

ANALYSIS ON CONTRIBUTION OF GARMENT INDUSTRIES AND FEMALE WORKERS EMPOWERMENT:

A CASE OF CKJ MYANMAR CO, LTD., THANLYIN

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Abstract

Women empowerment is a force for economic development of the country .It is also a part of sustainable development goal. The objective of the study is to identify the demographic condition of female workers and to examine the contribution of CKJ Myanmar garment industry to female workers empowerment at household level. The sample size of the study was 154 female workers from CKJ Myanmar and simple random sampling method was used. The multiple regression model was used to test the relationship of dependent variable and independent variables. According to the answers of respondents, most of respondents are between 20 years and 25 years old. Female workers who finished secondary level and the number of single respondents are the most. According to native, most of the respondents live in Yangon region. It is found that over 65% of respondents have empowerment in their life. The study shows that access to resources, ownership of assets, coping capacity household shocks have significant impact on women empowerment according to the regression analysis of the data. The contribution of garment industry can improve the female workers empowerment. Therefore, the study recommend that the garment industry employers should provide training female employees to adapt to new technology, giving rewards both a word and money to bring motivation. The policy makers and civil societies should provide many vocational training centers that offer sewing operators courses in line with international labor standard. Moreover, government should provide to develop the garment industries with good policy and plans.

Key words: Contribution of Garment industry, women empowerment

1. INTRODUCTION

The pace of development in every country mainly depends on the citizen's participation including women. Over half of the total population of country is women .The female forces are included a vital role in carried out to be a developed country. The role of women also correlates with children survival and education levels which are indicators for country development. Previously, women normally are responsible for home care work such as cooking, caring for child, fetching water and cleaning .Later, changing social norms and pattern, economic systems get women more economic opportunities. Due to feminization of labor in the factories and services, more women are entering to the private sector, contributing a significant labor force. According to the world employment and outlook, global women's labor force participation rate is 48.5 percent in 2018. In Myanmar, female labor force rate is 47.7% of total labor force.

According to the UN report, providing women and girl with equal access to education, health care, decent work and representation in political and economic decision making process will nurture sustainable economies and benefit societies and humanity at large. Governments create employment and job opportunities for girl and women: this is a means to reduce poverty and get empowerment .Women participate only in agricultural sector, they take also in industries sector and services sector. Women hold the key to unlocking Myanmar's current and future growth .The hundreds of thousands of women in the country's garment industry are making an essential contribution to the country's development , according to a new report issued by the ILO in Myanmar.

The garment industry is an important engine for Myanmar's sustainable development. Garment and textile industry is also the one to get job opportunities for workers who cannot finish the basic education as well as to bring foreign exchange for the country. The majority of workers in garment are women. By women more get income, more support to their family and enhance participation in decision making in household level. As women's access to wage employment improves, their contributions to the household and their negotiations improve and their bargaining and eventual participation in household decision-making also improve (Schneebaum and Mades ,2013). There are relationship between women empowerment and their career job. Thus this study examines the contribution of CKJ Myanmar garment industry and female workers empowerment.

1.1 Objective of the study

The main objective of the study is to identify the demographic condition of female workers and to examine the contribution of CKJ Myanmar garment industry to female workers empowerment at household level.

1.2 Methodology

It is an exploratory research .The descriptive survey method is used in this study .The primary data and secondary data were used. Secondary data were obtained from previous research journals, Myanmar Time journals. A survey method was used with structured questionnaire for collection of primary data. By using simple random sampling technique, 154 female workers of CKJ Myanmar Co.Ltd were collected .This research focuses cross sectional data on empowerment of female workers 2018-2019 budget years. Dependent variable in this study is female workers empowerment and independent variables are contribution of garment industry like financial contribution, access to resources, ownership of

assets, perception of gender awareness and coping capacity to household shocks. The multiple regression model was used to test the relationship of dependent variable and independent variables. The basic model for the study was as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \beta_5 X_5 + e$$

Where, Y=Female workers empowerment

X1= Financial Contribution

X2=Access to Resources

X3= Ownership of Assets

X4= Perception of Gender Awareness

X5= Coping Capacity to Household Shocks

And α is constant and $\beta_1, \beta_2, \beta_3, \beta_4, \beta_5$ are coefficients to estimate, and e is the error term.

