THE CHALLENGES FACED BY THE MIGRANTS IN THE TEXTILE SECTOR IN THE TIRUPPUR DISTRICT OF TAMIL NADU.

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Abstract:

In the modern world, changing locations in search of a better living is seen as the ideal alternative by a great number of people. Today, the employment of migrant workers is a matter that is being vigorously disputed in several of the states that make up India. The workers are forced to migrate from their native places because there is a lack of economic development, there is not enough agricultural land, there is caste discrimination, there are no employment opportunities, the wages are low, debt is mounting, and the family's financial situation is pitiful. In recent years, Tiruppur has seen an increase in the number of migrant workers arriving from all across India. These people come to work in the textile industry. The textile sector employs a significant number of migrant workers, yet the industry fails to provide these workers with suitable facilities, job security, or proper working conditions. It would be beneficial for researchers to investigate the factors that lead people residing in the Tiruppur area to leave their homes and families in quest of better job opportunities. The use of Cramer's model serves as the primary focal point of the investigation, which focuses on the socio-economic issues and challenges in the textile industry that affect migrant workers.

Keywords: Socioeconomic, Migrating, Migrate, Migrants, Pathetic economic condition.

1. Introduction

Migration can be the best way for many people to enhance their survival in this unequal world. This can enormously ameliorate their income, learning and the future prospects of their generation. This migration decision is a basic element of human freedom and the migrants all over the world cannot be profiled in a group. People of different professions from construction workmen to it professionals migrate either within their country or abroad. Today, in many states of India, the employment of migrant workers is one of the most critical point of discussion. The workers are forced to migrate from their native place, because of lack of development, inadequate agricultural land, caste discrimination, lack of employment opportunity, poor wages, mounting debts and pathetic economic conditions of their family. Due to migration, people face many natural consequences like getting accustomed to the localities, adapting to different cultures, food and climate etc. Private unorganized sectors play a greater role in migrant workers recruitment. It is considered as an internal migration, which is transparently important for livelihood strategy in India. In recent years, Tiruppur has been experiencing a large influx of migrant workmen from different parts of India. In textile sector, many migrant workers are employed but not provided with adequate facilities and also they are not guaranteed for their jobs. The ultimate motto of these sectors is to get hard work with little pay. The partiality also prevails among the migrants and local workers. The migrant workers daily and monthly earnings are very low when compared to

4191

local workers, while they have to work for more hours than the local workers. The important aspect is that most of the migrant workers are not educated and because of their poor skill and little knowledge, it's quite hard for them to handle modern machineries and equipment. Hence, they never expect higher salary which equalizes them to local workers. Not only the lack of salary affects them but also the lack of rights. Many migrant workers are being treated as slaves in their living areas.

2. Review of literature

Dhivya Keerthiga & Arul Selvam (2017) have conducted study entitled "A study on working and living condition of migrant workers in garment industry". This study was attempted to analyses to examine the living and working conditions of the migrant labour at the place of their destination and to examine the problems that they face and to find if they are happy and satisfied after their migration process. The study has found that even after migration the quality of the migrants have not shown much improvement. Though the working conditions were satisfactory, yet none of the migrants live in own houses. The study has restricted access to basic needs, social entitlements and housing.

Reviews related Inter State Migrant workmen and Reason for Migration

Francis Jayapathyet.al. (April 2016) have conducted a survey entitled "Inter-state Migrants in Tamil Nadu". The aim of the study is to look at the push and pull factor of interstate migration. The data were collected from 730 migrant workers. The study found that the agricultural distress as the major push factor for migration and 96.7 percent of migrant workers had migrated to enhance the family economy.

Kanagarathinam and Gunasekaran (March 2020) have conducted a study entitled "**A** Study on Migration of Labours with reference to Tiruppur District" points out the most of the male migrant labourers are getting employment in Garments, Textiles, Hotel and Shops etc., sectors. As compared female migrants the male migrants are working in textile industries are huge in numbers and since the men generally have more responsibility to earn money for their family. They also points out that the Comparison between temporary and permanent labour migration and shows that temporary labour migration rate is seven times higher than permanent labour migration rate in Tiruppur, Coimbatore and Erode District.

