

"Feminization of labor in garment industries : A qualitative study "

**Dissertation submitted to
Mahatma Gandhi University, Kottayam in partial fulfillment of the requirement for
the degree of
Master of Social Work
Specializing in
Community Development**

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CERTIFICATE

This is to certify that this dissertation titled "A quantitative study on Feminization of labor in garment industries " is a record of genuine and original work done by Abhirami K P, Reg. No 210011034041 of IV semester Masters of Social Work course of this college under my guidance and supervision and it is hereby approved for submission.

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DECLARATION

I Abhirami KP hereby declare that the research work titled “A quantitative study on Feminization of labor in garment industries” submitted to the M G University, Kottayam, is a record of genuine and original work done by me under the guidance of Dr. Elsa Mary Jacob, Assistant Professor, Bharata Mata School of Social Work Thrikkakara, and this research work is submitted in the partial fulfillment of the requirements for the award of the degree of Master of Social Work specializing in Community Development, I hereby declare that the results embedded in this research have not been submitted to any other University or Institute for the award of any degree or diploma, to the best of my knowledge and belief.

Abstract

The feminization of labor refers to the increasing participation of women in the workforce and their representation in traditionally male-dominated industries and occupations. This trend has significant impacts on various aspects of society, including the economy, gender dynamics, and social structures. The increased participation of women in the labor force has positive economic effects. It expands the labor pool, leading to increased productivity and economic growth. Research has shown that closing the gender gap in employment could significantly boost GDP in many countries. Women's participation in the workforce also contributes to household income and reduces poverty rates.

In numerous nations, ladies' labor force support has fundamentally expanded since the last 50% of the 1970s because of a change in monetary perspective. This revamping of the monetary framework has brought about an expansion in the quantity of open situations for gifted laborers, commonly in created countries, and for low-capable experts on the periphery. Nowadays, ladies have been abused in relaxed environments, especially in low-paying nations. As different as 92.1% of involved ladies in the low-pay nations are accommodating specialists (ILO, 2018).

Despite the overall increase in women's labour force participation, occupational segregation remains a significant issue. Women are often concentrated in certain industries and sectors, such as healthcare, education, and service industries, while men dominate higher-paying fields like engineering and technology. This occupational segregation perpetuates gender wage gaps and limits women's access to higher-paying jobs and positions of power. Here researchers study feminization of labour in garment industries through pinpointing the selected factors and how it develops changes in their way of life. Analyse the perspectives of women toward their work, each reason varies from individuals to individuals. Individual perspectives matter for changes in terms of status and position, economic and social standard. Through this objective research how the perspectives of women's contribute to feminization of poverty. Liberalized labour Delaware measure is the effective tool for enhancing labour productivity. Welfare covers the overall social security of the individual. Social welfare measures are mechanisms to mobilize the worker participation and maintain social relationships and social responsibility among labour. Welfare measures and flexibility are also matters interconnected with feminization of labour. Working environment has both positive and negative impacts for women's participation. Uncooperativeness, conflict, conflict where common factors exist in groups which drive as the vehicle for progressive achievement in some terms hit backs as alienation, isolation, discrimination and harassment all above them significantly impact the productivity of women force. Feminization of labour has a significant effect on women empowerment and women participation in the workforce. How the phenomena accelerate role and position in family is analysed through family support and status towards their labour force. Family is the primary agent for gender socialization and division of labour which is closely tied to the concept of feminization of labour. Health conditions are matters that stimulate the productivity and effectiveness of the labour force, both mental and physical condition is the core component of the humanistic and integrated part closely associated with feminization of labour.

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Chapter 1-

Introduction

Introduction

Changing trends and social structure have created wide opportunities for economic growth especially the opportunities of women's in the working sector. The major objective behind this is to empower women and to reduce the gender gap. But the impact of this approach is totally different. High level of concentration of women's in low productive labour service which was earlier dominated by men later transformed to women.

Feminization of work is pertinent to informalization. The term refers to women's increased participation in paid substitute work in addition to the deterioration of working conditions in previously male positions (Anker, 1998; 1999 Standing). In many nations, women's workforce cooperation has significantly increased since the latter half of the 1970s due to a shift in financial worldview. As a result of this financial rebuilding, there are now more open positions for skilled workers in the center of the world and for less skilled workers in the outskirts. During this time, women were overused in casual settings, particularly in low-paying countries. In low-paying nations, casual specialists make up as many as 92.1 percent of employed women (ILO, 2018).

The women's work force participation varies from country to country. Number of women in a Town, age structure, occupational structure, rates of marriage, level of dependency, and income of family plays a significant role in female labour force participation rates.

The ratio of female to male helpers was 67.313% in 2018, according to the World Bank record. A review was conducted in 2011 by Alessandra Fogli and Laura Veldkamp to determine the development rate of female employment in the United States between the years 1940 and 2005. According to the review, the rate of development is very important: In 2005, women made up almost three-quarters of the workforce, up from 33% in 1940. Moreover, this expansion generally comes because of the huge coordinated effort of hitched ladies with youngsters entering the labour force and shutting the opening among MLFP and FLFP in the USA. According to a recent report coordinated by the Work environment for Public Estimations in the UK, 745.5% of women and 83.3 percent of men were used in the UK. In the United Kingdom, the rate of individual support has decreased from 14% in 1994 to 8.8% in the final quarter of 2014. (Alvy Risat Malik2020)

The feminization of labour refers to the trend where an increasing number of women enter into the labour market, especially, in specific sectors or occupations traditionally associated with women. This phenomenon is observed as societies undergo economic and social changes, and women gain greater access to education and employment opportunities through which they empower, educate and become independent in their life. Feminisation of labour is closely associated with the structural change in industrialization, global market economy, gender role change and policy and measures. Which is often linked to the growth of service-oriented industries, care work (such as nursing and childcare), administrative roles, and other sectors where women have become more prevalent in the workforce.

The feminization of labour in global markets refers to the increasing participation of women in paid employment, particularly in sectors traditionally dominated by men. Over the past few decades, there has been a significant shift in the global workforce, with more women entering and establishing in the labour market.

There are several factors contributing to the feminization of labour in global markets which include Economic Development as countries undergo economic development, there is a corresponding increase in job opportunities and a demand for a skilled workforce. This expansion of the labour market provides more opportunities for women to enter formal employment. At the same time job

opportunities lead to work segregation and division of labour which does not incorporate gender stability and standard life of women.

Improvements in education and increased access to schooling have empowered women with the knowledge and skills necessary to participate in the workforce. With greater educational attainment, women are better equipped to compete for higher-skilled and better-paying jobs.

Changing social norms and societal attitudes toward women's roles and expectations have evolved over time. Increasingly, women are challenging traditional gender norms and seeking economic independence. This cultural shift has facilitated the establishment of women into the workforce, including sectors previously considered male-dominated. Technological advancements have transformed the nature of work and created new job opportunities. Many of these emerging fields require skills that are not traditionally associated with a particular gender, thereby opening doors for women to enter previously male-dominated industries. The growth of global markets and international trade has also played a role in the feminization of labour. Companies, seeking to reduce costs, have outsourced labor-intensive manufacturing and service jobs to countries with lower wage levels. In many cases, women have become the primary beneficiaries of these employment opportunities.

Globalisation and urbanization have had a significant impact on the feminization of labour, contributing to the increasing participation of women in the workforce. The factors that have influenced the feminization of labour are economic opportunities, Globalisation has expanded global markets, leading to increased trade and investment. This expansion has created new job opportunities, particularly in sectors such as manufacturing, services, and technology. Which also had a negative impact, as companies seek to tap into these opportunities, they often employ women, who may be more readily available and willing to work at lower wages. Urban areas have witnessed rapid industrialization and the growth of service sectors, resulting in a greater demand for labour. Women, seeking employment and economic independence, have migrated from rural areas to urban centres in search of job opportunities. Urbanisation has provided women with access to a wider range of jobs, including formal employment in factories, offices, retail, and hospitality industries.

Changing Workforce Composition, globalisation has led to a shift in the composition of the workforce, with certain industries experiencing increased demand for female labour. For example, the garment and textile industry, which is a significant sector in many developing countries, has seen a substantial influx of female workers due to globalisation and the outsourcing of manufacturing operations. Which is also has increased access to education and skills development programs, enabling women to acquire the necessary qualifications for employment in various sectors. Improved education and skill levels have made women more competitive in the job market, increasing their chances of finding formal employment.

Social and Cultural Changes have often been accompanied by social and cultural changes, including shifting gender roles and expectations. As societies become more exposed to diverse cultures and ideas through global connections, traditional gender norms may be challenged, leading to greater acceptance of women's participation in the labour force.

Despite these positive impacts, it is important to note that globalisation and urbanisation have also brought challenges for women in the labour market. Women may face discrimination, limited access to higher-paying positions, and the burden of juggling work and household responsibilities. Efforts are needed to address these challenges and ensure that the benefits of globalisation and urbanisation are equitably distributed among all members of society, regardless of gender.

Development has brought about several positive changes and opportunities for many individuals, there are also negative consequences, particularly regarding the feminization of labour. The feminization of labour refers to the increasing participation of women in the global workforce. While this trend has empowered many women and improved their economic standing, it has also led to certain negative outcomes. Some negative results of globalisation in the feminization of labour are exploitation and poor working conditions in the pursuit of cheap labour. Multinational corporations often set up factories or production units in developing countries with lax labour laws and weak enforcement mechanisms. Women, who form a significant portion of the global workforce, are disproportionately affected by exploitative working conditions, including long hours, low wages, and lack of social security benefits. This can lead to physical and emotional stress, inadequate healthcare, and reduced quality of life

Occupational segregation, through which women predominantly concentrated in low-skilled, low-paying jobs such as garment manufacturing, assembly line work, and domestic service. This occupational segregation limits women's career prospects, economic mobility, and access to higher-paying and leadership positions. It reinforces gender inequality and restricts their ability to break free from the cycle of poverty.

Gender-based discrimination and harassment has exposed women to various forms of gender-based discrimination and harassment in the workplace. Women often face unequal pay for equal work, limited opportunities for career advancement, and bias in recruitment and promotion processes. Moreover, the power dynamics within multinational corporations and supply chains can perpetuate a culture of sexual harassment and exploitation, leaving women vulnerable and disempowered.

Workforce markets have become more interconnected and more susceptible to economic downturns and shocks as a result of increased vulnerability to economic shocks. Women are frequently the first to lose their jobs during times of economic crisis or restructuring due to the undervaluation of feminized industries or the prevalence of temporary and informal employment. This weakness puts women at a more serious gamble of destitution, joblessness, and diminished social security. Impacts on caregiving responsibilities As more women enter the formal workforce, they continue to shoulder a disproportionate amount of unpaid caregiving responsibilities, such as taking care of children and the elderly. Social infrastructure and support systems that are adequate to meet these requirements for caregivers have not developed in tandem with globalisation. Women's career advancement and overall well-being are harmed and gender inequalities are exacerbated as a result of these imbalances in work-life balance. It is important to note that while these negative outcomes are associated with the feminization of labour under globalisation, they do not represent the entire picture. There have also been positive changes, such as increased educational opportunities for women and greater female empowerment in certain contexts. Nonetheless, addressing these negative consequences requires comprehensive policies and interventions to protect the rights and well-being of women in the global labour market.

Feminist economics is a branch of economics that focuses on understanding and addressing gender-based economic inequalities and their impact on society. It examines how gender roles and norms influence economic outcomes and seeks to challenge and transform existing economic structures that perpetuate gender inequality. Feminist economics recognizes that gender is a fundamental socially constructed system that shapes economic relationships, opportunities, and

outcomes. It emphasises the importance of analysing economic issues through a gender lens. Feminist economists highlight the significant contributions of unpaid labour, primarily performed by women, such as caregiving, domestic work, and community volunteering. They argue that recognizing and valuing unpaid work is crucial for a more accurate understanding of economic production. Feminist economics critically examines the gender wage gap, which refers to the disparity in earnings between women and men. It seeks to understand the causes of this gap, such as occupational segregation, discrimination, and unequal access to education and opportunities. Intersectionality, recognizes that gender intersects with other social categories, such as race, class, and sexuality, creating distinct experiences of economic disadvantage. Intersectional analysis is essential for understanding and addressing the complex and interconnected forms of inequality. Feminist economists advocate for redistribution and social Policies that promote economic redistribution and reduce gender disparities. This includes measures such as pay equity, affordable childcare, parental leave, social welfare programs, and inclusive labour market policies.

Feminist economics emphasises the value of care work and its incorporation into economic models, challenging the traditional value of care work and the separation of the economic and non-economic spheres. It advocates for alternative measures that capture social and environmental well-being and questions the limitations of conventional economic indicators like GDP. It also calls for policies that recognize, support, and fairly compensate care work performed within families and communities. The significance of gender equality and the necessity of inclusive economic development are brought to light by this broader perspective.

The methodology looks to change the discipline of financial aspects by coordinating orientation investigation, advancing comprehensive approaches, and rethinking monetary accomplishment to mirror the prosperity, everything being equal, paying little mind to orientation.

The nation in Southern Asia is home to roughly 164 million people. Agriculture plays a significant role in the economy. However, the fact that the ready-made garments industry has risen to become the country's largest foreign currency earner is good news. About 4.2 million jobs are created in this industry, which has a significant impact on GDP. The majority of the young, urbanising workers behind ready-to-wear clothing are women. Gradually offer women in rural and urban community's employment opportunities. In any event, when the creation builds, the quantity of workers increments essentially. In capitalist society, it has been common practice to use women and children as cheap labour, increasing productivity and profit. Although laws and regulations have limited the use of forced labour by children, this practice still exists among women. In the current scenario, the old idea was completely changed into a new structure, which led to more women participating and less men participating. Numerous documentaries and reports had been published to highlight the challenges women working in the garment industry face. Research on expanding cooperation of ladies in homegrown work. Through this exploration the scientist concentrates on the increment of the quantity of ladies in piece of clothing ventures which is for the most part dealt with by men, and the progressions contributed by feminization to build the quality and standard existence of ladies in piece of clothing enterprises.

