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Social Security for Textile Industry Labours in Tiruppur District of Tamil Nadu

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ABSTRACT

This research revolves around the state of social security provisions for labourers in the textile industry of Tiruppur, Tamil Nadu. Textile labourers face unique challenges such as job insecurity, health risks, and fluctuating economic conditions. Effective social security measures can mitigate these challenges by providing stable income during unemployment, access to healthcare services, and retirement benefits. The main stream focus of the study is on the effectiveness and accessibility of existing social security schemes such as healthcare, pension, and insurance. Through qualitative methods such as interviews and surveys with workers and employers, the study explores the gaps between policy intentions and implementation realities. The findings of the study reveal significant challenges including inadequate coverage, administrative barriers, and disparities in benefits distribution. The study then goes on to recommend suggestions to improve policy implementation and benefit distribution. Lastly, it concludes with recommendations for policy improvements to enhance the social security framework for textile labourers in Tiruppur, aiming to foster greater equity and welfare in the industry.

Keywords: *Textile Industry, labourers, social security.*

I. INTRODUCTION

The textiles and apparel industry in India is the 2nd largest employment provider employing directly up to 45 million people and 100 million people in allied industries after agriculture. It contributes to 2% of the GDP, 7% of India's industrial output and 27% of country's foreign cash receipts. India is the second largest manufacturer of PPE and producer of polyester, silk and fibre in the world. Ready-made clothing industry is a popular contributor to employment with heavy reliance on labour inputs. The workforce in this sector is mostly unorganised as it is heavily constituted by first generation industrial workers and migrants. This industry is regulated by various Central and State labour laws rules and policies but there is no specific legislation that addresses the textile sector employees. However, the textile industry falls under the ambit of the Factories Act of 1948. With the growing trends in business environment, the

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long-term sustainability of the sector is dependent on labour. Thus, the worker's skill, productivity, and motivation should be given due importance.

Article 22 of the Universal Declaration of Human Rights outlines the concept of social security which states that everyone has the right to social security and is entitled to realize of the economic, social and cultural rights as a member of society. Social security improves labour welfare by providing security to their well-being. The ILO defines it as protection which the society provides for its members against any economic or social distress. When a person experiences substantial loss in his income by way of sickness, old age, injury, maternity, death, un-employment the State must endeavour to protect him. It is necessary from birth(child) to death of a person (old age).

The social security (minimum standards) convention (No.102) adopted by the ILO in 1952 defines the branches of social security benefit as medical care, sickness benefit, old age benefit, employment injury benefit, family benefit and maternity benefit.

Historical Background

The textile industry in India mainly includes woven and knitted garments production. Tiruppur has earned the reputation of 'Textile Capital of India', by being a dominant player in knitting garment sector. Tiruppur runs across 27.20 sq. kms and is recognised as the 7th largest town in Tamil Nadu. It is located at a distance of 60 km from Coimbatore, the Manchester of South India. Tiruppur is neighboured by Karur, Erode and Chennimalai which are famous for home furnishing textiles, Dhoti's and handloom bedsheets respectively. Until 2009 Tiruppur was part of Coimbatore and it was in this year the district was born after reorganising Coimbatore and Erode. The reasons for the growth of textile Industry in Tiruppur among all other industries is the low-cost skilled labourers, sizeable supply of fabric, raw material supply and spinning capacity while the shortcomings are labour issues, power cuts, drinking water issues water pollution air pollution and poor roads.

Tiruppur is a water starved town with 'Noyyal' and seasonal rains being its only source of water and is unlikely to believe the feet it has achieved in the garment production. People began shifting from agriculture to manufacture briefs and vests in small scale. The high mineral content in the local water had played a big role in Tiruppur's success in textiles. Clothes bleached with the local water came out whiter. Tiruppur made a name for itself in the white briefs and vests market.

- **1930's –** The township started with the production of low valued cotton hosiery items, mainly the under garments. Knitting to this city was introduced by Mr. Gulam Kadar

in 1937. He established "Baby Knitting Industries" in "Kaderpet" area of Tiruppur. It was followed by the establishment of second knitting unit by a woman, Mrs. Chellammal, in the name of "Chellemmal Knitting".