Reviews related to Working Conditions, Problems and satisfaction of Migrant Workers

Mohanraj and Manivannan (2012) wrote an economic analysis and migrant worker satisfaction report in October 2012. This research aimed to collect data on the economic and demographic characteristics of Erode and Tiruppur migrant workers to better understand the factors that influence their happiness and success in their new jobs. According to the study, most migrated workers have a positive outlook on their jobs and are happy with most factors contributing to their happiness at work. Some employees report feeling overworked, while others complain of a hostile work environment or lack of skill-showcasing opportunities. Migrant workers are more likely to stay with the company if there is mutual respect and trust between management and staff and among peers.

Ram Singh Bora (Feb 2014) "Migrant Informal Workers: A Study of Delhi and Satellite Towns" shows that India's secondary and tertiary sectors are concentrated in large cities, prompting internal migration. Recent economic growth has been fueled by worker engagement. Data from slum households in Delhi, Haryana, and Uttar Pradesh were used to calculate the prevalence of slum housing in India. According to this research, migrant workers are typically employed in low-productivity jobs that pay low wages and don't provide adequate workplace safety, medical care, or social security benefits.

Migrant Report in Migrant Workers In Thailand's Garment Factories (2014) This research shows that migrant workers in the textile and garment industries in Mae Sot, Tak Province, Thailand, are subject to exploitation and labour rights violations, including lower wages, confiscation of valuable documents, and overpayment for health and social benefit plans to which they are not entitled.

Section A-Research paper

Arthi and Naagarajan (Mar 2018) "Health Security of Migrant Workers in Tiruppur Garment Industry-An Econometric Analysis" In this study, migrant workers' risk management and social security participation was studied. Econometric Model to determine Tiruppur garment workers' health insurance awareness and willingness to pay was studied. Most large and medium-sized companies insure migrant workers.

Business line (April 14, 2018) Tiruppur's textile industry had low worker retention. 15,000 migrants are trained and placed by Textile Industries. Later, migrants stayed no longer than six months in one unit. When a neighboring unit offers overtime, they want to switch jobs.

Barani and Pavithra (2019) had conducted a study to learn migrant workers' problems and benefits. The study sheds light on cultural differences migrant workers face and suggests measures for providing a balanced work life. More than 500 migrant workers in Erode textile mills provided data. Quota sampling contacted 65 workers. Data analysis and interpretation used percentage method and Chi-square test. Migrant workers face low wages, poor working conditions, a lack of social protection, and social exclusion, according to the study.

Sreerekha (2019) tried to study migrant workers in Tiruppur's garment industry. The study helps determine migrant workers' job satisfaction. The management then introduces measures to improve migrant employees' satisfaction. Integration is the degree to which employees can meet personal needs through their work. This study focuses on creating a human work environment for women to contribute to job satisfaction and productivity.

3. Conceptual Framework

Migration can be permanent or temporary. When a person moves from his native place to another in search of work, the movement is called migration. It's a reaction to social, economic, political, and demographic changes. Migration affects the population and workforce of any region. So, it affects socioeconomic changes and is a global phenomenon. The right to migrate for a living is important in regions with few opportunities. Policies should reduce migrants' vulnerability, not migration. Many from developing countries migrate out of necessity, not choice. Faster economic and political globalisation caused it. Poverty, unemployment, underemployment, economic and political instability, environmental issues, etc. drive migration. Women make up 49.6% of global migrants (95 million). Nearly 2% of the world's population (191 million) lives outside their home country. Tiruppur exports 90% of India's cotton knitwear. It's boosted India's textile industry for 30 years. It boosts India's foreign exchange. City employs 400,000 people. Insiders say job seekers from Assam, Bihar, Odisha, Uttar Pradesh, and Nepal are rising. From 5000-odd people four years ago, there are now over 40,000. Textiles employ skilled, semi-skilled, and unskilled workers. Tiruppur District's textile industry attracts migrant workers from other states. Textile and garment industries drive interstate migration. Tiruppur textile workers engage in various economic activities. This study focuses on migrant workers in Tiruppur's textile industry.

4. Objectives of the Study
Based on the above problems the following objectives are framed,

- To identify the profile of migrant workmen in textile sector.
- To analyze the working and living conditions of migrant workmen.

