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Job Related Problems of Women Workers In Garment Industry of Salem, Tamil Nadu

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Abstract

In India,the garment industry is disorganized and pre-dominantly in the small-scale sector. More than four million people are employed in Indian garment industry. The garment industry in Delhi, Mumbai, Tirupur, Bangalore and Chennai produce export quality of garments which are being exported to various European countries. In Tamil Nadu, Salem is one of the leading cities in exporting readymade garments to the European countries. There are numerous exporters functioning in the city engaged in exporting of garments. Garment workers particularly women arefacing number of job-related problems due to the nature of work in the garment industry. A study is undertaken to find out the job-related problems faced by the women workers in Salem District of Tamil Nadu, just onehundred and twenty women workers in the garment companies functioning in Salem District have been selected as samples and the necessary data were collected from them by using questionnaire method. In this study, descriptive and inferential analyses have been applied. Mean, standard deviation, simple percentages are selected as the relevant techniques to enlighten the job-related problems the women workers who are facing in this industry. Likewise, inferential statistics like Factor Analysis, Non parametric Friedman Test and Anova tests are also applied in this study.The study has revealed that the maximum women workers in the industry have agreedthat they facing the job-related problems such as Poor wages, High target, Bad working conditions, No expected benefits, Verbal abuse, Heavy work and Poor relationship with co-workers.

Key words: Verbal abuse,Sexual Harassments, Garment industry, Ailments, Human Rights

Introduction

The garment industry in India is one of the important sectors for fetching high amount of foreign currencies. It provides more employment opportunities to the poor and middle-class women in our country. It has reduced the unemployment problems in the last one decade. In spite of the

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above advantages, it is regret to say that the garment workers are neglectedin availing their various facilities such as good salary, promotion, provident fund, residence, allowance, working conditions etc. Thelife style of the women workers in garment companies is so despondent because they fail to supply their basic needs for their family members. It has been observed from various studies that there are many garment companies which use to provide low wages to the women workers and force them to work hard. The working conditions in most of the garment factories are not appropriate for their work

There are many problems in garment industry, such as non-existence of emergency service, deficiency of hygiene, short of work spaceetc., which makesthe women workers to be stressful. Most of the women workers are coming from low income family.They are paid least amount of wage mostly because of their lack of education.Women are hesitant to join in unions because they are threatened by the owners of the garment companies.As well, working for a long period of time without rest, not providing personal protective equipment and inadequate provision of ergonomic facilities at workplace leads to major health-related issues and job-related problems among the workers. According to the reports of Human rights Watch, sexism and pregnancy-related discrimination are widespread in the garment industry at the global level, While India, Pakistan and many other countries have specific laws governing sexual harassment at work, more than fifty countries do not have any specific legal remedies for sexual harassment in the workplace. Workers in India and Pakistan told researchers that many employees are not aware of their own rights or of the responsibilities of their employers under sexual harassment laws and have not had any training at work. But the report found even where there are laws governing sexual harassment at work, they often are not properly implemented.

In this context, the present study is undertaken by the researcher to grasp the problems related to the women workers in the garment companies located in different parts of Salem District of Tamil Nadu. Many researches have been carried out related to the problems of women workers in garment industry in foreign countries but only few studies were undertaken in connection with the local garment companies. It is expected that the result of the research will be useful to the

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governments, non-government organizations and policy makers to take effective steps to facilitate 'women workers' development.

Review of Literature

Abundant research studies have been carried out by the researchers related to the problems faced by women workers in garment industry. Many authorsat global level and authors from India have undertaken research on the problems faced by the women workers in different perspective. Hence it is considered that the reviews are valuable to develop a methodology that can be employed in the context of the study of job-related problems of women workers in Salem garment industry. So; the reviews given below are highly useful for developing new approaches for the research on problems of women workers in garment companies.

