

# AN EMPIRICAL ANALYSIS OF SOCIO-ECONOMIC DETERMINANTS OF WORKING WOMEN IN TEXTILE INDUSTRY: A CASE STUDY OF HYDERABAD, SINDH, PAKISTAN

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## ABSTRACT

*This research paper aims to analyze the problems of working women in textile industry. The paper also examines the levels of job satisfaction with wage discrimination among the workers. The research study was conducted in two industries. A sample of 190 respondents was randomly selected from both industries (45 from Nageena and 45 from Dewan industry). According to the survey, 80 percent of female working in the industry reported that they had to work longer hours than men and 75 percent women had lack of opportunity provided by their employers for training. Highest percentage of unskilled female is working on daily wage basis. About 43 percent of female respondents reported that they were offered job or promotion on the basis of sexual favor and 14 percent of the female respondents reported that they are harassed in the form of catcalls while 18.9 percent are harassed in the form of gesture. About 20 percent female reported that they are harassed by mobile calls. Based on the results it is concluded that women have been violated in different ways in different job category on work place.*

**Keywords:** Harassment, workers and co-workers, cat calls, sampling procedure and gesture

## INTRODUCTION

The textile industry is one of the significant sectors of Pakistan which do not only provide more than 60 percent to the country's total export, but also earn around 5.2 billion US dollars and around 46 percent to the total output produced in the country. In Asia, Pakistan is the 8<sup>th</sup> largest export country in textile sector. The textile industry contributes 8.5 percent of GDP, it

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provides 38% of employment to work force in the country (Bashir, 2001).

According to Mala (2016), in India textile and garment industry is one of the oldest manufacturing sectors in the country and it has been expanding day by day. The textile and garment industry contributes significant role in expanding Indian economy.

Malagi and Chachadi (2013) envisaged that Textile industry does not only contribute towards boosting economy of the country, it also gives opportunity to women to become empowered and sustain their families. But they have to face many problems at work place like fixed working hours, no leave in case of emergency. They are also not getting any benefits being a part of employment of the organisation.

Banoo (2002) reports that in Asian countries, women have always inferior position in labour market but when we count their contribution then we must realize that working women are the most important human capital for family and for the development of a nation. A society cannot be developed until and unless women equally participate in all economic national activity.

M. Fontana (2013) reported that most of the poor women are forced to work at low wages and for longer hours due to economic pressure of their household. He further elaborated that major reason behind the different categories of work assigned to male and female is gender discrimination.

It is mentioned in different studies that working women, especially in the context of textile industry, are faced with number of problems / challenges that have socio-economic bearings. The study envisages some of those challenges in the shape of case study carried out in the textile industry kotri Sindh. The paper examines the extent of harassment faced by working women in textile industry, work environment, and their wages along with working hours and transportation facilities. The paper is divided into three major parts - one reviews the relevant literature to deduce that women are faced with enormous challenges and these challenges are far greater than the challenges faced by their male counterparts in work place. Part two presents primary data for highlighting the gravity of challenges and extent faced by the working women. Whereas, part three is based upon conclusion and recommendations.

## LITERATURE REVIEW

Textile sector is considered the second major sector after agriculture in terms of providing employment and foreign exchange earnings. Textile provides leather, garments, wool, linen, handicrafts and its connected home-based industries are major source of employment especially for women. It is evident from literature review and statistical data that women's labour is highly exploited in textile industries on the basis of daily wages especially those who are confined within the four walls at their home (Portocarrero 1992). According to Yasmeen (2002), in textile industries, mostly the women are engaged in clipping, sewing, pressing, final checking, packing and in administration.

*UNIDO (2013)* reported in the International Year book of Industrial Statistics, Vienna, 2013, that most of the female work in textile industry. About 68 percent of women workforce work in the clothing industry, 45 per cent in textiles, and 46 per cent in the leather and footwear industries, and in most of the developing countries women can comprises as much as 90 per cent of the employees in different industries.

*M. Fontana and A. Silberman (2013)* analysed in their research, "Analysing Better Work data from a gender perspective: A preliminary exploration of worker surveys with a focus on Vietnam". Most of the women are violated in work places in terms of physically and mentally. Besides, they have to face many problems which make women more vulnerable to exploitation inside and outside the workplace.

*P Mala (2016)*, described in his research, "Socio-Economic profile of women working in textile units of Tiruppur district in Tamil Nadu" that mostly women and children are working in textile and garment industries. In textile mills, about 65 percent of women are mostly unskilled workers with the age group of 14 to 21 years.

*Shafique and Sadia (2003)*, mentioned in their article, "level of job satisfaction among working women in textile industries in Faisalabad, Pakistan" describe the major factors which confined women not to work in any other sector along with male that is ideology of pardah, cultural factor, and socio- economic factor . The female workers had to work longer hours than men but do not receive equal wages as men that is why they are not satisfied with their jobs and salaries.

