

**A STUDY ON WOMEN WORKERS OF APPAREL INDUSTRIES IN TIRUPUR**

By

**M. KAVITHA LAKSHMI**

Roll No. 0701MBA0070

Reg. No. 68107100804

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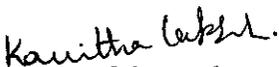
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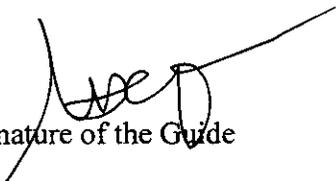
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Signature of the student

Name : M. KAVITHA LAKSHMI

Roll No. : 0701MBA0070

Reg. No. : 68107100804

  
Signature of the Guide

Name : Prof. S.V. DEVANATHAN- PhD

Designation : DIRECTOR

Address: KCT BS

  
Signature of the Project-in-charge

Name : Dr. S.V. DEVANATHAN

Designation : PROFESSOR & DIRECTOR

**DIRECTOR**  
**KCT BUSINESS SCHOOL**  
**KUMARAGURU COLLEGE OF TECHNOLOGY**  
**COIMBATORE - 641 006**

**CERTIFICATE OF VIVA-VOCE- EXAMINATION**

This is to certify that Tmt. M. Kavitha Lakshmi

(Roll No. 0701MBA0070; Register No. 68107100804) has been subjected to viva-voce –

Examination on 10.05.09 (Date) at \_\_\_\_ (Time) at the study centre Kumaraguru College of Technology, Coimbatore. (Name and Address of the Study Centre).



**Internal Examiner**

Name : Dr. S.V. DEVANATHAN

Designation : PROF & DIRECTOR

Address : KCT BUSINESS SCHOOL,  
COIMBATORE - 6.



**External Examiner**

Name : Dr. V. R. NEDUNCHEZHIAN

Designation : PROF & HEAD, DEPT OF MBA

Address : KARPAGAM COLLEGE OF ENG

**Coordinator**

**Study centre**

Name : Dr. S. SADASIVAM

Designation : DEAN [ACADEMIC]

Address : KCTBS

KUMARAGURU COLLEGE OF TECHNOLOGY  
COIMBATORE - 6.

Date : 10 - 05 - 2009

**CO-ORDINATOR,  
KCT STUDY CENTRE  
CDE ANNA UNIVERSITY, HENNAI  
KUMARAGURU COLLEGE OF TECHNOLOGY,  
COIMBATORE 641 006.**

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KAVITHA LAKSHMI .M  
Signature of the candidate  
*Kavitha Lakshmi*

## ABSTRACT

Women employees today constitute major share of the workforce. Today, in Tirupur's Apparel industry, women workers have emerged as the major category of workers. Women workers are strategically recruited to keep away the core issues of right to freedom of association and collective bargaining within the industry as well as to deny legally entitled benefits and to increase the profit margin by employing a low wage women workforce. Tirupur boasts of at least 70 per cent women workers in this segment. Women workers are more sincere, keep away from disputes, are more efficient and promote a cordial working environment, aver the Tirupur entrepreneurs.

Descriptive study is used in order to present data in a meaningful form. Interview schedule is conducted with women workers from three different types of apparel manufacturing units. The respondents include women workers in various departments such as checking, packing, sewing, helper etc. The sample size consisted of 150 samples. The data for the study was both primary and secondary in nature. The researcher collected the primary data through questionnaire and secondary data from journals, magazines, web sites. For analyzing the data chi-square analysis and percentage analysis tools were used.

From the detailed study the researcher estimates the contribution of women workers in various departments of apparel industry, their reasons for joining in apparel industry, their income brackets, type of work done and their suitability to their educational qualification. Proper suggestions and recommendations have been provided to management with the view to improve women workers working condition.

KAVITHA LAKSHMI M  
Signature of the candidate  
*Kavitha Lakshmi*

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**INTRODUCTION**

**CHAPTER - 1**

Tirupur is one of the largest foreign exchange earning towns in India. The export oriented garment industry is spread across the eastern parts of Coimbatore district with Tirupur being the capital of the garment industrial production. Today the garment-manufacturing belt stretches from the outskirts of Coimbatore city to the western parts of Erode district. Tirupur city has been overburdened with the garment production process in terms of physical space, due to the unprecedented growth of the export industry, which puts a strain on the infrastructure facilities of the area. Compared to other knitwear garment production centers in the country, Tirupur entered late as a cluster center involved in knitwear productions although it was part of the Coimbatore textile mill production region.

Over the years, Tirupur has grown as the largest cluster in terms of production and export. Garments export value was Rs. 0.19 billion in 1985. It was Rs. 37 billion by the end of 2003. Tirupur garment industry's contribution to national knitwear garment export was 15% in 1981 and its share has reached 51% by the year 2000. Today it has touched the Rs 11,000-crore mark (2006-07).

The mammoth growth in garment production and exports is increasingly providing industry with influence over the policy decisions of the finance ministry. This is visible as every year most of the demands of the textile and garment employers' associations are accepted. For example, in the current financial budget (2006-2007) the Union finance minister reduced customs duty for polyester fibers and yarns from 10% to 7.5% and Central sales tax from 4% to 3%.

The Tirupur region's garment industry is segmented into an estimated 4,250 units as follows: knitting/stitching-2,500, embroidery-150, compacting and calendaring-200, dyeing and bleaching-800, fabric printing-350 and other ancillary units-250. Knitting and stitching units employ large numbers of workers. It is estimated by trade unions, researchers and employers' associations that nearly 350,000 workers are regularly employed and the seasonal workforce even moves up to a staggering 500,000 workers. 70% of the workforce is employed in knitting and stitching units.

some unregistered units operating. It is difficult to estimate the number of workers because of factors like reduced number of registered workers in Employees Provident Fund (EPF), Employees State Insurance (ESI) schemes, improper maintenance of records on workers, and contract system in employment. The face of the workforce is undergoing a drastic change in the past 10 years.

The feminization of the workforce is rampant. Women, particularly young women, are recruited from far away districts of Tamilnadu and also in neighboring districts of Kerala. They are provided boarding and lodging either on company premises or other locations. They are employed on short or long term contracts. Increasing demand for living wages and workers benefits entitled to them as per National and State laws by the unions in the 90's resulted in employers using all kinds of schemes to attract female labour. Women workers are strategically recruited to keep away the core issues of right to freedom of association and collective bargaining within the textile sector as well as to deny legally entitled benefits and to increase the profit margin by employing a low wage workforce.

There are some positive aspects in recruitment in the garment industry. For example, the strength of children in the workforce has come down considerably in the last 5 years due to the activism of civil society organizations both local and international and the increased intervention of State. Today, in Tirupur's garment industry, women workers have emerged as the major category of workers. Many of them are facing continuous and unabated labour rights violations like low wages, excessive working hours, verbal abuse, forced labour, discrimination, and absence of entitled benefits and no terms of employment.

## 1.2 COMPANY PROFILE:

### 1.2.1 COMPANY - I:

1. Name of the Unit : BodyLand Garments Pvt Ltd

2. Address – Registered

Office & Factory : S.F.No. 335, Varathottam, 15, Velampalayam, Thilakar Nagar, Tirupur – 641 652

4. Activity : Manufacturers of Ladies and Men's Inner Garments  
5. Date of Commencement : 2007  
6. Experience in the line of activity : 120 years (since 1821 – ESGE – Germany)  
7. Production Floor Details : Flatlock machines 20 numbers, Single Needle 20 machines, 30 numbers of Overlock machines, Bartech machine 3 numbers, Garber make Lay cutting machine 5 numbers, 10 numbers of vacuum ironing table, 29 number of checking table, all situated in a comparable 24000 sq. ft production floor.  
8. Production Capacity : Pre day 10,000 pieces of men's and women inner garments  
9. Specializing in : Ladies top, Slip, Men's brief  
10. Countries Exported : Germany  
11. Brands : Own Brand such as Sheller & Lamerix – Ladies inner wear, Nestos & Khaof – Men's inner wear  
12. Buying House : Germany - Buyers own manufacturing unit

## 1.2.2 COMPANY - II:

1. Name of the Unit : V.S.B Creations  
2. Address – Registered Office & Factory : 8/174 A, Amman Nagar, Poolvapatti (post), P.N.Road, Tirupur – 641 602  
3. Contact Person : Mr. K.S. Shammugasundaram (Proprietor)  
4. Activity : Manufacturers & Pre-Exports of Hosiery Garments  
5. Date of Commencement : 2006  
6. Experience in the line of activity : 16 years  
7. Production Floor Details : Power Table 14 seats of siruba make sewing machine, Power singer 11 machines of siruba make, 2 number of vacuum ironing table, 9 number of cutting and checking table, 2 number of lay cutting machine, all situated in a comparable 5000 sq. ft production floor.

9. Specializing in : Adult Pique Polos & Kids Wears  
10. Countries Exported : USA, West Indies  
11. Brands : Island Tees – Jamaica,  
Tropical World – Curacao  
New Orleans – USA  
12. Buying House : Mahubani Exports & Mahubani International - Chennai

### 1.2.3 COMPANY - III:

1. Name of the Unit : B.S.C Garments  
2. Address – Registered Office & Factory : No. 15, P.N.Road, Pandiyan Nagar, Tirupur – 641 602  
3. Contact Person : Mr. Ravi (Proprietor) & Mr. Rajendran – Manager  
4. Activity : Manufacturers & Pre-Exports of Hosiery Garments  
5. Date of Commencement : 2006  
6. Experience in the line of activity : 15 years  
7. Production Floor Details : Power Table 25 seats of siruba make sewing machine, Power singer 45 machines of siruba make, kaja button machine 10 numbers, 5 number of vacuum ironing table, 8 number of cutting and 14 numbers of checking table, 2 number of lay cutting machine, all situated in a comparable 15000 sq. ft production floor.  
8. Production Capacity : Presently manufacturing 2500 pieces of Men's collar T-shirt per day.  
9. Specializing in : Men's collar T-shirt  
10. Countries Exported : USA, Germany, U.K  
11. Brands : Fila & Champion – USA, U.K, Germany

### 1.3 BACKGROUND OF THE STUDY:

**Labour** – “The term labourer refer to the services offered for monetary or material benefits and the persons who render the service are referred to as labours”

**Women Workers** – Women workers is defined to represent any women literate or illiterate gainfully employed in any department for salary.

Women contribute to the nation economy by earning income, extending labour or producing goods for sale, in addition to meeting her home making and other social and domestic responsibilities. The need to work is attracting more and more women in the labour force.

Women are drawn into the labour market on account of underemployment of their husbands, effects of inflation on family budgets, achievement recognition and self-fulfillment. Besides accelerated demand for female labour due to the expansion of service and technical jobs where women have been traditionally employed tends to increase female labour force participation. Above all women are also beginning to realize that “**Poverty anywhere is a danger to prosperity every where**”

Today, the textiles industry has an overwhelming presence in the economic life of India. The textile sector is the second largest provider of employment after agriculture. It plays a pivotal role through its contribution to industrial output, employment generation, and the export earnings of the country. Currently, the textile and clothing industry contributes about 14 % of industrial production, 5 % of the GDP, and 20 % of the country’s export earnings in terms of foreign exchange. The export value of \$ 14 billion is expected to reach \$ 40 billion at the end of the 11<sup>th</sup> plan period. 35 % of India’s foreign exchange is earned by the textile sector.

A substantial number of workers are recruited from the marginalized communities of rural areas and urban poor. Children, adolescents, youths, unmarried women, middle-aged men and women are directly employed and there are approximately 38 million people employed in this sector. The textile industry is projected to grow from the current financial year 2005-2006 figure of US\$ 47 billion produced goods to US\$ 115 billion by the year

This projected growth rate is 16 % per annum. Readymade garments account for approximately 45 % of the country's total textile exports. During the year 2004-05, readymade garment exports were US\$ 6 billion, recording an increase of 4.1 % as compared to the corresponding period of 2003-04. In the first quarter of 2006-07, the readymade garment exports amounted to US\$ 2.17 billion, recording an increase of 15.70 % in comparison to the corresponding period last year. This growth is expected to reach a higher level when the Foreign Trade Statistics of India publishes its statistical compilation report.

