CHAPTER 1

INTRODUCTION

1.1 GENERAL

Labour Exploitation is a growing epidemic and century long universal problem which dated back to the time of industrial revolution. This problem still exists in our own contemporary time and has taken different dimensions. However some groups of persons are seen as more vulnerable to being exploited than others. Women are particularly vulnerable are easily lured and exploited everywhere even in developed countries by false promises of better life, better job, well-paying and well being etc. Paradoxically, even girls and women who are exploited every day by their surroundings either morally or physically or both. Cross-cultural geography is also a factor which contributes to the exploitation of women in their society. The modern world today is proud to recognize the equality that has been acknowledged between age, gender, and race. Women are beginning to be treated as equals with men, in new customs, lifestyle, society, and economy. Today, women are freer and are liberated from their traditional roles as housewives, and are pursuing their hopes and dreams. However, this is not the case in many regions of the world. In the developing countries, thousands of females are dehumanized by prostitution and the trafficking of women and children is dehumanizing which serves only to benefit men. Human trafficking has received increasing global attention over the past decade. Initially, trafficking of women and girls for forced to sex work and domestic servitude.
Today, there is recognition that women, children and men are trafficked into many different forms of labour in Agriculture, Fishing, Manufacturing, Mining, Forestry, Construction, Domestic servitude, Cleaning and Hospitality services. Trafficked people may also be forced to work as beggars or soldiers, and women and children can be made to serve as ‘wives’. Exploitation and violence against women is in practices in the form of Prostitution, sex tourism, bride trade, temporary marriages, rape, incest, and sexual harassment etc. Social exploitation against women includes Sati, Child marriage, Rape, Dowry, Female Genital Mutilation, Girl Child Infanticide, Gender Discrimination etc., and workplace exploitation like low wage, long working hours, poor working condition, discrimination, abuse and sexual harassment etc. have been escalated throughout the 20th century and continue 21st century. The Inter-American Development Bank (2010) defined women's empowerment in terms of 'expanding the rights, resources, and capacity of women to make decisions and act independently in social, economic, and political spheres' (p. 3). The UN (2001) defined women’s empowerment in terms of five components such as “women’s sense of self-worth; their right to have and determine choices, their right to have access to opportunities and resources; their right to have the power to control their own lives, both within and outside the home; and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally”.

Historically, a woman is primarily associated with the home, is expected to look after domestic chores and her typical role is that of a housewife and mother. By and large, women remain responsible for a great deal of the unpaid work that ensure the survival and care of their families over time. Such unpaid work encompasses the care of children, the elderly and the sick; domestic activities such as preparation of food and collection of fuel and water along with expenditure saving activities such as food production.
livestock care, homestead farming and so on. The available evidence overwhelmingly suggests that women tend to retain responsibility for these activities even if they take up paid employment. As a result, working women tend to work longer hours each day than working men, giving rise to the phenomenon of ‘time poverty’. The social invisibility of women’s paid labour is used to justify paying women lower wages than men. Thus, when women enter the workforce they are not seen as needing the same remuneration as men because they are already ‘sharing’ a man’s wage. Women as individuals are also rendered vulnerable to accepting low wages because they themselves see their paid labour as less significant than their primary task of home-making. As Juliet Mitchell says in Woman’s state “their exploitation is invisible behind an ideology that masks the fact that they work at all - their work appears inessential”. Poverty is a major driving factor for women’s labour force participation rates. In cultures like South Asia where there are strict norms of female seclusion, there is in fact a strong association between household poverty and women’s labour force participation (Bennett 1992; Das 2006; Srivastava & Srivastava 2009; Sathar & Desai 1996 for Pakistan; Hossain & Sen 1991; Bridges et al 2011) for Bangladesh).

The increased employment of female workers is primarily the result of the expansion of the industrial sector followed by a fast growing service sector. In the newly industrialized countries increasingly larger number of women has found work in the informal manufacturing sector, mostly in the poorly paid labour intensive industries such as Textiles, Garment making and Electronics. These workers constitute the young, docile female workers in the age category of 15 - 25 years. The literature on feminization has viewed the process in two ways. Firstly, female workers are said to replace male workers in jobs, which were traditionally reserved for male workers. Feminization could also happen when additional jobs are created and women become the sources for these jobs. The argument of cheap and docile women labour forms
the basis of such trends. Young and inexperienced female workers are the accepted sources of cheap labour for the highly labour intensive decentralized production systems. The fact that female workers are relatively submissive adds to the preference of the employers leading to large-scale feminization. Thus as long as women are seen primarily as unpaid domestic workers their suppression and exploitation in the paid workforce continues unhindered, since their work has no ideological existence. This ‘invisibility’, in fact, ensures its continuation. Hence it is vital that the real significance of women's paid labour to society is fully understood, for without this understanding it will remain invisible, and women will remain vulnerable to exploitation as cheap labour.

According to ILO Statistics, 27 million of people in modern day are slavery across the world, 12.3 million of adults and children are in forced labor around the world and 2 million of children exploited by the global commercial sex. At least 56% of women are victims exploited by the private agency globally. South Asia, East Asia and the Pacific where 47 percent of victims were exploited under forced labour, and 44 per cent are sexually exploited. East Asians were detected in 64 countries worldwide, often in relatively large numbers. South Asian victims were also detected in a broad range of destination countries. Africa and the Middle East Almost half of the victims were exploited in forced labour, and 36 per cent of victims were trafficked for sexual exploitation. 14 percent are other forms of trafficking, including for use as child soldiers, for rituals and for other purposes.

In worldwide, between 2007 and 2010 Women and children are the two most groups are exploited frequently. Main form of women exploitation was forced labour, organ removing, sex and prostitution. The age and gender profile was known and reported Almost 60 percent of them were adult women.
According to UNODC (2012), 27 percent of children and 73 percent of women were exploited in America, 39 percent of children and 61 percent of women were exploited in South Asia, East Asia and Pacific. 68 percent of children and 32 percent of women are exploited in Africa and Middle East. Globally 27 percent of children and 73 percent of women are exploited frequently. European countries have comparatively greater capacity such as 16 percent of children and, 84 percent of women are detected and report on trafficking and exploited, whereas African countries have a lesser capacity. More countries reported information about the form of exploitation for 2012 during which period about 58 percent of the victims detected for sexual exploitation (ILO Global Estimate on Forced Labour Results and Methodology, Geneva, June 2012).

The United States Department of State estimates 600,000 to 800,000 people are trafficked across international borders each year, particularly 17,000 people are trafficked from Mexico into the United States each year, the majority of whom are women and children. Human trafficking is usually defined as, inter alia, forced sexual exploitation, involuntary servitude, or debt bondage and forced to work. Although the United Nations and international community in general have expressed their disdain for human trafficking and women exploitation, have recognized the evils and needs for protection of victims. There have been few substantive global efforts to address the problem and find a solution for their better life. In 2000, the United States Congress enacted the Victims of Trafficking and Violence Protection Act of 2000 (“TVPA 2000”) to increase punishment for human traffickers and provide greater protection for women. The State Department to publish annual reports assessing international human trafficking and to provide sanctions against significant violator countries. TVPA 2000 was reauthorized in 2003 to provide additional funding.
Globally female labor force participation rates are increased from 50.2% in 1980 to 51.7% in 2008 (ILO, 2010). Men continue to have higher rates but a decline from 82 to 77.7% during this period led to a reduction in the gender gap in labor force participation rates from 32 to 26 percentage points. The persistence of constraints on women’s mobility in the public domain probably explains why there were just 35 to 42 women per 100 men in the labor force in South Asia and the Mahna region, where these restrictions are strong, compared to 70-79 in East Asia, Latin America and Sub-Saharan Africa where they are weaker (ILO, 2008). Women have been moving out of agriculture and into services and manufacturing - although at a different pace in different regions and generally more slowly than men. Globally, agricultural employment declined from 43% of women’s employment in 1999, and to 37% in 2010; its share of male employment declined from 39% to 33%. It continues to account for 70% of women’s employment in South Asia compared to 40% of male and around 61% of both male and female employment in SSA. Much of the rise in female employment has been in the service sector which accounted for 41% of female employment (compared to 37% of male) in 1999 and 47% (compared to just 40% of male) in 2010. Manufacturing accounted for just 18% of female employment globally in 2012 compared to 26% of male. Many more women than men are unemployed: their unemployment rates were higher than those of men in 113 out of 152 countries for which there is available data (ILO, 2010). Women continue to be concentrated to a greater extent that men in occupations with lower pay, worse prospects for advancement and poorer working conditions (Anker et al 2003).

In Chile, 75 percent of women in the agricultural sector are hired on temporary contracts picking fruit, and put in more than 60 hours a week during the season. But one in three still earns below the minimum wage. Fewer than half of the women employed in Bangladesh’s textile and garment
export sector have a contract, and the vast majority gets no maternity or health coverage. In China's Guangdong province, one of the world's fastest growing industrial areas, young women face 150 hours of overtime each month in the garment factories—but 60 percent have no written contract and 90 percent have no access to social insurance.

The retail giant El Corte Ingles, controlling 90 percent of Spanish department stores, has more than doubled its pre-tax profits since 1997. Iduyco, a sourcing company, bought in over 12 billion items, from around the world for El Corte Ingles in 2001. The report cites how Iduyco uses 11 small to medium sized producers in Morocco to produce garments for El Corte and other Spanish retailers. These factories employ 6,500 women to produce clothes with poor wages and many of the women workers have no written contracts and some are on revolving three-month contracts, giving them no security and fewer rights. In high season the women have to work excessive overtime, citing figures of 12,13 and even 16 hours a day. Often they are not paid the full rate for the overtime worked. Health is affected, with workers suffering from backache, respiratory problems, and kidney problems arising from restricted monitored access to the toilet amongst other factors.