Garment industries are economic generic industries which provide large scale employment opportunities for rural and urban communities. Which provide occupational opportunities for women. One of the specialties which could be found in garment industries is that the number of women is higher than men, especially stitching was dominated by women and declined in the participation of male. Difficulties faced by women in garment industries were explored through social media and research articles. Existing articles directly address the phenomena including

feminization of poverty and feminisation of labour. Feminization of labour addresses the changes in contemporary society closely associated with gender oriented occupation. Here researchers study feminization of labour in garment industries through pinpointing the selected factors and how it develops changes in their way of life. Analyse the satisfaction of women toward their work, each reason varies from individuals to individuals. Individual satisfaction matters for changes in terms of status and position, economic and social standard. Through this objective research how the perspectives of women's contribute to feminization of poverty. Liberalised labour Delaware measure is the effective tool for enhancing labour productivity. Welfare covers the overall social security of the individual. Social welfare measures are mechanisms to mobilise the worker participation and maintain social relationships and social responsibility among labour. Welfare measures and flexibility are also matters interconnected with feminization of labour. Working environment has both positive and negative impacts for women's participation. Uncooperativeness, conflict, conflict where common factors exist in groups which drive as the vehicle for progressive achievement in some terms hit backs as alienation, isolation, discrimination and harassment all above them significantly impact the productivity of women force. Feminization of labour has a significant effect on women empowerment and women participation in the workforce. How the phenomena accelerate role and position in family is analysed through family support and status towards their labour force. Family is the primary agent for gender socialisation and division of labour which is closely tied to the concept of feminization of labour. Health conditions are matters that stimulate the productivity and effectiveness of the labour force, both mental and physical condition is the core component of the humanistic and integrated part closely associated with feminization of labour.

Chapter 2- Review of literature

The phenomenon of the expansion of feminization of labour, which is accelerating the development of a sustainable economic future, is the shifts in the global economy and market-oriented strategies. Gender, sex, role, and position are all included in the multidisciplinary term "feminization of labour." Women's participation in the workforce has increased over time, but there is still a significant wage disparity and the dominance of men in particular fields, despite the fact that women's roles in the economy were relatively minor in earlier times. Developing interest and primary shift prompted rise of the term feminization of work. The term alludes to ladies' expanded support in paid fill in as well with regards to the disintegration of working circumstances in beforehand male positions. (Standing, G. (1999). *Global Feminization Through Flexible Labour: A Theme Revisited. World Development*)

Gender neutrality has gained widespread acceptance as a result of global development, which has resulted in significant progress. In the 1970s, research on African farmers found that development was gender-blind and could hurt women, rather than being gender-neutral. Through this exploration fostered the idea of approach called as ladies being developed methodology in a real sense the methodology increment he prohibition of ladies in circle of life both financial social and actual prosperity decrease the survey and job in standard society in the meantime the feeling another methodology, The WID approach prompted assets being focused on at ladies and made especially ladies' critical useful or pay creating commitment. This strategy also focused on what have been referred to as practical gender needs, like making it easier for women and girls to get water, which would make it easier for them to spend less time doing household chores and more time for education or work. Women's rights, opportunities, and discrimination, as well as a more social and human-centres approach, were all critiqued, later recognized, and addressed in gender and development. (Sarah Bradshaw, Joshua Casrellio, Bineta Diop May. 20, 2013 .p.3) GAD projects are more comprehensive and aim to address women's strategic gender interests by ensuring the right of women and girls to live without violence or eliminating institutionalised forms of discrimination, such as in the area of land rights (Molyneux, 1985; Moser 1989) The 1970 Swedish policy was designed to regulate and promote gender equality as well as gender-related issues like domestic violence and harassment. Women in Sweden now have higher levels of educational attainment, increased employment participation, and job security.

Gender equality policy and welfare state ideology

Individuals amicable government which gives extraordinary fixation to ladies' greatest advantage government assistance for ladies, families and youngsters; measures to increment female cooperation in the work market; and integrating gender into policymaking. Holding onto the rights and justice of the people from an egalitarian perspective. Governing body that is democratic and promotes universal social justice. Women have benefited significantly from redistribution in favor of flat-rate benefits like the child allowance, health and childcare services, and means-tested benefits like the housing allowance for families with children. Orientation fairness is worried in all government assistance arrangements, which is situated towards market economy, adding to freedom and security. (*Gender in the Welfare State*)

Equal opportunities and anti-discrimination

The sex equality act was first passed in 1980, and it only applied to a small number of areas, primarily the workplace. Later, other authorities were established to regulate and promote equality in all spheres of life. Social Security and the discrimination protection act based on sex, transgender identity or expression, race, disability, sexual orientation, and age. The option to choose between professional careers and employment opportunities. The current laws adhere to the international guidelines outlined in Article 3 of the Convention on the Elimination of All Forms of Violence against Women. (O'Sullivan, S. (2014). All Changed, Changed Utterly'? *Gender role attitudes and the feminisation of the Irish labour force.*)

Feminization a flexibility in workforce

When profoundly got past feminization of work, can notice complex issue in various point which will give adaptability in labor, ramifications of functions as self-or part-time or elective day working example, impermanent occupation rely on the modern framework this recompense lessen the typical pay level or choice to hold gifted specialists in their positions over the time of childbearing, opportunity for losing employment at any times. Women are more likely than men to work part-time or on a temporary basis and still have lower participation rates than men. Last but not least, women consistently earn less than men in the same industry or occupation (Hyman, R., 1995b). Europe's labor relations: Theories and Methods. *European Journal of Industrial Relations*)

Relationship between feminisation of labour and market

The voluntary collective bargaining institution and the legal and administrative regulations that shape the employment system are provided by the system of labor market regulation. The imperatives and amazing open doors for bosses, associations and people inside the work market. The degree and type of evolving flexibility in the labor market are influenced by the interaction of four types of institutions. The way the economic and social system is set up cause's gender discrimination in the workplace. Gender will play a significant role in the economic and social system's transformation when it is in a state of flux. It will have the same impact on men and women, who will gradually move up the job ladder. (Hyman, R. Europe's labor relations: Theory and Application *European Journal of Industrial Relations*, 1(1), 17–46.)

Change in women's participation

From 1926 to 1986 the extent of Irish ladies in the workforce remained generally Stable 32% of Irish ladies took part in the paid workforce in 1926 and 31 for every Penny in 1986 from onwards the numbers started to rise. The participation rate increased slightly to 34.4 percent in 1988; this percentage had risen to 40% by 1994; and by 2002, it had reached 55.2%, which was slightly higher than the average for the EU. By 1990, the majority of Irish women, including married women, women with children over the age of 18, and women working full-time or part-time, had entered the workforce, with only a minority remaining to engage in household activities. This represents a significant shift in the lives of both Irish men and women over the 14 years covered by the ISSP survey. Work cooperation rose and became patterns when

contrasted with other west European nations. Low wages, unequal pay, horizontal segregation, and gender discrimination have little effect on all of this flexibility.

(Fagan, C. 1994. Does Feminisation mean a flexible labour force? *Manchester*. (Sara O'Sullivan 2012p2-3)

Attitude to women's employment

Family, social environment, social system, and other factors play a role in the social construction of attitude. Perspectives are significant marks of Individuals' dormant propensities to answer the valuable open doors and imperatives that are presented by the underlying states of life, mentalities are not fixed and changes in conduct may likewise prompt attitudinal changes. Axinn and Barber (1998: 12) have contended, there is a two way connection among mentality and conduct, when perspectives are not prone to influence on conduct and be impacted by conduct, when disposition changes. According to Twinge (1997), the general attitude toward women's participation in the paid workforce has been relatively positive, which has been interpreted as a reflection of growing egalitarianism and globalisation. Data from the 1990 European Values Survey, which included all of the questions that will be analysed here and some of the same questions as the ISSP survey. They found an uplifting outlook to women's work combined with worries about potential impacts on kids, especially among the male respondent. (O'Sullivan, S. (2012). 'All Changed, Changed Utterly'? 1 *Gender role attitudes and the feminisation of the Irish labour force*.) Trease and widmer(2000) distinguished three unique mentalities that they named work arranged, family convenience and parenthood focused however the work situated respondents are most drastically averse to suggest that ladies stay at home. Additionally typical are traditional conceptions of gender roles; accommodation for the family, respondents are least likely to support their mother working full-time. In terms of gender roles, respondents in the motherhood cluster are more conservative and are more likely to recommend that women remain at home once they have children. According to Tree and Wimmer 2000, there is a lack of agreement regarding how mothers of children who are in school should maintain a work-life balance. Workplace attitudes vary even among women. It varies from nation to nation. Some mothers balance work and motherhood, while others focus more on motherhood or shift to part-time employment.

Feminization of labour in cognitive capitalism

Saskaia Sassen portrayed the idea that, existence of a relationship between the globalisation and feminisation of paid work, the productive structure that cannot be transferred offshore and must operate where demand exists, can use a female workforce. Whereas the structures lend themselves to being transferred abroad can use lower-paid workforce in less developed countries. (Robinson, W., I. (2009, March 1). *Saskia Sassen and the Sociology of Globalization: A Critical Appraisal*.)

Feminization - neoliberalism

Neoliberalism is the effective method of increasing capital thereby boosting the economy. In this context Italian picture displays an interesting model from the early '90s, a very marked increase in female immigration boosted by the demand for domestic work, but with the simultaneous exclusion of migrants from another type of welfare benefits. In the west it emphasises the trends towards the progressive insertion of women into the service industries which is assuming

ever-increasing importance. Women from underdeveloped countries followed the pattern of developed countries, transformed into salaried substitutes of the reproduction of women from the developed countries, at the expense of their own capacitor wish for reproduction; women in the developed countries are driven towards production.

Migrants who move from their country of origin to another for work during the First World War, where the mass increase in the women participation in service and industrial sector which also resulted in intensive exploitation of quality, capacities and individual skills, capacities for relationship aspects, linguistic aspects, propensity for care. (Andall (2000)

The Feminization of Labour in Cognitive Capitalism)

Age - feminization of labour

Age is a matter associated with labour force participation. Which reduces their physical ability and performance level gradually decline in participation. But when compared to older generations, the declining of labour due to ageing has decreased. However, the relationship between age and attitude is a complex one with both life cycle and generation change playing a role (*Female labour force by age.* (n.d.). Our World in Data.)

The feminisation of service work

Every year, there were more women than men graduating from high school in the last decades of the 19th century. Elementary and secondary schools were the only ones that were interested in these educated women. Huge number of ladies were qualified with preparation and capacities yet they were not owned up to proficient positions. Clerical work was in high demand during the 1880s and 1890s due to business consolidation and expansion. The supply consisted of a large number of educated female workers. Feminization of the clerical workflow is caused by two factors. One is the ascent of private enterprise which expands the interest for Office laborers and to ladies being a promptly accessible and less expensive wellspring of work than men. (Grossman, B. (2012). The male-dominated service industry: from a micro to a macro perspective. *Work, Organization, Labour & Globalisation*, 6(1).)

The unequal distribution of individuals across various occupations based on gender, race, or ethnicity is known as occupational segregation. Gender-based division of labor has been observed in certain occupations, which tend to be dominated by men or women.

The tendency for jobs held primarily by women to be valued and compensated less than jobs held primarily by men, despite similar skill requirements, is referred to as the devaluation of women's work. This peculiarity is frequently alluded to as the "orientation wage hole" or "orientation pay hole," which has been a longstanding issue in numerous social orders, including the US.

The devaluation of women's work and occupational segregation are linked, according to research. Women's lower wages and lower status in comparison to men's-dominated occupations, which typically pay more and have greater social prestige, are a result of the concentration of women in certain occupations, such as caregiving, clerical work, or service jobs. Differential negotiation and bargaining power, as well as societal norms and stereotypes regarding gender roles, are some of the contributing factors.

By contrasting the makeup of industrial clerks in various industries, Cohen sought to improve comprehension of occupational sex typing. He identified industries that employ high-priced male

clerks but require fewer clerks. On the other hand, businesses that need more clerks hire female workers at lower wages. Cohen had applied his theory of occupational sexual segregation to the United States' overall occupational structure as a result of this discovery.

Therefore, the feminization of the work process at hand indicates, on the one hand, an exponential expansion of low-paying labor on global markets. In contrast, in the West, it emphasizes the growing importance of the trend toward progressive inclusion of women in service occupations. In the modern sector, women typically hold higher positions in low-paying, unskilled occupations. Work changed from being done by men to being done by women. (Cohen, P. R., & Huffman, M. L. (2003). Occupational Segregation and the Devaluation of Women's Work across U.S. Labor Markets. *Social Forces*, 81(3), 881–908.)

