



ECONOMIC STATUS OF WOMEN WORKERS IN GARMENTS FACTORIES

Basavarajappa K.H., Asst. Prof. Dept. of Economics, A.D.V.S. First Grade College, Sasvehalli, Honnali, Davanagere (Distt.) Karnataka, India

Abstract: *During the post independence the men section has equal attitude and Feelings about the rights and duties of women. The women in an integrate part of society and the country. No completeness without her presence. It is often heard that she also needs the equal states in the society and dignitary persons are striving for their welfare of the women the women have proved their achievement is considered rather than the men. The statements that "na sthree swatantryamharhathi" have now changed. The evidence is prevalent everywhere that the women has also equal study as that of men she has been successful in leading the Role of Family more efficiently than the man.*

Keywords: *Garments, Handlooms, Power looms, Textile Industry, Women workers.*

INTRODUCTION

The conditions and Grievances of the women workers working in the Garment factories. The Present subject/Description is center around problem having standard this condition from Various Angles. The facts and figures of this problem are analyzed from various angles. And is being presented for the welfare of the society the through the information collected and Gather's through all such aspects like socio-economic, condition related are Highlighted. Regarding the working nature of the Garments women worker's The Gathered and analyzed having applied to the Research Methodology in details. I have interview and observed the working women's of the Garments. The Real conditions are mentioned here.

The study to undertake the critical conditions of the working women in the Garments is very significant. The role of women is very important in development of the every country viz. Economic, Social, Religions etc. Contribution is so much there is no imagination. Without the role of the women in the Economic development of country, the underdeveloped country and Back ward countries from this point view the are under mined but their effort and dignity of Labor is given due consideration after having studied thoroughly there is clear indication of the role of the women in the any development of the any country. It's



unfortunate that the 50% of the majority of the women are deprived of so many opportunities.

It is really praise worthy that the contribution of the women in all fields, being house wife, wife, mother, sister, child and outside being a Teacher, to Doctor, an Advocate, lecturer pilot, conductor, police, postmaster, sport women, and scientist. This attitude of the women being in all these fields is invaluable, so due important should be given to around development of such contributing women. So that this is only for the status of the women but along with the development of countries in predicted. The women here are starving hard to important her status in the society. She ready to be equal in all status to man this has incised the necessity of women in these days. The women are stepped out of the home started working hard outside

The women as involved herself in various works since ancient time sowing the seeds, harvesting, and animal husbandry are being looked after by the women only. The women who has succeeded in social, economic and education fields is deprived even now a days. The women apparition is not the mater of the today or yesterday and its is not only limit to the society this is spread throughout breadth and length of the world, especially underdeveloped countries. These are so many reasons related to this the number and forms of oppressions the equity the number of oppress are women inequality apparition. Atrocities are being protested sharply but no fruitful result and justice for this protest become meaningful. The women should be protected from the concept that they are use for lust then only little bit development can be dreamt instead of suspecting the women give equal importance and opportunities to her. She can progress.

The main reason for this suspicious attitude is traditional frame, costumes, blind beliefs; this should be rooted out from the deep for the welfare of women. Considering the developments in the all fields if the status of women is considered it is not up to mark. The promise are given to her in the reservation are only theoretical but not practical means that man is not ready to his impotents and control over her. This has made the prisoners, generally women worker are deprived from equality and opportunity. They are leading the downtrodden life. Socially and economically become of unavailability of education. She is not given opportunity to develop educationally. Along with is poverty unhygienic health



physical problems are the hurdles for their progress. All these are the man control reasons to study and analyzed from the socio-material point of view are related to the working women in the garments.

THE MEANING AND THE CONCEPT OF THE RESEARCH METHODOLOGY

Who are women workers we can know from the below definitions.

Joys Libra: The women is called labor/working women if she earns economically by the work undertaken outside the family.

Jay Palson: if women is involved in a work and gets a satisfactory was such a women is called working women

Generally working women means those women who are involved in various works.

This includes seasonable workers and contractual workers. Totally working women means work is there prime means for leading surviving and earning.