The availability of waged employment for women in the Third World, since the 1970s, has been one of the most overriding features of postcolonial global economic restructuring (Ward, 1990). Global market-oriented manufacturing industries have generated huge employment opportunities, particularly for women, and availability of jobs has been the most immediate benefit for them. Nevertheless, the enormous increase in women's participation in waged labour has generated intense debate in discourse, around the issue of women's emancipation/exploitation through factory work (Heyzer & Kean 1988).
An ICRW publication made the case that ‘economically empowering women is essential both to realise women’s rights and to achieve broader development goals such as economic growth, poverty reduction, health, education and welfare’ (Golla et al 2011). According to its authors, 'a woman is economically empowered when she has both the ability to succeed and advance economically and the power to make and act on economic decisions'. UNDP (2008) sought to extend the five components outlined in the UN Task Force definition quoted earlier to the economic sphere ‘where women’s economic empowerment can be achieved by targeting initiatives to expanding women’s economic opportunity; strengthen their legal status and rights; and ensure their voice, inclusion and participation in economic decision-making’. The OECD-DAC Network on Gender Equality defined women's economic empowerment as their ‘capacity to participate in, contribute to and benefit from growth processes in ways that recognise the value of their contributions, respect their dignity and make it possible to negotiate a fairer distribution of the benefits of growth’ (OECD, 2011).

Neo-classical economic contributions to merely shift our attention to processes of discrimination other than direct wage discrimination, processes that operate through inequalities of opportunities/rewards facing men and women. For instance, many countries in the world have statutory laws which explicitly discriminate against women. According to World Bank/IFC (2011) review of data from 141 countries in the world, found widespread evidence of legal differences and Social inequalities such as caste, ethnicity, race, legal status and so on between men and women which differentiated their incentives or capacity to engaged in waged work or to set up their own businesses.
Wage inequalities in the informal economy where most working women are located and where earning gaps appear to be larger (Chen et al 2005; Avirgan et al 2005). In Latin America, women's earnings in the informal economy were about 53 per cent of men's in 1998 (Barrientos 2002). Women agricultural wage laborers were paid between a third to a half of male rates for a day's work in North Hast Ghana. In Costa Rica, women's hourly earnings varied from 85 percent of men's earnings in the formal sector to 57 per cent in domestic wage labor (Chen et al 2005). In Vietnam, men earned nearly 50% more than women in informal employment despite there being no significant difference in working hours, education and seniority (Cling et al 2011). In Egypt, women's wages in formal employment as a percentage of male's rose 70% in 1988 to 86% in 2011. Studies from Argentina by Cerrutti (2000) and Mexico by Parrada & Zenteno (2001) respectively found evidence of a gender-specific added worker effect, particularly among poorer households, and households with unstable male employment in the case of Argentina. Posadas & Sinha (2010) used Indonesian data to document an added worker effect, largely made up of wives in response to shock to husbands' earnings during the 1997/98 financial crisis. 41% of the women went into self employment while 23% were in private wage employment. They found that the effect persisted for several years after the crisis between 87-94% of added workers remained in work. Unlike results for some European countries, they found women working full time (more than 30 hours a week) reported greater satisfaction in their work than those working part time. Furthermore, contrary to the view that women prefer part time jobs which allow them to combine work and family, married women with children reported higher levels of satisfaction with full time work compared to single women or married women without children. Many of the poorer women worked in small firms in the informal economy where working conditions tend to be worse than full time jobs in large firms.
According to ILO Report (2011), the majority of women in developing countries are classified either as own account workers or as unpaid but contributing family workers. Own account work makes up 47% of female employment in SSA (compared to 48% of male employment), 18% in the Middle East (compared to 23% of male), 26% in Latin America (compared to 30%) and 25% in South Asia (compared to 56%). Gender differentials are far more marked in relation to unpaid family work: it accounts for 35% of female employment in SSA compared to 18% of male employment, 25% in Middle East compared to 5% for men, 7% in Latin America compared to 41% of male, and 59% of South Asia compared to 18% of male. Very few self-employed workers are classified as employees, and even fewer women workers: globally, 3.4% of men and 1.8% of women were in this category. Percentages varied regionally with higher percentages reported for women in North Africa (3.2%), Latin America (2.7%) and SSA (2.8%) and lowest percentages reported in South Asia (0.3%). The ILO classifies both own account work and unwaged female family labour in most of the countries as ‘vulnerable’ work, offering little or no remuneration, characterised by risk and uncertainty and outside the remit of legal and social protection. The available evidence suggests that while many own-account activities performed by women are distress-driven and characterised by high levels of self-exploitation, and not all forms of female self-employment fall into the ‘vulnerable work’ category.

1.2 INDIAN CONTEXT

The Indian women are majorly employed in Agriculture, Live Stock, Textiles and Textile Products, Beverage and Food Products, Tobacco, Construction, Petty Retail Trade, Education and Research and Domestic Services. The number of women working in agriculture in the years 2011-2012 was 7,91,30,000 which accounted for 64.3% of the workforce and next
in livestock which accounted for 9% of the workforce. The domestic services sector employed 3.2%, retail trade 3.4%, textiles and textile products 3.0% and beverage and tobacco industry 3.0% of the workforce in the same period. The details are depicted in the following table 1.1

Table 1.1 Sector wise women employment in India

<table>
<thead>
<tr>
<th>Sector</th>
<th>2003-2004 Number</th>
<th>Percent</th>
<th>2011-2012 Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Agriculture</td>
<td>8,10,13,000</td>
<td>66.6</td>
<td>7,91,30,000</td>
<td>64.3</td>
</tr>
<tr>
<td>2. Live stock</td>
<td>1,18,55,000</td>
<td>9.7</td>
<td>1,10,74,000</td>
<td>9.0</td>
</tr>
<tr>
<td>3. Textiles &amp; garment sector</td>
<td>34,79,000</td>
<td>2.8</td>
<td>36,24,000</td>
<td>3.0</td>
</tr>
<tr>
<td>4. Beverage &amp; Tobacco</td>
<td>30,19,000</td>
<td>2.5</td>
<td>36,76,000</td>
<td>3.0</td>
</tr>
<tr>
<td>5. Food products</td>
<td>13,53,000</td>
<td>1.1</td>
<td>13,17,000</td>
<td>1.1</td>
</tr>
<tr>
<td>6. Construction</td>
<td>16,48,000</td>
<td>1.4</td>
<td>20,57,000</td>
<td>1.7</td>
</tr>
<tr>
<td>7. (Petty) Retail trade</td>
<td>31,22,000</td>
<td>2.6</td>
<td>42,28,000</td>
<td>3.4</td>
</tr>
<tr>
<td>8. Education &amp; Research</td>
<td>23,22,000</td>
<td>1.9</td>
<td>32,90,000</td>
<td>2.7</td>
</tr>
<tr>
<td>9. Personal services(domestic)</td>
<td>44,22,000</td>
<td>3.6</td>
<td>39,25,000</td>
<td>3.2</td>
</tr>
</tbody>
</table>

Source: Sundaram, K., EPJY, August 11, 2012

The Handloom Industry which has been the largest employer of women after agriculture and livestock suffered serious setbacks in the 1990s and is slowly being replaced by the Beedi Industry as the largest employer. There are 17 lakh of both the handloom and power loom sectors are estimated in India where employed several lakhs of Women are the main workforce. In Nammakal district in Tamil Nadu the powerloom industry employs lakhs of workers.
Today, the textiles and garment industry has an overwhelming presence in the economic life of India. The textile and garment sector is the second largest provider of employment after agriculture. It plays a pivotal role through its contribution to industrial output, employment generation, and the export earnings of the country. Currently, the textile and clothing industry contributes about 14% of industrial production, 5% of the GDP, and 20% of the country's export earnings in terms of foreign exchange. A substantial number of workers force are recruited from the marginalized communities of rural areas and urban poor. Children, adolescents, youths, unmarried women, middle aged men and women are directly employed and there are approximately 38 million people employed in this sector in India. According to World Health Organization Report 2012, 22% of women are exploited in tobacco product industries, 38% of women are exploited in textile and garment industries, 32% of women are exploited in agriculture and allied activities, 17% of women are exploited in other private service industries in India by low wage, long working hours, poor working conditions and different form of harassments.

Tirupur District in Tamil Nadu is the largest export center for knitwear production in India accounting for 20% of direct exports and 50% of all exports. There has been feminization of the work force with women now constituting 60% of the total work force. The women between the ages of 15 and 30 work for very poor wages with daily incomes just above half the minimum wages in the area. The bonded and forced labour exists on an extensive scale; girl children younger than 14 continue to work and women workers still face physical and sexual abuse (preview released by SOMO and ICN 2011). The average work day for the women in the industry is 10-12 hours. In many factories that employ more than 500 women, there are no more than 4 or 5 toilets. The factories have neither a rest room nor a creche. The salary range is Rs.1500-2000 per month which is far below that stipulated
by the government. Annual leave benefits, bonus is all very rarely given. Many of the employers are provident fund defaulters. Camp labour, bonded labour, slavery, sexual harassment, abuse, forced to work are common practices in Tirupur garment industries.

1.3 STATEMENT OF THE PROBLEM

India is a multifaceted society where various regional, religious, social and economic groups are living. Throughout the history, India respecting and treating woman as a Goddess. But in practice, there is no equality between men and woman all sphere in their life whether employment, access to health care or property rights etc., women have been the victims of exploitations since long time in different fields of their life by physically, socially, mentally and economically. India continue to face the social atrocities against on women such as rape, acid throwing, dowry killings, work place abuse, harassment, forced to work, trafficking and slavery, forced prostitution of young girls and etc. Although, such violence against women, is not of recent origin, its trace is found in the history of ancient India.

