Socio-Economic Conditions of Textile Workers in Ludhiana: A Comprehensive Study of Labour Market Dynamics

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Abstract

This study examines the socio-economic conditions of textile workers in Ludhiana, one of India's largest textile hubs. Based on a survey of 520 respondents from a workforce of 2,604 across 17 textile units, the research explores critical aspects of employment, wages, working conditions, and socio-economic disparities. The study distinguishes between the organized and unorganized sectors, revealing substantial wage gaps, inadequate housing, and limited access to education. Furthermore, the research highlights the prevalence of gender-based wage differences, with women workers facing higher job insecurity and lower pay. The paper also investigates the socio-cultural dynamics of caste, with workers from marginalized communities often occupying lower-skilled and lower-paid positions. A notable finding is the heavy reliance on migratory labour, which exacerbates living and working conditions, as well as limiting upward social mobility. The study emphasizes that addressing educational barriers, improving wage structures, and enhancing living conditions can significantly improve workers' quality of life. By bridging these gaps, the research suggests that policy interventions could not only benefit workers but also enhance the economic growth potential of Ludhiana's textile sector. This study provides new insights into the complex labour market dynamics within the textile industry, contributing to the understanding of labour market inequalities in India.

Keywords: textile workers, labour market dynamics, gender disparities, migratory labour, organized sector, unorganized sector

SMS Journal of Entrepreneurship & Innovation (2024)
DOI: https://doi.org/10.21844/smsjei.v11i01.30010
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How to cite this article: Jha N. , Kaur H. (2024). Socio-Economic Conditions of Textile Workers in Ludhiana: A Comprehensive Study of Labour Market Dynamics. *SMS Journal of Entrepreneurship & Innovation*. 2024; 11(1): 120-132
Source of support: Nil.
Conflict of interest: None

Introduction

The socio-economic conditions of workers in labour-intensive sectors, such as textiles, are essential for understanding the broader economic development of regions dependent on such industries. In Ludhiana, a major textile hub in India, the textile sector not only plays a crucial role in the local economy but also impacts the national economic landscape. Workers in this industry often face precarious employment, low wages, and poor working conditions, which in turn affect their

productivity and quality of life. This research focuses on the socio-economic status of textile workers to identify key challenges and areas for policy intervention. Understanding these conditions is crucial as workers' living standards and income levels directly influence the industry's growth, productivity, and competitiveness. Moreover, examining the socio-economic challenges of workers provides insight into the role of gender, caste, and migration in shaping the labour market dynamics. By analysing these aspects, the study aims to contribute to the growing body of knowledge on labour market disparities and offer actionable recommendations for improving the welfare of workers in the textile industry. Research by Kalleberg (2011) suggests that better working conditions lead to higher worker efficiency and lower turnover, reinforcing the need for improvement in workers' socio-economic status. This study seeks to fill the gap in literature by providing a focused analysis of Ludhiana's textile workforce, with the goal of informing policy that can foster regional economic development and social equity.

Literature Review:

The socio-economic conditions of workers in labour-intensive industries have been studied extensively, with particular attention given to the textile sector. The socio-economic status of workers is often shaped by their job roles, education, access to social benefits, and exposure to various forms of inequality, including gender and caste-based discrimination. Smith and Naylor (2005) emphasize that a comprehensive understanding of workers' social profiles, including their age, education, and living conditions, is crucial for formulating strategies to improve working conditions and productivity.

A significant body of work also highlights the gendered nature of labour markets in the textile industry. Kumar & Singh (2019) explore how gender divisions in the workforce often lead to unequal pay and job insecurity for female workers. Women in the textile sector face not only lower wages but also limited opportunities for career advancement, exacerbating gender inequality.

In the Indian context, caste continues to play a critical role in determining occupational roles and access to resources. Jodhka & Thukral (2007) observe that workers from lower castes, particularly those categorized as OBCs, are often relegated to lower-skilled, lower-paid jobs in the textile sector. This entrenched caste hierarchy perpetuates economic disparities and social exclusion, limiting upward mobility for workers from marginalized communities.

Migration has been another central theme in studies of the textile labour market. Migrant workers, often from rural areas, are a significant part of the textile workforce. Sharma & Das (2021) highlight the vulnerability of migrant workers, who often face substandard living conditions, inadequate wages, and a lack of social security benefits. Migrants contribute greatly to the survival of the textile industry but are frequently excluded from the benefits of formal employment, perpetuating cycles of poverty and exploitation.

