

INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, ECONOMICS & MANAGEMENT

I
J
R
C
M



A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories

Indexed & Listed at:

Ulrich's Periodicals Directory ©, ProQuest, U.S.A., Cabell's Directories of Publishing Opportunities, U.S.A., Google Scholar,

Indian Citation Index (ICI), J-Gate, India [link of the same is duly available at Inlibnet of University Grants Commission (U.G.C.)],

Index Copernicus Publishers Panel, Poland with IC Value of 5.09 (2012) & number of libraries all around the world.

Circulated all over the world & Google has verified that scholars of more than 6575 Cities in 197 countries/territories are visiting our journal on regular basis.

Ground Floor, Building No. 1041-C-1, Devi Bhawan Bazar, JAGADHRI – 135 003, Yamunanagar, Haryana, INDIA

<http://ijrcm.org.in/>

CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	<p style="text-align: center;">A STUDY ON THE PROBLEMS FACED BY WOMEN IN PRIVATE BANKING SECTOR WITH REFERENCE TO JALGAON DISTRICT</p> <p style="text-align: center;"><i>Dr. PRABHAKAR S. MAHALE</i></p>	1
2.	<p style="text-align: center;">OCCUPATIONAL MOBILITY OF MIGRANT WORKERS IN TIRUPUR GARMENT INDUSTRY</p> <p style="text-align: center;"><i>Dr. V. MUTHULAKSHMI</i></p>	4
3.	<p style="text-align: center;">PERFORMANCE EVALUATION OF PRIMARY AGRICULTURAL CREDIT SOCIETIES (PACSS) IN INDIA: A STUDY</p> <p style="text-align: center;"><i>Dr. JYOTIRMOY KOLEY</i></p>	13
	REQUEST FOR FEEDBACK & DISCLAIMER	17

FOUNDER PATRON**Late Sh. RAM BHAJAN AGGARWAL**

Former State Minister for Home & Tourism, Government of Haryana
 Former Vice-President, Dadri Education Society, Charkhi Dadri
 Former President, Chinar Syntex Ltd. (Textile Mills), Bhiwani

CO-ORDINATOR**Dr. BHAVET**

Former Faculty, Shree Ram Institute of Engineering & Technology, Urjani

ADVISOR**Prof. S. L. MAHANDRU**

Principal (Retd.), Maharaja Agrasen College, Jagadhri

EDITOR**Dr. NAWAB ALI KHAN**

Professor & Dean, Faculty of Commerce, Aligarh Muslim University, Aligarh, U.P.

CO-EDITOR**Dr. G. BRINDHA**

Professor & Head, Dr.M.G.R. Educational & Research Institute (Deemed to be University), Chennai

EDITORIAL ADVISORY BOARD**Dr. TEGUH WIDODO**

Dean, Faculty of Applied Science, Telkom University, Bandung Technoplex, Jl. Telekomunikasi, Indonesia

Dr. M. S. SENAM RAJU

Professor, School of Management Studies, I.G.N.O.U., New Delhi

Dr. JOSÉ G. VARGAS-HERNÁNDEZ

Research Professor, University Center for Economic & Managerial Sciences, University of Guadalajara, Guadalajara, Mexico

Dr. CHRISTIAN EHIOBUCHÉ

Professor of Global Business/Management, Larry L Luig School of Business, Berkeley College, USA

Dr. SIKANDER KUMAR

Vice Chancellor, Himachal Pradesh University, Shimla, Himachal Pradesh

Dr. BOYINA RUPINI

Director, School of ITS, Indira Gandhi National Open University, New Delhi

Dr. MIKE AMUHAYA IRAVO

Principal, Jomo Kenyatta University of Agriculture & Tech., Westlands Campus, Nairobi-Kenya

Dr. SANJIV MITTAL

Professor & Dean, University School of Management Studies, GGS Indraprastha University, Delhi

Dr. D. S. CHAUBEY

Professor & Dean (Research & Studies), Uttaranchal University, Dehradun

Dr. A SAJEEVAN RAO

Professor & Director, Accurate Institute of Advanced Management, Greater Noida

Dr. NEPOMUCENO TIU

Chief Librarian & Professor, Lyceum of the Philippines University, Laguna, Philippines

Dr. RAJENDER GUPTA

Convener, Board of Studies in Economics, University of Jammu, Jammu

Dr. KAUP MOHAMED

Dean & Managing Director, London American City College/ICBEST, United Arab Emirates

Dr. DHANANJOY RAKSHIT

Dean, Faculty Council of PG Studies in Commerce and Professor & Head, Department of Commerce, Sidho-Kanho-Birsha University, Purulia

Dr. SHIB SHANKAR ROY

Professor, Department of Marketing, University of Rajshahi, Rajshahi, Bangladesh

Dr. S. P. TIWARI

Head, Department of Economics & Rural Development, Dr. Ram Manohar Lohia Avadh University, Faizabad

Dr. SRINIVAS MADISHETTI

Professor, School of Business, Mzumbe University, Tanzania

Dr. ABHAY BANSAL

Head, Department of Information Technology, Amity School of Engg. & Tech., Amity University, Noida