It is realized that the long run supremacy of male over female in all respect in the patriarchal society in India is highly responsible for arresting the empowerment of women. They are, by and large, excluded from political life, which by its very nature takes place in a public forum. The declining sex ratio in India amply portrays the discrimination shown towards women at the stage of birth. Independence of India, special laws were enacted to prevent indecent representation of women in the society, media and harassments in workplaces. The law also gives women equal rights in the matter of adoption like maternity benefits, equal pay, good working conditions etc.
At the international level, the UN Charter, the Universal Declaration of Human Rights and Convention on Elimination of All Forms of Discrimination Against Women (CEDAW) sought to guarantee better legal status to women in the world.

This study describes the experiences of Women workers who have encountered exploitation in their workplaces of garment industries in Tirupur District, Tamil Nadu. The researcher focuses to study the woman workers demographic factors, living standards and how their work force is exploited by the garment company owners under different forms without providing appreciable facilities for their wellbeing, Economic status and standard of living. They invariably face exploitation at their working place like low wages, long hours of work, physical and verbal abuses and the risk factors for being a victim of sexual violence, abusement and harassment, bonded labour, slavery, health hazards and other gender in-equalities. They have very little rest intervals and they will be squeezed off their maximum labour. They do not fall under the purview of the ESI or the PF coverage.

There are employment contracts but more often the mill owners are not followed. The most horrible exploitation is that they will be terminated under false allegation before they complete their tenure and they will be deprived of their complete payment for the entire term of work.

This study examined to bring out the problems and exploitative practices against on women workers those who are employed in Tirupur District Garment Industries. This study undertaken descriptive research to find the following objectives.
1.4 RESEARCH OBJECTIVES

1. To determine the woman workers exploitation with respect of demographic factors on garments industries in Tirupur District.

2. To assess the different forms of exploitation of woman workers at garment industries in Tirupur District.

3. To examine the garment woman workers problems in Tirupur District.

4. To ascertain standard of living of the garment woman workers in Tirupur District.

5. To suggest garments industries to implement HR Policies seriously to enhance woman workers welfare and well being.

1.5 PERIOD OF THE STUDY

The study was confined to a period of four years from October 2009 to February 2014.

1.6 RESEARCH AREA

The research study conducted at Tirupur District in the state of TamilNadu, India. The District established from Coimbatore District and well known as Textile and Garment Hub. Tirupur Region’s registered garment industry is estimated 4,250 units and nearly 3, 50,000 workers are regularly employed and the seasonal workforce even moves up to a staggering 5,00,000. All most 70% of the workforce is employed in knitting and stitching. The total number of workers in Tirupur is only estimation. It is a known fact that the exact detail on number of workers were not available because there are many registered and some unregistered units are operating, moreover most of
the unregistered companies are not maintaining proper records about workers. This investigative report focuses only on garment units where large numbers of woman workers are employed Tirupur and Avinasi blocks including Velampalayam, Nallur, Palladam, Kangeyam, Dharapuram and Udumalpet are covered in the baseline survey.

1.7 RESEARCH METHODOLOGY

Research methodology presents the research design, conceptual framework and Hypothesis Testing, Sampling Technique, Research Instrument, Reliability Test, Analysis Techniques and Questionnaire Administration. The research proposes to investigate the Women Exploitation under various forms in garment industries in Tirupur district, Tamilnadu.

1.7.1 Research Design

The research design is a framework that determines the collection and analysis of data. It deals the procedures that are needed to carry out the study and the nature of the information that is to be collected is thoroughly defined (malhotra & birks 2003). The study is descriptive in nature and researcher has employed a structured questionnaire to gather primary data. The researcher has made use of appropriate statistical tools and techniques to evaluate and interpret the data and for reaching conclusion.

1.7.2 Sampling Design

Sampling methods are classified into probability and non probability techniques. In probability sampling, units of the population are selected by chance and every unit has a fixed probabilistic opportunity of being selected. Sampling design includes the sampling unit, sample population, the sample method employed and the determination of sample
size. The sampling unit includes the places where the study was conducted. Approximately the population of the study consists of 2, 00,000.

Sample Size = \( SS = Z^2 \times (P) \times (1-P) / C^2 \)

Where \( Z = Z \) value (e.g. 1.96 for 95 confidence level)

\( P = \% \) picking a choice, expressed as decimal (.5 used for SS need)

\( C = \) Confidence interval, expressed as decimal (e.g. 0.04 = 4)

If need correlation for the finite population = \( 1 + SS / PoP \)

Approximately the population size = 2, 00,000

Confidence level = 95% and Confidence interval = 3.26

Sample size needed = 900

This made the researcher adopt the quota sampling as a type of non-probability sampling method that gives flexibility to approach. Totally 900 copies of the questionnaire were administered among the garment industries in Tirupur District. Finally, the total respondents’ response ratio was 88.33% (795) and the remaining 11.67% (105) did not respond to the questionnaires in a complete manner. Hence, the sample size was finally set to 795 respondents.

1.8 DATA COLLECTION

1.8.1 Primary Data

The original data collected from the garment woman workers at different garment companies in Tirupur District pertaining to the respondents’ convenience time and days were asked to fill the questionnaire and express their opinions. In order to fulfill the objectives a sample study was conducted.
by using a well-framed and structured questionnaire that was duly filled in by the respondents. The respondents were woman workers predominantly from garment industries at Tirupur District.

1.8.2 Secondary Data

The secondary data used in this study were collected from the National and International Journals, Magazines, Articles and other Records. The latest information related to the study was gathered from the libraries in IIM Bangalore and Anna University Chennai. Websites and portals were also used to collect some updated statistical information about Tirupur District.

A number of standard Text books in the area of HRM, Labour Law, Indian Penal Codes and Research Methodology were also referred to present the theoretical perspective. The brief profile of the District is given in this chapter.

1.9 STATISTICAL TOOLS USED

Appropriate research tools have been used to analyze the data. The data was checked first validity and reliability and statistical tools used for analysis are, mean and standard deviation, descriptive statistics, Chi-square, Reliability Test, Correlation Method, Regression, Henry Garett, Confirmatory Factor Analysis, and SEM Analysis.

1.9.1 Mean

The mean is a particularly informative measure of the "central tendency" of the variable (set of scores) if it is reported along with its confidence intervals (related to the variability among the scores). The confidence intervals for the mean give us a range of values around the mean where we expect to find the "true" (population) mean (with a given level of
certainty). This concept is also useful to understand researchers when they point to "levels of significance" between two or more means.

1.9.2 Standard Deviation

In statistics and probability theory, standard deviation (represented by the symbol sigma, σ) shows how much variation or "dispersion" exists from the average (mean, or expected value). A low standard deviation indicates that the data points tend to be very close to the mean, high standard deviation indicates that the data points are spread out over a large range of values. The standard deviation of a random variable, statistical population, data set, or probability distribution is the square root of its variance. It is algebraically simpler, though practically less robust than the average absolute deviation. A useful property of standard deviation is that, unlike variance, it is expressed in the same units as the data. Note, however, that for measurements with percentage as unit, the standard deviation will have percentage points as unit. In addition to expressing the variability of a population, standard deviation is commonly used to measure confidence in statistical conclusions.

1.9.3 Correlation

Correlation refers to any of a broad class of statistical relationships involving dependence. Correlations are useful because they can indicate a predictive relationship that can be exploited in practice. For example, an electrical utility may produce less power on a mild day based on the correlation between electricity demand and weather. In this example there is a causal relationship, because extreme weather causes people to use more electricity for heating or cooling; however, statistical dependence is not sufficient to demonstrate the presence of such a causal relationship (i.e., Correlation does not imply causation).
Formally, dependence refers to any situation in which random variables do not satisfy a mathematical condition of probabilistic independence. In correlation can refer to any departure of two or more random variables from independence, but technically it refers to any of several more specialized types of relationship between mean values. There are several correlation coefficients, often-denoted \( \rho \) or \( r \), measuring the degree of correlation. The most common of these is the Pearson correlation coefficient, which is sensitive only to a linear relationship between two variables (which may exist even if one is a nonlinear function of the other). Other correlation coefficients have been developed to be more robust than the Pearson correlation that is, more sensitive to nonlinear relationships and Computational Formula:

\[
 r = \frac{N \sum XY - \sum X \sum Y}{\sqrt{(N \sum X^2 - (\sum X)^2)(N \sum Y^2 - (\sum Y)^2)}}
\]
\[ N \cap X^\sim \ (\cap X \ ) ] [N \cap Y^\sim \ (\cap Y \ ) ]

1.9.4  **Friedman Analysis of Variance (ANOVA)**

The logic used in ANOVA to compare means of multiple groups is similar to that used with the t-test to compare means of two independent groups. When one-way ANOVA is applied to the special case of two groups, one-way ANOVA gives identical results as the t-test.

Not surprisingly, the assumptions needed for the t-test are also needed for ANOVA. We need to assume:

1) Random, independent sampling from the k populations;

2) Normal population distributions;

3) Equal variances within the k populations.
Assumption 1 is crucial for any inferential statistic. As with the t-test, Assumptions 2 and 3 can be relaxed when large samples are used, and Assumption 3 can be relaxed when the sample sizes are roughly the same for each group even for small samples. (If there are extreme outliers or errors in the data, we need to deal with them first.) As a first step, we will review the t-test for two independent groups, to prepare for an extension to ANOVA.