1.3 Scope and limitation of the study

This study focuses on contribution of garment industry to female workers empowerment. There is population about 601 workers including 514 female workers in CKJ Myanmar garment industry. According to proportion method, it was surveyed 154 female workers. Furthermore, the limitation of the study is that it cannot cover the women from other area.

2. THE CONCEPT OF EMPOWERMENT

Empowerment is a complex concept, which varies between cultures, persons, sexes, occupations and position in life. It may also vary in time and geographically (between North and South, between continents, between regions, between countries and between rural and urban areas). Furthermore, men and women may have a different view on empowerment in general and women's empowerment in particular. The concept of empowerment has been considered from social aspect by many authors (Schuler 1986; Malhotra 2002; Saraswathy 2008).

According to Wikipedia, the term originated in community psychology, it refers to measures designed to increase the degree of autonomy and self-determination in people and in communities in order to enable them to represent their interests in a responsible and self-determined way, acting on their authority. In the management literature, empowerment is an approach to influence employee behavior-it means to provide employees with resources, knowledge, and decision-making power so they can take decisions that improve business performance.

The UN definition of empowerment means that people, individuals have a voice in making decisions for themselves and for society. Empowerment is supporting people in such a way as to enable them to accomplish goals that will improve life for all. World Bank's

definition that empowerment is the process of enhancing the capacity of individuals or groups to make choices and transform those choices into desired actions and outcomes.

Kabeer (1994) assumed that “The expansion in people’s ability to make strategic life choices in a context where this ability was previously denied to them”. Brody et al.(2015) defined four type of empowerment :economic empowerment –the ability of women to access ,own ,and control resources, political empowerment-the ability to participate in decision making focused on access to resources, rights, and entitlements within communities .It includes legal rights as well as outcomes such as political participation .Social empowerment –the ability to exert control over noneconomic decision making within the household ,and psychology empowerment –the ability to make choices and act on them.

2.1 Women Empowerment

There are several principles defining women’s empowerment such as, for one to be empowered, they must come from a position disempowerment. Furthermore, one must acquire empowerment themselves rather than have it given to them by an external party. According to Wikipedia, women empowerment is the way or social action in which women elaborate and recreate what it is to be in a circumstance that they previously were denied. Women’s empowerment can be defined as controlling the key aspects of their lives (Kishor’s1997). It is very difficult to define control in one term because it has different meaning such as control explained in relation to resources, earnings and expenditure. Some other sees control as a self-reliance means self-dependency and some other sees decision making authority is a true indicator of control. Last but not the least some people believe that freedom to choice the life partner is also an indicator of controlling.

Schuler and Hashemi (1994) and Kumar and Paul (2007) all say that women’s role in decision making process is an important factor and needs to be considered for woman empowerment. Some of researchers consider women empowerment as autonomy .Women must be agents rather than only recipients of change. It is also considered as empowerment and is reflected in a person’s capability set, (Sen 1993; Bennett 2002; Narayan 2002)”.

United Nations Population Information Network (1990) defines as women’ sense of self-worth; their right to have and to determine choice; their right to have access to opportunities and resources; their right to have the power to control their own lives, both within and outside the home; and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally.

2.2 Measuring of Women Empowerment

Sathar and Kazi (1997), connect both access and control with having a say in decisions related to particular household resources. They measured two things such as access to resources which is reflected on whether women participates in household expenses decisions and women can freely buy clothes, jewelry, and gifts for their relatives and control over resources is calculated by knowing who kept household earnings and who has the authority in household expenditure. Jejeebhoy's (1997) analysis resources are related to the concepts of access, control and decision-making, where control sometimes referring to ownership and decision-making.

Here are some decision-making indicators which vary country to country. In Egypt, decision making power is measured on the basis of the decisions of food cooked, visit, children's education, household budget, children's health, use of family planning methods (Kishor.1997). Women's participation in household decision making is a widely accepted measure to indicate women's household level empowerment, particularly in demographic and health related studies.(New York: Oxford University Press ,2000).

Six indicators of women's empowerment are contribution to household income, access to resources, ownership to assets, participation in household decision making, perception on gender awareness and coping capacity to household shocks (Shahnaj Parveen and Ingrid-Ute Leonhauser 2004). Financial contribution includes both farm activities and nonfarm activities .Access to resources narrates the right, scope, power or permission to use and get benefits from household resources and social resources. The third indicators of women empowerment is ownership of assets (productive and non-productive) which means women have the capability to control their own assets and enjoy profits and advantages occurring form them. Participation in household decision making is the fourth factor which actually shows the women's participation in decision making process and also implementing the decision in different family social matters. The fifth factor is the gender awareness which denotes the women consciousness about gender inequality and unfairness in the society. The sixth and the last indicator of women empowerment is the coping capacity to household shocks which means women's risk taking ability and crisis management capacity.