Indian textile's contribution to the global textile market is 3.5 to 4 %, which is not a big volume compared to topper China which is about 18.5 %. That India could provide employment to 38 million people with a low share in global market is an amazing fact compared to other countries.

The Indian textile industry started dominating the canvas of industrialization in India right from the 19th century because the foundations laid by the British are strengthened even after their departure by succeeding national governments. There is some weakness within the Indian textile and garment industry and textile ministry, which impedes the growth of its share in the global market.

### **1.3.1 SUMANGALI & HOSTEL SCHEME- A CASE OF CAMP LABOUR**

The camp labour system, which restricts individual workers' freedom, is considered as one of the worst form of working condition all over the world. Some labour rights analysts consider this as a form of bonded labour and similar to prison labour camp. Labour camps are well known practices in the history of labour exploitation. These labour camps have several commonalities with slavery and prisons. In these camps, workers were forced to do hard labour like mining, road construction, with no wages, or low wages, for long hours and their mobility was totally restricted. The penal aspect was prominent in such practices. Such a type of workers used to receive a low wage in some cases, but they never earned a wage to match their hard labour. This broader definition of the camp labour system seems to be applicable for women workers engaged in the Sumangali and hostel scheme of Tirupur apparel industry.

The Sumangali scheme introduced in textile and apparel industry is a form of camp

faced by workers elsewhere as camp labour workers. The working conditions match the worst labour camps. The sumangali scheme was quite an innovation by textile barons. The practice of dowry, though legally banished, persists in the Indian society. The scheme gives a chance to young women workers to earn a dowry and get married. The employers of textile mills in Coimbatore district introduced the sumangali scheme almost a decade ago. Slowly the same kind of practice started creeping into the apparel industries.

It is an attractive scheme for rural communities with a poor economic background, which struggle to cope with the evil of dowry. The legally banished dowry system is still practiced by the community since it remains a social custom with community patronage. It is difficult for unmarried women and their parents to escape from the clutches of the dowry system. Employers are exploiting this social condition to improve their profit margins by implementing this scheme.

Women garment workers recruited or contracted under this scheme have to stay in hostels either within the factory premises or guarded hostels run by the factory. The employers create agreements with a list of conditions, which are signed by the parents of the workers. Women are not allowed to go outside the factory premises after their working hours. They are not allowed to meet their parents even in an emergency. They are permitted to meet their parents only on a specified day in a month with a limited time for interaction (first or second Sunday of every month for two hours). Even their parents need permission to meet them. They are paid very little, about Rs. 750 -1000 per month, and have to work for more than 12 hours a day and even more than 12 hours during peak season. And they are allowed to go outside the factory premises for only 4 hours in a month. Even on those Sunday outings, company bodyguards, mostly middle-aged women, who watch their movements, accompany them. They are permitted to go to their home towns for 4 or 5 days during Deepavali or Pongal holidays only with labour brokers and these labour brokers must bring back the women workers after these two holidays once in a year otherwise the company will not pay their balance commission.

Adolescent, unmarried young girls of 14 to 18 years of age are preferred in the textile and garment industry for their efficiency in work output. Also the employers are eager to

denied legally entitled EPF, ESI or any other payment but they are promised an assured sum at the end of the scheme year, and are promised a lump sum at the time of their marriage.

The most horrible exploitation is that they may be terminated under false allegations before they complete their tenure and they will be deprived of their complete payment for the entire term of work. There are systematic methods adopted by the employers to prevent the completion of their 3 years of agreed employment. The employers reportedly write letters to their parents alleging that they are involved in sexual relationship with fellow workers or supervisors, particularly after the workers complete two and half years of the employment period. Then the parents usually take the women workers with them and in the due process they are paid less than the amount promised by the employers under scheme.

The camp worker system exists even in the companies with code of conduct certification. The achievement of the codes of conduct in improving the working conditions of garment and textile workers in Tirupur appears to be rather dismal. It should be viewed in the context that almost a decade is over since its introduction in export oriented garment and textile industry.

### 1.3.2 TABLES:

**Table-1.3.2.1 - Estimated garment women workers under Hostel Scheme**

S.No	Name of the (Panchayat Municipality)	Block (union)	Garment companies covered in baseline survey	Garment companies Implementing Hostel Scheme	Total number of women workers
1	Avinasi Panchayat		79	31	8565
2	Tirupur Panchayat		635	62	13990
3	Tirupur Municipality		707	83	7390
4	Nallur Municipality		91	8	1350
5	15- Velampalayam Municipality		190	7	1250
	<b>Total</b>		<b>1702</b>	<b>191</b>	<b>32545</b>

Table-1.3.2.2 - Estimated garment women workers under Sumangali scheme

S.No	Name of the Block (Panchayat Municipality)	Garment companies covered in baseline survey	Garment companies implementing Sumangali scheme	Total number of women workers
1	Avinasi block	79	12	5950
2	Tirupur block	635	12	2840
3	Tirupur Municipality	707	1	100
4	Nallur Municipality	91	0	0
5	15- Velampalayam Municipality	190	0	0
	Total	1702	25	8890

### 1.3.3 CORPORATE SOCIAL RESPONSIBILITY & LABOUR STANDARDS

Despite all these benefits achieved through their clout with Finance Ministry, the employers associations are worried over the continuance of Service Tax and Fringe Benefit Tax. Tirupur Exporters Association is worried and they are annoyed over the increase of Education Cess from 2% to 3%. They demand the exemption from Education Cess for all the manufacturing processes linked with the garment industry.

It is interesting to note the approach of employers' association, as they demand elimination of Education Cess, which is vital for our education system, but at the same time they want to exhibit social responsibility for publicity mileage. For example "Implementation of schemes for the benefit of the society and public, promotion of constructive co-operation with workers with fair division of rewards and general upliftment of quality of life of Tirupur".

This should be viewed in the context that even the lesser profit generating industrial sectors in our country are not making any such unethical demand. Education Cess is instrumental in rejuvenating our educational system through the SSA- Sarva Shiksha

schools and subsequent fall in drop out ratio in Tirupur region where thousands children belonging to garment workers live.

Some of the top brands have established purchase offices in this region. These popular brands are speaking about corporate social accountability and many have their own code of conduct, which is applicable for the companies that are involved in garment production. Many such buyers have accepted MSIs (Multi- Stakeholder Initiatives) and social accountability standards of their own choice and they promote codes of conduct of their own and oversee the implementation in their supplier factories.

Today, the numbers of codes of conduct available are too large to mention. However the content of code of conducts are similar and they are to protect the workers rights in a range of issues such as wages, working hours, freedom of association, non-employment of children and absence of forced labour, non- discrimination, health and safety standards, benefits like ESI, EPF and bonus, terms of employment and social security. MSIs and standards lay down different levels of benefits, conditions of work and environment.

The codes of conduct set up by the buyers normally base them on these standards and levels of benefits. The codes of conduct are publicized in the countries where the buyers are actually selling the garments. High standards of production are used as a tool for advertisement and sale. Therefore, the buyers are under obligation to ensure that the codes of conduct are truly practiced. In the regions where the consumers are socially and environmentally conscious the retailers project an image of being socially responsible business houses. They attempt to guarantee that the goods sold by them are produced under fair labour and environmental conditions, and consequently project a glorified image of them. This is grossly misleading and unethical.

Exploitation of poor rural young women by the employers who export garments to International buyers should not be viewed as an isolated incidence that buyers have nothing to do with instead it should be viewed as a failure of international brands and retails to implement corporate governance of social responsibility. Today European buyers have a larger responsibility to implement codes of conducts in their supply chain because of the

It is important that victims of the Sumangali scheme can seek justice and compensation if their companies' buyers happen to be companies of European Union origin. The recent resolution passed on 13th March 2007 in the European Union "calls on the Commission to implement a mechanism by which victims, including third-country nationals, can seek redress against European companies in the national courts of the Member States".

#### **1.4 STATEMENT OF THE PROBLEM:**

Tirupur is one of the largest foreign exchange earning towns in India. Today, in Tirupur's garment industry, women workers have emerged as the major category of workers. In this study the major advantages and disadvantages caused due to the participation of women are identified.

Women workers were preferred by employers in garment industries primarily because of the inferior conditions of work and pay that they were usually willing to accept. Thus, women workers had lower reservation wages than their male counterparts, were more willing to accept longer hours and unpleasant conditions, typically did not unionize or engage in other forms of collective bargaining to improve conditions, and did not ask for permanent contracts.

#### **1.5 NEED FOR THE STUDY:**

According to study on women conducted by various researchers in different fields suggest about the need for women employment, factors motivating their participation in labour force, their advantages and the problem faced by the women working in different fields.

All suggestion was made about their improvement but were not implemented ex. Wage rate. They consider women as their means of cheap labour force with minimum problems, as their active participation in trade unions and collective bargaining is very low when compared with men. The need of the study is to show the importance of Women participation and their contribution to the growth of the organization.

## **1.6 OBJECTIVE OF THE STUDY:**

The main objectives of this study are

- (1) The amount of contribution of women workers of apparel industries in tirupur
- (2) Women workers contribution and their income brackets
- (3) The type of work done by women and their suitability to the work

## **1.7 SCOPE OF THE STUDY:**

This study is conducted to analyze the status of women workers in the apparel industries. Their contribution, Income will be taken into consideration in order to analyze their Socio – Economic status. This will enable the companies to take remedial measures with respect to women in their companies. In this study three different types of Apparel manufacturing units are surveyed. First is Foreign buyers own manufacturing unit employed many women workers in different departments. Where as the second unit is little bit smaller, but a direct export unit where high level of participation of women workers is noted. Third unit is an export cum job work production unit with equal amount of men and women workers.

## **1.8 EXPECTED DELIVERABLES:**

The objective is to analyze their status, their contribution and the income brackets of women workers of apparel industries in Tirupur. This will enable the companies to take remedial measures with regard to the women workers and their working conditions.

**CHAPTER - 2**  
**LITERATURE SURVEY**

## CHAPTER – 2 – LITERATURE SURVEY

### 2.1 REVIEW OF LITERATURE:

Rohini P.R<sup>1</sup> says “Women have been employed in occupation involving less skill or in those for which they have special attitudes. Most of the women workers are illiterate which restricts their entry in to the employment market. Even among the employed, according to 1981 census results as many as 88.23% of female are illiterate in rural and 56.57 % in urban areas”. Literacy combined with other physical, social, psychological and cultural barriers compels them to seek employment in the low paid primary section.

Pushpa Sundar’s<sup>2</sup> articles reveal that, due to lack of education training and technical knowledge the women workers, even in the field of primary sector as well as in different industries have lower than those of men, “Partly on account of the long standing tradition, social custom and pre- conceived notions that they are inferior to male workman in respect of their short experience and inferior vocational training which in turn lessens the demand for the female labour when demand and supply have free play in the employment market.

Though the constitution of India<sup>3</sup> provides for “Equal pay for equal work both men and women”. The Equal Remuneration Act 1976 has also been enacted but wage differences still continue.

The Ministry of Labour and Employment<sup>4</sup>, Govt. of India has pointed out four factors that generally induce a women to work, they are

- In adequate income of the principal earners
- Temporary mishaps
- Inadequate income of bread winners
- Women’s desire for economic independence or for securing higher standard of living

G. Rajaram in his studies states the ‘however women workers in coimbatore are more active and peaceful than their counterparts elsewhere’.

