

## **Women Employees in Modern Workplaces: Challenges and Opportunities in Textile Mills, Tirupur District**

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### **I. INTRODUCTION**

The textile industry is one of the mainly important sectors in India, provided that employment to millions of employees, mainly women. In Tamil Nadu, Tirupur district has emerged as a key textile and garment making hub and contributes considerably to exports and employment generation. Women represent a large part of the employees in textile mills because of their skills in weaving, spinning, stitching, and finishing processes.

Worker welfare acting an significant role in improving productivity, job satisfaction, and organizational commitment. Wellbeing measures provided with textile mills help workers continue physical, mental, and social welfare. These dealings include health facilities, maternity benefits, safe working environment, childcare amenities, transportation, and reasonable wages.

Studies point out that wellbeing dealings such as health insurance, provident fund, bonus, and grievance redressal systems help improve job satisfaction and worker stability in textile industries. However, women employees in textile mills often face issues such as long working hours, health problems due to working environment, work-life imbalance, and require of adequate welfare

facilities. Hence, it is necessary to estimate the welfare connections provided to women personnel and evaluate their effectiveness.

This study focuses on studying the welfare dealings accessible for women workers in special textile mills in Tirupur district.

**Keywords:** Women Employees, Employee Wellbeing, Welfare Measures, Textile Industry, Tirupur District, Workplace Safety, Job Satisfaction, Work-Life Balance, Employee Health, Labour Welfare, Working Conditions, Occupational Health

### **Statement of the Problem**

Women workers play a vital role in the functioning of textile mills. although their contribution, a lot of women personnel face problems related to place of work safety, health issues, job stress, and lack of wellbeing amenities.

Study reports point out that a important proportion of textile personnel experience physical health problems due to working environment such as dust, noise, and long working hours. Suitable medical facilities, insurance, and safety measures are essential to protect workers' health and welfare. Hence, it is necessary to observe whether the textile mills in Tirupur district give adequate welfare measures for women workers and how these measures influence their job satisfaction and work performance.

### **Objectives of the Study**

1. To study the socio-economic profile of women workers working in selected textile mills in Tirupur district.
2. To discover the welfare and wellbeing measures provided to women employees.
3. To examine the level of satisfaction of women workers towards the welfare facilities.
4. To study the problems faced by women workers in the workplace.
5. To offer suggestions to improve welfare measures in textile mills.

### **Scope of the Study**

The study focuses on women employees working in selected textile mills in Tirupur district. It examines various welfare measures such as:

- Health and safety amenities
- Maternity benefits
- Transport amenities
- Work environment
- Work-life balance
- Welfare schemes provided by the organization

The study helps organization identify with employee requirements and improve workplace policies for women workers.

## **Research Methodology**

### **Research Design**

The study adopts a **descriptive research design** to examine the welfare measures of women workers.

### **Sources of Data**

#### **Primary Data**

- Collected from women employees through questionnaires and interviews.

#### **Secondary Data**

- Collected from books, journals, websites, and previous research studies connected to textile industry welfare measures.

### **Sample Size**

The study considers 100 women employees from selected textile mills in Tirupur district.

### **Sampling Method**

Convenience sampling method is used to choose respondents.

### **Tools for Analysis**

- Percentage analysis
- Rank
- Correlation
- ANOVAs
- Chi-square
- T test
- F test
- Regression

## **Review of Literature**

A study by **Shankar (2024)** analyzed employee welfare in a textile factory in Tamil Nadu. The study found that worker welfare depends on factors such as financial security, health benefits, and a supportive workplace culture. Welfare measures such as provident fund, bonus, health insurance, and grievance redressal mechanisms were found to progress worker stability and satisfaction. The research also emphasized the significance of amenities such as childcare support, subsidized meals, and employee contribution in wellness activities to improve overall welfare.

one more study conducted by **Sheela B. S. and Tejaswini (2023)** examined the impact of welfare measures on worker performance in the garment industry. The study exposed to facilitate welfare initiatives such as health benefits,

labour welfare programs, and work-life balance initiatives significantly increase job satisfaction and reduce absenteeism among employees. The research also highlighted those organizations given that efficient welfare measures experience better worker engagement and efficiency.