- **1940's –** Lot of strikes took place in the towns of Salem and Maduraiduring late 1930's and this led to the formation of new firms in Tiruppur. By 1940's it became a prominent centre for knitwear in South India. Nearly 34 units were engaged in the production of knitwear in the form of composite mills. Specific operations like bleaching and dyeing units also began to emerge
- **1950's and 1960 –** Tiruppur gained popularity for its yarn production and cotton farming. The number of units rose to 230 and the industry largely catered only to the domestic market.
- **1970's –** Tiruppur shifted their focus to knitwear manufacturing form cotton and yarn production. The enthusiastic local entrepreneurs saw an opportunity to incorporate modern machinery in their traditional weaving methods in order to produce high quality of knitted garments. The most responsible factor for the growth of the industry was the town's skilled workforce. Tiruppur's direct exports started with Italy when a garment importer Mr. Verona, from Italy came to Tiruppur in 1978 through Mumbai exporters to buy white T-shirts. Verona was the man who opened the gate of European business to Tiruppur.
- **1980's –** Tiruppur went beyond the domestic market in India to witness the export boom in knitwear products. This encouraged small-scale business owners to undertake investments in town's manufacturing capabilities. The town continued to stitch its own success pathway gaining an incredible popularity in the fashion and textile industry.
- **1990's –** Global fashion brands like Adidas, Nike, Puma, Fila and H&M started sourcing their supplies from Tiruppur and it increased the town's stance in the International Textile Market**.** This period also highlighted on challenges faced by the industry, especially issues related to labour rights and environmental sustainability. Ensuring fair living wages and safe working conditions for labourers became a priority.
- **21st Century –** The town continues to evolve with technology and automation. The production efficiency and quality has enhanced drastically. The industry has diversified into various segments, including sportswear, casual wear, and innerwear, catering to a wide range of consumer preferences

On analysing the historical perspective of Tiruppur as a cornerstone of textile industry in India,

it is settled that there is an incredible workforce, innovation, entrepreneurship, and a commitment to quality in the Town.

Literature Review

i. ***Panda, P. K., & Komalavalli, P. (2019)*** had attempted to investigate the factors that affect workers' health, social security, and income in the textile factories in Tiruppur, Tamil Nadu. With the help of a random sample technique, 100 workers from 30 textile companies were the subject of primary data collection in the months of September and October 2016. One of the key limitations is low-income group. Education, working conditions, and skill development have been found to have a significant impact on labourers' wages. Gender prejudice was still present, while deciding wage. It is necessary to provide social security benefits in an appropriate manner, improve the workplace, and check for gender bias in compensation through legal and administrative assistance.

ii. ***R. Arthi and Nagarajan (2018)*** analysed the 'health security of migrant workers in Tiruppur garment industry'. According to the sources, Tiruppur Garment Industry employs more than 3.5 lakhs of people including both local as well as migrated labour force from the nearby 30 districts and states. Migrant workers face challenges for medical care, transportation, insurance, the threat or fear of wage or job loss; language barriers; and limited clinic hours. Illiteracy further limits verbal communication and the degree to which written information can be relied on to provide educational or preventive advice and information regarding how to get health care. Any policy addressing the healthcare of migrants has to understand the relationship that exists between migration and health, and interdependence between the needs of the numerous populations involved in the migration process.

Research Methodology

i. Problem Statement

Gauging the social security for workers in the textile industry with special reference to Tiruppur. The author has taken efforts to distinguish this research from others by focusing primarily on the wellbeing of labours and their parameters for satisfactory work environment and culture. This ultimately contributes toward better protection given to the members by the society and ensures Employers to make the inclusion of the necessary social security schemes for their employees.

ii. Objectives of the Study

- To identify the key problems faced by the workers involved in the Textile Industry in the Tiruppur District of Tamil Nadu.
- To procure information relating to the various social security legislations applicable to the Textile Industry workers.
- To study the challenges faced by the Textile Industry with reference to social security schemes and offer proposals for their better implementation in Tiruppur District of Tamil Nadu.

iii. Importance of the Study

The textile industry is the second largest employer after agriculture. The Business management has to consider the concerns of the employees while developing the policies and strategies for them. Nearly 8 lakh workers are employed in Tiruppur garment manufacturing and allied industries and thus it becomes important to survey the opportunities and challenges that had been the part of implementing the Social Schemes. This research will also help to understand the social security for textile labours of any city and to take effective measures for their betterment.

iv. Sample Selection

The workers from various textile companies falling under the MSME category, proprietary and partnership levels were taken into consideration for the study. All these Textile industries were located in Tiruppur. Their core activities were domestic production, exports and job work of garments and knit-wears. Many of the workers were uneducated and were not aware of the any social security schemes, despite their lack of knowledge they provided honest answers to the survey.

v. Survey Technique

The workers were asked to fill 10 questions in a Google form titled “Social Security for textile industry labours with reference to Tiruppur”. Sample Size Total- 51 responses of workers have been obtained from different zones of the Tiruppur district to know the scale of social security available for the workers in Textile Industry of Tiruppur.