Global flexible production regime

Under global trade liberalization, the global flexible production regime altered the compartmentalization of the production process and enabled lower wage/benefit ratios and job security. Fordism served as the foundation for factor production in the late 1970s and early 1980s. Fordism is the rule of financial scale in large scale manufacturing and sequential construction systems; Growth and poverty reduction through structural adjustment are included in this neoliberalism theory (Munch, 2002). p. 31) Neoliberalism criticizes market economy inefficiency and argues that trade liberalism improves poverty reduction, resource allocation, and productivity. (*Global Economic and Financial Developments in the 1990s and Implications for Monetary Policy -- Address by Flemming Larsen.*)

When compared to India's workforce, Sri Lanka's workforce, women's participation in the industrial sector is higher than in the agricultural sector, and their wages are lower than those of men. Labour force investment increments simultaneously weakness and frailty and wage holes stay high. (Standing, G. (2021). Global Feminization Through Flexible Labour: A Theme Revisited. *Soas.*)

The double burden of women work

When women engage in the labour force they are conflicted with multiple activities including home care, reproductive, household chores which highly contribute to their double burden and reluctant them from the workforce or contribute high pressure upon them.(Cornea jolly\$ Stewart1998)

Marxist feminist

Marxist feminism, also known as socialist feminism, is a perspective that combines Marxist analysis of class struggle and capitalism with feminist analysis of gender oppression. It addresses the ways in which gender and class intersect and contribute to the exclusion of women in capitalist societies. Marxist feminists argue that women's exclusion is rooted from the capitalist system, which view is inherently exploitative and based on the unequal distribution of wealth and power. Capitalism relies on the unpaid or underpaid labour of women in the household, as well as the undervaluing of women's labour in the paid workforce. This leads to economic dependence,

unequal access to resources, and limited opportunities for women in the workforce. Emphasise the importance of mass action and social transformation to address gender inequality, advocate for the overthrow of capitalism and the establishment of a socialist or communist society, which eliminate the economic basis to women's oppression and create the conditions for gender neutrality. (Simply Sociology. (2023b, April 20). *Marxist Feminism Theory*.)

Marxist feminist critiques

Marxist feminism also critiques traditional gender roles and position, the primary institution of the family teaches the background of gender and role through the process of gender of gender socialisation and the social construction of gender. It recognizes intersectionality and highlights how race, class, and other social categories intersect with gender to produce different forms of oppression and privilege. Other feminist perspectives, such as liberal feminism, radical feminism, intersectional feminism, and postcolonial feminism, offer alternative frameworks for understanding and addressing gender inequality. (Simply Sociology. (2023, April 20). *Marxist Feminism Theory*.)

Feminist economist critics

Feminist economic critics who analyse and challenge the gendered aspects of economic systems and policies. They substantiate how economic systems and structures perpetuate gender inequalities, discrimination, and power imbalances. Critics argue that mainstream economics often overlooks or undervalues the unpaid labour performed primarily by women, such as caregiving, housework, and community work. They also highlight the gender wage gap, occupational segregation, and limited representation of women in positions of economic, political and decision making power. Feminist advocate for policies that address the gendered aspects of poverty, inequality, and economic insecurity. This may involve measures such as pay equity, affordable childcare, paid family leave, and access to healthcare and education. It also argues that economic policies and practices need to consider the specific experiences and needs of women to create a more equitable and inclusive society. Feminist economist theorists like; Marilyn Waring, Nancy Folbre, Ailsa McKa , Julie Nelsonstorngly critique modern economics for excluding women from economic progression, failure in addressing gender neutrality and intersectionality with other aspects like race, gender and caste. (Jaggar, A. M. (1998). *Globalizing Feminist Ethics. Hypatia: A Journal of Feminist Philosophy*.)

Feminization of industries

Feminization in industries refers to the increasing representation and participation of women in traditionally male-dominated sectors or fields of work. The Industrial Revolution is a milestone for the faster increase in women's participation, the main motive behind this capitalist ideology is to place a cheaper labour force rather than developing female participation in workforce activities. Transformation from agrarian to industrial revolution also resulted in the drastic change in female participation. It signifies a shift in gender dynamics and the breaking down of barriers that have historically limited women's access to certain industries. (TriumphIAS. (2021, November 16). *Feminization of Labour in Industrial Society: Sociological Perspective - TriumphIAS. TriumphIAS*.)

The process of feminization can occur in various ways, including;

Increased representation

More women are entering industries that have traditionally been dominated by men, such as STEM (science, technology, engineering, and mathematics), finance, law, and construction. This shift can be attributed to changing societal attitudes, educational opportunities, and efforts to promote gender equality in the workplace.

Leadership roles

Women are empowered to handle leadership positions within industries, including executive roles, board memberships, and entrepreneurship. This trend is essential for challenging traditional gender norms and promoting diversity and inclusion in decision-making processes.

Policy changes

Governments and organisations are implementing policies and initiatives to support gender equality in the workforce. These include equal pay legislation, parental leave policies, flexible work arrangements, and programs to promote women's advancement and career development.

Changing work culture

There is a growing recognition of the importance of creating inclusive and supportive work environments. Efforts are being made to address gender biases, improve work-life balance, and provide mentorship and networking opportunities for women.

The feminization of industries is beneficial for both individuals and society as a whole. It provides women with more opportunities for career advancement, financial independence, and the ability to break through glass ceilings. Additionally, diverse workforces have been shown to enhance creativity, innovation, and problem-solving capabilities within organisations.

Women in India

Gender socialisation, roles, positions, and labor division take birth from the family to the workplace and society as a whole. The prevalent notion in Indian society that men are the breadwinners and women are the homemakers restricts women's participation in activities by limiting them to predefined roles. Housework, cleaning, cooking, and raising children are all activities that are considered to be "feminine," and as a result, women play a role in them. On the other hand, men play roles that are considered to be "masculine," like working in the job market and providing for the family. Gender-based division of labor, also known as "gender-based division of labor," separated men's and women's roles into predetermined tasks. A few exercises are respected as 'feminine' and thus the job of women (Shivhare, B. (2021). Feminization of labour)

Women in Indian workforce

According to estimates from 2004, women in India spent 65% of their time engaged in "non-market"-based activities, such as household and family caregiving tasks. In contrast to just 8% of men (NPC 2009). Women's unpaid household work, which benefits the family and society as a whole, is viewed as non-productive and of no economic value as a result of this division of labor. In rural areas, women made up 31% of the workforce in 2005-2006, while urban areas had 14%. The non-recognition of a number of women-centric works as economic activities is one of the reasons for the low labor force participation of women, according to the ministry of labor's annual report. (Bakunin, S. (2023). Work force participation of women in India: A factor that needs reform.)

Address challenges of women in labour force

Due to differences in culture, socioeconomic status, institutional settings, laws protecting women, and benefits, the state of women's labour force participation and the proportion of them participating varies from nation to nation. Fair treatment, flexible working hours, and equal pay and benefits could significantly encourage women to join the workforce. The percentage of women in the workforce varies by nation and is affected by a variety of factors, including low income, a lackluster educational system, and social and cultural factors. (Durkan, J. (2021). *Women in the labour force.*)

Chapter 3 - Methodology

Introduction

Changing trends and social structure have created wide opportunities for economic growth especially the opportunities of women's in the working sector. The major objective behind this is to empower women and to reduce the gender gap. But the impact of this approach is totally different. High level of concentration of women's in low productive labour service which was earlier dominated by men later transformed to women.

Feminization of labour is relevant to in formalization. The term refers to women's increased participation in paid work as well as to the deterioration of working conditions in previously male jobs (Anker, 1998; Standing, 1999). Women's labour force participation has increased significantly since the late 1970s in most countries during the shift in economic paradigm. This economic restructuring has increased job opportunities for skilled labour, mostly in core countries, and for low skilled workers in the periphery. In this era, women have been disproportionately employed in the informal sector, particularly in low-income countries. As many as 92.1% of employed women in the low-income countries are informal workers (ILO, 2018).

The women's work force participation varies from country to country. Number of women in a Town, age structure, occupational structure, rates of marriage, level of dependency, and income of family plays a significant role in female labour force participation rates.

According to the World Bank record in 2018 the ratio of female to male participation rate was 67.313%. In 2011, Alessandra Fogli and Laura Veldkamp conducted a survey to find out the growth rate of female workers from 1940-2005 in the USA. The study found that the growth rate is quite large: The portion of women in the labour force rose from one-third in 1940 to nearly three-fourths in 2005. And this increase largely comes due to the large participation of married women with children entering the workforce and closing the gap between MLFP and FLFP in the USA. As per the survey of Office for National Statistics, UK, (2014) 83.3% of men and 74.5% of women were participating in the UK labour market. The difference between men and women participation rate in the UK has declined from 14% in 1994 to 8.8% in the last quarter of 2014. (Alvy Risat Malik2020)

The southern Asian country has a population of approximately 164 million people. The economy significantly depends on agriculture. But its great news for the country that, readymade garments sector has risen as the biggest earner of foreign currency. This sector creates about 4.2 million employment opportunities and contributes significantly to the GDP. Readymade garments are powered by young, urbanizing, workers, where most of them are women. Gradually provide employment opportunities for women in rural and urban communities. Even when the production increases, the number of laborers increases significantly. There have been common trends in capitalist society utilizing women and children for cheap labour thereby increasing productivity and profit, after the enactment rule and regulation restricted the practice of forced labour among children still it continues among women. In the current scenario the traditional notion completely transformed into a new structure resulted in increasing female participation and decline of male participation. Number of documentaries and reports had been published to bring out the difficulties faced by women's work in garment industries. Research on increasing participation of women in domestic labour. Through this research the researcher studies the increase of the number of women in garment industries which is mostly handled by men, and the changes contributed by feminization to increase the quality and standard life of women in garment industries.

Statement of problem

Increasing female participation also resulted in various challenges along with economic benefits. Research and social media news bring out the difficulties faced by women in garment industries. Feminization of labour has a significant effect on women empowerment and women participation in the workforce. How the phenomena accelerate role and position in family is analysed through family support and status towards their labour force. Health conditions are matters that stimulate the productivity, and efficiency of the labour force.

Significance of the study

Garment industries are economic generic industries which provide large scale employment opportunities for rural and urban communities. During the early period both women and men worked equally. But now the trends gradually change the number of women working industries raised than earlier. Women's were mostly performing the role of stitching remains, works like cutting, supervision were carried out by men. Various reports bring out the increasing role of women in garment industries; it also cited that women were mostly involved in stitching rather than other works. Garment cutting and designing are still dominated by men which all address the reason for compartmentalization, stitching comparatively lowest payment jobs when compared to other and at the same time which required time and a desk job normally discourage to continue. Increasing female participation also resulted in various challenges along with economic benefits. Research and social media news bring out the difficulties faced by women in garment industries. Research upon feminization of labour. Difficulties faced by women in garment industries were explored through social media and research articles. Existing articles directly address the phenomena including feminization of poverty and feminisation of labour. Feminization of labour addresses the changes in contemporary society closely associated with gender oriented occupation. Here researchers study feminization of labour in garment industries through pinpointing the selected factors and how it develops changes in their way of life. Analyse the perspectives of women toward their work, each reason varies from individuals to individuals. Individual perspectives matter for changes in terms of status and position, economic and social standard. Through this objective research how the perspectives of women's contribute to feminization of poverty. Liberalized labour Delaware measure is the effective tool for enhancing labour productivity. Welfare covers the overall social security of the individual. Social welfare measures are mechanisms to mobilize the worker participation and maintain social relationships and social responsibility among labour. Welfare measures and flexibility are also matters interconnected with feminization of labour. Working environment has both positive and negative impacts for women's participation. Uncooperativeness, conflict, conflict where common factors exist in groups which drive as the vehicle for progressive achievement in some terms hit backs as alienation, isolation, discrimination and harassment all above them significantly impact the productivity of women force. Feminization of labour has a significant effect on women empowerment and women participation in the workforce. How the phenomena accelerate role and position in family is

analysed through family support and status towards their labour force. Family is the primary agent for gender socialisation and division of labour which is closely tied to the concept of feminization of labour. Health conditions are matters that stimulate the productivity and effectiveness of the labour force, both mental and physical condition is the core component of the humanistic and integrated part closely associated with feminization of labour.

Even After addressing all these needs and practicing article 41 of Indian constitution “right to work” secure equal pay for all jobs. Researchers examine the changes by addressing feminization of labour on the basis of selected factors which include, perspectives of women towards their work, job satisfaction and quality of life, working environment, welfare measures provided by employees, family support and status of women working in garment industries, health needs and problems faced.

Aim of the study

The research proposed a quantitative study on feminization of labour. Through this research researchers examine the changes in the working environment and opportunities to improve women participation in the workforce even after enjoying all these facilities, and how their standard of living in contemporary society, for which researcher highlighted the selected areas including Quality of life, working environment and their job satisfaction, working in garment industries had a significant contribution to feminisation of labour.

Objectives of the study

General objective

- To analyse feminization of labour in garment industries

Specific objectives

- To know about the demographic conditioning of women in garment industries
- To know about the welfare measures received by the women garment industries
- To know about the working environment of women’s in garment industries
- To analyse the job satisfaction of employees in garment industries

Conceptual definition

Theoretical definition

Arthur Lewis introduced the theory of structural transformation through this theory Lewis introduced the positive impact in market economy due to the shift in economic composition, transformation of agricultural sector to industrial sector. Impact of globalisation and industrialization lead to new opportunities and accessibility or emergence of women in the working sector. All these structural shifts contribute to the development of a theory called Feminization of labour. Increasing women participation especially in the field where men dominated their role. This theory emphasize the role of economic development and structural shift in strengthening women participation in the labour market

Operationalization definition

Development and structural transformation resulted in revolutionary change in social and economic aspects. Numerous studies also portrayed the boom in female participation in the labour force. But this participation is compromised in domestic or low paid jobs. Critics also raised their comment as development is blind to gender equality. Social security, standard wage, working conditions, double burden jobs, worker place pressure and harassment altogether create inconsequential to the term feminization of labour. When development is inculcated with a gender equity approach which will naturally empower the women Thereby contributing to the rise of standard of living and strengthening of the economy.

Theoretical definition

Gender role theory was introduced by Alice H. Eagly, this theory states that, the feminization of labour is influenced by changing gender norms and expectations. Gender role theory is associated

with traditional cultural and societal attitudes, gender socialisation predetermining the role of men and women from their early period, from home to all spheres of life. Likewise jobs are also segmentalized which stimulate gender gap and wage gap.

