A STUDY ON PROBLEMS FACED BY WOMEN EMPLOYEES IN THE GARMENT INDUSTRY WITH SPECIAL REFERENCE TO COIMBATORE DISTRICT

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ABSTRACT

Garment manufacturing means sewing, cutting, making, processing, repairing, finishing, assembling, dyeing, altering a garment's design, causing another person to alter a garment's design, affixing a label to a garment, or otherwise preparing any garment or any article of wearing apparel or accessories designed or intended to be worn by any individual, including, but not limited to, clothing, hats, gloves, handbags, hosiery, ties, scarfs, and belts. The Garment Industry of Coimbatore is an Rs -one lakh industry. Almost 33 % of its knitwear production and about 20% of its woven garment production, both by volume, enters export markets. Overall, about 25 % of the volume of its garment production goes into export markets, leaving 75 % for domestic consumption.

KEYWORDS: *Women employees, Garment industry, Coimbatore.*

INTRODUCTION

Global garment industries are catching the attention of economists, industrialist and social scientist as they are providing employment to innumerable unemployed across the globe. Economic development is a primary goal of the any national economic policy and Textile and Garment (T.G) industries contributes positively to the growth of economies. By providing jobs to millions garment industries are providing livelihood to the unemployed at the global level. The global T&G industry has expanded over the years with increased consumption, especially from western countries. The global fashion market is ever flexible and has changed a lot from previous producing lines. Clothes are produced in bulk and at all the times of year at cheaper rates. Along with production of fashionable garments at cheaper rates the multinational corporations in the western countries almost all T&G factories are located in less developed economies. The Indian textile industry consists of mainly of small scale, non-integrated spinning, weaving, finishing and apparel making enterprises. T&G industries offer opportunities including entry level jobs for unskilled labour in developing nations. The annual growth rate of the garment sector reached 10.9% during the last 11-year period i.e., from 2001-2012 (Keane J. William te Velde D. 2008). India stands as the global second largest populated country with 1.25 billion in 2014 and people employed in textile and cotton industries were 8 million in 2013. The Apparel Export Promotion Council (AEPIC) estimated that in value terms, the size of the Indian textile market was Rs. 16,92,952 crores in 2007 and the exports being India standing at second rank stood at US$ 3,733 million after China US$ 14,412 bn. Indian exports over the last years starting from 2015 to 2017 have shown a continuous rise and the change in 2017 over 2016 stood at 12.05. Indian readymade garment industry is providing jobs to more than 3 million people and the majority is from low socio-economic status covering both men and women (Roy S. 2009). They are the 2 backbone of the garment industry that contributes 11% to India's exports and over 5% to GDP. But the workers like tailors, helpers, store managers packers, trimmers and button fixers only getting minimum wage.
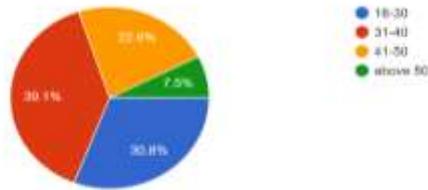
OBJECTIVE

- To study the socio-economic and demographic background of the women workers in the garment industries.
- To examine about problems and challenges faced by women employees in the workplace

ANALYSIS AND INTERPRETATION
SIMPLE PERCENTAGE

1.AGE OF THE RESPONDENTS

AGE	RESPONDENTS	PERCENTAGE
18-30	41	30.8%
31-40	52	39.1%
41-50	30	22.6%
ABOVE 50	10	7.5%
TOTAL	**133**	**100%**

INTERPRETATION

The above table shows that 41% of the respondents belong to age 18-30 ,52% of the respondents belong to age31-40,30% of the respondents belong to age 41-50,20% of the respondents belong to age above 50.