*M. Asghar and Yaseen (2003)*, “highlighted in their research by conducting interviews wherein most of the respondents reported that their jobs were not secured, their owners can be fire any time without any reason and always misbehave with lower employees. Many factory workers reported that their promotion is always offered on the basis of sexual favor.

*Anwar Nahid (2002)* in her study, “*working women problems*” has tried to prove from different reviews that economic problems of their families were forcing women to involve in the economic activities. Working women have to face major problems inside and outside of their homes due to their jobs. When women go to their work place, everyone is gazing at them, passing teasing comment and even following them when they go at their work places, which makes the lives of the poor more difficult to survive. While employer of the industries never grant leave even in case of emergency.

According to *Brohi (2002)*, working women have to face three types of harassments at work place namely mental harassment, physical harassment and sexual harassment.

Harassment has many faces, when someone is passing remarks and gestures that can be in form of any kind of violence (of norms) which may cause deep psychological, emotional and mental strain. Such behavior not only pollutes the working environment but also affects the performance of a worker and productivity of industry resulting in economic loss to individual, family, society and whole nation (DAWN, 2002).

Iffat Hussain (2008) concluded that women’s work is related to the socio-economic status of their families. Women from poor families are not in favor of getting the girls educated or with little education, they usually take domestic work or very low-level jobs due to economic pressure at home. Women from moderately educated families are often found to work in traditional jobs, and women from well-educated and socially advanced families have the opportunity to get good jobs and careers and work along with male.

Moreover, to sum up, working in our society women are more vulnerable in terms of socio- economic situations but when we count their contribution, we must realize that women are not contributing for the warfare of their home but, in fact, they are contributing for growth and development of society and nation. Thus, no society can be developed unless women become an equal partner in all activities or else they are given opportunities to be an economic contributor. They have to face a lot of problems outside

home. Working women always are at risk of sexual assault, their jobs are not secure any time the owner/employer can change workers without any reason. They have to work longer hours than men but their wages are lesser than of male workers.

## **JUSTIFICATION OF THE STUDY**

As we know that working women are the most important part of national development. It must be realized by every society that no country can bring any changes until and unless women become an equal partner in almost all of national activities. But Pakistan is one of the few countries who lag behind in terms of growth due to their 50% ratio of population most of whom are illiterate, hence, not capable to contribute properly in the labour market.

Many studies have been done but the problems which are facing women in textile industry could not be addressed. Women have faced many problems due to their jobs. They have to work for longer time but their wages are 40 percent lesser than those of male workers. They are not treated as respected citizens. They have to face an unfavorable attitude of their family members. Keeping in view the above problems, there is needed to realize the problems of working women in textile industry. It is necessary to make strategies to solve their problems. This research study is aimed to analyze the socio-economic determinants of working women and to assess their job satisfaction and to identify the wage discrimination among the workers.

## **OBJECTIVES**

This study is designed keeping in view the following objectives:

1. To assess socio- economic problems of working women in textile industry.
2. To analyze the gender wage discrimination of working women in textile industry and its overall impact on their socio-economic condition.

## **RESEARCH METHODOLOGY**

This study is conducted in textile industries. Sample is selected from the universe of Hyderabad district .A sample from two industries are randomly selected from Hyderabad district. A sample of 45 respondents is selected

from Nageena cotton industry and the other sample of 45 respondents is selected from Deewan textile industry. The data is collected with the help of a well-designed close ended questionnaire. The objective of this research is to analyze the problem of working women in textile industry keeping in view the more educated and less educated working women. The data was analyzed through statistical package of social science (SPSS), chi-square test was used for testing hypothesis.

## RESULTS AND DISCUSSION

**Table: No-1: Distribution of Respondents According to their Marital Status % N=95**

	Married	Unmarried	Widow/ widower
Male	65	35	-
Female	50	28	22

Source: Survey Data 2015

This table analyzes that majority of male and female respondents are married who are working on daily wage basis.

**Table-2: Identification of problems in the Workplace n=95**

	Working hours	Lack of training
Male	25	75
Female	80	20

Source: Survey Data 2013

Table-2 highlights the extent of problems that are reported by the sampled female workers. The table shows that 80% of females working in the industry complain about working hours and 75% women have lack of opportunity to be provided by their employers for training. Women reported that they have to work longer hours than men. Similarly, the discouragement to female workers from high authority not to have any proper training process also discourages the women to participate in other activities.

**Table-3: Profile of Industry Workers n=95**

	Skilled	Unskilled	Professional
Male	40	20	40
Female	20	65	15

Source: Survey Data 2015

This table shows that the ratio of male skilled persons is higher than that of female. Highest percentage of unskilled female is working on daily wage basis. It is clear from the table that most of the female are unskilled, only 15% of female are on managerial posts.

