

ISSUES FACED BY MIGRANT WORKERS IN TEXTILE MILLS, ERODE DISTRICT

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Abstract: The movement of people from one place to another is termed as migration and it is a complex problem having many dimensions. Textile industry offers huge employments for the low level workers than other normal industries and thus migrated employees are found more in this sector. The study aims to find out the problems faced by migrant workers and the benefits they receive due to migration. It also throws light on cultural difference faced by migrant workers and suggests measures to the organizations for providing balanced work life for the migrant workers. Data was collected from the migrant workers in textile mills in Erode district, which employed more than 500 workers. A sample of 65 workers was contacted through Quota sampling method. Percentage method and Chi-square test were used followed for the analysis and interpretation of data. The findings of the study indicate that, migrant workers face significant number of issues like low wages, poor working conditions, and virtual absence of social protection as well as social exclusion.

Keywords: *Cultural Differences, Employment, Migration and Textile mills.*

I. INTRODUCTION

The movement of people from one place to another is termed as migration and it is a complex problem having many dimensions. Different scholars have tried to define the concept of migration distinctly because of their different approaches. While geographers have emphasized on the time and space significance of mobility, sociologists have laid stress on social consequences of mobility whereas importance to economic aspect of migration has been given by the economists. Hence, only mobility in physical state cannot define the concept of migration. Smith, T.L (1960), based his concept of migration on change in physical space. The definition suggested by Lee, E.S (1969) in "A Theory of Migration" poses some problems when we look at various types of cyclical migration i.e. the movement of people from villages to urban areas for the duration of their active life, their visits back to the home town for a few days or a month could not be included unless these are for last time at retirement etc.

The principal direction of migration is illustrated by more or less continuous movements from rural areas towards the city, from areas of stable population towards centers of industrial or commercial opportunity, from densely settled countries to less densely settled countries and from the centers of the cities to their suburbs". Definition of migration suggested by Weinberg appears relatively flexible because he considered human migration as the change of place permanently or temporarily for a particular duration of time as in case of seasonal workers. If people maintain multiple residences in city, town and village, then his frequency of movement will help in deciding his status as a migrant.

Safa has expressed her view that "Migration is normally viewed as an economic phenomenon though non economic factors obviously have some bearing. Most studies concur that migrants leave their area of origin primarily because of lack of employment opportunities and with the hope of finding better opportunities elsewhere". After evaluating all the definitions of different scholars it is found out that, most of them have stressed upon time and space, but, none of them has laid stress on socio - economic repercussion. After considering socio economic concept i.e. consequences of socio economic migration, a new definition will be required which will study three dimensions of human migration i.e. time, space and socio economic implications. **Therefore, migration can be defined as permanent or semi permanent movement from one place to another which leads to culture diffusion and social integration.**

II. IMPACT OF MIGRATION

Different types of migration have different influences. Out migration from any region influences the place of destination in terms of social, political and economical aspects. Also, due to Out migration ratio of female, children and old persons increases at the place of origin and also rate of fertility and working force decreases considerably at the place of origin. Out migration have both positive as well as negative impacts. Similarly, immigration has also got its impact on physical, economical and demographic features. The congregation of working forces brings efficiency leading to increase in work, production and this ultimately leads to the progress of the region. Place of origin and destination both are affected distinctly due to permanent migration.

Donor society loses a skilled person permanently in the form of "brain drain". But the place of destination gains in the form of skilled labor. Also, sometimes these persons while migrating bring their wealth to the place of destination and invest it, which further adds to its development. Rural urban migration has become more significant in developing countries during recent years because industries are developing in urban areas.

Socio-economic level of rural areas has improved a lot as people working here earn good salary. The salary earned by migrating population in urban areas has been sent back to their place of origin to their families residing there. Migrants belonging

to rural areas are almost unaware of the urbanized way of life, moreover they are dominated by traditional customs, manners etc. Migrations occurring at local level especially in monsoon season are marriage oriented. In this type of migration it will be females who are on move. Because of such migration a link will be established between host and donor society. According to social scientists, transformations are basic impact of migration brought about by population movement. The character of the migrant is of overwhelming importance in the study of the impact of migration as he/she is the agent of change i.e. the actor and the reactor reacting to structural diversity within the spatial social and economic system. We can study the whole range of the impact of migration under following headings: Impact on physical environment, Impact on economic activity, Impact on social conditions, Impact on culture, Impact on demographic structure, Impact on urbanization.