Srinivasan et al. (2013) identified that maximum respondents had heat, stress, noise and dust related problem, further vibration and stress are prevalent in the workplace andmajority of the respondentshad the problems of lighting, radiation, renal, liver and occupational cancers are less due to work. According to **Rubin et al. (2015),** the women workers in Vietnam apparel factories stated that they are mentally suffered from verbal and physical abuse by supervisors. It results poor mental health, including a sense of hopelessness about the future. Absence of hopelessness is a negative predictor of productivity and wages. That is, workers who are the victims of verbal and physical abuse feel hopeless about the future, are less productive and receive lower pay.Also, the results of **Md. Iqbal Mahmud, Shahida Afrin** reveals that the Ready-Made-Garment (RMG) industries have emerged as the most promising sector in the socio-economic context of Bangladesh. Among the employee of this sector, maximum numbers are female which prefaces women empowerment as well. Despite being large in numbers, female workforce faces various types of difficulty in their workplace both physically and mentally. In addition, gender discrimination is severe in this sector. It was found that wages discrimination between male and female employee increases with the skill levels. Male managers are paid 21% higher than female counterpart. Job type has great influence on workers. Male workers are found to be less in helper and sewing department by about 86% and 78% respectively. Higher salary discrimination was found in small industries than larger one.In the perspective of **Mahmud (2009),**harassment by

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male colleagues or by management in the workplace isvery common for the female workers in thegarment industries. In addition, **Nahar et al. (2010)** found that work pattern in thegarment factory severely affected worker's health, asthey wererestrained ina closed environment. Hazardous conditions of work range from the exposure to lint dust in an apparelfactory to exposure

to toxic chemicals in the recyclingof electronic waste.Besides,**Deepa Ananda Priya** in her study has investigated the Job Stress of Women Employees in IT and ITES Industries, Tamil Nadu. In her research she found the impact of demographic variables on job stress and to study the impact of job stress on physical, psychological well-being and turnover intention of employees. The results show that Meeting deadlines and Job Insecurity is the there is an impact of demographic variables on job stress and job stress on turnover intention. Due to job stress the women employees are experiencing more psychological stress than the physiological stress. Therefore, the kernel of the reviews is useful to the researcher to formulate problem statement for the present study.

Problem Statement

The aggravation of women in garment industry is one of the neglected areas of development in the Indian economy. The torture to the women workers in the garment companies is the major anxiety not only in Indian garment companies but also at the global level.Many instances from the study of several authors are observed to be the evidences for the refusal of rights of women in India. In this context, the study is undertaken by the researcher in order to bring out the job-related problems of women workers in garment industry of Salem district.

Objectives

The objective of the study is to find out the job-related problems of women workers in the garment industry of Salem District in Tamil Nadu and to detect the association between job related problems of women workers and the working environment in the garment companies in the District of Salem.

Research Methodology

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Around 200 garment manufacturing companiesare in Salem District. Nearlytwenty-five thousand women workers are found to have been working in these companies. The garment industry in Salem district comprises small, medium and large enterprises. The small and medium enterprises are owned and managed by sole trading concern or partnership form of organization. As well, the company forms of garment manufacturing hubs are also seen in the study area. Random sampling method is applied in this research. Of these, fifteen garment manufacturing companies in Salem were carefully chosen. In each company, ten women workers from different sections were called upon to answer the questions regarding job related problems given in the questionnaire. Descriptive and Inferential analyses. Mean, standard deviation, simple percentages are applied to describe the job-relatedproblems of women workers in the garment industry of Salem. Similarly, inferential statistics like Factor Analysis, Non parametric Friedman Test and Anova tests are also applied in this study.

Importance of the study

Human progress is not possible without the role of Women in the society and they are playing significantrole for the benefit of the society. They are never inferior to men. They are capable of sharing all the responsibilities of life. Man and woman have been rightly compared to the wheels of the same carriage. The main responsibility of a woman is to preserve the human race. As a mother, her position is unique. Many disturbances in the society is created by those anti-social persons, who were brought up by wrong hands. Of course, women´s life is more complicated than men´s life. A woman has to take care of her children, husband and her dependent relatives. But unfortunately, in many cases, women are abused desperately and most of them do not know the importance of women to the society. Nowadays the garment companies provide critical jobs to the women workers. Low wages, unsafe working conditions, unhealthy problems, a habituation of the experience of violence and high levels of tolerance for sexual pestering and extortion are predominant. In this perception, this study is undertaken to evaluate the problems related to their job in the readymade garment industry of Salem district.

