

## **SOCIO ECONOMIC PROBLEM FACED BY WOMEN EMPLOYEES IN TEXTILE INDUSTRIES IN AREEKODE PANCHAYAT**

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**“All women are working women, only a few are salaried”**

**Ashish Sophat**

### **Abstract**

This study has presented a comprehensive overview of the Socio-economic problem faced by women employees in textile industries. For the purpose of the study 30 samples are collected. Random sampling method was used for the collection of the data, primary data are collected through interview and questionnaire. Statistical tool like correlation is also used in this study. Here gathered 20 articles to get enough information about this study. The result of the study indicates that women workers working in the textile industries face many problems. Most of the women employees came to work to help their family financially. Even though the women have education, they have to do these particular jobs. They can't make their total expenses with low income got by this job. By doing this job they can't even get enough savings or investment for their future.

### **INTRODUCTION**

#### **I. Introduction**

The textile industry is crucial to global economic growth, providing trade, investment, employment and revenue. Technological advances have opened up many job opportunities for women. In India, women are increasingly aware of their rights and actively competing with men in various industries. The textile sector is particularly attractive to female workers, offering a range of roles in different departments. Numerous textile mills have been established here.

Work-life balance is a term used to describe practices that help employees manage stress by achieving a balance between their work life and family life. When women take up this practice it has an effect on their advancement. The status of women in any society can be seen as an indicator of that country or society's social, economic and cultural advancement.

Millions of women in India's unorganized sector are working in the textile retail segment or on shop floors, yet no governing bodies or trade unions have shown an interest in the issues they face. These women typically have low levels of education and skills and face serious problems related to wages, work, gender discrimination, sexual harassment, unhealthy job relationships between peers and superiors-subordinates. Even with adequate legal protection, many working women must choose between job options and motherhood, often opting for the latter at the cost of the former. Additionally, they suffer violations of labour rights such as freedom of association, freedom of movement, exploitative working conditions, low wages with minimal or no benefits, long working hours and abusive supervisors.

In Kerala's textile industries, educated and uneducated women alike work for the same salary and receive the same treatment due to limited employment opportunities. Young female workers from poor rural families aged 18-25 often stand for long periods with short breaks in these jobs

Women in the Areekode region are working in both small and large textile industries due to increasing financial demands such as cost of living and education expenses. These women often face low wages, long hours of standing work, bad customer behaviour, gender inequality with lower pay than men, and difficulty balancing work and family life. Despite being educated, they receive no additional consideration or salary and remain unsatisfied with their job. The purpose of this study is to identify socio-economic problems faced by women in the textile industry in Areekode region

#### **II. Significance of Study**

Through this study we can understand the major socio-economic problem faced by women in textile industries and also this study helps us to give suggestions to overcome these problems. This study helps to understand the need for a woman to go to work in a family for maintaining cost of expenditure. Through this study we know about the gender inequality in textile industries. This study convinces us that it's not enough for women to balance both family and work and men should also balance family and work

Through this study it helps to understand how job opportunities are there in our area, many women chose this job because job opportunities are less. Through this, we can understand that not matter how hard we work, we get paid according to a job status. Here we study about the socio-economic problems faced by women in textile industries. A major problem faced by these women is that their salaries are very low. Health issues and stress are some of the other problems faced by women. Women working in the textile industry are mostly standing which may affect their health. In textile industry there educated and uneducated women but they given the same treatment and salary for educated and uneducated women. They are not able to meet their expenses completely with their salary. There is gender inequality in textile industries, where men are paid more than women. This means that this salary cannot cover the total expenses of their family. Sometimes they have to work overtime but they don't get extra payment for that and also they don't even consider that extra work as a overtime job.

### III. Objectives and Methodology of the Study

1. To know the socio-economic problems faced by women employees in selected textile industry
2. To identify financial problems and health issues faced by women employees
3. To analyse the gender wage discrimination of working women in textile industry and its overall impact on their socio-economic condition.
4. To suggest remedies to overcome or avoid these problems

This study is conducted in textile industries. Sample is selected from Areekode region. Methodologies of this studies are :

- Primary Date

Primary data was collected Within the selected textiles in Areekode region through survey and personal interviews

- Secondary Data

Secondary data was collected from newspaper, web sites, journals etc

- Sampling Method

Random sampling method is used.

