

A Review on Condition of Female Workers in Textile Industries in Haryana

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Abstract- Women are integral to the textile industry, with numerous corporations acknowledging their significant contributions to the labor force. In Haryana, female laborers are frequently engaged in skilled roles including as weaving, dyeing, and quality control, demonstrating an unparalleled level of precision and meticulousness. Moreover, female employees are recognized for their robust work ethic and multitasking capabilities, rendering them essential contributors to the industry's success and expansion. As the textile industry in Haryana progresses, the significance of female workers will increasingly manifest, hence reinforcing their role in the sector's future advancement. The company's sustainable methods have established it as an industry leader, serving as a model for other textile enterprises in Haryana to emulate. Haryana's textile industry, emphasizing innovation and sustainability, is poised to emerge as a significant contender in the global market, delivering high-quality products while reducing its environmental impact. By engaging progressive investors and using contemporary technologies, the state is facilitating a promising future in the textile industry.

Keywords- Textile Industry, Haryana State, Female Workers condition etc.

I. INTRODUCTION

The current valuation of the global textile market is \$400 billion. Developing countries account for fifty percent of global textile exports, attributed to the availability of affordable labor and raw materials. The economic performance of the garment and textiles industry in these nations is significant as it influences employment prospects, particularly for women. Textile production is capital-intensive, while apparel manufacture is labor-intensive; hence, emerging countries have a diminished role in textile production and a greater involvement in the garment sector.

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The primary source of foreign currency revenues for India's economy is the readymade garment (RMG) sector. The apparel sector constituted 78.15 percent of total revenue in the 2010–2011 fiscal year. Presently, Bangladesh has 5,100 garment factories employing 3.6 million individuals, almost 80 percent of whom are women predominantly originating from rural districts in India. It is essential to offer economic opportunities for rural illiterate women who would otherwise be compelled to serve as domestic workers. Consequently, the RMG sector has created a new opportunity for rural individuals to engage in India's economic activities. Employees in this sector are subsisting from paycheck to paycheck and are unable to fulfil their basic needs with their income. They cannot afford even fundamental healthcare, rendering medical services, clean accommodations, and access to other amenities unattainable for them. Consequently, they were compelled to confront multiple degrees of physical complexity. Moreover, the working environment in garment workshops is not conducive to sustaining good health. Furthermore, garment workers are apprehensive about their future opportunities due to reduced wages, adversely affecting their mental and social well-being. In the apparel business, female workers predominantly handle the assembly of textiles. Consequently, workers were compelled to inhale textile dust, which posed a health hazard and led to conditions such as asthma, respiratory issues, conjunctivitis, and visual discomfort. Moreover, they were obliged to work for extended durations without departing from their post. Back pain is a common issue among

female employees due to the demands of their occupations. Neck discomfort, joint pain, musculoskeletal pain, neurological issues, and complications involving muscles, joints, tendons, ligaments, and bones are prevalent.

Working circumstances significantly impact the efficiency and morale of employees. The mere supply of cash incentives will not necessarily enhance productivity, as the underlying causes of poor workplace morale are not exclusively economic. Welfare encompasses any initiatives by employers, whether mandated by law or conducted voluntarily, aimed at enhancing employment conditions within their establishments. The ILO's 1947 resolution encompasses services related to worker welfare. Facilities and amenities that may be available in or near the workplace to facilitate employees in performing their duties in a healthy and congenial environment conducive to high morale and good health, as defined by the Labour Investigation Committee of 1951.

This paper comprises five sections: Section 2 presents overview of Indian textile industry; Section 3 provides the importance of female workers in industry. Section 4 describes the government policies related to it. Section 5 presents the review of literature based on women workers in textile industry. At last, conclusion is presented.

II. INDIAN TEXTILE INDUSTRY

India holds the seventh position in textiles and the sixth position in garments within global trade. The garment sector constitutes 11% of the country's entire export portfolio. India exports textile items to more than 100 nations. The textile sector is the second largest employer in India. The sector accounts for around 14% of industrial production (Sharma, 2022), 4% of the gross domestic product (GDP), and 17% of the nation's export revenues. It not only generates employment within its own sector but also expands opportunities for different associated industries. The Indian textile sector presently employs around 35 million individuals. Due to the substantial population of our nation and the rise in individual disposable income in recent years, the demand and prospects within the textile sector have escalated.