2.3 Importance of Garment

The garment industry is labor-intensive, export-oriented, and uses standardized technology. The industry is a global one: supply and value chains are spread across many countries and continents. It is suggested that textiles and clothing industries are important in economic and social terms, in the short-run by providing incomes, jobs, empowerment, especially for women and foreign currency receipts and in the long-run by providing countries the opportunity for sustained economic development in those countries with appropriate policies and institutions to enhance the dynamic effects of textiles and clothing.

Garment industry affects growth in developing countries. It is a major contributor to income and the dominant export in certain countries. The employment effects are also significant. The textile and apparel industries are important socially as well as economically. They are essential in breaking the cycle of poverty by offering a path out of an informal sector characterized by underemployment, low education, subsistence wages, and discrimination. The clothing sector has been a major example where developing countries have been able to significantly increase and diversify exports with positive effects on income, employment, poverty and empowerment.

Textile and garment industry is referred to in the most recent National Poverty reduction Strategy (NPRS) for the developing countries and highly dependent textile and garment exporter such as Bangladesh : Cambodia : Pakistan: Laos PDR, etc. The industry has contributed to export earnings, foreign exchange earnings, employment creation, poverty alleviation and empowerment of women. The industrial development has been not only a major contributor to economic growth but also long-run poverty reduction by creating employment and increasing the productivity. The garment and textile industries sector play an important role as which has social and economic impact on country development.

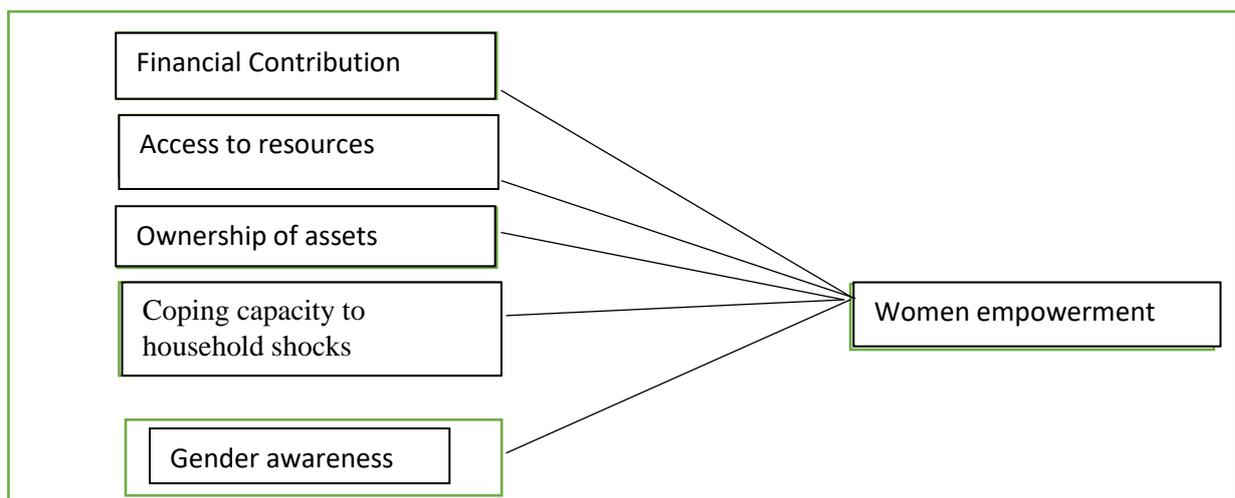
Garment and textile industry is the one for the workforce in Myanmar to fetch high incomes, to get job opportunities for workers who cannot finish the basic education, being a sector which can train occupational skills needed, in a short period of time. Had it successfully been implemented, it would be a potential sector which would create jobs enough not only for those who had to work in neighboring countries such as Thailand and Malaysia but also for local citizens. Just by managing to bring about strengthened policies, reasonable wages and fringe benefits, and necessary finding markets and starting capital for investment as for the governments, it is a sector which can develop rapidly in a short period of time.

