



# Challenges Facing In Empowering The Rural Women Employees Working In Garments

(With Special Reference to Gejjalagere Industrial area, Maddur taluk , Mandya district)

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## ABSTRACT:

Empowerment refers as a multidimensional social process that helps people gaining control over their own lives which increases the economic, political, social, educational or spiritual strength of an individuals and communities. Empowerment also means moving from enforced powerlessness to a position of power Women's empowerment in India will take a look at our rich heritage and enlightened societies of the past where women were treated as equals Empowerment of women is essential for achieving social, economic, political, educational and cultural security among people now in the present scenario of globalized world women empowerment is recognized as the burning issue, because it understood as the women can fully enjoy the same rights as men and are not discriminated against is normatively desirable. Even the empowerment of women leads to the uplift and development of women in all the fields of life.

Having this much efforts towards attaining empowerment, Still many weaker sections of the society are facing the challenges in attainment of empowerment. Likewise, the rural women employees working in Garments is not exceptional from this. So this research paper tries to focus on the challenges facing by rural women of employees working in Garments at present scenario with respect to the empowerment, where still not at all aware of empowering in the society.

So for the present study a survey has been conducted to know about the challenges facing by the rural women of employees working in Garments where empowerment is still not possible. Now, I would like to enlighten how the challenges facing by rural women of employees working in Sai Export Pvt. Ltd. at Gejjalagere Garments, Maddur taluk, Mandya district. So the Required information is collected through primary & secondary sources and analyzed in the present study.

## KEYWORDS:

Empowerment, Garment employees, Rural women, Challenges.

## INTRODUCTION:

Women empowerment is empowering the women to take their own decisions for their personal dependent. Empowering women is to make them independent in all aspects from mind, thought, rights, decisions etc by leaving all the social, family and working place limitations. It is to bring equality in the society for both male and female in all areas. Women empowerment is very necessary to make the bright future of the family, society and country. Women need fresh and more capable environment so that they can take their own right decisions in every

area whether for themselves, family, society or country. In order to make the country fully developed country, women empowerment is an essential tool to get the goal of development.

The most famous saying said by the Pandit Jawaharlal Nehru is "To awaken the people, it is the women who must be awakened. Once she is on the move, the family moves, the village moves, the nation moves". In India, to empower the women, first it needs to kill all the demons killing women's rights and values in the society such as dowry system, illiteracy, sexual harassment, inequality, female infanticide and domestic violence against women, rape, prostitution, illegal trafficking and other issues. Gender discrimination in the nation brings cultural, social, economic and educational differences which push country back. The most effective remedy to kill such devils is making women empowered by ensuring the Right to Equality mentioned in the Constitution of India.

Meanwhile in the society, women of many communities still do not know the meaning of the word, empowerment which is a tragic thing existed in this globalized world. Emergence so many programmes and policies towards empowering the women still many of the women are in darkness of inequality, discrimination, subordination, harassments by men and etc. If women should come out of these challenges means they have to empower. So it's must to Focus in sort out these challenges is a big challenge for society now. As our research paper focus on challenges facing in the rural women employees working in Garments.

## RESEARCH METHODOLOGY

### ► OBJECTIVES OF THE STUDY:

- To study the personal profile of the respondents
- To know about the challenges facing in empowering the rural women employees working in Garments

### ► RESEARCH DESIGN:

The study adopted a simple random sampling method to know about the challenges. 100 respondents were selected by this method. This study was conducted on the rural women employees working in Garments of Gejjalagere Industrial area, Maddur taluk, Mandya district.

### ► SOURCE AND TOOLS OF DATA COLLECTION:

The data was collected from both primary and secondary sources. The primary source of data was collected by personally meeting the respondents by using an interview guide. The secondary sources were collected from various books, articles, journals, magazines and websites.

### ► Results and discussion:

- General profile of the respondents :

Sl. No	Profile											
01	Age	18< 1	18-24 36	25-34 43	35-44 19	45 + 1						
02	Education	Illiterate 9	1-4 <sup>th</sup> 1	5th-9th 30	S.S.L.C 36	P.U.C 17	Degree 6					
03	Religion	Hindu 82		Muslim 10		Christian 5						
04	Caste	SC 15	St 02	General 01	OBC 79	Others 03						
05	Marital Status	Married 57	Unmarried 25	Divorced 01	Separated 04	Widow 13						
06	House Structure	Own house 70	Rent 19	Lease 02	Huts 01	Others 08						
07	Nature of job	HR 01	Supervisor 02	Tailor 63	Helper 12	Quality controller 01	Ironer 02	Kaja Button Operator	Computer operator 01	Checker 06	Packer 03	Others 05

							04				
08	Monthly Income	5500-6500 82		6500-7500 15		7500-10000 02		20000 < 01			
09	Residential Places	Rural 95		Urban 5							

