PROBLEMS AND EXCLUSION OF MIGRANT WOMEN GARMENT EMPLOYEES IN TIRUPUR CITY

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Abstract:

This paper aims to measure the potential factors and life of migrant employees in garment industry with special reference to Tirupur. The study helps to make out the various factors and their level of satisfaction of migrant employees towards their job. The migrant research focuses on the scope of creating a human work environment for the women employees to work completely and contribute to original job satisfaction and productivity. Work plays a fundamental role in the life as the worker is occupied in a prolific organisation. It has a significant impact on shaping the individuality, influencing the performance, obligation to fellow employees and assurance to the organisation and the society. The current study is anticipated to help for the betterment of migrant women employees working in Tirupur garment industry. The study is proposed to identifying the problematic factors affecting the women migrant employees.

Keywords — Garment industry, Integration, migrant employees, productivity, satisfaction, women employees, work environment.

1. Introduction

Migration is a process of movement of an individual or a group of people from one region to another. People have started to cross the boundaries in search of better job opportunities. Today, the textiles industry has an overwhelming presence in the economic life of India. The textile sector is the second largest provider of employment after agriculture. It plays a pivotal role through its contribution to industrial output, employment generation, and the export earnings of the country. Migrated workers are right choice to the Garments exporters for establishing their manufacture schedules closer to the selling period based on quick response strategy that links apparel retailing and manufacturing operations to make available the right product at right time. Migrant women employees are having both

prospective as well as problematic experience in Tirupur Garment sector. The prospects include the search of money, better economy, better lifestyle, improved livelihood with safety and security. The problem starts with the violations of the rights of migrant women workers at home by agents and agencies of recruitment in the sending states. As many of the migrant workers come from rural region these migrant have very little access to and knowledge of pre-departure information. The migrant workers are facing some common problems like, poor accommodations, work without holidays, lack of health care, food problems, low wage rates, pathetic working conditions and lack of payment for overtime. Wages for migrant workers vary from sector to sector and region to region. Hence the researcher interested to analyse the Problems and Exclusion factors affecting migrant women garment employees in Tirupur City.

2. Statement of the problem

There are an estimated 232 million international migrants and 740 million internal migrants worldwide, most of whom are in search of work. Migrant Integration is a dynamic two way process on mutual accommodation between migrants and the majority population of the host state. How they are integrated and working in the new state. The violations of the rights of migrant workers start at home by agents and agencies of recruitment. As many of the migrant workers come from rural region these migrant have very little access to and knowledge of pre departure information. The hope of coming out of poverty is so tough that families even ask the girls to go abroad even without knowing where they are going or what they will be doing. Some of the new female migrants are skilled; they find work and integrated themselves in the gendered labour markets. But some employees end in low-pay, low-status jobs, and tend to experience the insecurity and instability. Migrant Women recount both positive and negative experiences from labour and public employment agencies. Some are victims of human trafficking, prostitution or other forms of exploitation. They come under exclusion category. Thus, this Research aims to find out the factors due to which the migrant garment employees are excluded.

3. Need of the study

The present study is of great significance for efficient and profitable functioning of the garment company's and analyzing the status of migrant workers in Tiruppur garment industry. Satisfied employees are the greatest asset of any organization and dissatisfied employees are the biggest liability. Satisfied employees are integrated in the garment sector and dissatisfied employees are excluded. Tirupur city was chosen for its considerable number of Garment companies, migrant garment employees under it and the researcher's convenience

to access. Many employees are suffering from lack of facilities, employment problems of various unorganized sectors and changing pattern of migrated workers life style. The study largely looks at the Integration factors such as welfare, working condition, occupational health, exclusion factors, policies and expectation of the migrant women workers. This further inducts the researcher and the readers on their specific needs.

4. Objectives:

The main objectives of the study are as follows,

1. To analyse the socio economic factors and reasons for migration among migrant workers in Tirupur City.
2. To identify the migratory aspects of migrant women workers in Tirupur garment industry.
3. To check the problems faced by women migrant workers in Tirupur City.
4. To find out the reasons for exclusion of migrant women employees.
5. To give suggestions to improve the existing status of migrant women workers in Tirupur City.

5. Methodology

The population universe and samples for the study is confined to the migrant women garment employees in Tirupur City. The Research design used for the study is Descriptive research design. Samples selected using Non-probability sampling procedure under which Judgmental sampling more commonly known as Purposive sampling was used. The research was based on selecting a sample consisting of 910 women migrant garment employees with minimum of one year experience, through Judgmental sampling method. The sample size was confirmed with the help of Morgan's table. The primary data was collected by Interview Schedule cum Questionnaire method.