vi. Limitation of the Study

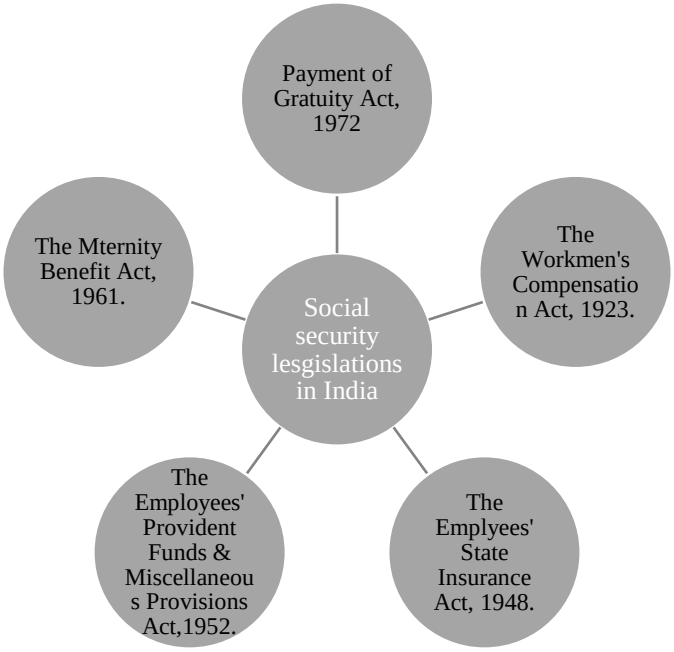
- The study is restricted to analyse the social security measures provided to the Textile Industry workers in the Tiruppur City of Tamil Nadu. Other measures are not checked in

this particular study.

- The study had focused only on the important social security schemes like Sanitization, Insurance, Pay fixation, Provident fund and Bonus. Other parameters are not analysed in detail.

II. SOCIAL SECURITY LEGISLATIONS IN INDIA

Labour falls under the Concurrent List of the Constitution. Thus, the Parliament and State Legislatures can make laws regarding labour welfare. There are over 100 State and 40 Central laws regulating various aspects of labour such as resolution of industrial disputes, working conditions, social security and wages[2].



CONSTITUTIONAL MANDATE

PREAMBLE:

The preamble provides for the establishment of socialist state. The Supreme Court has stated the main of socialism is to eliminate income inequality and to provide decent standard of life to working people[3]. It ensures social justice along with equality of status and opportunity.

DIRECTIVE PRINCIPLES OF STATE POLICY:

- Article 38 prescribes that a state has to secure a social order for the promotion of welfare

[2] List of Central Labour Laws under Ministry of Labour and Employment, Ministry of Labour and Employment.
[3] Samantha v. State of Andhra Pradesh, AIR 1997 SC 3297, 1997 (8) SCC 19.

of the people. It directs the State to promote the welfare of the people by securing and protecting as efficiently as it may a social order in which justice –social, economic and political shall form part of national life.

- Clause (2) to Article 38 which directs the state to minimize the irregularities in income, status, facilities and opportunities among groups of people residing in different areas or engaged in different vocations[4].
- Article 39 provides for equal rights to adequate means of livelihood to all citizens and distribution of wealth to serve common good and prevention of concentration of wealth.
- Article 41 provides right to work, education and public assistance joblessness, old age, sickness, and debilitation, and other instances of un-served wants. The court has observed that social security is assured under Article 41 and Article 47 and it imposes a positive duty on the State to raise the standard of living and to improve public health[5].
- Though the Directive Principles are not enforceable in the Court of Law, Supreme court has declared that they are fundamental in the governance of the country[6].

FUNDAMENTAL RIGHTS:

Article 14 – Provide for Right to Equality.

Article 23 and 24 - Provides for Right against Exploitation. Article 24 is enforceable against everyone and by reasons of its compulsive mandate no one can employ a child below 14 years in a hazardous employment[7].

Article 21 – It is a mini constitution in itself and ensures right to life and liberty. This is the most important Article which includes all the rights that are essential to main human life in a society, such as medicine, food, clothes, shelter, medicine and education. The Right to work includes the citizen's right to have work according to his ability and skill with suitable minimum wages that enable him to maintain his life in a civilized society.

The Supreme court held that security against sickness and disablement was a fundamental right under Article 21 read with Article 39(e) of the Constitution of India[8].

ENACTMENTS AND LAWS

i. **THE EMPLOYEES' STATE INSURANCE ACT, 1948-** It covers factories and

[4] 44th Amendment to the Constitution of India in the year 1978.
[5] Life Insurance Corporation of India v. Consumer Education and Research, 1995 AIR 1811, 1995 SCC (5) 482.
[6] Minerva Mills and Ors v Union of India and Ors, 1980 AIR 1789, 1981 SCR (1) 206, 1980 SCC (3) 625.
[7] People's Union for Democratic Rights v. Union of India, AIR 1982 SC 1473.
[8] Regional Director, ESI Corporation v. Francis De Costa, AIR 1997 SC 432, 1996 AIR SCW 3814.

establishments with 10 or more employees and provides for comprehensive medical care to the employees and to their families in the form of monetary benefits during sickness and monthly payments in case of disablement or death.