Dr. ARAMIDE OLUFEMI KUNLE

Dean, Department of General Studies, The Polytechnic, Ibadan, Nigeria

Dr. ANIL CHANDHOK

Professor, University School of Business, Chandigarh University, Gharuan

RODRECK CHIRAU

Associate Professor, Botho University, Francistown, Botswana

Dr. OKAN VELI ŞAFAKLI

Professor & Dean, European University of Lefke, Lefke, Cyprus

PARVEEN KHURANA

Associate Professor, Mukand Lal National College, Yamuna Nagar

Dr. KEVIN LOW LOCK TENG

Associate Professor, Deputy Dean, Universiti Tunku Abdul Rahman, Kampar, Perak, Malaysia

Dr. BORIS MILOVIC

Associate Professor, Faculty of Sport, Union Nikola Tesla University, Belgrade, Serbia

SHASHI KHURANA

Associate Professor, S. M. S. Khalsa Lubana Girls College, Barara, Ambala

Dr. IQBAL THONSE HAWALDAR

Associate Professor, College of Business Administration, Kingdom University, Bahrain

Dr. DEEPANJANA VARSHNEY

Associate Professor, Department of Business Administration, King Abdulaziz University, Saudi Arabia

Dr. MOHENDER KUMAR GUPTA

Associate Professor, Government College, Hodal

Dr. BIEMBA MALITI

Associate Professor, School of Business, The Copperbelt University, Main Campus, Zambia

Dr. ALEXANDER MOSESOV

Associate Professor, Kazakh-British Technical University (KBTU), Almaty, Kazakhstan

Dr. VIVEK CHAWLA

Associate Professor, Kurukshetra University, Kurukshetra

Dr. FERIT ÖLÇER

Professor & Head of Division of Management & Organization, Department of Business Administration, Faculty of Economics & Business Administration Sciences, Mustafa Kemal University, Turkey

Dr. ASHOK KUMAR CHAUHAN

Reader, Department of Economics, Kurukshetra University, Kurukshetra

Dr. RAJESH MODI

Faculty, Yanbu Industrial College, Kingdom of Saudi Arabia

YU-BING WANG

Faculty, department of Marketing, Feng Chia University, Taichung, Taiwan

Dr. SAMBHAVNA

Faculty, I.I.T.M., Delhi

Dr. KIARASH JAHANPOUR

Dean of Technology Management Faculty, Farabi Institute of Higher Education, Karaj, Alborz, I.R. Iran

Dr. TITUS AMODU UMORU

Professor, Kwara State University, Kwara State, Nigeria

Dr. SHIVAKUMAR DEENE

Faculty, Dept. of Commerce, School of Business Studies, Central University of Karnataka, Gulbarga

Dr. BHAVET

Former Faculty, Shree Ram Institute of Engineering & Technology, Urjani

Dr. THAMPOE MANAGALESWARAN

Faculty, Vavuniya Campus, University of Jaffna, Sri Lanka

Dr. VIKAS CHOUDHARY

Faculty, N.I.T. (University), Kurukshetra

SURAJ GAUDEL

BBA Program Coordinator, LA GRANDEE International College, Simalchaur - 8, Pokhara, Nepal

Dr. DILIP KUMAR JHA

Faculty, Department of Economics, Guru Ghasidas Vishwavidyalaya, Bilaspur

FORMER TECHNICAL ADVISOR

AMITA

FINANCIAL ADVISORS

DICKEN GOYAL

Advocate & Tax Adviser, Panchkula

NEENA

Investment Consultant, Chambaghat, Solan, Himachal Pradesh

LEGAL ADVISORS

JITENDER S. CHAHAL

Advocate, Punjab & Haryana High Court, Chandigarh U.T.

CHANDER BHUSHAN SHARMA

Advocate & Consultant, District Courts, Yamunanagar at Jagadhri

SUPERINTENDENT

SURENDER KUMAR POONIA

CALL FOR MANUSCRIPTS

We invite unpublished novel, original, empirical and high quality research work pertaining to the recent developments & practices in the areas of Computer Science & Applications; Commerce; Business; Finance; Marketing; Human Resource Management; General Management; Banking; Economics; Tourism Administration & Management; Education; Law; Library & Information Science; Defence & Strategic Studies; Electronic Science; Corporate Governance; Industrial Relations; and emerging paradigms in allied subjects like Accounting; Accounting Information Systems; Accounting Theory & Practice; Auditing; Behavioral Accounting; Behavioral Economics; Corporate Finance; Cost Accounting; Econometrics; Economic Development; Economic History; Financial Institutions & Markets; Financial Services; Fiscal Policy; Government & Non Profit Accounting; Industrial Organization; International Economics & Trade; International Finance; Macro Economics; Micro Economics; Rural Economics; Co-operation; Demography; Development Planning; Development Studies; Applied Economics; Development Economics; Business Economics; Monetary Policy; Public Policy Economics; Real Estate; Regional Economics; Political Science; Continuing Education; Labour Welfare; Philosophy; Psychology; Sociology; Tax Accounting; Advertising & Promotion Management; Management Information Systems (MIS); Business Law; Public Responsibility & Ethics; Communication; Direct Marketing; E-Commerce; Global Business; Health Care Administration; Labour Relations & Human Resource Management; Marketing Research; Marketing Theory & Applications; Non-Profit Organizations; Office Administration/Management; Operations Research/Statistics; Organizational Behavior & Theory; Organizational Development; Production/Operations; International Relations; Human Rights & Duties; Public Administration; Population Studies; Purchasing/Materials Management; Retailing; Sales/Selling; Services; Small Business Entrepreneurship; Strategic Management Policy; Technology/Innovation; Tourism & Hospitality; