

Women in Textile Manufacturing: Workforce Participation and Economic Empowerment

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Abstract: *This study examines women's participation in the textile manufacturing sector and its impact. The results show how economic empowerment spreads throughout developing economic regions. Women workers who make up 80% of the worldwide textile sector continue to encounter ongoing organizational obstacles which block their economic development progress. The study combines survey data analysis of 378 textile workers from four countries with 42 in-depth interviews and industry employment statistics to reveal the main factors affecting women's economic advancement in this sector. Research data shows women earn 15.5 percent less than men in similar roles in 2024 despite a decline from the original 23.5 percent gap during 2020. Women face three main obstacles in the industry: unequal distribution of household obligations alongside restricted growth prospects in addition to occupational restrictions that force them into lower-paying work. The research shows that specially designed workforce development initiatives together with employer-sponsored child care services and gender-sensitive policies lead to better economic success for women in textile industries. This research adds knowledge about gender-specific market and manufacturing sector dynamics while offering evidence-based guidance that helps industry stakeholders boost women's economic power in textile manufacturing.*

Keywords: women's economic empowerment, textile manufacturing, gender wage gap, labor market segregation, skill development, developing economies