5. Research Question

Considering the above objectives to achieve the study's goals, the following hypotheses were formulated:

1. Migration affects workers' employment, wages, and living conditions.

2. Whether respondents' opinions differed on the severity of work-related problems.

6. Scope and Limitations of the Study

4193

Eur. Chem. Bull. 2023,12(5), 4191-4203

This study would be of practical utility to provide guidelines to the migrant workers, in maximizing their level of satisfaction. The present research highlights the emerging trends in the growth of inflow of migrant workers in textile sectors. This study would help in identifying the benefits and problems faced by the migrant workers in textile sector. None of the study has been made so far to analyze the opinion of the migrant workers in this dimension. The study will help textile industry to ascertain the exact demand and need of the migrant workers. Further, it suggests the government in formulating and enforcing regulatory and legal reforms for the protection of migrant workers. The data required for the study will be selected through interview schedule as the study is based on Primary data on the migrant workers in the Tiruppur District of Tamil Nadu Hence this retains its own limitation. Findings and conclusion are based on the through samples. Since it is a time bound, the researcher did not cover all requirements. Due to paucity the researcher was unable to have a deep drive in the study.

7. Research Methodology

This study explores the problems and prospects of migrant textile workers. Any research's reliability and validity depend on systematic data collection and sequential analysis. This study used both primary and secondary data extensively to achieve its goals.

8. Sampling Design

The study's primary data comes from interviews with migrant workers in Tamil Nadu's Tiruppur District. Locals must help us find where migrant workers work and live. Finally, data will be collected by visiting workplaces and homes, whichever is most convenient. Demographic and household details, reasons for migration, sources of information, living conditions, present occupational pattern, wage and income level, consumption and savings pattern, remittances, etc. are collected. The interview schedule is developed after consulting with textile industry officials and a pilot study is conducted.

9. Analysis of the Data

This analysis was undertaken in the district of Tiruppur in the state of Tamil Nadu. Due to unable to get reliable records a sample of 250 migrant workers have taken for the study A pilot survey revealed that the largest number of migrant labour to Tiruppur was from UP followed by Bihar and Orissa. Therefore, it was found that most of the workers belong to the State of Orissa, 76 (30.4) belongs to the state of Uttar Pradesh, followed by Bihar 51(20.4), Jharkhand 32(12.8) and rest from Chhattisgarh 12(4.8) This sample was collected from both urban, semi-urban and rural regions of Tiruppur district. A well-structured Interview Schedule was prepared and each respondent was met personally by this investigator. The following analysis is made of the study area.

The results of study on **"Inter State Migrant Workmen – A Paradigm Shift in Labour Deployment Pattern in Textile Sector in Tiruppur District"** are discussed and presented in the following heads.

9.1 Demographic profile of migrant workmen

The study's primary data comes from interviews with migrant workers in Tamil Nadu's Tiruppur District. Locals must help us find where migrant workers work and live. Finally, data will be collected by visiting workplaces and homes, whichever is most convenient.

Demographic and household details, reasons for migration, sources of information, living conditions, present occupational pattern, wage and income level, consumption and savings pattern, remittances, etc. are collected. The interview schedule is developed after consulting with textile industry officials and a pilot study is conducted. (**Ram Singh Bora, 2013**).

In this chapter the demographic profile of Inter-state Migrant workmen such as the socio- economic profile, and the reason for migration are analysed.

Demographic profile is the pre-requisite and, it influences to great extent on working conditions of migrant workmen in textile sector. Demographic profiling is done by applying simple percentage analysis.

Table 1: Migrants' Profile.

S.No	Particulars	No. of Respondents	Percent
1.	**Gender**		
	Male	224	89.6
	Female	26	10.4
	Total	**250**	**100.0**
2.	**Age of the Person**		
	18-20	56	22.4
	21-30	133	53.2
	31-50	26	10.4
	Above 50	35	14.0
	Total	**250**	**100.0**
3.	**Mother Tongue**		
	Hindi	151	60.4
	Oriya	26	10.4
	Bhojpuri	73	29.2
	Total	**250**	**100.0**
4.	**Languages Known**		
	Hindi	250	100.0
5.	**Religion**		
	Hindu	193	77.2
	Muslim	34	13.6
	Christian	23	9.2
	Total	**250**	**100.0**
6.	**Marital Status**		
	Married	80	32.0
	Unmarried	170	68.0
	Total	**250**	**100.0**
7.	**District and the State**		
	Bihar	51	20.4
	Orissa	79	31.6
	U.P	76	30.4
	Jharkhand	32	12.8
	Chhattisgarh	12	4.8
	Total	**250**	**100.0**
8.	**Educational Qualification**		
	Technical high school	49	19.6
	Basic school	175	70.0
	No formal education	26	10.4
	Total	**250**	**100.0**
9.	**Experiences as Migrant workers**		
	Less than One year	26	10.4
	1-3 year	101	40.4
	3-5 years	98	39.2
	Above 5 years	25	10.0
	Total	**250**	**100.0**
10.	**Level of understanding of the spoken Tamil**		
	Conversational	26	10.4