2.QUALIFICATION OF THE RESPONDENTS

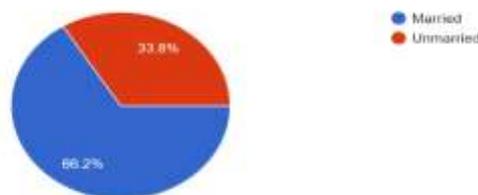| QUALIFICATION	RESPONDENTS	PERCENTAGE
10TH	28	21.1%
12TH	27	20.3%
DEGREE	54	40.6%
OTHERS	24	18%
TOTAL	133	100%

INTERPRETATION

The above table shows that 21.1% of the respondents studied 10th,20.3% of the respondents studied 12th,40.6% of the respondents completed degree,18 % of the respondents belongs to others.

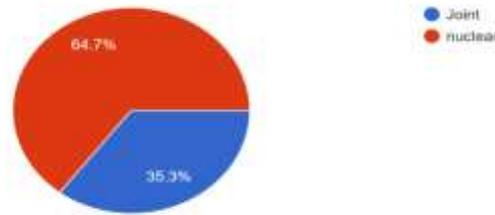### 3.MARITAL STATUS OF THE RESPONDENTS

MARITAL STATUS	RESPONDENTS	PERCENTAGE
MARRIED	88	66.2%
UNMARRIED	45	33.8%
TOTAL	133	100%

INTERPRETATION: The above table shows that 66.2% of the respondents belongs to married,33.8% of the respondents belongs to unmarried.
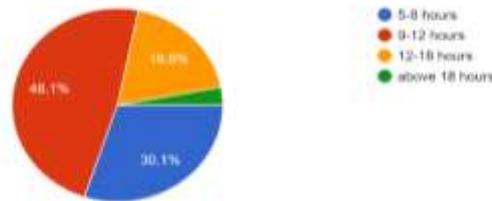
4. FAMILY TYPE OF THE RESPONDENTS

FAMILY TYPE	RESPONDENTS	PERCENTAGE
JOINT	47	35.3%
NUCLEAR	86	64.7%
TOTAL	133	100%

INTERPRETATION: The above table shows that 35.3% of the respondent belongs to joint family,64.7% of the respondent belongs to nuclear family.

5. WORK HOURS OF THE RESPONDENTS

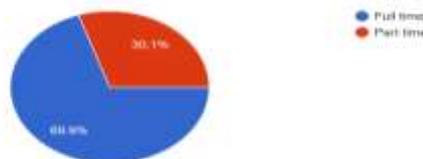| WORK HOURS	RESPONDENTS	PERCENTAGE
5-8 HOURS	40	30.1%
9-12 HOURS	64	48.1%
12-18 HOURS	25	18.8%
Above 18 HOURS	4	3%
TOTAL	133	100%

INTERPRETATION

The above table shows that 30.1% of the respondents works for 5-8 hours,48.1% of the respondents works for 9-12 hours,18.8% of the respondents works for 12-18 hours,3% of the respondents works above 18 hours.
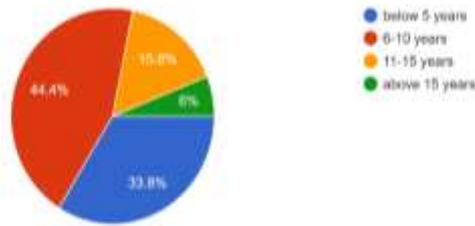
6. WORK TIME OF THE RESPONDENTS

WORK TIME	RESPONDENTS	PERCENTAGE
FULL TIME	93	69.9%
PART TIME	40	30.1%
TOTAL	133	100%

INTERPRETATION : The above table shows that 69.9% of the respondents work full time,30.1% of the respondents work in part time.

7. EXPERIENCE OF THE RESPONDENTS

| EXPERIENCE	RESPONDENTS	PERCENTAGE
BELOW 5 YEARS	45	33.8%
6-10 YEARS	59	44.4%
11-15 YEARS	21	15.8%
ABOVE 15 YEARS	8	6%
TOTAL	133	100%

INTERPRETATION

The above table shows that 33.8% of the respondents has below 5 years experience, 44.4% of the respondents has 6-10 years of experience, 15.8% of the respondents has 11-15 years of experience, 6% of the respondents has above 15 years of experience.