THE SCOPE OF THE STUDY

Bangalore is the Representation of Greenery to substantiate this the world famous Cuban park and the lalbagh and various colorful trees and flower plants along the Roads of city look the "Paradise" the cool and pleasant atmosphere during the summer with the maximum temperature 38⁰ Celsius and with the minimum temperature 14⁰ Celsius during the winter season is the center point environment for the good health the most protected city comparing to any other city in the world is the Bangalore city. New Bangalore District was from 1986 August 15th having been divided as the Bangalore Rural and the Bangalore urban districts this city masseurs. 2191 sq. kms in diameters the total population more than 80 lakhs.

The earlier occupation of this city was Agriculture but nowadays due to rapid changes in industry the agricultural land is shrunk. Bangalore is situated in the south east of Karnataka. There is a story behind the name of the city as the other villages have. The king Hoysala veeraballala deviated from the route when he was hunting. When he led the forest hours together in search of shelter has he found a cottage wherein an old Grandma was living. The king was so hungry and begged for the food. Her Roasted grains relieved him. This love and attraction and the treatment impressed his mind. So he called this place Rosted Grains - Bendakalu – Bendakaluru the British in their English Language Articulated it has Bangalore.



Which is now one of the megacities of the country but the predator Kempegowda laid the foundation of modernization by establishing four towers in the four corners in the cities for the defense of the city. But now expansion is far away from the city.

Bangalore shining with these and it is a heaven place for lacks of unemployed, poor downtrodden, backward, illiterates, economically ill conditioned people have made this place their shelter for a their survive, So Garments is one among the such industries literate and illiterate are misstating in groups and Hordes in search of Employment in Garments the Readymade dresses cinvarious costumes like pants, half pants, shirts, sleeves, Tee-shirts, Frocks, Choodidar, shirts jerking, ladies tops, are fames not only in Indian but also abroad, the demand for this products is increasing day by day there by is meeting out the unemployment problem and helpful for the development directly and indirect.

OBJECTIVES OF THE STUDY

Though the present study is related to sociology but it is significance to consider the aspect of inter discipline in the context of study of Indian society especially the conditions of working women, are observed within the cultural frame of India. The present Research study includes the following objectives with the consideration of the above factors.

- To study to know the social, economic and educational status of the women worker
- S working in the Garments
- To study the environment and Health related problems of the working women
- To study and know the educational level, life standard of the children and husband of the working women, provided they are married.
- To know and study awareness of workers and the role of labor organization's to the study the relation between the working women and other working section
- To study the working women and superior officials/ higher authorities.
- To study the primary needs and demands of the working women and their plants and projects of future.

THE STUDY UNIVERSE AND COLLECTION OF DATA

The women workers of the Garments are prevalent in almost all parts of the city after having visited all these parts of the city according to their Ratio. I have selected 150 women



workers based on stratified random sampling method, as Ideal models and Interviewed in the free and open place to collect this valuable information.

PRIMARY DATA

Interview-Schedule prepared scientifically they Respondents the primary data have been experimented after having observed the draw backs and corrected by the guides and experts and ultimately closed and disclosed questions are prepared with the help of the for mate of the stratified simple Random sample and with the Respondents of the selected 150 women workers interviewed by the Researcher with the pre permission and co operation of the responded who are directly interview in openly to collect this exact information. The other device of the research, the observation method is also applied as the time of Intervened to observe the respondents.

SECONDARY DATA

The secondary data resources get more prominence to present study and research. So the resource of secondary data are research articles, Researcher thesis, analyzed and criticized treatises daily news papers, Govt. departmental records and the report of census statistical departmental records, state and central Govt. Gadgets, encyclopedia. Internet is the main sources for the collection information of the data

THE ECONOMIC SCENARIO OF WOMEN GARMENTS WORKERS

STATUS OF INCOME

An individual is income property consuming wealth is the deciding factors of the person. So which women have the good economic condition decides her status. It she have good economic status she needs good life, her income is necessary factor to take the decision in the family table 3.17 shows the income structure of the women labour respondents.

