



A Study on Female Garment Workers: Question and Intensity

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ABSTRACT

This article looks at the lived be subjected to of female garment workers who form the strength of the universal fashion industry. While the area present employment prospects to millions of women predominantly in developing countries it also representation them to manipulative functioning circumstances, low wages, gender-based violence, and narrow growing mobility. Through an assessment of absolute challenges and structural disparity, the article focus the unkind authenticities behind the clothes we wear. At the same time, it discards brightness on the potency, flexibility, and charity of these women, who keep on to struggle for self-respect, rights, and economic self-determination. Depiction on actual -world instance, grassroots activities, and rising labor transformation, the article argues for the imperative requirement to reframe the garment industry throughout a gender- purely and ethically accountable lens. Finally, it identify for combined accomplishment from governments, brands, trade, and the workers themselves to construct a fairer and additional compassionate prospect.

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Introduction

Overdue the rapid speed fashion industry lays a influential but repeatedly unnoticed strength: women garment workers. Since India, millions of women workers day and night are stitching the garments that fill stores wide-reaching. These women, who construct optimistic nearly 80% of the global garment



workers, form the resilience of a trillion-dollar industry. However their assistance stays after essentially unrecognized, and their existence mystifying after the value mark of accumulation - formed fashion.

Even as the garment industry has begin trade and industry doors for women- particularly those from pitiable, rural, or marginalized conditions -it has also uncovered them to insecure working situations, extensive hours, and complete disparity. These contests explain the everyday come across of female garment workers: force in sustained subsistence, but constant effort.

This research needs to look for both the challenge and effectiveness of women working in the garment industry. It will expose the cruel actuality many endure, the universal forces that identity their labor and the exciting approaches they are recovering control -through flexibility, community, and combined accomplishment.

Ancestry of Disparity

Women initiated inward bound garment factories in huge numbers throughout the early 20th century, as globalization encouraged Western brands to search for economical workers in developing countries. Employers chose female workers for their supposed compliance, liveliness, and readiness to recognize low income. For numerous deprived or uneducated women, these professions were a typical source of income and freedom.

In spite of this, these benefits frequently approach with a value. Generally women are employed in low-skill, low-pay position for instance sewing, ironing, or finishing. A small number of make it into advanced -paying, decision-making arrangement similar to administrator or executives. Gender-based prejudice, partial education, and cultural standards remain them at the substructure of the labor hierarchy.

Several of these women look toward extra burden as mothers, wives, or caretakers. Cope with factory shifts with household tasks is physically and emotionally challenging. Maternity rights, when accessible, are infrequently imposed. Up till now in spite of these responsibilities, millions persevere, driven by the vital necessity to sustain their household and educate their children.

Challenges and authenticity behind the Fabric

The garment industry, though contribution employment opportunities to millions of women, regularly perform on systemic disparity and operation. Female garment workers run into a variety of overlapping challenges that influence not simply their occupation but their wellbeing, self-respect, and individual existence.

1. Low Wages



Most of us garment- manufacture countries such as India, Bangladesh, Cambodia, and Ethiopia, the wages be paid by female workers decrease faraway under a living income. Whereas permissible lowest amount wages could be in place, they repeatedly do not replicate the authentic price of living - food, shelter, transportation, healthcare, and childcare. Most women are salaried according to the **quantity - rate system**, which means their profit depends on how many garments they finish each day. This structure forces them to work at high speed for extensive hours presently to make sufficient for essential continued existence. It as well incentivizes too extent ultimately and include to substantial overtiredness.

2. Unsafe Working Conditions

Workplace security is a most important point in garment factories. A lot of facilities require appropriate ventilation, clean drinking water, sufficient illumination, or secure mechanism. Electrical system possibly uncovered, fire outlet blocked, and buildings structurally unsafe. Workers frequently work in **filled to capacity a space, which** enhance the hazard of accidents and wellbeing issues. Other than the above discussed things women need a special facility of washrooms, feeding or rest rooms, crèches for accomplishment of her basic requirements. Most of garment factories are very poor to provide these basic needs.

3. Gender-Based Violence

Women garment workers are normally subjected to **sexual harassment, verbal** exploitation, and **physical** threats at the hands of male supervisors or colleagues. In several cases, women are required to tolerate unacceptable annotations, touching, or threats in silence. Speaking out could lead to dismissal, retaliation, or public shame- particularly in cultures where victims of inflammation confront dishonor.

