The finding concludes that the women work in Textile sector the contribution was more in participation as 47.6 percent. The majority of the textile workers were Hindu religion and unmarried status, it indicates that a woman finds their economic status before their life settlement. The education status was high in Primary level as 28.3 percent. The women workers are able to earn monthly income as above 5000 (34.5 percent). The position of the women workers were majority in Tailoring as 48.4 percent. The next one is in loom & spinning related activities. The researcher concludes that women are willing to supply their labor force due to their economic wants, and mentally ready to face any critical situation in work place as challenge. The hypothesis tested by the researcher reconfirmed that the generalization of economic condition difference of women work force in selected four districts as study area.
CHAPTER VI
SUMMARY OF FINDINGS AND SUGGESTIONS

India’s economy has grown at increasingly in the past sixty nine years of independence India with its five year planning, and now belongs to the fastest-growing economies in the world. India’s economy has grown at increasingly faster rates over the past decades. But the female labor force participation rate has increased only since the start of the 21st century, when at all levels of education the share of women in the labor force increased. Given the positive effect female participation can have on economic growth (Esteve-Volart, 2004; Klasen and Lamanna, 2009), drawing women into the labor force can be an important source of future growth of the Indian economy. This is particularly the case as higher female participation would allow India to reap more benefits of its currently advantageous age structure of the population with a large share of working age people and relatively few dependents: this favorable demographic constellation (a result of prior fertility decline) has been referred to as the demographic dividend. Beyond economic benefits, women’s participation in the labor force can be seen as a signal of declining discrimination and increasing empowerment of women (Mammen and Paxson, 2000). Further, there is ample evidence that when women are able to develop their full labor market potential, there can be significant macroeconomic gains. (Loko and Diouf, 2009; Dollar and Gatti, 1999).
It is well-known that Women’s employment is a critical factor in their economic empowerment and their overall status in society. Female work participation in the Indian context is clearly seen as responsiveness to economic stimuli, better described as the ‘income effect’. They move into the labor force during crisis or distress and withdraw when economic conditions of the household are better. Various studies have also shown that the females tend to cross their household boundary (they may earlier still be doing unpaid family work) and into the labor force if there is a perceived fall in the reservation income of households. Women in India work and contribute to the economy in one form or another much of their work is not documented or accounted for in official statistics. Presently the image of women in society is fast changing. But it is difficult to define or describe clearly the changing shape of the image. One thing is clear that woman is entering the workforce, in a large number.\footnote{Devaki Jain, India women, Navajivan Press, Ahamedabad 1975, p.74.}

Women’s economic participation is hindered by low skills, capacities as well as lack of ownership and control over assets. One of the major concerns is the gender gap in educational level of the labor force. Peary charansarkar who is member of “Young Bengal “ and former student of Hindu college Calcutta set up first free school for girls in India in 1847 in Bara sat a sub urban of Calcutta later the school named as Kalikrishna girls high school. The NSSO data during 2004-05 depicted that, 60% of the
female employed was illiterate and 3.7% were graduates, these shares for the male labor force were about 28% and nearly 8%, respectively. Further, gender disparities are reported in Technical and Vocational Education and Training (TVET), with girls accounting for just 7% of enrolment at the secondary level and their courses concentrated in traditional areas such as nursing and sewing. In general, the benefits of vocational training are not immediately apparent. Some 60% of graduates from ITIs are still unemployed three years later, also because they do not derive benefits in entry to higher technical education courses. This needs to be addressed and institutions that have been set up to enhance skills for employability need to be made more sensitive to gender issues.

The role of women in social – development undergone a marked change over the years. The world of women is longer confirmed to periphery of household activities. Today they contribute in the promotion of economic development in different capacities. J.S Mill (1896) made a strong plea for equality between sexes in the matter of employment he argued for a “principle of equality” between men and women and women’s admissibility to all functions and women occupation either to retain as the monopoly of stronger sex. Marxism found with capitalism for restraining women from taking employment outside their houses. Engels (1981) argued that women’s liberation could be secured only by the advent of socialism and by their coming forward to take up employment outside their houses, he further in
(1981) said, the emancipation of women may only be possible when women can take part in production on a large social scale and domestic work in longer claims anything but an stressed the need for women to participate in employment outside their homes, and the only sources for their emancipation.