Table 3.17 Annual income of the respondents

Income	Frequency	Percentage
Less 10,000	00	00%
10001-20,000	07	4.5%
20,001-30,000	23	15.5%
30,001-40,000	54	36%
40,001-50,000	51	34%
50,001 – above	15	10%
Total	150	100%



The above table which can be seen that 4.5% respondents earn 10,000-20,000 rupees as an income in 9 year in a way 15% of the respondents 20,000-30,000 Rs 36% of the respondents 30,000-40,000 Rs 36% of the respondents 34% of the respondents 40,000-50,000 Rs finely 10% of the respondents earn above 50,000 Rs the above table shows clearly women labour income are very low because reason is the general disparity places an important role in the industries and family as well as Indian society considered the male dominant society.

CREDIT PATTERN

The credit of women labors are several types. The income of the labors are very low. But dicers are very rich. In this way we clearly come to the conclusion there is no another root to fulfill the dicers without make credit.

Table 3.18 The pattern of credit

Credit	Frequency	Percentage
Yes	127	84.5%
No	23	50.5%
Total	150	100%
Source of credit	Frequency	Percentage
Nationalized Bank	13/127	10.5%
Private Bank	76/127	60%
Financials	97/127	76.5%
From relation	39/127	30.5%
Neighbors	68/127	53.5%
Other	00	00%

The first table shows 84.5% of the respondents they make credits by various authorities. Very less i.e. 15.5% of the respondents say no to the credit the drastic aspect is in this table in the large number of the respondents are the creditor's in various authority region is income of the family is very low of this credit pattern 10.5% of the respondents get credit by nationalized bank 60% of the respondent get credit private Bank 76.5% from private financiers 100% of the labour from the owners. The main reason to set credit for their children education, marriage festivals and ill health situations.

PATTERN OF INVESTMENT

Investment decides the individual futures and it creates good environment for the development of the individuals. For the concern of the future women labors are being invested in several authorities.



Savings	Frequency	Percentage
Yes	37	24.5%
No	113	75.5%
Total	150	100%
If yes where	Frequency	Percentage
LIC	23	62.5%
Post office	06	16.5%
Bank	03	08%
Chits/funds	05	13%
Other	00	00%
Total	37	100%

The above table shows 24.5% of the respondents are being invest some rectors 75.5% of the respondents are not invested anywhere this criteria shows very big number to investment the inverters are invest like LIC about 62.5% in post office 16.5% than 8% of the respondents invest banking sectors. 13% of the respondents invest in chits/funds. The data as given close and important information about socio-economic condition of the respondents these condition provides good data to close analyzing. Apart from that the age the important aspects in research approach in these industries maximum number of the respondents being 20-25 years in this age she gets an experience of the motherhood but she suffering by weakness ill health therefore she lacks to do good work, although she participate domestic work as well as outside the house. The residence of the resplendence for away from about 1-2 kms among these some of the using transportation some of them coming by walk.

The analyzing about marital states of the respondents about 44% of the respondents are being unmarried 40% of the respondents being married. The level education of the respondents occupation of their husbands number of children's to considering to all these factors definitely the life of the women labors are very poor condition the income shows the difficulty to leads sufficient life the pattern of ware are very small and the whole family based on this wage compare to the men labors women's are exploited variously in this represent research says the women labors get small income and the poor family depends on this small income the above factors clearly shows women takes more responsibility than men respondents expense their income to the children education to marriage to festive and treatment purpose.

The women labors of garments factory are facing difficult situation which mean low salary for more work. Poor situation in the factories provides bad impacts to the women labor she



works both side which mean in the house and outside house along with this work she take care about family about the husband about the children. If the income doesn't possible to lead sufficient life she set credit from another persons in this way the condition of working women labor is so difficult.

