



ORIGINAL RESEARCH PAPER

Economics

FACTORS CONTRIBUTING FOR WOMEN JOINING TO GARMENT INDUSTRY IN BENGALURU

KEY WORDS: Women, Garment, Job, Factor Analysis.

Dr. Premakumara G.S

Professor Of Economics, Department Of Studies And Research In Economics, Sir M.V.Pg Centre, Mandya University Of Mysore

Sowmya S Murthy

Research Scholar, Department Of Studies And Research In Economics, Sir M.V. Pg Centre, Mandya University Of Mysore

ABSTRACT

In recent years garment industry is one of the big sectors providing employment in cities like Bengaluru. Most of the women have joined garment industry due financial problem, family issues, for the use of skills, improve the standard of living and not to be dependent on others for their livelihood. The present study analyzed the factors contributing for women to join garment companies. The present paper uses primary data and principal component analysis. It is found from the analysis that the factor analysis has identified five factors as significant factors which strongly contribute for the women to join garment companies. At the first place financial problems and use of skill have very strong and joint reasons for women to join garment companies. At the second place, age and gender are also second best strong factors jointly contribute for women to join garment companies. Fingers play significant role in garment industry. Hence, in the present analysis, fingers are also identified and significant factor for women to join garment companies in Bengaluru.

INTRODUCTION:

Garment industry attracts large number of women employees for varieties of works. Both skilled and unskilled workers are needed in this industry. In recent years garment industry is one of the big sectors providing employment in cities like Bengaluru. Both urban and rural women, literate and illiterate women find skilled and unskilled jobs in garment industry (Khare & al., 2012). Women have been empowered through garment industry. Earning, spending, saving, decision making capacities of have been increased because of increasing job opportunities in garment industry. Most of the women have joined garment industry due financial problem, family issues, for the use of skills, improve the standard of living and not to be dependent on others for their livelihood (Ghani & al., 2013). The present study will examine the factors will jointly contribute for women joining to garment industry.

Review of Literature:

The intention of women to join the garment industry is influenced by a number of factors. Financial problems, family issues, Poverty and others are major factors contributing for joining to garment industry (Akhter & al., 2017), (Kabeer & Mahmud, 2004). Being women, in the industry, there are challenges, including poor working conditions, low wages, and the risk of harassment (Begum & al., 2011). These challenges are exacerbated by the separation from their children, leading to stress and mental health issues (Akhter & al., 2017). The industry's patriarchal and bureaucratic structure also creates barriers to their progression into leadership positions (Islam & al., 2018). Despite these challenges, the garment industry provides a vital source of income for women, particularly in rural areas, and has the potential to improve their socio-economic status (Saha, 2014), (Kabeer & Mahmud, 2004).

Methodology:

The present paper used primary data collected form 384 respondents. Women working in garment companies in Bengaluru are the respondents for the study. Stratified random sampling method has been adopted for the selection of sample. The data collected in five point Likert scale. The principal component analysis is used for analysis of data. The descriptive statistics are used for the understanding of data. Correlation coefficient was used for establishing the relationship among the variables used for the analysis. Kaiser-Mayer-Olkin (KMO) test was used for adequacy of data. Bartlett's test was used for checking the sphericity. The varimax method was followed for the rotation of factors. The

components are identified based on Eigen value and factors are identified based on the factor scoring.

RESULTS AND DISCUSSION:

The present analysis used ten variable listed in the following table;

Table 1: Descriptive Statistics for Determinants of Joining Garment Companies

Factors	Mean	Std. Deviation	Analysis N
Financial Problem	4.28	1.144	384
Family Issues	4.31	1.035	384
Use of Skill	3.81	1.202	384
Improve Living	3.61	1.147	384
Not Dependent	4.12	1.178	384
Skill	4.29	1.242	384
Age	4.22	1.060	384
Fingers	2.11	1.337	384
Experience	3.09	1.582	384
Gender	4.11	1.193	384
Average	3.795	1.212	-
Co-efficient of Variance	CV = 31.94		

Source: Primary data, results are computed by researcher.

The average scores for each variable identified for the analysis are computed and presented above. The standard deviation and CV are also computed to know the consistency in the opinion about the determinants of joining garment companies. The average score for determinants is 3.795 and the coefficient of variance in the average opinions is 31.94 percent. The respondents have given highest score to family issues.

The correlation matrix for factors contributing for joining garment companies has estimated and found that the diagonals are the unit matrix and give solutions for factor analysis. The highest correlation coefficient value was found between financial problem and family issues. It has been also proven that correlation coefficients between the factors are other than zero. Therefore, factor analyses are advisable for the present issue of identify the factors of prompting to join garment companies.

Table 2: KMO and Bartlett's Test Determinants of Joining Garment Companies

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.633
Bartlett's Test of Sphericity	Approx. Chi-Square	197.833
	df	45
	Sig.	.000

Source: Primary data, results are computed by researcher.

