

From the above table it showsthat, 24% of the respondents are having less than 5 years of experience, 46% of the respondents are having 5-10 years of experience, 23% of the respondents are having 10-15 of experience, 5% of the respondents are having 15-20 of experience and 2% of the respondents are having above 20 years of experience in tirupur garment industry.

TABLE NO: 2**OPINION REGARDING THE LEVEL OF STRESS AT THEIR WORK**

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	Very high	02	02
2	High	23	23
3	Medium	23	23
4	Low	01	01
5	Very low	02	02
	TOTAL	51	51

INTERPRETATION:

Above table shows that, 2% of the respondents feels very high level of stress, 23% of the respondents feels high level of stress in their work, 23% of the respondents feels medium level of stress, 1% of the respondent feels low level of stress and 2% of the respondents feels very low level of work stress in the organization.

TABLE NO: 3**ANY DISCRIMINATION AT THE WORKPLACE**

S.NO	PATICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	Yes	46	46
2	No	54	54
	TOTAL	100	100

INTERPRETATION:

From the above table it shows that, 46% of the respondents says that they there is a discrimination at the workplace and 54% of the respondents says that they did not have any discrimination at the workplace.

TABLE NO: 4
TYPE OF DISCRIMINATION

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	Gender	10	10
2	Wages	12	12
3	Work	18	18
4	Age	06	06
	TOTAL	46	46

INTERPRETATION:

From the above table shows that, 10% of the respondents says that discrimination at the workplace is based on gender, 12% of the respondents says that discrimination at the workplace is based on wages, 18% of the respondents says that discrimination at the workplace is based on work and 6% of the respondents says that age.

SUGGESTIONS

- ❖ Effective dust – control measures to be adopted and periodic health surveillance to be made essential.
- ❖ Counseling should be provided to help workers to solve their personal problems.

- ❖ 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.
- ❖ The organization should provide positive environment to the employees

CONCLUSION

Human resources includes all the dynamic components at all the levels in the organization the employees work, both as individuals and groups. Now a days, women play a vital role in economic development of the country however there are still several issues and problems that women face today. In some cases they are not treated equally and they do not get the same benefits as that of a male employee. The problems such as too many work hours, non – availability of amenities, poor leadership from top management, improper utilization of resources and physical hazards and outdated technology were given as choices to the sample women employees. The organization have to provide better working conditions and to improve the employee's productivity and efficiency to extend good industrial harmony between the employer and employees for their betterment of standard of living and maintain industrial peace.

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