The textile industry in India boasts a historical legacy spanning centuries, significantly contributing to the nation's economic prosperity and flourishing civilization. The textile industry, primarily

comprised of medium- and large-scale manufacturing entities, constitutes India's largest cottage and small industrial sector. Ten million individuals are working in the business across India, of which four million originate from low socioeconomic backgrounds. The processes involved in the textile industry include development, production, manufacturing, and distribution of textiles. By adhering to these procedures, raw materials are converted into a ready-made finished product for customer use. A multitude of products originates from the textile industry. These products comprise fabric, including blankets, curtains, garments, mats, carpets, and similar items. The textile business primarily manufactures and supplies products composed of fabric.

A. Textile Sector in Haryana

Haryana is a prominent state in India for the textile industry. The state has experienced substantial growth and advancement in textile production, owing to its extensive historical background in the industry. Haryana features a wide array of textile products, ranging from ancient handloom weaving to contemporary textile production facilities, serving both domestic and international markets. The state's nearness to Delhi and other significant cities has facilitated its emergence as a prominent participant in the textile industry. The textile sector in Haryana is renowned for its superior textiles and unique designs, rendering it a favored option for numerous fashion designers and garment makers. The state government has implemented many steps to foster and enhance the textile sector, including the establishment of textile parks and the provision of subsidies to stimulate investment in industry. Haryana's proficient labor and availability of raw materials consistently draw new entrants to the textile sector, reinforcing its status as a prominent textile hub in India. The state's advantageous location and advanced infrastructure further enhance its success in the textile industry. Haryana's proactive implementation of regulations promoting sustainable practices in textile manufacturing has received international acclaim, enhancing its status as an industry leader. Consequently, Haryana's textile industry is positioned for sustained growth and prosperity in the forthcoming years, drawing both domestic and international investors eager to exploit the state's flourishing textile sector. A textile firm located in Haryana has invested in cutting-edge

machinery and technology to enhance production efficiency and minimize environmental impact. Through the adoption of sustainable techniques like water recycling and waste management, the company has enhanced its profitability and secured a competitive advantage in the global marketplace.

The textile industry in Haryana has attained a prominent position globally. Undoubtedly, it satisfies all types of needs, from fiber to fashion. The state of Haryana is a prominent cotton grower in the nation, with Sirsa, Fateh Abad, Bhiwani, Hisar, and Jind being the principal cotton-producing districts. Haryana possesses a competitive advantage in the textile sector due to the abundant supply of raw materials. The cluster-based strategy for industrial development has yielded strong textile hubs, including Panipat, Gurugram, Faridabad, Hisar, and Sonapat. The textile sector significantly contributes to national prosperity by offering employment possibilities for approximately 1 million individuals. The Panipat textile sector is regarded as completely equipped with a diverse range of items, including bed sheets, cushions, mats, pillows, mattresses, curtains, and towels.

This research will analyze employees' attitudes towards their female managers. Currently, women possess comprehensive knowledge and superior qualifications. Although they are currently independent, the opinions of their male and female employees over their work remain quite significant. Our society has favored male managers over female managers. We are reluctant to appoint women as our bosses. Female managers are perceived as particularly susceptible to challenges encountered in the work environment. This research will elucidate stereotyped thinking. The perspectives of male and female employees on female managers will be analyzed in the textile sector in Panipat district. This research will evaluate male employees' perceptions of female managers in their managing roles. The job performance of male and female employees under female bosses will be analyzed. The adherence to the female manager's directives will be elucidated. This research will examine the stereotypical portrayal of female employees in a male-dominated society.

Male employees now perceive themselves as privileged to collaborate with female employees. Undoubtedly, girls exhibit considerable adaptability in their professional endeavors. They operate with complete enthusiasm and capability, rendering them unbeatable. Currently, performance appraisal holds

significant importance. It is imperative to adapt to the competitive climate. Various psychological and environmental factors influence employee performance. This study will examine employees' attitudes towards their female bosses in the textile industry in Panipat district, Haryana. The study will assess the attitudes and job satisfaction of male and female employees, as well as older and younger employees, under the supervision of female managers. A questionnaire will be employed to gather data from the textile industries in the Panipat area of Haryana. The study will focus exclusively on female managers and their employees in the execution of their organizational responsibilities in the workplace.