ii. **THE EMPLOYEES' PROVIDENT FUNDS & MISCELLANEOUS PROVISIONS ACT,1952-** It applies to specific scheduled factories and establishments employing 20 or more employees and ensures terminal benefits to provident fund, superannuation pension and pension to family members. Separate laws exist for similar benefits for the workers in the coal mines and tea plantations.

iii. **THE EMPLOYEES' COMPENSATION ACT, 1923**- It requires payment of compensation to the workman or his family in cases of employment related injuries resulting in death or disability. The Workmen Compensations Act, 1923 provides for the payment of compensation to workmen for personal injury arising in the course of and out of employment.

iv. **THE FACTORIES ACT, 1948-** The act is to provide protection to the exploited workers and improve the working conditions in the industries and factories. The act further provides a machinery of instructions and their strict observance and direction for the owners, and the machinery created in the act. The framed for the working condition, health, cleanliness, safety, wages and leave/ holidays of the workers. If the owner/occupier violates the any provision of the Act, the penalties will be imposed on them by way of imprisonment or fine or both under the Factories Act, 1948.

v. **THE MATERNITY BENEFITS ACT, 1961**- It was enacted to provide uniform standards for maternity protection. It was implemented in the first instance to all factories, mines, and plantations workers except those to which the Employee's State Insurance Act applied. It provides for 12 weeks wages during maternity, nursing breaks, medical bonus, relief from work of arduous nature and also paid leave in certain other related contingencies.

vi. **THE PAYMENT OF GRATUITY ACT, 1972 -** The Act was enacted with sole objective of providing gratuity i.e., a monetary award given for services rendered to the employees working in the factories, oilfields, mines, plantations, railway companies, shops or other establishments upon their retirement, resignation, death or disablement. An employee is entitled for the payment of gratuity on his superannuation, retirement, resignation, death, disablement provided he/she has been in employment for a

continuous period of 5 years. An employer can forfeit Gratuity for causes provided in the Act only.

GOVERNMENT SCHEMES:

The Government has created several schemes s to provide Social Security to the workers in the unorganised sector. Some of the important schemes are as under

a) Integrated Rural Development Programme, Rural Group Life Insurance Scheme\

b) Krishi Shramik Samajik Suraksha Yojana

c) Shiksha Sahayog Yojana

d) Jawahar Gram Samriddi Yojana

e) Employment Assurance Scheme

f) Pradhan Mantri Gramodaya Yojana

g) Food for Work Programme.

h) Rajiv Gandhi Shramik Yojana

i) Swasthya Bima Yojana.

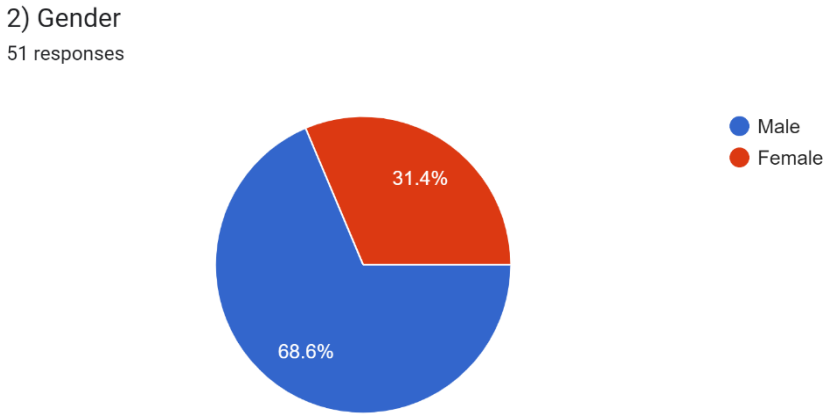
j) National Old Age Pension Scheme.

III. DATA ANALYSIS

A. THE RATIO OF MALES AND FEMALES WORKING IN THE TEXTILE INDUSTRY OF TIRUPPUR

Among the 51 units taken by the researcher, 35 are the number of males working in the Textile industry of Tiruppur and 16 are the number of females working in the Textile industry of Tiruppur. The corresponding percentages of males and females in the Textile industry of Tiruppur are 68.6% and 31.4%.

Figure II: Gender of worker

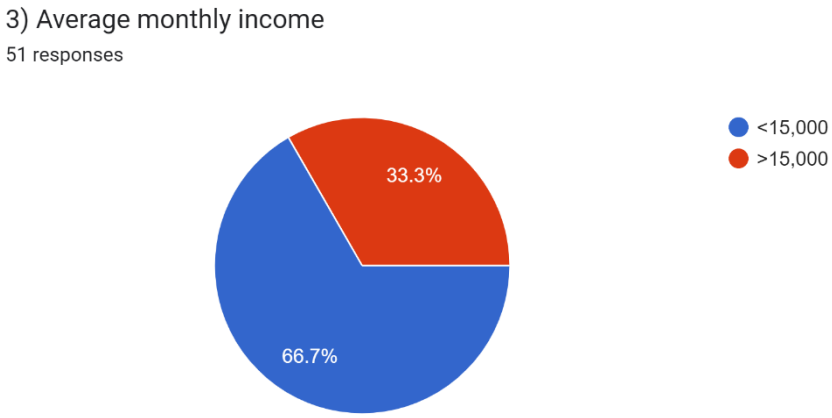


It can be inferred from the above diagram that the majority of the workers in the industry are males. There is gender disparity within the textile sector of Tiruppur as there are fewer women compared to men and underscores the need for efforts to promote gender equality and diversity within workforce.