Operationalisation definition

Women are mostly working in garment industries but their role is concentrated in particular areas, mainly in stitching. Designing, distributing, and billing are commonly handled by men. Feminization labour is closely associated with gender equality and enhancing the quality of women's life not just to pinpointing female participation. Division of labour is part of economic progress which could not be mixed with gender to create disparities. Societal norms and challenges still play an important role in bringing a gender role gap.

Research design

Feminisation of labour is the broad concept underpinning different theoretical aspects and deep philosophical framework oriented market economy and development. Here the research highlighted the quality of life, demographic and personal details, workers satisfaction in the working sector and benefits they enjoyed from their services. How all this contributes to feminisation of labour.

Research is proposed to be conducted on quantitative analysis through the data collected from women working in garment industries. In Quantitative analysis with descriptive approach research design with survey method, total 50 sampling is used for data analysis. Nonjudgmental methods of data collection are mostly possible by considering the interest and time constraints of workers. Validity of data is analysed by using the established scaling tools for survey.

Universe

We divided the total sample of fifty into two sets. Twenty-five respondents were from Style

garment industries Piravom and the remaining twenty-five Vimala social center Edapally from so as to get an equal proportion of rural and urban respondents.

Sampling

For the quantitative study on feminization of labour, researchers proposed to use multiple stage sampling methods. Total sample consists of 50, divide the randomized sampling frame into two equal parts, with each part containing 25 units. Researchers took 25 slips of same size paper and numbered it from 1 to 25 of workers in N Style garment industries rolled it and kept it in a container. Later I mixed it thoroughly and randomly picked a slip of paper from the container. This turned out to be the number 25, which stood workers in Nsyle garment industries. After that we took 25 slips of paper and numbered them from 1 to 25 for selecting 25 workers. After rolling and shuffling it thoroughly, randomly picked number 25, which stood for workers in the Vimala social center.

Inclusion and exclusion criteria

Inclusion criteria

Women working in garment industries of NStyle and Vimala social center is the selected institution for data collection. Judgmental method of data collection is used for the study because, while taking the survey it should be only under the convenience of respondents and the institution in which they work some were reluctant to participate due to their time constraints; those who are interested are mostly taken for survey from the respective institution. 30 people were working in the firm. The rest of them work from home. From 30 students, 25 included in data collection.

Excluded criteria

Excluded the workers who were doing work from home.

Inclusion criteria

Second sample collected from Vimala social center. 25 data is collected from the respective institutions which also taken under the interests of respondents

Excluded criteria

Excluded the worker who were not interested and those are in in charge of administration

Tools of data collection

The research is proposed to cover the feminisation of labour in garment industries for which researcher had taken scaling method to know the quality of life (quality of life measured using tools of who standard of life tool), scaling pattern question on job satisfaction, working environment and welfare measure received closed for analyse the topic

Method of data collection

Method of data collection is planned to carry out on the basis of non-probability sampling. Participant workers and interested in participating in surveys enhance the quality of research. In order to maintain accuracy and reliable of data collection researcher choose judgmental sampling, which help the researcher to choose participant according to their interest. At the same time researchers can carry out the face to face interview directly with the participant according to their convenience.

Pilot study

Data collection is the vital process in the research to cross check the accuracy and feasibility of the researcher conducting a pilot study among workers in garment industries. Through which research identifies the mistakes in questionnaires some questions find it very difficult to interpret to avoid such complications researcher simplified the content to make sure the convenience of respondents to carry out the data collection effectively.

Data Analysis and interpretation

Data collection and analysis is carried out by the graphical representation. Excel and SPSS software used for the analysis and interpretation of the data.

Limitation of the study

Feminisation of labour is a broad concept which is closely associated with the structural change, gender roles and change of the global economy. Even after the development of all this theory through addressing the issues of women, results can be observed in work force participation, empowerment and education. Nevertheless the issues of occupational segregation, gender wage gap and workplace discrimination. All these common terms were highlighted in all contexts, but here the researcher is concentrated on the quality of life, working environment, welfare measures and their job satisfaction. Study is conducted by taking 50 samples from two garment industries. Now there is a rise in the garment industries and female work participation through this researcher was not able to cover all areas. Researchers also faced difficulties in data collection because some of them were finding it very difficult to fill the questionnaire.

Chapterization

- Chapter 1 : Introduction

- Chapter 2 : Review of Literature

- Chapter 3 : Methodology

- Chapter 4 : Data Analysis and interpretation

- Chapter 5 : Finding, Recommendations, Implication for professional social work practice

Chapter 4 - Analysis and interpretation

Demographic condition of women in garment industries

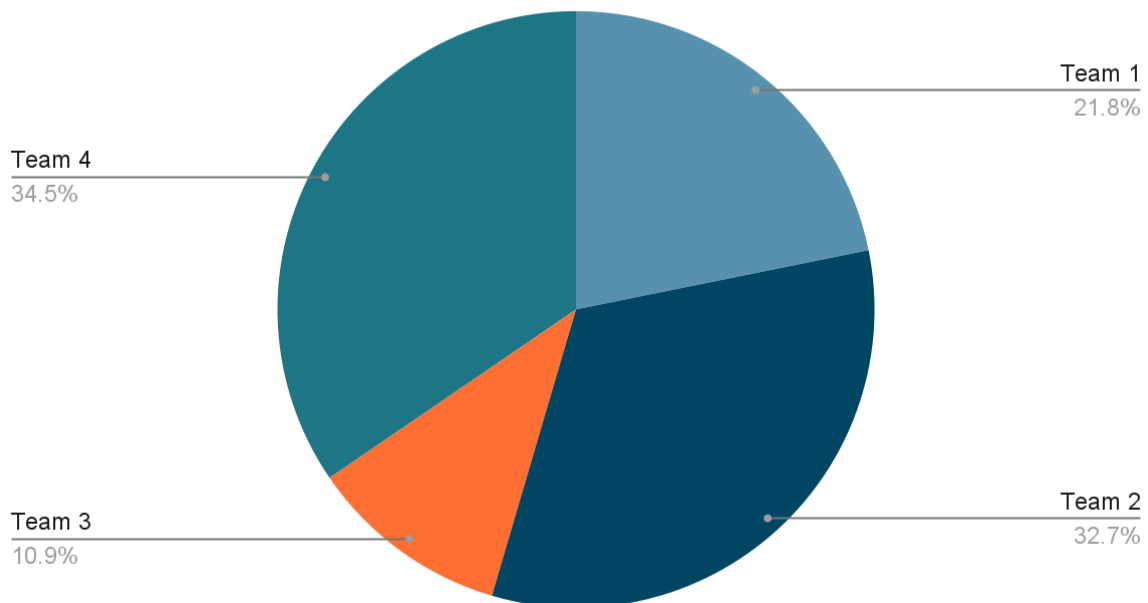
Through this data analysis researchers collected the demographic condition of women in garment industries, which include their age, family composition, education status of women, average income.

- Age composition of worker in garment industries

Descriptive Statistics

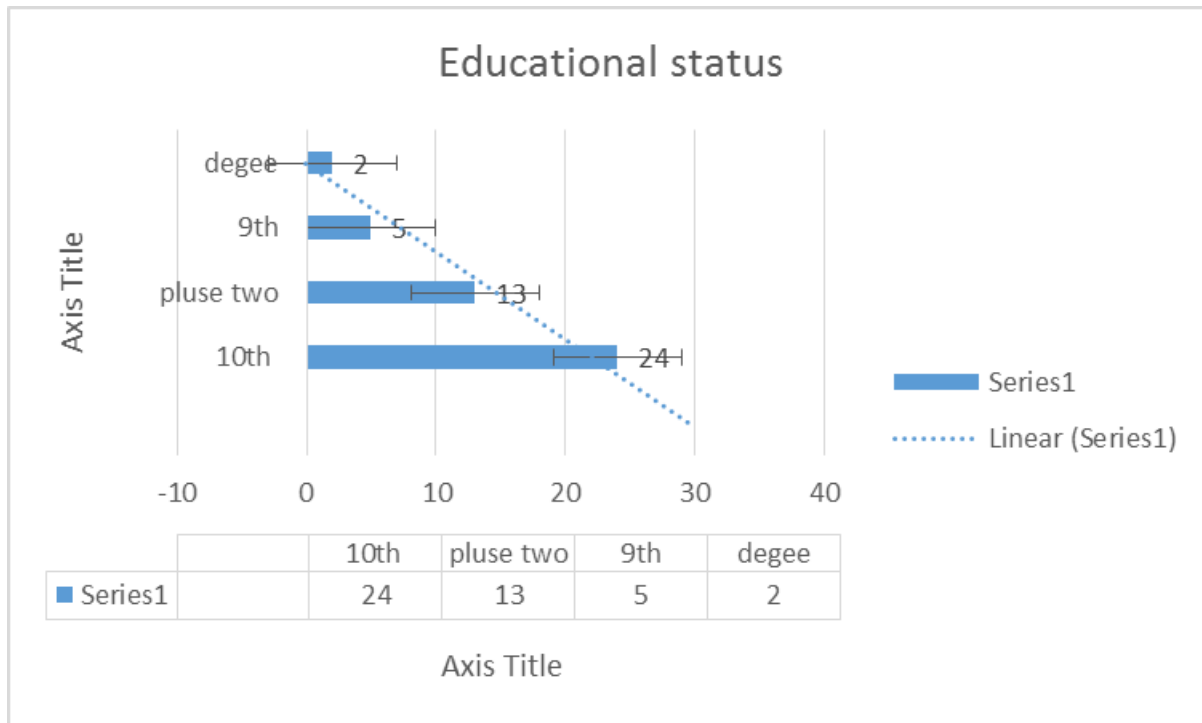
	N	Minimum	Maximum	Mean	Std. Deviation
Age	50	29	50	43.56	5.211
Valid N (listwise)	50				

Points scored



Worker working in firm belong to different age category majority were above 30

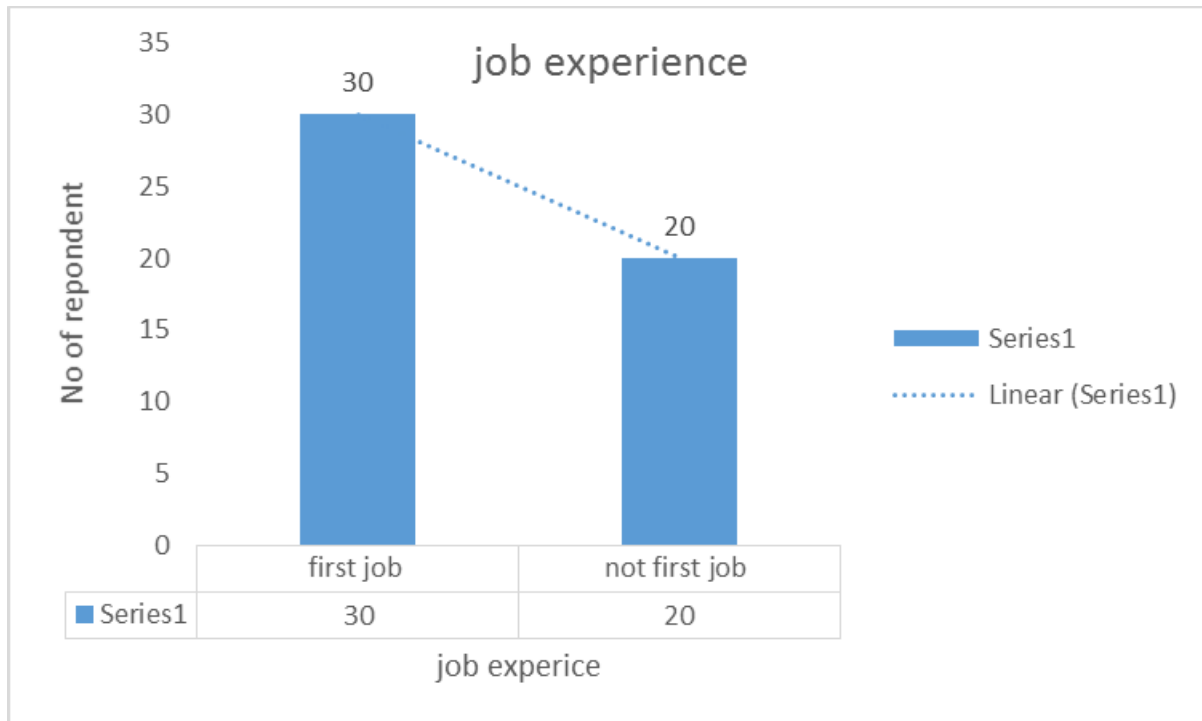
- Graphical representation of worker educational status



From the above picture, the majority of women possess a lower level of education. Twenty fourth of them completed 10th level. Thirty of them completed pulse two, five of them completed ninth two of them had completed graduation. The above graph states that women who engaged in garment industries belong to lower educational backgrounds. Education is the backbone for pursuing a job and thereby becoming financially independent. But here women are engaged in the labour force activity by utilizing their skills and capabilities.

