

CHALLENGES AND PROBLEMS FACED BY UNORGANISED WOMEN WORKERS OF TEXTILE UNITS IN TIRUPPUR DISTRICT

S.Thangam Ph.D. Research Scholar, Research Department of Economics, Sri GVG Visalakshi College for Women Udumalpet, Tamil Nadu, India :thangamphd22@gmail.com

Dr. M.Radha, Head of Department Associate Professor & Research Supervisor, Research Department of Economics, Sri GVG Visalakshi College for Women, Udumalpet, Tamil Nadu, India
E-Mail Id:rdraj0@gmail.com

Abstract

The unorganised or informal sector constitutes a pivotal part of the Indian economy. More than 90 percent of the workforce and about 50 percent of the national product are accounted for by the informal economy. A high proportion of socially and economically underprivileged sections of society are concentrated in informal economic activities (Mohapatra, 2012). The research aims to describe the challenges and problems faced by the women workers in the unorganised textile units. The primary data is in the questionnaire form, and it is collected from the women workers in textile units in Tiruppur district. A convenient sampling method is adopted for collecting primary data. Samples are collected from 100 women workers in the unorganised textile units in Tiruppur district. This paper seeks to provide a critical and analytical perspective on the various issues confronting women in the workplace. The paper concludes with specific recommendations to ensure that women workers in the unorganised sector need inadequate work-life balance and a safe and secure work environment.

Keywords: Women workers, Unorganised Sectors, Textile Units, Challenges and Problems

Introduction

Women have been treated as second-class citizens since time immemorial. Patriarchal norms in a male-dominated society have dictated the dos and don'ts to women in every aspect of their lives, from conducting themselves in public to choices of reproduction. The public sphere has always been seen as the male domain, with the limited number of women venturing out to test the treacherous waters of the workplace. Globalisation, export-oriented industrialisation, and relocation of industries from developed to developing countries increase women workers in the unorganised sector. The nature of women's work ranges from wage employment or self-employment, family labour, and piece rated work. The prevalence of women workers in the urban unorganised sector is significant in number. (Satya Sundaram)

The unorganised sector has no such clear-cut employer-employee relationships and lacks most forms of social protection. Having no fixed employer, these workers are casual, contractual, migrant, home-based, own-account workers who attempt to earn a living from whatever meagre assets and skills they possess. (Tripathy, 1996). Challenges and problems faced by women workers in the unorganised sectors include unequal pay for equal work, long hours of work, sexual harassment, lack of job security, no minimum wages, lack of minimum facilities at the workplace, ill-treatment, heavy physical work, lack of adequate sanitation facilities, unsafe roads and transportation, denial of promotions, inadequate work-life balance and so on.

Review of Literature

Mohapatra (2015) tried to unfold the extent of the plight of women workers in general and women working in the unorganised sector in particular. She found that women workers are easily marginalised and could not get any benefits from the new opportunities because of globalisation and open and competitive world trade. Globalisation negatively affects women workers. It leads to violations of women's economic, political, cultural rights at a large scale. However, women play an essential role in the economic and social life of the country. They perform the dual role of performing household duties and also working outside the home in the factories. In an unorganised sector of India, women are overworked, and their work is invisible, unremunerated, and unrecognised; men displace them due to the impact of technology. Also, there is a greater rate of

physical and sexual exploitation of women, but the economic necessity compels them to work outside for meagre wages without social security.

Geetika et al. (2011) in their article, explains the situation of women workers who work in the informal sector of India, that women do not have the choice to work or not to work because they have to work at any cost for the desired need of income. Also, there is no possibility of betterment and advancement of their efficiency, and they hold second place to men in the race of employment.

Sophia (2011) has investigated the challenges facing women in career development. She found that most women employees were dissatisfied with career development programmers, and women were discriminated against in career development opportunities. The study recommended that organisations strive to ensure that career development programmers were set to enhance career development among the women employees. Top management should also be committed to the career development of women, and organisations should also introduce affirmative action to address the career development of women urgently.