4195

Eur. Chem. Bull. 2023,12(5), 4191-4203

Section A-Research paper

Basic	24	9.6
Very Little	116	46.4
None	84	33.6
Total	**250**	**100.0**

(i) Gender of the Migrants

It can be seen from the Table- 1.1, of the 250 Migrant workers, 224 (89.6%) are male and 26 (10.4%) are female which shows the predominance of male migrant workers are working in textile sector.

(ii) Age of the Migrants

The age wise classifications of migrant workers are given in Table 1. According to the data, the majority of migrant workers 133 (53.2%) belong to the age group of 21 to 30 years, followed by 56(22.4%) belong to the age group of 18 to 20 years, 35(14.0%) are in the age group of above 50 years and the rest 26 (10.4%) are in 31 to 50 years. It can be said that the most of the migrant worker 133 (45%) are in the age group of 21 to 30 years. Migrants reached at their destinations when they were in their teens or just passing through teen ages, for the entire sample an average age on arrival was worked out to be 24 to 26 years

(iii)Mother Tongue

According to Table - 1, going by the native language of the workers, most of them have Hindi as their mother tongue 151 (60.4%) followed by Bhojpuri 73 (29.2%) and rest 26(10.4%) is Oriya

To conclude, Majority of migrant workers mother tongue is Hindi. Understanding of the Local language (Tamil) is major issue for migrant workers.

(iv)Languages Known

According to the Table 1. All migrants know the Hindi Language. Some of migrants speak and write the Hindi language.

(v) Religion

Out of 254 sample migrants, majority of 193(77.2%) percent are from Hindu religion which is followed by 34(13.6%) migrants in Islamic or Muslim religion and 23(9.2) migrants following the religion of Christianity. It is evident from the data Majority of Migrant workers are belongs to the Hindu religion.

(vi)Marital Status

It is evident from the data that of 250 Migrant workers 170 (68%) migrants are unmarried and 80 (32%) are married. It is clear that a majority of the migrants 170 (68%) are unmarried.

(vii)   District and the State

According table - 1, out of 250 migrants, most of migrants79 (31.6%) belong to the State of Orissa, 76 (30.4%) belong to the state of Uttar Pradesh, followed by Bihar 51(20.4%), Jharkhand 32(12.8%) and rest from Chhattisgarh12 (4.8%). It is evident from the Table, Most 79(31.6) of migrants are from the State of Orissa.

(viii)   Educational Qualification:

Of the 250 Migrants, high number of them 175 (70%) have only completed the basic school, followed by 49 (19.6%) have technical education, and rest have 26 (10.4%) have no formal education. Majority of the migrants have completed only the primary education which handicaps migrants to get the skilled and white scholar jobs in textile sector job.

(ix) Experience as Migrant workers

According to the data of 250 migrants 101 (40.4%) are having experience as migrant workers between 1 - 3 years, 98 (39.2%) Migrants having experience of 3-5 years, 26 (10.4%) having less than one year experience and rest 25(10%) having above five years' experience. Therefore, it is inferred that most of 101 (40.4 %) having experience from 1 to 3 years.

4196

Eur. Chem. Bull. 2023,12(5), 4191-4203

Section A-Research paper

Cramer's Model

Cramer's V Model used to understand the strength of the relationship two variables with 5 percent level of significance. It is also known as determinant method. It is an effect size measurement for the chi-square test of independence. It measures how strongly two categorical fields are associated.

Table – 2: Relationship between Age of Migrant workers and Years of Experience.