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Research questions

The following questions are raised so as to enable the researcher to frame hypotheses,

1. Whether the women workers are associated with job related problems in Salem garment industry.
2. Whether residential area of the women workers have relationship with job related problems in garment industry of Salem?
3. Whether the women workers' education have influence with job related problems in garment industry of Salem?
4. Whether the marital status of the women workers have relationship with job related problems in garment industry of Salem?
5. Whether thereligious belief have association with job relatedproblems in garment industry of Salem?

Hypotheses

In order to answer the above questions, the hypotheses given belowhave been framed.

1. There is significant association between job related problems of women workers in garment industry and their age factor.
2. There is significant association between job related problems of women workers in garment industry and their residential area
3. There is significant association between job related problems of women workers in garment industry and their educational qualification.
4. There is significant association between job related problems of women workers in garment industry and their marital status.
5. There is significant association between job related problems of women workers in garment industry and their religious conviction.

Results and Discussion

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In order to determine whether there is anyassociation between job related problems of women workers in garment industry and their age factor, an Anova test has been conducted and the results are presented in Table 1.

Table 1
Age of the respondents and Women workers'job-related problems

Age in Years	Frequency	Percent	Mean	SD	'F' Value	P Value
Below 20	18	15.0	2.57	0.959	29.315	.001
21-30 years	38	31.7				
31-40 years	42	35.0				
41-50 years	22	18.3				
Total	120	100.0				

Source: ***Primary Data***

The above Table shows that the F value is observed as 29.315which is greater than the critical value and the P value is found to be .001 which is lesser than the Table value of 0.05.Therefore, it is clear that there is no significant association between the age of women workers and their job-related problems in garment industry of Salem. So, the hypothesis that there is significant association between job-related problems of women workers in garment industry and their age factor is rejected.In Table 2, the F value is found to be 27.952which is greater thanthe critical value whereas the p value remains to be 0.002 that means no significantrelationship exists between the

Table 2
Residential area of the respondents and Women workers' job-related problems

Area	Frequency	Percent	MEAN	SD	F Value	P Value
Rural	42	35.0	1.84	0.722	27.952	.002
Semi-Urban	55	45.8				
Urban	23	19.2				
Total	120	100.0				

Source: ***Primary Data***

residential areaand the job-related problems of women workers in garment industry. Hence the hypothesis that there is a significant association between job-related problems of women workers in garment industry and their residential area is also rejected. Further, the results of Anova test

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for determining whether there is significant association between job-related problems of women workers in garment industry and their educational qualification is presented in Table 3. As the F value is 19.019which remains to be more than the critical value and p value is 0.012 that is less

Table 3
Education of the respondents and Women workers' job-related problems

Education	Frequency	Percent	Mean	SD	F Value	P Value
Illiterate	23	19.2	2.61	1.502	19.019	.012
Primary Education	52	43.3				
Secondary Education	25	20.8				
Graduation	4	3.3				
Post-Graduation	1	.8				
Others	15	12.5				
Total	120	100.0				

Source: ***Primary Data***

than the table value of 0.05, Therefore, it is concluded that there is no significant association between the two variables and henceforth the above stated hypothesis is also rejected. In addition, Table 4 presents the Anova results for the relationship betweenmarital status of the respondents and job-related problems. The F value as usual is greater than the critical value and the p value is

Table 4
Marital Status of the respondents and Women workers' job-related problems

Marital Status	Frequency	Percent	Mean	SD	F Value	P Value
Married	70	58.3	1.78	1.086	17.987	.003
Unmarried	22	18.3				
Widow	12	10.0				
Divorcee	16	13.3				
Total	120	100.0				

Source: ***Primary Data***

found to be 0.003 that is less than the table value of 0.05. It implies that there is no significant association between the marital status and health related problems and henceforth the hypothesis

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given above is rejected. Table 5 explores the results of Anova test to determine the relationship between the two variables viz., religion of the respondents and their job-related problems in the garment companies. The F value in the table is 22.524which is observed to be higher than the critical value. Likewise, the p value (0.001) is known to be less than the table value of 0.05 which

Table 5
Religion of the respondents and Women workers' job-related problems

Religion	Frequency	Percent	Mean	SD	F Value	P Value
Hindu	90	75.0	1.35	0.657	22.524	.001
Muslims	18	15.0				
Christian	12	10.0				
Total	120	100.0				

Source: ***Primary Data***

shows that there is no significant relationship between the marital status of the respondents and their job-related problems.So thatthe hypothesis given above is rejected.