III. IMPORTANCE OF FEMALE WORKERS IN THE INDUSTRY

Women are integral to the textile industry, with numerous corporations acknowledging their significant contributions to the labor force. In Haryana, female laborers are frequently engaged in skilled roles including as weaving, dyeing, and quality control, demonstrating an unparalleled level of precision and meticulousness. Moreover, female employees are recognized for their robust work ethic and multitasking capabilities, rendering them essential contributors to the industry's success and expansion. As the textile industry in Haryana continues to grow, the significance of female workers will increasingly manifest, hence reinforcing their role in the sector's future advancement. The commitment and aptitude of female employees in Haryana have been acknowledged, as numerous firms appreciate the distinctive abilities and viewpoints women contribute. The inclusion of female workers in a traditionally male-dominated industry has fostered a more varied and inclusive work environment, resulting in enhanced innovation and creativity. Female workers in Haryana, by their steadfast dedication to excellence, are forging a more promising and successful future for the region's textile business.

With the growing emphasis on diversity and inclusion among enterprises, the contributions of female workers in Haryana are gaining heightened recognition and esteem. Their capacity for innovative thinking and alternative problem-solving has been crucial in advancing the sector. By dismantling obstacles and dispelling misconceptions,

these women are transforming the textile industry in Haryana and serving as a model for future generations of female laborers. Their diligence and resolve are genuinely motivating, and their influence on the industry is indisputable. Female workers in Haryana have implemented novel techniques and designs that have enhanced the competitiveness of local textile products in the global market. Moreover, their leadership in advocating sustainable methods within the sector has received acknowledgment and commendation, resulting in a more ecologically aware approach to production.

A. Attitude for Female Workers

Attitude is the manifestation of a positive or negative evaluation of an individual, location, object, or occurrence. These are essential elements of our observations. Attitude can be either positive or negative towards an object or an individual. It is a sentiment experienced by one individual towards another. Attitude affects an individual's decision-making and reactions to challenges, motives, and rewards, together referred to as stimuli. Attitude significantly influences the formation of individuals' thoughts and behaviors. Given that attitudes are widespread and potent determinants of behavior, it is essential to evaluate their influence from both male and female employees about women's managerial roles. Attitudes comprise a multifaceted amalgamation of evaluative ideas, emotions, and inclinations towards specific acts. Our preferences and aversions for any subject shape our perception of it. An individual's attitude can positively influence or negatively impact their performance. Employees exhibiting a positive disposition towards their superiors typically demonstrate higher performance relative to those with a negative attitude. Every superior has a responsibility to address the unfavorable attitudes of their employees towards themselves and their policies. Negligence and consistent procrastination reflect a detrimental attitude towards work, which undoubtedly adversely affects an organization's success. The demeanor of an employee possesses the capacity to influence others through positive interactions. An attitude is a predisposition to form judgments toward individuals, matters, and occurrences, typically within specified contexts.

The attitude of an employee influences all individuals with whom they interact, affecting their responses to others, their perception of their job, and

their value to the organization. This research will analyze employees' attitudes towards their female managers. Currently, women possess comprehensive knowledge and superior qualifications. While they are currently independent, the opinions of their male and female employees over their work remain significantly essential. Our society has favored male managers over female managers. We are reluctant to appoint women as our bosses. Female managers are perceived as particularly susceptible to challenges encountered in the work environment. The perspectives of male and female employees about female managers will be analyzed inside the textile industry of Panipat district. This research will evaluate male employees' perceptions of female managers in their managing roles.

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B. Health and Well-being of Female Workers

The health and well-being of female workers is a vital issue that must be addressed to ensure the industry's overall viability. A significant number of female employees in the textile sector experience chronic health problems because of exposure to toxic chemicals and substandard working environments. The absence of adequate healthcare and support services intensifies their challenges. Companies must prioritize the health and well-being of their female employees to foster a more sustainable and ethical industry. By instituting appropriate safety protocols, ensuring access to potable water, and providing healthcare benefits, enterprises can alleviate the adverse effects associated with employment in the textile sector. Enhancing the health and well-being of female employees not only elevates their quality of life but also fosters a more productive and sustainable workforce. By emphasizing employee needs, organizations may foster a more positive and

socially responsible workplace for all industry workers. A textile company might collaborate with local organizations to deliver training on safety measures and guarantee that workers have access to protective equipment. Furthermore, providing on-site medical clinics and routine health assessments can aid in the prevention and management of prevalent health concerns encountered by employees in the sector.