Workers who make up 90 percent of the garment sector’s workforce are women. The typical garment worker is female and on average 24 years old, works six days a week and 13 hours per day, and earns based on 4800 per day ,according to a report by the Labor Rights Clinic .The hundreds of thousands of women active in the country’s garment industry are making an essential contribution to the country’s development efforts.

2.4 Conceptual Framework of the Study

The primary purpose of the research is to examine the empowerment of female workers and contribution of garment industry. According to literature and previous studies, there are many factors affecting the women empowerment. However, in this study, it is assumed that female worker empowerment is crucial affected by contribution of garment industry where women get income job such as contribution to family expenditure ,access to resources , ownership of assets, coping capacity household shocks and gender awareness .Figure 1 Show the conceptual framework for the current study. The data was analyzed by using Statistical Package for Social Science (SPSS version 23).

Figure 2.1 Conceptual Framework for the Current Study

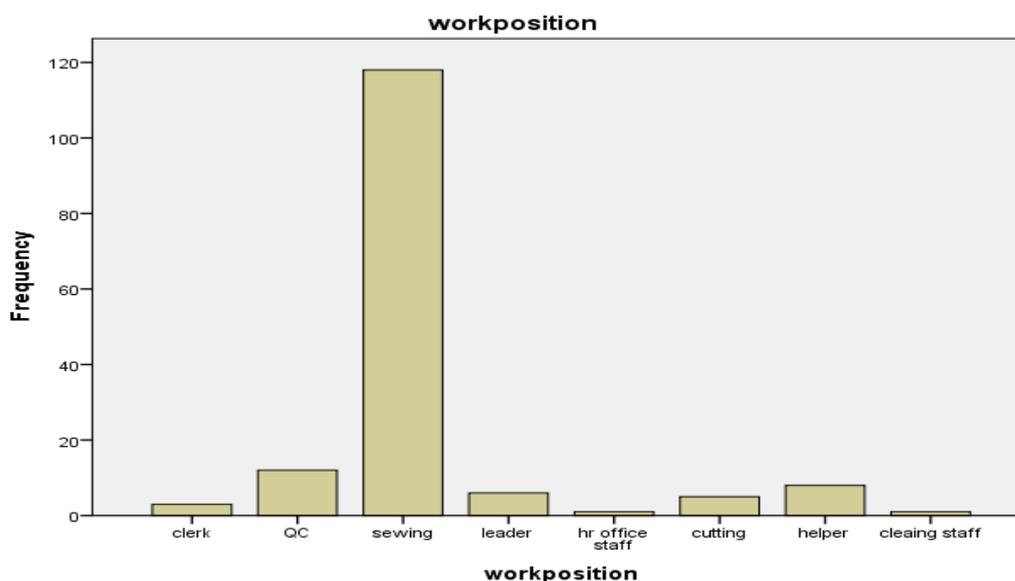


Source : Adapted from literature

3. DEMOGRAPHIC FACTORS OF THE FEMALE WORKERS

The research paper is studied on the contribution of garment industry to women empowerment .Data collection was only made to female workers and questionnaires were used and made personnel interviews with different levels of female workers at CKJ Myanmar garment Co,Ltd, which is located in 27,Sike Pyoe Yay Street ,Ah HmuHtan Ward ,Thanlyin township, Yangon. Simple random sampling method was used to collect the data of female employees from CKJ Myanmar garment industry .The role of female employees in garment factory is very significant and they are essentials in each level of working group .The status of working group is helpers, operators admin-workers/office staff, quality inspector and folder and finisher and ironing. Sewing female workers are 118, the big numbers in the respondents. The rest position shows in the figure.

Figure (3.1)



Source: Survey (August 2019)

Majority of the women working in the factory are originally from Yangon region .Some of them migrated from rural to Yangon region to seek for a better living condition in the cities and some to find for a job which can contribute family income alternatively .There are some women working in the factory from other part of the country such as Bago , Shane State and Magway region. There would be a reason that women get empower since they enter workforce for economic reason only. Majority of the population over three fourth of the working women are single and the rest are married and widow women. There could be so

much responsibilities as well as more influence on their family for these married women workers who had to combine home chores and other activities with their work. According to the table, single is the most 81.8%, married and widow are 16.2% , 1.9% respectively.