8.WORK TYPE OF THE RESPONDENTS

| WORK TYPE	RESPONDENTS	PERCENTAGE
CUTTING	26	19.5%
SEWING	57	42.9%
PRESSING	33	24.8%
BUNDLING	17	12.8%
TOTAL	**133**	**100%**
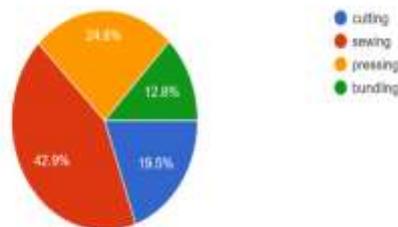
INTERPRETATION

The above table shows that 19.5% of the respondents belongs to cutting section,42.9% of the respondents belongs to sewing section,24.8% of the respondents belongs to pressing section,12.8% of the respondents belongs to bundling section.

9. PROVIDED SAFETY MEASURES

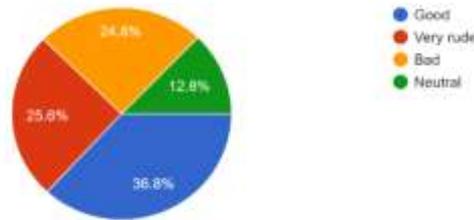| SAFETY MEASURES	RESPONDENTS	PERCENTAGE
YES	91	68.4%
NO	42	31.6%
TOTAL	**133**	**100%**
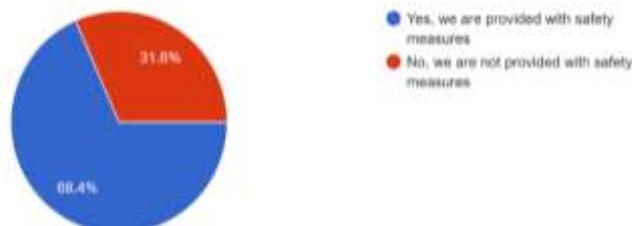
INTERPRETATION

The above table shows that 68.4% of the respondents accepts with yes they know the safety measures,31.6% of the respondents accepts with no they doesn't know the safety measures.

10.TREATMENT OF MEN

| TREATMENT OF MEN	RESPONDENTS	PERCENTAGE
GOOD	49	36.8%
VERY RUDE	34	25.6%
BAD	33	24.8%
NEUTRAL	17	12.8%
TOTAL	**133**	**100%**

INTERPRETATION

The above table shows that the 36.8% of the respondents accepts with good,25.6% of the respondents aceepts with very rude,24.8% of the respondents accepts with bad,12.8% of the respondents accepts with neutral.

11. AWARE OF GOVERNMENT SCHEMES

GOVERNMENT SCHEMES	RESPONDENTS	PERCENTAGE
YES	86	64.7%
NO	47	35.3%
TOTAL	**133**	**100%**
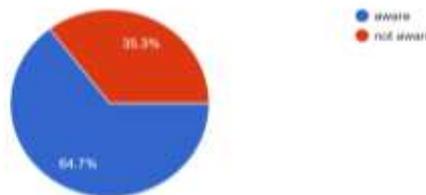
INTERPRETATION :The above table shows that 64.7% of the respondents accepts they are aware of government schemes,35.3% of the respondents accepts they are not aware of government schemes.

12. NUMBER OF WOMEN EMPLOYEES

WOMEN EMPLOYEES	RESPONDENTS	PERCENTAGE
20%	14	10.5%
50%	56	42.15
65%	44	33.1%
80%	19	14.3%
TOTAL	**133**	**100%**
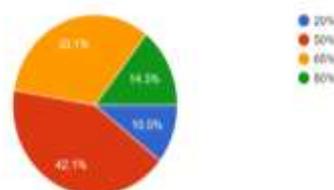
INTERPRETATION

The above table shows that 10.5% of the respondents accepts with 20%,42.1% of the respondents accepts with 50%,33.1% of the respondents accepts with 65%,14.3% of the respondents accepts with 80%.

