

ECONOMIC VIABILITY OF WOMEN WORKERS IN MATCH INDUSTRIES

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ABSTRACT:

Empowerment refers to the process of change that gives individuals greater freedom of choice and action. The development of economic empowerment for women is contingent upon available resources and whether women have the skills to use them. Moreover, it depends on women's access to economic opportunities and control over their economic benefits. Rural women, as opposed to women in urban settings, face inequality at much higher rates, and in all spheres of life. Hence this article focused on the empowerment of women in unorganized sector with special reference to match industries. The study covers the primary data collected related to the topic and primary data was collected at Kovilpatti city with the sample size of 125. The collected primary data was analyzed by using percentage analysis, KMO and Bartlett's Test, Factor Analysis, Paired sample correlation with the help of SPSS. Further the study found that there is a radical and apparent change in the expenditure pattern of the women which is revealed through paired sample test. The workers having regular income, empowerment, gender equality, positive attitudinal changes and women self confident is also increased. The active participation of women in savings and economic fulfillment will improve their status and it gives more power to take decision in any situation. Thus it is firmly concluded that the employment of women in Match industry not only gives just an employment but enhances and ensure economic viability in the light of economic empowerment and economic independence and thereby acts as a catalyst in the lives of rural women who are deprived with many opportunities and privileges in life.

KEYWORDS: Education, Empowerment, Gender, Impact, Inequality, Society.

Introduction

Women's empowerment is a process of personal and social change, taking place over interlinked and mutually reinforcing psychological, political, social and economic domains, and through which women individually and collectively gain power, meaningful choices and control over their lives. In almost every sphere of human functioning, the roles, rights defined for women are subordinated to those defined for men. The cultural notions prevailed among the tribal society is responsible for unequal distribution of power, resource and prestige among men and women. Women are important partners in the development process from local to global levels. So, for the overall development of the nation development of the women is also important. Women's economic empowerment is one of the most important factors contributing to equality between women and men. Empowerment is an ongoing process which creates awareness on social realities and available rights that can helps to build the capacity of women through education, knowledge and skills. The active participation of women in savings and economic fulfillment will improve their status and it gives more power to take decision in any situation. This changes the system which affects the relegated women and other affecting factors in the society. The economic advancement of a country is measured on the basis of its industrialization. Small industrial sector including the village and cottage industries functions as

a powerful instrument for rapid and diversified growth of a country like India. Match industries are of utmost necessity in the everyday life of human beings. Match industry plays a vital role in providing employment opportunities to the women workers. The industry produces match box, both for domestic consumption and for export purposes. Women workers have all along been an integral part of the labor force, engaged in the match industry in India. A majority of the match industry laborers' are women workers, as they comprise a significant portion of the cheap labor force.

Review of literature

Paul G D Bino, DattaSusanta, Murthy R Venkatesha (2011)¹ conducted a study on Working and Living Conditions of Mumbai Women Domestic Workers. Here primary data was collected from 1510 female domestic workers in Mumbai. Based on the findings, the need to create a comprehensive social security system for domestic workers in India, against the backdrop of working and living conditions of labour belonging to this occupational category was highlighted. The study covered themes such as basic demographic features, nature of services, work profile of the domestic workers, access to social security, consumption of edible items, consumption under PDS system, health, union awareness, time use, household assets and liability, habitat, attitude of domestic workers towards gender and domestic violence.

Das Kabita , Das .B.K, MohantySubhransubala (2012)² conducted a study on Social Security in Informal Sector. The aim of this paper was to know the degree of social security of the working women in the informal sector in Odisha. Keeping in view the objective of the study, a sample survey was conducted in districts like Keonjhar, Mayurbhanj and Cuttack. Accordingly 100 women from each district were randomly selected and supplied with structured questionnaire pertaining to their availability of social security measures taken by the Govt. of Odisha. Available data suggested that social security in the organised sector was steadily shrinking but the major concern was for informal sector which imposes a heavy cost on society in terms of jobs, income and health care.