- Data Analysis

- Statistical Tool

Simple Correlation are used.

### IV. Literature Review

In this chapter, an attempt has been made to review some important studies which are relevant to present study. About twenty articles related to the topic "Socio-Economic Problem Faced By Women Employees In Textile Industries" have been selected here. These articles helps to provide information related to the topic.

**Janet Hunter and Cornelia Storz (2006)** "Managing female textile workers: an industry in transition, 1945-75" This chapter examines how employers in the Japanese cotton textile industry approached the employment and management of women workers during the early post-Second World War decades. The textile industry in Japan had long been a significant employer of female labour since its establishment in the early Meiji period and had built up a distinctive pattern in its employment of young females. However, the years after Japan's defeat in the Second World War brought a new and rapidly changing socio-economic environment, within which the industry was re-established and in many ways forced to reorganise its labour management strategies. This chapter examines why and how textile employers responded to these challenges.

**DC Metgud et al (2008)** "An Ergonomic Study of Women Workers in a Woolen Textile Factory for Identification of Health-Related Problems" This observational cross-sectional study conducted on a sample of 100 women workers who volunteered, outlines their cardio-respiratory and musculoskeletal profile before, during and at end of work. In addition, information on their health status in general was collected in advance.

**K Sabarinathan et al (2011)** “Socio-Economic Status and Job Satisfaction of Women Employees in Textile Mills” In this study they explain about Today, many avenues of employment are available to women due to numerous technological developments. Textile industry is one that attracts large number of women, offering them employment in various departments. To state specifically, most of the women members in the families are engaged in any one of the works related to textile industries in the district. Therefore, the researchers have made an attempt to analyse the socio - economic conditions and the job satisfaction level of the women employees in the textile mills.

**G Manimekalai and S Kavitha (2014)** “A Study on Business Opportunity for Women Entrepreneurship in Textile Industry” This study explains the various schemes for the development and promotion of women entrepreneurs in India. With increasing importance given to research on women entrepreneurs, this study is focused to analyse the business opportunities for women entrepreneurs operating micro, small and medium scale textile enterprises and how the government creates awareness among women entrepreneurs, encourages them to invest in textiles and technical textile sector.

**M Karthik et al (2018)** “Social Marginalisation of Women Textile Workers-A Study on the Textile and Garment Clusters at Coimbatore, Tirupur, Ahmedabad and Surat” This article is aimed at finding out the discriminatory employment practices, work conditions, knowledge of employment rights of socially marginalized women employees in the textile & garment sector, in the areas of Coimbatore, Tirupur, Ahmedabad & Surat.

**O Jeyapal (2018)** “Nature of absenteeism among women workers of textile mills in Theni District” These papers were mainly focused on Nature of Absenteeism among Women Workers of Textile Mills in Theni District. By custom and tradition, married women play a dual role both in a home and the mill. They were confident that the industries were fully equipped to provide necessary protection and transport facilities in spinning and weaving mills. If this research paper has succeeded in highlighting a few of the inherent problems encountered by the women textile employees in Theni district, or for that matter, the whole of Tamil Nadu, the main objectives of this painstaking study might have been amply realized.

**G Parvathy (2018)** “Socio-Economic Problems of female workers: A Study in Textile Retail Sector” This study attempts to examine the socio-economic problems of female workers in textile retail sector and brings out some major findings also. This paper points out the fact that women in this sector suffers from lower wages, gender discrimination, long working hours, lack of proper sanitation facilities, lack of social security and rigid working arrangements.

