



# EMPIRICAL STUDY ON WORKING CONDITIONS AND HEALTH STATUS OF TEXTILE WOMEN WORKERS IN COIMBATORE

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## Abstract

Textile Industry of Tamil Nadu is the forerunner in Industrial Development. It provides massive employment in the State. It is predominantly Spinning-oriented. The State Textile Industry has a significant presence in the National economy. Women employees in the textile enterprise regularly work lengthy hours, with shifts lasting up to 12 hours a day Coimbatore district is chosen for the study. This can result in fatigue, strain, and physical and mental health issues. Stratified random sampling and cross tabulation method was adopted for selecting the sample. It is found that the major portion of the respondents pointed out that providing four-star rating about the company's whole working environment and conditions. Quality of work denotes a favorable operating condition which inspires participation, higher verbal exchange, equality, fairness and process satisfaction. The stage of recognition is gradually growing closer to the need to empower women via social, financial and political equity, essential human rights, and enhancements in nutrition, simple fitness and training. So the employers and government should make necessary steps to improve the quality of work life of women workers.

**Keywords:** Forerunner, Favorable, Enhancements, Fatigue, Women, Fitness.

## Introduction

Textile industry is one of the most important and oldest industries in India. It generates employment opportunities to crores of people which also include artisans and handloom workers. This encompasses a wide range of sectors, including textile manufacturing, spinning, weaving, and garment production. The industry employs a large range of women employees. The textile industry has helped to promote

economic social mobility for women. Many women have been capable to migrate from rural regions to urban areas for work which relates to spinning, weaving, embroidery which has exposed to new experiences and possibilities. This has furnished women with opportunities for financial independence, skill improvement and social mobility. Though there are some improvements in working conditions and health status in recent years. The industry still faces many challenges in ensuring the well being of women workers.

Textile Industry of Tamil Nadu is the forerunner in Industrial Development. It provides massive employment in the State. It is predominantly Spinning-oriented. The State Textile Industry has a significant presence in the National economy. The western part of Tamil Nadu comprising Coimbatore, Tirupur, Erode, Dindigul and Karur has the majority of spinning mills manufacturing cotton, polyester, blended yarn and silk yarn used by garment units in Tamil Nadu. The textile enterprise has furnished employment opportunities for women in Tamil Nadu; it also has many challenges and troubles that need to be addressed to enhance the working condition and health status.

The textile women workers in Coimbatore face several occupational health hazards because of their working conditions in the industry. The women labourers are exposed to cotton dust, musculoskeletal problems, skin allergies, mental issues. Hence an attempt is made to empirically evaluate the working conditions and health status of textile women workers.

#### **Working conditions:**

1. Long operating hours: Women employees in the textile enterprise regularly work lengthy hours, with shifts lasting up to 12 hours a day. This can result in fatigue, strain, and physical and mental health issues.
2. Low wages: The wages earned by women employees within the textile enterprise are often low, and they'll not be capable of have enough money fundamental requirements which include meals, housing, and healthcare.
3. Unsafe working situations: Women labourers inside the textile enterprise are regularly uncovered to risky working situations, which include terrible ventilation, exposure to chemical compounds, and risky equipment.
4. Lack of task safety: Many women inside the textile enterprise are hired on a brief or settlement basis, this means that they don't have task safety or advantages which include healthcare or paid time off.

#### **Health Status:**

1. Reproductive health issues: Women employees inside the textile enterprise can also face reproductive fitness problems because of lengthy hours of work, inadequate breaks, and shortage of get entry to clean bathrooms and sanitary facilities.
2. Respiratory issues: Allergies and bronchitis are among the respiratory conditions that can develop as a result of exposure to dust, chemicals, and negative ventilation in textile generators.

3. Musculoskeletal issues: Many textile mill occupations are repetitious, which can lead to musculoskeletal issues like carpal tunnel syndrome and back pain.

4. Mental health issues: Long running hours, low wages, and negative operating situations can result in stress, tension, and despair amongst woman textile employees.

Efforts had been made to improve the operating conditions and fitness reputes of women inside the textile industry in India.

### **Review of literature**

**Sanjeevni Gangwani, Shweta Sharma et al, (2020)<sup>1</sup>** in their study on “Effect of working condition on work life balance of workers in textile industry” targeted factory workers employed in the textile industry in Madhya Pradesh. Descriptive statistics, correlation analyses, and linear regressions were employed to analyze the influence of working conditions on work-life balance. The findings indicated various aspects associated with the working environment had a predominantly negative impact on the work-life balance of employees. The results also highlight the challenge of employees not being contentedly situated in their workplace, which carries significant implications for families, organizations, and society at large. The study strongly recommends the companies adopt to employee-friendly policies to address these issues.

**Parvathy, (2010)<sup>2</sup>** the study shows that working conditions is an important factor for job satisfaction. A Good operating atmosphere and nice environment helps grow the manufacturing of the industry. Working conditions are more essential to women workers than men employees.