RemeshP.Babu(2012)³ conducted a study on 'Rethinking Social Protection for India's Working Poor in the Unorganised Sector'. This study gave importance to social security. The characteristics of unorganized sector were low wages, poor working/living conditions, seasonality of employment, contractual employment, lack of social security as well as welfare procedures, repudiation of rights and privileges. Consequently, the sector has developed into "a competitive and low cost device to absorb labour which cannot be absorbed elsewhere and any attempt to regulate and bring it into more effective legal and institutional framework is perceived to be impairing the labour absorbing capacity of the sector".

The previous studies were concentrated in bringing up the vulnerability of employment of women in the unorganised sector and their social security in general while the present study focus on the economic viability of women workers in the Match Industries.

Methodology

Convenience sampling Method is used to collect the Primary Data from the Respondents. After the data was collected from various sources, information was tabulated. On the basis of this analyzes, findings were noted and conclusion were arrived. The area of the study is Kovilpatti City which is located in Thoothukudi district and sample size is 125. The reliability of the data

was checked by KMO and Bartlett's Test Paired sample test and the empowerment are highlighted with the help of Factor Analysis.

Table 1 Demographic Profile of the Sample Respondents

Category	Frequency	Percent	Cumulative %
Residential Status			
Rural	53	42.4	42.4
Urban	40	32.0	74.4
Semi urban	32	25.6	100
Total	125	100.0	
Age			
Less than 20	23	18.4	18.4
21-30	57	45.6	64
31-40	34	27.2	91.2
Above 40	11	8.8	100
Total	125	100.0	
Marital Status			
Married	44	35.2	35.2
Unmarried	43	34.4	69.6
Widow	30	24.0	93.6
Separated/Divorced	8	6.4	100
Total	125	100.0	
Educational Qualification			
Illiterate	44	35.2	35.2
Primary	44	35.2	70.4
Middle	24	19.2	89.6
SSLC	11	8.8	98.4
Secondary	2	1.6	100
Total	125	100	
Monthly Family Income			
Below 5000	5	4.0	4.0
5001-7000	24	19.2	23.2
7001-9000	44	35.2	58.4

Above 9000	52	41.6	100.0
Total	125	100.0	
No. of Family Members			
2-4	66	52.8	52.8
5-6	51	40.8	93.6
More than 6	8	6.4	100
Total	125	100.0	
Experience			
0-2	54	43.2	43.2
3-4	62	49.6	92.8
Above 4	9	7.2	100
Total	125	100	

Source: Primary Survey

From the above table it is known that 42 percent of the respondents live in rural area, 57 percent of respondents fall in the age group of 21-30, in the category of 31-40 (27%), Less than 20 (18%) and Above 40 (9%). With regards to the Educational qualification, majority of the respondents are illiterates and primary level (35%), SSLC completed (9%) and HSC completed (9%), 42 percent of respondents are having the amount more than 9000 as their monthly family income, between Rs. 7001 and Rs.9000 (35%) and between Rs. 5001 and Rs.7000 (19%), 53 percent of respondents are having 2-4 members in their family, 5-6 members in their family (41%) and above 6 members in their family (7%). Peddlers are the high percent of respondents from the selected sample (52%), 50% of respondents are service in the field is 3-4 years, 43% respondents having experience in below 2 years and 7% respondents are having above 4 years in this field. Hence it is observed that the sample respondents hailed from rural area, middle aged, both married and unmarried with low level of literacy rate and low level of income and with less experience and small families of limited family members.

Table 2 Types of Work

Category	Frequency	Percent
Frame filling	10	8.0
Dipping of splint	13	10.4
Filling of Boxes	17	13.6
Packaging	20	16.0
Pasting of labels	19	15.2
Box making	15	12.0
Wax dipping	7	5.6

Chemical dipping	8	6.4
Box filling	6	4.8
Label and roll pasting	6	4.8
Bundle packing	4	3.2
Total	125	100.0

Source: Primary Survey

Table 2 reveals that 16 percent of the respondents are working packaging, Pasting of labels (15%), Filing of boxes (13%), Box making (12%), Fish vendors (12%), Dipping of splint (10%) Frame filling (8%) and chemical dipping, Wax diffing, label and pasting and bundle packing workers are (6%), (5%), (3%) respectively. It is known that many of them are involved in Filling of Boxes, Packaging and Pasting of labels.