### 2.1.1 DETERMINANTS OF WOMEN EMPLOYMENT:

Barbara R. Bergmann and Irma- Adelman's <sup>5</sup> report examines the motive behind women employment and the status at the workplace. The report reveals the fact that the main objective of the employer is to earn monetary profits hence they do refuse to hire women for certain occupation. Instead hire men exclusively and pay them more than they would have the pay women of equal ability.

Work is done to earn an income so as to attain a desirable standard of living. They work not only to contribute to the family's funding for goods and services but for greater personal autonomy in spending for status inside and outside the family, to occupy themselves in a interesting way to meet people to have the excitement of being in a contest for advancement to reduce the amount of house work they do and to get away from spending all day with their children. In addition to the factors mentioned above due to the unstable marriages of these days, a woman who refrains from working prior to marriage is exposed to risky position with her own financial future and that of her children, which compels her to be employed.

Jaaun C. Elizaga <sup>6</sup> conducted a research in Latin America and concluded that female labour force participation is determined by involvement in education standards, structural changes and modernization of the economy, the fertility levels are an important influence only in certain conditions.

Guy Standing <sup>7</sup> examines the evidence that various arguments propounded and concludes that unless steps are taken to ensure equality of educational opportunities for men and women, the development of low income countries will continue to be marked by the growth of what he calls "Sexual Dualism" in the labour market. The study hypothesizes that there exist a positive relationship between education and the propensity to participate in the labour market. Education enhances employment opportunities, raises income inspirations generally increases opportunity cost of inactivity and weakens the restrictive power of cultural traditions limiting women's non domestic activities, tends to late marriage, postponement of the period of child bearing and the number of children they want. The study concludes that if the educational and training opportunities afford to women in general are

greatly inferior to those enjoyed by men, then the expected positive relationship may be neutralized or even reversed.

### 2.1.2 PROBLEMS OF WORKING WOMEN:-

#### 2.1.2a WAGE DIFFERENCES:

The male female pay differential in employment in Unitedstates was estimated from the 1967 Survey of Economic opportunity by Robert H. Frank<sup>8</sup>. The study states that discrimination does not exist and not done by the employer himself, instead education experience, skill, productivity, geographical location or geographical mobilization influencing it.

Another study of Victor R. Fuchs's<sup>9</sup> states that, female labour force participation is likely to continue in the future and reduction in wage rate is possible only in the short run and it will be raised in the long run. Because women will be more career – minded while attending school choosing an occupation and investing in themselves after they leave school. Employer expectations concerning continuity will also change with important implications for job and training opportunity.

#### 2.1.3b DISCRIMINATION IN RECRUITMENT:

Vimal Balasubramanya<sup>10</sup> presented paper regarding how women employees and job applicants are literally penalized for their biological function of child bearing and the social role of motherhood, at a seminar on “Women and Employment” on March 31, organized by Mahila Abhyudaya Samestha and ICSSR in Hyderabad.

Subramanya<sup>11</sup> in his article on status of rural women states that, by and large women are discriminated due to several historical, religions and other reason. They are suppressed in terms of their personal development from the moment they born. They are made to feel themselves inferior and weak and are given no opportunity for personal expression. Many myths are used to justify women subordination in the society. They include the beliefs that

downs. They cannot carry heavy weights. They lack self confidence. These myths can be multiplied by many sociological, psychological, and economic clinches”.

Even among the women workers the most suffers are those who take work under economic compulsion. They are generally ignorant unskilled and semi-skilled workers belonging to the lower social strata. The wage paid to women is determined not by economic criteria but is a result of cultural structure in a society.

According to Isabel Rojas <sup>12</sup>, wage discrimination is due to the fact that there is a common accept notion that men are more efficient than women and women’s income is only supplementary earning while men are Principal earners whatever practices of wage discrimination have discouraged, the development of women labour force. Besides wage discrimination the working conditions are not much suitable for the women workers.

### 2.1.3c **WORKING CONDITIONS:**

James E. Long and Ethel B. Jones <sup>13</sup> made an attempt to examine how a wife’s year to year movement between labour force status is related to actual changes in her market earnings potential, her husband income and her family size and other factors such as race and industry mix.

Mary Coreoran’s <sup>14</sup> study explains how familial responsibilities affect women’s labour market behavior and wages. Familial responsibilities influence women’s labour market, behaviors at least in two distinct ways:

First many women will withdraw entirely from labour market activities to bear and / or raise children. Not only does this reduce the total amounts of work experience and job tenure women acquire, but also women’s human capital will depreciate during such withdrawals will affect the timings of women investment in on-the job training.

Second women who choose to work may adjust their labour market activities to meet their responsibilities in ways which reduce productivity and hence wages.

Twenty point Economic program <sup>15</sup>1986 stress the importance of developmental programmes on women. Besides monitoring the progress of its implementation and receiving the achievements in order to

- I. Raise the status of women
- II. Enhance awareness of the problems of women
- III. Create mass consciousness about women rights
- IV. Implement National Program on training and employment of women
- V. Enable women participation with equality in Socio economic development and nation building.

Nirmala Banerjee's <sup>16</sup> study on "Trends in Women Employment" shows that, 90% of the women labourers are confined to only four industries Food Processing, Textile and textile products, Wood and wood products and Ceramics.

Kasthuri Sreenivasan <sup>17</sup> on welfare facilities for women workers felt that, there is no ante-natal care for women. Very little was done for providing a welfare centre for a maternity hospital for women. He felt that appointment of welfare labour officer in mills where more than 300 women are employed would help the solution of the special problems of the women workers.

The literature reviewed in this chapter provides a frame work for the understanding of women employment. Against the above background the present study tries to find out different motives behind women employment, trends in employment, wage differences and working conditions.

## 2.2 REFERNCES:

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## **CHAPTER - 3**

# **METHODOLOGY**

## **CHAPTER – 3 - RESEARCH METHODOLOGY:**

### **3.1 TYPE OF PROJECT:**

This study is of Descriptive – Survey type. Descriptive study is concerned with finding out who, what, where, when or how much. The descriptive studies present data in a meaningful form and thus help to understand the characteristics of a group in a given situation. The present study is concentrated on the women workers of apparel industries in tirupur.

### **3.2 TARGET RESPONDENTS:**

The type of respondents in this study is women workers from the age of 18 – 60 years in various departments of the apparel manufacturing units.

### **3.3 ASSUMPTIONS AND CONSTRAINTS:**

- ◆ Time and cost factors are found to be a major constraint that restricted the sample size to 150 respondents.
- ◆ Since the sample size is small, the findings and suggestions made are not applicable to the universe.
- ◆ All findings and observations made in this study are purely based on response of respondents.
- ◆ It is assumed that the employees responding to the Questionnaire has disclosed all the -information honestly and that possess some knowledge on the subject.

### **3.4 LIMITATIONS:**

As the problem chosen for the study is more comprehensive covering the entire town, for reasons of convince only few apparel manufacturers have been chosen as samples analyzed. However the sample items analyzed will be more specific with reference to their status of women workforce participation. The respondents are mainly labourers and

maximum of them are illiterate this may affect the accurateness of our study. Due to various reasons their response to our questions may not be true.

### **3.5 SAMPLE DESIGN:**

Interview Schedule / Questionnaire will be used for collecting data from 150 respondents from three apparel manufacturing units in and around tirupur town.

#### **3.5.1. METHOD:**

The method used to collect the data is Simple random sampling method.

#### **3.5.2. SAMPLE SIZE:**

A sample of around 150 women workers is selected at random using tippet random sampling. The age group of the respondent is confined to 18 –60 the reason being that this age group particularly consists of major proposition of economically active population.

### **3.6. DATA PROCESSING:**

The method adopted for investigation is purposive simple random sampling (Probability sampling). To identify their status percentage analysis will be conducted to find out the relationship between their age and income.

Primary data is collected through Interview Schedule / Questionnaire.

Secondary data were collected like through various sources such as,

- Journals
- Magazines
- Newspapers
- Official Websites etc

### **3.7 TOOLS FOR ANALYSIS:**

Statistical Tool using SPSS. The various Statistical tools used are

- Percentage Analysis

## **CHAPTER - 4**

# **DATA ANALYSIS & INTERPRETATION**

## CHAPTER 4 – DATA ANALYSIS & INTERPRETATION

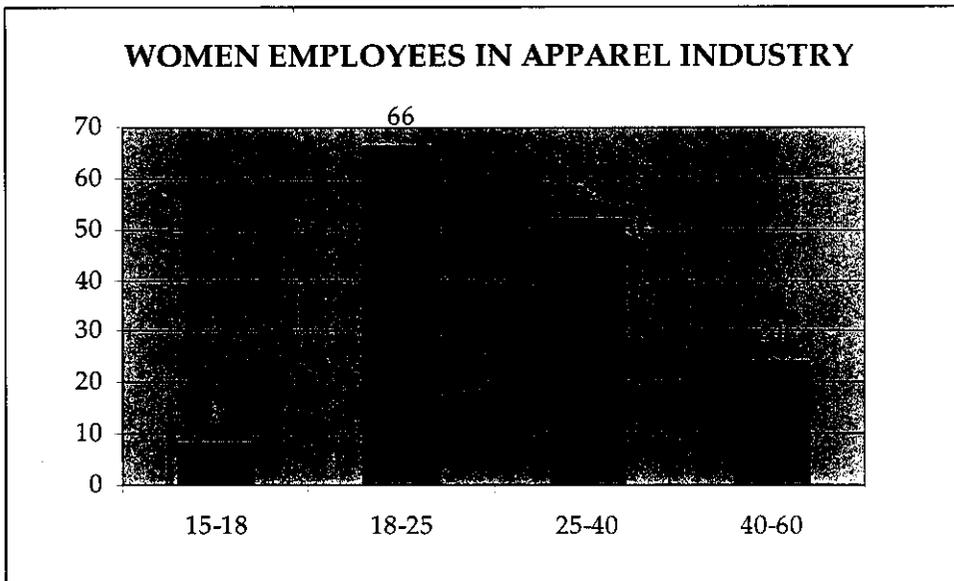
### 4.1 PERCENTAGE ANALYSIS RESULTS:

#### WOMEN EMPLOYEES OF APPAREL INDUSTRY

Table 4.1.1

S.NO	AGE	EMPLOYEES
1	15-18	8
2	18-25	66
3	25-40	52
4	40-60	24

Figure 4.1.1



#### Interpretation:

From the above chart we can find that 66% of the women employees are the age group of 18-25, 52% of the women employees are in the age group of 25-40, 24% of the women employees are in the age group of 40-60 and only 8% of the employees are in the age group of 15-18, we can find that there is a drastic change child labor numbers in the industry comparing to the previous years.

