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**Level of Awareness Regarding Women Employee Rights in Garment
Industry, Tirupur**

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ABSTRACT

Women are playing a vital role in earning even net national product of the country through their income. This study is undertaken to study about how the women are utilizing their rights properly especially in garment industry. The reason to choose the industry is that the women participation in the industry is 70,000 especially in Tirupur. This research is undertaken

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to analyze about the women's rights in garment industry in the area of Tirupur. This study is undertaken to make an analysis of how women are working in their working area and also regarding the facilities provided in the working environment such as crèche facilities, ventilation facilities and payment benefits, work enrichment opportunities. The prime objective of the present study is to evaluate the Women Employee Rights in garment industry in Tirupur. The study was conducted on the basis of descriptive research. The employees have been selected by using non-probability convenience sample method from various departments. Totally 200 sample respondents were selected and analyzed using t-Test and Chi-Square test

Key words: Women rights; Discrimination; Welfare facilities and monetary benefits.

Chapter- I

1.1.INTRODUCTION

The Indian textile industry is one of the oldest industries in India. Spinning and weaving were the earliest crafts of premature man. Later when technology improved machines for spinning and weaving were introduced, these inventions changed this industry from household to mill industry. This has a glorious past in India

WOMEN EMPLOYEE RIGHTS

The factories Act, 2017 regulates the conditions of work in manufacturing establishments which came within the definition of the term 'factory' as used in the Act. Various measures have

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taken regarding Safety, Welfare, Employment of women, Maternity benefit, Creche, Harassment, Employment, Working conditions, Child labour, Living wages, Working hours and Discrimination .

1.2.STATEMENT OF THE PROBLEM

Women are playing a vital role in earning even net national product of the country through their income. This study is undertaken to study about how the women are utilizing their rights properly especially in garment industry. The reason to choose the industry is that the women participation in the industry is more than one lakh especially in Tirupur. This research is undertaken to analyze about the women's rights in garment industry in the area of Tirupur. This study is undertaken to make an analysis of how women are working in their working area and also regarding the facilities provided such as crèche facilities, ventilation facilities and payment benefits.

1.3.OBJECTIVE OF THE STUDY

To find out the Level of Awareness with respect to the Women Employee Rights in Garment Industry at Tirupur.

1.4.REVIEW OF LITERATURE

Sharma (2012) has shown that “there is direct link between a country's attitude toward women and its progress socially and economically. Ekore (2013) found workers in an organization,

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irrespective of their gender, are classified into management/senior employees and others. Guo (2014) discussed the harmful effects the policy of different retirement ages for men and women made on women's equal employment rights. Mahmud (2016) showed harassment by male colleagues or by management in the workplace is very common for the female workers in the garment industries. Shan Wenjie (2016) established gender quality board and the Gender Equality Ombudsman system to investigate and punish violations of laws against gender discrimination. N Nahar, R N Ali and F Begum (2017) found that work pattern in the garment factory severely affected worker's health, as they were restrained in a closed environment.

1.5..RESEARCH METHODOLOGY

Research design is Descriptive in nature. Sample Size is 200 respondents. The data is collected through Questionnaire various which is collected from garment companies. Tool used in the Study is Chi-square test

HYPOTHESIS

H₁: There is no association between Age and Level of Awareness

H₂: There is no association between Qualification and Level of Awareness

H₃: There is no significance between Monthly Income and Level of Awareness

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Characteristics		Frequency	Percentage
Age	< 23	53	26.5
	23- 37	120	60
	> 37	27	13.5
Marital Status	Single	61	30.5
	Married	139	69.5
Education	Illiterate	49	24.5
	School Level	134	67.0
	College level	17	8.5
Type of family	Nuclear family	124	62.0
	Joint family	76	38.0
Family members	Up to 2 Members	16	8.0
	3- 4 Members	110	55.0

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	Above 4 Members	74	37.0
Income group	Less than 5000	56	28
	5001-10000	137	68.5
	Above 10000	07	3.5
Designation	Accountant	04	2.0
	Checker	19	9.5
	Cutter	06	3.0
	Helper	12	6.0
	Packers	17	8.5
	Power tapers	21	10.5
	Quality	02	1.0
	Tailor	119	59.5
Experience	Up to2 years	19	9.5

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	2-10 years	154	77.0
	Above 10 years	27	13.5
Department	Accounts	04	2.0
	Production	196	98.0

Chapter-II

FINDINGS AND RESULTS

CHI-SQUARE TEST:

H₁: There is no association between Age and Level of Awareness (Accepted)

H₂: There is no association between Qualification and Level of Awareness (Rejected)

H₃: There is no significance between Monthly Income and Level of Awareness (Accepted)

LEVEL OF AWARENESS

S.NO.	LEVEL OF AWARENESS	MEAN
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1	Provision of written employment contract	1.64
2	Itemized wage slip	1.43
3	Minimum wages	1.33
4	Extra wage for over time	2.50
5	Provision for bonus	3.10
6	Absence for forced work	1.90
7	Non-discrimination of wages based on gender	1.45
8	Equal opportunity in promotion	1.88
9	Provision of good working condition	1.30
10	Provident fund facilities	1.38
11	Medical facilities	1.60
12	Maternity facilities	1.90
13	Crèche facilities	1.22



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14	Freedom to form and join the union	1.15
15	Treatment with dignity	1.58
16	Leave facilities	2.88

Chapter-III

SUGGESTIONS

Most of the women employees are not aware of their rights. They are not much aware of provision of written employee contract, itemized wage slip, minimum wages, non discrimination of wages based on gender, equal opportunity in promotion, provision of good working conditions, provident fund facilities, medical facilities, maternity facilities, freedom to form and join the union, treatment with dignity and leave facilities. So, the women employee must be aware of their rights..The companies should provide itemized wage slip to their employees to know the details of their wages/salary. The management must provide written employment contract, i.e, provide the appointment order to the employees.



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Chapter-IV

CONCLUSION

Women are working in all spheres of the world but they are not allowed to participate actively in social, economic and political spheres of decision making. This condition needs to be changed and women should be encouraged to participate in all levels of management. Though women are working in all the departments of our selected companies, they are not aware of their entitled rights. Hence management should create awareness among the women employees regarding their rights through various programs. Nowadays a good number of women employees are working in garment companies actively but some of the companies do not provide the necessary provisions, wages, facilities and suitable environment to them. So the management should try to address the above said problems. Women should be treated equally with men and care should be taken by the companies to ensure that women are not suppressed, oppressed and violated.

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