Table 3: Paired samples statistics on the Impact on Expenditure Pattern

Pairs	Items	Mean	N	SD
Pair 1	Food (Before)	2375.60	125	564.10
	Food (After)	2907.20	125	413.91
Difference		531.6		
Pair 2	Education(Before)	331.62	117	209.74
	Education (After)	674.79	117	295.19
Difference		343.17		
Pair 3	Savings (Before)	363.20	125	489.66
	Savings (After)	1659.20	125	905.28
Difference		1296		
Pair 4	Medicine (Before)	319.35	124	398.10
	Medicine (After)	1219.35	124	573.91
Difference		900		
Pair 5	Household (Before)	264.00	125	279.44
	Household (After)	644.80	125	427.85
Difference		380.8		
Pair 6	Telephone charges(Before)	46.09	121	37.27
	Telephone charges (After)	155.26	121	108.11
Difference		109.17		
Pair 7	Transportation (Before)	22.48	109	64.37
	Transportation (After)	165.23	109	143.38

Difference		142.75		
Pair 8	Celebration (Before)	433.33	3	115.47
	Celebration (After)	1166.67	3	288.68
Difference		733.34		
Pair 9	Social functions (Before)	464.71	17	165.61
	Social functions (After)	1088.24	17	338.90
Difference		623.53		
Pair 10	Family functions (Before)	1966.67	15	1156.76
	Family functions (After)	8800.00	15	19748.24
Difference		6833.33		

Source: Derived

It is known from the above analysis that Food expenditure before (2375.60) and after (2907.20) with the mean difference of (531.6), Education before (331.62) after (674.79) with the mean difference of (343.17), Savings before (363.20) after (1659.20) with the mean difference of (1296), Medicines before (319.35) after (1219.35) with the mean difference of (900), Household articles before (264) after (644.80), with the mean difference of (380.8), telephone charges before (46.09) after (155.26) with the mean difference of (109.17) Transportation expenditure before and after has change the mean value of (142.75), Celebration before and after has change (733.34), Social functions has change the mean value of (623.53) and family function before (1966.67) after (8800) with the mean difference of (6833.33). Hence it is observed that the sample of women before and after expenditure pattern is changed drastically which is apparent in Family functions and Savings.

Table 4: Paired Samples correlations

Expenditure		N	r	Sig.
Pair 1	Food (Before) & Food (After)	125	.705	.000
Pair 2	Education (Before) & Education (After)	117	.735	.000
Pair 3	Savings (Before) & Savings (After)	125	.644	.000
Pair 4	Medicine (Before) & Medicine (After)	124	.483	.000
Pair 5	Household articles (Before) & Household articles (After)	125	.712	.000
Pair 6	Telephone charges (Before) & Telephone charges (After)	121	.398	.000
Pair 7	Transportation (Before) & Transportation (After)	109	.542	.000
Pair 8	Celebration (Before) & Celebration (After)	3	.500	.667
Pair 9	Social functions (Before) & Social functions (After)	17	.627	.007
Pair 10	Family functions (Before) & Family function (After)	15	.524	.045

Source: Derived

As per Paired Samples Correlations, the food Before and After has a positive and high degree of correlation of .705, Education before and after has a positive relation of .735, Savings before and after has a positive correlation .644, Medicine before and after has a positive relation .483, Household articles before and after has a positive correlation .712, telephone charges before and after has a positive correlation .398, Transportation charges before and after has a positive correlation .398, Celebration charges before and after has a positive correlation is .500, social function before and after has a positive correlation is .542, Social function before and after has a positive correlation is .627, Family function before and after has a positive correlation is .524. The above all the expenditure pattern is highly significant as per p values which is 0.000 for the expenditure pattern. But the impact is more apparent on educating the kids, bought more household articles and having good food too and spends less on medicines.