Recent studies emphasize the importance of improving working conditions and enhancing access to education and social services for workers in the textile industry. Sharma et al. (2023) argue that policy interventions aimed at improving labour standards, housing, and education can have a transformative effect on workers' lives and contribute to more equitable economic growth. This research builds on existing literature to further explore the socio-economic conditions of workers in Ludhiana's textile sector, with a focus on how gender, caste, and migration intersect to shape labour market outcomes.

Research Gap:

Despite existing research on the socio-economic conditions of textile workers, there remains a significant gap in understanding the intricate relationships between workers' socio-cultural background, migration status, and their economic outcomes in the textile sector. While studies such as those by Smith and Naylor (2005) and Kumar & Singh (2019) highlight key issues like gender and caste inequalities, the specific impact of migration on job satisfaction, wages, and long-term economic mobility in the textile industry remains underexplored. Moreover, existing literature often overlooks the comparative analysis between workers in organized versus unorganized sectors, which can provide deeper insights into how employment type influences socio-economic well-being. This study seeks to address these gaps by examining the intersection of migration, gender, caste, and sectoral differences in Ludhiana's textile workforce.

Objective:

Followings are the objectives of the research: -

- To investigate the socio-economic conditions of textile workers in Ludhiana, focusing on factors like age, gender, education, caste, and housing.
- To evaluate income disparities and job satisfaction levels between workers in the organized and unorganized sectors.
- To assess the role of migration in the labor force and its impact on the socio-economic well-being of workers.
- To provide recommendations for improving labor conditions in the textile industry, thereby contributing to economic growth and development.

Methodology:

This study employs a quantitative research approach to investigate the socio-economic conditions of textile workers in Ludhiana. The research focuses on a sample of 520 textile workers from 17 textile units, representing 20 per cent of the total workforce (2,604 employees) across these units. The sample includes a diverse range of employees, such as managers, supervisors, foremen, and workers, from both organized and unorganized sectors, spanning large, medium, and small textile units in the region.

The sampling technique used is stratified random sampling, ensuring that workers from both the organized and unorganized sectors are adequately represented. The workforce was stratified by role (managers, supervisors, workers), sector (organized vs. unorganized), and unit size (large, medium, and small). The respondents were chosen based on these criteria to ensure they had enough experience in the industry to provide relevant insights into the socio-economic conditions. Surveys were conducted through questionnaires and personal interviews. Due to COVID-19 restrictions, some interviews were conducted by telephone during the period of July 2020 to September 2021, with each interview lasting approximately 30 minutes. The shift to telephone interviews ensured the safety of participants and researchers during the pandemic while still capturing valuable data. The collected data is analysed through statistical software, such as SPSS, to ensure accurate and reliable results. The research process also considered potential biases due to the COVID-19 pandemic, such as the shift to telephone interviews. To mitigate this, the survey instrument was designed to be clear and concise, ensuring that all participants, regardless of their

interview format, could provide meaningful responses.

Social Profile:

Understanding the social profile of respondents, including their age, gender, caste, education level, and housing type, is essential for assessing their working conditions and overall well-being (Smith & Naylor, 2005). These characteristics provide insights into workforce demographics and potential disparities within the industry, which can guide policy development and interventions aimed at improving labor conditions.

Age Category:

Age plays a key role in determining employability, particularly in physically demanding sectors like textiles. According to Cohen & Kahn (2020), younger workers tend to be more physically capable, making them more adaptable in labor-intensive industries.

Table 1: Age wise no & percentage of respondents

Age group	No.	Percentage
20-29	360	69.2
30-39	139	26.7
40-49	18	3.5
50-59	3	0.6
Total	520	100.0

Source: Field Survey- 2020-21 and 2021-22

Table 1 reveals that the workforce in Ludhiana's textile industry is predominantly young. Around 70 per cent (360 respondents) are aged 20-29, with 26.7 per cent (139 respondents) in the 30-39 age group. Only a small proportion, 3.5 per cent (18 respondents), are aged 40-49, and just 0.6 per cent (3 respondents) are aged 50-59. Interviews suggest that younger workers are often willing to work overtime for additional income, making them attractive to employers, aligning with Smith et al. (2017), who note that younger workers' flexibility and physical capability make them preferable in labor-intensive industries.