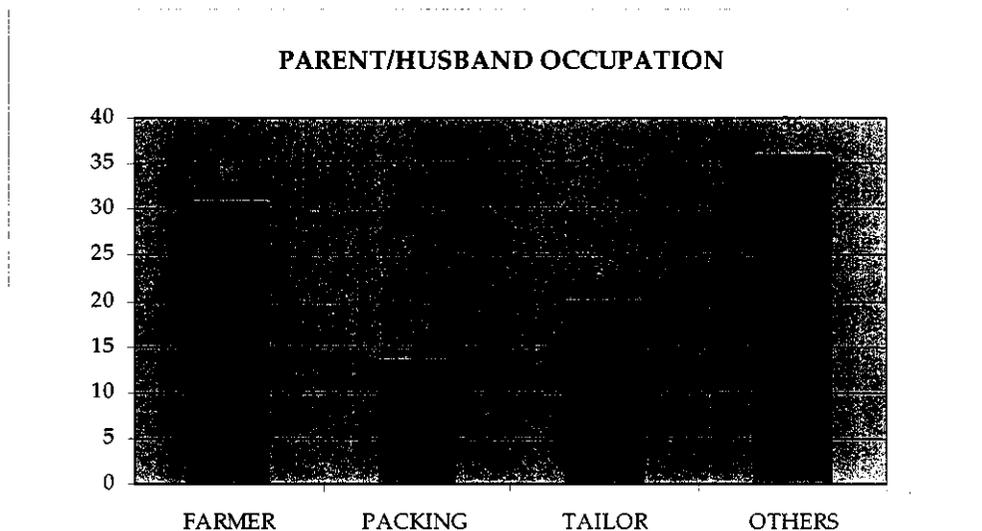
## PARENT/HUSBAND OCCUPATION OF WOMEN EMPLOYEES

Table 4.1.2

AGE	FARMER	PACKING	TAILOR	OTHERS	TOTAL
15-18	4	2	0	2	8
18-25	42	6	4	14	66
25-40	0	8	20	24	52
40-60	0	4	6	14	24
<b>TOTAL</b>	<b>46</b>	<b>20</b>	<b>30</b>	<b>54</b>	<b>150</b>
<b>PERCENTAGE</b>	<b>30.66667</b>	<b>13.33333</b>	<b>20</b>	<b>36</b>	<b>100</b>

FARMER	PACKING	TAILOR	OTHERS
46	20	30	54
30.666667	13.33333	20	36

Figure 4.1.2



### Interpretation:

From the above chart we can find that 31% of the Parent/Husband of women employees working in apparel industry are farmers. 13% of the people occupation is packing, 20% of them were tailors and around 36% of them occupation comes under others.

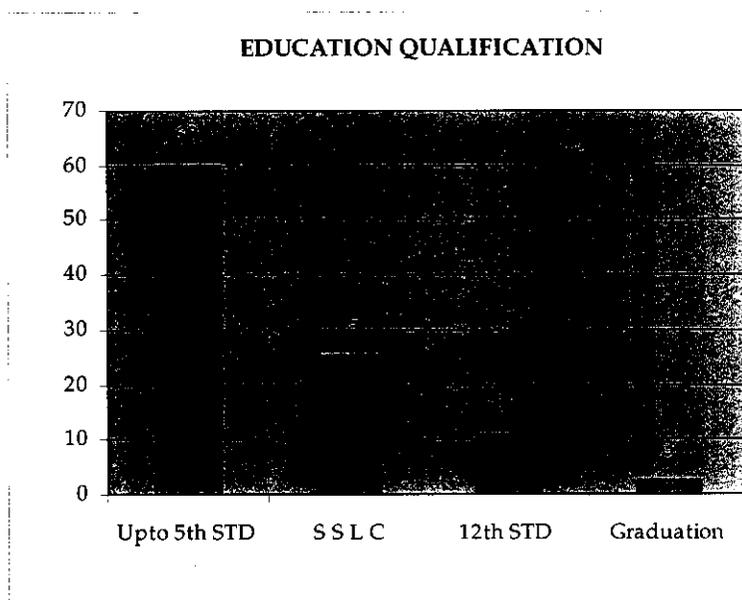
## EDUCATIONAL QUALIFICATION

Table 4.1.3

AGE	UPTO 5th STD	S S L C	12th STD	GRADUATION	TOTAL
15-18	4	4	0	0	8
18-25	34	16	14	2	66
25-40	30	18	2	2	52
40-60	22	0	0	0	24
<b>TOTAL</b>	90	38	16	4	150
<b>PERCENTAGE</b>	60	25.3333	10.66667	2.6666667	98.6667

Upto 5th STD	S S L C	12th STD	GRADUATION
90	38	16	4
60	25.3333	10.6667	2.6666667

Figure 4.1.3



### Interpretation:

From the above chart we can find that 60% of the women employees working in apparel industry are illiterate people. 25% of the people completed their Secondary school, 11% of the women employees have completed their higher secondary and only 3% are graduated.

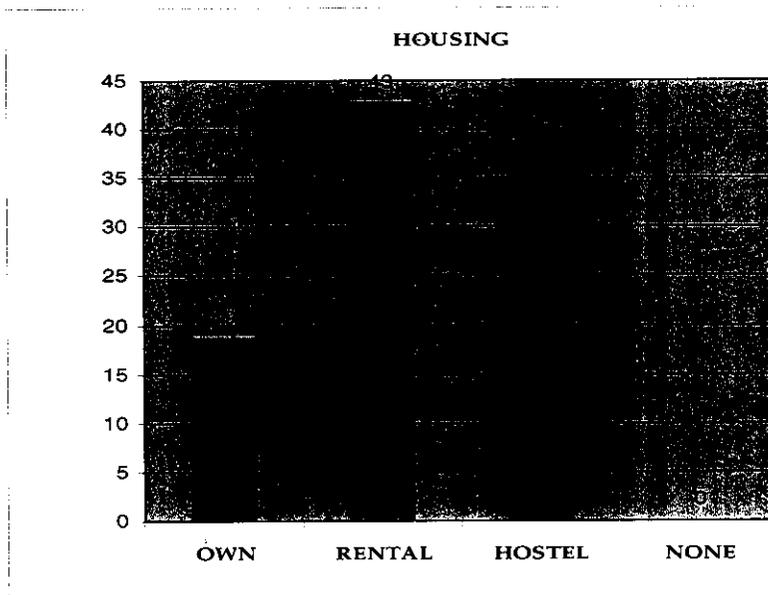
## HOUSING

Table 4.1.4

AGE	OWN	RENTAL	HOSTEL	NONE	TOTAL
15-18	0	0	8	0	8
18-25	6	10	1	0	66
25-40	28	36	0	0	52
40-60	6	18	0	0	24
<b>TOTAL</b>	28	64	58	0	150
<b>PERCENTAGE</b>	18.66667	42.66667	38.66667	0	100

OWN	RENTAL	HOSTEL	NONE
28	64	58	0
18.6667	42.66667	38.66667	0

Figure 4.1.4



### Interpretation:

From the above chart we can find that 19% of the women employees have their own house. 43% of them live in rental houses, 39% of the women employees stay in hostel provided by their company.

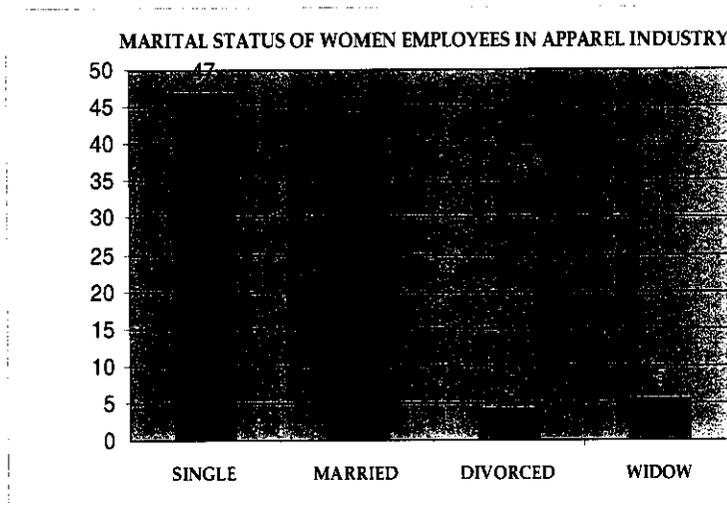
## MARITAL STATUS OF WOMEN EMPLOYEEED IN APPAREL INDUSTRY

Table 4.1.5

AGE	SINGLE	MARRIED	DIVORCED	WIDOW	TOTAL
15-18	8	0	0	0	8
18-25	48	16	1	0	66
25-40	28	32	4	2	52
40-60	0	18	0	6	24
<b>TOTAL</b>	<b>70</b>	<b>66</b>	<b>6</b>	<b>8</b>	<b>150</b>
<b>PERCENTAGE</b>	46.66667	44	4	5.333333	100

SINGLE	MARRIED	DIVORCED	WIDOW
70	66	6	8
46.6667	44	4	5.333333

Figure 4.1.5



### Interpretation:

From the above chart we can find that 47% of the women employees working in apparel industry are unmarried. 44% of the people are married, 4% of the women employees divorced and around 5% is widow.

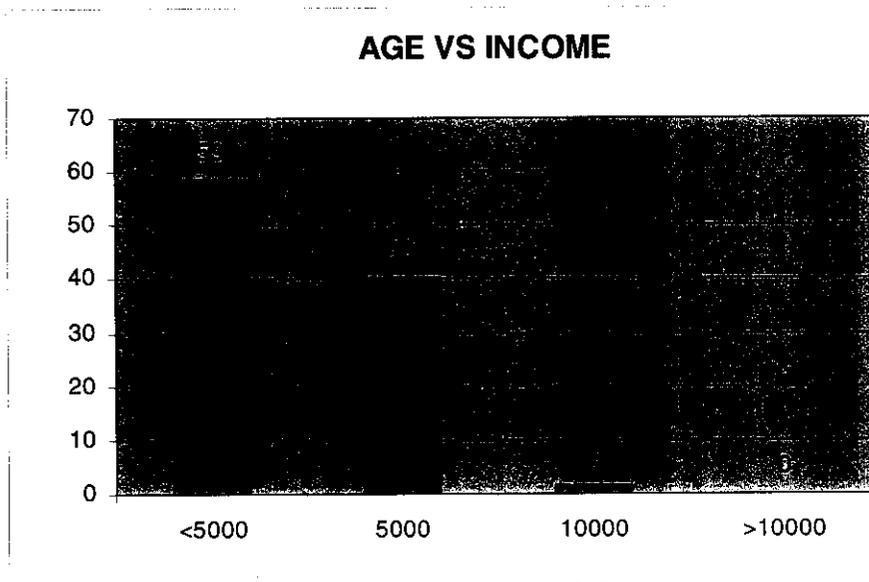
## AGE VS INCOME

Table 4.1.6

AGE	<5000	5000	10000	>10000	TOTAL
15-18	6	2	0	0	8
18-25	32	34	0	0	66
25-40	38	12	2	0	52
40-60	12	12	0	0	24
<b>TOTAL</b>	<b>88</b>	<b>60</b>	<b>2</b>	<b>0</b>	<b>150</b>
<b>PERCENTAGE</b>	58.66667	40	1.33333333	0	100

<5000	5000	10000	>10000
88	60	2	0
59	41	1.33333333	0

Figure 4.1.6



### Interpretation:

From the above chart we can find that 59% of the employees working in apparel industry are earning less than Rs.5000 per month and 40% are earning Rs.5000 per month. Only 1% said that their monthly income is Rs. 10000 and none of the women workers are earning more than Rs.10000.

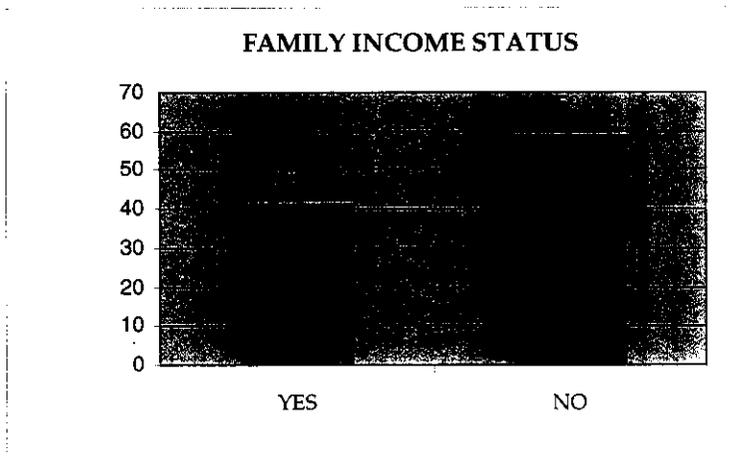
**IS THE INCOME EARNED BY THE WOMEN EMPLOYEES A MAIN INCOME SOURCE FOR THE FAMILY?**

Table 4.1.7

AGE	YES	NO	TOTAL
15-18	4	4	8
18-25	38	28	66
25-40	14	38	52
40-60	6	18	24
<b>TOTAL</b>	<b>62</b>	<b>88</b>	<b>150</b>
<b>PERCENTAGE</b>	<b>41.33333</b>	<b>58.66667</b>	<b>100</b>

YES	NO
62	88
41.33333	58.66667

Figure 4.1.7



**Interpretation:**

From the above chart we can find that 41% of the employees working in apparel industry said their income is the main source for the whole family and 59% said no. So majority of the classes said no even though 41% said yes.