Table :5 Paired Samples Test of Expenditure pattern

	Items of Expenditure	Mean	SD	t	Df	Sig.(2-tailed)
Pair 1	Food (Before) - Food (After)	531.60	400.28	14.84	124	.000
Pair 2	Education (Before) - Education (After)	343.16	200.42	18.52	116	.000
Pair 3	Savings (Before) - Savings (After)	1296.00	699.12	20.72	124	.000
Pair 4	Medicine (Before) - Medicine (After)	900.00	517.02	19.38	123	.000
Pair 5	Household articles (Before) - Household articles (After)	380.80	301.46	14.12	124	.000
Pair 6	Telephone charges (Before) - Telephone charges (After)	109.17	99.36	12.08	120	.000
Pair 7	Transportation (Before) - Transportation (After)	142.75	121.22	12.29	108	.000
Pair 8	Celebration (Before) - Celebration (After)	733.33	251.66	5.047	2	.037
Pair 9	Social functions (Before) - Social functions (After)	623.53	268.16	9.58	16	.000
Pair 10	Family functions (Before) - Family function (After)	6833.33	19167.18	1.38	14	.189

Source: Derived

As per the paired samples test, it is observed that there is considerable change in the mean values of all the ten items of expenditure combined together. Food before and after has the values of (Mean 531.60, SD: 400.28, t: 14.84), Education before and after has the values of (Mean 343.16, SD: 200.42, t: 14.84), Savings before and after has the values of (Mean 1296.00, SD: 699.12, t: 20.72), Medicine before and after has the values of (Mean 900.00, SD: 517.02, t: 19.38), Household articles before and after has the values of (Mean 380.80, SD: 301.46, t: 14.12), Telephone charges before and after has the values of (Mean 109.17, SD: 99.36, t: 12.08), Transportation before and after has the values of (Mean 142.75, SD: 121.22, t: 12.29),

Celebration before and after has the values of (Mean 733.33, SD: 251.66, t: 5.047), Social functions before and after has the values of (Mean 623.53, SD: 268.16, t: 9.58) and Family functions before and after has the values of (Mean 6833.33, SD: 19167.18, t: 1.38). Except the expenditure head Family functions, all other expenditure heads have statistically significant values as per the p values.

Table 6 Reliability Test for the Women Empowerment through Match Industry

ANOVA						
Items		Sum of Squares	df	Mean Square	F	Sig
Between People		1320.08	124	10.65		
Within People	Between Items	562.90	21	26.81	35.76	.000
	Residual	1952.14	2604	.750		
	Total	2515.05	2625	.958		
Total		3835.13	2749	1.395		
Grand Mean = 3.22						
Reliability Statistics						
Cronbach's Alpha		.930				
N of Items		22				

Source: Derived

The reliability test has been conducted for the Women Empowerment through Match Industry and it is found that the Sum of Squares between People is 1320.08 and Sum of Squares between Items is 562.90. The Mean Square between People is 10.65 and Sum of Squares between Items is 26.81. The grand mean is 3.22 which crossed the average. The value of F is 35.76 and is statistically significant as the p value of 0.000 which is below 0.05. As far as the reliability is concerned, the value of Cronbach's Alpha is 0.930 which is just sufficient for 22 statements to proceed with further analysis.

Table 7 Test of sample Adequacy for the women empowerment through match industry

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.906
Bartlett's Test of Sphericity	Approx. Chi-Square	1438.46
	Df	231
	Sig.	.000

Source: Derived

The Kaiser-Meyer-Olkin Measure of Sampling Adequacy substantiates the result of sample accuracy to the tune of .906. The Chi-Square value is 1438.46 for a degrees of freedom

of 231 and is statistically significant as the p value is 0.000 which is below 0.05. This test allows the researcher to go further in the analytical part with factor analysis.