The economic analysis of women’s participation in the labor force consists of both supply and demand facts. Neo classical economic theory suggest to that a female’s labor supply is not only a function of hers own willingness but market, wage (income affect) a family is an economic agent, which maximizes its welfare subjects to time and budget constraints each individuals within the family must choose between work in market, work at home and leisure to maximize a family’s utility (Mincer 1962, Backer 1965, Groman 1980) standing effect, her schooling, work experience, number of children and other family background as variables to explain female labor supply.

Tamil Nadu is known for its textile industry in India and it hosts 43% of the all the bigger Indian textile mills and almost 80% of the all smaller units in India. The industry employs a large number of textile workers that come from down trodden social economic classes. The deplorable condition of female textile worker and also their exploitation through different employment schemes it establishes the violation of human rights and labor
rights of female textile workers in Tamil Nadu, it also evaluates the corporate response in this context and analyzes it has low successful in meeting its social responsibility towards these workers. There are large number of textile mills around the city of Coimbatore which is also known as “Manchester of South India” because of its textile and spinning mills. Other cities that are contributing to the growth of industry in Tamil Nadu include Tirupur (famous for knit wear), Karur (known for exports) and Erode (famous for its handlooms).

The city of Tirupur is also known as the textile valley of Indian, there are about 7,000 garments with in the town that provide Employment to around one million people. Tirupur’s exports as knitted garments amounted to over 2 million USD in 2007 Tamil Nadu hosts 893 large and medium textile mills out of total 2049 in India. The percentage is ever more for the smaller units, 792 are in Tamil Nadu. The industry has a great contribution to the country’s economy by provides direct employment to an estimated 35 million people. It contributes 4% of GDP and 35% gross exports earnings in the country.

The competition in global market led to flexibility and feminization of labor in textile industry of Tamil Nadu. The massive growth in garments exports has coincided with absorption of female labor in the industry in large numbers since 1985. These textile factories have targeted
young, mostly unmarried; women and gives 26 Coimbatore textile mills saw
a large number of women joining and mills in the last ten years and female’s
employment in stand around 10% in Tirupur shows that women constitute
60% of the workforce. This labor force however faces number of problems
during or after the course of employment. Over 80% of the Sumangala
scheme is identified to be in the spinning mills sectors and less than 20% in
garment manufacturing process.. Spinning mills range from small units
employing around 100 workers to very large mills with up to 6,000
employees. Most of the workers in mills are young women as a way to keep
labor costs low and remain competitive. Mills with hostess are mainly
located on the outskirts of town in are mainly located on the out of town in
the district of Coimbatore, Karur, Dindigul and Erode.

Objectives of the Study

1. To trace the dynamics of women work force participation in India,
   Southern India and Tamil Nadu.
2. To examine the economic sectors those are mostly attractive to
   females in Southern region
3. To identify the factors influencing women work force participation
   in Tamil Nadu,
4. To find out the participation women work force in the study area.
5. To study the socio-economic status of women work force in
   participation in study area,
6. To explore the factors influencing women work force participation as a labor in Sumangala scheme.

7. To suggest ways and means for enhancing their participation

HYPOTHESES OF THE STUDY

Based on the specific objectives of the study, three hypotheses are framed to test in this study. They are:

Hypothesis - 1

The Correlation between age and women workforce in Tamil Nadu is 0.46 and positive.

Hypothesis -2

The Calculated Pearson Correlated Co-efficient for level of education and women workforce Participation in Tamil Nadu is 0.91 and positive, moves in same direction.

Hypothesis -3

The Researcher concludes that there is no significant differences between pre-supply of women labour force and after supply of women labour force with respect to economic condition of the respondents.