- **Non-Parametric Friedman Test**

Opinion of the respondents in respect of Job-related problems

The views of the respondents with regard to job-related problems is described in Table 6. The

Table 6
Non-Parametric Friedman Test - Job Related Problems

	Factors	A	SA	N	DA	SDA	TOTAL
1.	Poor wages	60	32	12	6	10	120
		50	26.7	10	5	8.3	100
2.	High target	82	18	3	9	8	120
		68.3	15	2.5	7.5	6.7	100
3.	Bad working conditions	40	15	25	25	15	120
		33.3	12.5	20.8	20.8	12.5	100
4.	No expected benefits	80	18	12	7	3	120
		66.7	15	10	5.8	2.5	100
5	Long working hours	32	16	12	48	12	120
		26.7	13.3	10	**40**	10	100
6	Verbal abuse	82	18	3	7	10	120
		68.3	15	2.5	5.8	8.3	100

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7.	Sexual harassment	25	10	**50**	15	20	120
		20.8	8.3	**41.7**	12.5	16.7	100
8	Irregular payment of wages	10	5	55	20	30	120
		8.3	4.2	**45.8**	16.7	25	100
9	Heavy work	42	40	18	5	15	120
		35	33.3	15	4.2	12.5	100
10	Poor relationship withco-workers	42	40	18	5	15	120
		35	33.3	15	4.2	12.5	100

factors considered under the study are ***'Poor wages, High target, Bad working conditions, No expected Benefits, Long working hours, Verbal abuse, Sexual harassment, Irregular payment of wages, Heavy work, Poor relationship with co-workers.'***The distribution of ranks for the various factors assigned by the respondents is given in the above Table.

It is evident from the above table that 50% of the respondents agreed that they havebeen feigneddue to ***Poor Wages*** for theirwork in the garment companies. Then again, maximum of 68.3% of the respondents also agreed with ***High Target*** problems**.**Likewise, it is observed from the above Table that maximum of 33.3% and 66.7% of the respondents have agreed that they are facing the problems of ***Bad working conditions*** and ***No expected benefits*** respectively. In addition, the table displays that maximum of 68.3% of the respondents have agreed with the problem of ***Verbal abuse.*** Further**,** 35% of the women workers agreed with ***Heavy Work and Poor Relationship with Co-workers.***Furthermore, maximum of 41.7% of the respondents have stated that they are neutral position with the factor***Sexual harassment***whereas 45.8% of the respondents are also found to be neutral with ***Irregular payment of wages.***

- **Friedman Test for Job-related Problems**

In order tofigure out the first three highly influenced Job-relatedproblems among ten and to determine whether there are any differences between mean ranks towards thejob-related problems, a Friedman test has been carried out and the results are presented in Table7.

Hypothesis

H_0:*There is no significant difference between mean ranks of the Job-related problems of women workers in garment industry.*

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The Table given below reveals that the highest mean score has been registered for ***Irregular payment of wages***which is awarded Rank one followed by Rank Two is given for ***Sexual harassment.*** Besides, ***Poor relationship with co-workers***is bestowed Rank Three.

In addition, the Chi-Square value in the above Table is reported as 662.479and the p value is found to be 0.001 which is less than the Table value of 0.05. Therefore, the null hypothesis is rejected and it is proved that there *is* significant difference between mean ranks of the job-related problems of women workers in garment industry

Table 7
Friedman test for Job Related Problems

	Factors	N	Mean	SD	Mean Rank	Chi-Square	P value
1.	Poor wages	120	1.95	1.249	4.08	662.479	.001
2.	High target	120	1.69	1.235	3.40		
3.	Bad working conditions	120	2.67	1.440	6.17		
4.	No expected benefits	120	1.63	1.046	3.13		
5	Long working hours	120	2.93	1.419	6.93		
6	Verbal abuse	120	1.71	1.273	3.49		
7.	Sexual harassment	120	2.96	1.312	**7.19**		
8	Irregular payment of wages	120	3.46	1.159	**8.44**		
9	Heavy work	120	2.26	1.319	5.10		
10	Poor relationship with co-workers	120	2.98	1.614	**7.08**		

Source: ***Primary Data***

- **Factor analysis-Health Related Problems**

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Factor analysis is a technique that is used to reduce a large number of variables into fewer numbers of factors. This technique extracts maximum common variance from all variables and puts them into a common score. As an index of all variables, one can use this score for further analysis. The Kaiser-Meyer Olkin (KMO) and Bartlett's Test measure of samplingadequacy has been applied to observe the relevance of Factor Analysis.The result of the test is presented in Table 8.