6. Statistical tools used for analysis

The data analysed using the help of statistical techniques like Simple percentage analysis, Chi-square test, Multiple regression analysis, Kruskal wallis (H –test), Garrett Ranking technique and One way ANOVA.

7. Limitations of the Study

The results of the study cannot be generalized for any other Industry. All the research samples were taken from Tirupur City only. This research includes only the migrant women employees in Tirupur garment industry having more than one year experience. Migrant

Women employees always had a very busy schedule. But with all the limitations the researcher had taken lot of efforts to achieve the objectives of the study.

8. Data analysis

Percentage Analysis of Demographic Profile

S.no	Variables	Classes	Percentage
1.	AGE	Below 21	04.2
		21 - 30 yrs	49.1
		31 - 40 yrs	32.2
		Above 40	14.5
2.	MARITAL STATUS	Married	53.3
		Unmarried	21.5
		Widowed	15.4
		Separated	09.8
3.	EDUCATIONAL QUALIFICATION	Illiterate	20.1
		Primary	24.0
		HigherSecondary	22.0
		Diploma / UG/ PG / Others	34.0
4.	MONTHLY INCOME	Below Rs.8,000	41.1
		Rs.8001 – Rs.12000	31.8
		Rs.12001 – Rs.20000	14.2
		Above Rs.20000	13.0
5	EXPERIENCE	1 – 3 years	29.8
		4 – 6 years	27.4
		7 – 10 years	22.6
		Above 10 years	20.2
6	FAMILY SIZE	1 – 2 members	21.9
		3 – 4 members	48.4
		5 – 6 members	19.6
		Above 6 members	10.2

Chi-square test of demographic factors and reasons for migration

S.NO	Factor	Calculated χ2 Value	Table Value	D.F	Remarks
1.	Age	4.519	12.592	6	Not Significant at 5% Level
2.	Marital status	1.812	12.592	6	Not Significant at 5% Level
3.	Educational Qualification	2.369	12.592	6	Not Significant at 5% Level
4.	Monthly Income	72.274	12.592	6	Significant at 5% Level
5.	Experience	75.228	12.592	6	Significant at 5% Level
6.	Family Size	6.031	12.592	6	Not Significant at 5% Level

From the analysis, it is concluded that monthly income was the only factor Significant at 5% Level with the reasons for migration.

Analysis of Migratory Aspects of Women Migrant Employees Using Multiple Regression Analysis

From the percentage analysis of the migratory aspects found that the majority 45.7 per cent of the respondents were migrated from within India outside Tamilnadu, maximum 65.9 per cent employees type of migration

were of group migration type, most of 50.3 per cent of the female migrants were unemployed before migration, 37.4 per cent employees source of migration costs were from household savings, 47.3 per cent of the female migrants joined in the Tirupur garment sector with own interest, 58.9 per cent people's source of motivation were family members, maximum 36.0 per cent migrant women workers minor children were left behind with spouse/relatives, 33.2 per cent unable to attend school full term, majority 42.7 per cent visit occasionally to their native place, 48 per cent of migrants purpose of visit were to visit the parents/relatives, most of 58.8per cent of the respondents were living in the rented house away from work site, maximum 54 per cent respondents have good opinion about the present living condition, 63.6

per cent of the migrant employees work for the private employer, most of 23.1 per cent were doing unskilled/semi-skilled manual work.

☐ The multiple linear regression co-efficient (dependent variable) is found to be statistically good fit as R2 is 0.923. It shows that independent variables contribute about 92.3 per cent of the variation in reason for migration of employees is statistically significant at 1% level and 5% level respectively. From the outcome of the analysis the reason for migration of employees positively associated as well as significant with Migrated from own state or county, Employment status before migration, Migrant worker's minor children and Purpose of visit in the study area.

Problems faced by migrant women garment employees and demographic profile using kruskal wallis H- test

Age- Since the p-value is less than 0.05, the null hypothesis is rejected at 5% level of significance. Hence, there is significant relationship between problems facing migrant women employees and age of the respondents.

Marital Status- From the result of Kruskal Wallis test. Since the p-value is less than 0.05, the null hypothesis is rejected at 5% level of significance. Hence, there is significant relationship between problems facing migrant women employees and marital status of the respondents.

Education- By the result ofKruskal Wallis test. Since the p-value is less than 0.05, the null hypothesis is rejected at 5% level of significance. Hence, there is significant relationship between problems facing migrant women employees and education of the respondents.

Monthly Income - By the result of Kruskal Wallis test. Since the p-value is less than 0.05, the null hypothesis is rejected at 5% level of significance. Hence, there is significant relationship between problems facing migrant women employees and Monthly Income of the respondents.