1. High Levels of Stress and Mental Health Issues

This can also be mitigated by implementing staff help programs and mental health resources. By recognizing and fostering the mental well-being of their employees, firms may enhance overall job satisfaction and retention rates. Moreover, fostering work-life balance via flexible scheduling and compensated leave can mitigate burnout and enhance employee productivity. Prioritizing the health and well-being of employees benefits both the individuals and fosters a more positive and effective corporate culture. Moreover, offering avenues for professional development and advancement can positively influence employee morale and motivation. By investing in employees' skills and knowledge, firms may enhance their sense of worth and engagement in their work. This may subsequently result in enhanced job performance and job satisfaction. Establishing a supportive and nurturing work environment is crucial for cultivating a robust and productive workforce. By implementing these activities, organizations may foster a culture of well-being and achievement for all employees. A corporation could provide employees with access to online courses, workshops, and seminars to augment their skills and knowledge in their domains. Facilitating their professional development in this manner enhances employees' motivation and fulfillment in their roles, resulting in elevated job performance and overall job satisfaction.

2. Physical Health Problems due to Long Hours of standing and Repetitive Tasks

This issue can also be mitigated through workplace health initiatives that advocate for ergonomic workstations, scheduled breaks, and availability of fitness classes or resources. By emphasizing the physical and mental health of employees, organizations can cultivate a constructive workplace where individuals feel appreciated and encouraged in their personal and professional development. This comprehensive strategy for employee wellness

enhances individual well-being and fosters a more engaged and productive workforce overall. Employees that experience physical and mental well-being are more inclined to exhibit motivation and concentration in their tasks, resulting in enhanced productivity and job satisfaction. Furthermore, advocating for a good work-life balance via wellness initiatives can diminish absenteeism and turnover rates, so conserving the company's time and financial resources in the long term. Investing in employee well-being enables firms to cultivate a good culture that promotes collaboration, creativity, and overall success. A corporation providing on-site fitness courses and mental health resources may experience enhanced employee morale and improved team cohesion. This may lead to enhanced communication, problem-solving abilities, and overall job effectiveness inside the organization.

3. Lack of Access to Healthcare Facilities and Proper Medical Attention

It may result in diminished productivity and heightened absenteeism due to illness among employees. This may ultimately affect the company's profitability and impede its overall performance. By emphasizing the physical and mental health of employees, organizations can cultivate a work climate that fosters both individual development and group success. Facilitating resources and support for healthcare can result in a more content and healthier workforce, thereby fostering a more efficient and productive firm. Investing in employee health benefits both the employees and the organization as a whole.

By providing wellness initiatives, mental health resources, and access to healthcare professionals, organizations may demonstrate their dedication to employee well-being. This not only mitigates long-term healthcare expenses but also enhances employee morale and engagement. Employees that see support and value from their organization are more inclined to exhibit productivity and loyalty towards their employer. Moreover, prioritizing employee wellness can enhance talent acquisition and distinguish a company from its rivals. Investing in employee health benefits both the individuals and the organization.

IV. GOVERNMENT POLICIES AND INTERVENTIONS

Government policies and activities are essential in combating gender discrimination and harassment in the workplace. The government may foster a more equitable and secure workplace for all employees by enacting legislation that requires equal pay for equal labor and establishes mechanisms for reporting and addressing harassing incidents. Moreover, governmental actions, including training initiatives and support services, can assist organizations in cultivating and sustaining a culture of respect and equality inside the workplace. Collaboration between the government and businesses is crucial for establishing a workplace where all employees feel appreciated and respected. This collaboration can facilitate the accountability of corporations for their activities and ensure the protection of employee rights. Through collaboration, the government and enterprises may establish a benchmark for workplace conduct that fosters diversity, inclusion, and equity. This not only advantages individual employees but also enhances the overall productivity and success of the working environment. Thus, government engagement is crucial in influencing corporate culture and fostering a more equitable and inclusive society. In the IT sector, governmental mandates obligating firms to disclose their diversity and inclusion initiatives have resulted in heightened transparency and accountability. This has compelled corporations to prioritize the recruitment of a more diverse workforce and to establish inclusive workplace practices to guarantee equitable treatment for all employees. Consequently, individuals from marginalized communities experience enhanced support and empowerment in their positions, resulting in increased innovation and overall success for the organization.