Table 8 Factor Analysis for the women empowerment through Match Industry

Rotated Component Matrix				
	Components			
	Economic Empowerment	Economic Independence	Recognition	Communities
Getting Employment	.772	.152	-.182	.651
Initiative	.749	-.085	.145	.589
Adaptability	.748	.045	.297	.650
Regular income	.744	.234	.264	.678
Self-Confident	.732	.050	.226	.590
Economic growth	.710	.211	.165	.575
Positive attitudinal change	.697	.105	.302	.587
Self content	.687	.231	-.060	.530
Good inter-personal skills	.666	.249	.154	.530
Fixed time work	.646	.192	.111	.467
Promote gender equality	.603	.258	.074	.435
Capacity building	.590	.471	-.266	.640
Empowerment	.583	.458	-.007	.549
Elimination of poverty	.563	.354	.254	.507
Assertiveness	.452	.422	.218	.429
Self esteem	.126	.798	-.042	.655
Nutrition	.082	.795	.067	.644
Exposure and independence	.163	.726	.200	.593
Provide quality education	.044	.667	.372	.586
Decision maker	.300	.642	.179	.535
Honour and recognition	.208	.261	.745	.667
To meet the household expenses	.452	.288	.462	.501
% of Variance	32.23	17.74	7.25	
Cumulative %	32.23	49.98	57.23	

% to total	56	31	13	
Extraction Method: Principal Component Analysis.				
Rotation Method: Varimax with Kaiser Normalization.				
a. Rotation converged in 6 iterations.				

Economic Empowerment: There are fifteen statements filtered under this component which includes getting employment (.772), Initiative (.749), Adaptability (.748), Regular income (.744), Self-Confident (.732), Economic growth (.710), Positive attitudinal change (.697), Positive attitudinal change (.697), Self content (.687), Good inter-personal skills (.666), Fixed time work (.646), Promote gender equality (.603), Capacity building (.590), Empowerment (.583), Elimination of poverty (.563) and Assertiveness (.452). This component has a variance of 32.23 which forms 56 percent out of total.