We assume that the variance is the same within the two populations (Assumption 3). An unbiased estimate of this common population variance can be calculated separately from each sample. The numerator of the variance formula is the sum of squared deviations around the sample mean, or simply the sum of squares for sample \( j \) (abbreviated as \( SS_j \)). The denominator is the degrees of freedom for the population variance estimate from sample \( j \) (abbreviated as \( df_j \)).

\[
\text{Unbiased estimate of } \sigma^2 = \frac{SS_j}{df_j} = \frac{\sum (y_{ij} - \bar{y}_j)^2}{df_j} = \frac{\sum s^2_j}{df_j}
\]

To pool two or more sample estimates of a single population variance, each sample variance is weighted by its degrees of freedom. This is equivalent to adding together the sums of squares for the separate estimates, and dividing by the sum of the degrees of freedom for the separate estimates.

\[
\text{Pooled estimate of } \sigma^2 = \frac{\sum \left( \frac{m_i s^2_i}{df_i} + s^2_j \right)}{\sum \left( \frac{m_i}{df_i} + \frac{1}{df_j} \right)} = \frac{\sum \left( m_i s^2_i + s^2_j \right)}{\sum \left( m_i + 1 \right)} = \frac{SS_1 + SS_2}{\sum \left( \frac{m_i + 1}{df_i} \right)}
\]

A t-test can be conducted to assess the statistical significance of the difference between the sample means.

The second approach to testing two means for equality and logic of this approach extends directly to one-way analysis of variance with \( k \) groups.
We can use our data to calculate two independent estimates of the population variance: one is the pooled variance of scores within groups, and the other is based on the observed variance between group means. These two estimates are expected to be equal if the population means are equal for all $k$ groups.

Within-groups estimate. Our single best estimate of the population variance is the pooled within groups variance.

The F ratio is designed to test this question.

$$F\left(df_{BG}, df_{WG}\right) = \frac{\text{Between Groups estimate of } \sum_{j} \sum_{i} \left(y_{ij} - \bar{y}_{j}\right)^{2}}{\text{Within Groups estimate of } \sum_{j} \left(\bar{y}_{j} - \bar{y}\right)^{2}} \frac{SS_{WG}}{MS_{WG}}$$

In statistics, Analysis of Variance (ANOVA) is a collection of statistical models, and their associated procedures, in which the observed variance in a particular variable is partitioned into components attributable to different sources of variation. In its simplest form, ANOVA provides a statistical test of whether or not the means of several groups are all equal, and therefore generalizes t-test to more than two groups.
1.9.5 Regression

The most common type of regression analysis is linear regression. There are two kinds of linear regression: simple linear regression, and multiple linear regressions. Simple linear regression is one dependent variable and one independent variable. Multiple linear regressions are when you have one dependent variable and two or more independent variables. The regression analysis procedure tests the null hypothesis that the slope parameter of the independent variable is 0 versus the alternative hypothesis that the slope parameter is different than 0. If the p-value for the test is less than 0.05 (level of significance), the null hypothesis is rejected and it is concluded that there is a statistically significant association between the dependent variable and the independent variable.

1.9.6 Chi-Square Test

Chi square ($\chi^2$) is a statistical test commonly used to compare observed data with data. We would expect to obtain according to a specific hypothesis. According to Snedecor and Cochran (1989), Chi square test is used to test if a sample of data came from a population with a specific distribution.

The formula for chi-square ($\chi^2$) is: $\sum = \frac{(E-O)^2}{E}$

Where $E$ is the expected values and $O$ is the observed values. The sigma sign means that everything that follows is summed. So ‘(expected - observed)$^2$ / expected’ is calculated for each cell in the contingency table.

1.9.7 Structural Equation Modeling (SEM) Analysis

Structural Equation Modeling (SEM) is a statistical technique for testing and estimating causal relations using a combination of statistical data and qualitative causal assumptions. This definition of SEM was articulated by
the Judea Pearl (2000) using a calculus of counterfactuals. Structural Equation Models (SEM) allows both confirmatory and exploratory modeling, meaning they are suited to both theory testing and theory development. Confirmatory modeling usually starts out with a hypothesis that gets represented in a causal model. The concepts used in the model must then be operationalized to allow testing of the relationships between the concepts in the model. The model is tested against the obtained measurement data to determine how well the model fits the data. The causal assumptions embedded in the model often have falsifiable implications, which can test against the data. With an initial theory, SEM can use inductively by specifying a corresponding model and using data to estimate the values of free parameters. Often the initial hypothesis requires adjustment in the light of model evidence. When SEM is used purely for exploration, this is usually in the context of exploratory factor analysis as in psychometric design.

Among the strengths of SEM is the ability to construct latent variables: variables, which are not measured directly, but are estimated in the model from several measured variables each of which is predicted to 'tap into' the latent variables. This allows the modeler to explicitly capture the unreliability of measurement in the model, which in theory allows the structural relations between latent variables to be accurately estimated. Factor analysis, path analysis and regression all represent special cases of SEM. In SEM, the qualitative causal assumptions represented by the missing variables in each equation, as well as vanishing covariance’s among some error terms. These assumptions are testable in experimental studies and must be confirmed judgmentally in observational studies.

When SEM is used as a confirmatory technique, the model must be specified correctly based on the type of analysis that the researcher is attempting to confirm. When building the correct model, the researcher uses two different kinds of variables, namely exogenous and endogenous variables.
The distinction between these two types of variables is whether the variable regresses on another variable or not. As in regression, the Dependent Variable (DV) regresses on the independent variable, meaning that the IV is predicting the DV. In SEM terminology, other variables regress on exogenous variables, but exogenous variables never regress on other variables. In a directed graph of the model, an exogenous variable is recognizable as any variable from which arrows only emanate, where the emanating arrows denote which variables that exogenous variable predicts. Any variable that regresses on another variable is defined to be an endogenous variable, even if other variables regress on it. In a directed graph, an endogenous variable is recognizable as any variable receiving an arrow. It is important to note that SEM is more general than regression. In particular, a variable can act as both independent and dependent variable.

Two main components of models are distinguished in SEM analysis such as, the structural model showing potential causal dependencies between endogenous and exogenous variables, and the measurement model showing the relations between latent variables and their indicators. Exploratory and Confirmatory factor analysis models, for example, contain only the measurement part, while path diagrams can be viewed as SEMs that contain only the structural part. In specifying pathways in a model, the modeler can position two types of relationships: free pathways, in which hypothesized causal relationships between variables are tested, and therefore are left 'free' to vary, and relationships between variables that already have an estimated relationship, usually based on previous studies, which are 'fixed' in the model.

1.9.8 Factor Analysis

Factor Analysis has been used in this research to study a complex product or service inorder to identify the major characteristics (or factors)
considered important by the respondents. The purpose of the Factor Analysis is to determine the responses to the several number of statements which are significantly correlated.

1.9.9 Henry Garrett Ranking Analysis

This technique has been used to rank the problems faced by the respondents in garment industries. In this method, the respondents were asked to rank the given problem according to the magnitude of the problem. The order of merit given by the respondents was converted into ranks by using the following formula.

\[
\text{Percentage position} = \frac{100(R_{ij} - 0.5)}{N_j}
\]

The percentage position of each rank thus obtained is converted into scores by referring to the table given by Henry Garrett. Then, for each factor, the scores of individual respondents were added together and divided by the total number of respondents for whom the scores were added. These mean scores for all the factors were arranged in order of ranks and inference will be drawn.

1.9.10 Pilot Study

After finalizing the number of items in the research instrument using face and content validity tests, a Pilot study was undertaken for the following reasons

1. To assess the reliability of the items included under aiming the users and administrators
2. To know about the perception of women exploitation
3. To ascertain the time to complete the interview schedule by the respondents.

To conduct the Pilot Study, it was decided to select the garment industries where woman workers were engaged for the past five years in Tirupur District. The woman workers in these industries were chosen as the respondents and interviewed for the pilot study. Accordingly 50 workers of garment industries were identified and interview was conducted and their responses were recorded. The researcher also had a discussion with the woman workers in general about the exploitation stimulus generated by the interview schedule in furnishing unbiased and unprejudiced for the items in the interview schedule.

1.9.11 Validity Test

The interview schedule was subjected to face and content validity whose determination was judgemental. There are two schools of thought on the distinctiveness of face and content validity. The first one saw face validity as just an indirect approach to the measurement of content validity (Carmines & Zeller 1979; Nunnaly 1967) whereas the second one treated them as separate and different tests (DeVellis 1991; Kerlinger 1973). In this study, the researcher has subscribed to the second perspective where quantitative assessment of the content validity has been followed.

The face and content validity was conducted with 7 experts. The experts scrutinized the items according to the definition generated against the exploitation of woman workers at garment industries in Tirupur District. Before they offered their opinion on the items, the researcher informed them of the objectives and the need for the study. The experts were encouraged to understand the items in the context of the perception towards woman workers. Then the validity of each item in capturing the adequate information required
for the study was queried. Further they were requested to offer their feedback on each of the items. Based on their feedback, it was found that all the items developed by the researcher found adequate validity in capturing on women exploitation. The experts also suggested a 5-point rating scales for all the items other than the demographic part that capture respondents perception towards exploitation and it’s practiced at the work place. The Content Validity Ratio (CVR) was applied to each item, using the formula developed by Lawsche 1975.

\[
\text{Content Validity Ratio} = \frac{Ne - N/2}{N/2}
\]

where \(Ne\) = number of panelists indicating “essential” and \(N\) = Total number of panelists.