**Nancy Angelina Gnanaselvam et al (2018)** “Depression and behavioural Problem among adolescent girls and young women employees of the textile industry in India” In this study they explain that Stress and depression are common in textile industry employees due to inadequate working conditions and challenging socioeconomic conditions. This cross - sectional study included a total of 107 participants in each study group who were interviewed. The Patient Health Questionnaire – 9 and Strengths and Difficulties Questionnaire were administered to screen participants for depression and mental health. More current employees (16. 82%) and past employees (15. 88%) suffered from depression severe enough to require treatment compared with never employed girls and young women (2. 8%). Of the study participants, 59. 8% of current employees, 63. 6% of past employees, and 32. 7% of never employed women had mental health or behaviour problems.

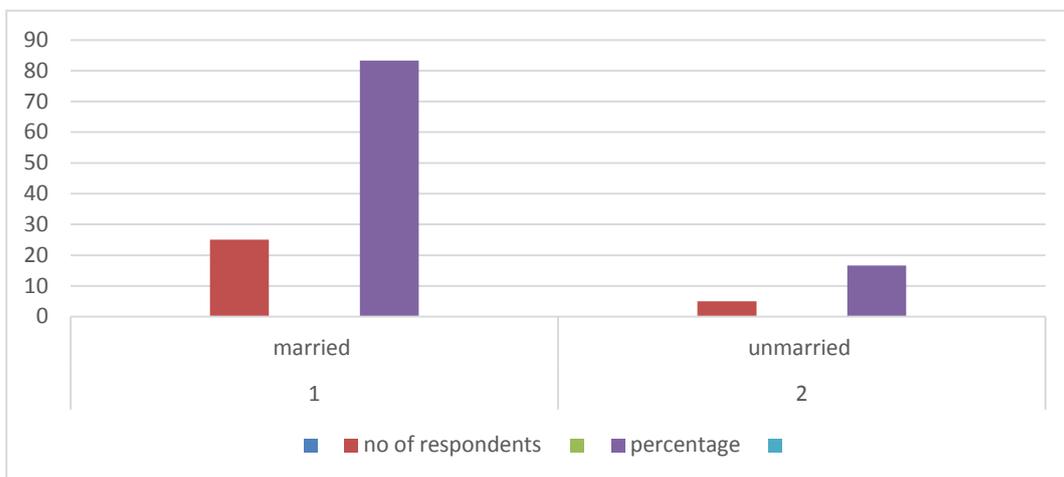
**S Hepzibha Subhashini et al (2019)** “A study on stress faced by the women employees in selected textile industry” This study is conducted to the employees in the selected textile shop. It studies the existence or non – existence of stress among the employees in the textile shop and identifies the factors which are contributing for stress. This study reveals the morale of the women employees.

**D Kanchana et al (2019)** “A Study Focus on Psychological Problems Faced by Women Employees in Garment Companies” In this article they explain that, the significant level of female participation in this industry, particularly in Tirupur, makes it a good pick. An investigation into women” s rights in the garment sector near Tirupur is conducted here. During the study, researchers looked at the working environment for women and the challenges they encounter. The primary goal of research is to examine the psychological difficulties experienced by female employees in Tirupur City textile factories.

**Jayasri Pulli and Srilalitha Sagi (2019)** “An Investigation of the Work Related Stress and it Factors of Women Employees of the Textile Industry” Under this study they explain about, Work related stress is a disturbing health problem which would result in serious socio - economic consequences and hence needs to be prevented with appropriate measures. Analysis of multivariate of work related stress in relation to all the variables, we found rotating working times, lower social supports were statistically significant. Ultimately work related stress impact the women employees’ organizational productiveness. This chapter discussed 20 different articles related to the topic of “Socio-Economic Problem Faced By Women Employees In Textile industries”. By Reading these articles, it helps us to know about the problems faced by women in the textile industries. These articles really helps to understand the topic “Socio-economic problem faced by women employees in textile industries”.

**V. Data Analysis and Interpretation**

The study conducted to analyse the socio-economic problems faced by women employees in textile industries Areekode region. In this Areekode region was selected for collection of data. A sample of 30 women employees were taken to make analysis, the analysis is based on the respondent of the women employees. The analysis made through questionnaire and presented in the way of table and chart. The variables used for the analysis are, Marital Status ,Ration Card Category, Educational Qualification, Reason for selecting this job, Income match with expense, Extra payment for overtime, Standing or Sitting, Drive, Savings, Investment

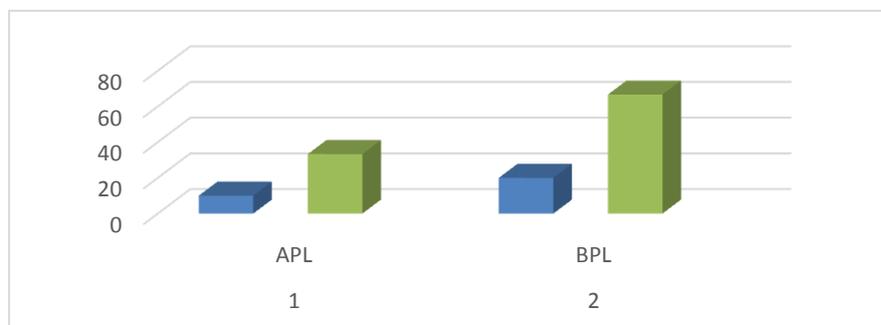


**Figure V.1 Marital Status**

**Source of Data : Primary Data collected from Areekode panchayat on December 2022**

The above figure shows that marital status of women employees in textile industries. Here 25 married women works and 5 unmarried women are works in this sector. Through this data we can clearly understand that Most of the women working in the textile industry are married.

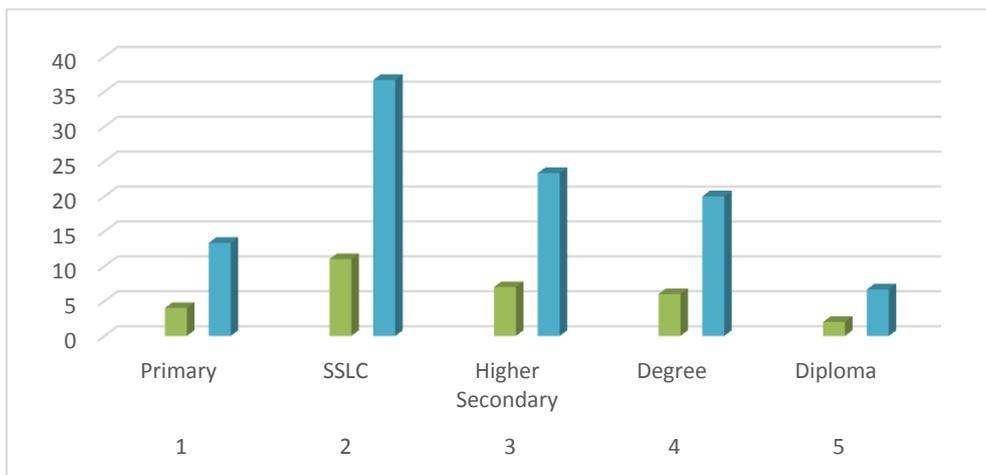
**Figure V.2 Ration Card Category**



**Source of Data : Primary Data collected from Areekode panchayat on December 2022**

The above figure shows that classification of women employees based on their ration card. Here we can understand that 33% women works from APL category and also 67% women works from BPL category in this sector. This data clearly shows that majority of the women employees come from BPL category.

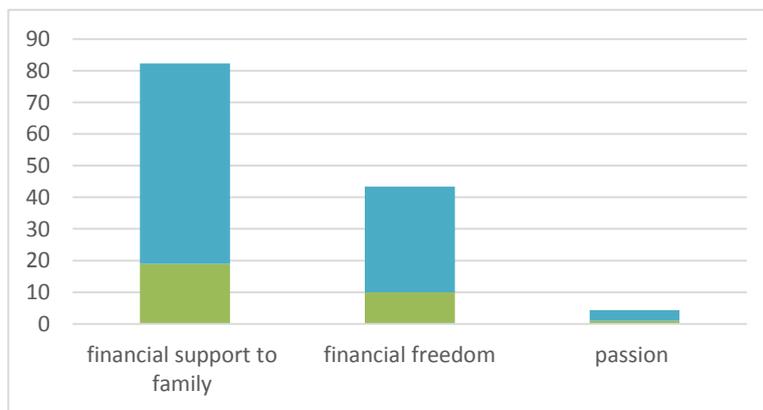
**Figure V.3 : Educational Qualification**