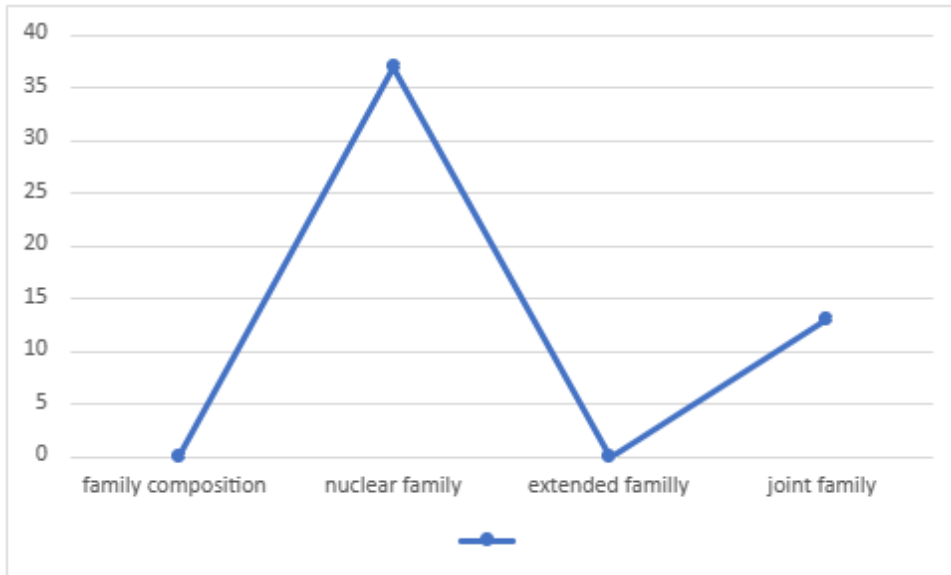
Financial instability and other personal matters might be the challenges before them to pursue higher qualification and standard jobs but covering all the struggles women were trying to engage in economic activities through utilizing the skills they have, which also give a positive result on the women participation in skilled labour.

- Graphical representation to know about whether they are continuing in their earlier job or had worker in some other sector



Thirty of them continue in their already existing job while the remaining twenty worked in some other field. Which also indicates the satisfaction of workers in their own job and at the same time the approach of respondents to choose their convenient job. From the data, out of fifty, thirty were in their first job and twenty had worked in various other sectors. Which shows that participation of women in various fields are also grabbing their opportunities and skills to make financial independence. Better working conditions, job satisfaction, better wage, easier transportation, flexible timing were some of the factors for choosing the better job.

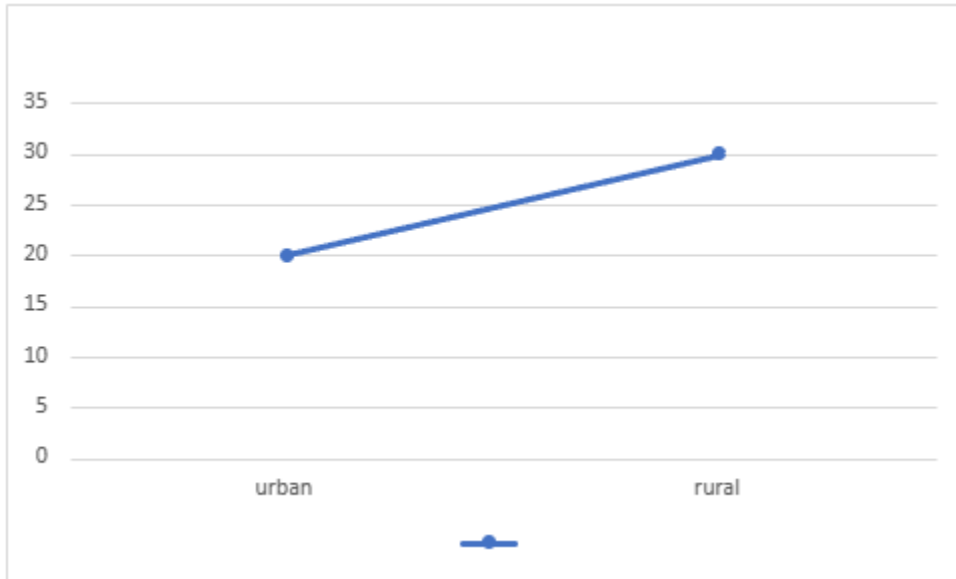
- Graphical representation of the family composition of women in garment industries



The picture shows that the majority of workers belong to the nuclear family.

Nuclear families are a common trend in contemporary society. The above picture represents the higher composition of nuclear family, lower composition of joint family.

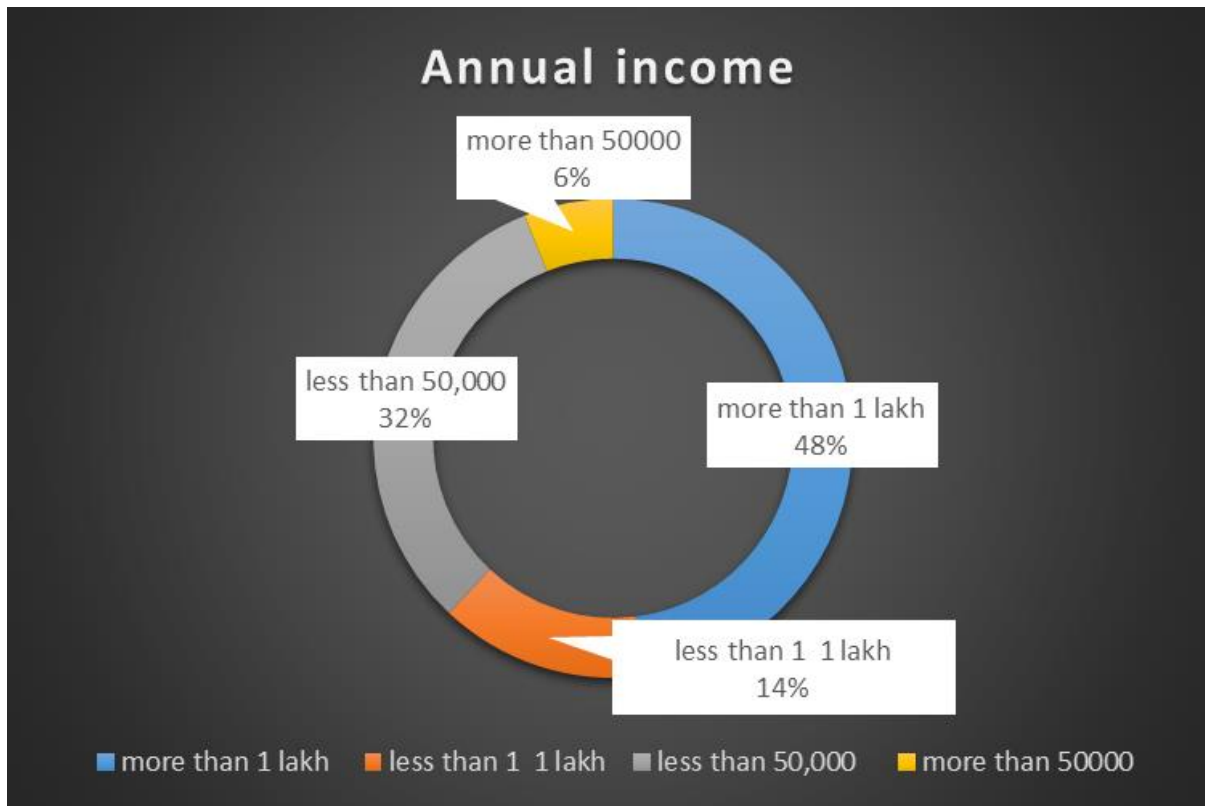
- Graphical representation of the work participation in urban and rural areas.



The above graph states that labour participation in garment industries are more from rural areas than urban areas. This shows the concentration of women in rural areas towards garment industries than women in urban areas. Which also states increasing women participation in rural areas.

When compared to rural areas, people in urban areas engage more in organized or semi-organized sector only compared to rural participation in stitching sector is comparatively low.

- Pie chart to represent the annual income of family



Above graph states that 48% of families have more than one lakh income level. 14% of families have less than one lakh income level, 6% of them have more than fifty thousand and 32% of them have less than fifty thousand income.

Which shows an increase in the income level of the family. Women workforce participation pays a significant increase in the income level. ‘Traditional statement men are the breadwinner and women are the home makers’ number of studies also show that traditionally labour force participation is comparatively lower than women. In the contemporary period there was huge change in labour force structure, feminisation of labour and feminist economist theory also state For the women's workforce participation all this brought structural change and increased the number of female workforce which impacted the rise in economic level in families.

Quality of life

- Frequency table to demonstrate the quality of life workers

how would you rate your quality of life

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	10.3	10.3	10.3
	2	3	10.3	10.3	20.7
	3	10	34.5	34.5	55.2
	4	7	24.1	24.1	79.3
	5	6	20.7	20.7	100.0
	Total	29	100.0	100.0	

100% quality of life would indicate an ideal or perfect state of well-being and satisfaction across all dimensions of life. However, it's important to note that quality of life is subjective and can vary from person to person. Factors such as physical health, mental well-being, social relationships, financial stability, personal fulfilment, and environmental conditions all contribute to one's perception of quality of life. Achieving a 100% quality of life is rare and challenging, as life is often characterized by a mix of positive and negative experiences. Overall all participants state a better quality of life.

- Frequency distribution to demonstrate the worker satisfaction in their health

how saisfied with your health

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	3.4	3.4	3.4
	2	2	6.9	6.9	10.3
	3	17	58.6	58.6	69.0
	4	5	17.2	17.2	86.2
	5	4	13.8	13.8	100.0
	Total	29	100.0	100.0	

The above frequency table states that a 100 % rating in health satisfaction. 100% satisfied with their health, it generally indicates that they are content and happy with their overall physical well-being and have no complaints or concerns regarding their health. It suggests that they feel their body is functioning optimally and they have no major health issues or discomforts. However, it's important to note that even individuals who are generally satisfied with their health can still have minor or occasional health concerns, as no one is completely immune to illnesses or physical challenges.

- Frequency table to know the medication worker in garment industries

do you have any medication

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	17.2	17.2	17.2
	2	5	17.2	17.2	34.5
	3	14	48.3	48.3	82.8
	4	5	17.2	17.2	100.0
	Total	29	100.0	100.0	

Above graph substantiate 100% of medication which indicate that worker use medication in their daily routine in this present complex life medicine is a necessary components for leading the life healthy life health issues like; back pain, headache, digestive problems, allergies, musculoskeletal pain were common in every individuals life even the respondent rate 100% of quality of life if they are using medication. Which states that health issues they had faced were quite manageable for them and none of them suffer severe health conditions. Had some health concerns nevertheless they are satisfied with their quality of life.

- Frequency table to demonstrate the workers life enjoyment

how much do you enjoy life

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	6.9	6.9	6.9
	3	21	72.4	72.4	79.3
	4	4	13.8	13.8	93.1
	5	2	6.9	6.9	100.0
	Total	29	100.0	100.0	

Above frequency table substantiates that, 100% of life is enjoyed, it means that every moment, experience, and aspect of life is filled with joy, satisfaction, and fulfilment. In such a condition, the result would be a deeply fulfilling and meaningful life. People would likely have a positive outlook, be content with their circumstances, and derive immense pleasure from their relationships, work, hobbies, and personal growth. Enjoying life to the fullest can lead to overall happiness and well-being. It can enhance mental and emotional health, foster positive relationships, and create a sense of purpose and fulfilment. When individuals are able to derive joy from all aspects of life, they are more likely to feel a sense of gratitude, resilience, and optimism.

- Frequency distribution to know the worker health in physical environment

how health is your physical environment

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	6.9	6.9	6.9
	2	3	10.3	10.3	17.2
	3	17	58.6	58.6	75.9
	4	4	13.8	13.8	89.7
	5	3	10.3	10.3	100.0
	Total	29	100.0	100.0	

Above graph represents a 100% healthy physical environment. If the health in a physical environment is at 100%, it would generally indicate an optimal and thriving condition for living beings within that environment. A 100% health rating suggests that there are no significant health hazards or risks present, and the environment is conducive to promoting well-being and vitality. All this contributes to healthy life and satisfaction in life.

- Frequency table to demonstrate that whether worker have enough energy to everyday life

do you have enough energy forevery day life

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	3.4	3.4	3.4
	2	6	20.7	20.7	24.1
	3	14	48.3	48.3	72.4
	4	5	17.2	17.2	89.7
	5	3	10.3	10.3	100.0
	Total	29	100.0	100.0	

Having 100% energy in a healthy life would generally be considered a positive outcome. When you have abundant energy, it can contribute to various aspects of well-being, including physical, mental, and emotional health. Here are some potential results of having 100% energy in a healthy life, contributing to maintaining an active lifestyle, and experiencing improved physical performance.

- Frequency distribution to know enough money to meet the needs

do you have enough money to meet your needs

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	3.4	3.4	3.4
	2	8	27.6	27.6	31.0
	3	15	51.7	51.7	82.8
	4	4	13.8	13.8	96.6
	5	1	3.4	3.4	100.0
	Total	29	100.0	100.0	

Above frequency distribution states that the majority have the income to meet their needs. When the income distribution is vary from individual, majority respondents have enough income to meet their needs which would reflect in their way of life including;

Improved standard of living. When individuals have sufficient funds to meet their basic needs, they can afford better housing, healthcare, education, and nutrition. This leads to an overall improvement in their standard of living and quality of life. Improved standard of living reduced poverty and inequality: Sufficient financial resources for everyone can help alleviate poverty and reduce wealth disparities. It enables individuals and families to escape the cycle of poverty and have a more equal opportunity for resources.

Quality of life

- Frequency table to demonstrate the extent to which worker opportunities for leisure

to what extent do you have the oppertunities for leisure activities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	10.3	10.3	10.3
	2	12	41.4	41.4	51.7
	3	12	41.4	41.4	93.1
	4	2	6.9	6.9	100.0
	Total	29	100.0	100.0	

Above frequency table rate 100% of people have the opportunities for leisure activities. If we consider 100% of opportunities for leisure activities, this includes a wide range of activities that people can participate in during their free time, such as hobbies, sports, recreational activities, entertainment events, cultural experiences, social gatherings, travel, and more.

