

## **PROBLEMS OF MIGRANT LABOURERS IN WORKPLACE WITH SPECIAL REFERENCE TO VEEKESY FOOTCARE (INDIA) PVT LTD, COIMBATORE**

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### **Abstract**

This study explores the challenges and problems faced by migrant labourers in the workplace, with a special focus on Veequesy Footcare (India) Pvt Ltd. Migrant workers form an essential part of the industrial workforce, yet they often encounter various socio-economic and occupational difficulties that impact their well-being and productivity. The research examines critical issues such as job insecurity, language barriers, wage disparities, inadequate living conditions, lack of social security, and limited access to healthcare and other welfare measures. The study employed a simple random sampling technique under the probability sampling method. Data was collected through a combination of structured questionnaires and in-depth interviews with migrant employees and management personnel at Veequesy Footcare. The findings indicate that although the company has initiated some efforts to support its migrant workforce, notable gaps persist particularly in the areas of fair treatment, effective communication, and integration into the organizational culture.

**Keywords:** Migrant Labourers, Challenges, Workplace

### **Introduction**

Migration for employment is a widespread phenomenon in India, especially among individuals from rural and economically underdeveloped regions. In pursuit of better livelihood opportunities, many migrate to urban and industrial areas and find work in sectors such as construction, textiles, and manufacturing. These migrant labourers form a significant portion of the industrial workforce and contribute substantially to the nation's economic development. Despite their importance, they often face a multitude of challenges in the workplace. Common issues faced by migrant workers include low wages, job insecurity, substandard living conditions, lack of access to healthcare, limited social security benefits, and communication barriers due to language and cultural differences. These factors not only impact their overall well-being but also affect their work performance, morale, and ability to integrate within the workplace.

### **Classification of Migrant Labourers**

#### **Temporary Migrant Labourers**

These individuals migrate for a specific period and return to their place of origin once the work is completed. This type of migration is usually seasonal or project-based.

#### **Permanent Migrant Labourers**

These workers relocate permanently to another region in search of better and more stable employment opportunities, often accompanied by their families.

### **Internal Migrant Labourers**

These migrants move within the same country—typically from rural to urban areas or from one state to another—for job opportunities.

### **International Migrant Labourers**

These individuals cross national borders to work in foreign countries, often in sectors like construction, hospitality, domestic work, or healthcare.

### **Skilled Migrant Labourers**

These workers possess specialized skills or professional qualifications (e.g., engineers, IT professionals, technicians), and are typically employed in technical or high-demand sectors.

### **Unskilled or Low-Skilled Migrant Labourers**

These individuals engage in manual labour such as construction, domestic work, agriculture, or factory work, often without formal education or training.

### **Distress Migrants**

These labourers are forced to migrate due to factors like natural disasters, armed conflicts, political instability, or severe economic hardship in their native regions.

### **Coping Strategies of Migrant Labourers in the Workplace**

Migrant labourers, despite facing numerous challenges in their work environments, often develop a range of coping strategies to manage stress, adapt to new conditions, and maintain their livelihood. These strategies are influenced by various factors such as personal resilience, social support systems, workplace dynamics, and access to external resources. Understanding these coping mechanisms provides valuable insights into how migrant workers navigate difficult circumstances and continue to function effectively in industrial settings.

- Social Support Networks
- Adaptation and Acceptance
- Remittance Motivation
- Skill Acquisition and On-the-Job Learning
- Religious and Cultural Practices
- Limited Interaction with Management
- Seeking External Support

### **Review of Literature**

**Sharma and Pal (2024)** conducted a comprehensive systematic review of 69 research studies examining the socio-economic backgrounds of migrant labourers in India. Their findings reveal that the majority of migrant workers are young, possess low levels of education, and predominantly belong to marginalized socio-economic communities. These background factors often channel them into low-wage and informal sector employment, where job security and worker protections are minimal. The study emphasizes how entrenched socio-economic disadvantages significantly increase the vulnerability of migrant labourers, exposing them to exploitation and economic insecurity.

**Neha Dixit's (2024)** narrative non-fiction work, *The Many Lives of Syeda X*, offers a powerful and immersive account of urban migrant life in India. Through a storytelling approach, the book sheds light on the everyday hardships, resilience, and survival mechanisms of the country's poorest urban migrants. Unlike empirical studies, this narrative provides deeply personal, qualitative insights that humanize the statistics and highlight the emotional and psychological dimensions of migrant experiences. It serves as an important complement to quantitative research in the field.

**The International Labour Organization (ILO) (2023)** presented a detailed literature review on the working conditions of migrant workers in India's garment sector. The report identifies a range of systemic issues, including extremely low wages, excessive working hours, a lack of job security, and unsafe workplace environments—particularly in the informal economy. This review plays a critical role in framing the structural exploitation faced by migrant labourers and offers evidence-based recommendations for policy reform and improved labour standards.

## Methodologies

### Objectives of the Study

- To study the socio-demographic profile of the respondents
- To study the working conditions of migrant labours
- To study about the social protection of the migrant labours
- To study the contractors behaviour towards labours

## Research Design

The research design used for the study is descriptive in nature.

## Universe of the Study

The universe of the study refers to the entire population of employees. In this research, the universe consists of approximately 500 employees working at a selected footwear manufacturing company at Veequesy Footcare (India) Pvt Ltd in Kerala.

## Sampling Method

In this research study the researcher adapted the Probability Sampling Method in which the researcher used the Simple Random Sampling method for collecting the data from the samples. The sample size is 60

## Major Findings

- The majority of respondents (61.7%) fall within the age group of 35–45 years, indicating that this is the most represented age category in the workforce.
- Out of the 60 respondents, 40% are male (24 respondents), and 60% are female (36 respondents), highlighting a female-majority workforce.
- The data reveals that 80% of the respondents have completed high school education or below, while only 20% possess a diploma or technical certification.
- Most respondents (73.3%) have between 6 to 12 years of work experience, indicating a highly experienced group of workers.
- A large proportion of respondents (80%) belong to the Workmen Grade B category, suggesting that the majority of employees hold this designation.

- All respondents (100%) are full-time employees, reflecting that the organization relies entirely on a full-time workforce, with no part-time or contractual workers.
- In terms of income, the majority (80%) earn between ₹10,000 and ₹20,000 per month, while 20% fall into the ₹20,000–₹30,000 range.
- Marital status data shows that 86.7% of respondents are married, while only 13.3% are single.
- There is a statistically significant relationship between monthly income and workers' perceptions of workplace safety.
- A positive correlation was found between the level of education and the perceived problems faced by migrant labourers, indicating that more educated workers are more aware of such issues.
- The correlation analysis also shows a moderate positive relationship between job role and the problems faced by migrant labourers, suggesting that the nature of the job may influence their experience.
- There is a slight positive relationship between the presence of dependents and the level of problems experienced by migrant labourers in the workplace.

### **Suggestions**

- Establish clear communication channels and grievance redressal systems for migrant workers.
- Improve living conditions, including housing, sanitation, and workplace safety.
- Conduct regular skill development and training programs to enhance employability.
- Implement inclusive HR policies ensuring fair wages, job security, and equal treatment.
- Provide language and cultural orientation sessions to reduce communication barriers.
- Ensure legal awareness and protection of rights through collaboration with NGOs and government bodies.
- Offer financial literacy programs to help workers manage income and savings effectively.
- Introduce mental health support and counseling services for emotional well-being.
- Regularly monitor and evaluate employee satisfaction to identify areas for improvement.
- Promote social inclusion through community-building activities and cultural programs.

### **Conclusion**

The study provides valuable insights into the challenges faced by migrant labourers in the workplace, particularly within the context of the footwear manufacturing industry. It reveals that a majority of migrant workers come from socio-economically disadvantaged backgrounds, with limited education and financial stability, which significantly contributes to their vulnerability in the labour market. The findings highlight several pressing issues, including poor living conditions, wage disparities, lack of social protection, and moderate levels of workplace-related problems. Despite being full-time employees with considerable experience, many migrant workers continue to face barriers in accessing fair treatment, healthcare, and supportive work environments. The study also indicates that the behaviour of contractors and management plays a crucial role in shaping the overall work experience of these labourers.

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