

# Challenges Faced by Migrant Workers in the Textile Sector in Tiruppur

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## ABSTRACT:

The textile sector in Tiruppur depends heavily on migrant workers for its production and industrial growth. Despite their important role, migrant workers face several workplace and cultural challenges that affect their wellbeing and job satisfaction. This study examines the workplace challenges, cultural difficulties, and migration factors influencing migrant workers in the textile sector in Tiruppur. Primary data were collected from 101 migrant workers using a structured questionnaire and analyzed using statistical tools such as percentage analysis, ranking method, Chi-square test, and ANOVA. The findings show that lack of safety measures, poor working conditions, and job insecurity are major workplace challenges, while better living standards are the main reason for migration. The study concludes that improving safety, welfare measures, and working conditions can enhance migrant workers' wellbeing and productivity.

## KEYWORDS:

Migrant Workers, Textile Industry, Workplace Challenges, Migration Factors, Tiruppur

## INTRODUCTION:

The textile sector in Tiruppur is one of the major employment-generating industries in India and depends heavily on migrant workers for its operations. Migrant workers move from different regions in search of better job opportunities and improved living standards. They play a key role in supporting production and industrial growth. However, migrant workers often face challenges such as poor working conditions, lack of safety measures, job insecurity, and cultural adjustment difficulties. These issues affect their wellbeing and job satisfaction. Migration is mainly influenced by factors such as better income, employment opportunities, and family responsibilities. Understanding these challenges and migration factors is essential for improving worker welfare and productivity. This study examines the workplace and cultural challenges faced by migrant workers in the textile sector in Tiruppur.

## OBJECTIVES:

- To examine the workplace challenges encountered by migrant workers
- To identify and analyse the cultural differences experienced by migrant employees in the workplace.
- To analyse the factors influencing migration for employment purposes.

## SCOPE OF THE STUDY:

The study focuses on migrant workers employed in the textile sector in Tiruppur district. It examines workplace challenges such as wages, working hours, safety measures, job security, and discrimination. The study also analyzes cultural adjustment issues including language barriers, work-life balance, and social integration. Migration factors such as unemployment, low wages in native places, family responsibilities, and better living standards are examined. The scope is limited to primary data collected from 101 respondents within a specific time period.

## REVIEW OF LITERATURE:

1. **Barani and Pavithra (2019)** identified cultural differences, low wages, and poor working conditions as major issues faced by migrant workers in textile mills. **Kanagarathinam and Gunasekaran (2020)** highlighted the dominance of male migrant labour in Tiruppur's textile sector.

2. **Dhivya Keerthiga and Arul Selvam (2017)** observed limited improvement in living standards among garment workers despite employment. Francis Jayapathy et al. (2016) emphasized push and pull factors influencing migration. Bora (2014) discussed informal labour vulnerabilities and lack of social protection.

3. **Arthi and Naagarajan (2018)** examined health security among migrant workers, while Sreerekha (2019) studied job satisfaction in the garment sector. Deshingkar and Akter (2009) and Srivastava (2011) highlighted insecure employment and labour market segmentation. The ILO (2013) emphasized wage discrimination and poor housing conditions in labour-intensive industries.

However, limited studies integrate workplace challenges, cultural differences, and migration factors using primary data in the specific context of Tiruppur. This study attempts to fill that gap.

**RESEARCH METHODOLOGY:**

The study adopts a descriptive research design. Primary data were collected through a structured questionnaire administered to 101 migrant workers in textile units in Tiruppur. Convenience sampling was used. Secondary data were gathered from journals, government reports, and previous research studies.

The statistical tools applied include:

- Percentage analysis
- Ranking method
- Chi-square test
- ANOVA

These tools were used to analyze demographic characteristics, workplace challenges, cultural difficulties, and migration factors.

**ANALYSIS & INTREPRETATION:**

**Demographic Profile**

S. No	PERSONAL PROFILE OF RESPONDENTS	No of Respondents	Percentage
<b>GENDER</b>			
1	Male	94	93.1
2	Female	7	6.9
<b>AGE GROUP</b>			
1	Below 20	12	11.9
2	21-30	53	52.5
3	31-40	29	28.7
4	41-50	6	5.9
<b>EDUCATIONAL QUALIFICATION</b>			
1	No Formal Education	32	32.0
2	Primary	38	38.0
3	Secondary	9	9.0

	Value	df	Asymptotic Significance (2-sided)	Result
Pearson Chi-Square	21.891 <sup>a</sup>	8	.005	<b>associated</b>
Likelihood Ratio	20.972	8	.007	
Linear-by-Linear Association	6.985	1	.008	
N of Valid Cases	101			

**a. 11 cells (73.3%) have expected count less than 5. The minimum expected count is .48.**

4	Higher Secondary	4	4.0
5	Graduate & above	17	17.0
<b>MARITAL STATUS</b>			
1	Married	58	57.4
2	Single	43	42.6

**INTERPERTATION:**

The majority of respondents (93.1%) were male workers. Most belonged to the 21–30 age group (52.5%), indicating young labour dominance. A significant proportion had low educational qualifications, with many having only primary education or no formal education. More than half were married, suggesting family responsibilities as a migration factor.

**Factors Influencing Migration**

S. No	Factors that influenced migration	Mean	Final Rank
1	Low wages	<b>1.69</b>	4
2	Better job opportunities	<b>3.17</b>	3
3	Family pressure	<b>3.76</b>	2
4	Better living standards	<b>4.79</b>	1
5	Unemployment at native place	<b>1.58</b>	5

**INTERPERTATION:**

The mean rank analysis shows that better living standards (4.79) is the most important factor influencing migration, followed by family pressure (3.76) and better job opportunities (3.17). Low wages (1.69) rank fourth, while unemployment at the native place (1.58) is considered the least important factor among the respondents. Overall, improved living conditions are the primary reason for migration.

**Educational Qualification and their Intention to Continue Working at the Workplace**

**INTERPERTATION:**

The significant value is less than 0.050. Hence, the null hypothesis is rejected. It is concluded that there is a statistically significant association between educational qualification and the intention to continue working at the present workplace

among migrant workers. The differences observed in intention to continue working across different educational levels are not due to chance.

### FINDINGS:

- Migrant workers are predominantly young male workers with low educational qualifications.
- Lack of safety measures is the most serious workplace challenge.
- Poor working conditions and job insecurity are major concerns.
- Better living standards and family responsibilities are primary migration factors.
- Educational qualification significantly affects workplace and cultural challenges.
- No significant difference was observed in workplace discrimination across age and education groups.

### SUGGESTIONS:

- Textile industries should improve occupational safety by providing protective equipment, safety training, and proper workplace supervision, as lack of safety measures was identified as the most serious challenge.
- Employers should introduce language training and communication support programs to help migrant workers overcome cultural and workplace communication difficulties.
- Management should ensure better working conditions, including clean facilities, proper ventilation, and access to healthcare services, to improve workers' wellbeing and productivity.
- Employers and government authorities should strengthen legal protection, employment security, and awareness of welfare schemes to improve migrant workers' job stability and overall quality of life.

### CONCLUSION

Migrant workers play a vital role in sustaining the textile industry in Tiruppur. However, they face multiple workplace and socio-cultural challenges, particularly related to safety and working conditions. Migration is primarily driven by the aspiration for better living standards and family-related responsibilities. Addressing these issues through improved labour welfare policies, safety standards, and inclusive management practices will enhance both worker wellbeing and industrial sustainability.

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