**De Silva, Lombardo's et.al, (2013)<sup>48</sup>** in their study on “Health status and quality of life of female workers in Sri Lanka” examined the assessment of health issues and quality of life among women in Sri Lanka through a randomized sampling approach. Medically qualified research assistants conducted interviews using a standardized questionnaire to gather data on medical symptoms and health-related quality of life. A total of 1058 women participated in the study, with a mean age of 27.8 years. Musculoskeletal issues were reported by 15.5 percent of participants, with lower back problems being the most frequently mentioned complaint. The study concludes that, on the whole, the participants reported good overall health, with musculoskeletal symptoms being their most significant concern. While the findings may suggest effective management of work-related hazards, it's essential to consider the possibility of a healthy worker effect and social desirability bias influencing the positive health status reported by these relatively young workers.

**Pranambika, Poornima, Mithila (2017)<sup>46</sup>** of their paper on “A Study on Stress toward women Employees in Textile Industry, Karur.” narrated among the women employees working in textile industry. A comprehensive collection of both primary and secondary data was undertaken for this study, with a total of 100 samples used for result interpretation. The primary objective of the study is to unearth the factors influencing stress and to delineate its internal and external repercussions. The imposition of work pressure further disrupts the delicate balance of working life, causing disturbances in the smooth functioning of the family unit. The findings reveal that job-related stress induces various mental consequences among employees. Notably, 61.89 percent reported experiencing headaches, 52.63 percent hypertension, 51.55 percent sleeping problems, 47.03 percent hair loss, and, to a lesser extent, 40.9 percent stomach upset. The

overarching conclusion from the study is that stress factors significantly impact organizational performance, as every employee is susceptible to stress. In the contemporary private sector, extracting increased work output from employees often results in reduced remuneration and benefits. Women employees in the textile sector contend with limited welfare facilities, emphasizing the need for the organization to provide such amenities to alleviate stress. Additionally, instituting a monthly relaxation program for employees could prove instrumental in reducing stress levels and ensuring mental and physical rejuvenation.

### Objectives

1. To explore the dimensions of working conditions among the selected women workers in textile industry.
2. To examine the quality of women workers in textile industry.

### Sampling Design

Stratified random sampling and cross tabulation method was adopted for selecting the sample. The Coimbatore district has been purposefully selected for the present study. In Coimbatore region, there are 60 textile mills in which 21 mills are in good working condition. Whereas totally 1680 women workers are working in 21 mills. Out of which 420 respondents that is 25 percent were taken into consideration. The statistical tool ANOVA was used to carry out the study.

### Hypothesis

There is no significant relationship between working conditions and quality of work life among textile women workers.

**Table 1**

**Discussion on Procedure of Working Orders**

Procedure of working orders	Less than 30	30 - 50	More than 50	Overall Total
Yes	92 (80)	149 (90.3)	132 (94.3)	<b>373</b> <b>(88.8)</b>
No	23 (20)	16 (9.7)	8 (5.7)	<b>47</b> <b>(11.2)</b>
<b>Total</b>	<b>115</b> <b>(100)</b>	<b>165</b> <b>(100)</b>	<b>140</b> <b>(100)</b>	<b>420</b> <b>(100)</b>

*Source:* Field Survey

The distribution of the selected textile women workers is classified with respect to receiving the procedure of working orders from the company. The major portion of (88.8 per cent) of the respondents receive the working orders procedure and the remaining (11.2 per cent) are not received the working order procedure from the company. In less than 30 age group, majority 80 per cent of the women employees got the procedure of working orders and the remaining 20 per cent of them mentioned not received. Between 30 – 50 age group, the major portion of 90.3 per cent of the respondents mentioned received working order and the remaining 9.7 per cent are felt that not received. With respect to more than 50 age group, the major portions of 94.3 per cent are stated that they received working order and the remaining least 5.7 per cent of

them not received working order from the company. As the result it is found that the major portion of the respondents has accepted to receive the procedure of working orders from the company.

**Table 2**

**Discussion on Overall Working Environment and Conditions**

<b>Working Environment &amp; Conditions</b>	<b>Less than 30</b>	<b>30 - 50</b>	<b>More than 50</b>	<b>Overall Total</b>
Five star Rating	39 (33.9)	60 (36.4)	28 (20)	<b>127</b> <b>(30.2)</b>
Four star Rating	48 (41.7)	72 (43.6)	89 (63.6)	<b>209</b> <b>(49.8)</b>
Three star Rating	28 (24.4)	33 (20)	23 (16.4)	<b>84</b> <b>(20)</b>
<b>Total</b>	<b>115</b> <b>(100)</b>	<b>165</b> <b>(100)</b>	<b>140</b> <b>(100)</b>	<b>420</b> <b>(100)</b>

*Source:* Field Survey

The selected textile women employees is providing overall rating about the company's whole working environment and conditions in the working places. Out of 420 respondents, the major portion of (49.8 per cent) of the respondents are mentioned four-star rating, followed by (30.2 per cent) of them are pointed out that five-star rating and the remaining (20 per cent) of them provided three-star rating for the company's overall working environment and conditions. In the case of less than 30 age group, majority 41.7 per cent of them stated that provided four-star rating, followed by 33.9 per cent are mentioned five-star rating and the remaining 24.4 per cent of the respondents spelt out three-star rating. Among 30 – 50 age group, majority 43.6 per cent of the respondents mentioned four-star rating, followed by 36.4 per cent are pointed out that five-star rating and the remaining 20 per cent of them recorded three-star rating. And in the case of more than 50 age group, the major portion of the respondents pointed out that they are providing four-star rating which has been recorded at 63.6 per cent, followed by 20 per cent of them mentioned five-star rating and the remaining 16.4 per cent of them recorded three-star rating in the study area. The overall result of this table is found that the major portion of the respondents pointed out that providing four-star rating about the company's whole working environment and conditions.

**Table 3****Measurement of Quality of Work Life**

<b>Measurement of Quality of Work Life</b>	<b>No. of Respondents</b>	<b>Percentage</b>
Opportunity for continued growth and security	47	11.2
Constitutionalism in the work organisation	62	14.8
Work and total life space	54	12.9
Immediate opportunity to use and develop human capacities,	66	15.7
Water, Sanitation and Hygienic Practices	85	20.2
Adequate and fair compensation, and Promotion	63	15
Safe and Healthy Working Conditions	43	10.2
<b>Total</b>	<b>420</b>	<b>100</b>

The above table examines the measurement on quality of work life and hygienic practices about the selected textile women workers in Coimbatore region. Out of 420 women employees, the major portion of (20.2 per cent) are pointed out that water, sanitation and hygienic practices may improve their quality of work life, followed by (15.7 per cent) assumed to use immediate opportunity and develop human capabilities, (15 per cent) are portrait adequate and fair compensation and promotion may encourage quality of work life, (14.8 per cent) are spelt out constitutionalism in the work organisation, (12.9 per cent) are noticed work and total life space, (11.2 per cent) are mentioned opportunity for continued growth and security and the remaining (10.2 per cent) of them out safe and healthy working conditions may encourage the measurements on quality of work life in the study region.

**Hypothesis:**

There is no significant relationship between working conditions and quality of work life among textile women workers

**Working Conditions and Quality of Work Life among Textile Women Employees****ANOVA**

<b>Source of Variation</b>	<b>Sum of Squares</b>	<b>DF</b>	<b>Mean Square</b>	<b>F. value</b>	<b>p. value</b>
Between Groups	12.462	1	8.465	47.406	0.105
Within Groups	109.249	418	9.537		
Total	121.711	419			

\*\* Significant @5 per cent level

The discussion on working conditions and quality of work life among textile women workers is analysed with ANOVA model, is represented in table 4.101. The null hypothesis is stated that there is no significant relationship between working conditions and quality of work life. It could be noticed that the calculated ANOVA F-Value is 47.406 and the p. value is 0.105. The p-value is greater than that of significant value ( $0.105 > 0.05$ ). It could be noticed from the results that to reject null hypothesis and accept alternate hypothesis i.e., there is a relationship between working conditions and quality of work life among the selected textile women respondents.

## Conclusion

Health and Quality of Work Life is one of the emerging and re-rising questions where employees are searching for more meanings and it examines the specific meanings for exclusive human beings. While some do not forget commercial democracy or co-dedication with accelerated worker participation in the selection making procedure for others, specifically managers and directors the time period denotes development in the psychological factors of work to enhance productiveness. Unions and employees interpret it as more equitable sharing of earnings, activity protection and healthy and human conditions. Others view it as enhancing social relationships in place of jobs via autonomous work-agencies. Finally, others take a broader view of changing the whole organizational climate by means of humanizing jobs, individualizing agencies and converting the structural and managerial systems. Moreover, it examines the set of strategies; along with self-sustaining work corporations, activity enrichment and excessive involvement geared toward boosting the delight and productivity of employees. And it displays a problem: why humans enjoy work, their courting with different human beings, their paintings and their effectiveness at the activity. Rising instructional stages and occupational aspirations in today's state of affairs. With sluggish financial increases and reduced possibilities for development, clearly, creates a rising challenge for health and the quality of work life and for profession and personal lifestyles making plans.

Quality of work denotes a favorable operating condition which inspires participation, higher verbal exchange, equality, fairness and process satisfaction. The Indian textile industry is certainly one of the biggest in the world with a massive raw material and textile production base. Our economic system largely depends on textile production and trade, similarly to other important industries. The stage of recognition is gradually growing closer to the need to empower girls via social, financial and political equity, essential human rights, and enhancements in nutrition, simple fitness and training. So the employers and government should make necessary steps to improve the quality of work life of women workers.

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