Age of the person * How many years have you been working as a migrant labor						
		How many years have you been working as a migrant labor				**Total**
		Less than One year	1-3 year	3-5 years	Above 5 years	
Age of the person	18-20	21	35	0	0	**56**
	21-30	0	39	77	17	**133**
	31-50	2	11	10	3	**26**
	Above 50	3	16	11	5	**35**
Total		**26**	**101**	**98**	**25**	**250**

Cramer's V Value = 0.377 Significance value = 0.000

The above Table – 2.1 indicates the relationship between age of migrant workers and years of experience. Cramer's value 0.377 is statistically strong significant at 5 percent level of significance. So null hypothesis is rejected and alternative hypothesis is accepted. That means there is a significant strong relationship in the influence of the age and years of experience of migrant workers.

(x) Level of Understanding of Tamil Language

About 116 (46.4%) migrants level of understanding the spoken Tamil is very little, 26 (10.4%) of migrants know Tamil at conversational level and rest 24(9.6%) of the migrants understands the spoken Tamil at basic level. Nearly 84 (33.6%) migrants do not understand the Tamil language. In summary, most 116 (46.4%) migrants level of understanding the spoken Tamil is very little. It can be concluded that, Language is a major issue in case of migrant workers especially in South Indian states where migrant workers don't understand Tamil. Supervisors and such other senior factory staff also do not understand migrant workers' language. Therefore, textile industry must provide the local language training at basic level to the migrants.

9.2 Reason for Migration

Migration is the movement of people between places. Generally, people move for financial reasons. Other reasons for migration include ethnic conflict, natural disaster, political instability, economic hardship, and the search for economic and social improvement. Migrants leave low-opportunity areas for better ones. Migration from one state to another in India affects every aspect of life. India's garment industry contributes to its development. India is the world's second-largest cotton and jute producer. India's garment industry needs many workers. Unskilled and illiterate workers migrate to garment hubs for better jobs. Even that sector employs migrant workers. **(V. Dhivya Keerthiga & Arul Selvam) (May – 2017).**

Table – 3: Reason for Migration.

Si.no	Reason for Migration	No. of Respondents	Percent
1	To enhance the financial background of the family	32	12.8
2	Family Problems	36	14.4
3	Poverty	130	52.0
4	Lack of Job opportunity in the native place	52	20.8
	Total	**250**	**100.0**

From the above Table – 3.1, 130 (52%) migration reported the reason of migration as poverty, another 52 (20.8%) percent reported as lack of job opportunity in the native place, 36(14.4%) reported as family problems

4197

Eur. Chem. Bull. 2023,12(5), 4191-4203

Section A-Research paper

and 32(12.8%) percent reported as to enhance the financial background of the family. To conclude, 130 (52%) migration reported the reason of migration as poverty and they have not sufficient income to meet their household expenditures. Therefore the Figure 1 represent the migrants problem faced in economic, society by the migrants and total number of people faces the difficulty during migration. This suggests that migration regularly occurs for the creation of outside support system for livelihood. Further, lack of job opportunity and enhance the financial background of the family such as accumulate savings, marriage and education of the dependents and purchase of land/construction of house are pushed the migrants to leave from their native place.
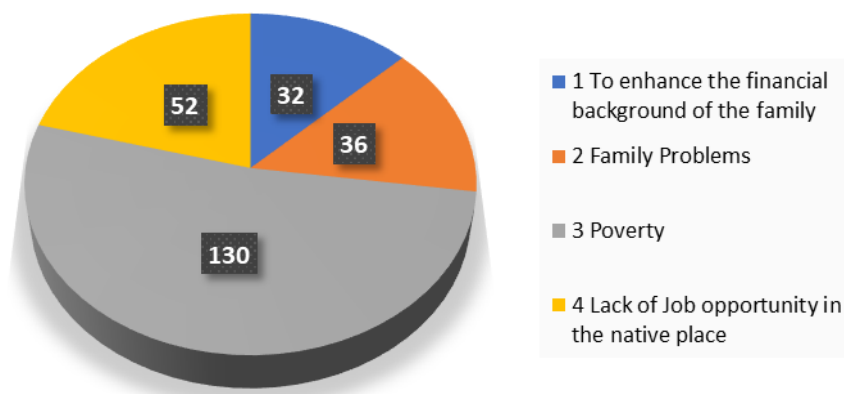

Figure 1 Caption: Reasons for Migration.

Table – 4: Cramer's V Model Test.