By encompassing 100% by considering the entire spectrum of leisure activities that exist or could potentially be pursued by individuals. This allows for a comprehensive understanding of the various ways people can relax, enjoy themselves, and engage in activities outside of their work or daily responsibilities. Leisure activities provide enough space for individuals to enjoy their life thereby they can lead a meaningful life.

- Frequency table to demonstrate the ability of worker to perform their daily living activities

how are you with your ability to perform your daily living activities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	3.4	3.4	3.4
	2	4	13.8	13.8	17.2
	3	9	31.0	31.0	48.3
	4	11	37.9	37.9	86.2
	5	4	13.8	13.8	100.0
	Total	29	100.0	100.0	

Majority of them have the ability to perform daily activities, which means that they are fully capable of carrying out all the tasks and functions required for their daily lives without any limitations or impairments. This would include activities such as self-care, work, household chores, social interactions, and leisure activities. The ability to perform daily activities implies that individuals have no physical, cognitive, or sensory disabilities that hinder their ability to engage in these tasks. They would have the necessary physical strength, mobility, coordination, cognitive skills, and sensory capabilities to independently and efficiently accomplish their daily routines.

In such a condition, people would be able to live their lives with a high level of autonomy and independence, being able to fulfil their responsibilities, pursue their goals and interests, and participate fully in their communities without any significant barriers or limitations.

- Frequency table to demonstrate the satisfaction worker toward their ability

how satisfied with your ability to work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	3.4	3.4	3.4
	3	11	37.9	37.9	41.4
	4	8	27.6	27.6	69.0
	5	9	31.0	31.0	100.0
	Total	29	100.0	100.0	

Majority are satisfied with their ability to work, it would portrayed that they are completely content and fulfilled in their professional capacities. Level of satisfaction coined that they have achieved a state where they feel competent, productive, and engaged in their work. They are likely to find their job meaningful, enjoy the tasks they perform, and have a sense of accomplishment. They may possess a high level of expertise and skill in their chosen field. They might have honed their abilities through experience, training, and personal development, allowing them to excel in their roles. This level of satisfaction can contribute to a positive work environment, increased motivation, and overall job satisfaction.

- Frequency distribution to demonstrate the station of worker towards themselves

how satisfied are you with yourself

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	6.9	6.9	6.9
	2	1	3.4	3.4	10.3
	3	11	37.9	37.9	48.3
	4	7	24.1	24.1	72.4
	5	8	27.6	27.6	100.0
	Total	29	100.0	100.0	

Majority are satisfied with themselves in such a scenario, in a society where people have high levels of self-esteem, self-confidence, and self-acceptance. This would likely lead to positive outcomes such as improved mental well-being, harmonious relationships, and a general sense of happiness and fulfilment within the family, community and the society.

It's important to note that achieving 100% satisfaction among all individuals is highly unlikely in reality, as human beings have diverse needs, desires, and perspectives. People's levels of satisfaction with themselves and their lives can vary greatly due to individual differences, circumstances, and personal goals.

- Frequency distribution to demonstrate the satisfaction of personal relation of workers

how satisfied with your peronal relationship

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	10.3	10.3	10.3
	2	4	13.8	13.8	24.1
	3	6	20.7	20.7	44.8
	4	4	13.8	13.8	58.6
	5	12	41.4	41.4	100.0
	Total	29	100.0	100.0	

The result states that people are satisfied with their personal relationships, it would also have several positive outcomes including, Increased happiness and well-being: Satisfaction in personal relationships contributes significantly to overall happiness and well-being. When people are content with their relationships, they experience less stress, anxiety, and loneliness, leading to improved mental and emotional health.

Stronger connections: Satisfaction in personal relationships fosters deeper emotional bonds and strengthens connections between individuals. When people are satisfied with their relationships, they are more likely to engage in open communication, trust each other, and provide support, leading to more fulfilling and meaningful connections.

Improved communication, cooperation conflict resolution: When individuals are satisfied in their relationships, they are generally more willing to communicate openly and honestly. This leads to better understanding, effective problem-solving, and healthier conflict resolution strategies. People may be more inclined to compromise and work through challenges together.

Increased relationship stability, personal relationship, relationship with family, friends and co-worker: Satisfaction in personal relationships contributes to greater stability. When individuals are content with their relationships, they are less likely to seek alternatives or engage in behaviours that could jeopardize their partnerships. This increased stability can lead to longer-lasting and more fulfilling relationships.

Positive effects: Personal relationships have a significant impact on other aspects of life, including work, social interactions, and overall happiness. If people are satisfied with their personal relationships, it would create a positive effect, influencing other areas of their lives. They may experience improved productivity, better physical health, and enhanced overall life satisfaction.

Working environment

- Frequency distribution to demonstrate the satisfaction of worker living condition in workplace

how satisfied are you with the condition of your living place

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	17.2	17.2	17.2
	2	4	13.8	13.8	31.0
	3	5	17.2	17.2	48.3
	4	3	10.3	10.3	58.6
	5	12	41.4	41.4	100.0
	Total	29	100.0	100.0	

Above table states that people are satisfied with their working place and living conditions, it would indicate that they are extremely content with every aspect of their workplace and living environment. The level of satisfaction is quite rare, as people generally have varying preferences and needs. However, if such conditions were to exist, it would likely signify an exceptional working environment with ideal conditions that meet or exceed the expectations and requirements of the individuals.

Some factors that might contribute to high workplace living condition include;

Positive work culture: A supportive and inclusive work environment with respectful colleagues, effective communication, and strong teamwork.

Work-life balance: The organisations promotes a healthy work-life balance, allowing employees to effectively manage their personal and professional commitments.

Safe and comfortable working conditions: The workplace is physically safe, well-maintained, and provides necessary amenities for employee comfort.

Opportunities for growth and development: Employees are provided with opportunities for learning, skill development, and career advancement within the organisations.

Flexibility and autonomy: Employees have some degree of autonomy and flexibility in their work, allowing them to have control over their tasks and schedules.

- Frequency table to demonstrate the satisfaction of mode of transportation of worker in garment industries

how satisfied are you with the mode of transportation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	6.9	6.9	6.9
	2	6	20.7	20.7	27.6
	3	3	10.3	10.3	37.9
	4	9	31.0	31.0	69.0
	5	9	31.0	31.0	100.0
	Total	29	100.0	100.0	

Majority of them are satisfied with the mode of transportation, which may be because the working sector will be near to their home town and an increase in the mode of transportation creates a flexible atmosphere for workers. Comfortable transportation is also a matter for choosing a particular job thereby developing the satisfaction of individuals to continue in their job.

- Frequency table demonstrate total working hours

total woekinghour

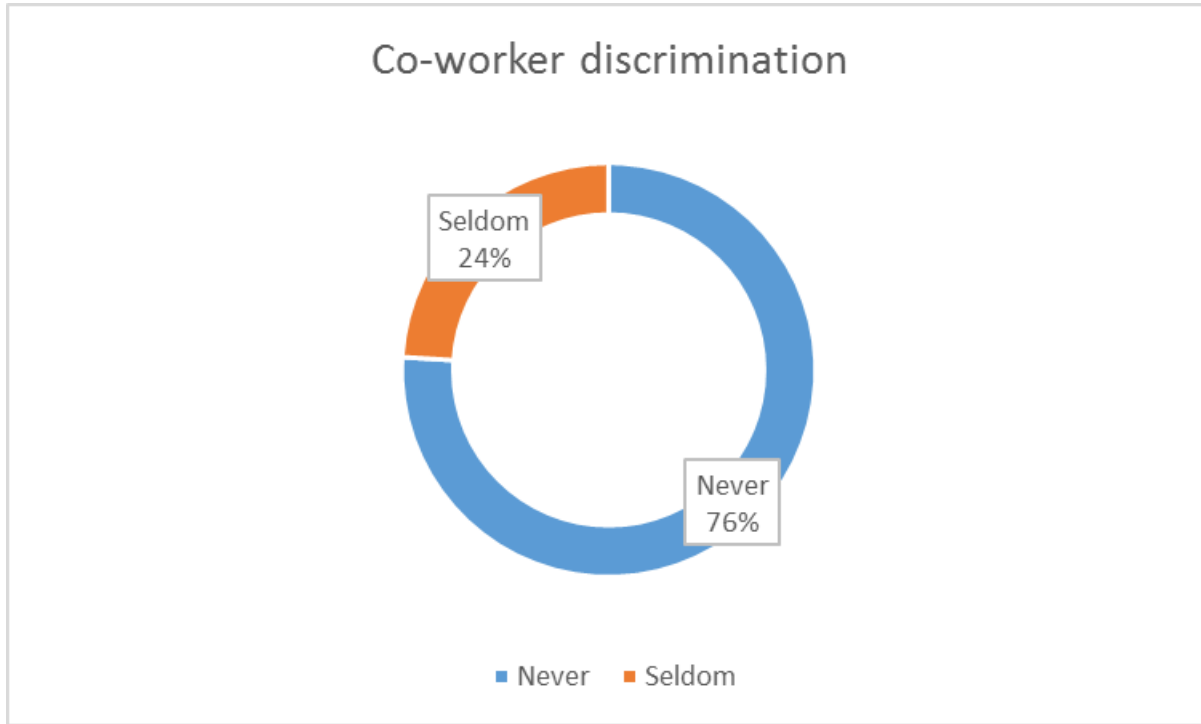
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	10	1	3.4	3.4	3.4
	10hr	2	6.9	6.9	10.3
	8	4	13.8	13.8	24.1
	8 1/2	1	3.4	3.4	27.6
	8hr	10	34.5	34.5	62.1
	8hrs	11	37.9	37.9	100.0
	Total	29	100.0	100.0	

Workers are satisfied with the total working hours, it indicates that they feel the current amount of time spent on work is appropriate and meets their personal and professional needs. This satisfaction could stem from several factors, such as having a healthy work-life balance, manageable workloads, adequate time for leisure activities, and sufficient rest and relaxation.

When individuals are satisfied with their working hours, they are more likely to experience higher levels of job satisfaction, better mental and physical well-being, and increased productivity. Achieving a balance between work and personal life is crucial for maintaining overall satisfaction and quality of life. Additionally, societal and technological changes can influence people's expectations and perceptions of ideal working hours.

Ultimately, individuals have the opportunity to voice their preferences and participate in decisions related to their working hours that can contribute to a more satisfied and engaged workforce. Flexible work arrangements, flexible scheduling, can also play a role in meeting diverse needs and preferences.

- Graphical representation to demonstrate co- worker discrimination



From the above pie chart we can understand 24% had faced discrimination in seldom and 74% has never faced.

- Frequency table to demonstrate the flexibility received by worker in garment industries

do you recive flexibility in working firm

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	3.4	3.4	3.4
3	9	31.0	31.0	34.5
4	16	55.2	55.2	89.7
5	3	10.3	10.3	100.0
Total	29	100.0	100.0	

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Ultimately, individuals have the opportunity to voice their preferences and participate in decisions related to their working hours that can contribute to a more satisfied and engaged workforce. Flexible work arrangements, such as remote work options or flexible scheduling, can also play a role in meeting diverse needs and preferences.

- Frequency distribution to demonstrate that whether education is mandatory for working garment industries

do you feel that education is matter for the increasing women in garment industries

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	10	34.5	34.5	34.5
	nyes	1	3.4	3.4	37.9
	nbye	1	3.4	3.4	41.4
	yes	17	58.6	58.6	100.0
	Total	29	100.0	100.0	

Majority state that basic education is mandatory working in garment industries which include technical skills to use machinery, designing and creative skills, mathematical fluency, language for better communications

- Frequency distribution to demonstrate the infrastructure available to workers

do you have enough infrasture

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	9	31.0	31.0	31.0
	3	5	17.2	17.2	48.3
	4	9	31.0	31.0	79.3
	5	6	20.7	20.7	100.0
	Total	29	100.0	100.0	

Workers are satisfied with enough infrastructure facilities, it would imply that all their needs and desires related to infrastructure are met to their complete satisfaction. This would require a high standard of living and a well-developed infrastructure, basic facilities like individual machineries, seating arrangements, and a physical atmosphere, sanitation facilities, dining facilities and so on. Furthermore, infrastructure facilities would extend beyond basic necessities to include recreational amenities such as celebrating cultural events, workers' birthday functions, anniversary celebrations and so on. If people are satisfied with infrastructure facilities, there would likely be a high level of efficiency, sustainability, and inclusivity in infrastructure planning and development. Infrastructure projects would be designed to meet the diverse needs of the population, considering factors such as accessibility, environmental impact, and long-term sustainability.

- Frequency table to demonstrate the leisure time received by the worker

do you recive leisure time

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	13.8	13.8	13.8
	2	3	10.3	10.3	24.1
	3	9	31.0	31.0	55.2
	4	12	41.4	41.4	96.6
	5	1	3.4	3.4	100.0
	Total	29	100.0	100.0	

If workers have enough leisure time, it will contribute positive effects on their overall well-being and lifestyle which include;

Relaxation and Stress Reduction: Leisure time allows individuals to unwind and recharge. Engaging in activities they enjoy can help reduce stress levels, improve mood, and promote overall mental well-being.

Improved Physical Health: Having sufficient leisure time enables people to engage in physical activities such as hobbies and outdoor recreation.

Personal Development: Leisure time provides opportunities for personal growth and self-improvement. People can pursue hobbies, interests, or passions they may not have had time for previously. This could include activities like reading, stitching, cooking, using or learning new skills.

Stronger Relationships: With more leisure time, individuals can invest more energy and time into building and nurturing relationships with family and friends. This can lead to better social connections, increased communication, and stronger support networks.