1.9.12 Reliability Test

The data collected from the Pilot Study was subjected to Reliability Test using Cronbach Alpha. Examination of Cronbach’s alpha provides information about the reliability of any given set of measures. The value of alpha must be larger than 0.70 to imply reliability. The Cronbach’s alpha value in this research is presented and were calculated under basis of formula

\[
\frac{N}{N - 1} \sum_{i=1}^{N} \frac{C_i}{V_i}
\]

Where, \(N\) = No. of items, \(V\) = Average variance, \(C\) = Average of all covariance between the items.
According to Zikmund (2003), the researcher should conduct the pre-testing to ensure the questionnaires reliability and to make sure that measures are free from error and therefore yield consistent results.

The questionnaire so drafted was circulated among some research experts for a critical view with regard to wording, format, sequence etc. The questionnaire was redrafted keeping in view their comments and suggestions. The reliability of the questions for each variables are obtained when cronbach’s coefficient alpha is at least 0.6.

The questionnaire was distributed to 30 respondents for pre testing and pilot study was conducted. Pretesting was done to ensure validity and reliability of the questionnaire. It was done to check whether the instrument was correctly framed in an understandable manner.

Table 1.2 Results of Reliability Test

<table>
<thead>
<tr>
<th>Factor/Construct</th>
<th>Before Adjustment</th>
<th>After Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Cronbach’s alpha</td>
<td>No. of Item</td>
</tr>
<tr>
<td>--------------------------------------</td>
<td>-------------------</td>
<td>------------------</td>
</tr>
<tr>
<td>Social Security</td>
<td>0.518</td>
<td>11</td>
</tr>
<tr>
<td>Welfare and Amenities</td>
<td>0.462</td>
<td>17</td>
</tr>
<tr>
<td>Wages</td>
<td>0.418</td>
<td>13</td>
</tr>
<tr>
<td>Leave/Holiday with Wages</td>
<td>0.437</td>
<td>12</td>
</tr>
<tr>
<td>Working Hours</td>
<td>0.469</td>
<td>11</td>
</tr>
<tr>
<td>Physical Working Condition</td>
<td>0.503</td>
<td>18</td>
</tr>
<tr>
<td>Work Place Harassment and Abuse</td>
<td>0.408</td>
<td>14</td>
</tr>
<tr>
<td>Sexual Harassment</td>
<td>0.426</td>
<td>13</td>
</tr>
<tr>
<td>Sumangali Scheme</td>
<td>0.441</td>
<td>8</td>
</tr>
<tr>
<td>Living Standard</td>
<td>0.509</td>
<td>21</td>
</tr>
<tr>
<td>Living Standard in Company Hostel/Quarters</td>
<td>0.513</td>
<td>22</td>
</tr>
</tbody>
</table>
Taking into consideration the suggestions of the selected sample respondents, necessary modifications and changes were incorporated in the questionnaire after the pilot study. The respondents included in the pilot study were not included as samples for the final study. Cronbach's alpha is a coefficient of internal consistency. It is commonly used as an estimate of the reliability of a psychometric test for a sample of examinees.

1.9.13 Kaiser-Meyer-Olkin Measure of Sample Adequacy

The MSA index can have a value ranging from 0 to 1. Interpretive adjectives for the Kaiser-Meyer-Olkin Measure of Sampling Adequacy in 0.90 was considered as marvelous, in the 0.80 as meritorious, in the 0.70 as middling, in the 0.60 as mediocre, in the 0.50 as miserable, and below 0.50 as unacceptable.

Since the KMO Measure of Sampling Adequacy meets the minimum criteria, researcher does not have a problem that requires the examination of the Anti Image Correlation Matrix. In this study, the MSA index was 0.867. This value was meritorious and this result, complete that the application of factor analysis was appropriate and details are presented.

1.9.14 The Scree Test

The scree test is a test for determining the number of factors to retain in a factor analysis or principal components analysis. The scree test involves plotting the eigenvalues in descending order of their magnitude against their factor numbers and determining where they level off. The break between the steep slope and a leveling off indicates the number of meaningful factors, different from random error.
Figure 1.1 Scree Test

The technique is illustrated and compared with alternative techniques for determining the number of factors to retain. Graphing the eigenvalues against the factors shows a sharp descent and approximates a straight line at the bottom of the resulting curve.

1.9.15 Hypotheses Adopted for the Study

The hypotheses are formulated by considering the objectives of the study, the researcher’s theoretical knowledge, discussion and deliberation with experts in the field and other research studies.

The following are the null and alternative hypotheses classified based on objectives of the study.

H0 1: There is no significant difference between Age and Woman Workers exploitation.
Ho 2 : There is no significant difference between Education and Woman Workers exploitation

Ho 3 : There is no significant difference between Marital status and Woman Workers exploitation

Ho 4 : There is no significant difference between Designation and Woman Workers exploitation

Ho 5 : There is no significant difference between Income and Woman Workers exploitation

Ho 6 : There is no significant difference between Religion and Woman Workers exploitation

Ho 7 : There is no significant difference between Language and Woman Workers exploitation

Ho 8 : There is no significant difference between No. of Children and Woman workers exploitation.

Ho 9 : There is no significant difference between working experiences and Woman Workers exploitation

Ho 10 : There is no significant difference between Pervious working industry and Woman Workers exploitation

Ho 11 : There is no significant difference between Superior gender and Woman Workers exploitation

Ho 12 : There is no significant difference between Mode of employment and Woman Workers exploitation

Ho 13 : There is no significant difference between Mode of payment and Woman Workers exploitation
Ho 14: There is no significant difference between Migrant and Woman Workers exploitation

Ho 15: There is no positive influences on Social Security and Woman workers exploitation

Ho 16: There is no positive influences on Welfare amenities and Woman workers exploitation

Ho 17: There is no positive influences on Sexual Harassment and Women workers exploitation

Ho 18: There is no positive influences on Work Place Harassment, Abuse and Women workers exploitation

Ho 19: There are no positive influences on Working Condition and Woman workers exploitation

Ho 20: There are no positive influences on Working Hours and Woman workers exploitation

Ho 21: There are no positive influences on Wages, Leave with Wages and Woman workers exploitation

Ho 22: There is no positive influence on Sumangali Scheme and Woman workers exploitation

Ho 23: There is no positive influences on Living Standard and Woman workers exploitation

1.10 SCOPE OF THE STUDY

This study is to describe the experiences of Woman workers who have encountered exploitation in their workplaces by the garment industries owners in TirupurDistrict.
Woman workers are invariably face exploitative working conditions like low wages, long hours of work, physical and verbal abuses, lack of amenities, slavery and maltreatment etc., They have very little rest intervals and squeezed off their maximum labour.

The workers do not fall under the purview of the ESI, PF coverage and most horrible exploitation is that they will be terminated under false allegation. Young girls those who are working under sumangali or contract labour system staying like a Slave.

This research tried to bring out real condition of the garment woman workers struggling without any support by social and government to rescue them from their exploitative environment.

The main scope of the study is to make to understand the problems and difficulties of the woman workers those who are working in garment industries in Tirupur District. In addition to that the study tried to bring notice to the garment manufactures and government authorities to rescue the woman workers from the exploitative condition and suggested to take necessary measures for their wellbeing, welfare and living standard.

The study also will help the successor to understand the present scenario of woman workers exploitation in Garment Industries in Tirupur District and to take the issues in next level for betterment of the women worker.

1.11 LIMITATIONS OF THE STUDY

This study has the following limitations
1. The study restricted to Tirupur District garment industry woman workers only.

2. The results arrived from the study may not be applied to other than the Tirupur District and other industries. While this provides a few mixes of respondents, the results may not be generalized to represent all garments industries.

3. Respondents had given information relevant to the research topic is based on their Education, Economic and Work Environment may be bias.

4. Some of the respondents hesitate to give correct information because of their fear, and job cautious. Hence, they may not be revealed many true things.

5. The problem observed / identified during the research period and explained in this thesis may change over a period

1.12 CHAPTER SCHEME

**Chapter 1**: This chapter provides the general introduction of the study, purposes and significance, research objectives, statement of the problem, conceptual framework, the research design, which includes the sampling design, the statistical tools which are used for analysis, limitations of the study and profile of the study area.

**Chapter 2**: This chapter focuses on review of literature related to workers exploitation.

**Chapter 3**: This chapter presents the theoretical perspective of woman workers Exploitation.

**Chapter 4**: In this chapter, the collected data is analyzed and interpreted subject to various statistical tests.

**Chapter 5**: This chapter provides major findings suggestions and conclusion based on the research objectives and result arrived from the data analysis.
1.13 PROFILE OF THE STUDY AREA

Tirupur is a District Head Quarter and Textile city in the Indian State of Tamil Nadu, just 47 km (29 mile) away from Coimbatore (south Indian Manchester) District located on the banks of NoyyalRiver ("Kanchi Maanadhi"). This district is formed from Coimbatore district in February 2009 with six taluks such as Tirupur, Avinashi, Palladam, Dharapuram, Kangeyam and Udumalpet.

Tirupur also portrayed as T-Shirt City, Banian City, “Dollar City” and 'Little Japan' by media. The administrative headquarters of the Tirupur is well-connected by Road and Rail Transport. The Coimbatore International Airport (Green Fields Airport) is the nearest domestic and International Airport to the city eventually would be more easy for Tirupur citizens and foreign delegates to access the Air ways. Tirupur railway station falls on the Chennai–Coimbatore Broad gauge main line (laid in 1893) which is fully electrified and double tracked. Road Transport such as SH-19, SH-169, H-174, SH-172, SI-1-196/SH- are the highways connecting Tirupur with all major routes, towns and cities across Tamil Nadu, Kerala, Kartaka and Andhra pradesh. The city has two major bus stands (Old bus stand and New Bus stand) to access transportation easily.