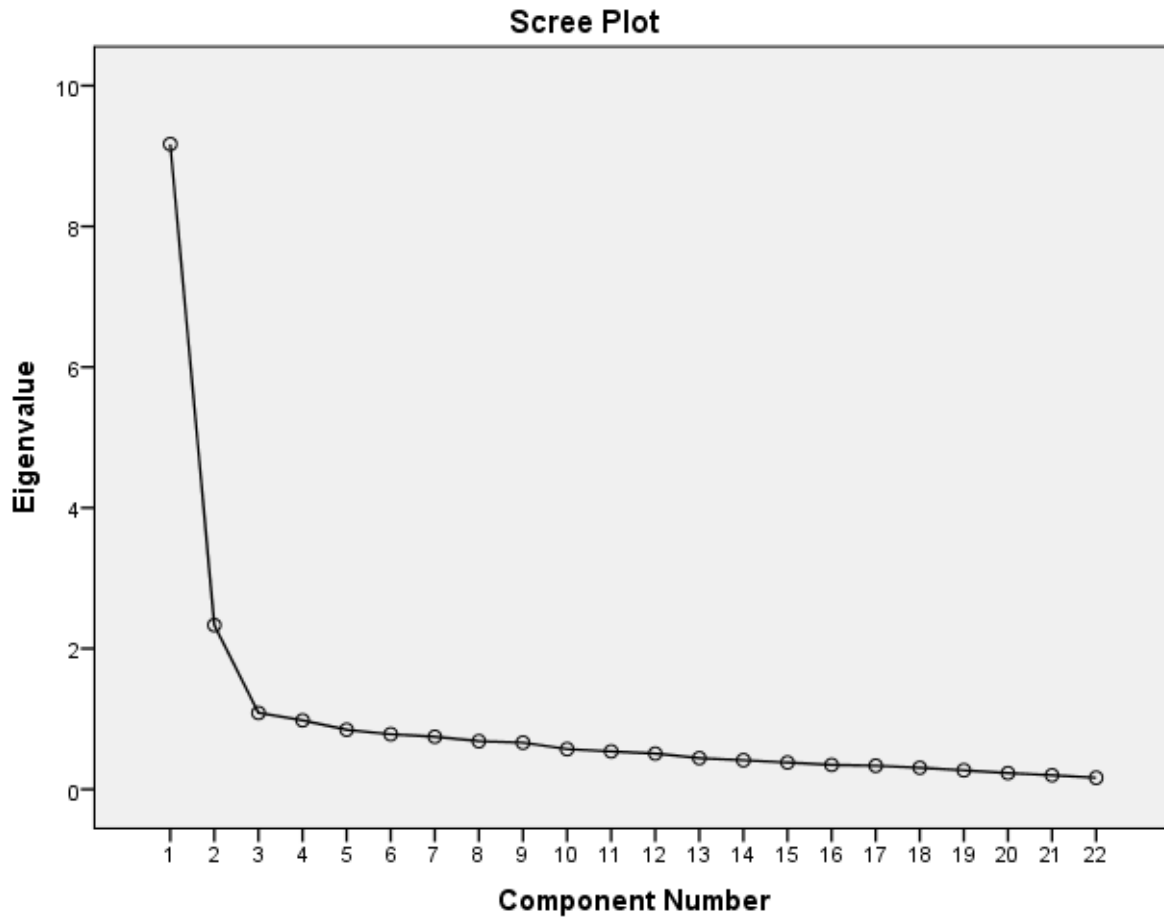
Economic Independence: There are five statements filtered under this component which includes Self esteem (.798), Nutrition (.795), Exposure and independence (.726), Provide quality education (.667) and Decision maker (.642). This component has a variance of 17.74 which forms 31 percent out of total.

Recognition: There are two statements filtered under this component which includes Honour and recognition (.745), and to meet the household expenses (.462). This component has a variance of 7.25 which forms 13 percent out of total.

Table 9 Component Transformation Matrix for the Women Empowerment

Component Transformation Matrix			
Components	Economic Empowerment	Economic Independence	Recognition
Economic Empowerment	.837	.488	.247
Economic Independence	-.524	.845	.105
Recognition	-.158	-.218	.963
Extraction Method: Principal Component Analysis.			
Rotation Method: Varimax with Kaiser Normalization.			

The component Economic Empowerment has positive association with Economic Empowerment (.837), Economic Independence (.488) and Recognition (.247), the component Economic Independence has positive association with Economic Independence (.845), Recognition (.105) and negative association with Economic Empowerment (-.524) and the component Recognition has high positive association with Recognition (.963), negative association with Economic Empowerment (-.158) and Economic Independence (-.218). Thus it is understood that it is the economic empowerment which paves the way for Economic Independence and Recognition.



Conclusion:

“Empowering women is a prerequisite for creating a good nation, when women are empowered, society with stability is assured. Empowerment of women is essential as their value systems lead to the development of a good family, good society and ultimately good nation.- Dr.A.P.J.Abdul Kalam”. Match industry is considered a vital one in many respects. It provides major employment opportunities to women and helps them in the elimination of poverty. Most of the women workers are working in packaging work in match industry. Through employment the sample women are economically empowered, got economic independence and got recognition both in family as well as society. Further the study found that there is a radical and apparent change in the expenditure pattern of the women which is revealed through paired sample test. The workers having regular income, empowerment, gender equality, positive attitudinal changes and women self confident is also increased. The active participation of women in savings and economic fulfillment will improve their status and it gives more power to take decision in any situation. Thus it is firmly concluded that the employment of women in Match industry not only gives just an employment but enhances and ensure economic viability in the light of economic empowerment and economic independence and thereby acts as a catalyst in the lives of rural women who are deprived with many opportunities and privileges in life.

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