Age of the person * Reason for migration Cross tabulation					
		Reason for leaving your native place			
		To enhance the financial background of the family economy	Family Problems	Poverty	Lack of Job opportunity in the native place	Total
Age of the person	18-20	8	6	36	6	**56**
	21-30	20	13	80	20	**133**
	31-50	4	17	0	5	**26**
	Above 50	0	0	14	21	**35**
Total		**32**	**36**	**130**	**52**	**250**

Cramer's V Value = 0.380Significance value = 0.000

The above Table 4.1 indicates the relationship between age of migrant workers and the reason for migration. Cramer's value is 0.380 which is statistically strong, significant at 5 percent level of significance. So null hypothesis is rejected and alternative hypothesis is accepted. So there is a significant strong relationship in the influence of the age and the reason for migration.

The migrants were asked to assign ten variables on the various problems they face both at the work place and the environment in which they live. The problems faced by the migrants are presented in Table 5.1.

Table – 5: Problems of Migrant Employees at the Work Place.

S.No	Problem	Total score	Mean value	Rank
1	No medical benefits and insurance	566	2.264	1
2	No pay for overtime work	560	2.24	2
3	Providing food with low nutrition	552	2.208	3

Section A-Research paper

4	Working for a long time without a break	550	2.2	4
5	Language barrier to understand the local language	528	2.112	5
6	Psychological abuse	524	2.096	6
7	Unwillingness or inability to adapt to new technology	522	2.088	7
8	Prevalence of inequality amongst the employees	472	1.888	8
9	Often feeling nervous or tense at work	456	1.824	9
10	Occupational Hazards backaches, Lung diseases, eye problem, etc.,	448	1.792	10

From the figure 2.1, variables on problems facing by the migrants, the mean awareness score ranges between 1.792 and 2.264. 'No medical benefits and insurance' have secured the highest mean score 2.264, followed by 'No pay for overtime work' 2.24 in second, 'Providing food with low nutrition' 2.2in third and finally 'Occupational Hazards backaches, Lung diseases, eye problem, etc.,' 1.584 has secured the least mean score. It can be concluded that among the Ten variables, no medical benefits and insurance, no pay for overtime work and providing food with low nutrition are the major problems for the migrants in Textile Sector.

10. SUMMARY OF FINDINGS

The results of the study are brought out in the following paragraphs under three major headings

Demographic Profile of Migrants

For this study, as a prerequisite, demographic profile of the migrant workers have been analyzed by applying various factors such as Gender, Age, experience, Marital status, educational qualification, understanding of local language, Native District and State and religion.

(a) Gender of the Migrants

Of the 250 Migrant workers, 224 (89.6%) are male and 26(10.4%) are female which shows the predominance of male migrant workers are working in textile sector.

(b) Age of the Migrants

Majority of migrant workers 133 (53.2%) belong to the age group of 21 to 30 years, followed by56(22.4%) belong to the age group of 18 to 20 years, 35(14.0%) are in the age group of above 50 years and the rest 26 (10.4%) are in31 to 50 years.

Most of the Migrant workers 133 (45%) are in the age group of 21 to 30 years. Migrants reached at their destinations when they were in their teens or just passing through teen ages, for the entire sample an average age on arrival was worked out to be 24 to 26 years

(c)Mother Tongue

Most of migrant workers have Hindi as their mother tongue 151 (60.4%) followed by Bhojpuri 73 (29.2%) and rest 26(10.4%) is Oriya

To conclude, Majority of migrant workers mother tongue is Hindi. Understanding of the Local language (Tamil) is major issue for migrant workers.

(d) Religion

Majority of 193(77.2%) percent are from Hindu religion which is followed by 34(13.6%) migrants in Islamic or Muslim religion and 23(9.2%) migrants following the religion of Christianity.

It is evident from the data majority of migrant workers are belongs to the Hindu religion.

(e)Marital Status

It is evident from the data that, of 250 Migrant workers 170 (68%) migrants are unmarried and 80 (32%) are married.

4199

Eur. Chem. Bull. 2023,12(5), 4191-4203

Section A-Research paper

It is clear that a majority of the migrants 170 (68%) are unmarried.

(f) District and the State

Out of 250 migrants, most 79   (31.46%) of migrants belong to the State of Orissa, 76 (30.4%)belong to the state of Uttar Pradesh, followed by Bihar 51(20.4%), Jharkhand 32 (12.8%) and rest from Chhattisgarh12(4.8%)

It is evident that, Most of Migrants are from the State of Orissa.

(g) Educational Qualification:

Of the 250 Migrants, high number of them 175 (70%) have only completed basic school, followed by 49 (19.6%) have technical education, and rest have 26 (10.4%) have no formal education.