Table (3.1) Marital Status of Female Workers in CKJ Myanmar Garment Industry

	Percentage
Single	81.8
Married	16.2
Widow	1.9

Source: Survey (August 2019)

Working women in the factory have at least primary school .Majority of the women working in the factory are middle school level with 58.4percent, followed by high school level 27.9percent, under graduate level 1.9percent and graduate level 6.5percent respectively. Most of the women who passed middle school are women who are working in the assembly line such as cutting, sewing, sewing helper. There are some women working in leading role such as leader, QC. Those women can enter to the leadership role due to their working experiences and expertise in their profession although they could not access to higher level education. The position such as clerk, HR office staffs need higher level education especially a specific degree for this specific type of job. Most type of jobs in the factory do not depend on the education level of the people especially a degree level education. The table show that the percentage of women education level.

Table (3.2) Education Level of Female Workers in CKJ Myanmar Garment Industry

Education Level	Percent
Graduate level	6.5
Under graduate level	1.9
Higher level	27.9
Middle level	58.4
Primary level	5.2

Source: Survey (August 2019)

3.2 Women Empowerment

Women empowerment , being dependents on complex sociological and economic issues. Women empowerment need to be measured in term of financial liberty, ability to take decision ,health condition of the women and ability to stand up in the society .In this research, female workers were asked the questions regarding making a decisions in order to reflect the empowerment .

Table (3.3) Women Empowerment

Sr. No	Items	Frequency	Percentage
1.	I make a decision whether I give my salary to family	150	97%
2.	I freely choose whether I work current job	147	96%
3.	I can participate a making decision concern with household expenditure	138	90%
4.	I can choose what my family investment do	108	70%
5.	I choose myself taking a medicine and going to the clinic	149	97%

Source: Survey (August 2019)

According to the table, 150 respondents (97%) agreed that they freely make a decision whether they give their salary to family, 147 respondents (95%) agreed that they choice whether they work current job, 108 respondents (70%) agreed that they can participate a making decision concern with household expenditure, 138 respondents (90%) agreed that they can choice what family investment do , 149 respondents (97%) agreed that they choice themselves taking a medicine and going to the clinic. This may explain that over 65% of total respondents from CKJ Myanmar have great empowerment in their life.

3.3 Financial Contribution to Family Expenditure

As women participate economic sector, they can contribute their income to family. Each women earns based on their position .It is not the same that working women can give incomes to their family. Women can pay money to their households as much as they may be an essential in their family. In this study, female workers are asked whether they can contribute to their family expenditures.

Table (3.4) Financial Contribution to Family Expenditure

Sr. No	Family expenditure	Frequency	Percentage
1.	0% - 20 %	7	5%
2.	20% - 40%	32	21%
3.	40% - 60%	68	44%
4.	60% - 80%	42	27%
5.	80% - 100%	5	3%

Source: Survey (August 2019)

According to the survey, five of respondents can support 80% to 100% of family expenditures. Sixty eight of respondents answer providing between 60% and 80% of their family expenditures, 42 of answerable women are supporters 40% to 60% of family living costs. The rest of 39 respondents give 0% to 40% of their family expenditures respectively.

3.4 Access to Resources

If women get empowerment in their life, they need skills, knowledge, work experiences and social network as a factor. Women are able to receive the resource such as work experience, skills, friends, knowledge by participation in labor force. Female workers in CKJ Myanmar Co,Ltd were asked whether they get resources from their job environment. According to the result, 138respondents (90%) agreed that they get skills because they enter the garment industry, 122 respondents (79%) agreed that they receive job information from their work environment, 118respondents (77%) agreed that social network is increase as they join garment industry.

Table (3.4) Access to Resources

Sr. No	Items	Frequency	percentage
1.	I get skills because I enter the garment industry	138	90%
2.	I receive job information from my work environment	122	79%
3.	Social network is increase as they join garment industry	118	77%

Source: Survey (August 2019)

3.5 Ownership of Assets

Ownership makes women powerful and empowerment in life. As women work income job, they get great purchasing power and ownership. Working women in garment industry were asked regarding ownership of assets. According to the table (3.4), 140 responds (91%) agreed that they can buy more things after they get a job, 132 respondents (86%) agreed that they have big property as they do in the job, 128 respondents (83%) agreed that they can freely enjoy what they buy from my income, 74 respondents (74%) agreed that they are able to sell what I buy as their wishes.

