

# SOCIAL-ECONOMIC STATUS OF WOMEN EMPLOYEES WORKING IN THE GARMENT INDUSTRY IN TIRUPUR DISTRICT

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## ABSTRACT

*A nation's destiny is primarily determined by the role of women in its economy. At the same time, men's paid employment increases, and women's incomes and salaries rise. There are still many issues that women confront because of the wage gap. A woman's role has evolved enormously and is now making the most significant impact on our society today. Today's civilization would be unimaginable without the contributions of women, who are making significant strides in many fields. Women make up 82.5% of the garment industry's workforce, making it labor-intensive. Women in Tiruppur's garment business were the focus of this investigation. A woman's social and economic standing are intertwined, and the latter depends on her ability to participate in the economy.*

**Keywords :** Women employees, economic development, workforce, Garment industry, Organization

## Introduction

The contribution of female employees is critical to the company's success. The socio-economic status of a person or household is a measure of how well off they are relative to other people in terms of their resources, such as their income, level of education, and the professional position. Women's empowerment is a social action in which they advance and re-create what was previously denied. Women's economic empowerment refers to the degree to which they can control their financial lives, including their access to and use of resources, assets, income, and free time, as well as their capacity to mitigate economic risk and improve their financial position. Women are increasingly becoming more potent in their families, communities, workplaces, and organizations due to employment in the garment industry. Their socio-economic standing is influenced by the amount of money she makes from work and other aspects of her personal life.

## Factors that Affect the Socio-economic of the Women Employees

### 1. Women Education

Socio-economic growth depends critically on the education of women. They aim to empower and educate women to contribute to a more productive and self-sufficient workforce. Socio-economic development is accelerated by education and employment opportunities for the next generation. Women's education boosted economic growth because of their enhanced productivity and greater independence. Women's ability to earn living

increases as their educational attainment rises. For families and the country, women's income provides a means of sustaining themselves. It demonstrates that obtaining a good education, finding a job, and earning a living contribute to a more prosperous society.

### 2. Socio-economic Development of Women

Gender equity is not one of these things. Since women were instrumental in the country's economic and social development, this is terrible. Women's education and self-sufficiency have been a principal focus in many countries worldwide. Women can significantly contribute to the economy's productivity, providing equal access to education. Women have a role to play in ensuring the well-being of the nation. In urban and rural areas, women should be allowed to make a positive difference in their communities and the country's growth.

### 3. Working Conditions

Job satisfaction is influenced by the workplace's physical environment, including the circumstances of the workplace and the accompanying amenities for performing the job. People are happier in their careers when these conditions are favorable.

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#### 4. Job Security

Employment satisfaction is influenced by the perceived danger and uncertainty of losing one's job in the future. The likelihood of losing their work is low if the individual has a high employment security level. In the economy, stable employment means more money for low-income families, more spending power at home, and a general growth rate. The return of displaced people and increased societal well-being are possible outcomes of labor, both short-term and over time.

#### 5. Sufficient Skill and Knowledge

Most female employees lack the education and experience to do their jobs effectively. It leads to a high level of tension and a lack of productivity. Knowledge is the most helpful content for solving problems and making decisions. Knowledge, skills, and behaviors that can help employees learn and help the company perform better in the future are the foundation of an effective organizational learning process.

#### 6. Work-life Balance (WLB)

WLB is an essential issue for female employees. As a result, women's performance in the workplace is hindered, and their professional growth is stunted. Maintaining a healthy work-family balance can help women avoid this difference in productivity.

#### 7. Discrimination in the Work Place

Coworkers, employees, and employers all have the potential to engage in discrimination against one another on the job. It is the unfair treatment of an employee or candidate based on their class or classification. Gender-based and uneven division of work and salaries are used in the Organization to overcome the bias that will induce and improve their socioeconomic standing.

#### Objectives of the Study

The study's goal is to determine the socio-economic position of women in the garment business through a questionnaire. The following specific objectives are also included in the study's scope.

- ❖ To identify the Socio-Economic Position of working women in the Tirupur Garment Industry.