A research study by **Mahendran and Tiwari (2024)** focused on work-related health problems among garment personnel in Tirupur district. The study reported a high occurrence of occupational musculoskeletal disorders among garment employees due to repetitive work, poor posture, and long working hours. The research emphasized the require for improved work-related health and safety measures in textile units to improve the quality of life of workers.

## **Welfare and Wellbeing Measures in Textile Mills**

### **1. Health and Medical Facilities**

A lot of textile mills provide medical amenities such as first aid, health check-ups, and health insurance schemes to workers.

### **2. Safety Measures**

Safety measures include protective equipment, proper ventilation, fire safety systems, and accident prevention programs.

### **3. Maternity Benefits**

Women workers are provided maternity leave, maternity benefits, and childcare amenities according to labour laws.

### **4. Transportation Facilities**

A few textile mills give transport amenities for women personnel to make sure safe travel among home and workplace.

### **5. Canteen Facilities**

Subsidized food and canteen services are provided to workers to make sure suitable nutrition in working hours.

### **6. Grievance Redressal Mechanism**

Organizations set up complaint committees to deal with worker complaints and workplace issues.

### **7. Work-Life Balance**

Flexible working hours, leave benefits, and supportive organization practices help women workers keep work-life balance.

### **8. Problems Faced by Women Employees**

Women workers in textile mills face a number of challenges such as:

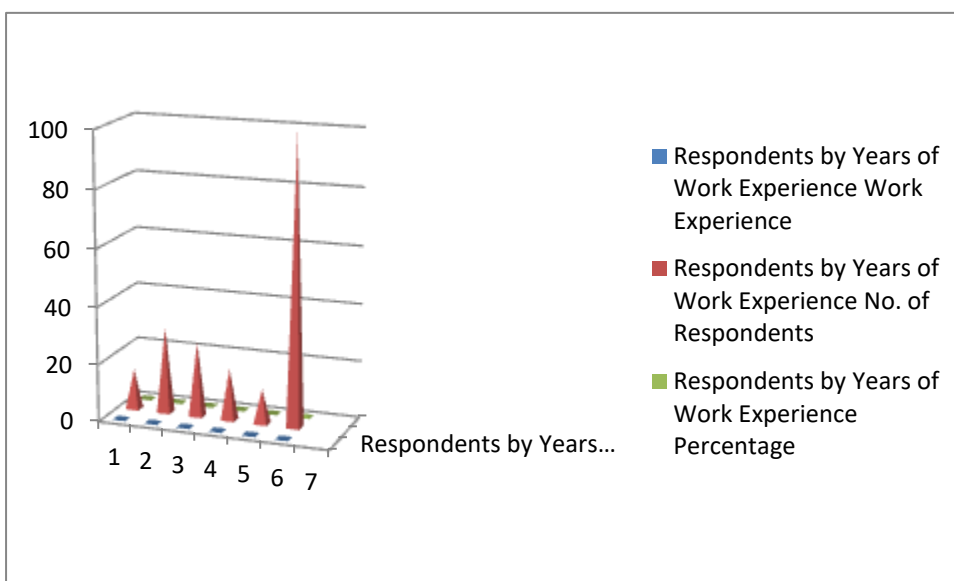
- Long working hours
- Health problems due to dust and noise
- Work stress
- Lack of childcare amenities

- Low wages in a few mills
- Gender inequity in certain cases

These issues influence the physical and mental welfare of women employees.