Experience- The table lists the result of the Kruskal Wallis test. Since the p-value is less than 0.05, the null hypothesis is rejected at 5% level of significance. Hence, there is significant relationship between problems facing migrant women employees and experience of the respondents.

Family Size- From analysis table the p-value is less than 0.05, the null hypothesis is rejected at 5% level of significance. Hence, there is significant relationship between problems facing migrant women employees and family size of the respondents.

Ranking the exclusion factors of the migrant women employees using Henry Garrett Ranking Technique.

After analysing the data received from 910 migrant women employees from Tirupur. It was analysed that on the whole 44 per cent of the employees faced and known to the worst situations and prefer to exclude from Tirupurgarment industry. 56 per cent of the employees feel secured in Tirupur city. Hence, 44 per cent of the employees ranked the exclusion factors and data analysed using Henry Garrett ranking technique and Garrett Table.

S. No.	Exclusion Factors	Total Score	Mean Score	Rank
1.	Harassment because of their caste/ community/ religion	2516	2.76	II
2.	Discrimination due to their complexion and appearance	2821	3.10	I
3.	Harassment by local people, fellow workers and civic authorities	2480	2.73	III
4.	Experience of violence and threats in the course of their migration	2102	2.31	VI
5.	Forced work/ force to continue the work in the host place	1667	1.83	IX
6.	Sexual exploitation of migrant women at transit and destination	1891	2.08	VII
7.	Sexual abuse by traffickers, fraudulent employers and employees	1776	1.95	VIII
8.	Migrants face criminalization by the civil society in the absence of efficient judicial system	2478	2.72	IV
9.	Misinterpretation of their thoughts by fraudulent agents due to language inefficiency	2406	2.64	V
10.	Long term unemployment without any financial support	1533	1.68	X

Ranking the reasons for exclusion factors of the migrant women employees, 'Discrimination due to their complexion and appearance' was ranked first by the selected sample respondents with the total score of 2821 and mean score of 3.10. 'Harassment because of their caste/ community/ religion' was ranked second with total score of 2516 and mean score of 2.76. 'Harassment by local people, fellow workers and civic authorities and Migrants face criminalization by the civil society in the absence of efficient judicial system' occupied third and fourth position with the total score of 2480 and 2478 mean score of 2.73 and 2.72 respectively. 'Misinterpretation of their thoughts by fraudulent agents due to language inefficiency' was ranked fifth with the total score of 2406 and mean score of 2.64.

'Experience of violence and threats in the course of their migration' occupied sixth position with the total score of 2102 and mean score of 2.31. 'Sexual exploitation of migrant women at transit and destination and Sexual abuse by traffickers, fraudulent employers and employees' occupied seventh and eighth position with the total score of 1891 and 1776 and mean score of 2.08 and 1.95 respectively. 'Forced work/ force to continue the work in the host place and Long term unemployment without any financial support' was ranked ninth and tenth position with the total score of 1667 and 1533 and mean score of 1.83 and 1.68 respectively. It is evident that most of the respondents mentioned to 'Discrimination due to their complexion and appearance' as the main reason behind migrant women employees.

Opinion about Present Migration Life and Demographic Factors using ONEWAY ANOVA

Opinion about Present Migration Life and Demographic Factors Using One Way ANOVA

Demographic factors	Groups	Sum of Squares	Df	Mean Square	F	P – value
Age	Between Groups	1.679	3	0.560	0.904	0.439
	Within Groups	561.319	906	0.620		
	Total	562.999	909			
Marital Status	Between Groups	0.896	3	0.299	0.285	0.836
	Within Groups	949.457	906	1.048		
	Total	950.353	909			
Educational Qualification	Between Groups	7.264	3	2.421	1.877	0.132
	Within Groups	1168.632	906	1.290		
	Total	1175.896	909			
Monthly Income	Between Groups	8.109	3	2.703	2.533	0.056
	Within Groups	966.802	906	1.067		
	Total	974.911	909			
Experience	Between Groups	6.834	3	2.278	1.867	0.134
	Within Groups	1105.277	906	1.220		
	Total	1112.111	909			
Family size	Between Groups	0.220	3	0.073	0.092	0.964
	Within Groups	718.863	906	0.793		
	Total	719.082	909			

Source: Primary Data

From the analysis of One Way ANOVA test it was noted that the p-value is more than 0.05. The null hypothesis is accepted at 5 per cent level of significance. Hence, there is no significant relationship between opinion about present migration life and demographic factors except monthly income (p-value 0.056). Finally the researcher concludes that the monthly

income was only demographic factor providing satisfaction towards the present migration life of workers.