- ❖ To know the empowerment of working women in the garment Industry

- ❖ To examine the standard of living of women employees in the society
- ❖ To identify the level of income contribution to their family to meet economic needs.

#### Limitation of the Study

- ❖ Respondents' perspectives and actions are constantly shifting.
- ❖ The study's findings may be relevant just to this inquiry.
- ❖ A total of seventy-five participants are needed for the study to be representative.

#### Literature Review

Vandana Dave (2012) examined the socio-economic status of women workers. Most migrant women's jobs were in construction, where they performed low-paying jobs such as coolies and laborers.

Jelience Dhinakar & Mekala (2013) showed the socio-economic background of employees and identified the factor that causes organizational stress, such as uncomfortable working conditions, poor relationships with superiors and coworkers, conflicts with colleagues, lack of work recognition, and infrastructure facilities. The Organization should focus on the employee's physical and mental well-being to reduce stress.

Mala (2016) examined the socio-economic profile of women employed in the textile drives of the Tirupur district. Work hours, job happiness, pay, discrimination, bonuses, and sick-day benefits are part of the investigation's scope. The study found that the quality of education and the development of women's skills in the workplace must be improved.

Bavya and Raghunandan (2018) investigated the issues faced by workers in the BPO sector in Mysuru. BPO workers experience gender discrimination, harassment, and physical and mental stress due to their work in these organizations.

## Research Methodology

Methodology for research is a systematic approach to solving the research problem in research methodology. Research can be considered a survey to gather data to ascertain the causal links between various variables. The research plan describes the characteristics of a particular trend or demographic. The research employs convenience sampling approaches. A sum of seventy-five people took part in the survey. The information is gathered using the same primary and secondary sources utilized in the original study. The Chi-Square test assesses the acquired data and determines the study.

**Table – 1**  
**Monthly Income Level of the Respondent**

PARTICULARS	NO. OF THE RESPONDENTS	%
Below Rs.5000	9	12
Rs.5001-10000	14	19
Rs.10001-15000	22	29
Rs.15001-20000	27	36
Above Rs.20000	3	4
<b>Total</b>	<b>75</b>	<b>100</b>

Table 1 shows that the income of the respondents 12% belongs to below Rs.5,000, 19% of the respondents belongs to Rs.5,001-Rs.10,000, 29% of the respondents belongs to Rs.10,001-Rs.15,000, 36% of the respondents belongs to Rs.15,001-Rs.20,000 and 4% of the respondents' monthly income is Rs.20,000.

**Table – 2**  
**Educational Qualification**

PARTICULARS	NO. OF RESPONDENTS	%
Uneducated	12	16
Primary	17	23
Higher Secondary	24	32
Graduate	18	24
Diploma	4	5
<b>Total</b>	<b>75</b>	<b>100</b>

Table 2 shows that 16% of the respondents are illiterate, 23% are educated up to primary level, 32% are educated up to higher secondary, 24% are graduates, and 5% are diploma holders. Based on the data in Table 3, it is evident that the hypothesis "Marital status of the sample women employees and their perceived

satisfaction with welfare measures in the garment sector" is supported.

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**Table – 3**  
**Marital Status and Satisfaction of Working Women Towards Welfare Measures in the Garment Industry**

Factor	Calculated Value	Table Value	DF
Marital status	21.339	20.09	8

The result is significant at the 1% level since the chi-square value obtained is larger than the value from the table. Therefore, we accept the alternative hypothesis (H1) and reject the null (H0). The chi-square test results indicate that the marital status of the sample employees is significantly correlated with their level of satisfaction with the garment industry's welfare policies.

## Conclusion

An essential aspect of financial autonomy for women is the freedom to decide whether they work, how much they earn, and the financial decisions they make with that money. Various vocations have the most significant potential to empower women employees in the apparel industry. For many women, juggling work and family is a full-time job in and of itself. It is no secret that women have heavily dominated the clothing industry. A woman's career advancement is intimately tied to her work environment. These workers are treated fairly, receive a fair wage, and enjoy minimal job security. Employment and earnings potential affect future generations and can hasten the process of social and economic development. As a result of women's income, poverty is reduced, and socio-economic development increases.

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