B. THE BASIC AVERAGE MONTHLY INCOME OF THE WORKERS IN THE TEXTILE INDUSTRY OF TIRUPPUR

Among the 51 units analysed by the researcher, 34 workers receive an average monthly wage below Rs. 15,000 and 17 workers receive an average monthly wage above Rs. 15,000. The corresponding percentages workers receiving an average monthly income above Rs. 15,000 and workers receiving an average monthly income below Rs. 15,000 in the Textile industry of Tiruppur are 66.7% and 33.3%.

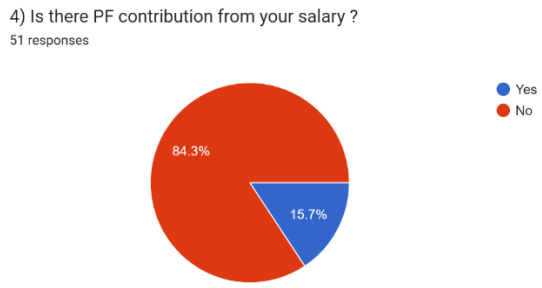
Figure III: Average Monthly Income of workers



C. WHETHER THE WORKERS ARE PART OF PROVIDENT FUND CONTRIBUTION?

Among the 51 units taken by the researcher 43 workers are not part of Provident Fund Contribution and 8 workers are part of Provident Fund Contribution. The corresponding percentages workers being part of Provident Fund Contribution and workers not part of Provident Fund Contribution in the Textile industry of Tiruppur are 15.7% and 84.3% respectively.

Figure IV: Provident fund contribution from salary

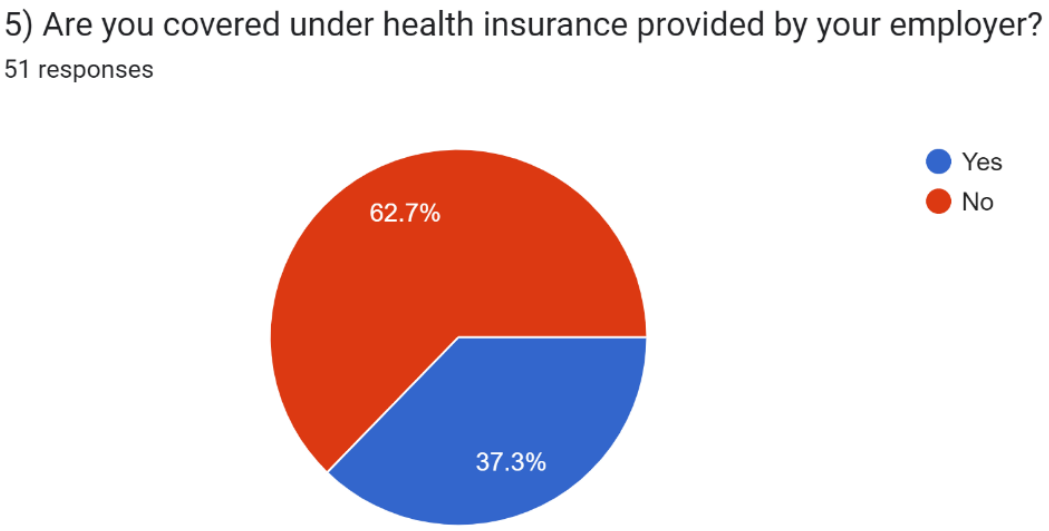


From the diagram it can be inferred that majority of the workers are not enrolled in Provident Fund Contributions. This is because most of the workers are employed under informal arrangements where the employer does not provide any benefits. Tiruppur is dominated by small scale industries which do not have formalised systems of PF contribution and some of the workers themselves lacked awareness of their right to PF contribution.

D. WHETHER ALL THE WORKERS IN THE TEXTILE INDUSTRY OF TIRUPPUR ARE COVERED UNDER HEALTH INSURANCE?

Among the 51 units taken by the researcher 32 workers are not covered by any health insurance and 19 workers are covered by health insurance. The corresponding percentages workers not covered by any health insurance and workers covered by health insurance in the Textile industry of Tiruppur are 62.7% and 37.3% respectively.