The Kaiser-Mayer-Olkin and Bartlett's test was conducted to identify the adequacy of samples for factors determine joining to garment companies. It has been found that the KMO value is 0.633 and it is greater than 0.5. Hence, samples used for factor analysis are adequate for identify the factors determine joining to garment companies. The chi-square test value is 197.833 and it is significant at one percent level. Therefore, there are strong relations among the factors used for factor analysis the women joining to garment companies.

Table 3: Total Variance Explained for Factors Promote Joining Garment Companies

Component	Rotation Sums of Squared Loadings			
	Total	Total	% of Variance	Cumulative %
1	1.882	1.683	16.827	16.827
2	1.323	1.424	14.239	31.066
3	1.121	1.219	12.192	43.258
4	.988	.988	9.885	53.143
5	.928	.928	9.283	62.426
6	.848	.848	8.478	70.904
7	.830	.830	8.297	79.201
8	.778	.778	7.781	86.982
9	.673	.673	6.727	93.709
10	.629	.629	6.291	100.000

Source: Primary data, results are computed by researcher.

The total Eigen value for the factors promote join to garment companies related components and percentage of variance explained by each component for factors has estimated and presented in the above table. Based on the Eigen value, three components are extracted. The first component explains 16.827 percent of variation in total variation explained by all the factors. The second component explains 14.239 percent of variation and third component explains 12.192 percent of variation. Together three components have explained 43.258 percent of variation in factors promote women to join garment companies.

Table 4: Rotated Matrix for Factors Promote Joining Garment Companies

Factors	Component		
	1	2	3
Financial Problem	.641		
Use of Skill	.634		
Family Issues	Not Identified		
Not Dependent	Not Identified		
Improve Living	Not Identified		
Age		.703	
Gender		.636	
Skill	Not Identified		
Experience	Not Identified		
Fingers			.756
Extraction Method: Principal Component Analysis.			
Rotation Method: Varimax with Kaiser Normalization.			
a. Rotation converged in 5 iterations.			

Source: Primary data, results are computed by researcher.

The principal component analysis (PCA) for factors of joining to garment companies has performed and identified 5 factors under three components, which significantly (with factor score 0.6 and above) determine the women to join garment companies.

Out of 5 factors two factors have identified under first component. Two factors have identified under second component. One factor has identified under third component. According to order of factors identification, financial problem and use of skill are the prominent and joint reasons for women to join garment companies. Age and gender are identified under second component which jointly contribute for women to join garment companies. Fingers identified as factor under the third component.

It has been found from the above analysis that out of ten identified factors only five factors have significantly contributed for women to join garment companies. At the first place financial problems and use of skill have very strong and joint reasons for women to join garment companies. At the second place, age and gender are also second best strong factors jointly contribute for women to join garment companies. Fingers play significant role in garment industry. Hence, in the present analysis, fingers are also identified and significant factor for women to join garment companies in Bengaluru.

CONCLUSION:

The present paper analyzed the factors contributed for women to join garment companies. Financial problem, family issues, use of skill, improve living, not to be dependent on others, level of skill, age, fingers, experience and gender are chosen for the analysis. It is found from the analysis that the factor analysis has identified five factors as significant factors which strongly contribute for the women to join garment companies. At the first place financial problems and use of skill have very strong and joint reasons for women to join garment companies. At the second place, age and gender are also second best strong factors jointly contribute for women to join garment companies. Fingers play significant role in garment industry. Hence, in the present analysis, fingers are also identified and significant factor for women to join garment companies.

REFERENCES:

1. Akhter, S., & al., e. (2017). Work, gender roles, and health: neglected mental health issues among female workers in the ready-made garment industry in Bangladesh. *International Journal of Women's Health* (9), 571 - 579.
2. Begum, F., & al., e. (2011). Harassment of Women Garment Workers in Bangladesh. *Journal of The Bangladesh Agricultural University*, 8, 291-296.
3. Ghani, E., & al., e. (2013). Promoting Women's Economic Participation in India. *World Bank Publications*, 1-6.
4. Islam, M. A., & al., e. (2018). Factors Influencing Female Progression in Leadership Positions in the Ready-Made Garment (RMG) Industry in Bangladesh. *Gender Studies e Journal*.
5. Kabeer, N., & Mahmud, A. S. (2004). Globalization, gender and poverty: Bangladeshi women workers in export and local markets. *Journal of International Development*, 16, 93-109.
6. Khare, A., & al., e. (2012). Influence of Collective Self Esteem on Fashion Clothing Involvement among Indian Women. *Journal of Fashion Marketing and Management*, 16, 42-63.
7. Saha, S. (2014). Women Employees in Garment Industries a Case Study Conducted in Selected Garment Industries of Peenya Industrial Area, Bangalore. *In Proceedings*.