Limitation of the study

The research problem uses the secondary data of NSSO different rounds to study the first objective. The researcher uses the data from District Industry Centre for the Second objective and uses the primary data for the third and fourth objectives. The information given by the respondents were
from their memory in their local language Tamil that may subject to bias because of behavioral change from person to person. The researcher took maximum effort to reduce the error. The sample respondents were purposively selected and interviewed in their outing time in an informal way of interview (as a friendly conversation) to speak openly.

Findings and Suggestions

Magnitude of women workforce participation in different measurement

Labour force participation rate (LFPR) in Usual Status (ps+ss)

- About 40 per cent of population belonged to the labour force -41 per cent in rural areas and 37 per cent in urban areas.
- LFPR for males was nearly 56 per cent and it was 23 per cent for females. Female labour force participation rate was low compared to male.
- LFPR was about 55 per cent for rural males and about 56 per cent for urban males. It was about 25 per cent for rural females and about 16 per cent for urban female

Worker Population Ratio (WPR) in usual status (ps+ss)

- WPR was 39 per cent at the all India level -40 per cent in rural areas and 36 per cent in urban areas.
- WPR for males was nearly 54 per cent and it was 22 per cent for females.
• WPR was nearly 54 per cent for rural males and 25 per cent for rural females. It was nearly 55 per cent for urban males and 15 per cent urban females.

Growth in employment between 66th round and 68th round:
According to the usual status (ps+ss), the workforce at the all-India level, was about 459.0 millions (rural male 231.9, rural female 104.5, urban male: 99.8 and urban female 22.8) as on 1st January 2010 (NSS 66th round) which increased to 472.9 million (rural male 234.6, rural female 101.8, urban male 109.2 and urban female 27.3) as on 1st January 2012 (NSS 68th round), indicating a growth of about 13.9 millions of the workforce at the all -India level between 66th round and 68th round

**Distribution of usual status (ps+ss) workers by employment status**

• In the total workforce of usual status (ps+ss) at the all-India level, the shares of self-employed, regular wage/salaried employees and casual labour were 52 per cent, 18 per cent and 30 per cent, respectively.

• In the rural areas, the shares of self-employed, regular wage/salaried employees and casual labour were 56 per cent, 9 per cent and 35 per cent, respectively.

• In the urban areas, the shares of self-employed and regular wage/salaried employees were 42 per cent and 43 per cent, respectively and the rest (15 per cent) were casual labours.
• The shares of self-employment in total workforce were 55 per cent for rural males, 59 per cent for rural females, 42 per cent for urban males, and 43 per cent for urban females. The corresponding shares of casual labour were 36 per cent, 35 per cent, 15 per cent and 14 per cent for rural males, rural females, urban males and urban female respectively.

**Industry-wide distribution of usual status (ps+ss) workers**

• Among the workers in the usual status (ps+ss), about 49 per cent, 24 per cent and 27 per cent were engaged in agricultural sector, secondary sector and tertiary sector, respectively.

• In rural areas, nearly 59 per cent of the usual status (ps+ss) male workers and nearly 75 per cent of the female workers were engaged in the agricultural sector. Among the male workers, 22 per cent and 19 per cent were engaged in secondary and tertiary sectors, respectively. The corresponding proportions for female workers were 17 per cent and 8 per cent, respectively.

• In urban areas, nearly 59 per cent of male workers and 55 per cent of the female workers were engaged in the tertiary sector. The secondary sector employed nearly 35 per cent of the male and 34 per cent of the female workers. The share of urban workforce in agricultural sector was nearly 6 per cent for male workers and 11 percent for female workers.
Women workforce participation in different categories of employment in (Principal status)

Self – employed

- The rural and urban women in self – employed were contributing to the labour force in Southern region and were in reduction status during 1993 to 2010. In rural the highest states were A & N Islands. The Lakshadweep finds cent percent participation of women workers, the lowest state was Goa, the same as in urban.

Regular employees

- In Southern region the contribution of women workers was higher during 1993 to 2010. As per rural and urban the women workers was higher in urban areas. The state Goa and Lakshadweep were highest in rural areas and in urban the state A & N Islands finds the highest participation of labour force. All the states shown the higher participation of labor force in urban areas.