1.13.1 Textile Valley

In Tirupur District there are some 7,000 registered and several unregistered garment units are exists which provides employment opportunity close to 1 million people both directly and indirectly. Buyers from 35 countries frequently air dash to Tirupur. Tirupur can deliver customised samples in less than 12 hours and half a million pieces in a matter of days. Fifty-six per cent of India's total knitwear exports manufactured from
Tirupur District. The Export Import Policy of 2002-2007 makes laudable tribute to Tirupur for its contribution to the export efforts and calls it a “Town of Export Excellence”. This township started with the production of low valued cotton hosiery items, mainly the under garments during the 1930’s.

Knitting to this city was brought by Mr. Gulam Kadar in 1937. He established “Baby Knitting Industries” in Kaderpet area of Tirupur. It was followed by the establishment of second knitting unit by a woman Mrs. Chellammal, in the name of Chellemmal Knitting.

The first banyan factory in Tirupur was started in 1925 with the advent of electricity. In 1931 more knitting and weaving factories came into existence. Initially, all the knitting machines were imported from Germany, Japan and New York, and today sophisticated machines are being imported from Germany, Japan, Italy, U.S.A., Korea, Taiwan and many other countries. The first export of knitted garments was made to US and Ghana by Mohan Knits through a Bombay Merchant Exporter in 1972.

In 1987 the exports revenue of Tirupur was Rs.75 crores. Since then, it has not looked back and the exports during the year 2004 touched a figure of more than Rs. 5000 crores contributing almost 80 percent of country's exports in this sector. In 2012 has crossed Rs. 14,000 crore in international Mark. By 1942, there were 34 hosiery factories in all. By 1968 this increased to 250. As documented by the Tirupur Exporters Association, the composition of the knitwear industry in Tirupur today is broadly classified under the Table 1.3.


**Table 1.3 Composition of the Knitwear Industry in Tirupur**

<table>
<thead>
<tr>
<th>KNITWEAR INDUSTRIES</th>
<th>NO. OF INDUSTRIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Knitting and/or stitching units</td>
<td>5,500</td>
</tr>
<tr>
<td>Dyeing and/or bleaching units</td>
<td>750</td>
</tr>
<tr>
<td>Printing units</td>
<td>300</td>
</tr>
<tr>
<td>Embroidery units</td>
<td>100</td>
</tr>
<tr>
<td>Other (Compacting, Raising, Calendaring)</td>
<td>200</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>6,850</strong></td>
</tr>
</tbody>
</table>

*Source: Tirupur Exporters Association (TEA), Tirupur*

1.13.2 **Tirupur’s Position in Export**

Tirupur is the biggest centre for exports of knitwear in India and seen as one of the most dynamic garment clusters in the “developing” world. Nearly 6 lakh people of Tirupur are dependent for livelihood on garment manufacturing and related industries. About 45% of India's garment exports are in the form of knitwear (90%) of knitted garment exports here the Tamil Nadu centre of Tirupur and generating as much as 45% of India’s total export trade. From Tirupur 55% to 60% of exports are targeted at the European market and 30% at US market.

Table 1.4 shows the year wise export details of Tirupur District as up to 2005-06, the growth registered at an average of 10-12 percent year-on-year basis. In 2006-07, Tirupur had earned around Rs 11,000 crore in foreign exchange. But in 2007-08, it declined to Rs 9,950 crore. For the last three years the growth has remained at around Rs 11,500. In 2011-12 the growth rate increased to Rs 14,000 crore. And this expected to reach around Rs 17,000 crore in FY 2013-14,
Table 1.4 Year-wise export details of Tirupur District

<table>
<thead>
<tr>
<th>YEAR-WISE EXPORT DETAILS OF TIRUPUR DISTRICT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year</td>
</tr>
<tr>
<td>-----------------</td>
</tr>
<tr>
<td>2001</td>
</tr>
<tr>
<td>2002</td>
</tr>
<tr>
<td>2003</td>
</tr>
<tr>
<td>2004</td>
</tr>
<tr>
<td>2004-2005</td>
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<td>2006-2007</td>
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<td>2007-2008</td>
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<tr>
<td>2008-2009</td>
</tr>
<tr>
<td>2009-2010</td>
</tr>
<tr>
<td>2010-2011</td>
</tr>
<tr>
<td>2011-2012</td>
</tr>
</tbody>
</table>

Source: Tirupur Exporters Association (TEA), Tirupur

1.13.3 Geography and Climate

Tirupur District lies on the western part of Tamil Nadu bordering the Western Ghats and hence the district enjoys a moderate climate. The district is surrounded by Coimbatore district in the west, Erode district to the North East and Karur District in the East and Dindigul District in the South East. To the south the district is surrounded by Kerala state (Idukki District). The district has an area of 516.12 square kilometers. The southern and south western parts of the district enjoy maximum rainfall, due to the surrounding of Western Ghats. The rest of the district lies in the rain shadow.
region of the Western Ghats and experiences salubrious climate most parts of the year, except the extreme east part of the district. The mean maximum and minimum temperatures for Tirupur city during summer and winter vary between 35°C to 18°C. The average annual rainfall in the plains is around 700 mm with the North East and the South West monsoons contributing to 47% and 28% respectively to the total rainfall. The major rivers flowing through the district are Noyyal and Amaravathi. The Amaravati river is the main source of irrigation in the district. Amaravathi Dam, which created Amaravathi Reservoir, is located at Amaravathinagar. Thirumurthy Dam which is created by the PAP project is situated in this district. Both Amaravathi dam and Thirumurthly dam are the prime source of irrigation in the district, whereas Uppaar dam is another dam which receives water from seasonal rains. Tirupur is located at 11.1075QN 77.3398°E. It has an average elevation of 295 meters (967 feet).

1.13.4 Demography

Tirupur was constituted as a Municipality during the year 1947. It was upgraded to a Special Grade Municipality during 1983 and upgraded as a Corporation during 2008. Tamil was the principal language spoken in the district, with sizable minorities of Malayalam, Kannada, Hindi and Telugu speakers. Hindus formed the majority of the population at 90.08% followed by Muslims, Christians, and others. In the 2011 census Tirupur District reported a population of 4,44,543 and the floating population of the town is on an average of 1, 50,000. Its urban agglomeration had a population of 962,982. The sex ratio is 954 females per 1000 males and 10.1% of the population are under six years old. Male literacy is 92.69% and female literacy is 82.41% Effective average literacy is 87.67%. In 2011 census the populace was 38.52% rural and 61.48% urban. The city's population is predominantly Hindu.
1.13.5 Economy

Tirupur District is India's garment valley and "knitwear capital" and is one of the largest Foreign Exchange earning towns in India. It has spurred up the textile industry in India for the past three decades. It contributes to a huge amount of foreign exchange in India. As of 2005, when Tirupur was a part of Coimbatore district, Coimbatore was the highest revenue earning district in Tamil Nadu. The city being enriched as a knitwear capital of India, exports Rs. 120 billion worth of goods. Netaji Apparel Park (NAP) has 53 companies manufacturing knitwear for exports. Each unit will be a model to answer the requirements of International standards in all aspects. In addition to investment of Rs.92 crores (920 million rupees) on infrastructure and factory buildings about Rs.300 crores (3 billion rupees) is being invested on machinery. The NAP presently provides employment to 15,000 people and generates export revenue of Rs. 15 billion from the apparels produced in it. There are nearly about 3000 sewing units, 1326 knitting units, 730 dyeing units and other ancillary units. Some of the world’s largest retailers including C&A, Switcher SA, Walmart, Primark, Oviesse, Switcher, Polo Ralph Lauren, Diesel, Tommy Hilfiger, M&S, FILA, H&M, Reebok import textiles and clothing from Tirupur. In 1994, Tirupur exported Rs. 1332 crores out of the India's total export of Rs. 2933.45 crores, however last year it's garment export turnover was more than Rs 14,000 Crores. Tirupur for its contribution to the export efforts and calls it a 'Town of Export Excellence'.

1.13.6 Dollar Fluctuations

Tirupur is also known as "Dollar City", due to its export and FOREX earnings. The Dollar fluctuations are really a great concern for Tirupur. The monetary policy coupled with inflation management can really do wonders for the Dollar City. Better the Dollar priced more profits are
reaped by the exporters, but now due to various local problems such as lack of power and higher fuel prices, the city is crumbling.

1.13.7 Infrastructure

Infrastructure plays a vital role in the development of Textile and Garment industry in Tirupur. There are around twelve colleges and twenty four high schools in this town which provides the basic skill required for the human resources. Similarly, there are various banking companies operating almost all the top performing public sector banks and multinational banks like ABN- Amro are having branches in Tirupur. Moreover, developmental financial institutions like SIDBI also operate from this town to facilitate industrial activities. There are five primary health centers and ten big hotels are located in Tirupur. Some of these hotels have state of the art conference facilities, seminar halls and swimming pools. The construction activity has increased over the years and the real estate prices are sky-rocketing. There are also textile industry specific institutions functioning here. The Apparel Export Promotion Council (AEPC) has a full- fledged office in Tirupur which was looking after quota-administration in the MFA era. National Institute of Fashion Technology (NIFT) has established its center to provide training in the area of fashion, design skills etc. Currently, various infrastructural development activities directed towards textiles industry have been initiated by the Government and other trade promotion bodies and industrial associations.