**Table-3: Distance covered by the workers % N=95**

	10-20km	20-30km	30-40km	Total
Male	25	10	10	45
Female	5	30	20	55
total	30	40	30	100

Source: Survey Data 2015

This table envisages that about 30% of female respondents covered 20-30 km from their house as compared to 10% of male respondents. 20% of female respondents covered the distance of about 30-40 km from their house. The industry workers do not have any transport facility from home to work place.

**Part-2**

**Table-1: Distribution of the Respondents according to their level of Satisfaction with their Jobs N=95**

	Satisfaction				
	Salary	Promotion	Over time	Leaves	Total
Male	5	50	20	25	100
Female	42	18	25	15	100

Source: Survey Data 2015

This table shows that 42% female reported that they are not satisfied with their salary because their wages are lower than that of male workers and they had to work longer hours than the male. And most of the male and female respondents reported that they do not have causal leave facility at the time of emergency. In case of leave, the industry owner would replace the worker any time without any reason or prior notice.

<b>Chi-Square Tests</b>			
	<b>Value</b>	<b>df</b>	<b>Asymp. Sig. (2-sided)</b>
Pearson Chi-Square	22.911 <sup>a</sup>	2	.000
Likelihood Ratio	19.066	2	.000
Linear-by-Linear Association	16.538	1	.000
N of Valid Cases	50		

- a. 2 cells (33.3%) have expected count less than 5. The minimum expected count is 1.

The results indicate that there is a significant difference between male and female wages. 0.00% value shows significant levels between the extent of satisfaction over wages by male compared with female workers carrying out similar job in the textile industry. The chi square test also confirms that there is an extent of significant variations between wages of both male and female workers.

**Table-2: Distribution of Respondents according to the Job Security**  
N=95

	<b>Job security</b>		
	<b>Yes</b>	<b>No</b>	<b>Total</b>
<b>Male</b>	<b>10</b>	<b>35</b>	<b>45</b>
<b>Female</b>	<b>3</b>	<b>52</b>	<b>55</b>

Source: Survey Data 2015

This table envisages that 52% female who are working on daily wage basis are not satisfied with their job because the factory owner any time can change the workers without any reason or if the worker takes more than two leaves, the factory owner would fire that worker and hire another one. However, about 10% of respondents reported that they are satisfied with their job.



**Table-3: Distribution of Respondents according to the type of Harassment on Workplace N=95**

	Cat calls	Gesture	Sexual harassment	Mobile calls	Others	Total
<b>Male</b>	-	-	-	20	80	100
<b>Female</b>	14.9	18.9	43.2	22.6	-	100

Source: Survey Data 2015

This table shows that 43% of female respondents reported that they were offered job or promotion on the basis of sexual favour. 14% of the female respondents reported that they are harassed in the form of catcalls while 18.9% are harassed in the form of gesture. About 20% male reported that they are harassed through mobile calls.

<b>Chi-Square Tests</b>			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	69.276 <sup>a</sup>	4	.000
Likelihood Ratio	69.686	4	.000
Linear-by-Linear Association	42.882	1	.000
N of Valid Cases	94		
a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is 2.34.			

The results indicate that there is a significant difference. 5 % confidence level between the extents of harassment by male compared with female workers in the textile industry. The chi square test also confirms that there is an extent of significant variation between harassment of both male and female workers.

## CONCLUSION

Based on the survey, it is concluded that because of economic crises, low income, low education and lack of job opportunities, most of the women are forced to work in factories. Most of working women have low salary, have to face bad attitude of the relatives and society members and also on the part of the factory owner. In factories, working women are treated badly

and their promotion is mostly offered on the basis of sexual demand. They are working on daily wage bases; their wages are low as compared to the male workers. They have to work more but their wages are lesser than that of male workers. They are not satisfied with their job, factory owners can change the workers without any reason their job is not secure. Most of the female respondent reported that they are harassed in the form of catcalls and gestures.

## **RECOMMENDATIONS**

- Government should take steps to reduce harassment by providing awareness through mass media and conducting seminars and providing them vocational training especially in the rural areas at their own doors to increase their family income.
- Government and NGOs should arrange seminars to promote the status of the female workers in different departments
- There should be a female monitoring officer in the factories who should tackle the working female issues regarding harassment and other problems.
- In case of bad behavior of any staff member with a female worker, an appropriate action must be taken.
- In case of illness, medical facilities should be offered for free or leaves should be granted.
- The factory owner should provide insurance facility in case of death of a factory worker.
- Through mass media thinking of people should be changed.
- There should be a protective labor law to give equal rights to male and female workers and working hours should be fixed on equal basis and authorities should monitor working condition and problem especially of working women.
- Salary of the female workers should be fixed on equal basis.
- Facility of pension and gratuity should be given to the women workers.

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