III. REVIEW OF LITERATURE

Ashok Swain's (1996) study deal with mass migration from the developing countries to the developed countries due to environmental catastrophes; the hostile attitude of receiving countries and the resultant conflicts in the developing countries. According to him the major reason for such migration is the environmental exploiters in the developing countries and such mass migration has become a threat to the peace and security of many developing nations. Thus, according to him, efforts should be taken to control environmental deconstruction, giving adherence to sustainable development, which can reduce migration and for that purpose development planning should be undertaken after incorporating migration, external assistance and population planning. **Assaf Razin and Efraim Sadka (2000)** studied impact of unskilled migration in a welfare state and found that if the economy has a good access to international capital markets; migration is beneficial to all income and all age groups.

Beret Helene Vandemb (1995) explained the role of women in migration, the importance of family ties, the contextual causes of migration and the characteristics of migration flows based on narratives, through the story of "Amma". According to him narratives based on stories of individuals explain individual behavior in relation to the structural forces and has an important place in the study of Third World Migration. **Brockerhoof and Biddlecom (1999)**, through a similar study conducted in Kenya argued that migrants in rural and urban areas are more likely to practice unsafe intercourse, and the belief that migration can contribute to increase in the incidence and spread of HIV/AIDS has led to imposition of some travel restriction on the infected.

Christian Dustmann (1999) examined acquisition of language fluency of the host labor market found that the migrants who plan to remain longer in the host country try to acquire fluency than who plan to remain for a short period. **Edward Taylor, J. (1999)**, studied the determinants and impact of remittances on migrant sending areas. He found that inflows of remittances in to the sending economies are large but its influence is overlooked. Further, the economic environments that encourage out-migration also limit the potentials for migrant remittances to stimulate development in sending areas. According to him migration is not a panacea or a substitute for good economic policies.

Janet Dobson and John Still Well (2000) explained the magnitude and geography of internal and international child migration in Britain in 1990s. They criticized for neglecting the problems of child migrants by researchers and requested to focus more attention and research on the relationship between child migration and school systems. **Jisuk Chun (1996)**, in his study of the causal relationship between migration and employment changes, causes and consequences of migration, found that both employment and migration affect each other, but the effect of employment on net migration is stronger than that of the vice versa. According to him, economic factors like employment and investment opportunities are the most important determinants of migration and migration is a means of achieving economic efficiency and equality.

Kannan, C.T. (1978), conducted a study of cultural adaptation of young people and their parents of Asian immigrants of Britain and found that cultural integration existed among the first generation immigrants; cultural assimilation in the case of second-generation immigrants and their children but complete neglect of their tradition and culture in the case of third generation immigrants and the younger people. Thus, according to him, migration leads to cultural assimilation. **Mansell, Ralph, Prothero (2001)** on the basis of the data of earlier studies in different countries, including two studies conducted in India - one in Rameswaram of Tamil Nadu, explained how the movement of people in different forms and quantities influence in transmission of malaria, spreading it; infection and exposing non-immune people to the risk of infection, as well as complicating the measures for control of malaria, taken in this respect by the sending and receiving regions.

Maritsa V Poros (2001), on the basis of life histories of Gujarati Indian migrants in New York and London, studied the importance and role of specific configuration net work ties in migration flows and occupational pattern; found that network ties like organizational and community relationships, interpersonal ties like friendship etc have an important role in migration and availability of employment at the destination. **Shekhar Mukherjee (1981)** presented a brief analysis of historical forces and constraints, which have created underdevelopment, spatial disarticulation and spatial org negative effects, he recommended for integration of demographic, social and economic planning within the framework of the regional planning.

IV. OBJECTIVES OF THE STUDY

- To know about the problems faced by the migrated workers.
- To know about the benefits of migrated workers.
- To understand the cultural difference faced by migrant workers.
- To suggest measures to the organization for providing balanced work life for the migrant workers.