Majority of the migrants have completed only the primary education which handicaps migrants to get the skilled and white scholar jobs in textile sector job.

(h) Experience as Migrant workers

Out of 250 migrants 101 (40.4%) are having experience as migrant workers between 1 to 3 years , 98(39.2%) Migrants having experience of 3-5 years, 26(10.4%) having less than one year experience and rest 25(10%) having above five years' experience.

Therefore, it is inferred that most of 101 (40.4 %) having experience from 1 to 3 years.

(i) Relationship Between Age of Migrant workers and Years of Experience

Cramer's value 0.377 is significant at 5%. So alternative hypothesis is accepted. Age and experience of migrant workers have a strong relationship.

(j) Level of Understanding of Tamil language

About 116 (46.4%) migrants know very little Tamil, 26 (10.4%) know Tamil at a conversational level, and 24 (9.6%) know basic Tamil. Most 116 (46.4%) migrants speak little Tamil. In South Indian states where migrant workers don't speak Tamil, language is a major issue for migrant workers. Senior factory staff, including supervisors, don't speak migrant workers' language. The textile industry must offer migrants basic local language training.

(k) Reason for Migration

Out of 250 Migrants, 130 (52%) migration reported the reason of migration as poverty, another 52 (20.8%) percent reported as lack of job opportunity in the native place,36(14.4%) reported as family problems and 32(12.8%) percent reported as to enhance the financial background of the family. To conclude, 130 (52%) migration reported the reason of migration as poverty and they have not sufficient income to meet their household expenditures. This suggests that migration regularly occurs for the creation of outside support system for livelihood. Further, lack of job opportunity and enhance the financial background of the family such as accumulate savings, marriage and education of the dependents and purchase of land/construction of house are pushed the migrants to leave from their native place. Cramer's 0.380 values are statistically significant at 5%. So the alternative hypothesis is accepted. Age and migration reason have a strong relationship.

(l) Problems of Migrant Employees at the Work Place

Among the ten variables on problems facing by the migrants, the mean awareness score ranges between 1.792 and 2.264. 'No medical benefits and insurance' has secured the highest mean score 2.264, followed by 'No pay for overtime work' 2.24 in second, 'providing food with low nutrition' 2.2in third and finally 'Occupational Hazards backaches, Lung diseases, eye problem, etc.,' 1.584 has secured the least mean score. It can be concluded that among the ten variables, No medical benefits and insurance, No pay for overtime work and providing food with low nutrition are the major problems for the migrants in Textile Sector.

4200

Eur. Chem. Bull. 2023,12(5), 4191-4203

THE CHALLENGES FACED BY THE MIGRANTS IN THE TEXTILE SECTOR IN THE TIRUPPUR DISTRICT OF TAMIL NADU.

11. Suggestions:

1. **Suggestions to Textile Companies**
   i) Suggestions relating to the study

   a. In South Indian states, where migrant workers don't speak Tamil, language is a major issue. Senior factory staff, including supervisors, don't speak migrant workers' language. The textile industry must offer migrants basic local language training.

   b. Lack of job opportunities and the need to improve the family's financial situation (e.g., save money, marry, educate children, buy land/build a house) pushed migrants to leave their home country. Migration has increased their financial stability. Providing migrant workers with bank accounts and loans will make them self-sufficient. c. Migrants who save will live peacefully.

   c. Textile industry must train unskilled migrants. Migrants also take part in skill training sessions to improve their skills and proficiency to perform various jobs, so they can get jobs easily with higher wages.

   d. Textile companies may offer workers technical education/skilled workshops to improve their skills and reduce company losses.

   e. Textile companies rarely give migrants paid leaves. Textile companies provide paid leaves for migrants per migrant law.

   f. Most migrants earn Rs.400 per day. This is below the Minimum Wage Act (Monthly wages Rs.18000 to Rs. 24,000). Migrant workers' wages and expenses are unbalanced. Their household economy is affected by summer drinking water costs, rising rent, low garment production, etc. The Minimum Wage Act should be used to help migrants.

   g. According to the study, garment workers face a number of occupational hazards due to long hours, focused attention, fixed postures, dust and particle pollution, and verbal and psychological abuse. Textile Industry must ensure the safety and health of migrants by preventing occupational risks and providing proper training and protective equipment.

   h. Most migrant workers in textile factories work in unhealthy conditions. They work hard, stay in simple rooms, and their surroundings are dirty. Migrant workers are less health-conscious. Health Checkups, Health Rooms, Restrooms, Hygiene Larger textile factories have safe drinking water and first aid kits for migrants.

   i. All workers should receive 8 hours of minimum wage per day. In Tiruppur, 1 12 shifts are 12-hour shifts. Due to breaks, 12 hours of work is actually 10.5 hours. 2.5 hours of each day are entitled to 200% pay, but workers are usually paid by the shift. Without overtime wages, workers are underpaid by 20%.

   j. A sexual harassment cell should be created. Employers should ensure all workers receive benefits and welfare under the law.

   k. Time-and-a-half and piece-rate workers should get overtime. Employers should compensate workers' families for deaths during employment.

   l. 40% of respondents are dissatisfied with accommodations, so companies may focus on that.

   m. Companies may provide technical education to workers to improve their skills and reduce company damage, loss, and wage deductions.

   n. Separate mess or canteen serving north Indian cuisine may help workers adjust to the workplace.

   o. Workers should be oriented on work and pay conditions so they can achieve their economic goals.

   ii) General Suggestions:

   a. Textile companies should ensure all workers receive benefits under the migration law.

   b. If a migrant worker dies during their contract, the employer should compensate their family.

   c. Textile companies must provide migrant workers with an orientation programme regarding work and pay, food and housing, leave and shift, nature of work, etc. Knowing the nature of work will help migrants achieve their economic goals.

   d. To prevent sexual harassment, create a separate shell.

   e. Most migrant workers wear dirty clothes and use pan masala and tobacco. Locals are mistreated and landlords won't rent to them because they don't clean. So, textile companies should organise a camp for migrants on nature protection, drug prevention, dress code, and local conduct.

4201

Eur. Chem. Bull. 2023,12(5), 4191-4203

f. Textile companies should let migrants worship in churches, mosques, and temples.

g. Most migrant workers are uneducated. So textile companies should offer migrant workers part-time education in partnership with universities.

2. Suggestions to State and Central Governments

a. State governments increase legal awareness among migrant workers in source and destination states about their employment rights and how to access government schemes like Atmanirbhar Bharat Abhiyan and Pradhan Mantri Garib Kalyan RozgarYojana and its benefits.

b. Workshops for migrants in Tiruppur's hotspots, radio/TV programmes, and flyers with short messages about migrant workers' rights may be helpful.

c. Legal fraternity will help migrants understand new labour codes and defend them in the future.

d. The state government directs NGOs in and around Tiruppur to help migrant workers resolve workplace conflicts and enrol in state welfare schemes.

e. The Central or State Government must launch a Digital Migration Hub in Tiruppur. This centre will update migrants' employment information and skills. It should help migrants find work in Tiruppur.

f. State and central governments issue smart cards to migrants. Interstate migrant workers should get a smart card from their home state as an alternative to an ID, employment, or skill card. This card must generate migrant employee profiles, experiences, and skills. It will reduce migrant worker exploitation in job seeking, duplication, social security issues, and anti-social activities. These initiatives will benefit migrant workers, employers, the state, nation, and world.

12. Conclusions

This research analyses socioeconomic profile, migration reasons, and textile worker problems, based on a survey of 250 migrant workers in Tamil Nadu's Tiruppur District. Our study sampled unskilled and semi-skilled migrant workers from Orissa, Uttar Pradesh, Bihar, Jharkhand, and Chhattisgarh. Lack of job opportunities, accumulating savings, marrying and educating dependents, and buying land/building a house pushed migrants to leave their native place, while higher wages and a conducive working environment pushed them to Tiruppur. Migration is influenced by friends and relatives who have already moved to Tiruppur. Even after migration, workers' employment profiles hardly change. Almost all migrants work unskilled jobs, and none have registered with any employment/government agency. Instead, they have informal contracts with contractors/textile companies. Migrants live in deplorable conditions. They lived with other migrants at work sites or rented houses without hygiene, sanitation, or safe drinking water. Migrants work 8 hours per day. The Factories Act gives the textile industry 8 hours per day. Some migrants work overtime to supplement their low wages and improve their standard of living. Migrant Workers must work overtime if they can't meet production targets in the allotted time.

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4203

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