Figure V: Health insurance coverage of workers

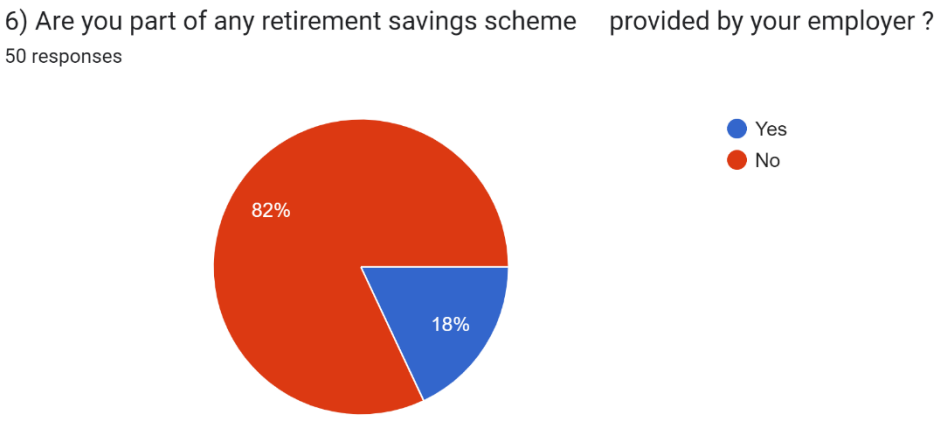


From the above diagram it can be inferred that most of the workers are not covered under health insurance. On the part of employer there was a perception of health insurance being added cost burden and lack of resources to offer health insurance to the workers. On the part of employees there was lack of awareness to their right to health insurance coverage and an immediate need to earn a livelihood even without social security.

E. WHETHER THE WORKERS ARE PART OF ANY OTHER RETIREMENT SAVINGS SCHEME INITIATED BY THEIR EMPLOYER OR OTHER STAKEHOLDERS?

Among the 51 units taken by the researcher 39 workers are not part of any retirement savings scheme initiated by their employer or other stakeholders and 11 workers are part of some retirement savings scheme initiated by their employer or other stakeholders. The corresponding percentages of workers not being part of any retirement savings scheme initiated by their employer or other stakeholders and 11 workers are part of some retirement savings scheme initiated by their employer or other stakeholders in the Textile industry of Tiruppur are 62.7% and 37.3% respectively.

Figure VI: Any other retirement savings scheme provided by employer

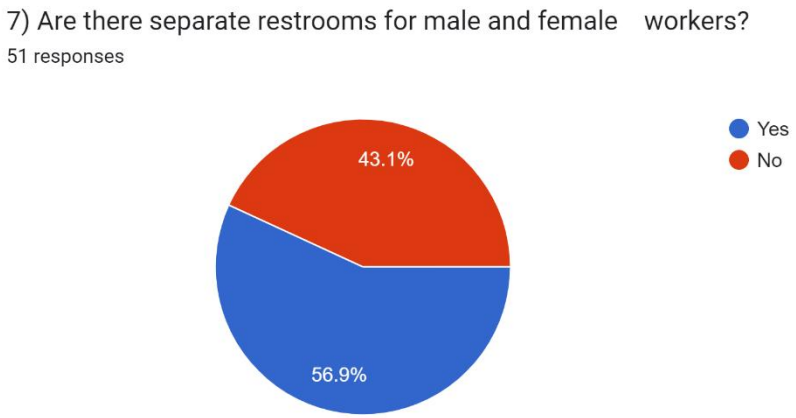


From the above diagram it can be inferred that majority of workers are not part of any retirement savings scheme.

F. ANALYSIS ON WHETHER THERE ARE SEPARATE RESTROOMS FOR MALE AND FEMALE WORKERS IN THE TEXTILE INDUSTRY OF TIRUPPUR.

Among the 51 units taken by the researcher 30 workers have reported that there are separate restrooms for male and females in their workplace and 21 workers have reported that there are no separate restrooms for male and females in their workplace. The corresponding percentages of workers who have reported that there are separate restrooms for male and females in their workplace and workers who have reported that there are no separate restrooms for male and females in their workplace in the Textile industry of Tiruppur are 58.8% and 41.2% respectively.