The force disparity in the workplace, collective with require of responsibility mechanisms, make possible such violence to continue abandoned. Still where permissible protections be existent, they are frequently defectively imposed, and victims infrequently have approach to honesty or substantiate services.

4. Lack of Representation

Although women pardon the labor force in garment production, they are **meticulously signifying under in connection, factory put together, and** direction perspective. Mainly unions are male- front, and female workers frequently lack the self-confidence, instance, or knowledge to contribute. Lots of fear reaction from employers or family members for becoming "too vocal" or politically effective.

This deficiency of portrayal process those women's exclusive requirements for instance maternity leave, childcare, menstrual hygiene, and safeguard from harassment-are not sufficiently deal with in workplace discussions or policy assessment. Research paper demonstrates that when women contribute in union management, there is a stronger spotlight on workplace protection and equality-but difficulties to access stay prominent.



5. Health Issues

The substantial excise of garment work is immeasurable. Extended hours of be positioned in one place, performing monotonous responsibilities with insignificant recreation, and breathing in textile dust can escort to **continual pain, respiratory infection, eye injure**, and **intellectual** exhaustion. A lot of factories need appropriate ergonomics, hygienic services, or approach to essential healthcare.

Women also confront health issues associated to **reproductive health**, particularly when menstrual hygiene commodities and clean toilets are not accessible. Require of maternity leave or breastfeeding benefits include mutually develop accountability. Mental health struggles, instinct by job pressure and financial uncertainty, are infrequently recognized or treated. Sick leave, if approved at the complete, repeatedly means behind wages for the day forcing numerous women to work through pain and sickness.

In spite of these compounding challenges, Women garment workers explain remarkable flexibility. They continue not because their jobs are perfect, but since they are concluded to encourage their families, educate their children, and demand some degree of self-determination. In many behavior, they are not instantly accessible in harsh systems they are withstand them during calm acts of bravery, unity with peers, and increasing contribution in labor movements. Their stories are not merely tales of difficulty but also of potency, purpose, and trust.

Strength and Flexibility

In spite of the probability, female garment workers have exposed immeasurable bravery and flexibility. Their capability to continue poverty while determined for distinction is one of the industry's generally influential, however underreported, narratives. In a quantity of factories, women have bent comfortable reinforcement classify to disclose assistance and protect each other from harassment. Others have connected or led labor unions, performance passive objection and discuss better situation. Organizations similar to the Bangladesh Centre for Worker Solidarity, Asia Floor Wage Alliance, and Women in Informal Employment: Globalizing and Organizing (WIEGO) have empowered thousands of women to realize their rights and stipulate change.

Furthermore, garment work- in spite of its defect has specified most women a pathway to independence. In places wherever women were earlier restricted to domestic roles, earning their own wages has changed their status within households and communities. Some have still passed on to initiate small businesses or instruct their daughters with the income they've earned. These are narrative of empowerment, not because of the industry, but in spite of it.

The Road In advance

Improving the lives of female garment workers is not immediately a labor issue-its human rights essential. Progress depends on accomplishment from several fronts:



- Governments must put in force labor laws, increase minimum wages, and make sure safe working surroundings.
- Brands must be detained responsible for their provide chains and provide in ethical sourcing.
- Consumers must stipulate transparency, support fair-trade products, and resist the appeal to of immediate approach.
- NGOs and Unions must prolong elaborate women’s declare and providing legal and emotional support.

Essentially, women workers have to be specified stand to lead. Their understandings, approaches, and toughness are the key to redesigning an industry develop on their labor. As we wear the garments they produce, we must recall: every thread is not just fabric it is a life, a story, an effort, and a potency woven in.

Conclusion

Female garment workers are other than just laborers in a inclusive quantity series -they are mothers, daughters, breadwinners, and change-makers. Their work influence one of the world’s generally beneficial industries, in spite of that they maintain to face prejudice, vulnerability, and quiet. While the challenges they tolerate -low pay, insecure conditions, and systemic inequality-are intensely established their flexibility and purpose stay equally influential. This article has focused not only the responsibility these women stand but also the daring with which they cross them. Their experiences are reminders that behind each stitched garment are a life pass through with both effort and potency.

For actual modification to take place, all stakeholders-governments, brands, consumers, and civil society- have to take accountability. Ethical preparations, comprehensive policies, and a assurance to intensifying women’s voices are crucial steps in relation to a additional just garment industry. As we decide what we wear, let us also prefer to respect the kindness behind the structure and improve create a future where the lives of women garment workers are appreciated, confined, and empowered.

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