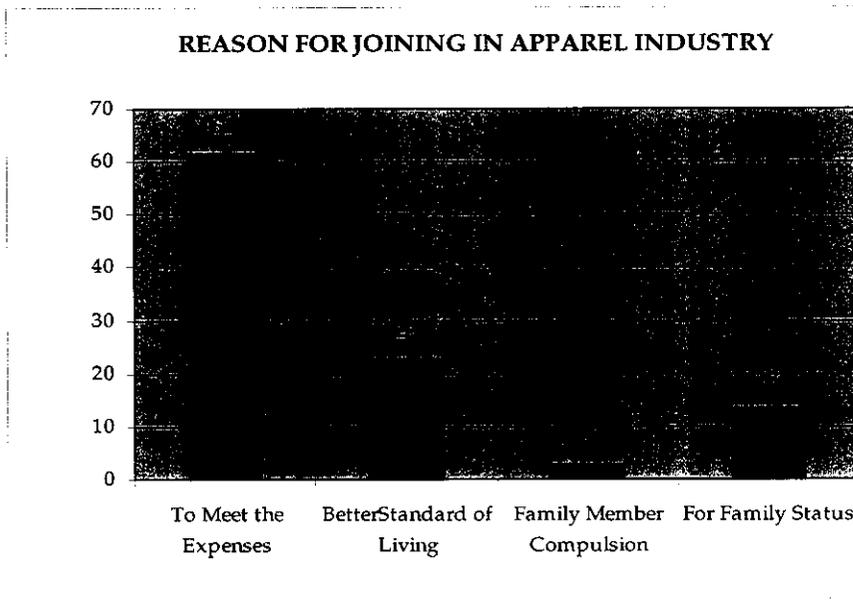
## REASON FOR JOINING IN APPAREL INDUSTRY

Table 4.1.8

AGE	TO MEET THE EXPENSES	BETTER STANDARD OF LIVING	FAMILY MEMBER COMPULSION	FOR FAMILY STATUS	TOTAL
15-18	4	0	0	4	8
18-25	48	4	0	14	66
25-40	32	16	2	2	52
40-60	8	14	2	0	24
<b>TOTAL</b>	92	34	4	20	150
<b>PERCENTAGE</b>	61.33333	22.66667	2.66667	13.33333	100

TO MEET THE EXPENSES	BETTER STANDARD OF LIVING	FAMILY MEMBER COMPULSION	FOR FAMILY STATUS
92	34	4	20
61.33333	22.66667	2.66667	13.33333

Figure 4.1.8



### Interpretation:

61% of the women employees said that they were working to meet their expenses, 23% of the women employees said that for better standard of living in the society, 3% told, because of family members compulsion and 13% told that for their family status.

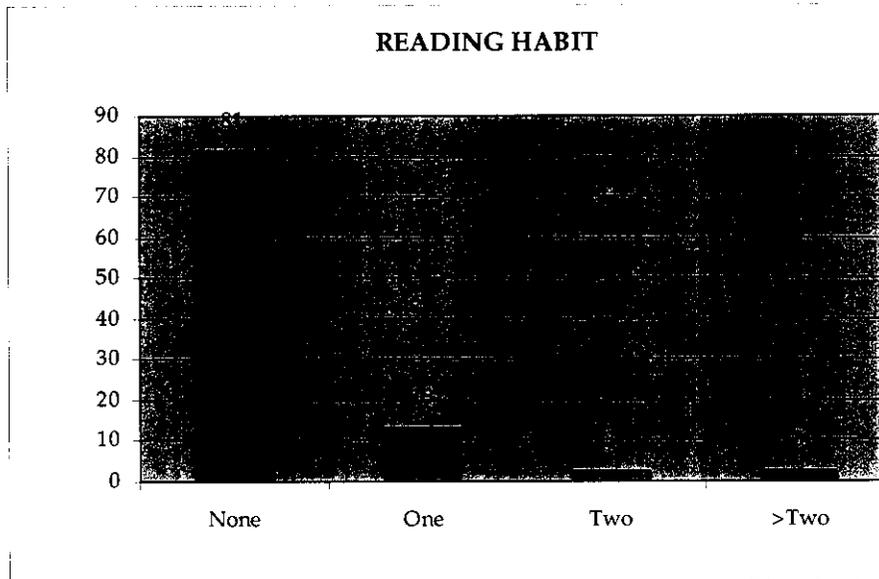
## READING HABIT

Table 4.1.9

AGE	NONE	ONE	TWO	>TWO	TOTAL
15-18	8	0	0	0	8
18-25	48	12	2	2	66
25-40	40	8	2	2	52
40-60	20	4	0	0	24
<b>TOTAL</b>	122	20	4	4	150
<b>PERCENTAGE</b>	81.33333	13.33333	2.666667	2.666667	100

NONE	ONE	TWO	>TWO
122	20	4	4
81.33333	13.33333	2.666667	2.666667

Figure 4.1.9



### Interpretation:

81% of the women employees said that they have no time to spend for reading any newspaper/journals/books, 13% said that they subscribe either newspaper or books, only 2% said that they subscribe two or more newspapers/books/journals monthly.

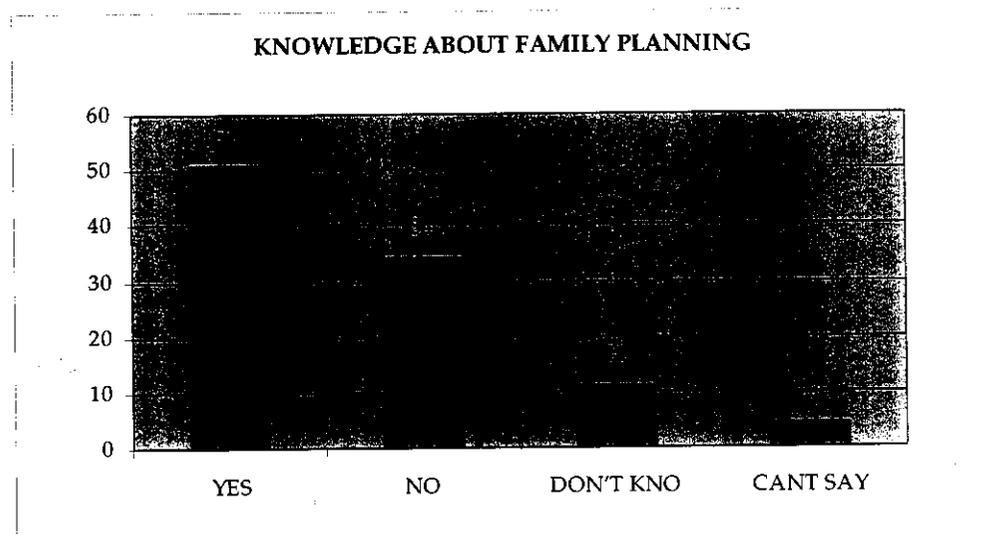
## FAMILY PLANNING KNOWLEDGE AMONG WOMEN WORKERS

Table 4.1.10

AGE	YES	NO	DON'T KNOW	CANT SAY	TOTAL
15-18	0	0	6	2	8
18-25	16	36	10	4	66
25-40	34	14	0	0	48
40-60	24	0	0	0	24
<b>TOTAL</b>	<b>74</b>	<b>50</b>	<b>16</b>	<b>6</b>	<b>146</b>
<b>PERCENTAGE</b>	50.6849315	34.2466	10.95890411	4.10958904	100

YES	NO	DON'T KNOW	CANT SAY
74	50	16	6
50.6849315	34.2466	10.95890411	4.109589041

Figure 4.1.10



### Interpretation:

From the above chart 51% of the women employees said yes for family planning, 34% said no to family planning, around 13% said they don't know about family planning and only 4% of them said they can't say anything regarding this subject.

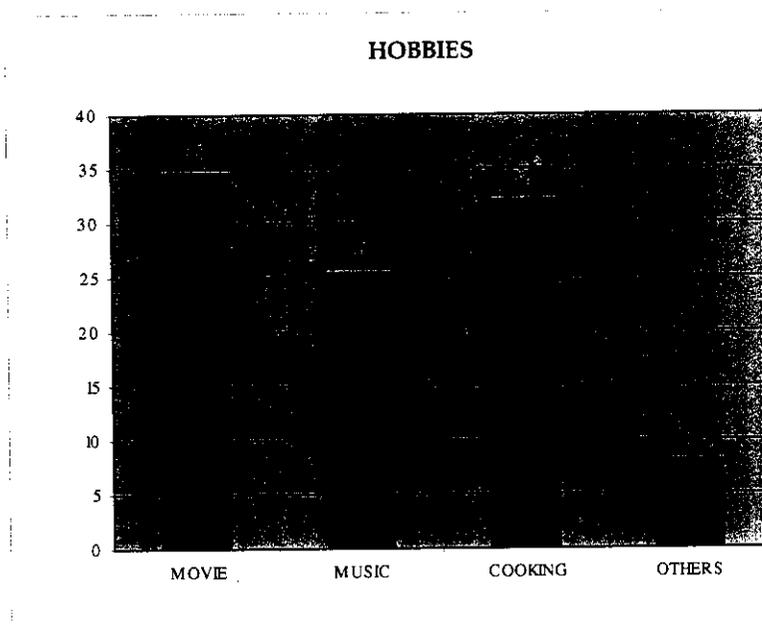
## HOBBIES

Table 4.1.11

AGE	MOVIE	MUSIC	COOKING	OTHERS	TOTAL
15-18	2	6	0	0	8
18-25	36	26	4	0	66
25-40	10	4	30	8	52
40-60	4	2	14	4	24
<b>TOTAL</b>	52	38	48	12	150
<b>PERCENTAGE</b>	34.66667	25.33333	32	8	100

MOVIE	MUSIC	COOKING	OTHERS
52	38	48	12
34.66666667	25.33333	32	8

Figure 4.1.11



### Interpretation:

Around 35% of the women employees said their hobby is to watch movies, 25% of them said they are interested in listening to music, 32% of women said they love to cook of their family and children, and only 8% of them said they have other hobbies.

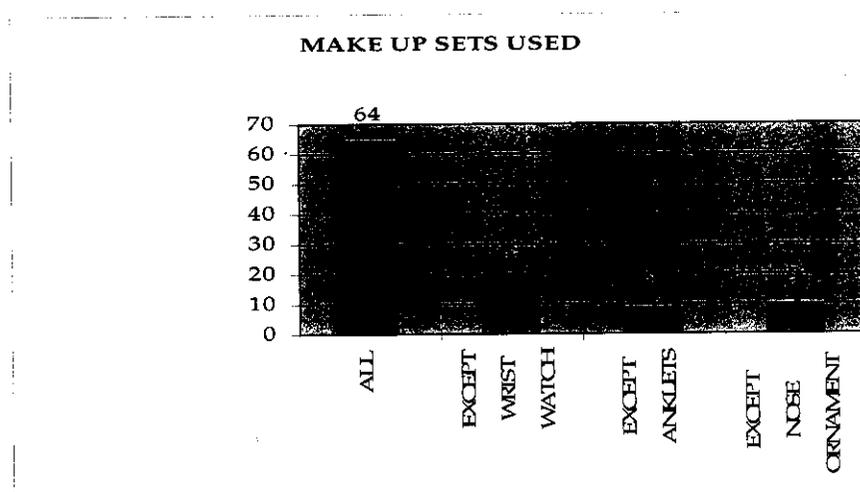
## MAKEUP THINGS USED BY THE WOMEN EMPLOYEES WORKING IN APPAREL INDUSTRY

Table 4.1.12

AGE	ALL	EXCEPT WRIST WATCH	EXCEPT ANKLETS	EXCEPT NOSE ORNAMENT	TOTAL
15-18	6	2	0	0	8
18-25	46	12	4	4	66
25-40	38	2	2	10	52
40-60	6	12	6	0	24
<b>TOTAL</b>	96	28	12	14	150
<b>PERCENTAGE</b>	64	18.66667	8	9.333333	100

ALL	EXCEPT WRIST WATCH	EXCEPT ANKLETS	EXCEPT NOSE ORNAMENT
96	28	12	14
64	18.66667	8	9.333333

Figure 4.1.12



### Interpretation:

Around 64% of the employees using all kind of ornaments, 19% of them not using wrist watch, 8% were not using anklets, 9% not using nose ornaments.