1.13.8 Civic Amenities in Tirupur

The Tamil Nadu government has upgraded Tirupur Municipality into Municipal Corporation, covering additional areas in its outskirts and opening up the scope of a larger budget and a bigger administration. The Chennai based consultancy firm, Wilbur Smith Associates has prepared a city
corporate-cum-business plan at an outlay of Rs.458 crore for Tirupur Corporation. Traffic management and road enhancement are accorded top priority, railway, bus routes; recreation and parking facilities are in good enough.

1.13.9 Water Availability

Tirupur is in a dry, water-scarce region, and the rapid expansion of the textile industry has taken place in an unplanned manner, with no associated development of supporting infrastructure or institutional capacity. As a result, the growth has led to the depletion of groundwater reserves and a serious deterioration in environmental quality of both surface and ground water. A detailed Resource Flow analysis was carried by the Faculty of Environmental Studies, University of Madras, for the town; where collectively spending over USS 7 million annually on buying water and in addition, the annual maintenance cost of the effluent treatment plant would be an enormous burden.

1.13.10 Uninterrupted Power Supply

The total power requirement of Coimbatore circle (Coimbatore, Tirupur and the Nilgiris) is 1500 to 1700 Mega Watts. There is a shortfall of 300 to 400 MW in the circle. This shortfall will be augmented by the additional supply from three power generating units that will be installed at the grids in Mettur, North Madras and Neyveli apart from the expected supply from Kudankulam plant. Various Solar parks are also being established in the State as a result of the Tamil Nadu Solar Policy 2012, generating 3000 MW in next 3 years. Some solar parks are coming at Ramanathapuram, Tiruvallur and other southern districts. Textile manufacturers here by and large are expressing relief over the adjudication of Tamil Nadu Electricity Regulatory Commission in the matter of restriction.
1.13.11 International Brands in Tirupur

Tirupur is called the Knits Capital of India as it caters to famous brands retailers from all over the world. Nearly every International knitwear brand in the world has a strong production share from Tirupur. The world's largest retailers including C&A, Switcher SA, Walmart, Primark, Oviesse, Switcher, Polo Ralph Lauren, Diesel, ARMY, Tommy Hilfiger, M&S, FILA, Respect, H&M, HTHP, Whale, Reebok ect., import many textiles items and clothing from Tirupur city. A large market for export reject pieces also exists centred in the Khaderpet locality which is close to the railway station.

1.13.12 Initiative of Govt. Bodies and Employer's Association in Tirupur District

There are number of institutions and support bodies, as well as initiatives on the part of the State and local representatives that have had an important impact on the development of the knitwear sector in Tirupur District. Some important supportive bodies are,

1.13.12.1 Textile committee (Ministry of Textiles, Govt. of India)

The Parliament in its 14th year of the Republic enacted the Textiles Committee Act, 1963. The Committee is under direct administrative control of the Ministry of Textiles, Government of India. Its main objective is to ensure the quality of textiles and textile machinery both for internal consumption and export purposes. The Textiles Committee is managed by a Committee comprising of 29 members as laid down under Section 3(3) of the Act and Rule 3 of the Textiles Committee Rules 1965. The Committee has powers to constitute Standing Committees and Ad hoc Committees. As corollary objectives, the Textiles Committee has been entrusted with the following functions in Tirupur District, under Section 4 of the Act.
• To undertake, assist and encourage the scientific, technological and economic research.

• To establish standard specifications for textiles, textile machinery and the packing materials.

• To establish laboratories for the testing of textiles and textile machinery.

• To provide training in the techniques of quality control.

• To provide for the inspection and examination of textiles and textile machinery.

• To promote export of textiles.

• To collect statistics and to advise the Central Government on all matters relating to textiles and textile machinery, etc.

1.13.12.2 The Apparel Export Promotion Council (AEPC)

Apparel Export Promotion Council (AEPC), a nodal agency was set up in 1978 by the union government to stimulate export growth and act as advisor to buyers, exporters and government. It had in the mid 1980s over 6,000 members who were all exporters, and had set up regional offices in various locations, including Tirupur, to provide support at the doorstep. In Tirupur, the AEPC has a dual role such as, to administer the export of garments via the management of a quota system and, to deal with the implications of bilateral trade agreements in force with importing countries and secondly to promote the export of Indian garments. The AEPC also sponsors buyer/seller meetings, organizes trade delegations, individual sales tours and sets up market survey teams. The council collects trade data, both locally and from abroad, and is particularly active in seeking out markets in
countries where India's exports are not quota bound (such as Eastern Europe, Latin America, and East Asia).

1.13.12.3 Technology Upgradation Fund (TUF)

The Technology Upgradation Fund (TUF) scheme was introduced by the Government of India in 1999 in order to enhance the competitiveness of the Indian Textile industries in the global market. The scheme is periodically extended by the government. The stipulated TUF fund for the current phase is to be over by 2007 March. Because of the initiatives of the industrialists the textile ministry was considering the extension beyond March 2007. The center is envisaging an investment of Rs. 1.4 lakh crores (in the textile sector) by 2010 and the government’s goal through the textile industry is about $50 billion. In order to accelerate the growth of technical textiles, the center had designated SAMIRA (Synthetic and Art Silk Mills Research Association) as a nodal agency for this segment.

1.13.12.4 South India Hosiery Manufacturers Association (SIHMA)

SIHMA is one of the oldest association established in 1951 with 60 export members and 1200 domestic members. In the year 1956, SIHMA is increased to 1400 manufacturers including 600 exporters. SIHMA offered various HRD training programmes to the members in Tirupur District such as Women entrepreneurship training SISI, CAD course for exporters, Skill upgradation courses for merchandisers in pattern making, quality control, Facilitating of ISOP certification through BDI providers etc., and the Consultancy Services as

Legal services, Provident fund and Employees State Insurance services, Labor Act, Inspector of Factories, Sales Tax Services, Labor and Payment disputes conciliation, Training to upgrade existing workforce in the
industry. Bringing in Fashion forecasting and Trend analysis information to the industry. Etc.

1.13.12.5 Tirupur Exporters Association (TEA)

TEA is a dynamic association, formed in the year 1990 with 532 life members and 154 associate members. TEA offers lot of value added services to its members like technical skill upgradation through NIFT-TEA, arranging contact with buyers through IUF, disseminate market information and government policy changes etc., through their bulletin and Email.

The members have resolved to develop their organization focusing on:

- Multilateral growth of knitwear industry and export
- Development of infrastructural needs for Tirupur
- Implementation of scheme for the benefit of the society and for die public
- Promotion of constructive cooperation with workers with fair division of reward
- General upliftment of quality of life of Tirupur

For foreign buyers TEA offers conferencing and secretarial service, help in locating suitable suppliers and help in resolving disputes. The achievements of TEA includes establishing a inland container depot India Knit Fair Complex for conducting trade fairs, TEA public school for fashion institute by signing a MOU with NIFT. Some of the special assignments taken up by them are:
• Apparel park of 65 units in a 175 acre land
• Promotion of a common brand to gain differentiation advantage
• Strengthening and widening the road commonly NH-47 & NH-67 for carry transportation and movement of goods.

1.13.12.6 India Knit Fair

In order to promote exports and help the buyers in selecting their requirements of the Knitwear and suppliers, TEA is holding a knit wear Fair since 1995, in collaboration with AEPC. So far 21 fairs have been held. TEA & AEPC have jointly promoted a society-INDIA KNIT FAIR ASSOCIATION- to create permanent trade fair facilities in Tirupur and for raising the standard of the fair to international standards, it is holding an exclusive AUTUMN-WINTER FAIR, in the month of Sep apart from the SUMMER FAIR in April - May.

1.13.12.7 Freight Systems

St. John Freight Systems Ltd is a Tuticorin based company providing logistics, with 22 branches / 35 offices in India and 4 Overseas Subsidiaries in Belgium, Singapore, UK and USA. St. John is an ISO 9001:2000 certified company, controlling over 45,000 TEUS of throughput as Forwarders / Custom House Agent. The company has also a proposal to establish offices in China, Dubai and Germany. The new JV company having registered office in Tirupur and Administrative Office in Tuticorin has floated a subsidiary company in Antwerp, Belgium for warehousing and distribution of garments in Europe. The Port of Antwerp is one of the most central port facilities on Europe's North Sea, providing rapid goods transit to major European markets and industrial centres. TEA has also entered into an MoU with Indian Institute of Foreign Trade (I.I.F.T), New Delhi, to receive
information on the strengths and weaknesses of the buyer, the importing country and existing market trends, supplied to IIFT through leading International Data-bank Agencies.

1.13.12.8 Nift-Tea Knit-Wear Fashion Institute

It is promoted for the purpose of providing necessary human resources skill required for the industry. It conducts full time courses to train the fresher. To upgrade the skills of the human resources that are already employed in the cluster part time training program for executive and entrepreneurs are conducted with the financial assistance of SIDBL.

1.13.12.9 Tirupur Industrial Federation (TIF)

Tirupur Industrial Federation (TIF) is a net-work of four major associations such as Computer Embroidery Owners’ Association, Imported Knitting Machine Owners’ Association, Compacting Machine Owners’ Association and Raising Machine Owners’ Association. All major sub-contract companies, otherwise known as “Job- work companies” are members of this federation. TIF strives to bridge the gap of inequality among the companies.