WELFARE PROGRAMMES

The Factory Act (1948)

This act more detailed as stated age limit leave grants with pay scale health protection life welfare at the time of duty and during service this act as undergone amendments so many times this is implemented where more than 20 workers are working power is used for products, main high lights as below

1. The workers appointed in the factory should be more than 14 years old and certified by a doctors
2. The workers between 14-17 years should not work at night duty the adult labors should work on only 7 hours per day and 48 hours in a week after leisure time no workers should work more than 5 hours. If any worker is given more than 5 hours duty should be given double pay scale of day.
3. The women workers are prohibited to work from 6 to 7 pm in evening
4. Each factory should be kept to clean the interior walls should be either white wash or painted once on 14th months there must be sufficient ventilators and lighting facility the M.D of the factory can free from any acts
5. Ladies and children should not adjust any part of machines likewise any labour lifting heavy weight or caring is prohibited over factory should have the resting easy chairs for the standing workers.
6. Every worker worked for 2140 days despite of weekly holidays has the below provisions
 - Minimum 10 days leave with payment on day leave for every 20 days
 - Minimum 14 days leave with payment one day for every 15 days (only for 15 to 18 days old workers)
 - If earned leaves are not used by the worker all the earned leave days should be given payment



THE WORKMEN'S COMPENSATION ACT (1923)

This objective of this factory act is to look after the workers health mental health social status and about the accidents at the time of work appropriate compensation for the accidental death this act was not implemented before 1923 in India the disappointed workers had no many to knock the door of the court of justice to find solution this problem the work men compensation act was authentically come in to force in 1923 this is applicable every worker not drawing more than 400 Rs. for month the intros are any accidents at the time of work and for the death the composition is analyzed and fixed. Every stratus should appoint to labour commissioner to resolve the work men compensation problem the worker who is not intended to get compensation under this act can approach the civil court and she against the party according to this act is possible to get compensation very quickly more over this act has vast scope compensation can be claimed even if directly the employer is not responsible for injury and death.

DAILY WAGE RECEIPT ACT (1936)

The objective of this factory act is to look after the workers health mental health social status and about the accidents at the time of work appropriate compensation for the accidental death this act was not implemented before 1923 in India the disappointed workers had no many to knock the door of the court of justice to find solution this problem the work men compensation act was authentically come in to force in 1923 this is accidents at the time of work and for the death the composition is analyzed and fixed. Every status should appoint to who is not intended to get compensation under this act can approach the civil court and she against the party according to this act is possible to act compensation very quickly more over this act has vast scope compensation can be claimed even if directly the employer is not responsible for injury and death.

DAILY WAGE RECEIPT ACT (1936)

Prohibition of Bill payment of daily wise of the workers working in railways and factories. The objective of this is that even other factory can also apply the same provision, transport, shipping, mining, plantation, workshop etc. come under the definition of the time of pay scale this time should not exceeded more than 302 days. Every firm with 1000 or less workers should pay their pay scale within 7 days after the last day of the month is over if the workers are more than 1000 the pay scale can be paid within 10 days after the above



mention period, any suspended or removed workers should be paid the daily wage within two days from the date of removed the rules and regulations of the daily wage receipt act should be written either in English or main regional language of the majority of the workers should be put on the notice board.

MINIMUM DAILY WAGE ACT (1948)

The state Govt. have the rates to fix the minimum daily wage in any occupation this is not only occupation this is not only a power but also a duty the owner billing below the fixed daily wage is punishable and criminal. He may be furnished and finalized.

ESI ACT (1948)

The objective of this act is to provide medical test facilities and facilities for the employee's illness, delivery facilities for dependent. The state Govt., the factory owners, the employees have remit their share part of the Insurance jointly. The Insurance of employee is cut on in is payment to manage this the medical professionals ESI are representatives

EMPLOYERS PROVIDENT FUND ACT (1952)

The objective of this act is to collect share employees and employers and to pay back to with interest after the retirement is the responsibility of the state Government

INDUSTRIAL DISPUTES ACT (1947)

To prevent from the disputes or to resolve disputes raised between the employees and employee is objective of the act prepare amendment have been made this act the workers association should be established in every factory with minimum fixed number of workers the employer and employees this is step up good relation between employer and employee the association to express and solve differences related to the workers the association take part.

BONUS PAYMENT (1955)

The public Pvt factories with minimum 20 workers should pay. Bonus at the end of every year and the account is closed the Bonus is announced by following the profit and loss (minimum 833% or 100 Rs which one is maximum should be paid as Bonus) to pay 20% of the salary of the workers as bonus according to 1975 Bonus act amendment the management with sum reasons with special case may pay less Bonus in case of less attendance of a economic year such worker 13 not eligible for Bonus the management should pay the Bonus in payment cash.