13. PROBLEMS RELATED TO DISCRIMINATION OF THE RESPONDENTS

| PROBLEMS	RESPONDENTS	PERCENTAGE
Gender/age discrimination	30	22.6%
Discrimination while granting on leave	57	42.9%
Discrimination while employee removal	33	24.8%
Discrimination on increments/incentives	13	9.8%
TOTAL	**133**	**100%**

INTERPRETATION

The above table shows that 22.6% of the respondents accepts with gender/age discrimination,42.9% of the respondents accepts with discrimination while granting on leave ,24.8% of the respondents accepts with discrimination while employee removal,9.8% of the repondents accepts with discrimination on increments/incentives.

14. ANNUAL INCOME OF THE RESPONDENTS

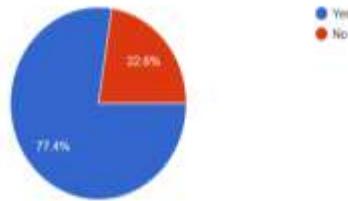| INCOME	RESPONDENTS	PERCENTAGE
₹50000	13	9.8%
₹100000	63	47.4%
₹200000	29	21.8%
₹250000	28	21.1%
TOTAL	**133**	**100%**
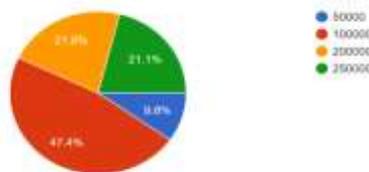
INTERPRETATION

The above table shows that 9.8% of the respondents earn 50000,47.4% of the respondents earn 100000,21.8% of the respondents earn 200000,21.1% of the respondents earn 250000.
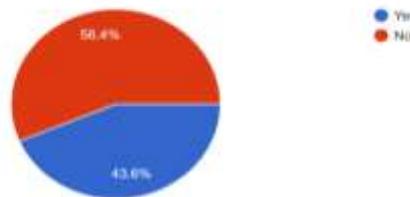
15. AVAILABILITY OF BREAK TIME

BREAK TIME	RESPONDENTS	PERCENTAGE
YES	103	77.4%
NO	30	22.6%
TOTAL	**133**	**100%**

INTERPRETATION : The above table shows that 77.4% of the respondents accepts yes for break time,22.6% of the respondents accepts no for break time.

### 16. AVAILABILITY OF CHILD CARE UNIT FOR RESPONDENTS

CHILD CARE	RESPONDENTS	PERCENTAGE
YES	58	43.6%
NO	75	56.4%
TOTAL	133	100%

INTERPRETATION : The above table shows that 43.6% of the respondents accepts with yes for child care unit,56.4% of the respondents accepts with no for child unit.

17.UNIONS AVAILABILITY

UNIONS	RESPONDENTS	PERCENTAGE
YES	68	51.1%
NO	65	48.9%
TOTAL	133	100%
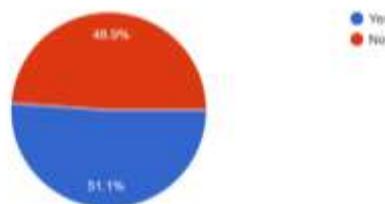
INTERPRETATION

The above table shows that 51.1% of the respondents accepts yes for union,48.9% of the respondents accepts no for unions.

CONCLUSION

This study identified a number of issues among female employees in the Coimbatore district, including workload, working conditions, time management, and surroundings. As a result, it's important to offer working women workers the right therapy and training programmes to help them manage their stress levels and careers. In order for the institution to be able to act on the concerns of the working staffs in the garment sector, management can set up some hangouts with employees and by scheduling staff meetings regularly, at least twice a month.

The current study shows that women have the worse working conditions due to their lower educational attainment and abilities, which also limits their access to improved working conditions, promotions, leave benefits, occupational safety, etc. Numerous issues, such as low pay, low piece rate pay, failure to pay overtime allowance, a highly controlled, stressful, and repeatable work environment, a lack of access to benefits like health insurance, irregular work volume, etc., are faced by this group of women workers.

A adequate living wage cannot be made out of the earnings given to garment workers. In the current climate of fierce competition, staff retention is crucial. The decision of an employee to quit or stay in an organisation is influenced by

factors including training and development, recognition and reward for good performance, a competitive salary package, etc. When creating a retention policy, the importance of other factors shouldn't be underestimated.

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