V. LIMITATIONS OF THE STUDY

There is a communication gap due to the language. That may impact the accuracy of the report due to semantic differences.

VI. INDUSTRY PROFILE AND NEED FOR THE STUDY:

India is the second largest producer of fiber in the world and the major fiber produced is cotton. Other fibers produced in India include silk, jute, wool, and man-made fibers. 60percent of the Indian textile Industry is cotton based. The strong domestic demand and the revival of the Economic markets by 2009 have led to huge growth of the Indian textile industry. In December 2010, the domestic cotton price was up by 50percent as compared to the December 2009 prices. The causes behind high cotton price are due to the floods in Pakistan and China. India projected a high production of textile (325 lakh bales for 2010 -11). There has been increase in India's share of global textile trading to seven percent in five years. The rising prices are the major concern of the domestic producers of the country.

In the early years, the cotton textile industry was concentrated in the cotton growing belt of Rajasthan, Maharashtra and Gujarat. Availability of raw materials, market, transport, labor, moist climate and other factors contributed to localization. In the early twentieth century, this industry played a huge role in Bombay's economy but soon declined after independence. While spinning continues to be centralized in Maharashtra, Gujarat and Tamil Nadu, weaving is highly decentralized. As of 30 September 2013, there are 1962 cotton textile mills in India, of which about 80percent are in the private sector and the rest in the public and cooperative sector. Apart from these, there are several thousand small factories with three to ten looms. The Textile industry exemplifies the challenges of global manufacturing. The Textile industries offer huge employments for the low level workers and pay more wages than other normal industries. So there is always an imbalance between the demand and availability of workers between the states. This results in the interstate migration of workers in textile industry. Thus, there arises the need for the issues related to migrant workers in textile Industry, in Erode District, Tamil Nadu.

VII. RESEARCH METHODOLOGY

This section elaborates on the methods used to choose samples, data collection and sampling techniques.

7.1 Research Design:

A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. Data was collected from the migrant workers in textile mills in erode district, which employed more than 500 workers.

7.2 Research Tool:

A structured questionnaire has been prepared to get the relevant information from the respondents.

7.3 Data Sources:

The data collection method used in this research is survey method. Here the data are systematically recorded from the respondents. Hence the data is primary in nature.

7.4 Sampling Method:

A sample of 65 workers was contacted through Quota sampling method.

VIII. FRAMEWORK OF ANALYSIS:

Percentage method and Chi-square test were used followed for the analysis and interpretation of data.

8.1 Chi-square Analysis:

(i) Gender and Mode of Reaching the Factory:

Null Hypothesis (H₀): There is no significant association between gender of the workers and mode of reaching the factory.

Alternative Hypothesis (H₁): There is significant association between gender of the workers and mode of reaching the factory.

Table 1: Chi Square analysis between Gender and Mode of Reaching the Factory

Chi-Square Tests			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	2.164 ^a	2	.339
Likelihood Ratio	2.224	2	.329
Linear-by-Linear Association	1.953	1	.162
N of Valid Cases	65		

Interpretation: From the above table $\chi^2 (2) = 2.164, p (0.339) < 0.05$, There is a significant association between the gender of the workers and their mode of reaching the company. Female workers prefer company transport than public transport or self arrangement.

(ii) Gender and Behavior of Workers in Work Place

Null Hypothesis (H₀): There is no significant association between gender of the workers and the behavior of workers in work place.

Alternative Hypothesis (H₁): There is significant association between gender of the workers and the behavior workers in work place.

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	2.900 ^a	2	.235
Likelihood Ratio	2.877	2	.237
Linear-by-Linear Association	.529	1	.467
N of Valid Cases	65		

Interpretation: From the above table $X^2(2) = 2.900, p(0.235) < 0.05$, there is a significant association between the gender of the workers and behavior of the workers in work place. Men adjust better and show better behavior at work, women employees reported problems with adjustment.

(iii) Education and Training for Work

Null Hypothesis (H₀): There is no significant association between education of the workers and training for work.

Alternative Hypothesis (H₁): There is significant association between education of the workers and training for work.