**Source of Data : Primary Data collected from Areekode panchayat on December 2022**

The above figure shows that educational qualification of women employees. Here 13% women works with Primary educational qualification, 37% women works with SSLC educational qualification, 23% women works with Higher Secondary educational qualification, 20% women works with degree educational qualification % women work with diploma educational qualification in this sector.

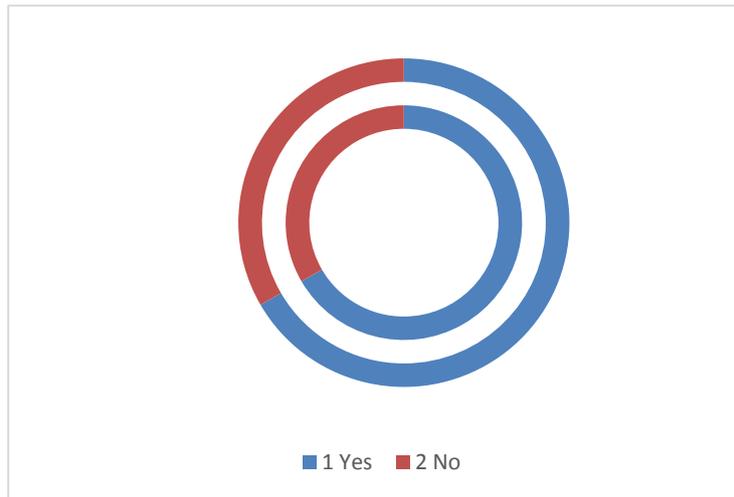
**Figure V.4 Reasons for selecting this job**



**Source of Data : Primary Data collected from Areekode panchayat on December 202**

The above figure shows that reason for women employees selected this job. Here the data shows that 64% women works for financial support to family, 33% women works for financial freedom and also 3% woman for passion. Through this data we can understand that most of the women employees works for financial support to their family. There are only few women are working for financial freedom and passion in textile industry.

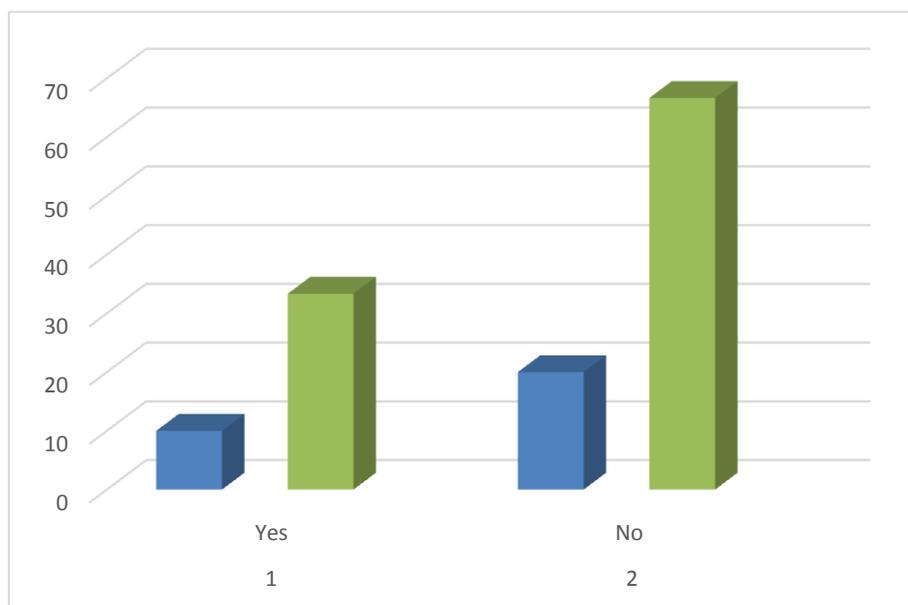
**Figure V.5: Income Match with Expenses**



**Source of Data : Primary Data collected from Areekode panchayat on December 2022**

The above figure shows that, 67% of women can cover their all expenses with their income and also 33% women can't cover their all expenses with their income. Most of the women can cover all their expense with their income.