Figure VII: Provision of separate restrooms for male and female workers

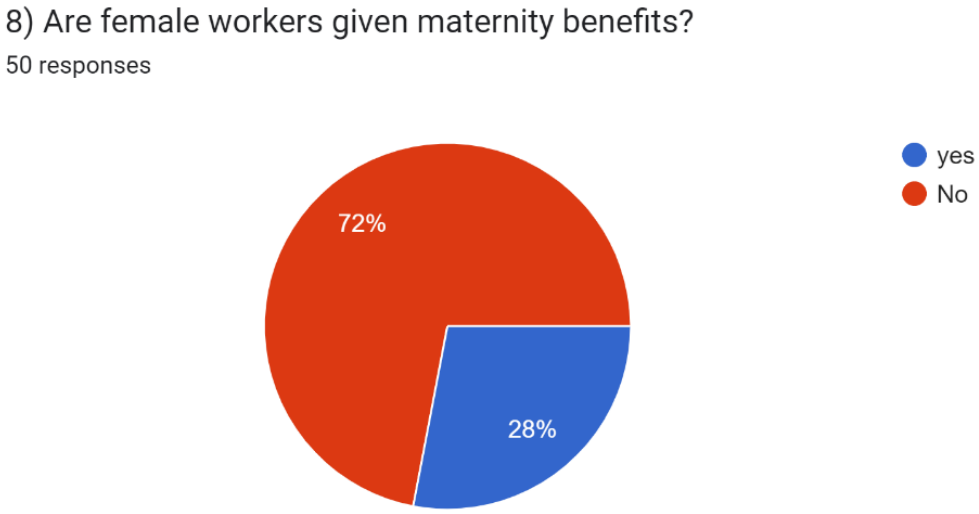


It can be inferred from this diagram that cleanliness at workplace is followed by majority of the industries. But still some industries do not adhere to basic requirement of providing separate restrooms for males and females.

G. WHETHER WOMEN WORKERS IN THE TEXTILE INDUSTRY ARE GIVEN MATERNITY BENEFITS?

Among the 51 units taken by the researcher 37 workers have reported that female workers are not given maternity benefits and 13 workers have reported that female workers are not given maternity benefits. The corresponding percentages of workers who reported that female workers are not given maternity benefits and workers who have reported that given maternity benefits in the Textile industry of Tiruppur are 72% and 28% respectively.

Figure VIII: Provision of maternity benefits for female workers



It can be inferred from this diagram that most of the female workers are not given maternity benefits. When they are in the start of maternity period they continue working until they reach the mid-term of their pregnancy and then they resume work after they deliver the baby.

H. PROBLEMS FACED BY THE WORKERS

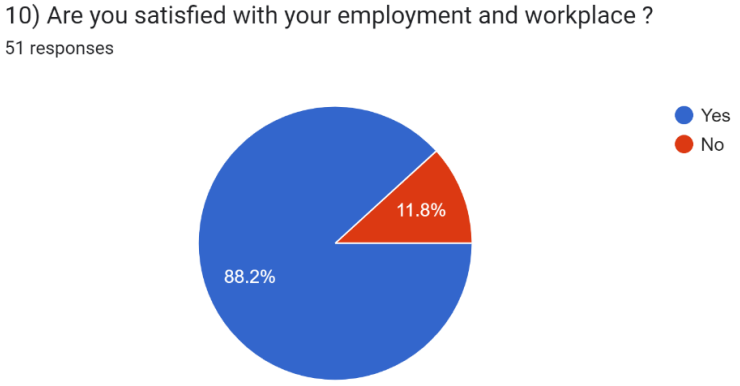
Among the 51 units taken by the researcher 36 workers have reported that they do not face any kind of problem in their workplace, 6 workers have reported that they face health hazards, 2 workers have reported that they are stressed from work, 2 workers feel that they are in an unclean workplace, 1 worker has reported that he was made to work overtime with no extra wages. The corresponding percentages of workers who do not face any kind of problem in their workplace, workers who have reported that that they face heath-hazards, workers who have reported that they are stressed from work, workers who feel that they are in an unclean workplace and workers who reported that they were made to work overtime with no extra wages is 73.5%, 12.2%, 4.1% and 4.1% respectively.

From the above it can be inferred that most of the workers do not face any kind of personal problem in their workplace. Nevertheless, some workers do face health hazards like backpain from sitting at the tailoring machine without backrest and dust allergy from minute particles of clothes. The workers are also stressed and are made to work overtime without extra wages as they are unaware of their entitlement to additional wages for overtime.

I. THE SATISFACTORY LEVEL OF THE WORKERS IN TEXTILE INDUSTRY OF TIRUPPUR.

Among the 51 units taken by the researcher 45 workers have reported that they are satisfied with their employer and workplace and 6 workers have reported that they are not satisfied with their employer and workplace. The corresponding percentages of workers who are satisfied with their employer and workplace and workers whom are not satisfied with their employer workplace in Textile Industry of Tiruppur is 88.2% and 11.8% respectively.

Figure IX: Satisfactory level of workers with their employment and workplace



From the above diagram it can be inferred that most of the workers are satisfied with their work and confirmed that they are willing to work in the textile industry in the upcoming years. The main reason for them to remain in this industry is they are well-versed with the skills needed for this industry and are attached heartily to their employer, co-workers and workplace. However, some workers weren't satisfied with their work because of various reasons like low wages, work timing, no transportation facility and no increment.