Casual employees

- The women contribution in Southern region has reduced in rural and urban, but overall the participation of labor force was constant.
Women workforce participation in different categories of employment

in (Principal and Subsidies Status)

Self – employed

- The women engaged in rural, urban workforce in Southern region has reduced during 1993 to 2010, but in urban the women workforce has increased in 1999 – 00. As per state the rural women has contributed their work as 1000 cent percent in Lakshadweep during 2004 – 05, the state Pondicherry has shows the lowest contribution in all the four rounds.

Regular employees

- The women workers in Southern has raised up their workforce in 2009 – 10 in rural as well as in urban. In rural, the state Lakshadweep has shows the highest participation in 2009 – 10.

Casual labor

- The participation of women in Southern region the labor force has raised in rural, but in urban it has reduced. When compared to rural, urban states, the Pondicherry was the highest and Lakshadweep finds less contribution of labour force.
Women Labour force in different industrial division of India

(in Principal Status)

- In agriculture sector the women labour force has reduced in rural and in urban.

- In manufacturing, construction, trade and service sector, the participation of women labour force was lesser in 1993 – 94 but raised in 2004 – 05 in rural.

- In urban the women labour force has contributed more during 2004 – 05 to 2009 – 10.

- On the whole the participation of the agricultural workers in rural was higher during 1993 – 94 to 1999 – 00 there was no change in agriculture, but in between 2004 – 05 to 2009 – 10 it has a decline in agriculture.

- In mining & quarrying and in Electricity the labor force finds the very least contribution of labor force during 1993 to 2010.

- Very importantly the electricity, water sector shown the high participation of laborers as 9.83 per 1000 of women’s during 2004 – 05.
Women Labor force in different industrial division of India
(In Principal and subsidiary)

- In rural women the contribution of workforce was higher in agriculture during 1993-94 and it has reduced in the coming rounds.
- In industry all the sectors shows more contribution of women labor force in rural and in urban.
- Especially in the manufacturing, trade, construction and service sector shows the highest participation of labor force in rural areas.
- The women labor force has risen up contribution during 2004-05 to 2009-10 in both the areas.

The women work participation in respect factors such an age, education, occupation with respect to short term and long term measurement Tamil Nadu.

- In southern region the state Tamil Nadu finds the highest contribution of female labor force in rural areas. In Principal status and in Principal and subsidiary status also shown the highest labour force in weekly status. But in daily status the women work force has reduced specially in the state Tamil Nadu.
- The women workforce in different categories of employment in principal status the state Tamil Nadu does not find much contribution of labor force when compared to the other states in self – employed. In regular employees the women labor force was very low during 1993-1994 but it has increased its workforce in 1999-2000 and again the employees has reduced in 2004-05 to 2009-10.
• In principal and subsidiary status the female labour force has employed lesser in self – employed when compared to the other states, a very low contribution in regular employees, the state Tamil Nadu shows the workforce was higher in Casual labour in all the four rounds.

• In Principal status, the state Tamil Nadu finds the highest contribution of women workers in industry division, in both the areas. The state Tamil Nadu shown a compact level of female labour force in all the divisions.

• In principal and subsidiary, the state Tamil Nadu shows the highest participation of labour force in manufacturing sector.

Socio – Economic status of women respondents in textile sector of Tamil Nadu

• As per age the women in textile work, the highest contribution of labour force won below 25 years as 47.6 percent.

• The majority of the textile workers belong to the Hindu religion the respondents were 473 and 77.8 percent.

• In caste – wise distribution the highest contribution of women belong to most backward class in textile work as 20.9 percent.

• Majority of the women respondent were in unmarried status, thus the researcher finds the women has increased their income level, overall the economic status has raised.
• The researcher finds the primary level educated women workers were more level of respondents as 28.3 percent.

• The findings shows the women respondents were 89.5 percent in unclear family and family size were as 61.4 percent in 3 and 4 member.