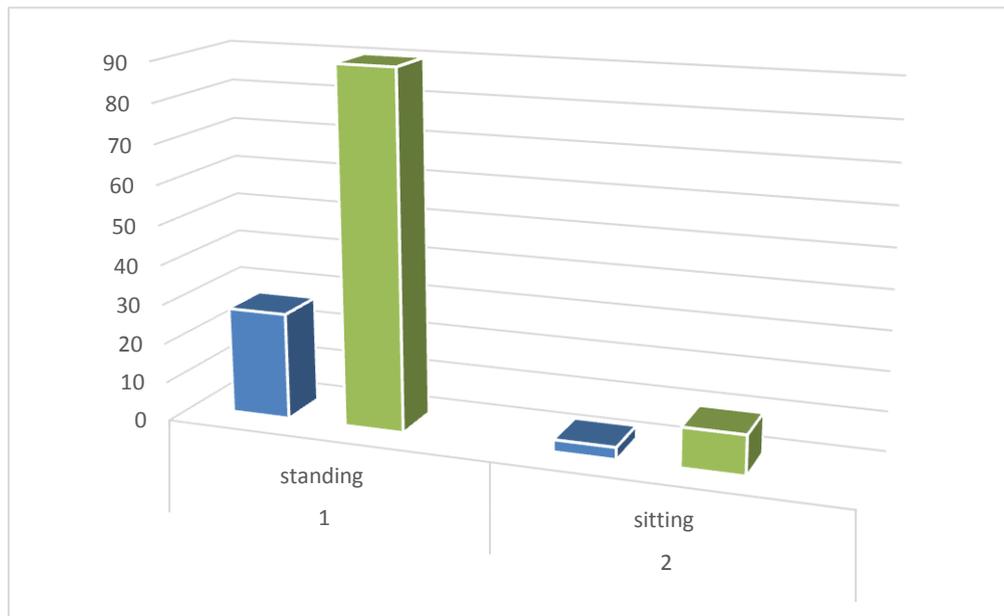
**Figure V.6: Extra Payment for Overtime Jo**



**Source of Data : Primary Data collected from Areekode panchayat on December 2022**

The above figure shows that, 33% women get extra payment for overtime and also 20 women didn't get extra payment for overtime job. Here we can clearly understand that majority of the women employees in textile industry didn't get extra payment for overtime work.