### Respondents by Years of Work Experience

Work Experience	No. of Respondents	Percentage
Below 1 year	14	14%
1 – 3 years	30	30%
4 – 5 years	26	26%
6 – 10 years	18	18%
Above 10 years	12	12%
<b>Total</b>	<b>100</b>	<b>100%</b>

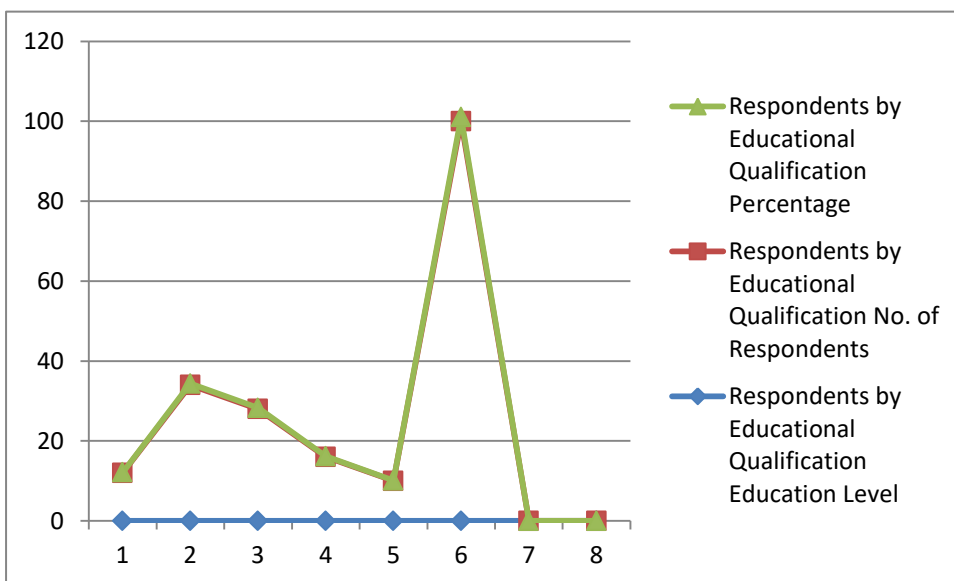


### Interpretation:

Most respondents (30%) have **1–3 years of work experience**, suggesting that many workers are **relatively new to the textile industry**.

**Respondents by Educational Qualification**

Education Level	No. of Respondents	Percentage
Illiterate	12	12%
School Level	34	34%
Higher Secondary	28	28%
Diploma	16	16%
Degree	10	10%
<b>Total</b>	<b>100</b>	<b>100%</b>

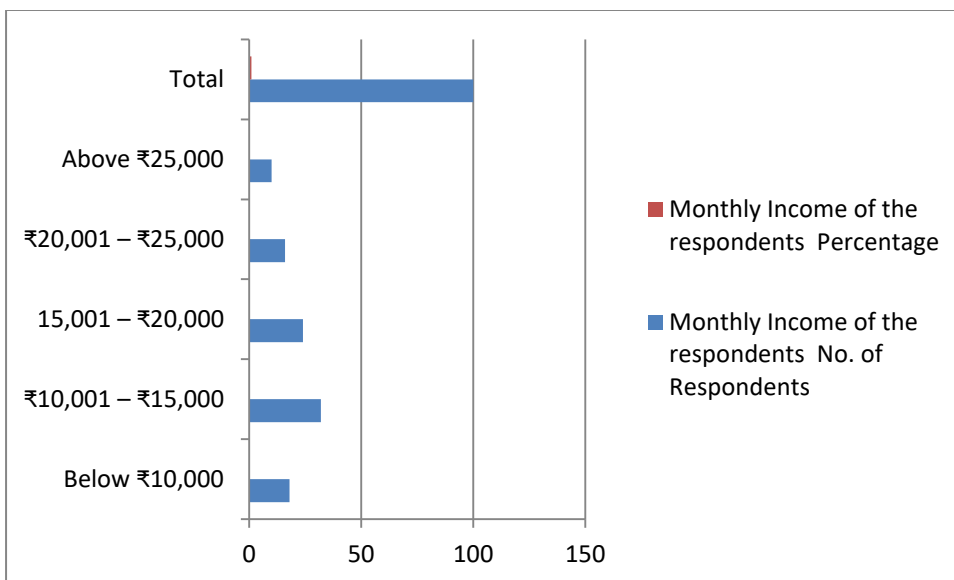


**Interpretation:**

Most respondents (34%) have **school-level education**, showing that textile mills provide employment opportunities mainly for **moderately educated women workers**.