A. Existing labor laws and regulations related to female workers in the textile industry

Improvements have also been observed due to enhanced transparency and accountability within the IT sector. Organizations are increasingly compelled to tackle gender discrimination and wage inequities, resulting in a more egalitarian workplace for all personnel. This beneficial ripple effect has not only aided underprivileged communities in technology but has also initiated a broader discourse on inclusivity and equality in the workforce across other sectors. Ultimately, these modifications are fostering beneficial societal transformation and facilitating a more varied and inclusive future in the

workplace. This transition towards inclusivity and equality is crucial not only for employee well-being but also for the success and innovation of organizations. Diverse teams consistently outperform homogeneous teams by offering a broader array of viewpoints and ideas. By emphasizing openness and accountability, the technology sector and others are progressing towards a future where all individuals have the opportunity to flourish and realize their full potential. This cultural transformation is advantageous not only for individual employees but also for society at large, fostering a more equitable and affluent environment for everyone. A study indicated that organizations with more diverse leadership teams achieved superior financial returns compared to those with less diverse teams, highlighting the concrete advantages of inclusivity and equality in the corporate sector. Moreover, corporations such as Google have instituted diversity and inclusion programs to guarantee that all employees are esteemed and possess equitable prospects for development and progression, resulting in a more innovative and prosperous workplace overall.

B. Efforts by the government to improve working conditions and protect the rights of female workers

It has also been instrumental in advancing gender equality in the workforce. Policies include paid parental leave, equitable remuneration for equivalent work, and anti-discrimination legislation have contributed to establishing a more equitable environment for women in the workforce. By acknowledging and tackling the distinct problems encountered by women in the workforce, governments may foster a more inclusive and equal society for everyone. By cultivating a culture of diversity and inclusion in both the business and public sectors, we can strive for a more equitable and successful future for all. By facilitating support and opportunity for female employees to progress in their careers, organizations can gain from a diverse and skilled workforce. Furthermore, by emphasizing gender equality in the workplace, organizations can enhance their reputation and attract elite talent. By collaboratively dismantling obstacles and fostering a fairer society, we may establish a more promising future for all individuals, irrespective of gender. A corporation could establish mentorship programs and leadership development efforts specifically designed for female employees to facilitate their career advancement. Moreover, guaranteeing

equitable compensation and growth possibilities helps foster a more inclusive workplace where all employees feel esteemed and empowered to thrive.

V. REVIEW OF LITERATURE

Toraskar et al. (2024) said that the Indian textile sector accounts for 7% of the total industry output in terms of value, contributes 2% to India's GDP, and represents 15% of the country's export revenues. The textile industry is a significant contributor to employment in the country, with over 45 million people directly employed in this sector. The textile mills strike resulted in the majority of the mills being shut down. Subsequently, the mills were acquired by the National Textile Corporation Limited, a government-owned enterprise. The mills are currently inoperative, which has had a significant impact on the pay of the workers, particularly the female workers. The proportion of female employees in NTC is 18.96%. The NTC annual report for the fiscal year 2019-20. The women engaged in these mills have a limited level of literacy, education, are without employment, and face financial deprivation. The study centers on the female laborers and their difficult circumstances during the mills' inactive period. The research relies on primary data obtained through the utilization of the case study approach. Qualitative and intensive research employs in-depth investigations of small groups of individuals to discover difficulties, their origins, and the demands of the target group, as well as the complexities of the situation. Generalizations can be derived from cases that have been analyzed using deductive reasoning.

