

# Integration 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. Then, it brings out a group of measures to improve their satisfaction of migrant employees through the management. Integration is the result of degree to which members of a work organization are able to satisfy their personal needs through their experience in the company. 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.

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

## I. 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. Hence the researcher interested to analyse the Integration factors affecting migrant women garment employees in Tirupur City.

## II. 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.

## III. 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 Tirupur 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.

## IV. 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 aspect and Integration factors of migrant women workers in Tirupur garment industry.

- To give suggestions to improve the existing status of migrant women workers in Tirupur City.

### V. 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.

### VI. STATISTICAL TOOLS USED FOR ANALYSIS

The data analysed using the help of statistical techniques like Simple percentage analysis, Chi-square test, Multiple regression analysis and SEM analysis.

### VII. 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.

### VIII. 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 /	34.0
		Others	
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

Factor	Calculate d $\chi^2$ Value	Table Value	D.F	Remarks
Age	4.519	12.592	6	Not Significant at 5% Level
Marital status	1.812	12.592	6	Not Significant at 5% Level
Educational Qualification	2.369	12.592	6	Not Significant at 5% Level
Monthly Income	72.274	12.592	6	Significant at 5% Level
Experience	75.228	12.592	6	Significant at 5% Level
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  $R^2$  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.

#### **Career opportunities and performance recognition of Integration using SEM analysis**

Hypothesis - There is a positive impact of selected independent variables of the Career Opportunity and Performance Recognition of Integration for Migrant Women Employees.

From the path diagram, measured variables with latent variables of Career Opportunity and Performance Recognition of Integration for Migrant Women Employees are having positive relationship and also significance at 1 and 5 per cent level. The SEM analysis of the model from the viewpoint of the considerable Career Opportunity and Performance Recognition, suggests that all the measured variables are significantly impact the Career Opportunity and Performance Recognition of Integration for Migrant Women Employees.

#### **Work - life satisfiers of integration using SEM analysis**

Hypothesis - There is significant relationship between selected independent variables of the Work-Life satisfiers of Integration for Migrant Women Employees.

From the path diagram, measured variables with latent variables of Work - life Satisfiers of integration for migrant women employees is having positive relationship and also significance at 1 and 5 per cent level. The SEM analysis of the model from the viewpoint of the significant Work - life Satisfiers of integration for migrant women employees, suggests that all the measured variables are significantly impact the Work - life Satisfiers of integration of migrant women employees.

#### **Safety, facilities and other factors of integration using SEM analysis**

Hypothesis - There is significant relationship between impact of selected independent variables of the Safety, Facilities and Other factors of Integration for Migrant Women Employees.

From the path diagram, measured variables with latent variables of Safety, Facilities and Other Factors of Integration for Migrant Women Employees are having positive relationship and also significance at 1 and 5 per cent level. The SEM analysis of the model from the viewpoint of the substantial Safety, Facilities and Other Factors, suggests that all the measured variables are significantly impact of Safety, Facilities and Other Factors of Integration for Migrant Women Employees.

### **IX. SUGGESTIONS RECOMMENDED**

✓ Launching Tiruppur Migration Centre for Employment(TMCE) – Initiating digitalised TMCE by the authorities is need of the hour. TMCE should issue and update the employment details and identify the skill set of the migrant employees. It should acts as a mediator for allocating jobs especially for the vulnerable young migrant females in search of job opportunities in Tiruppur.

✓ TMCE should validate the identity, employment details and skill set of the migrant women employees. It helps to segregate the skilled and unskilled women migrants. Potential employees with skill certification could be placed directly to the company and unskilled employees should send for up-skilling workshops conducted by the Skill India Initiative Team. TMCE portal should be linked to our existing Skill India Portal (a skill development digitalised management system initiated by National Skill Development Corporation of India).

✓ Registration and identity card - There is a vital need to make sure the migrants are issued with universally recognising digitalised smart card. The Indian migrants have to get the smart card from the authorities of their place of origin and external migrants from the Indian migration authority for foreign affairs. The portable smart card should be an alternative for having an identity card, employment card, skill card etc., It must be generating employee's profile, professional experience, job history along with the skill set in hand. Online certificate verification system together with the digital depository will increase the genuineness. It will reduce the exploitation of migrant women in potential job seeking, avoiding duplication, social security problems and anti-social activities in the name of new migrant employees.

✓ The smart card replaces the Migration Certificate, Conduct Certificate, Skill Certificate, Educational Certificate, Nativity Certificate etc., Smart card should be made compulsory for joining in the garment industry. Now, the Aadhar card holds out the promise of an identity card but Government need to have an express and accurate digital system along with the

workers professional history, skill and job information. These initiatives will be beneficial to the employees, employers, State, Country and to the entire World.

- ✓ Much of government support for language and vocational training instruction is required. The instructions given in the local language to the migrant workers are not instantly recognizable. Hence, it results in lot of mistakes in the work field. Misinterpretations of their thoughts are happening by fraudulent agents due to language inefficiency. There is an even more limited infrastructure for language and training courses. With all these limitations the host and home country support will help migrants to improve their language and skill set.
- ✓ NGOs and associations work for the wellness of the society but they are depended on the governments and private foundations for establishment. Hence, with the help of the various welfare authorities they are like illumination for improving the economically weaker migrant employee's profile and need to nurture it with appropriate care. They should expand their activities in Tirupur garment industry.
- ✓ Home and host country nationals need to insist and help young women migrants for upgrading their education and skill set on their own or seeking assistance of the DDU-GKY Scheme (Empowering India through Grameen Kaushalya Yojana by Government of India youth employment scheme). Need to create awareness among the migrants on the various schemes of Government of India.
- ✓ From the findings of the study, it was crystal clear that female migrants are seeking more of pay wise and protection wise internal integration. So, Migration have to fetch them increased financial stability and security. But employer, agent and host exploitation need to be avoided. Extending banking facilities and providing loans to the migrant women will make them self-sufficient. Promoting the savings habit during the course of migration will help them further to lead a peaceful life.
- ✓ Food, cloth and shelter are the basic necessities for a human being. Since most of the Tirupur migrants belong to the economically weaker section of the society. The PDS system and public distribution channels via ration shops must be available to the migrant employees. The varied locations should not be an obstacle for receiving food and cloth materials from the government. The members of the host society are receiving the cost free and subsidized materials from the government. They are selling these items to the migrants with double the charges. Hence, the ration card is supposed to be portable mentioning the home

and host country locations. The food culture of the host society has to be adopted by the migrants. Migrants ought to be accessible to various schemes of governmental housing units, rented housing facilities, labour camp and private nominal housing facilities etc.

- ✓ Initially some of the migrant women reach the host place through an informal network, later they try to legalise and wish to be a part of formal sector by knowing the nature of garmenting, joining the industry as an helper, seeking training in textile processing, getting the approval from the employer and residence rights. It is an initial step towards the social integration. Home and host country nationals need to encourage the irregular migrant women to move towards getting the legal status and social integration.

## X. CONCLUSION

Women Migration plays a key role in the Indian economy through the contributions made by the female migrants both in the place of origin and destination. 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.

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