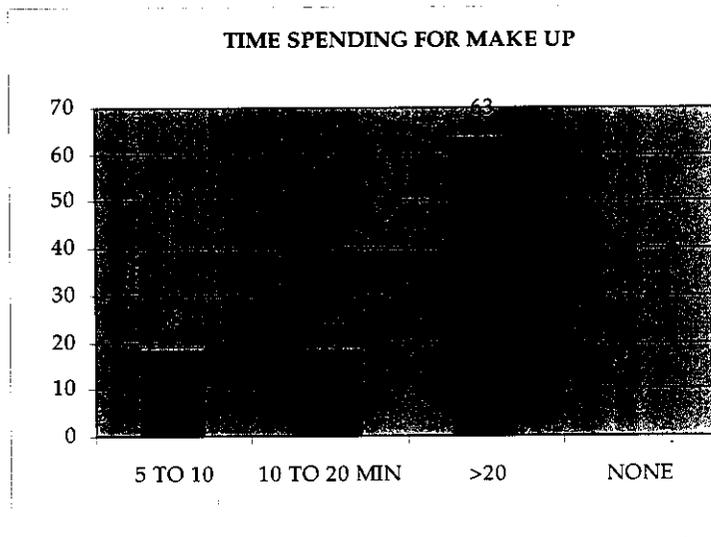
### TIME SPEND FOR MAKE UP

Table 4.1.13

AGE	5 TO 10	10 TO 20 MIN	>20	NONE	TOTAL
15-18	2	0	6	0	8
18-25	4	0	62	0	66
25-40	10	20	18	0	48
40-60	10	6	4	0	20
<b>TOTAL</b>	26	26	90	0	142
<b>PERCENTAGE</b>	18.30986	18.30986	63.38028	0	100

5 TO 10	10 TO 20 MIN	>20	NONE
26	26	90	0
18.30985915	18.30986	63.38028	0

Figure 4.1.13



#### Interpretation:

Majority of women employees around 63% of them spend more than 20 minute, 18% spending for 10-20 minutes and 18% for less than 5 – 10 min and none said that they don't waste time on make up.

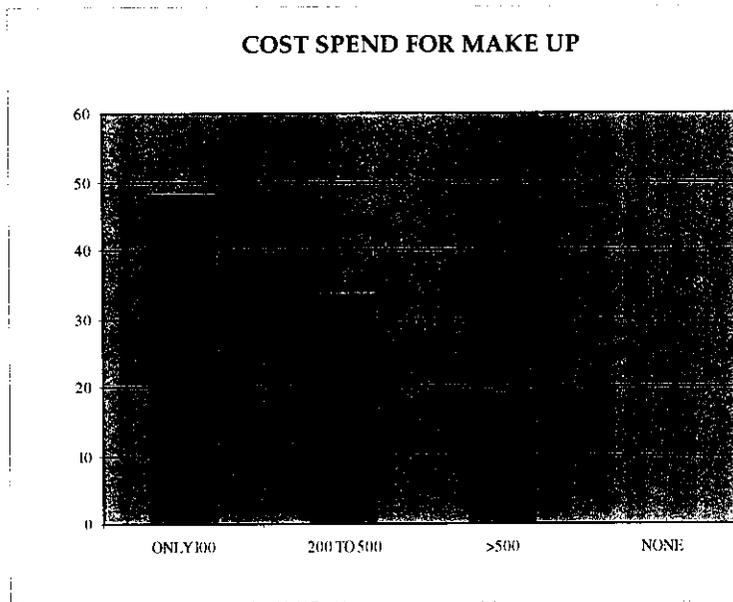
### COST SPEND FOR MAKE UP

Table 4.1.14

AGE	ONLY Rs.100	Rs.200 TO 500	> Rs. 500	NONE	TOTAL
15-18	0	4	4	0	8
18-25	12	38	16	0	66
25-40	40	4	8	0	52
40-60	20	4	0	0	24
<b>TOTAL</b>	72	50	28	0	150
<b>PERCENTAGE</b>	48	33.333333	18.666667	0	100

ONLY Rs.100	Rs.200 TO 500	> Rs. 500	NONE
72	50	28	0
48	33.333333	18.666667	0

Figure 4.1.14



#### Interpretation:

From the chart, we can find that 48% of women employees spending only Rs.100 for their make up, 33% were spending around Rs.200-500, only 19% were spending more than

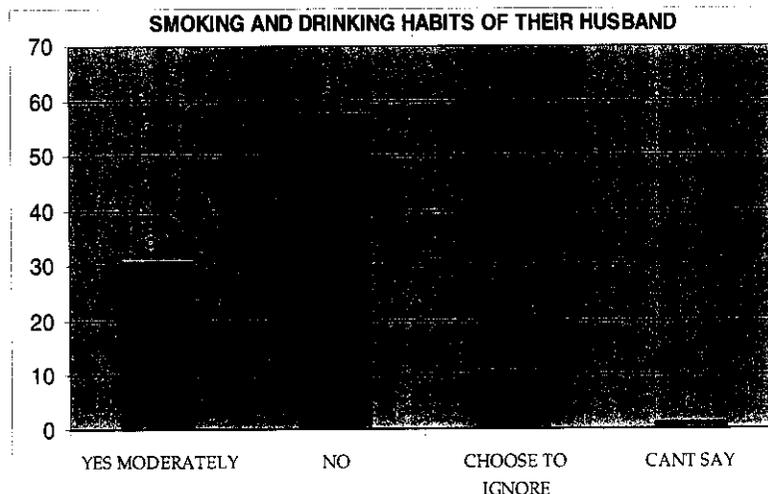
## SMOKING AND DRINKING HABITS OF THEIR HUSBAND

Table 4.1.15

AGE	YES MODERATELY	NO	CHOOSE TO IGNORE	CANT SAY	TOTAL
15-18	0	8	0	0	8
18-25	10	38	16	2	66
25-40	24	28	0	0	52
40-60	12	12	0	0	24
<b>TOTAL</b>	46	86	16	2	150
<b>PERCENTAGE</b>	30.66667	57.33333	10.66667	1.3333333	100

YES MODERATELY	NO	CHOOSE TO IGNORE	CANT SAY
46	86	16	2
30.66666667	57.33333	10.66667	1.333333

Figure 4.1.15



### Interpretation:

From the chart, we can find that 31% of women employees approve their husband to

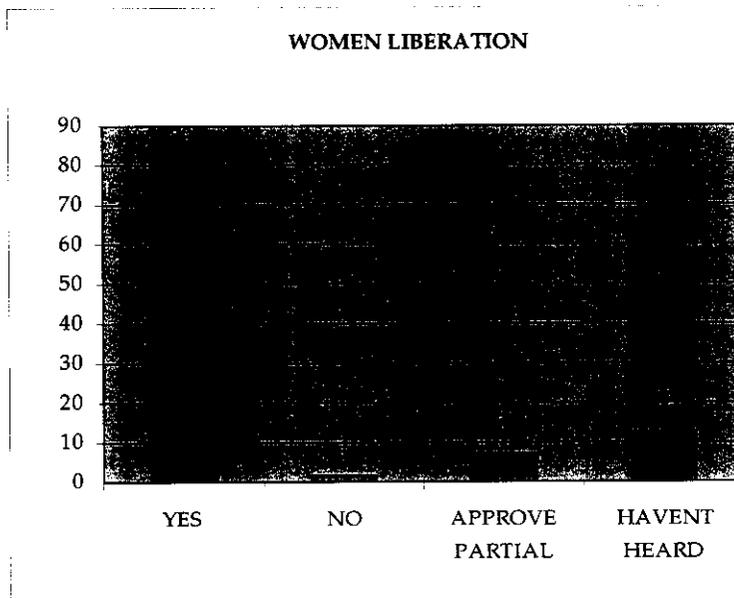
## WOMEN LIBERATION

Table 4.1.16

AGE	YES	NO	APPROVE PARTIAL	HAVENT HEARD	TOTAL
15-18	6	0	2	0	8
18-25	60	0	2	4	66
25-40	34	2	6	6	48
40-60	16	0	0	8	24
<b>TOTAL</b>	116	2	10	18	146
<b>PERCENTAGE</b>	79.45205	1.369863	6.849315	12.32877	100

YES	NO	APPROVE PARTIAL	HAVENT HEARD
116	2	10	18
79.45205479	1.369863	6.849315	12.32877

Figure 4.1.16



### Interpretation:

Women employees around 79% had said that they accept women liberation, 1% told they don't accept, 7% told they approve partially, 12% said that they haven't heard about

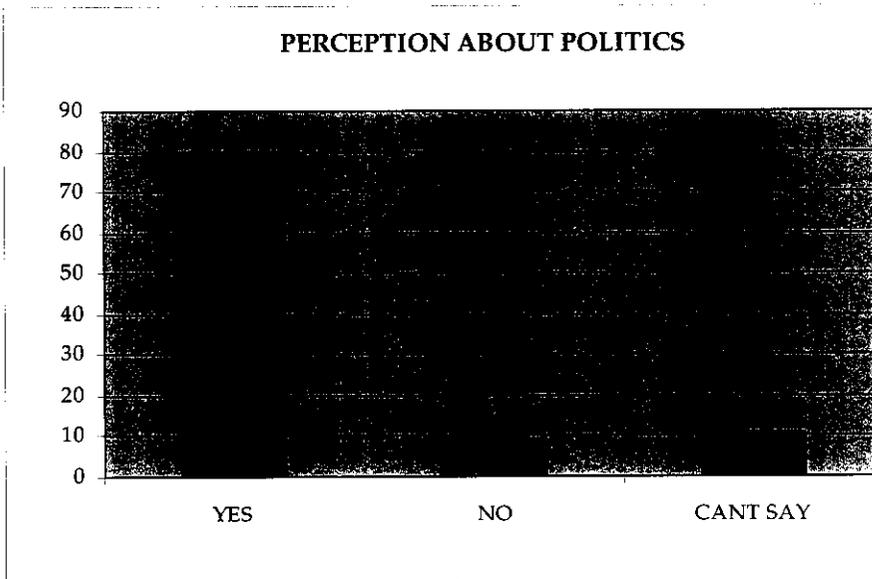
## PRECEPTION ABOUT POLITICS

Table 4.1.17

AGE	YES	NO	CANT SAY	TOTAL
15-18	6	0	2	8
18-25	60	0	6	66
25-40	38	6	8	52
40-60	16	8	0	24
<b>TOTAL</b>	<b>120</b>	<b>14</b>	<b>16</b>	<b>150</b>
<b>PERCENTAGE</b>	<b>80</b>	<b>9.333333</b>	<b>10.66667</b>	<b>100</b>

YES	NO	CANT SAY
120	14	16
80	9.333333	10.66667

Figure 4.1.17



### Interpretation:

80% said they interested to play a part in politics, 9% told not interested, 11% of them are in dilemma.