Table 8.
Factor Analysis -Job related Problems

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.912
Bartlett's Test of Sphericity	Approx. Chi-Square	2790.937
	df	45
	Sig.	.000

Source: ***Primary Data***

This table shows two tests that indicate the suitability of the data collected for structure detection. The **Kaiser-Meyer-Olkin Measure of Sampling Adequacy** is a statistic that indicates the proportion of variance in the variables. It might be caused by underlying factors.The significant value from the above Table is found to be.912 which indicates this factor analysis is useful with the data. The approximateChi-square is observed as 2790.937and the degree of freedom remains to be 45 which is significant at 0.00 level of significance.Hence the Factor Analysis is considered as the most appropriate technique for further analysis of the data.The communalities in Table 9 are all high; it indicates that the extracted components represent the variables well. If any communality is very low in a principal components' extraction, it is needed to extract another component.

Table 9

Communalities		
Variables	**Initial**	**Extraction**
Poor wages	1.000	.913
High target	1.000	.827

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Bad working conditions	1.000	.908
No expected benefits	1.000	.841
Long working hours	1.000	.774
Verbal abuse	1.000	.826
Sexual harassment	1.000	.867
Irregular payment of wages	1.000	.775
Heavy work	1.000	.963
Poor relationship with co-workers	1.000	.838
Extraction Method: Principal Component Analysis.		

Source: ***Primary Data***

In Table 10, the variance explained by the initial solution, extracted componentsand rotated components is displayed. This first section of the table shows the **Initial Eigenvalues**. The **Total** column gives the eigenvalue or amount of variance in the original variables accounted for by each component. The **% of Variance** column gives the ratio, expressed as a percentage, of the variance accounted for by each component to the total variance in all of the variables. The **Cumulative %** column gives the percentage of variance accounted for by the first *n* components. The cumulative percentage for the second component is the sum of the percentage of variance for the first and second components. For the initial solution, there are as many components as variablesand in a correlation analysis, the sum of the eigenvalues equals the number of components. If the eigenvalues are extracted greater than 1, the first three principal components form the extracted solution.

The second section of the Table 10 shows the extracted components which explain nearly 85% of the variability in the original ten variables, so these variables can considerably be reduced the complexity of the data set by using these components, with only a 15% loss of information.

Table 10

Total Variance Explained						
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	8.534	85.336	85.336	8.534	85.336	85.336
2	.930	9.304	94.640			

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3	.221	2.211	96.850			
4	.124	1.244	98.094			
5	.072	.716	98.810			
6	.049	.487	99.298			
7	.031	.314	99.612			
8	.023	.226	99.838			
9	.012	.119	99.957			
10	.004	.043	100.000			
Extraction Method: Principal Component Analysis.						

Source: ***Primary Data***

Scree Plot

A Scree Plot is a simple line segment plot that shows the fraction of total variance in the data. It is a plot, in descending order of magnitude, of the eigenvalues of a correlation matrix. In the context of factor analysis or principal components analysis, a scree plot helps the analyst visualize the relative importance of the factors, a sharp drop in the plot signals that subsequent factors are ignorable. The principal components are sorted in decreasing order of variance, so the most important principal component is always listed first.