### From the table we can analyze the profile of the respondents:

- According to the age of respondents is concerned, one respondent is below 18 years, 36 respondents belong to the age group of 18-24, 43 respondent belong to the age group of 25-34, 1 respondent belongs to 35-44 and 1 respondent belongs to the age group more than 45 years.
- In selected 100 respondents 9 were illiterate, 1 respondent studied up to 4<sup>th</sup>, 30 respondents have studied in the range 5<sup>th</sup>-9<sup>th</sup>, 3 respondents have completed their SSLC, 17 completed their PUC, 6 completed their degree, and one of the respondents completed diploma.
- As according to the caste wise analysis, 15 of the respondents belong to SC, 2 respondents belong to ST, 79 respondents belong to OBC, 3 respondents belong to others and 1 respondent belongs to general.
- As per the religion is considered, in the selected 100 respondents 85 of them are Hindus, 10 of them are Muslims and also 5 of them are Christians.
- As considered to the marital status 57 respondents are married, 2 respondents are unmarried, 1 respondent is in divorced group, 4 respondents are living separately from their husbands and 13 respondents are widows.
- The house structure of respondents is considered, 70 respondents have own houses, 19 respondents are living in rented houses, 2 respondents are living in leased house, 1 respondent is living in a hut and remaining 8 are living in-convenient places like cousin's house, mother's house, relative's house etc...
- As according to occupation one respondent is HR, 2 respondents are supervisors, 63 respondents are tailors, 12 respondents are helpers, 1 respondent is quality checker, 2 respondents are handling ironing job, 4 of them are kaja button operators, 1 respondent is computer operator, 6 members are checkers, 3 members are packers, 5 are handling various positions.
- As far as their monthly income, 82 respondents have the pay scale of 5500 to 6500 Rs.15 respondents have the pay scale of Rs.,6500 to 7500, 2 respondents have the pay scale of Rs. 7500 to 10000 and one of the respondents is getting more than 20000.
- As per the prepared statistics, information given by the respondents, 95 of them are living in rural areas and 5 of them are living in Urban areas. The reason for staying in rural areas is that the garment factories are located in rural areas.

## Challenges facing by the rural women employees working in Garments

Nobody's life is without challenges, it may be in the form of competitive spirits or it may be in the form of problems and hurdles women of the garments workers is also not exceptional from this the word empowerment is also not known to them, they are extremely in very backward status as according to the study the respondents opined that they are facing a very difficult challenges in their walks of life.

- They Are having low social status comparatively to men in their family
- For the empowerment of women education is must. But literally majority of women employees working at garments are illiterates, some were having primary and secondary education and within SSLC qualifications, which is not at all utilized properly.
- No Awareness about right to equality and about factory laws
- No social awareness
- Discrimination with respect to cultural, political, social, economical differences
- Lacking of self knowledge, freedom, they are dependent on their family members
- No awareness and effort was made to focus and channelize them in a proper way about empowerment of garments workers
- Government programmes and policies were not reached and no awareness about it
- Heavy pressure on the workers in fulfilling the targets
- There is no minimum leave and rest facilities
- O.T. must be mandatory
- There is no job security
- The management must be hindering the workers unions
- Lack of legal awareness in rural women employees of garments
- The opinion of the society about the women who worked in Garments are not good
- Over duty allotment and low payments
- Lack of union in Garments workers
- Double burden problems facing by women employees
- Health problems increasing in Garment workers
- Bad habits and laziness of family member

## ❖ SUGGESTIONS:

- Awareness about empowerment should be created
- Proper education should be provided for them
- should be created the need of knowledge about factory laws and workers union necessary at work place which is very much needed and important for their life
- aware them about the improvement of status
- should be provide for them some necessary awareness through government and NGO's, any other voluntary organizations
- Awareness should be created among them about the right of equality provided by constitution of India
- Government should provide better programmes to awareness about labors facilities
- Even to promote motivate for women of this area to involve voluntarily in the process of empowerment by providing better knowledge about this
- Family members must share domestic works and support to women workers
- Heavy pressure on the workers in fulfilling the targets. This has to be avoided
- The minimum live facilities must be provided as per factory laws
- O.T. is should not be mad compulsory
- Proper rest facilities must be provided
- Job security must be protected
- The pay must be in accordance with the amount of work done

- The legal awareness must be created among the workers
- The society must be changed negative opinion about garments workers and have the positive attitude is necessary
- The management should be provided the necessary facilities and support to union of workers

## CONCLUSION:

As we all know that India is a male dominated country where males are dominated in the home including other many restriction. Almost 50% of the population in India is covered by the female only so the full development of the country depends on the half population means women, who are not empowered and still restricted by many social taboos. In such condition, we cannot say that our country would be developed in the future without empowering its half population means women. If we want to make our country a developed country, first of all it is very necessary to empower women by the efforts of men, government, laws and women too. So here in the rural women employees working in Garments is also one among the non empowered section where it is needed the empowerment to come over those challenges in this globalized world.

There is an adage that "Gruhini Gruha Muchyate" which is very much prevalent in India throughout the ages. Today it has become redundant. Women are entering all working fields on par with the man. The industry like garments attracting more rural women to work as much of these are establishing in rural areas which makes them easy access. Long back they were located only in cities where no villages can afford to go and reside in cities. The present situation helps them to work and go back to their residences in the evening, so that their traditional beliefs do not hamper. If the managements, the Government and family members look after the welfare of the working women, they can be still more empowered.

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