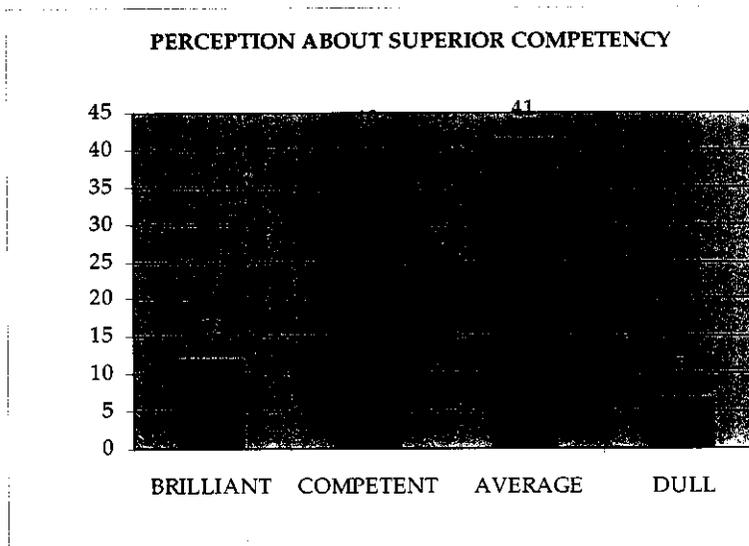
## PRECEPTION ABOUT SUPERIORS COMPETENCY

Table 4.1.18

AGE	BRILLIANT	COMPETENT	AVERAGE	DULL	TOTAL
15-18	0	6	2	0	8
18-25	16	24	20	6	66
25-40	2	22	24	4	52
40-60	0	8	16	0	24
<b>TOTAL</b>	18	60	62	10	150
<b>PERCENTAGE</b>	12	40	41.33333	6.666667	100

BRILLIANT	COMPETENT	AVERAGE	DULL
18	60	62	10
12	40	41.33333	6.666667

Figure 4.1.18



### Interpretation:

12% of women employees said that their higher authorities are brilliant, 40% of the women employees told that their superiors are competent, 41% of that said that their superiors are average and only 7% of them said their superiors are dull and less competent.

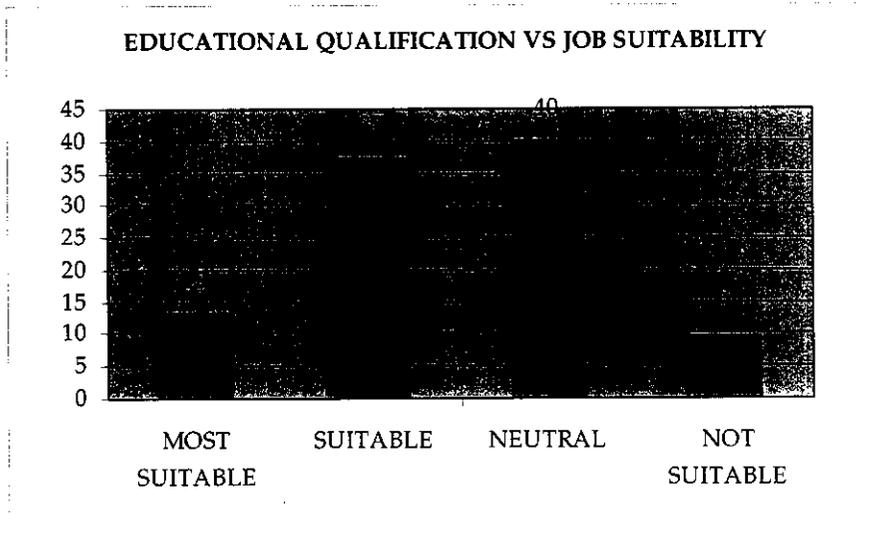
### EDUCATIONAL QUALIFICATION vs. JOB SUITABILITY

Table 4.1.19

AGE	MOST SUITABLE	SUITABLE	NEUTRAL	NOT SUITABLE	TOTAL
15-18	2	6	0	0	8
18-25	12	26	20	8	66
25-40	6	16	24	6	52
40-60	0	8	16	0	24
<b>TOTAL</b>	20	56	60	14	150
<b>PERCENTAGE</b>	13.33333	37.33333	40	9.3333333	100

MOST SUITABLE	SUITABLE	NEUTRAL	NOT SUITABLE
20	56	60	14
13.33333	37.33333	40	9.333333

Figure 4.1.19



**Interpretation:**

From the above chart we can find that 13% of the women employees said their job most suitable for their qualification, 37% said that their job is just suitable for their qualification, 40% said that their job and qualification are neutral and only 9% said that their job is not suitable for their educational qualification.

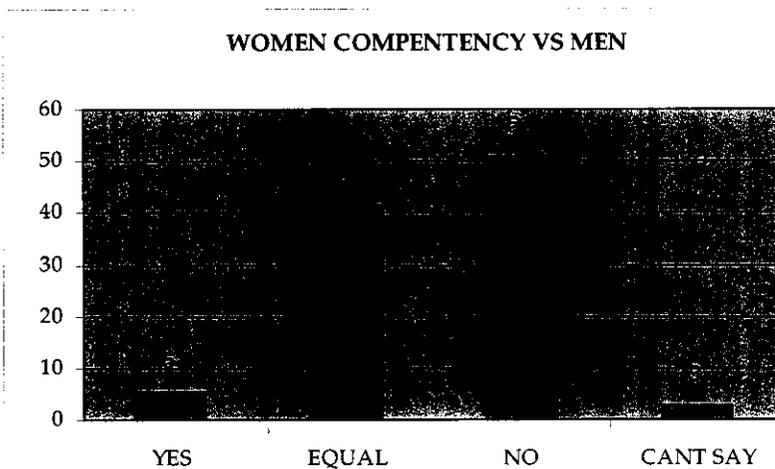
### WOMEN COMPETENCY vs. MEN

Table 4.1.20

AGE	YES	EQUAL	NO	CANT SAY	TOTAL
15-18	0	2	4	2	8
18-25	6	20	40	0	66
25-40	0	26	24	2	52
40-60	2	14	8	0	24
<b>TOTAL</b>	<b>8</b>	<b>62</b>	<b>76</b>	<b>4</b>	<b>150</b>
<b>PERCENTAGE</b>	<b>5.3333333</b>	<b>41.333333</b>	<b>50.66667</b>	<b>2.6666667</b>	<b>100</b>

YES	EQUAL	NO	CANT SAY
8	62	76	4
5.333333333	41.3333333	50.66667	2.666667

Figure 4.1.20



#### Interpretation:

From the chart we can find that 41% of the women employees said that men and women are equal, around majority of 51% of them said that women are competent, 3% said they are in dilemma and only 5% said that men are competent.

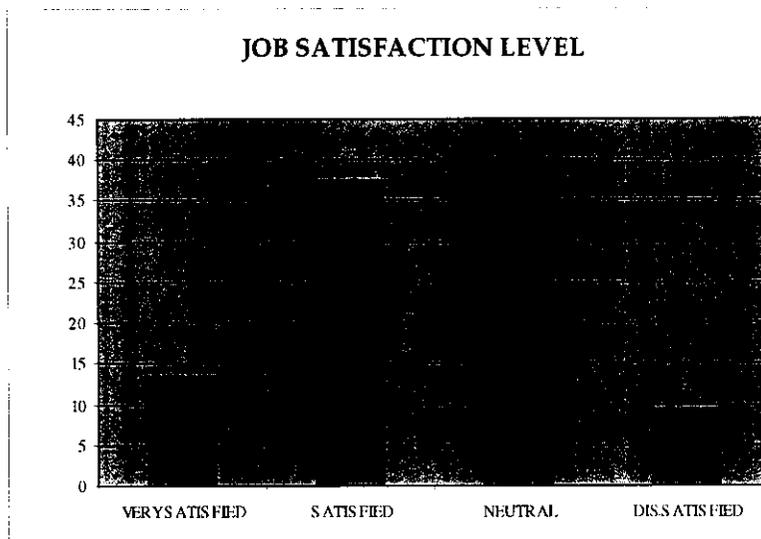
### JOB SATISFACTION LEVEL

Table 4.1.21

AGE	VERY SATISFIED	SATISFIED	NEUTRAL	DISSATISFIED	TOTAL
15-18	2	6	0	0	8
18-25	12	26	20	8	66
25-40	6	16	24	6	52
40-60	0	8	16	0	24
<b>TOTAL</b>	20	56	60	14	150
<b>PERCENTAGE</b>	13.333333	37.333333	40	9.333333333	100

VERY SATISFIED	SATISFIED	NEUTRAL	DISSATISFIED
20	56	60	14
13.333333	37.333333	40	9.333333333

Figure 4.1.21



**Interpretation:**

From the chart, 13% of the women employees working apparel industry are very satisfied with their job, 37% of them were satisfied and 40% of the employees said that their job is neutral. 9% of them said that they are not satisfied.

## 4.2 CHI – SQUARE RESULTS:

### 4.2.1. AGE VS SALARY

**Ho : Age is related to the salary**

**Ha : Salary is not associated with the age parameter '**

	15-18 year	18-25 Years	25-40 Years	40-60 Years	Total
<b>Below 5000</b>	6	32	38	12	88
<b>5000</b>	2	34	12	12	60
<b>10000</b>	0	0	2	0	2
<b>Above 10000</b>	0	0	0	0	0
<b>Total</b>	8	66	52	24	150

Observed	Expected	O-E	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> /E
6	2.35	3.65	13.3225	5.669149
1	1.6	-0.6	0.36	0.225
0	0.05	-0.05	0.0025	0.05
0	0	0	0	
16	19.36	-3.36	11.2896	0.58314
17	13.2	3.8	14.44	1.093939
0	0.44	-0.44	0.1936	0.44
0	0	0	0	
19	15.25	3.75	14.0625	0.922131
6	10.4	-4.4	19.36	1.861538
1	0.35	0.65	0.4225	1.207143
0	0	0	0	
6	7.04	-1.04	1.0816	0.153636
6	4.8	1.2	1.44	0.3
0	0.16	-0.16	0.0256	0.16
0	0	0	0	
<b>TOTAL</b>				<b>12.66568</b>

**Chi-square = 12.66**

**Degrees of freedom = 6**

**Probability = 0.302**

With 95% level of significance and degree of freedom 6, since calculated value 12.66 > table value 12.59.

Therefore Age is not related to the Salary of the women workers of Apparel industries in tirupur.

**Hypothesis Ho is rejected**

## 4.2.2. AGE VS WOMEN LIBERATION

**Ho : Age is related knowledge of women liberation**

**Ha : Age is not related knowledge of women liberation**

	15-18 years	18-25 Years	25-40 Years	40-60 Years	Total
<b>Yes</b>	6	60	36	16	118
<b>No</b>	0	0	2	0	2
<b>Approve Partially</b>	2	4	8	8	22
<b>Haven't Heard</b>	0	2	6	0	8
<b>Total</b>	8	66	52	24	150

Observed	Expected	O-E	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> /E
6	6.29333333	-0.29333333	0.086044444	0.013672
0	0.10666667	-0.10666667	0.011377778	0.106667
2	1.17333333	0.82666667	0.683377778	0.582424
0	0.42666667	-0.42666667	0.182044444	0.426667
60	51.92	8.08	65.2864	1.257442
0	0.88	-0.88	0.7744	0.88
4	9.68	-5.68	32.2624	3.332893
2	3.52	-1.52	2.3104	0.656364
36	40.9066667	-4.9066667	24.07537778	0.588544
2	0.69333333	1.3066667	1.707377778	2.462564
8	7.62666667	0.37333333	0.139377778	0.018275
6	2.77333333	3.2266667	10.41137778	3.754103
16	18.88	-2.88	8.2944	0.439322
0	0.32	-0.32	0.1024	0.32
8	3.52	4.48	20.0704	5.701818
0	1.28	-1.28	1.6384	1.28
<b>TOTAL</b>				<b>21.82075</b>

**Chi-square = 21.8**

**Degrees of freedom= 9**

**Probability = 0.009**

With 95% level of significance and degree of freedom 9, since calculated value 21.8 > table value 16.9.