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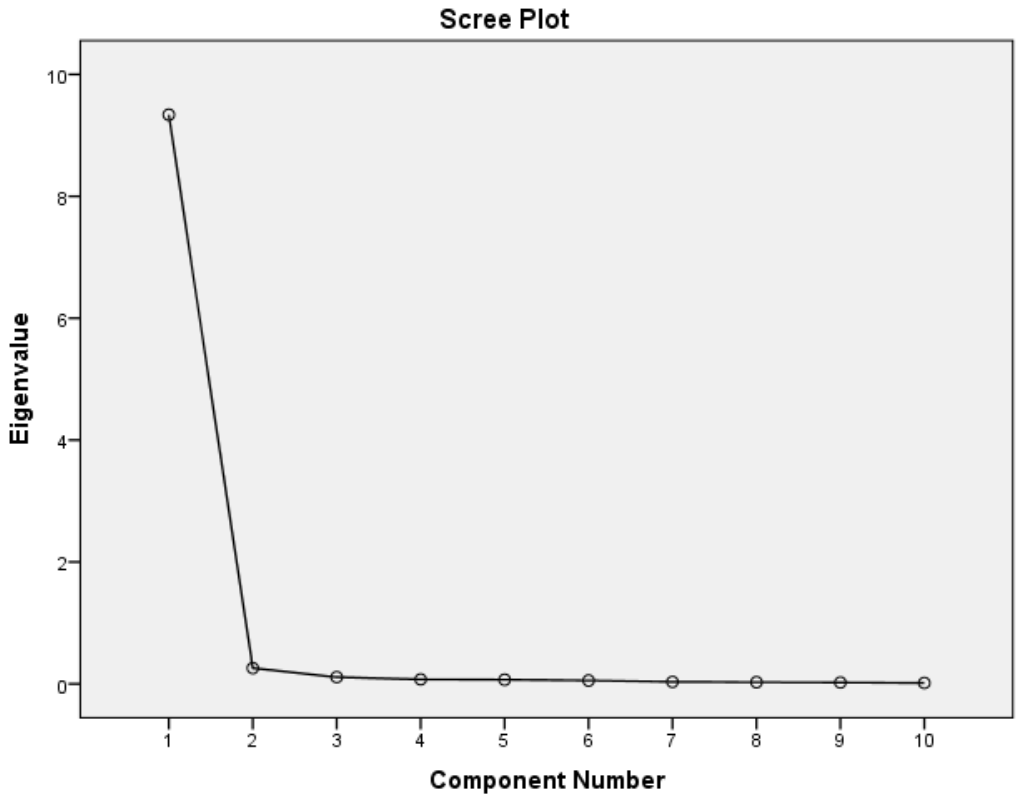

The rotated component matrix reported in Table 10 helps to determine what the components represent. The first component is highly correlated with first four variables viz., Poor wages,

TABLE 10

Rotated component matrix			
Variables	Components		
	1	2	3
Poor wages	.981		
High target	.976		
Bad working conditions	.973		
No expected benefits	.945		
Long working hours		.971	
Verbal abuse		.937	
Sexual harassment		.973	
Irregular payment of wages			.976
Heavy work			.953

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Poor relationship with co-workers			.977
a. 1 components extracted.			

Source: ***Primary Data***

High Target, Bad working conditions and No expected benefits. The component two is greatly correlated.with three variables such as Long working Hours, Verbal Abuse and Sexual harassment followed by the last three variables viz., Irregular payment of wages and Poor relationship with co-workers are found to have been vastly correlated with the Component Three.

Conclusion

It is concluded that the maximum women workers who are in the age group of 31-40 years old are found to have been working in the garment companies. Maximum women workers in the garment industry of Salem Districtare from semi urban area. Also, most of the women workers working in the garment companies are found to have gone to school up to primary level. Moreover, many of the women workers in the industry are known to be married. Maximum women workers in the garment industry of the District have agreed that they facing the job-related problems such as Poor wages, High target, Bad working conditions, No expected benefits, Verbal abuse, Heavy work and Poor relationship withco-workers. In contrast, maximum women workers in the garment industry disagreed withthe problem of Long working hours in the garment companies. In addition, most of the women workers are found to be neither agreed or disagreed, that means they are all neutral with the problems of Sexual harassment and Irregular payment of wages. It is also found from the Friedman testthe highest mean score has been registered for ***Irregular payment of wages***which is awarded Rank one followed by Rank Two is given for ***Sexual harassment.*** Besides, ***Poor relationship with co-workers*** is bestowed Rank Three. Further, it is proved from the Factor analysis thatthe collected data is suitable for structure detection.

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