9. SUGGESTIONS RECOMMENDED

✓ There is a problem with the migrant worker's qualifications that are not accepted in the host regions, most of them are diploma holders from their native place, some of them are not having the certificate of education. They are forced to take jobs that are low paid in relation to their skills. So, the agents and the job referrers like friends and relatives should consider migrants education, skill set and qualification before referring for work in their preferred concern.

✓ Some of the migrant women workers potentially have the experience, knowledge base, social pressure, achievement motive and hardworking tendency to play leading roles in the garmenting sector. Efforts are needed from the home and host society to encourage them showing their skillset and to address labour migration in a well-mannered work and human rights framework.

✓ Some employers see the arrival of young women migrants as an opportunity to hire workers in a meager wages and a chance to give work over load comparing to the local workers. They know that the poor migrant employees can be more easily manipulated than local workers. Effective laws should be enforced to get eligible pay and better working conditions for migrants.

✓ Migrant Women workers are the most vulnerable people in the society. They are the least protected. Right to join in trade union and allowing them to be a part of a union is one of the most effective ways of preventing migrant women workers from exploitation and avoiding exclusion.

✓ Ministry of textiles, labour and employment should inspect the conditions of employment along with the status of migrant employees in the host land.Trade unions, NGOs and other welfare associations need to check the standard operating procedures of the Tirupur garment industry and meeting the standard specified by the ILO as well as labour unions. They should regulate the migrant women workers rights, needs and wants.

- ✓ The lack of rules and regulations along with the trimming of welfare system together with the reduction of benefits and offers will have a negative impact and result in the exclusion of women migrants. Since they need financial security, stability, safety and taking care of their family.

- ✓ Fewer training availability, pressurised work, ambiguous language and committing lots of mistakes are forcing migrants from quitting the job. Unemployed migrant women are more in number and they take up work in informal, unregulated, domestic care work and illegal forms such as criminalization, smuggling, prostitution and human trafficking. Home and host country nationals could advice and monitor the situations and the society is also equally responsible for such illegal activities.

- ✓ A separate cell to prevent sexual harassment should be constituted. Face criminalization, sexual exploitation, physical and mental harassments will reduce due to the increased usage of CCTV cameras, biometric technologies and automatic attendance punching system. Employers should ensure that the benefits and welfare schemes under the labour laws reach the entire home and host workers.

- ✓ Tirupur city of Tamil Nadu witnesses the "Sumangali Scheme", till today some of the company's has this type of contractual system. Unmarried young migrant women will work during the contract period of two to five years. They are forced to work in the garment work floor and at the end of the period a lump sum amount will be given to their parents. This amount is used to give dowry for their marriage. Hence, diverse societal and cultural standards are arising ethnic tensions. Migrant women from remote regions are the most horrible sufferer of it. India needs area specific and migration specific laws for women entering in to the cities and NGOs along with the help of other associations need to observe and regulate the same.

- ✓ The welfare state and judicious system has been a chief instrument for avoiding exclusion and increasing inclusion of female migrants into the labour market. The policies for the internal jobless people will not satisfy the increased requirement for the workers. The demand for skilled labour force is massive. Migrants are working for a temporary period in Tirupur and they are reluctant to invest on the fixed assets like land, building, housing facilities etc., some of the female employees are afraid to face thedifficulties and disputes. They areready to go back to their native at any point of

time. Frequent movement of the trained employees will further involve the cost of training of new employees. There is a necessity to create a long term retention strategy and integration policy for avoiding the women migrant's attrition.

✓ The economic deficiency and poor migration policies from the government will not entertain continuous service from the migrant women. They will be in search of better opportunities and work environment. It is necessary to take initiatives to avoid discrimination of women migrants due to their complexion, appearance, caste, community, religion etc., need to secure migrant women employees of Tirupurwith legal status for better integration and avoiding exclusion.

10. Conclusion

Female migration is a major financial foundation for the world economy but migrant worker's lack motivation, encouragement and proper support to build up their skill set. Reasons for migration to Tirupur garment industry in terms of push and pull factors, monetary and non-monetary terms were analyzed in various stages of the research. Rural and urban poor people have been migrating for their employment, safety, security and improving family conditions. The economical stability for a peaceful life is the chief element of integration. The discrimination of women migrants in terms of age, complexion, appearance, caste, community, religion and status should be avoided. Need to motivate and create awareness among women migrant employees with various up-skilling schemes by Government of India for powering the world by empowering India especially with vulnerable migrantwomen fraternity.

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