Table (3.5) Ownership of Assets

Sr. No	Items	Frequency	Percentage
1.	I can buy more things after I get a job.	140	91%
2.	I have big property as I do the income job.	132	86%
3.	I can freely enjoy what I buy from my income.	128	83%
4.	I am able to sell what I buy as my wishes.	114	74%

Source: Survey (August 2019)

3.6 Coping Capacity to Households Shocks

Working women have a responsibility not only work duty but also family affairs. When Women become female workers, they get powerful to tackle family unexpected problems. Women empowerment concern with the ability solution their family shocks such as illness, unemployment. Regarding household shocks solution, female workers were asked. According to the table(3.6), 15 respondents coping capacity to family shocks are between 0% and 20%, 31 respondents coping capacity are between 20% and 40%, 2 respondents capacity for solving household shocks are between 80% and 100% . The most respondents 76 are able to tackle 40% to 60% of the family crisis and 30 respondents can solve 60% to 80% of family problem.

Table (3.6) Coping Capacity to Households Shocks

Sr. No	Coping capacity to shocks	Frequency	percentage
1	0% -20 % of house shocks	15	10%
2.	20% -40% of house shocks	31	25%
3.	40-60% of house shocks	76	49%
4	60%-80% of house shocks	30	25%
5.	80%-100% of house shocks	2	1.3%

Source: Survey (August 2019)

3.7 Perception on Gender Awareness

Perception on gender awareness refers to a woman's ability to express her opinion with regard to existing inequality and discrimination against women in the society. Regarding gender awareness, 128 respondents (83%) assume that there are no gender inequality in their work environment, 142 respondents (92%) say that they have never been gender inequality in work time, 12 respondents (8%) agreed that there should pay salary base on discrimination gender.

Table (3.7) Perception on Gender Awareness

Sr. No	Items	Frequency	Percentage
1.	There is no gender inequality in the work environment	128	83%
2.	I have never experienced gender inequality in work time	142	92%
3.	There should be pay salary base on discrimination gender	12	8%

Source: Survey (August 2019)

3.8 Analysis of Correlation Coefficient of the Study

Correlation analysis is a statistical procedure that examines the strength of a linear relationship between two variables. In this study, establishing the relationship among the six variables namely, women empowerment, financial contribution to family expenditure, access to resources, ownership of assets, perception of gender awareness and coping capacity household shocks in order to measure the degree of linear association, correlation analysis is used. As the probability is lower than the 0.01 and 0.05 level, the correlation coefficient is statistically significant. Table (3.8) provides the result of the analysis. These result indicates that there is a positive linear inter-factor association between six variables. So, these finding indicates that female workers of CKJ Myanmar are able to contribute greatly family expenditure, more resources and ownership and greatly coping capacity to family shocks, they get positive effect on empowerment.

Table (3.8) Correlation Matrix Summary

	Women empowerment	Financial contribution	Access to resources	Ownership of assets	Coping capacity household shocks	Perception of gender awareness
Women empowerment	1					
Financial contribution	.313	1				
Access to resources	.477	.243	1			
Ownership of assets	.233	.007	.116	1		
Coping capacity household shocks	.392	.399	.267	.019	1	
Perception of gender awareness	-.116	-.122	-.097	.138	-.055	1

3.9 Analysis on Contribution of Garment Industry and Female Workers Empowerment

Multiple regression analysis was conducted to analyze the effect of the independent variables on dependent variable. According to the table (3.9), there was a fair correlation between female workers empowerment and financial contribution to family expenditure, access to resources, ownership of assets, gender awareness and coping capacity to household shocks, R value of .597 is significant at 0.05 level. R square is 0.356. Thus 35 percent of the

variable in female workers empowerment can be explained by the independent variables of the current model.

According to coefficient analysis, there are five significant variables in proposed regression model. They are access to resources, ownership of assets, coping capacity to household shocks with .000, .003, and .001 at significant level 0.05. In order to the calculated significant value, access to resources, ownership of asset, coping capacity to household shocks impact on female workers empowerment.