Saran and Sandhewar (1990) have studied the problems of women workers engaged in the unorganised sector. It was revealed by their study that the women were exploited, low paid, worked for long hours, i.e., 14-16 hours in case of migrants and 8-10 hours in the case of local workers. Mass illiteracy prevailed, belonged to scheduled castes, scheduled tribes and backward classes, and indebtedness. Further, rebuking, cheating, threatening, beating, and sexual abuses were common features reported by women working in the unorganised sector.

Objectives of the study

- Find out the socio-economic conditions of the unorganised women workers in the textile units of Tiruppur district.
- Analyse the challenges and problems faced by the unorganised women workers in the textile units of Tiruppur district.

Methodology

The methodology employed by this paper is essentially descriptive. It tries to understand the various challenges women in India face at the workplace by examining relevant data collected from various secondary sources. The information is obtained from primary as well as secondary sources. The primary data is in the questionnaire form, and it is collected from the women workers in textile units in Tiruppur district. The sources for secondary data include books, journals, and websites. The area of the study is confined to the Tiruppur district. Samples are collected from 100 women workers in the unorganised textile units in Tiruppur district. A convenient sampling method is adopted for collecting primary data.

Result and Discussions

Women play a vital role in the country's economic development, and their contribution is nothing short of their male counterparts. However, there are still several issues and problems that women face today. Sometimes, they are not treated equally in their workplace and are considered inferior to their male co-workers. In some cases, they do not get the same benefits as that of a male employee. The major issues and problems that women workers face in their workplaces include unequal pay, long hours of work, inadequate security, sexual harassment, lack of proper family support, deficient maternity leave, lack of minimum facilities at the workplace, heavy physical work, lack of adequate sanitation facilities, denial of promotions, inadequate work-life balance, child care and so on.

Table 1: Frequency analysis for the socio-demographic profile of the Women textile workers

Profile of the Respondents	Variables	Frequency	Percent
Age	Below 20	22	22.0
	21 - 40	27	27.0
	41-60	30	30.0

	61 & above	21	21.0
	Total	100	100.0
Marital Status	Married	64	64.0
	Unmarried	36	36.0
	Total	100	100.0
Educational Qualification	Up to HSC	39	39.0
	Degree/Diploma	38	38.0
	PG Degree	9	09.0
	Professional Degree	14	14.0
	Total	100	100.0

Source: Output generated from SPSS 25

Table 1 infers that the socio-economic values of 100 selected respondents of the study are mostly under the age group of 41-60 (30.0), and the next majority is from the age group of 21-40(27.0%). From this demographic character, it is understood that the respondents are under the age of 21 to 60. The table infers that nearly 64.0% of the respondents are married, and about 36.0 % are unmarried involved in textile workers. Most of the respondents are educated regarding their literacy level, and 39% are SSLC and HSC qualified. This factor of socio-economic aspect shows that the retail owners who are the sample respondents for this study are almost educated.

Table 2: Challenges and problems faced by women textile workers in unorganised textile units(GARRETT RANKING)

S.No.	Challenges and problems	Total score	Mean score	Rank
1	Inadequate work-life balance	17824	25.46	I
2	Safe and secure work environment	16857	24.08	II
3	Unequal Pay	16387	23.41	III
4	Sexual harassment	16190	23.13	IV
5	Deficient maternity leave	15516	22.17	V
6	Lack of proper family support	14737	21.05	VI
7	Lack of minimum facilities at work place	14538	20.77	VII
8	Denial of promotions	12039	17.20	VIII

Source: Output generated from SPSS 25

It is surmised from the table the challenges and problems to the select women textile workers in the study unit as ‘Inadequate work-life balance,’ which is ranked first with the Garrett score of 17824 points. The second and third ranks are assigned to ‘Safe and secure work environment’ and ‘Unequal Pay’ with the Garrett scores of 16857 and 16387. The fourth and fifth ranks are assigned to ‘Sexual harassment’ and ‘Deficient maternity leave’ with the Garrett scores of 16190 and 15516 points. The sixth and seventh ranks are assigned to ‘Lack of proper family support’ and ‘Lack of minimum facilities at work place’ with the Garrett scores of 14737 and 14538. The last rank was assigned to ‘Denial of promotions’ with the Garrett scores of 12039 points. It was found from the analysis that the majority of the respondents opined that the challenges and problems to the select

women textile workers in the study unit as ‘inadequate work-life balance’ and “safe and secure work environment.”