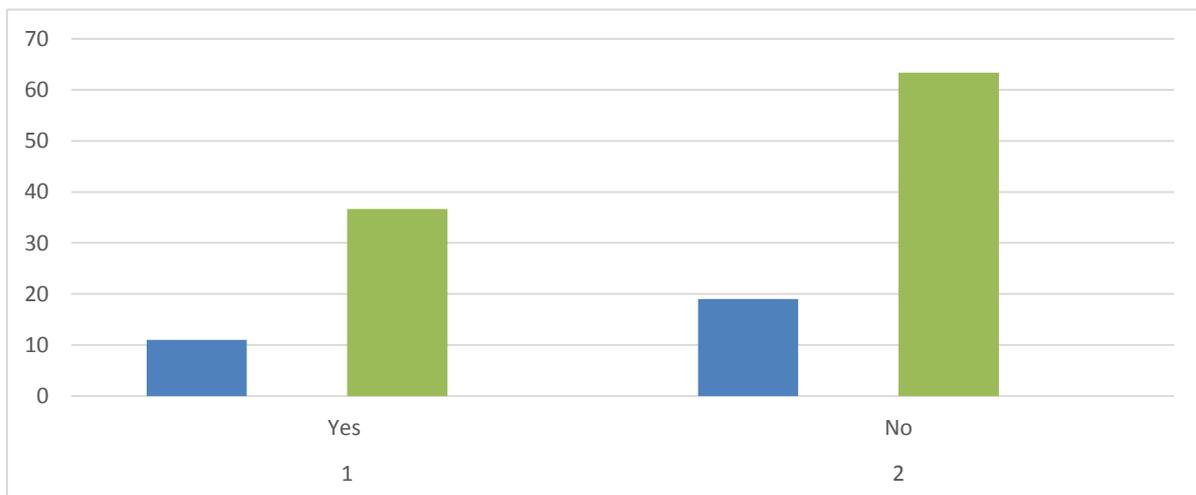
**Figure V.7: Sanding or Sitting**



**Source of Data : Primary Data collected from Areekode panchayat on December 2022**

The above figure shows that, 90% women standing while Working. And 10% women sitting while working in textile industries. This data given a clear information about that majority women employees are standing while working, there are only 10% of women employees are sitting while working.

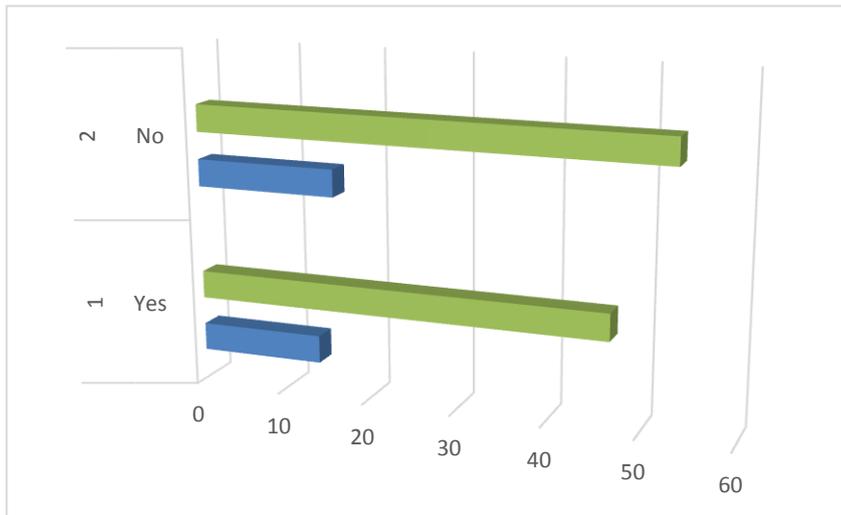
**Figure V.8: Drive**



**Source of Data : Primary Data collected from Areekode panchayat on December 2022**

The above figure shows that only 37% women can drive and 19 women can't drive in this sector. Here we can clearly understand that majority of women employees in textile industries use public transport for travel.

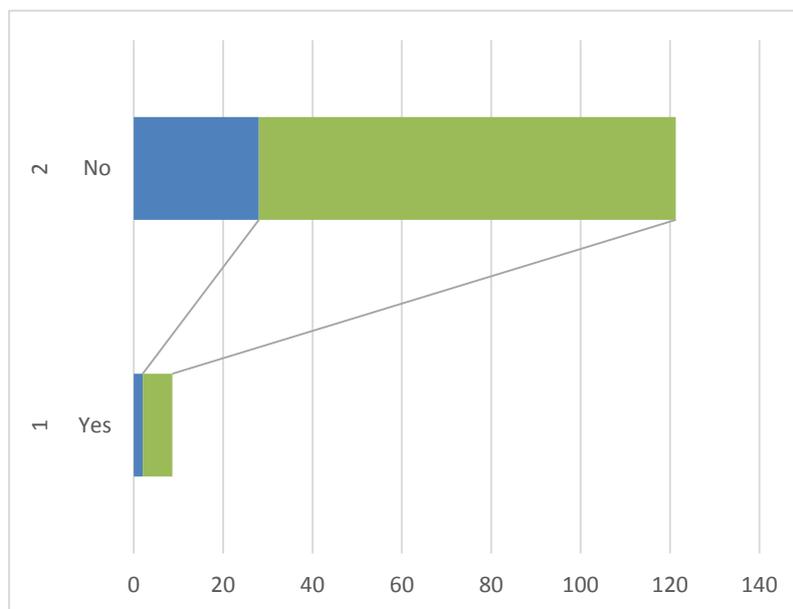
**Figure V.9: Savings**



**Source of Data : Primary Data collected from Areekode panchayat on December 2022**

The above figure shows that savings of women employees in textile industries. Here 47% women have savings and 53% women employees don't have savings. About half of them don't have savings.