Table(3.9) Multiple Regression Analysis on the Effect of Contribution of Garment Industry to Female Workers Empowerment

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	.494	.052		9.469	.000
financial contribution	.011	.006	.123	1.685	.094
access to resources	.175	.035	.351	5.019	.000
access to ownership	.117	.040	.200	2.974	.003
coping capacity to house shocks	.020	.006	.241	3.284	.001
gender awareness	-.046	.038	-.081	-1.205	.230

Model	R	R Square	Adjusted R Square	Std.Error of the Estimate	Durbin-Waston
1	.597	.356	.335	.1107303886	1.805

4. CONCLUSION

4.1 Finding and Discussion

Garment industries sector provide employment as well as GDP growth of the country. Most of work position in garment industries offer women jobs. As women participate in economic activities, they get increase the overall status of women and as well as make them empowered. Women empowerment is a force for economic development of the country and be a part of sustainable development goal .Thus many researchers explore the important of garment industries sector. In this study examines the contribution of CKJ Myanmar garment industry to female workers empowerment. The sample size of the study is 154 female workers from CKJ Myanmar and simple random sampling method was used. Regarding work position, most of the respondents are sewing. According to age level, most of respondents are between 20 years and 25 years old. Regarding education level, female workers who finished secondary level are the most. Concerning with marital status, the number of single respondents are great. According to native, most of the respondents are Yangon region

Before the study was analyzed the contribution of garment industry and female workers empowerment, the study was analyzed the empowerment conditions of female workers at household level as possible as complete. According to the answers of respondents, it is found that over 65% of respondents have empowerment in their life. They possess the self-worth, confidence, self-dependent and freedom to choose what they may with regard to their private and professional choice alike.

Then , the study was examined the contribution of garment industry such as contribution to family expenditure ,access to resources , ownership of assets, coping capacity household shocks and gender awareness, and female workers empowerment as independent and dependent variables. According to the correlation between the variables, it is founded that there is positive correlation between dependent variable and independent variables, except gender awareness independent variable. The study suggests that access to resources, ownership of assets, coping capacity household shocks have significant impact on women empowerment according to the regression analysis of the data. The result of the current study is consistent with previous studies articles, regarding the contribution of garment industry impacts on empowerment.

Garment industry provides to females who cannot finish middle school education the opportunities that can participate in formal employment. After those women join the garment industry, they get not only salaries but also skills, job experiences, job knowledge, friends, job opportunities and etc. Such resources being large in female workers make empowerment

of women increase. Female whose earn from self-force reduces dependent on others. Garment female workers become fulfilled their needs and rise ownership after they get a job. The addition of female workers' ownership is a factor that effects on their empowerment to be high.

According to their income level, garment female workers come share their family economic responsibilities. When women become female workers, they get powerful to tackle family unexpected problems. Female workers able to solve the family shocks such as illness, unemployment make them effect on their empowerment.

It is concluded that the more female workers have great access to resources, ownership of assets, coping capacity household shocks through contribution of garment industry, the more they get empowerment in their life .As female workers are being a parent for children, the garment industry have greatly effect on the education and health of the female workers' children. Additionally, the increasing garment industry and women empowerment reduce the poverty rate of the country and develop the country.

4.2 Recommendation

The research study the contribution of garment industry to female workers empowerment. The contribution of garment industry is determined as the key factors to increase the female workers empowerment. According to the study, the contribution of garment industry impacts on female workers empowerment at household level. Thus it is need to open more garment industries for getting high empowerment to female workers.

The garment industry employer should provide training female employees to adapt to new technology that improves production operation in a changing garment market. Such training courses help female workers enhance their careers growth and update new products for competitiveness. Employer should pay female employees rewards both a word and money to bring motivation that is eagerly willingness to do. As a result, female workers become happy and stable in the workplace. In addition, garment industry owner should manage a favorable working environment. Safe and healthy working conditions are paramount to creating better workplaces. Offering sufficient medical services, clean water and workspaces that protect employees against hazards are key to enhancing productivity and also increase female workers capabilities.

The policy makers and civil societies should provide many vocational training centers that offer sewing operators courses in line with international labor standard. If the female workers

become more skilled labors, they can make more choice, self –independent in their life. Also government should provide to develop the garment industries which support empowerment of female workers by solving the electricity problem, which are still frequent in the country and the lack of an efficient transportation system. In addition the government should support good policy and plans to develop in garment industries sector.

According to the result, the contribution of garment industry increase the female workers empowerment at household level .Increasing in female workers empowerment get advantage to their family members and themselves as well as reduce poverty rate of the country .This study is useful to policy makers ,employers. This research guides to young women who have not yet participate in economic as doing income job improve empowerment. This research suggest policy makers that supporting garment industries sector to be sustainable development is a way to reduce the poverty rate of the country and to get more empowerment of women. This study examines whether the contribution of garment industry to women empowerment as a case of CKJ Myanmar Co, Ltd., Thus ,the study suggest that further research should conduct this issue in other institution and sector with big sample size .

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