

A Study on Factors Affecting Work-Life Balance among Migrant Women Employees in Textile Industries

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Abstract

Transient ladies specialists, accomplishing work-life adjust is regularly greatly troublesome due to components like long working hours, restricted get to to childcare, need of social bolster systems in their modern area, social desires, and frequently exploitative working conditions, driving to noteworthy strain between their proficient lives and family obligations; typically particularly genuine for those working in caregiving parts where they could be separated from their possess children whereas caring for others. basically, their constrained and child work within the article of clothing division. arrangements and activities pointed at moving forward working conditions, advancing get to bolster administrations, and tending to gender-based disparities are pivotal to improve the work-life adjust of transient ladies specialists.

Keywords: Work-Life Balance, Migrant Women, Textile Industry, Organizational Factors, Socio-Cultural Influences, Family Responsibilities, Job Security.

Introduction

A vagrant lady worker's work-life adjust alludes to the sensitive act of overseeing their proficient duties in a unused environment whereas at the same time going to to their individual life, frequently counting family commitments, which can be essentially challenging due to components like social uprooting, dialect boundaries, constrained social systems, and potential misuse within the workplace, making it troublesome to attain a sound harmony between work and individual life. their relocation as often as possible leads to a critical awkwardness between work and individual life. A stunning 43% of India's 1.6 million female plant specialists are utilized in Tamil Nadu, which is at the center of the nation's material division. In spite of being the spine of an critical financial division, these women's ordinary lives regularly drop

Review of Literature

Essentially, Dr. T. Sreerekha (2019) pointed out that the article of clothing industry in Tirupur has to address the fulfillment levels of

transient ladies workers by upgrading work conditions and making a human work environment. These perceptions recommend that organizational components, such as work environment back and arrangements, play a basic part in forming work-life adjust, particularly for vagrant ladies' representatives in requesting businesses.

Muthulakshmi's investigate on vagrant ladies workers in Tirupur's sewing industry uncovered the unforgiving socio-economic conditions confronted by vagrant ladies workers, emphasizing the require for more noteworthy family and societal back. These considers emphasize the significance of family and community parts in deciding work-life adjust results

A few thinks about, counting those by Dr. (Mrs.) R. Rajini & Mrs. G. Sujitha (2024) and Syed Rafiya (2023), highlight the expanding movement of ladies to urban centers like Tirupur for way better work openings. In any case, these vagrant ladies workers frequently confront insufficient working conditions and constrained work security. The challenges postured by movement, combined with the requests of adjusting family life, assist complicate their work-life adjust. This proposes that socio-cultural and family components have a noteworthy affect on how vagrant ladies representatives explore their individual and proficient lives

Research Methodology

Existing literature, various work reports, and functional reports of Indian businesses will be used to gather secondary data for the study. Synergistic results will be sought when using data in order to fully understand the research problem and produce significant and meaningful research output. Low incomes from agriculture, unemployment, and underemployment in the sector attract migrants to areas with more possibilities for employment. Disparities in gender can result in worse socioeconomic outcomes and a higher chance of human rights abuses.

The Main Reasons for Female Migration

Economic Factors

Migrants are drawn to regions with greater work prospects by low agricultural income, unemployment, and underemployment in the sector.

Disparities in gender can result in worse socioeconomic outcomes and a higher chance of human rights abuses.

Other Factors

Conditions of the environment

Rural environmental factors may be a factor in migration.

Employment difficulties

Foreign workers may be denied normal vacation time, work long hours, and receive little pay.

Health Risks

Sexual exploitation, health risks, and denial of basic rights are all possible for migrant women workers.

Mental and enthusiastic push

Mental and enthusiastic push may be experienced by vagrants as a result of social and social alteration. Challenges Migrant Women Workers Face in Achieving Work-Life Balance

Erratic Work Plans

Sporadic shifts, long hours, and on-call requests can make it troublesome to oversee childcare and individual time.

Constrained get to Childcare

Vagrant ladies regularly need get to to solid and reasonable childcare, driving them to create troublesome choices approximately work and family duties.

Dialect Boundaries

Trouble communicating with managers and colleagues can lead to mistaken assumptions and encourage stretch.

Social Separation

Being absent from family and companions can lead to sentiments of forlornness and need of bolster.

Social Desires

Sexual orientation standards in both the domestic nation and the goal nation may put extra burdens on ladies, anticipating them to prioritize household obligations indeed whereas working.

Abuse and Manhandle

Vagrant ladies are frequently powerless to misuse due to their dubious legitimate status and need of information approximately their rights, driving to destitute working conditions and intemperate work requests. Potential procedures to progress work-life adjust for vagrant ladies laborers:

Boss Activities

Adaptable work courses of action, on-site childcare offices, dialect preparing programs, and approaches tending to badgering and misuse.

Government Arrangements

Get to reasonable childcare, made strides work laws securing transient specialists, and activities to advance integration and social bolster systems.

Community Back

Building up community centers with back administrations like dialect classes, directing, and data approximately rights and privileges.

Strengthening Programs

Giving vagrant ladies with information around their rights, budgetary education, and abilities preparing to arrange way better working conditions.