Increased Creativity: Leisure time allows individuals to tap into their creative side. Engaging in activities like reading, stitching, cooking, or crafting can stimulate creativity and innovation thereby fostering personal expression and satisfaction.

Enhanced Work-Life Balance: Sufficient leisure time allows individuals to achieve a healthier work-life balance. By having time away from work responsibilities, people can recharge, maintain motivation, and prevent burnout, leading to increased productivity and job satisfaction.

Improved Mental Health: Leisure activities provide opportunities for relaxation, social interaction, and self-reflection, all of which contribute to improved mental well-being.

Job satisfaction

- Frequency distribution to demonstrate whether the worker are satisfied with own industries

are you satisfied with own industries

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	7	24.1	24.1	24.1
	3	3	10.3	10.3	34.5
	4	13	44.8	44.8	79.3
	5	6	20.7	20.7	100.0
	Total	29	100.0	100.0	

If workers are satisfied with their own industries it will gradually increase in the satisfaction of their job and themselves in performing their activities. Which creates positive results in increasing productivity, enhancement of workers skills, flexibility which leads to increase in workforce participation thereby, increase positive industry reputation, growth and development of industries.

- Frequency table to demonstrate the productivity of owner which worker receive

have you felt productivity from owners

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	10.3	10.3	10.3
	4	22	75.9	75.9	86.2
	5	4	13.8	13.8	100.0
	Total	29	100.0	100.0	

Workers are satisfied with the productivity from labour, it would imply that the labour is producing significantly more output than the input. Productivity depends on how efficiently resources are used to produce goods or services. Labour productivity is the matter concerned with the reputation of industries and the growth and development of industries. Products are largely sold not only in local areas which are distributed in various outlets and other states for which quality of product is mandatory.

- Frequency distribution to demonstrate the emergency medical facilities in garment industry

do the industries have emergency medical facilities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	3.4	3.4	3.4
	2	1	3.4	3.4	6.9
	3	5	17.2	17.2	24.1
	4	16	55.2	55.2	79.3
	5	5	17.2	17.2	96.6
	33	1	3.4	3.4	100.0
	Total	29	100.0	100.0	

Workers are stratified with the medical facilities they have. Emergency medical requirement are in the industries, which all matter linked to job satisfaction of worker

- Frequency table to demonstrate the flexible timing in garment industries

do you have flexible timing

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	13.8	13.8	13.8
	3	7	24.1	24.1	37.9
	4	13	44.8	44.8	82.8
	5	5	17.2	17.2	100.0
	Total	29	100.0	100.0	

- Frequency table to demonstrate the available opportunities for improving your skills and knowledge in the course of the work

the available opportunities for improving your skills and knowledge in the course your work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	6.9	6.9	6.9
	2	1	3.4	3.4	10.3
	3	4	13.8	13.8	24.1
	4	8	27.6	27.6	51.7
	5	14	48.3	48.3	100.0
	Total	29	100.0	100.0	

Workers get enough opportunities available for improving skills and knowledge. Here are some common avenues to consider:

Training in machineries - some were much families with ordinary machines rather than electric stitching machine, cutting machines, embroidery and other design need for garment industries as production increase technology also develop simultaneously to grow with the demand worker have to learn to operate such technology, which increase productivity and efficiency of labour force

Self-Study: Some of them learn stitching and related activities using online platforms. Utilize resources like online tutorials, develop a self-directed learning approach to deepen your understanding and broaden your knowledge.

- Frequency distribution to demonstrate the work activities compared to the skills and the opportunities for improvising worker competency level

the work activities compared to yyour skills and the oppertunities for improving your competency level

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	3.4	3.4	3.4
	2	2	6.9	6.9	10.3
	3	6	20.7	20.7	31.0
	4	6	20.7	20.7	51.7
	5	14	48.3	48.3	100.0
	Total	29	100.0	100.0	

Workers are satisfied with work activities compared to their skills and opportunities for improving their competencies. Workers also state that they get opportunities to improve their skills like providing training, self-study and cooperation from other workers. They were successful in utilizing their skills and opportunities.

- Frequency demonstration of the user respect for the competence for the employees

user respect for the competence for the employee

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	3.4	3.4	3.4
	2	1	3.4	3.4	6.9
	3	4	13.8	13.8	20.7
	4	9	31.0	31.0	51.7
	5	14	48.3	48.3	100.0
	Total	29	100.0	100.0	

Worker are highly satisfied with the user respect which provide satisfaction in their job and development in competency of worker there are other factors which leads to user satisfaction

Productivity and perfection in work by the worker

Encourage open communication: Create an atmosphere where employees feel comfortable expressing their thoughts, ideas, and concerns. Actively listen to their feedback and address any issues they may have.

Provide growth opportunities: Offer training for using machineries

Offer regular feedback and correction: Provide constructive feedback and guidance to help employees improve their skills and performance. Regularly check in with them to discuss their progress and offer support where needed.

Promote work-life balance: Recognize the importance of employees' personal lives and well-being.

Encourage a healthy work-life balance by offering flexible schedules, promoting self-care practices, and ensuring reasonable workloads.

- Frequency table to demonstrate the career advancement opportunities for worker in garment industries

the career advancement oppertunities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	3.4	3.4	3.4
	2	2	6.9	6.9	10.3
	3	5	17.2	17.2	27.6
	4	7	24.1	24.1	51.7
	5	14	48.3	48.3	100.0
	Total	29	100.0	100.0	

Workers are satisfied with career advancement opportunities. Industries also provide new method and training in different work gradually this help them to start own stitching units, move to better payment job when the demand of worker increased and there people who do garment workers in their home which provide extras source of income.

- Frequency table to demonstrate the access to equipment's for performing worker task

the access to equipments necessary for performing your task

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	3.4	3.6	3.6
	2	1	3.4	3.6	7.1
	3	4	13.8	14.3	21.4
	4	9	31.0	32.1	53.6
	5	13	44.8	46.4	100.0
	Total	28	96.6	100.0	
Missing	System	1	3.4		
Total		29	100.0		

Worker have enough access for equipment needed for performing their task like comfortable place, machinery proportion to their strength, store space so on

- Frequency demonstration of current maintenance in garment industry

the current maintenance in the garment industries

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	3.4	3.4	3.4
	2	1	3.4	3.4	6.9
	3	6	20.7	20.7	27.6
	4	10	34.5	34.5	62.1
	5	11	37.9	37.9	100.0
	Total	29	100.0	100.0	

Workers are satisfied with the current maintenance in their working sector. Result show that They have enough facilities for personal care, medical facilities, and physical atmosphere so on

- Frequency table to demonstrate salary of workers in garment industries when compared to the work they perform

your salary compared to the work you perform

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	3.4	3.4	3.4
	2	1	3.4	3.4	6.9
	3	10	34.5	34.5	41.4
	4	6	20.7	20.7	62.1
	5	11	37.9	37.9	100.0
	Total	29	100.0	100.0	

Workers are satisfied with the amount they received from the firm because most of them were not much educated for pursuing higher jobs. Instead they are building financial dependency using their skills and competencies. They also received standard value according to their work which is similar in all garment sectors. Majority do self-work in stitching which provide additional income than from the firm.

- Frequency table of worker salaries in garment industries when compared to other external group

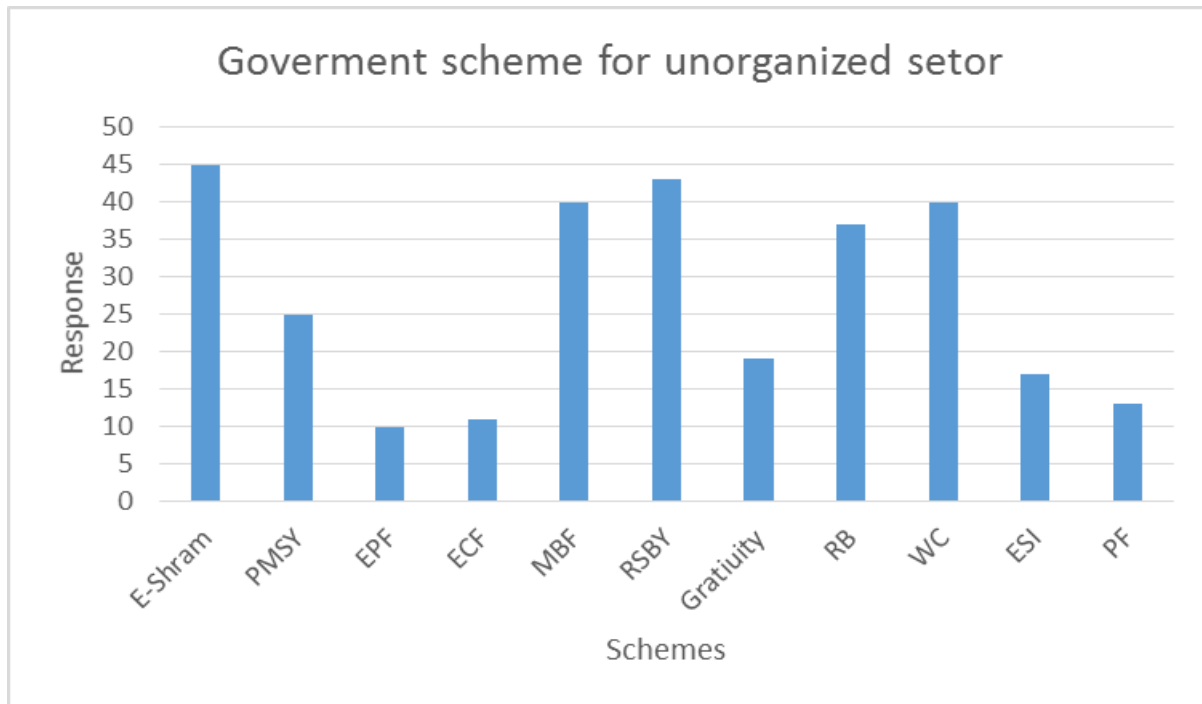
your salary compared to other external group

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	3.4	3.4	3.4
	2	1	3.4	3.4	6.9
	3	11	37.9	37.9	44.8
	4	6	20.7	20.7	65.5
	5	10	34.5	34.5	100.0
	Total	29	100.0	100.0	

Worker were satisfied with salary when compare to other sector because growth of garment industry is increasing day by day as population increase the demand also increase wise versa which increase the labour work they by receive enough amount

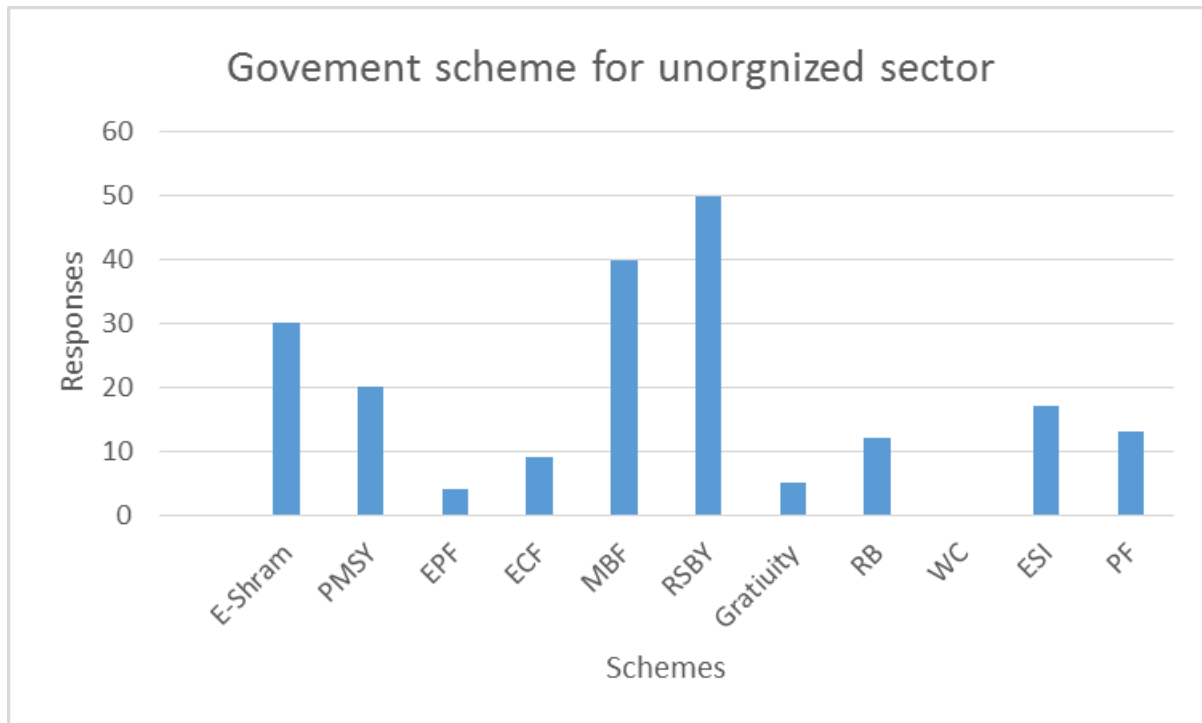
Government and non-governmental welfare measures/ schemes for workers in the unorganized

- Graphical representation of worker in who were aware of service for the workers in garment industries



From the above graph it is clear that 45 of them are aware of E-shram, 25 of them are aware of PMSY. 10 of them are aware of EPF. 11 of them are aware of ECF. 40 of them are aware of MBF. 43 of them aware of RSBY. 19 of them know about gratuity. 37 of them aware of RB. 40 of them aware of WC. 17 of them aware of ESI. 13 of them were aware of PF

- Graphical representation of worker who were utilize the service



From the above graph it is clear that 30 of them utilize E-shram, 20 of them utilize PMSY. 4 of them utilise PMSY. 4 of them utilize ECF. 40 utilize MBF 5 of them utilize ISSUE. 5 of them utilise RSBY. None of them receive gratuity. 12 of them utilize RB. None of them utilize WC. 17 of them utilise ESI. 13 of them utilise of PF

Data show that, from 50 respondents 25 of them are aware of PMSY but only 20 of them utilise the service remaining 5 of them not make use of this service even though they are aware of the service. 25 of them are not even aware of the PMSY

Data show that, from 50 respondents 43 of them are aware of RSBY but only 5 of them utilise the service remaining 46 of them do not make use of this service even though they are aware of the service. 41 of them are not even aware of the RSBY.

From the above, from 50 respondents 11 of them are aware of ECF but only 4 of them utilise the service remaining 30 of them do not make use of this service even though they are aware of the service. 9 of them make use of the service ECF

From the above data, from 50 respondents 50 of them are aware of MBF but only 5 of them utilise the service MBF remaining 40 of them do not make use of this service MBF even though they are aware of the service. 5 of them make use of the service MBF.

From the above data, from 50 respondents 50 of them are aware of ISSUR scheme but only 5 of them utilise the service remaining 45 of them do not make use of this service even though they are aware of the service.

From the above data, from 50 respondents 13 of them are aware of PF scheme and 24 of them are not aware of PF but only 13 of them utilise the service

From the above data, from 50 respondents 37 of them are aware of RB scheme and 1 of them are not aware of RB but only 12 of them utilise the service

From the above data, from 50 respondents 40 of them are aware of the WC scheme and 10 of them are not aware of WC. none of them utilise the service

From the above data, from 50 respondents 17 of them are aware of PF scheme and 16 of them are not aware of PF but only 17 of them utilize the service

From the above data, from 50 respondents 19 of them are aware of gratuity but only none of them utilize the service Gratuity remaining 50 of them do not make use of this service gratuity even though they are aware of the service. 31 of them make use of the service gratuity.

Lack of awareness, lack of support system might be some reason for the unawareness of the service. People who were not utilising the receive might not be interested in such schemes or not interested in suffering under such a procedure. Time lag and lack of other technical support might be some reason behind the reluctance of workers to enroll in government service.

Chapter 5 - findings, Recommendation, implication for professional social work practice

Finding from research

The primary objective of the study is to know about the quality of life, job environment or working conditions and welfare measures(government non-government) received by the worker in garment industries. The topic entitled feminisation of labour is a broad concept which is directly and indirectly linked with different factors and structural change without not going deep on the constrictive and structural changes in the economy. This study highlighted the quality of life, working environment, job satisfaction and welfare measures.

Mainly analyse the changes take place in adobe dimension after growth and dissemination of female workforce participation. During early period labour force participation is comparatively low structural change of economy from agrarian sector to industrial sector increase the number of female participation. Many critics and theorists state that the purpose of this is transformation of labour change to meet the demand of development. Capitalists utilise the female labour force to increase profit by using cheap labour. Earlier theorist Cohen also state a theory from his experience research “segmentation of work” means when small amount worker is need for work male were posted with high salary even when needed more labour force women were recruited in low wage. This was continued for long later the establishment economist feminist, globalisation, trade market increase the role of women and shift in the work role of women, women were placed in job which is dominated by men.

All these changes and social legislation strengthen the women's income to an extent because it is a continuous process of change that won't take palace all of the sudden.

Through this study researchers received a wide range of positive outcomes that take place in garment industries. Traditionally the opportunities for garment industries were very limited. Mostly women engage in stitching as domestic work in their home, were as men worker in textile mill industries and owned their own garment center. Now it is commonly handled by women and demand of garment industries also increased by the emergence of fashion industries. There are a large number of women who get job opportunities. It was very difficult to become financially independent if there is no sufficient educational qualification here; the majority of them had limited education nevertheless they were able to lead a quality life by utilising their skills and

competencies. Women who belong to different age categories were engaged in the garment sector and they were able to balance all their work.

Workers having better quality of life would typically indicate an ideal or perfect state of well-being and satisfaction across all dimensions of life. However, it's important to note that quality of life is subjective and can vary from person to person. Factors such as physical health, mental well-being, social relationships, financial stability, personal fulfilment, and environmental conditions all contribute to one's perception of quality of life. If people are 100 percent satisfied with their working place living conditions

Workers are also satisfied with their working place and living conditions, it would indicate that they are extremely content with every aspect of their workplace and living environment. Some factors that might contribute to this high level of satisfaction could include the working condition, financial stability, and work life balance and necessary facilities in industries also leads to a satisfied workforce. Even if they are working in an unorganized sector they are satisfied with their work and financial status because they are satisfied with their skills and majority of them have opportunities to enhance their skills especially handling new works and also have additional source of income through stitching in their own residence. Overall it was a positive result from the workers in garment industries. The number of people utilising benefits is comparatively low. Few of them make use of government allowance for the unorganized sector. And some of them PF and ESI from their working sector. There are respondents who are not aware of schemes, aware but reluctant to apply for the scheme. If they make use of the opportunities reserved for they will enhance their quality of life or additional support.

Suggestion

- Employees in garment industries can take initiative to enroll employees in garment schemes for worker in unorganized sector
- Recognizing achievement - employees accomplishment and contribution which lead to increase productivity and labour satisfaction
- Provide growth and opportunities- like training for new workers
- Encourage open communication- create atmosphere where employees feel comfortable expressing their thoughts, ideas and concerns

Implication of social work practice -

- **Privacy and Confidence:** Protect the participants' privacy and confidentiality. Utilizing safe procedures for the storage and handling of data will safeguard their identities and personal information. Make certain that only authorized individuals have access to the data and that any published results are presented in a manner that prevents individual participants from being identified.
- **Professional Standards and Ethical Practice:** A code of ethics for social workers emphasises respect, integrity, and individual rights protection. In their interactions with clients, they uphold professional standards and guarantee confidentiality, boundaries, and cultural competence. Social workers who practice ethically are guaranteed to provide the best possible care and to keep the trust of the people and communities they serve.
- **Evaluation and investigation:** Social workers conduct research and evaluation to support policy decisions and practices based on evidence. They examine social issues, evaluate intervention programs, and assess their efficacy with the intention of improving the quality of social work interventions and contributing to the profession's overall knowledge base.
- **Consent in Context:** Before involving participants in the research, obtain their informed consent. The purpose, procedures, potential risks, benefits, and rights of participants in the research should all be fully understood. They ought to be able to withdraw from the study, decline participation, or ask questions at any time without fear of repercussions.

Conclusion

Feminization of labour the term "feminization of labour" refers to the increasing participation of women in the workforce and the changing composition of the labour market. It describes a global trend where more women are entering paid employment, often in sectors traditionally dominated by men. Historically women's roles in the labour force were largely confined to certain sectors such as domestic work, agricultural labour, and clerical jobs. At the end of the 17th century and early 18th it's the great period of mass industrialization, which significantly increased the participation of women. When compared to men women were paid low wage and worked in unsecure conditions. Division of labour, occupational segregation, gender gap, discrimination resulted in a wide problem stemming towards the emergence of new theory. Structuralism, economic feminism, feminization of labour are primary part of all this theory which all seek for the economic independence of women and contribute new changes in working industries. However, over the past century, women's participation in the labour market has expanded significantly. This transformation has been influenced by various factors, including social, economic, and cultural changes. There are several drivers for this change: Women's liberation and gender equality movements, the rise of feminist movements and advocacy for women's rights have challenged traditional gender roles and paved the way for increased opportunities for women in the workforce. Education and skill development improved access to education and training for women has equipped them with the skills necessary to enter a wider range of professions and industries. Technological advancements, technological progress has led to the automation of certain tasks, reducing physical strength requirements and making work environments more conducive to female participation. Economic restructuring, shifts in the global economy, such as the decline of manufacturing and the growth of service sectors, have created new job opportunities that are more accessible to women. Changing social attitudes, attitudes towards women working outside the home have evolved, and there is now greater acceptance of women pursuing careers and balancing work and family responsibilities.

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Appendix

I'm Abhirami K P, second year MSW student of Bharata Mata College Thrikkakara. As part of my academic research, preparing a paper on feminisation of labor in garment industries for the same needs your valuable response, which would add support to my research. I assure you that your participation will remain anonymous and confidential. The data collected will be used only for academic purposes. Kindly grant permission for data collection.

I understand that your time is precious, and sincerely appreciate your participation and cooperation
Thank you in advance for your attention!

Questionnaire

1. What is your gender?

Male female

2. Locality of your residence?

Locality of work place?

What is the highest education you received?

Not at all elementary high school college

3. What is your marital status?

Single married separated widowed divorced

4. Head of your family?

5. Is it your first job?

6. What are your hobbies?

7. What is the average monthly income?

8. What is your average annual income?

9. Family composition?

10. Number of earning members in your family?

11. Number of children?

12. Educational status of children?

13. Do you belong to an urban or rural area?

Quality of life

1. How would you rate your quality of life?

Very poor poor neither poor nor good good very good
1 2 3 4 5

2. How satisfied are you with your health?

Very dissatisfied dissatisfied neither satisfied nor dissatisfied satisfied
1 2 3 4
Very satisfied
5

3. Do you have any medication?

No at all a little a moderate amount very much an extreme amount
1 2 3 4 5

4. How much do you enjoy life?

No at all a little a moderate amount very much an extreme amount
1 2 3 4 5

5. To what extent do you feel your life is meaningful?

No at all a little a moderate amount very much an extreme amount
1 2 3 4 5

7. How safe do you feel in your daily life?

No at all slightly a moderate amount very much extremely
1 2 3 4 5

8. How healthy is your physical environment?

No at all slightly a moderate amount very much extremely
1 2 3 4 5

9. Do you have enough energy for everyday life?

No at all	a little	moderately	mostly	completely
1	2	3	4	5

10. Do you have enough money to meet your needs?

No at all	a little	moderately	mostly	completely
1	2	3	4	5

11. To what extent do you have the opportunity for leisure activities?

No at all	a little	moderately	mostly	completely
1	2	3	4	5

12. How are you with your ability to perform your daily living activities?

Dissatisfied	neither satisfied nor dissatisfied	satisfied	very satisfied
1	2	3	4
Extremely satisfied			
5			

13. How satisfied are you with your capacity for work?

Dissatisfied	neither satisfied nor dissatisfied	satisfied	very satisfied
1	2	3	4
Extremely satisfied			
5			

14. How satisfied are you with yourself?

Dissatisfied	neither satisfied nor dissatisfied	satisfied	very satisfied
1	2	3	4
Extremely satisfied			
5			

15. How satisfied are you with your personal relationship?

Dissatisfied neither satisfied nor dissatisfied satisfied very satisfied
1 2 3 4
Extremely satisfied
5

16. How satisfied are you with the support you get from your friends /co-workers?

Dissatisfied neither satisfied nor dissatisfied satisfied very satisfied
1 2 3 4
Extremely satisfied
5

17. How satisfied are you with the condition of your living place?

Dissatisfied neither satisfied nor dissatisfied satisfied very satisfied
1 2 3 4
Extremely satisfied
5

18. How satisfied are you with your mode of transportation?

Dissatisfied neither satisfied nor dissatisfied satisfied very satisfied
1 2 3 4
Extremely satisfied
5

19. How often do you have negative feeling, such as blue mood, despair, anxiety and depression?

Never seldom quite often always very much
1 2 3 4 5

19x1	19x2	19x3	19x4	19x5
Below 50	50-60	60-70	70-80	80-90
1	2	3	4	5

Working environment

1. Daily waged or monthly salary
2. Total working hour
3. What all are the benefits enjoyed by garment industries?
4. Do you receive flexibility in working hours?
5. Do you have a scheduled leave pattern?
6. Do you receive welfare measures?
7. Do you feel that education is a matter for the increasing number of women in garment industries?
8. Does distance and accessibility matter for working in stitching industries?
9. Do you have enough infrastructure?
10. Do you receive leisure time?
11. Are you satisfied with your own work?
12. Have you faced workplace discrimination from co-worker?
13. Have you felt productivity demand from owners?
14. Do the industries have emergency medical facilities?
15. Do you have flexible timing?

Employee satisfaction

1. How satisfied are you with your competencies?
 - the available opportunities for improving your skills and knowledge in the course your work.(1 to 5)
 - the work activities compared to your skills and the opportunities for improving your competence level(1....5)
 - the clients' (users') respect for the competence of the employees(1.....5)
 - the public's respect for the competence of the employee(1....5)
 - the career advancement opportunities(1....5)
2. Premises and technical working condition how satisfied are you
 - The access to equipment necessary for performing your task(1.....5)
 - The current maintenance in the garment industries (1,.....5)
3. Remuneration
 - Your salary compared to the work you perform(1....5)
 - The current model for rewarding over time work!1.....5)
 - Your salary compared to other external comparable groups(1....5)

4. Relationships between employees

- Involvement of people with other competencies in your work (1.....5)
- Respect from co-workers(1....5)
- Possibilities to receive assistance from co-worker when necessary(1.....5)
- Teamwork in the institution(1...5)

5. Workload

- Current fixed working hours(1.....5)
- Number of employees available for performing work tasks(1....5)
- Sanctions for errors committed(1.....5)
- Workload pressure(1.....5)
- Balance between personal and professional life(1.....5)

6. Responsibility

- How employees spend their working time(1.....5)
- Responsibility for work errors(1.....5)
- Responsibility towards clients and reporting units(1.....5)
- Responsibility of immediate supervisor towards employee(1.....5)

7. Trust

- Toward in working sector (1.....5)

8. Government welfare measure for workers in unorganized sector

- E-SHRAM
- PMSY
- PPF
- FCF
- MBF
- RSBY
- GRATUITY
- RB
- WC
- ESI
- PF