ABSTRACT

Human exploitation takes on many forms in our society such as forced labor, forced marriage, slavery or bondage, trafficking, indentured servitude, sale of organs etc., and victimizes women, children both boys and girls are more vulnerable than men. In many societies, women are less empowered than men. This is true in terms of gender inequality in access to education, work opportunities, access to a fair and timely justice system and attainment of human and social rights.

In the 21st century India is fast emerging as a global power but women in India are victims getting harassment every day by their surroundings physically, mentally, socially and economically. Women in India continue to face atrocities and are exploited in different forms from their childhood such as female infanticide, son preference, kidnapping and abduction, trafficking, slavery, forced prostitution, dowry killings etc., violence like eve-teasing, rape, acid throwing etc., and in work place like minimum Wage, Abuse ment, Harassment, Forced to Work, Gender Discrimination etc., These crimes against women in India are growing at a rampant speed, irrespective of their class, caste and educational status.

India had ushered in the new millennium by declaring the year 2001 as 'Women's Empowerment Year' to focus on a vision 'where women are equal partners like men'. Government has chartered policies to promote women's participation in political, social, economical and cultural aspect of the nation. The Government of India has announced 33% reservation for women in all the fields to ensure their participation and development and identical access to employment, health care, quality education, career and vocational guidance,
equal remuneration, occupational health and safety, social security etc. The objective is to strengthen the legal system aimed at elimination of all forms of discrimination and exploitation against women and changing the societal attitudes and community practices by active participation and involvement of both men and women.

Labor exploitation is a century long problem which dated back to the time of industrial revolution. This problem still exists in the contemporary world and has taken different dimensions. Women and children seen as more vulnerable to being exploited at their work place than others and it happens in every country of the world in different forms like gender discrimination, less pay than their male counterparts, working hours, minimum wage coverage, overtime compensation, daily and weekly rest periods and social security. Discrimination against women and poor legal protections have allowed abuses against woman workers to flourish in every corner of the world. However, women are taking jobs with a lack of job security or benefits.

Indian Textile and Garments Industries have omnipresence in the economic life of the country. Apart from providing one of the basic necessities of life, the textile and garments industries also plays a pivotal role through its contribution to industrial output, employment generation and the export earnings of the country. It contributes 4% to the GDP, 14% to the industrial production and 11% to the country’s export earnings. The textile and garment sector in India is the second largest provider of employment after agriculture which provides employment over six lakh people every year. The increased employment of the female workers have found in these industries working with poorly paid and unsafe working conditions. These workers constitute the young, docile female workers in the age category of 15 - 25 years. In Tamil Nadu majority of the textile and
garment workforce is women and children among them 65% are unskilled workers.

Tirupur District is a Textile Hub of Western Tamilnadu in India located 47 km. east of Coimbatore on the banks of Noyal River and the Municipal area of the town sprawls over 27.020 Sq. Kms, covering a population according to Census 2011, around 4, 44,543. The first banyan factory in Tirupur District was started in the year 1925, at presently there are some 7,000 registered and several unregistered garment units are existing. Garment Industries in Tirupur District provides employment opportunity close to 1 million people both directly and indirectly. Tirupur District is predominantly garment export niche, and the town gains its significance for its updated technology and the quality of its Macro Economic Environment. At presently, buyers from 35 countries frequently air - dash to Tirupur and 90 percent of India's total Knit- Wear Exports originated from here. The Indian Export and Import policy of 2002 - 2007 includes a special tribute to Tirupur and calls it a “Town of Export Excellence”. There are around 2,00,000 woman workers are employed in the garment industries where the woman workers are exploited in many forms such as minimum wage, long working hours, forced to work, poor accommodation, poor sanitation and amenities, no social security, slavery, bondage, gender discrimination, work harassment, abuse, sexual harassment and consequently facing problems like health hazards and etc.

This study is descriptive in nature aiming to find the experiences of woman workers who have encountered exploitation in their workplaces of garment industries in Tirupur District. The researcher focuses to study the woman workers demographic factors, living standards and various forms of exploitation on their work place by the garment company owners and
The study offers some suggestions to the central and state government and also garment owners in Tirupur District to bring remedial measures against the working women exploitation and their wellbeing.

The study consists of 2,00,000 garment women workers and confined 795 respondents in Tirupur District. Relevant data pertaining to the research is collected through both primary and secondary data. Primary data collected through the well-structured questionnaire from the garment women workers in Tirupur District and secondary data were gathered from the libraries in IIM Bangalore and Anna University Chennai, Websites and portals, journals, magazines and standard Text books.

Appropriate research tools have been used to analyze the data. The data were checked first validity and reliability and undertook pilot study. Statistical tools used for the analysis as mean and standard deviation, Chi-square test, reliability test, correlation method, Regression method, Confirmatory Factor Analysis, and Structural Equation Model (SEM) analysis. The research findings reveal that most of the women are young and their educational qualification is below SSLC. Major respondents agreed that they are exploited by the way of wage, working hours, forced to work, poor working condition and accommodation, lack of social security, harassments, gender inequality and community discrimination etc. Forced and compulsory overtime, compulsory late night shifts, excessive working hours, sexual torture, restricted movement and health hazards are the key problems identified in the Sumangali, Hostel and Camp Coolie Schemes throughout the study in Garment Industries in Tirupur District, Tamil Nadu.