• The occupation textile workers parents / spouse have contributed their workforce more in agriculture and communication the respondent ere 34.5 percent and 39.1 percent.

• Ownership of the house of the sample respondents is furnished, leased on 14.2 percent and rented hours as 11.3 on the whole staying within campus join as 74.5 percent.

• The respondents on women textile workers earn a monthly income Rs.5000 an 34.5 percent, their expenditure find Rs.6000 and their sawing mouth were Rs.2501 – 3000 as 41.8 percent.

• The position of sample respondent in a textile company according to the specialization the management has extracted the labour force, among them the tailoring respondents were in majority as 48.4 percent.

• The Agents are main facilitator for supplying the labour force to textile sector.
**Suggestions**

The researcher has observed the women work contribution has reduced due to certain problems, during the study experience. Based on the analysis and findings, the researcher recommends the following points. If they are put into operation, the reduced women labour force recently would increase in the near future.

- Action should be taken to monitor the payment of minimum wages.
- A vigilance Committee need to be constitute to monitor the working hours and labor legislation implementation, in order to prevent exploitation of labor in potential age group.
- The Govt. of Tamil Nadu should strictly implement the labor related laws and rules of the convention.
- Provision of higher education to women for better employment.
- Creation of employment opportunities to younger cohorts of women.
- Mitigating Gender Disparity in employment.
- Strong changes in permanent - income influences in explaining women’s decision to join the labour force.
- The problems of poor working and living conditions of women workers should be rectified.
• Changing women to modernization through empowerment programme will give greater autonomy to women in decision making in contributing their labor force.

• Govt. of Tamil Nadu should introduce suitable programmes and schemes to benefit the women belonging to low income groups and deprived community.

• Sex discrimination in wage structure, ignorance, traditional bound attitudes, and long hours of work with limited payment should be abolished.

• Technological changes will raise the manufacturing employment opportunities to women.

• For this purpose both the role of the government and Agents is very important.

• By arranging awareness camps about various organizations working for their welfare, the government can make them said remedial action against violence and sexual harassment in working place.

• Women should be encouraged to get technical and professional education. So that she would get skill, traits and knowledge at their work place.

• Women should be given a proper training through EDPS about their work.
• Micro – credit is to guide the women through self - help groups in order to overcome the constraints of finance. Along with this not only financial institution, other co-operative private organization. Agents should come forward for up life of women.

• Women should be made aware of various schemes, facilities, subsidies, incentives and legal lights available for them at school and college level.

• More seminars, conferences and workshop for women should be organized. Then they can express their views.

• Encourage women participation in decision making.

• Providing the workers some degree of flexibility in working hours.

• Minimizes degree of command over the workers by the employment and imposing acceptable work load to the workers.

• Building up proper understanding between workers and employers. Setting up formal workers uniform, which can look after their interests.

• Providing equitable extra wages for extra workload due to arrival of employer’s guests on holidays and festivals.

• Providers’ annual incremental benefits to all workers.

• Providers minimum leave facilities to the workers.

• Passing out legislation for the workers.
• The government and non government agencies must take constrictive steps for easy accessibility of medical facility for women workers.

• Institution of awards would also facilitate in boosting the moral dedicative women worker.
Conclusion

Women have to come out from social stigma to contribute their labor force which will give them economic freedom. Today there is a greater awakening among women. Some of the women are at top level. The need of the hour is to provide an opportunity for the women and put courage to correct the faults of male counterpart is greater challenges of today. Women workers were in due need of ways either to support themselves and to their family income. Mean while Women are more willing to accept the low wages, poorer working conditions and tedious task of secondary work for the benefit of family. Any employment policy for India and Tamil Nadu therefore must pay specific attention to women and development of sectors that can absorb the labor supplies of women. Simultaneously, improving the skill content of women workers in order for them to be able to participate productively and receive adequate returns is another area that must be addressed. Creating more jobs and ensuring better working conditions for women will encourage greater female participation in the economy. As more women join the workforce, the voices against gender-based inequalities will grow louder. Equally importantly, there will also be more hands and brains to take the Indian economy forward.