**Monthly Income of the respondents**

Monthly Income	No. of Respondents	Percentage
Below ₹10,000	18	18%
₹10,001 – ₹15,000	32	32%
15,001 – ₹20,000	24	24%
₹20,001 – ₹25,000	16	16%
Above ₹25,000	10	10%
<b>Total</b>	<b>100</b>	<b>100%</b>



**Interpretation:**

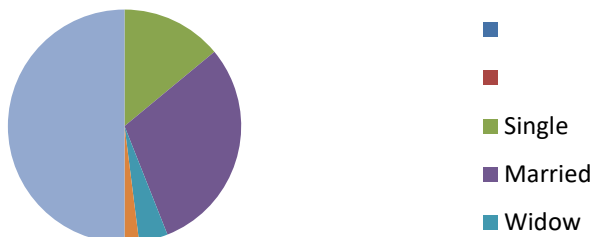
The majority of respondents (32%) earn between ₹10,001 – ₹15,000, indicating that most women employees belong to the **low to middle income group**.

**Simple Percentage Analysis**

**Marital Status of the respondents**

Marital Status	No. of Respondents	Percentage
Single	28	28%
Married	60	60%
Widow	8	8%
Divorced	4	4%
<b>Total</b>	<b>100</b>	<b>100%</b>

### Marital Status of the respondents No. of Respondents

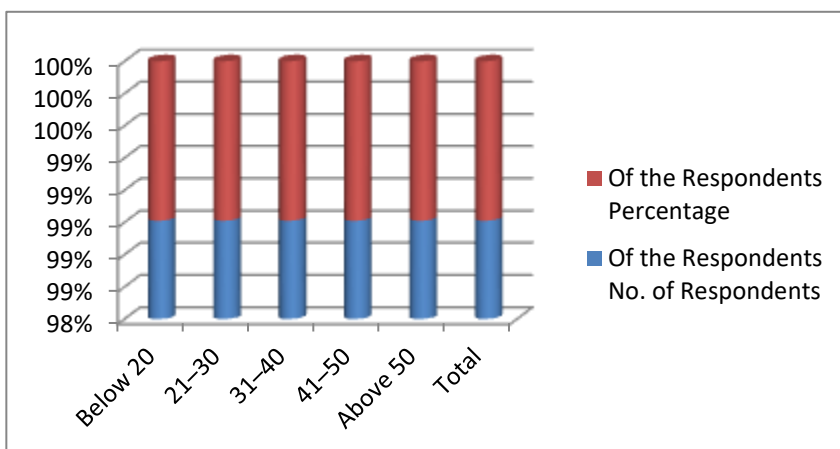


**Interpretation:**

The majority of women employees (60%) are married, indicating that many workers balance both **family responsibilities and employment**.

### Age of the Respondents

Age	No. of Respondents	Percentage
Below 20	10	10%
21–30	35	35%
31–40	25	25%
41–50	20	20%
Above 50	10	10%
<b>Total</b>	<b>100</b>	<b>100%</b>



**Interpretation:**

the majority of the respondents belong to age group 21 -30 years.

**Rank Analysis**

**Problem Mean Rank**

Long working hours 4.1 1

Work pressure 3.9 2

Childcare facility 3.7 3

Transportation 3.5 4

Health problems 3.2 5

**Correlation Analysis**

- Welfare facilities ↔ Job satisfaction

**Regression Analysis**

Used to see **how welfare measures influence job satisfaction.**

Model:

$$Y=a+bX$$

Purpose:

- Shows how welfare affects employee satisfaction.