**Figure V.10: Investment**



**Source of Data : Primary Data collected from Areekode panchayat on December 2022**

The above figure shows that Investment of women employees in textile industry. Here only 7% of women have investments and 93% of women don't have investment. Here we can clearly understand that most of them don't have investment.

**Simple Correlation**

Correlation is a statistical tool which studies the relationship between two variables. Simple linear correlation is a measure of the degree to which two variables vary together. Correlation quantifies the strength of the linear relationship between a pair of variables.

Here I choose the two variable income and expense, to calculate correlation.

Sl No.	Income	Expense
1	3000	0
2	3000	0
3	7500	0
4	7500	0
5	7500	1
6	7500	1
7	7500	0
8	7500	1
9	7500	0
10	7500	0
11	7500	1
12	7500	0
13	7500	0
14	7500	0
15	7500	0
16	7500	0
17	7500	0
18	7500	0
19	7500	1
20	7500	0
21	7500	0
22	7500	0
23	7500	1
24	7500	0
25	12500	0
26	12500	0
27	12500	1
28	12500	1
29	12500	1
30	12500	1

Here, we got the result, the correlation between these two variable income and expense is 0.379734055. It shows that there is a positive relationship between income and expense

## VI Findings and Conclusion

This study conducted to know the socio-economic problem faced by women employees in textile industries in Areekode panchayat. For the collection of data 30 sample selected from Areekode panchayat. Important variables used for the study are age status, standing or sitting while working, satisfaction of income and job, saving and investment etc. From the data I reached into some findings.

- extra payment for extra work.
- 90% of them are standing while working in this sector.
- 63% of the women employees don't know how to drive.
- Majority of them are taking bus to come to job. Most of the respondents are age is in between 20-30 years.
- 83% of the respondents are married.
- Majority of the respondents are educated in SSLC.
- 73% of the women employees income is in between 5000-10000.
- Majority of the women employees are selecting this job for support the family financially.
- Majority of them are coming from BPL families.
- 57% of them are satisfied with their income.
- 53% of them are satisfied with their job.
- 67% of them income was match with their expense.
- Most of the women employees get salary on monthly.
- 57% of the women employees have to do extra work.
- 67% of the women employees not get
- Most of them use public transport for come to job, only few of them have own vehicle.
- 53% of the women employees don't have savings.
- 93% of the women employees don't have any investment

### VI.1 Suggestion

- Almost all the women working in the textile industries are standing, so the government should take some action for them.
- Most of the women employees don't get payment for extra work, so the owners of textile industry should consider this.
- Textile industry should eliminate gender inequality in work.
- Textile industry owners should increase their salary.
- Textile industry owners should reduce their working hours.
- Textile industry owners should give their workers one or two leaves a month without reduction in salary.

### VI.2 Conclusion

The project was entitled as "Socio-economic problem faced by women employees in textile industries". It's a study that tried to understand the major problems faced by women employees in textile industries. For the study I collected 30 samples from Areekode panchayat through primary data. According the data many women employees faced different problems in textile industries. women employees came to work to help their family financially, in most cases women are forced to work because they are coming from BPL family. Even though the women have education, they have to do these particular jobs. They can't make their total expenses with low income got by this job. By doing this job they can't even get savings or investment for their future.

This study helps to understand the problems faced by the women working on the textile industries, I already give them adequate suggestions for their improvement. I gathered 20 articles to get enough information about this study, these helped to get exact knowledge about working women in textile industries. In this analysis statistical tools like simple correlation, percentage, diagrams are used for identifying relationship between variables. Correlation analysis shows there is a positive relationship between two variables income and expense.

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