Conclusion

The textile sector falls under the unorganised sector of an economy. The research found that problems of unorganised women textile workers in the workplace are one of the major issues in the contemporary social problems like, inadequate work-life balance and lack of safe and secure work environment. Women workers in unorganised textile sectors are working in an unsecured environment or work culture. The scenario only can be changed with the government intervention by implementing the policies strictly. Strict action has to be taken against all those who harass women workers at the workplace. Their standard of living will also be increased with betterment life. More research is required to suggest solutions to existing problems and issues like inadequate work-life balance and a safe and secure work environment.

We are the same country that rejoiced when P.V. Sindhu won an Olympic medal and marvelled at Kalpana Chawla’s space expedition. There are limitless possibilities that lie before a woman when she is provided with the right opportunities to nurture her talent and explore her potential. Let us give women the proper treatment they deserve, which will give us endless reasons to be proud of.

Recommendations

- Traditionally, people think that men should only work and gain money and women should work as a household, but the financial demands on the Indian families are increasing, so women should also gain income for families. Therefore, a fundamental change is required in the attitudes of employees, family members, and the public.
- Women workers are often subject to sexual harassment then the Government should put strict rules for these types of crimes, also the public transport system sometimes a danger for woman, and Government should put more Inspections.
- Unorganised sectors should try to improve the conditions for woman’s workers in many parts, for example, maternity leave is easily given to women and help the woman for achieving higher post women’s nature is a promotion to gain high quality in every field, but if the condition is not ready then the reduction of promotion and optimisation in work will occur, etc.
- The majority of the respondents perceive the high level of social factors that means they face problems socially in the workplace. The higher superiors can give equal support to the women workers. The superiors and male co-workers can motivate the women workers in the workplace to reduce the problem faced by the women workers in the textile sector.

References

- Geetika., Singh, Tripti., & Gupta, Anvita. (2011). Women Working in Informal Sector in India: A Saga of Lopsided Utilisation of Human Capital. *International Conference on Economics and Finance Research*. 4 534-538.
- Lakhani, R. (2004). Occupational health of women construction workers in the unorganised sector. *Journal of Health Management*, 6(2), 187-200.
- Metgud, D. C., Khatri, S., Mokashi, M. G., & Saha, P. N. (2008). An ergonomic study of women workers in a woolen textile factory for identification of health-related problems. *Indian journal of occupational and environmental medicine*, 12(1), 14.
- Mohapatra, Dipitrekha. (2015). Female Workers in the Unorganised Sector in India. *International Conference on Studies in Humanities and Social Sciences (ICSHSS-15)*. 99-102.
- Mohapatra, K. K. (2012). Women workers in informal sector in India: understanding the occupational vulnerability. *International Journal of Humanities and Social Science*, 2(21), 197-207.
- RoyChowdhury, S. (2005). Labour activism and women in the unorganised sector: garment export industry in Bangalore. *Economic and Political Weekly*, 2250-2255.
- Saran, A.B. and Sandhewar, A.N (1990). *Problems of Women Workers in Unorganised Sector (Brick Klines, Quarries and Mines of Bihar and West Bengal)*, Northern Book Centre.
- Singh, D. P. (2005). *Women workers in unorganised sector*. Deep and Deep Publications.
- Tripathy S.N. (1996) ‘Women Labour in Construction Sector, A Study in Orissa’ in S.N Tripathy (Ed), ‘Unorganized Women Labour in India’, New Delhi, Discovery publishing house, pp: 92-98. 5