Migrant Women Workers Working Conditions of Textile Industries

Garment Industry, Hiring and Contracting

There are basically three methods for hiring staff: (1) direct hiring by the employer; (2) hiring agencies or labor contractors; The majority of employees in Bengaluru are hired directly by the business. (70%), whereas the most common approach in NCR is through personal relationships (42%). Additionally, the NCR has a far higher percentage of employment through contractors (25%) than Bengaluru (1%). However, not every Southern clothing cluster is the same; hiring by contractors

Contract Labour

A situation where the legal employer and the person for whom the task is performed are not the same is sometimes referred to as a “triangular employment relationship,” as defined by Theron et al. (2005) (Barrientos), 2011. The definition of “contract worker” is not commonly agreed upon. According to Chan (2013) and SLD (2013a), In a similar vein, the diversity of contractors in India and the range of jobs they perform made it impossible for a definition of contractors to be widely agreed upon in the literature. This essay aims to cover all types of employer-employee relationships, particularly those that take place in less formal contexts. As a result, the phrase “contract workers” is often used in Tirupur. Contractors are primarily utilized in Tirupur to hire far-flung interstate migrants. In the study, the term “contractors” has been interpreted broadly to encompass a variety of contract workers and contractors.

Types of Contractors

Since labor contractors carry out a wide range of tasks in various contexts along the clothing supply chain, there is no such thing as “the” labor contractor in India. In addition to being recruitment firms, contractors could also be supervisors or garment workers who work as contractors on the side. As a result, in India, it is frequently difficult to distinguish between the responsibilities of employers, contractors, and employees. Contractors serve as labor contractors, job contractors, or both; they assist in providing labor and oversee the worker’s real output (Verite, 2010). In actuality, Indians perform a wide range of tasks.

Contractors May Perform as

1. Labor providers, which include finding and employing personnel in accordance with the requirements of the user company or factory
2. The owners of subcontracting units that take on and ensure the completion of work that is outsourced from manufacturers; and
3. Wage payers, who pay contract workers wages and non-wage benefits SLD workshop—it was also discovered that some of these contractors served as “trainers” and had apprentices who worked alongside paid workers.

Hours of Work

A 48-hour workweek, or eight hours a day, six days a week, is mandated by the 1948 Factories Act. Overtime can be up to fifty hours throughout three months, and the total number of hours worked in a week cannot exceed sixty. However, it appears that the Indian apparel sector has institutionalized excessive overtime work. In order to maintain a respectable level of living and augment their pitiful base pay, industry workers put in extra hours. Furthermore, overtime appears to have been commonplace in several clothing clusters, and employees are forced to cooperate out of fear of being transferred or fired. Employees must, however, put in extra hours if they are unable to meet the given output goals within the allotted time. In Tirupur, overtime is very limited, lasting no more than one hour per day or a maximum of fifteen hours per month (Ganguly, 2013).

Wages and Other Remunerations

Basic Wages

The compensation structure in the Indian apparel business is extremely intricate. This can be ascribed to the 1948 Minimum Wage Act, It declares that the power to set minimum wages rests with both the federal and state governments. The Act ultimately results in the absence of a uniform minimum wage that could be applied nationwide. Rather, there are disparities in pay between states, regions, industries, and even between various professions and skill levels within the same

business. The cost of living index and the workers' base pay are taken into consideration when estimating minimum wages.

Overtime Wages

Even though overtime is legally required to be paid at double the regular wage, employees frequently receive lower pay. Three wage rates are applicable for overtime in the NCR, per an SLD study that examines the wage practices of textile workers:

One rate per hour of overtime, one rate per hour of overtime, or double for the first two hours of overtime and thereafter single are the available options.

Child Labor and Forced Labor in the Apparel

The ILO Forced Labour Convention, 1930 define forced or compelled labor as “any work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily” (No. 29). The Indian Constitution forbids the use of forced labor. Additionally, any labor guarantee secured by debt or advances obtained is prohibited by the Bonded Labour System (Abolition) Act of 1976; nonetheless, the way the law is applied leaves a lot to be desired. (2016, Fair Wear Foundation). Workers hired in Tamil Nadu under the Sumangali plan provide a particularly notable example.

Child labor appears to be fairly prevalent in the Tirupur garment cluster, according to ASK-Verite (2010). Teenagers between the ages of 8 and 14 are employed as helpers by a number of subcontracting units in Tirupur. These children typically labor to augment their limited family resources, even though their average daily wage (INR 15–30) is far less than that of adult workers. Working 12 to 14 hours a day, and occasionally even 18 hours, is excessive.

Conclusion

Long work hours, limited childcare options, cultural isolation, language barriers, and workplace exploitation are just a few of the factors that make it difficult for migrant women workers to achieve work-life balance. These factors place a disproportionate amount of stress on their well-being and frequently force them to forgo personal needs and family ties in order to fulfill their work obligations. Therefore, policies and programs that enhance working conditions, facilitate access to support services, and tackle gender-based disparities are crucial for enhancing migrant women workers' work-life balance.

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