**ANOVA (Analysis of Variance)**

Used to compare **mean satisfaction among different groups.**

Example:

Compare satisfaction based on:

- Age groups
- Income groups
- Experience groups

Formula:

$$F = \frac{\text{Between Group Variance}}{\text{Within Group Variance}}$$

$$F = \frac{\text{Between Group Variance}}{\text{Within Group Variance}}$$

If **F calculated > F table**, hypothesis rejected.

**t-Test**

Used to compare **two groups.**

Example:

- Married vs Unmarried women satisfaction.

**Chi-Square Test**

Used to test **association between two categorical variables.**

Example:

- Education ↔ Job satisfaction

If calculated value > table value → significant relationship.

**F-Test**

Calculated > F table → significant difference.

## **Findings of the Study**

### **Socio-Economic Profile**

1. Majority of the respondents (35%) belong to the 21–30 years age group, indicating that young women form the major workforce in textile mills.
2. Most of the respondents (60%) are married, which shows that many women employees balance both family responsibilities and work.
3. A large number of respondents (34%) have school-level education, while only a small percentage (10%) possess a degree.
4. Majority of the respondents (32%) earn a monthly income between ₹10,001 and ₹15,000, indicating moderate income levels among workers.
5. Most respondents (30%) have 1–3 years of work experience, showing that many employees are relatively new to the textile industry.

### **Welfare and Wellbeing Measures**

6. Most respondents agree that the workplace environment is reasonably safe and hygienic.
7. A considerable number of women employees feel that medical facilities are available, but improvements are still needed.
8. Some respondents reported that transport facilities are not adequate for all employees.
9. Many respondents agreed that canteen facilities are provided, but the quality of food needs improvement.
10. The majority of workers feel that safety equipment is provided, though regular monitoring is required.

### **Satisfaction towards Welfare Facilities**

11. Most employees show moderate satisfaction with welfare facilities provided by the organization.
12. Welfare measures positively influence job satisfaction and employee motivation.
13. Many respondents believe that management shows concern for employee wellbeing, but more attention is required.

### **Problems Faced by Women Employees**

14. A significant number of women employees reported that long working hours affect their health.
15. Work pressure and job stress are common problems among workers.
16. Lack of childcare facilities creates difficulties for working mothers.

17. Some employees face transportation problems, especially those living far from the workplace.
18. Certain respondents reported health problems due to working conditions in textile mills.

### **Suggestions**

Based on the findings of the study, the subsequent suggestions are recommended to improve wellbeing amenities for women workers:

1. The organization should reduce excessive working hours to avoid health issues among personnel.
2. Textile mills should give better medical amenities and regular health check-ups for workers.
3. Transport facilities should be better for women employees, particularly for those working night shifts.
4. Organization should set up childcare or crèche amenities to support working mothers.
5. The company should ensure better quality food and hygiene in canteen facilities.
6. Safety equipment and protective measures should be regularly monitored and maintained.
7. The organization should conduct stress management programs and employee welfare programs.
8. Employee feedback should be regularly collected to improve welfare policies and working environment.

## **II. CONCLUSION**

This study examined the welfare measures and problems faced by women workers in textile mills. The examination shows that most workers are young, moderately educated, and belong to middle-income groups.

The study reveals that while the organization provides certain welfare amenities such as medical support, safety measures, and canteen services, there are still areas that have need of improvement. Issues such as long working hours, work pressure, transportation difficulties, and lack of childcare facilities keep on to have an effect on women workers.

Improving wellbeing measures will not only improve the health, safety, and satisfaction of women workers but will also raise productivity and organizational effectiveness. For that reason, management should receive proactive steps to strengthen welfare amenities and create a supportive and safe working surroundings for women workers.

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