GRATUITY FUND ACT (1972)

This act is applied to the whole country except Jammu and Kashmir the employees who draw minimum 1000 Rs salary or below 1000 Rs can claim G F the below mentioned labour are eligible to claim G F

1. When the workers is retired
2. When quits job by resigning after 5 years
3. When the worker died when the workers become enable any accident or fall sick as a result of the work

All the above mentioned acts and rules are important among them Indian factory act of 1948 is more important because this act inclines and his formulated with more stress on basic minimum facilities for the workers the 1948 factory act has recommended to give the below provisions to the workers. 1948 factory act has stated to provided below mention provisions

HEALTH AND MEDICAL FACILITIES

It can undoubtedly be stated that the workers with sound mind and sound body, skilful and honest are the asset of the factory the royal commission stressing the importance of the health of workers has explained the protection of health is not only important for workers but also for the development of factory and Nation. If any injury or physical problem occurs while working, it is the duty of the employer to maintain the first aid box and also the facility of ambulance it is the responsibility of the employer to maintain hygiene in the environment at the factory premises.

Women workers get leave for 12 weeks during pregnancy the other important project which has been successful in providing health and medical aid for the Indian factory workers is this act was implemented for the first time by British Govt in 1929 the Indian Govt passed a Universal act applicable to this act in 1961 as for this act the women workers during their pregnancy and delivery can claim special medical aid for 8-12 weeks they get 25 rupees for miscellaneous medical aids with payment and leaves. So state Govt After free medical aid maternity allowance. 1948 factory act is helpful to maintain hygienic environment in the factory premises as per this act, the employer must and should provide both room, toilet, dining hall, library waiting room and for washing and keeping the cloths and luggages.



RECOMMENDATIONS OF THE STUDY

The study provides some valuable recommendations to improve their life style and economic status, such as

- The workers of Garments factory being lack in skill training. So the garment and the management have been necessary training camps to them frequently
- Women labors don't have medical facilities. Therefore industrialists open the hospitals in the industrial premises or it appoint a doctor and ANM this way provides medical facilities to the labors
- Women labors gets small amount of salary therefore provides good remuneration to them according to the time and situation
- There is no labour organization in the factories management starts a labour organization in the industries through this provides all the industries through this provides all the necessary factors to the labors
- In the industries there no canteen and rest houses. Therefore each factories gear up to start a canteen and rest houses in industrial premises
- In leases time owners provides recreation facilities to the women labors in the present research based realistic observation and based exchange of information between the researcher and the respondent. The present study intents to recognize the real problem of women labour some now tries to give valuable suggestion through this study. Govt owners and local leaders want to involve themselves to implement necessary facilities which are suggested by the research

Before awaking the people previously aware to the women once the forms motion the family can also motive be her as well as the country can change. Women's also helps to build the economy of the country. Today we considered women as a women being not a Gods nor servant to providing equal status to her this is the rights of women.

CONCLUSION

Garments are plays an important role in Indian economic system., these factorie4s are the source for the several families more than our lack of women labo0rs work in Bangalore city for their food purpose then the growth of this sector is overwhelming phenomena garment factories in include the organization sectors, but the provisions are very less women labors work more hours for less wage. Therefore the economic conditions of the women labour is



hazardous. The women workers and discriminated by the management for instance the wage differentiation is one of the most comment phenomena

Women labour have faced to many problems, women playing double role that is she serve in the family as a mother as a wife at the same time she earn for their economic purpose, Every aspects like education income socio-economic shows women labors are leading horrible life. The income of the women labour in low level, because the income of labour are very less. Some time women labors work for more time for less wages. There is no improvement in their families structure many time the who family depends on their earning and due to lack of income, she bring the money through the credit to rich there family the above factors shows the conditions of women labor is very poor.

There is no protection for women labors in garments. There is disparity in wages. There for women laboures used some changes in working environment. However providing good salary to the women helps to the nation build. Industrialist have some Human approach to solve the women labour problems providing good salary, recreation leaser and so no apart from this maintain good sanitation in premises of industries providing medical facilities entertainment facilities to the labors. If provides these types of rewards the result will be change because when the labors get more reward from the owner they involve with the work. There for owners provides all the nursery factors to the women labour.