IV. FINDINGS

i. Majority of the workers in the industry are males. There is gender disparity within the textile sector of Tiruppur as there are fewer women compared to men and underscores the need for efforts to promote gender equality and diversity within workforce.

ii. Majority of the workers are not enrolled in Provident Fund Contributions. This is because most of the workers are employed under informal arrangements where the employer does not provide any benefits. Tiruppur is dominated by small scale industries which do not have formalised systems of PF contribution and some of the workers themselves lacked awareness of their right to PF contribution.

iii. Most of the workers are not covered under health insurance. On the part of employer there was a perception of health insurance being added cost burden and lack of resources to offer health insurance to the workers. On the part of employees there was lack of awareness to their right to health insurance coverage and an immediate need to earn a livelihood even without social security.

iv. Majority of workers are not part of any retirement savings scheme.

v. Cleanliness at workplace is followed by majority of the industries. But still some industries do not adhere to basic requirement of providing separate restrooms for males and females.

vi. Most of the female workers are not given maternity benefits. When they are in the start of maternity period they continue working until they reach the mid-term of their pregnancy and then they resume work after they deliver the baby.

vii. Most of the workers do not face any kind of personal problem in their workplace. Nevertheless, some workers do face health hazards like backpain from sitting at the tailoring machine without backrest and dust allergy from minute particles of clothes. The workers are also stressed and are made to work overtime without extra wages as they are unaware of their entitlement to additional wages for overtime.

viii. Most of the workers are satisfied with their work and confirmed that they are willing to work in the textile industry in the upcoming years. The main reason for them to remain in this industry is they are well-versed with the skills needed for this industry and are attached heartily to their employer, co-workers and workplace. However, some workers weren't satisfied with their work because of various reasons like low wages, work timing, no transportation facility and no increment.

V. SUGGESTIONS

The following are the suggestions to be followed for better implementation of social security legislation in the Textile Industry of Tiruppur:

i. There is a need to ***increase awareness*** of important Social Security legislations among workers. This can be done through modern communication media, displaying abstracts of the Acts and other rights of workers on notice board at work place, organising training workshops and increased participation in labour union. To familiarise the worker with their entitlements in workplace efforts must be from the tripartite bodies-workers, employers and government.

ii. There must be more ***inclusivity and diversity in workforce***. Female workers must be encouraged to work and treated in par with male workers.

iii. ***Pay scale of the workers*** must be ***continuously reviewed*** by the employers to reward them adequately for their skills. Workers must be paid overtime wages in addition to their normal wages if they are required to work overtime. There must be a scheme in place for providing increment.

iv. There must be ***provision of separate restroom*** facilities for male and female workers. This will ensure cleanliness and neatness of workplace.

v. The employers in textile industry ***must comply with all the rules and regulations*** mentioned in the Employees Provident Fund & Miscellaneous Provisions Act, Employees State Insurance Act, Payment of Gratuity Act, Employees Compensation Act and Maternity Benefit Act.

vi. To ***counter the health hazards*** faced by workers the following can be done:

Backpain	regular intervals between worktime and provision of backrest in their tailoring machine.

Dust Allergy	provision of masks and ensure workplace is properly cleaned.

vii. ***Enrolling the workers in Provident fund and providing health insurance*** coverage is very important to secure the future of the employees. Female workers must be given maternity benefits.

viii. **No workers must be required to work continuously** for more than 10 days as in accordance with the Factories Act. Providing regular intervals and holidays should be given by the employers. This may reduce the stress level of workers and ensure sufficient time for their personal lives also.

VI. CONCLUSION

It is settled by studying the research that implementation of social security is not given due importance by small scale businesses in Tiruppur. There is also a need for securing the health of the garment workers in a better way. Around 53% of all of the salaried workforce does not have any social security benefits in India[9]. The age-old perception of considering workers as nothing more a factor of production has changed, currently the welfare and wellbeing are important to the employers because of various compliance under Labour Enactments. A worker spends at-least quarter of his life in his workplace. Therefore, he has every right to proper safeguards for his life and health. The dedication, motivation and commitment to work is dependent on the welfare and security he gets from the employer. In this study it was found that despite the workers being aware of the social security benefits, they weren't part of any such benefits. But the satisfactory level of the workers with regard to their employment was nevertheless high.

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QUESTIONNAIRE

TEXTILE INDUSTRY LABOURERS – A SOCIAL SECURITY ANALYSIS

1) Name

_____

2) Gender
    - Male
    - Female
3) Average monthly income?
    - <15000
    - >15000
4) Is there Provident Fund contribution from your salary?
    - Yes
    - No
5) Are you covered under health insurance provided by your employer?
    - Yes
    - No
6) Are you part of any retirement savings scheme provided by your employer ?
    - Yes
    - No
7) Are there separate restrooms for male and female workers?
    - Yes
    - No
8) Are female workers given maternity benefits?
    - Yes
    - No
9) Have you faced any kind of personal problems?
    - Sexual Harassment
    - Unclean working space

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- Health Hazards
- Unequal Wages
- Harassment by employer
- Stress
- Other

10) Are you satisfied with your employment and work environment?

- Yes
- No

11) Suggestions, if any?

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