Therefore Knowledge of women workers about Women Liberation is not related to their age.

**Hypothesis Ho is rejected**

# **CHAPTER - 5**

## **CONCLUSIONS**

## CHAPTER 5 – CONCLUSIONS

### 5.1 SUMMARY OF FINDINGS

- Women workers contribute to around 70% of total employees working in apparel industries of Tirupur.
- Majority of women workers work in checking department as observed in manufacturing units. Other departments were packing, sewing, helpers etc.
- Women between the Age group of 18 – 25 constitute to the major work force. Secondly many women from the age of 25 – 40 & 40 – 60 were found.
- Reason for joining apparel industry is mainly to meet their family expenses, secondly to have a better standard of living and only few come to work due to family compulsion and to gain status.
- Maximum number of women workers was illiterate who have not gone to school or only completed upto 5<sup>th</sup> Standard. Around 19% of the total population have completed 10<sup>th</sup> standard, 8% have completed 12<sup>th</sup> standard and only 2% have gone upto Graduation.
- Income of maximum women workers are below Rs. 5000 and only the women working in sewing department earns more than Rs. 5000 but less than Rs.10000.
- Maximum of women workers are Single and other major category are married in their marital status. Only a minimum number of women are either divorce or widow.
- Maximum numbers of women's parent were farmers and come from other district to work in Tirupur. So they stay in Hostel provided by their company. Others women who were local people of tirupur stay either in own or rental house since their parent / husband were employed in any apparel industry in and around tirupur.

- The working hours in apparel manufacturing units were 12 hours with leisure time of around 2 hours. Where as in rare case units work for 9 hours with leisure time of 1 hour or 1- ¼ hours.
- Today women know and want Women Liberation.
- Women knowledge about family planning is highly appreciable.
- Today's woman does not want their husband or future husband to have either Smoking or Drinking habits. Already married women only allow having it moderately.
- Women's perception about Politics much surprised, since most of them like to take part in politics.
- Equal number of women rated their superior competency as competent and average. Only few said they are brilliant and other said that they are dull and less competent.
- Most of the women are illiterate so they feel that their Job is most suitable/ suitable with that of their educational qualification and only few educated women were not satisfied with their position.
- Trade Union participation by women workers is found to be very low when compared with men.

## 5.2 SUGGESTIONS & RECOMMENDATIONS

- It is recommended to the organizations to implement the codes of conducts and have some responsibility towards the women workers and the society.
- Women workers mainly are employed on contract basis, instead they should be permanently employed and to be registered in Employees Provident Fund (EPF), Employees State Insurance (ESI) schemes.
- Organizational to maintain proper records on women workers and provide the basic wage rate as fixed by the National and State Laws.
- Women are highly recruited for checking department where they have to stand and work for at least 9 – 10 hours a day for which they get less wages than the basic wage fixed by the National and State Government.
- Basic amenities to be provided to the women workers in apparel industry, proper sanitation facility, rest room facility, crèche facility for women who are in compulsion to leave their children in private crèches which are not upto the standard and are costly.
- Women workers are deprived from various welfare and safety benefits, organization are suggested to provide all the legally entitled benefits they are eligible.
- Women workers are unknown about the benefit of collective bargaining and trade unionism. They should take part actively in trade union activities and resolve their issues.
- Women workers are to be given proper training for brining improvement in their respective jobs and to be treated well.

## **CONCLUSION**

The core issue to be concentrated is the women workers income, working condition, their non participation in trade union activities. Mainly women come to work to overcome their poverty, but many organizations in order to increase their profit margin deprive the women workforce from providing the basic wages and other legally entitled benefits. Today they turned out to be the major workforce their contribution is immense. By providing better working conditions, benefits and proper wage rates women workers will turn out to be a valuable asset to the apparel industries. By providing these benefits they can improve their standard of living. Organization can also concentrate on providing technical knowledge by training, in order to get improved and better output. Women are capable to learn and are more sincere than men in their work; if chances are given they will bring marvelous changes in the growth of the organization.

## **DIRECTIONS FOR FUTURE RESEARCH**

In future any researches can be done on the working condition and quality of work life of women workers of apparel industry. Much useful information regarding these topics can be of great useful to many organizations who really want to bring improvement in their management.

## **APPENDIX**

## APPENDIX

### A STUDY ON WOMEN WORKERS OF APPAREL INDUSTRIES IN TIRUPUR

#### *QUESTIONNAIRE*

1. Name : \_\_\_\_\_
2. Department : \_\_\_\_\_
3. Years of Experience : \_\_\_\_\_
4. Age :  
 15 - Below 18 years ( )    18 -25 years ( )    25 -40 years ( )  
 40 – 60 years ( )        above 60 years ( )
5. Occupation of your Father / Husband : \_\_\_\_\_
6. Language spoken at Home : \_\_\_\_\_
7. Educational Qualification :  
 Upto 5<sup>th</sup> Standard ( )    S.S.L.C ( )    12th standard ( )    Graduation ( )
8. Housing :  
 Own ( )    Rental ( )    Hostel ( )
9. If you reside at your own house, the number of house you own:  
 Two houses ( )    More than two ( )
10. Marital Status :  
 Single ( )    Married ( )    Divorced ( )    Widow ( )
11. If married what type of marriage is yours?  
 Love Marriage ( )    Arranged by Elders ( )    Inter - caste marriage ( )
12. What type of family is yours?  
 Nuclear family ( )    Joint family ( )
13. What is your family size?  
 One child ( )    Two children ( )    More than two children ( )
14. Number of dependents in your family  
 One ( )    Two ( )    Three ( )    More than Three ( )
15. How will you take care of your child?  
 Have you employed any servant for cooking and to take care of your children ( )  
 In -laws will take care ( )    In your company's crèche ( )  
 Leave your children in care of private crèche ( )

16. What is your monthly income?  
Below Rs. 5,000 ( ) Rs. 5,000 ( ) Rs. 10,000 ( ) above Rs. 10,000 ( )

17. What is the total income of your family?  
Below Rs. 10,000 ( ) Rs. 15,000 ( ) Rs. 20,000 ( ) above Rs. 20,000 ( )

18. Is your income the main source for your family?  
Yes ( ) No ( )

19. Income from any other sources?  
Yes ( ) No ( )

20. If yes, please specify \_\_\_\_\_

21. Do you think women are less paid than men for the same job done?  
Yes ( ) No, equally paid ( ) don't know ( )

22. Are you paid bonus  
Yes ( ) No ( )

23. If yes, how much?  
One month salary ( ) Two Month Salary ( ) More than 8.33% ( )

24. What is your 'Motivation for Working'?  
To meet the essential expenditure of your family ( )  
Better standard of Living ( )  
Husband and In-laws compulsion ( )  
To gain status inside and outside the family ( )

25. What is your allocation of working hours?  
Less than 9 hours ( ) 9 hours ( ) 12 hours ( ) More than 12 hours ( )

26. What is your allocation of Leisure hours?  
Less than 1 1/2 hours ( ) 2 hours ( ) More than 2 hours ( )

27. Time spent on house hold work during working days

	15 min	15 -30 min	30 -1 hour	1 -2 hours	above 2 hours
Cooking	( )	( )	( )	( )	( )
Cleaning	( )	( )	( )	( )	( )
Washing	( )	( )	( )	( )	( )
Shopping	( )	( )	( )	( )	( )
Child care	( )	( )	( )	( )	( )
Others	( )	( )	( )	( )	( )

28. At Home

	Yes	No
Do you have Two - wheeler	( )	( )
Have a refrigerator	( )	( )
Have a television	( )	( )

29. Can you

	Yes	No
Drive Two – wheeler	( )	( )
Ride a bicycle	( )	( )
Read and write English	( )	( )
Can operate computer	( )	( )

30. How many newspaper and /or periodicals does your family subscribe?

None ( ) one ( ) Two ( ) More than two ( )

31. Are you a strict vegetarian

Yes ( ) No ( )

32. Do you take religion seriously?

Yes ( ) No ( )

33. Do you believe in family planning?

Yes ( ) No ( ) don't know ( )

34. Do you follow the Astrological predictions in calendar, news paper / magazines

Yes, regularly ( ) Once in a way ( ) Never ( )

35. What are your hobbies?

Movies ( ) Music ( ) Cooking ( ) Sewing ( ) Others ( )

36. How do you spend your weekends?

Going for movies ( ) Entertaining visitors ( ) Visiting friends ( )  
Reading books ( ) House hold works ( ) chatting ( ) others ( )

37. How often do you go to the movies?

Once in a way ( ) Once in a week ( ) Twice a week ( ) Once a month ( )

38. What movies do you like to see?

Tamil ( ) Hindi ( ) English ( ) others specify ( )

39. What kind of music you like to listen to

	Devotional songs	Film songs
Tamil	( )	( )
Hindi	( )	( )
Malayalam	( )	( )
Telugu	( )	( )
English	( )	( )

40. Do you normally wear the following

	Yes	No		Yes	No
Flowers	( )	( )	Chain	( )	( )
Ear ornaments	( )	( )	Anklets	( )	( )
Nose ornaments	( )	( )	Bangles	( )	( )

41. If yes, how much time do you spend on make – up?  
5 -10 minutes ( ) 10 – 20 minutes ( ) More than 20 minutes ( )
42. How much money do you spend on cosmetics per month  
Rs. 100 ( ) Rs. 200 – 500 ( ) above Rs.500 ( )
43. What dress do you normally wear  
For Work \_\_\_\_\_  
For Social occasion \_\_\_\_\_  
For temple or church and other functions \_\_\_\_\_
44. Do you believe in make up for occasion  
Yes – for social occasion ( ) No ( ) Yes – for all occasion ( )
45. Would you approve of your husband smoking  
Yes – if done moderately ( ) No ( ) choose to ignore ( ) can't say ( )
46. Would you approve of your husband drinking  
Yes – if done moderately ( ) No ( ) choose to ignore ( ) can't say ( )
47. What are the main topics on which you usually talk?  
Personal matters ( ) Official matters ( ) Music ( ) Movies ( )  
Books ( ) National problem ( ) Latest fashion ( ) others ( )
48. Do you approve of women's liberation movement  
Yes ( ) No ( ) Approve partially ( ) haven't heard ( ) No comments ( )
49. Do you want to engage in politics  
Yes ( ) No ( ) Cant' say ( )
50. What are all various welfare facilities provided by your Management
- |                 | Yes | No  |
|-----------------|-----|-----|
| Loan facilities | ( ) | ( ) |
| Canteen         | ( ) | ( ) |
| Rest room       | ( ) | ( ) |
| Hostel          | ( ) | ( ) |
| Recreation      | ( ) | ( ) |
| Transportation  | ( ) | ( ) |
| Spoken English  | ( ) | ( ) |
| Crèche          | ( ) | ( ) |
51. Are you a member of any trade union  
Yes ( ) No ( )
52. How do you rate your supervisors with reference to their work  
Most of them are brilliant ( ) Most of them are competent ( )  
Most of them are average ( ) Most of them are dull and in competent ( )

53. How do you rank suitability to your job with your educational qualification  
Most suitable ( ) Suitable ( ) Neutral ( ) Not suitable ( ) Most not suitable ( )
54. How do rank your satisfaction in this job  
Very satisfied ( ) Satisfied ( ) Neutral ( ) Dissatisfied ( ) Very dissatisfied ( )
55. Do you think that on the average men are more intelligent than women?  
Yes ( ) No, but men and women are equally intelligent ( ) No, women are more intelligent ( ) can't say ( )

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