1.13.12.10 Tirupur Dyers Association (TDA)

The Tirupur Dyers Association is established in the year 1985 and currently it’s operating with 750 members, assisting them through advocacy on policy issues. It also acted on a principal body in setting up of eight common effluent treatment plants. It has coordinated with Textiles Committee for various Skill upgradation programmes for the capacity building of its members.
Other associations such as Tirupur Export Knitwear Manufacturers Association (TEKMA), Tirupur Dyers Association (TDA), Tirupur Screen Printing Association (TSPA), Tirupur Narrow Tape Manufacturers Association (TNTMA), Tirupur Cloth Stitching Section Association (TCSSA), Indian Hosiery Yarn Mills Association (IHYMA), Tirupur Cotton Merchants Association (TCMA), Tirupur Merchants Association (TMA), Coimbatore District Powerloom Cloth Dealers Association (CDPCDA), Tirupur Powerloom Association (TPA), Tirupur Hosiery Yarn Merchants Association (THYMA), The Knit Compactors Association (KCA), South Indian Imported Machine Knitters Association (SIIMKA), Knitcloth Manufacturers Association (KNITCMA), Tirupur Export cloth Manufacturer's Association (TECMA), 16Banyan cloth Manufacturer's Association (BCMA), Computer Embroidery Association (CEA), Coimbatore District Power Loom cloth Merchant's Association (CDPLMA), Indian Hosiery Textile Association (IIT A), Tirupur Bleacher's Association (TBA), Tirupur Collar stitching Section Sangam (TCSSS), Tirupur Kaja button owners Association (TKOA), Tirupur Power Table Owner's Association (TPOA) and Tirupur Steam Calendaring Association (TSCA) are actively performing in Tirupur District.

1.13.13 Major Developments in Tirupur District

1.13.13.1 Nethaji Apparel Park - New Tirupur

NETHAJII APPAREL PARK (NAP) is the first and only apparel park in the whole country, established under Export Scheme of the Indian Ministry of Textiles sprawling 170 acres with a built-up area of upwards of 2.00 million sq.ft. at an investment of more than Rs.1000 million with excellent infrastructure under the erstwhile Nethaji Apparel Park. The Park was the inspiration for many textile clusters in the country to promote Textile Parks under the SITP as every day textile entrepreneurs and representatives of
textile industry associations all over the country are visiting the Park, holding discussions with the Park Management on the methodology adopted for promoting, successfully executing and running the Park. The basic objective was to create a world class knitwear manufacturing facility and make it a show piece not only to the buyers around the world but also knitwear manufacturers in other parts of the country.

Tirupur has become the capital of fashionable knitwear of India, and NAP a reputation firmly acknowledged by international giants and leaders in Apparel marketing i.e., C&A, Wallmart, JC Penny, GAP, Mark & Spencers, Sara Lee, Tomy Hilfiger, Karstadt Quell etc., The New Tirupur Area Development Corporation Limited (NTADCL) is the nodal agency and NAP is the implementation agency with the Managing Director (NTADCL), Ministry of Textiles, Government of India were appointed to the Board as Directors of NAP with the approval of the respective Governments. The Park has 53 companies manufacturing knitwear for exports. Each unit will be a model to answer the requirements of international standards in all aspects. In addition to investment of Rs. 92.00 crores on infrastructure and factory buildings about Rs. 150.00 crores is being invested on machinery. The NTADCL also takes care of the drainage system of the Tirupur municipality Rs.1023 crores.

1.13.13.2 Production and Exports in NAP

The standard unit in NAP area will produce 7500 pieces per day and the value will be 3 dollar per piece and the total value of production per day in US dollars will be 22,500 dollars or Rs. 10.50 lakhs per day in Indian rupees and the total turnover for the unit will be Rs. 25.20 crores.
NAP in collaboration with SBI overseas branch, Tirupur has arranged for a Term loan and the working capital for the units and the rate of interest pegged at 9.75% per annum. TEA and NAP the units in the Park were receiving financial assistance from banks at more or less at ‘LIBOR’ rates. Nethaji Apparel Park is maintaining a high standard of Social infrastructure facilities, dust free environment and totally clean atmosphere inside the park. Rain water harvesting system has been provided in all buildings. The Nethaji Apparel Park (NAP) and Tirupur Export Knitwear Industrial Complex (TEKIC) have donated 2 acres and 2600 sq. ft of land respectively for the women employee and workers hostels able to accommodate 1500 women.

1.13.13.3 Other Developments in Tirupur

Other initiatives and development in Tirupur District are:

a. J.M. Promoters have initiated an entirely private 4 acre Apparel Park called J.S. Apparel Park, in Thirumurugan Poondi towards Avinasi Main Road, situated at 10 kms. from Tirupur railway station. The park has 23 units in addition to a Mess, Seminar Hail, 36 ft. roads and exclusive water facility. Each unit will occupy 4200 sq. ft land and will have a 6000 sq. ft building, at a cost of Rs. 50-70 lakh. The park started functioning from January 2007 onwards.

b. National Institute of Fashion Technology (NIFT) has established its center to provide training in the area of fashion, design skills etc.

c. Government of India has launched a Technology Upgradation Fund Scheme (TUFS) for Textile and Jute Industries to
upgrade technology in different segments of the textile industry in Tirupur District.

d. TEA is holding, jointly with AEPC, a knitwear Fair since 1995. So far 23 fairs have been held. TEA & AEPC have jointly promoted a society -INDIA KNIT FAIR ASSOCIATION- to create permanent trade fair facilities in Tirupur.

e. Tirupur Export Knitwear Industrial Complex is a specialized garment export zone was established in 1992 at Mudalipalayam village in a space of 100 acres of in the outskirts of Tirupur town. More than 10,000 workers are employed in the TEKIC and the annual turnover is constantly Rs. 650 crores every year.

f. The AEPC and Italian Chamber of Commerce Industry (ICCI) have signed a Memorandum Of Understanding (MoU) to enhance the bilateral trade between the countries by working for the maintenance of free trade and fair market for yarns, fabrics and clothing in India and Italy.

g. Various actors are involved in the promotion of the code of conduct in the textile and garment industries of Tirupur. FWF, SA 8000, WRC, FLA, ETI, AVE/ BSCI, WRAP are the major Code of Conduct and some of them are known as multi stakeholder initiatives.

h. Social Accountability 8000(SA8000) is working to address the growing concern among consumers about labor conditions around the world. SA8000 actively involves in Tirupur Garment Industries activities on nine core areas such as Child
labour, Forced labour, Health and safety, Compensation, Working hours, Discrimination, Discipline, Free association and collective bargaining and Management systems.

1.13.14 Initiative of ILO in Tirupur District

The ILO is implementing the program in Tirupur with the twin aim of raising factories' capacities to comply with International Labor Standards (ILS) and increasing their productivity, competitiveness and profitability. ILO's Factory Improvement Programme (FIP) is a multi-supplier training programme for the development of local factories' capacity in industrial relations, health and safety and working conditions, linking to areas of productivity and quality. India has ratified Convention Nos. 29, 105, 100 and 111. In 1998, ILO adopted a "Declaration on Fundamental Principles and Rights at Work", which is an expression of commitment by governments and organizations of workers and employers, to uphold basic human values that are vital to social and economic lives. This declaration covers 4 fundamental principles to implement in Tirupur district viz., (1) Freedom of Association and the effective recognition of the right to collective bargaining (2) Elimination of all forms of Forced or compulsory labour (3) Effective abolition of child labour and (4) Elimination of discrimination in respect of employment and occupation.

1.13.15 Trade Unions

The Trade Unions (both National and State) in Tirupur District have long been a stronghold of the workers movement. The Central Indian Trade Union (CITU) is the main trade union in the garment sector in Tirupur District and other unions are, All India Trade Union Congress (AITUC), affiliated to the CPI (7000 members), The Labour Progressive Front (LPF) affiliated to the DMK regional party (4500 members), Marumalarchi Labour Progressive Front (Marumalarchi means rejuvenation in Tamil), affiliated to
die (M) DMK regional party (3100 members); Anna Labour Federation, (ATP) affiliated to the AIADMK regional party (2000 members); Indian National Trade Union Congress (INTUC), affiliated to the national Congress Party (6000 members), National Labour Organization, Hind Mazdoor Sabha and some small trade unions are operating in Tirupur District.

The other Steering Groups and NGOs such as,SAVE, CSED, Tirupur People Forum (TPF), Child Rights Cell (CRC), Women Development Cell (WDC), Labour Resource Centre (LRC), Business Social Compliance Initiative (BSCI), Terre Des Hommes Germany, SOMO and ICN etc., areserves in Tirupur District as a platform to redeem and rehabilitate the street children, run away children and railway children towards preventing child labor and child trafficking, and poor downtrodden and oppressed women etc., towards their socio, economic, cultural and political empowerment. It acts as a catalyst and to undertake collective action to promote labor standards and the rights of workers through on site programs in order to eradicate forced and bonded labour, Sumangali Scheme types and to ensure decent working conditions.

1.13.16  Industries around Tirupur

Though Tirupur and its growth is unique in itself, there are quite a few industries in and around Tirupur. As has been pointed out earlier, the neighboring Coimbatore city is known for its machine tools, pumps, yam and fabrics. The nearby districts like Karur and Erode are known for bed- sheets, curtain cloth, mosquito nets and other made-up items. Karur district also has lots of processing units for natural dyeing. Another neighboring place Udumalipet is a fertile area and grows coconut, aricanut, and cotton etc. of late, coir industry is also growing in this District. The nearby Taluks such as Avinasi, Palladam, Kangeyam, and Dharaapuram areas and in Tirupur like Somanur and Koduvai is also actively involved in Textile and garment industries.
1.13.17 Tourist Attractions in Tirupur District

Tourism plays a pivotal role in Socio-economic development. Tourism is travel for recreational or leisure sum purpose. It fosters international understanding as a part of “Global village concept” becomes a popular global leisure activity. Tiruppur district is no exception for this. It bears eloquent testimony to harmonious co-existence of the religions with its ancient temples, churches, Mosques, animal and bird sanctuaries, Dams and Water Falls in and around the Tirupur District are attracting tourists.