Chi-Square Tests			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	2.633 ^a	3	.452
Likelihood Ratio	3.216	3	.360
Linear-by-Linear Association	.043	1	.836
N of Valid Cases	65		

Interpretation:

From the above table $X^2(2) = 2.633, p(0.452) > 0.05$, There is a significant association between the education of the workers and the training for work. Educated employees responded well to training programmes. Following are the other major findings from percentage analysis:

40 percent of respondents belong to 20-30 and 31-40 age group. 59 percent of respondents are male because they prefer migration mostly. 39 percent of respondents have Primary level of Education.

45 percent of respondents say that they migrate for better wages. 54 percent of respondents say that their family migrates where they live. 74 percent of respondents say that they don't have any problems because of migration. 45 percent of respondents see migration phenomenon as an opportunity. 71 percent of respondents say that new life style in other state is also learning a new language is opportunities due to migration.

37 percent of respondents wish to migrate mostly to industrial sector. 68 percent of respondents say that they are aware of wage rate. 77 percent of respondents say that they are aware of holidays. 79 percent of respondents say that they are aware of hour of work. 82 percent of respondents say that they are aware of condition of service. 99 percent of respondents say yes for dedication from wages. 66 percent of respondents state that, there is no delay in payment of wages. 91 percent of respondents say that they have paid weekly holidays.

60 percent of respondents agree that they have accommodation facilities. 100 percent of respondents agree that they have medical facilities. 87 percent of respondents agree that they have protective clothing facility. 100 percent of respondents say they don't have education facility. 87 percent of respondents say that they receive safety measure facility. 100 percent of respondents say that they have drinking water facility. 100 percent of respondents say that they have facilities of latrines and urinals. 100 percent of respondents say that they have washing facilities. 100 percent of respondents say that they have restroom facilities. 100 percent of respondents say that crèches are not available for leaving their children. All the respondents say that they have canteen facilities.

52 percent of respondents say that they are permanent workers. 62 percent of respondents say that they work according to their skill area. 68 percent of respondents say that they reach company by company vehicle. 54 percent of respondents say that behavior of co-workers is good. 68 percent of respondents say that they work overtime. 88 percent of respondents say prefer working at a place where other migrants work. 80 percent of respondents admit that, there are social gatherings of migrant workers. 92 percent of respondents admit that, they invite others for family functions/social gatherings.

100 percent of respondents say that, they are compensated with per hour work for extra time. 100 percent of respondents say that they get holidays. 95 percent of respondents say that, they are paid for leave. 43 percent of respondents say that they have little stress level. 54 percent of respondents say no there is discrimination at the time of recruitment. 71 percent of respondents refuse existence of any discrimination of treating mistakes. All the respondents say no for workers abuse.

88 percent of respondents say that they receive training for work. 77 percent of respondents say that their health is not affected by work. All the respondents say that, they don't receive refreshment free of cost they don't have uniform. All the respondents receive PF facilities. 71 percent of respondents have below 5 years of experience.

There is no significant association between the age of the workers and the family migrates to state where workers live in. There is no significant association between the education of the respondents and the new life style in states. There is no significant association between the age of the workers and the family migrates to state where workers live in. There is no

significant association between the gender of the workers and the choice of work. There is a significant association between the gender of the workers and they reach the factory. There is a significant association between the gender of the workers and behavior of the workers in work place. There is no significant association between the age of the workers and the level of stress. There is a significant association between the education of the workers and the training for work. There is no significant association between the gender and the adequate arrangements.

IX. SUGESSTIONS:

- Companies may concentrate on accommodation because 40 percent of respondents are not satisfied with it.
- Companies may provide technical education to workers that will develop workers to improve their skills and result in reduction of damage and loss to the company and deduction of wages for workers mistakes.
- A separate mess or canteen facility providing north Indian cuisine may help the workers to adjust to the workplace easily as most of the workers do not live with their family.
- Workers shall be oriented with conditions related to work and pay, so that, their economic objective of migration may better be fulfilled.

X. CONCLUSION:

Despite the positive experience of migrant's workers, a significant number face undue hardships and low wages, poor working conditions, virtual absence of social protection as well as social exclusion. So this variation should be avoided thus company should take some corrective action towards handling this diversity.

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