Work and Age Group:

Cross-tabulation of age and work roles (manager, supervisor, foreman, and labor) reveals patterns in role distribution across age groups.

Table 2: No. of respondents on the basis of age and work

Age	Work				Total
	Manager	Supervisor	Foremen	Labour	
20-29	0 (0)	0 (0)	6 (25)	354 (76.1)	360 (69.3)
30-39	3 (17.6)	7 (50)	18 (75)	111 (23.9)	139 (26.7)
40-49	11 (64.8)	7 (50)	0 (0)	0 (0)	18 (3.4)
50-59	3 (17.6)	0 (0)	0 (0)	0 (0)	3 (0.6)
Total	17 (100)	14 (100)	24 (100)	465 (100)	520 (100)

Source: Primary Survey- 2020-21 and 2021-22

Table 2 shows that middle-aged workers (40-49) occupy managerial roles, with 11 of the 17 managers in this age group. The supervisor and foreman roles also show a mix, with supervisors equally distributed between the 30-39 and 40-49 age groups. However, a significant portion of foremen (18 out of 24) are aged 30-39, while younger workers (20-29) are more concentrated in the labor category, comprising 69 per cent of the workforce. These findings align with Kooij et al. (2011), who observed that younger workers are often overrepresented in lower-skilled positions, whereas older workers occupy managerial roles due to experience.

Gender Profile:

According to ILOSTAT (2021), India faces a significant gender gap in labor force participation, with only 19.2 per cent of females and 70.1 per cent of males in the workforce.

Table 3: Gender wise distribution of respondents

	Total		Organized		Unorganized	
Gender	No.	Percentage	No.	Percentage	No.	Percentage
Male	436	83.8	380	83.3	56	87.5
Female	84	16.2	76	16.7	8	12.5
Total	520	100.0	456	100.0	64	100.0

Source: Primary Survey- 2020-21 and 2021-22

Table 3 highlights that males dominate both the organized and unorganized textile sectors in Ludhiana. In the organized sector, 83.8 per cent of respondents are male, while in the unorganized sector, the percentage rises to 87.5 per cent. Female participation is low, with 16.2 per cent in the organized sector and 12.5 per cent in the unorganized sector. These disparities reflect cultural and structural barriers limiting women's access to employment opportunities, consistent with Kumar and Singh (2019), who found that gender disparities persist across sectors.

Caste Profile:

Caste has historically influenced occupational roles in India, particularly in industries like textiles. As Jodha (2001) notes, traditional caste structures have influenced access to resources and job opportunities.

Table 4: Caste wise distribution of respondents

Caste of	Total		Organized		Unorganized	
respondent	No.	Percentage	No.	Percentage	No.	Percentage
General	153	29.6	132	28.9	22	34.4
O.B.C	249	47.9	221	48.5	28	43.8
S.C	118	22.5	103	22.6	14	21.9
Total	520	100.0	456	100.0	64	100.0