Industrial organization helps proper help to maintain security in labors work which mean organization helps to maintain good relationships with management. In the garments factories there is no organization labour unions so labors is sulfuring by these problems. Labour welfare dept have passed many planning but there are not implemented properly. Although owners do not provide all the necessary facilities to the labour; the main institution of the plantings provides good reward to the labors through the owners and helps to reduce the explication. This way international labors organization traits to depend the labors life. Indian industrial Act 1948 has been launched in various plantings. It puts various restriction on owners, a/c to this act owners has provided facilities like health, medical, education and drinking water. The it says that owners should also concentrate on education facility to the child's of labour. This way organization acts, union leader and the Govt tries to provide good necessary facility to the labors.



REFERENCES

1. Ashwathapa K., (2005), 'Human Resource Management' Tata McGraw Hills, Fifth edition.
2. Bradley, S., Petrescu, A. and Simmons, R. (2004). The Impacts of Human Resource Management Practices and Pay Inequality on Workers' Job Satisfaction. Paper presented at the Western Economic Association 79th Annual Conference Vancouver.
3. Brief, A. P. (1998). Attitudes in and around organizations. Thousand Oaks, CA: Sage.
4. Burnfield, J. L., Rogelberg, S. G., Leach, D. J., and Warr, P., (2003), Building a solid foundation for Internet research: An international case study, *Journal of e-Commerce and Psychology*, 3, 89–103.
5. Comer, J. M., Machleit, K. A., and Lagace, R. R. (1989). Psychometric assessment of a reduced version of INDSALES. *Journal of Business Research*, 18(4), 291–302.
6. Cooper, D. and Schindler, (2007), *Business research methods*, Tata Mcgraw hill, New Delhi, 138 -170.
7. Churchill, G. A., Jr., Ford, N., and Walker, O. C., Jr. (1974), Measuring the job satisfaction of industrial salesmen. *Journal of Marketing Research*, 11(3), 254–260.
8. Griffeth, R. W. and Hom, P. W. (1988), A comparison of different conceptualizations of perceived alternatives in turnover research. *Journal of Organizational Behavior*, 9: 103–111.
9. Holtom, B. C., Mitchell, T. R., Lee, T. W., and Eberly, M. B (2008), Turnover and retention research: A glance at the past, a closer review of the present, and a venture into the future. In J. P. Walsh and A. P. Brief (Eds.), *Academy of Management annals*, 2, 231–274.
10. Ismail I, Hassan MA, Abdul Rahman N, Chen SS (2010). Thermophilic biohydrogen production from palm oil mill effluent (POME) using suspended mixed culture. *Biomass and Bioenergy*, 34: 42-47.
11. Johnson, J. J., and McIntye, C. L. (1998). Organizational culture and climate correlates of job satisfaction. *Psychological Reports*, 82, 843–850.
12. Judge, Timothy A., Parker, Sharon, Colbert, Amy E., Heller, Daniel and Ilies, Remus, (2001), "Job Satisfaction: A Cross-Cultural Review", in *Handbook of Industrial, Work*



and Organizational Psychology, Volume 2 Organizational Psychology (Anderson et al. edited), SAGE.

13. Judge, T. A., Thoreson, C. J., Bono, J. E., and Patton, G.K. (2001), The job satisfaction–job performance relationship: A quantitative and qualitative review. Psychological research study SAGE.
14. Myers, J. L., and Well, A. D. (1991), Research Design and Statistical Analysis. New York, Harper Collins.
15. Nargundkar, Rajendra (2002). Marketing Research: Text and Cases, Tata McGraw Hill, New Delhi. Mamunur Rashid, M. Kabir Hassan (2009).
16. Peterson, M. F., Smith, P. B., Akande, A., Ayestaran, S., Bochner, S., Callan, V., et al. (1995), Role conflict, ambiguity, and overload: A 21-nation study. Academy of Management Journal, 38(2), 429–452.