Li, et al. (2023) presented that the textile sector makes a substantial economic contribution to many countries globally. Over time, there has been a rise in the number of women employed in the business. The textile sector has a mostly female workforce, with over 80 percent of employees being women. The rise in the number of female workers in the global economy has both advantageous and disadvantageous repercussions. One good aspect is that women are experiencing increased empowerment through enhancements in their economic standing, availability of formal career opportunities, access to education, and acquisition of digital skills. Conversely, the rise in female textile workers has resulted in a greater number of females being subjected to instances of Gender

Based Violence, harassment, excessive workloads, unfavorable working conditions, and inadequate compensation. This research aims to ascertain the relative significance of the positive and negative consequences of the growing presence of women in the textile sector, based on a comprehensive analysis of relevant literature.

K.Rani et al. (2023) shown that economic development refers to the enhancement of an economy's ability to generate commodities and services. This exploratory research primarily focuses on collecting and analyzing primary data to identify the challenges in the Textile Industry and understand the repercussions of the increased import of textile products in Haryana, India. The data has been mostly acquired using a specifically constructed questionnaire from numerous well-established textile industries in Haryana, India. IBM SPSS 20 is used to conduct a primary exploratory factor analysis in order to identify the factors that influence economic development and the textile sector. The study found three elements, namely Financial, Marketing, and Administrative that have a substantial impact on economic development in India. The findings of this study hold immense importance in the current fiercely competitive Textile Industry. Therefore, the textile sector should boost the quality of their services and manufacturing in order to stimulate economic growth.

Gupta et al. (2023) reported that Jaipur is renowned for its textiles and craftsmanship. Its strategic position has transformed it into a dominant force in the clothing export industry. The presence of airports, railroads, and roadways facilitates the export of garments. Women are increasingly entering the field due to its numerous advantages. Many women find that working in garment export houses near their homes reduces their commuting time and enhances their work-life balance. The industry's adaptable work schedules enable women to effectively balance their domestic responsibilities while being employed. This study investigates the primary health concerns encountered by women working in garment export houses. Prolonged working hours, unfavourable working conditions, and unreasonably high production targets can lead to health problems among female workers in export houses. The objective of this study is to investigate and elucidate the health issues that female employees have. An exhaustive literature study was

conducted on health issues specifically related to female garment workers. The primary data was obtained through interviews, questionnaires, and focus groups conducted with female export house workers. This study identified a multitude of significant health issues affecting women.

Sujana et al. (2023) demonstrated that the Textile Industry of Tamil Nadu is at the forefront of industrial development. It generates a significant number of job opportunities within the State. It is primarily focused on Spinning. The State Textile Industry holds a substantial position in the overall National economy. Female employees in the textile company consistently work extended hours, with shifts lasting up to 12 hours per day. The Coimbatore district has been selected for the study. This can lead to exhaustion, tension, as well as both physical and mental health complications. The sample was selected using a stratified random selection and cross tabulation approach. The majority of respondents said that they gave a four-star rating to the company's overall working environment and circumstances. Work quality refers to a positive state of operation that encourages involvement, increased communication, justice, equality, and happiness with the process. The stage of recognition is increasingly approaching the necessity to empower women through social, financial, and political equality, fundamental human rights, and improvements in nutrition, physical fitness, and education. Therefore, it is imperative for businesses and the government to take essential measures to enhance the quality of work life for female employees.

Kaur et al. (2022) reported that over the past twenty years, the India Readymade Garment (RMG) sector has been instrumental in creating employment opportunities for individuals from marginalized rural communities. Presently, the nation has a total of 5,100 garment enterprises, which collectively employ 3.6 million individuals. Notably, over 80 percent of these employees are women. From the outset, it is evident that the female garment workers' health is insufficient to perform their jobs effectively. The objective of this study is to identify the health issues encountered by female employees in the clothing industry. During the research, data is gathered and examined, taking into account several criteria such as age, department, workers' talents, and working hours. Research indicates that a

significant majority of female employees in this industry suffer from a variety of health conditions and ailments, such as skeletal disorders, complications associated to abortion, back pain, skin inflammation, eye strain, itching, malnutrition, and respiratory problems. This study will provide insights into the health issues encountered by female workers in the garment industry, from a future perspective.

Vivian et al. (2022) reported that the significant influx of women into the workforce has been a notable characteristic of Bangladesh's recent industrialization. Bangladesh has gained a competitive advantage in its flagship export-oriented industry, RMG, due to the abundance of inexpensive and easily accessible female labor. The RMG sector experienced a growth rate of approximately 20 percent during the 1990s. An outstanding characteristic of the rapid growth of the RMG sector in Bangladesh is the significant increase in employment opportunities, particularly for women who make up over 90 percent of the sector's workforce, equivalent to around 1.2 million individuals. The globalization of the textile industry is expected to challenge the capacity of low-skill, export-focused manufacturing industries in emerging nations like Bangladesh. Simultaneously, the liberation of global markets presents Bangladesh with a distinctive chance to take advantage of increasing market entry by reorganizing its domestic apparel industry through the implementation of innovative technology. The dissemination of such technologies is anticipated to additionally enhance the growth trajectory of the RMG sector and, as a result, augment female industrial employment in the nation.

Tejani et al. (2022) reported that emerging technologies has the capacity to revolutionize the manufacturing process, service delivery, and the organization and management of supply chains. Considerable focus has been dedicated to examining the effects of technology advancement and automation on employment. It is widely recognized that these results are not consistent, and they differ depending on different parts of the world, economic industries, and groups of workers, including both women and men. However, there is insufficient data regarding the mechanisms that drive these results and, specifically, why they appear to exacerbate rather than reduce gender disparities. The primary

objective of this study is to assess the current status of the apparel and footwear industry in terms of automation, employment, and gender concerns within the framework of the ILO-EU project "Building Partnerships on the Future of Work". The paper emphasizes the significance of the sector in terms of women's employment and the industry's gendered characteristics. It provides a summary of the existing literature on the impact of industrial automation and digitization on employment in the apparel and footwear industry, with a specific focus on its gender-related aspects. Additionally, it offers a concise overview of the apparel and footwear sector in the project countries, namely Germany, Indonesia, Mexico, Romania, and Spain.

Kohli et al. (2022) reported that occupational stress among employees in the textile industry is a significant problem due to the high levels of stress in the organizational environment. The advent of novel technologies, worldwide competition, and intense competitive pressures exacerbated the hardships experienced by employees. Employees experiencing high levels of stress are also more prone to low motivation, poor physical health, decreased productivity, and reduced safety in the workplace. Stress is the negative response that individuals experience due to an overwhelming amount of pressure and various forms of demands imposed on them. This research examines the occurrence of occupational stress and health risks among employees in the textile sector. It aims to propose effective stress management solutions to protect employees from various health issues and enhance their efficiency and production.

Jain (2022) stated that the inception of our being commences within the female physique. Gender discrimination should not serve as the foundation for operations in the workplace. The persistent practice of treating individuals based solely on their gender poses a significant obstacle to the progress and advancement of our nation. Individuals should be acknowledged for their aptitude, proficiency, diligence, intellect, ethics, and professional talents. The Constitution of India guarantees civil, political, and legal equality for individuals of all genders, ensuring non-discriminatory treatment under the law. Nevertheless, we continue to observe instances of gender-based prejudice in our surroundings. This research aims to establish a relationship between the awareness of human rights among working migrant

women and the incidents of gender discrimination against them. The researcher has employed a comprehensive methodology to analyze the primary data using hypothesis testing. Empirical research provides sufficient statistical evidence to substantiate the prior assertion.

VI. CONCLUSION

Notwithstanding the prospective advantages of enacting these rules, there remain obstacles to their efficient enforcement. Challenges may encompass opposition from senior management, insufficient resources, and entrenched biases inside the organization. Notwithstanding these challenges, it is imperative for organizations to prioritize gender equality in the workplace to foster a more diverse and inclusive atmosphere. The status of female workers in Haryana's textile industries can significantly enhance through the execution of focused programs and policies designed to promote their professional growth and advancement. By tackling the obstacles in implementing gender equality policies, organizations may facilitate a more equitable and just workplace for all employees. This benefits both individual workers and the overall productivity and performance of the firm. Companies must acknowledge the significance of gender equality and implement proactive measures to guarantee that all employees receive equal opportunity for development and progression. Through coordinated initiatives, the textile sector in Haryana may exemplify the advancement of gender equality and the empowerment of female employees to excel in their professions. Suggestions for enhancing working conditions and tackling the issues encountered by female employees encompass the establishment of equitable recruiting processes, the provision of equal remuneration for equivalent work, and the availability of training and professional development opportunities. Establishing a supportive and inclusive workplace that fosters diversity and empowers women to thrive in their positions is essential.

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