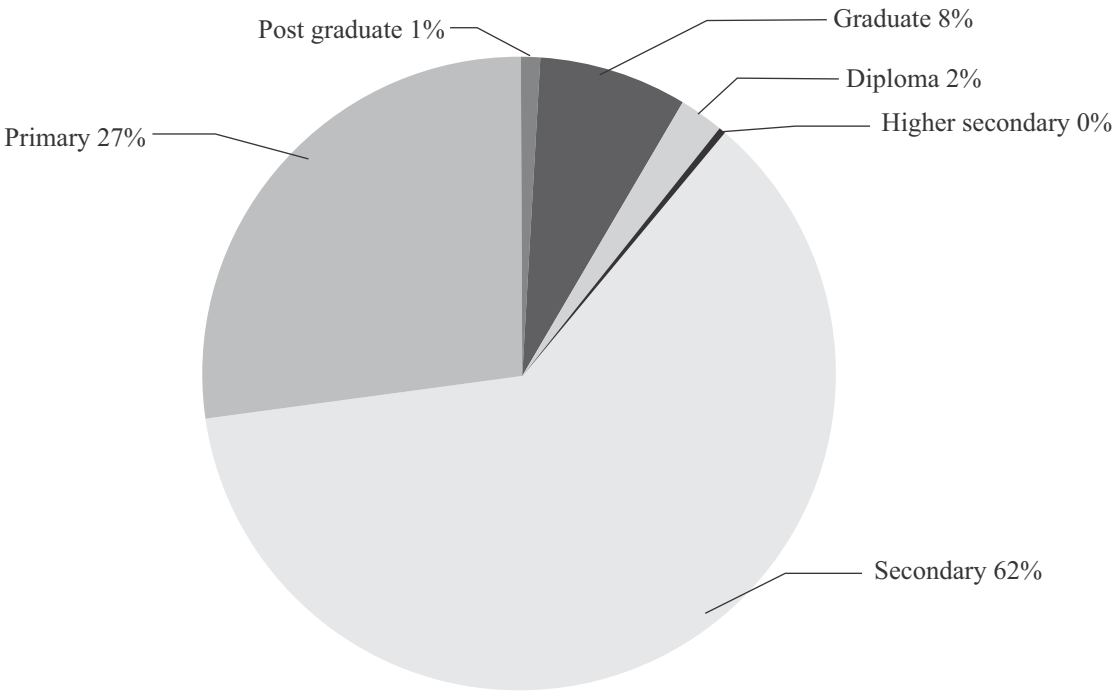
Source: Primary Survey- 2020-21 and 2021-22

Table 4 shows the caste distribution of respondents across organized and unorganized sectors. In the organized sector, 47.9 per cent of respondents belong to the Other Backward Classes (OBC), 29.6 per cent are from the General category, and 22.5 per cent are from Scheduled Castes (SC). In the unorganized sector, the distribution is similar, with 48.5 per cent OBC, 28.9 per cent General, and 22.6 per cent SC respondents. These findings suggest that OBCs dominate the workforce in the textile industry, a trend noted by Jodhka and Thukral (2007), who highlighted the significant representation of OBCs in various labor sectors.

Educational Status:

Education plays a crucial role in shaping workers' skills, capabilities, and opportunities for advancement (Tilak, 2002). The data on educational status shows that a significant proportion of workers in Ludhiana's textile industry have limited educational qualifications.

Figure 1: Educational status of respondents



Source: Primary Survey- 2020-21 and 2021-22

Figure 1 shows that 62 per cent (323 respondents) have secondary education, predominantly in the labor category. Around 27 per cent (141 respondents) have primary education, while 8 per cent (39 respondents) are graduates, mostly in managerial or supervisory roles. Only 2 per cent (11 respondents) have a diploma, and 1 per cent (5 respondents) has post-graduate qualifications. This suggests that the textile industry largely employs workers with lower educational levels, consistent with Kabeer (2015), who found that labor-intensive sectors often hire workers with lower qualifications, limiting their career advancement opportunities.

Migration Status and Labour Participation:

Migratory labor plays a significant role in national growth by addressing labor shortages, boosting productivity, and contributing to remittances that support local economies (International Labour Organization, 2020). Understanding the

participation of migratory labor is essential to assess its impact on economic development, social dynamics, and policy formulation in both sending and receiving countries.

Table 5: Migration status of respondents

Type of	Total		Organized		Unorganized	
labour	No.	Percentage	No.	Percentage	No.	Percentage
Migratory	485	93.3	427	93.6	58	90.6
Native	35	6.7	29	6.4	6	9.4
Total	520	100.0	456	100.0	64	100.0

Source: Primary Survey- 2020-21 and 2021-22

Data presented in Table 5 reveals that in the organized sector, 93.6 per cent of respondents are migratory laborers, while 6.4 per cent are native. In the unorganized sector, the distribution is similar, with 90.6 per cent migratory and 9.4 per cent native laborers. These figures indicate a clear reliance on migratory labor in both sectors, with a slight increase in the unorganized sector, reflecting broader trends where migratory workers fill critical roles. These findings align with the study by Sharma and Das (2021), which highlights the heavy dependence on migratory labor across sectors.

The survey also shows that 93.3 per cent of respondents in the textile sector in Ludhiana are migrants, with only 6.7 per cent being native workers, further emphasizing the heavy reliance on migrant labor. Kaur and Toor (2019) support this conclusion, noting the textile industry's high dependency on migrant workers. To reduce this reliance, it is crucial to enhance native labor participation by improving job opportunities, skill development, and creating a supportive work environment.

Facilities at Home:

The availability of home facilities plays a key role in the overall well-being and productivity of workers. Studying these aspects helps to inform strategies aimed at improving working conditions and employee retention in the textile sector (Sharma and Gupta, 2021).

Table 6: No & percentage of the respondents on the basis of facilities in their home*

Facilities at Home	No.	Percentage
T.V. & Gas	496	95.4
Water, Bathroom, Electricity & Sewerage	520	100.0
Cooler	487	93.7
A.C.	20	3.8
Refrigerator	357	68.7
Cycle	470	90.4
Motorcycle	312	60.0
Car	2	0.4

Source: Primary Survey: 2020-21 and 2021-22
** Multiple responses refer to those situations when people are allowed to tick more than one options for a question.*

Table 6 presents the facilities available at respondents' homes. All respondents (100 per cent) have access to basic utilities such as water, bathrooms, electricity, and sewerage, ensuring a minimum standard of living. Additionally, 95.4 per cent have television and gas facilities, while 93.7 per cent use coolers, and 90.4 per cent own bicycles. However, only small percentages, 3.8 per cent, have air conditioning, and 0.4 per cent own cars. The presence of refrigerators (68.7 per cent) and motorcycles (60 per cent) reflects a mix of modern amenities but also highlights economic constraints. These findings align with Singh and Rao (2021), who noted a disparity in the availability of higher-end amenities among lower-income groups.

Economic Profile:

Assessing the economic conditions of respondents is essential for identifying inequalities and formulating policies that promote equitable growth (Ravallion, 2016). This section explores the income levels, economic conditions, and expenditure patterns of respondents, as well as the share of skilled and unskilled workers.

Income of Respondents and Households:

Economic conditions were analyzed based on monthly wages and household income.

Table 7: Averages monthly income of the respondents and of their families

	N	Minimum	Maximum	Mean	Std. Deviation
Wages per month (Rs.)	520	6000	46800	12333.69	5895.344
Total Monthly Income of the Family (Rs.)	520	6000	65000	16840.03	7941.831
Annual Household Income (Rs.)	520	72000	780000	202103.49	95370.181

Source: Primary Survey: 2020-21 and 2021-22

Table 7 shows a wide range in the monthly wages, from Rs. 6,000 to Rs. 46,800, with an average wage of Rs. 12,333.69 and a standard deviation of Rs. 5,895.34. The monthly family income varies from Rs. 6,000 to Rs. 65,000, with an average of Rs. 16,840.03. The annual household income ranges from Rs. 72,000 to Rs. 780,000, with a mean of Rs. 202,103.49. The significant variability in income indicates diverse economic situations among the respondents, influenced by occupation, education, and regional factors.

Type of Work and Income:

Table 8 provides a breakdown of monthly income based on job positions.

Table 8: Work status wise economic conditions of the respondents

Type of work	Wages per month (Rs.)	Total monthly income of family (Rs.)
Manager	36065.29	39712.35
Supervisor	25428.93	34786.07
Foreman	22106.67	27335.83
Labour	10567.40	14921.81
Total	12333.69	16840.03

Source: Primary Survey, 2020-21 and 2021-22

Managers have the highest average wages of Rs. 36,065.29 and family income of Rs. 39,712.35. Supervisors earn Rs. 25,428.93, while foremen earn Rs. 22,106.67. Laborers, who earn Rs. 10,567.40, have the lowest total family income at Rs. 14,921.81. These figures reflect significant income disparities between managerial and labor roles, in line with findings by Kahn (2010), which highlight that higher positions correlate with greater wages and family income.

Housing Status:

According to Census 2011, 90 per cent of families in Punjab own their homes. However, migrant workers in the textile industry, who make up 93.3 per cent of respondents in this study, often live in rented accommodation.

Table 9: No & percentage of the migratory and native respondents on the basis of status of their house

Status of house	Migratory	Native	Total	Percentage
Own house	67	9	76	14.6
Rented	418	26	444	85.4
Total	485	35	520	100.0

Source: Primary Survey: 2020-21 and 2021-22

Table 9 reveals that 67 migratory respondents own homes, while 418 rent. In contrast, only 9 native respondents own homes, with 26 renting. Overall, 14.6 per cent of respondents own their homes, and 85.4 per cent rent, with a notably higher percentage of migrant workers living in rented housing. This trend aligns with Tiwari and Sharma (2019), who found that migrant workers are more likely to rent due to economic limitations and the transient nature of their employment.

Monthly Expenditure:

Understanding the expenditure patterns of respondents provides insight into their living standards.

Table 10: Categorization of monthly expenditure (in Rs.)

Expenditure	Minimum	Maximum	Mean	Std. Deviation
Consumption Expenses (including rent)	2640	28600	6950.82 (48.82)	3395.34
Education of Children	0	18200	3561.21 (25.01)	2264.43
Health	715	9750	2114.72 (14.85)	1112.41
Any other	520	4480	1611.50 (11.32)	706.91
Total Monthly Expenditure	5520	42850	14238.3 (100)	5956.29

Source: Primary Survey: 2020-21 and 2021-22

Table 10 outlines monthly expenditure, with an average of Rs. 14,238.3. Housing costs (Rs. 6,950.82) represent the largest share, accounting for 48.82 per cent of the total expenditure. Education expenses (Rs. 3,561.21) make up 25.01 per cent, while health-related costs (Rs. 2,114.72) account for 14.85 per cent. Other expenses total Rs. 1,611.50 (11.32 per cent). The significant variability in expenditures suggests differing priorities and economic circumstances among households. These patterns align with Jha and Sharma (2020), who found that low-income families prioritize housing and education despite financial constraints.

Level of Satisfaction:

Employee satisfaction is a key indicator of morale and productivity.

Table 11: Level of satisfaction

Status of unit		No.	Percentage
Organized	Satisfied	314	68.9
	Dissatisfied	142	31.1
	Total	**456**	**100.0**
Unorganized	Satisfied	23	35.9
	Dissatisfied	41	64.1
	Total	**64**	**100.0**

Source: Primary Survey: 2020-21 and 2021-22

Table 11 shows a notable difference in satisfaction levels between workers in organized and unorganized sectors. In organized units, 68.9 per cent are satisfied, while 31.1 per cent are dissatisfied. In unorganized units, only 35.9 per cent are satisfied, with 64.1 per cent dissatisfied. This disparity suggests that organized sectors provide better working conditions and benefits, corroborating the findings of Bose and Ghosh (2019), who noted higher satisfaction levels in organized sectors due to better management and support.

Results:

The study examines the socio-economic conditions of textile workers in Ludhiana, focusing on factors such as age, gender, caste, education, income, and job satisfaction. The results reveal significant disparities in income and job satisfaction between workers in the organized and unorganized sectors. A major finding is the predominance of younger workers in the industry, with 70 per cent of respondents aged between 20 and 29 years. This is consistent with prior research that links younger age to higher employability in physically demanding jobs like textiles. Gender disparities are also evident, with men dominating both sectors, particularly in the unorganized sector, where female participation is minimal. The caste distribution shows that Other Backward Classes (OBCs) dominate the workforce in both organized and unorganized sectors, which reflects the persistent impact of caste on occupational roles in India.

In terms of education, the majority of workers (62 per cent) have only a secondary education, limiting their opportunities for career advancement within the textile industry. Income disparities are stark, with managerial roles earning significantly higher wages than laborers. The income of workers is highly variable, with a significant portion earning below Rs. 12,000 per month. Moreover, workers in the unorganized sector report lower satisfaction levels compared to those in the organized sector, indicating better working conditions and benefits in the latter.

Discussion:

The findings suggest that improving worker welfare in the textile industry, particularly by addressing income disparities and enhancing working conditions, could lead to increased productivity and a more competitive industry. The reliance on migratory labour, which constitutes the majority of the workforce, highlights the importance of creating stable, well-paying jobs that can attract local workers, thus reducing the dependency on migrant labour. This could be achieved by improving the economic and social conditions for textile workers, such as providing better housing, healthcare, and education opportunities.

Innovative business models and entrepreneurial initiatives can play a critical role in driving these improvements. By incorporating social responsibility into business strategies, textile companies can create a more dynamic and sustainable workforce. Social entrepreneurship, focused on addressing the needs of workers while promoting ethical production practices, can stimulate entrepreneurial activity and enhance economic growth. Additionally, the textile industry could benefit from exploring sustainable practices, such as eco-friendly textiles and energy-efficient production methods, which would not only attract ethical consumers but also improve worker welfare by reducing exposure to harmful chemicals and unsafe working environments.
Moreover, fostering innovation within the textile sector, particularly by investing in employee training and development, can lead to higher productivity and lower turnover rates. Businesses that prioritize worker well-being and adopt modern business models will be better positioned to compete in the global market, which increasingly values ethical production and sustainability.

Conclusion:

The textile industry in Ludhiana faces significant challenges, particularly related to labour conditions, gender inequality, income disparities, and limited educational opportunities for workers. However, the study also highlights the potential for innovative business models to drive positive change. By focusing on improving worker welfare, such as offering fair wages, enhancing job satisfaction, and addressing health and safety concerns, the industry can boost its competitiveness both domestically and internationally.

Further, addressing labour rights and promoting social justice initiatives could stimulate economic growth by creating a more stable and productive workforce. By improving working conditions, businesses can attract skilled labour, reduce absenteeism, and enhance employee morale, all of which contribute to greater productivity and innovation. The findings from this study emphasize that improving labour conditions is not just a moral imperative but a strategic move that can benefit the textile industry in the long run, fostering sustainable growth and entrepreneurial ventures.

Suggestions:

To enhance the sustainability and competitiveness of the textile industry in Ludhiana, several recommendations are proposed:

Innovative Business Models:

Encourage the development of business models that prioritize worker welfare and social responsibility, creating a positive work environment that attracts skilled workers and fosters innovation.

Social Enterprises:

Support the growth of social enterprises that aim to address the needs of textile workers, offering them better working conditions, healthcare, and education opportunities.

Technological Innovation:

Promote the adoption of advanced technologies

that improve worker safety, productivity, and welfare. Incentivizing research and development in sustainable textile production, automation, and AI-powered solutions can create long-term benefits for both workers and businesses.

Entrepreneurial Ecosystem:

Foster a more dynamic entrepreneurial ecosystem by providing incentives for businesses to innovate in ways that improve the well-being of workers, thus contributing to both economic growth and social justice.

Limitations of the Study:

- The study focuses only on textile workers in Ludhiana, which may not be representative of the conditions in other regions or industries. The findings may differ in other textile hubs or sectors with distinct socio-economic dynamics.
- Although the sample size of 520 respondents provides valuable insights, it represents only 20 per cent of the total workforce. A larger and more diverse sample from different regions and textile units would provide more comprehensive results and allow for a more generalized conclusion.
- The research was conducted over a limited period (2020-2022), which does not account for potential changes in socio-economic conditions over time. Longitudinal studies would be beneficial to assess trends and the long-term impact of socio-economic factors on workers' conditions.
- The study relied on self-reported data from interviews and questionnaires, which may lead to biases or inaccuracies due to respondents' reluctance to disclose personal information or provide socially desirable answers.
- The study compares the organized and unorganized textile sectors but does not explore the socio-economic conditions in other industries or sectors in Ludhiana, which could have provided a broader understanding of labor market dynamics in the region.

Future Scope of the Study:

- Future studies can expand the research to include textile workers from other regions of India or even internationally. This would allow for comparisons and a more robust understanding of the socio-economic conditions in different contexts.
- Long-term studies tracking changes in socio-economic conditions over time could provide insights into the effectiveness of interventions and policies aimed at improving the conditions of workers in the textile industry.
- A deeper investigation into the specific challenges faced by female workers, such as gender-based discrimination, wage gaps, and access to managerial roles, could help tailor gender-sensitive policies and strategies to improve their participation in the textile sector.
- Future research could examine the impact of automation, digitalization, and other technological changes in the textile industry. Understanding how these advancements affect workers' jobs, skills, and socio-economic conditions will be crucial for future policy development.
- A comparative study of the socio-economic conditions of workers in units that provide social security benefits versus those that do not would be useful in understanding the role of such programs in improving workers' quality of life.
- Further research on the specific needs and challenges of migrant workers, particularly their access to housing, healthcare, and legal

protections, could lead to policies that enhance the stability and welfare of this vital workforce.

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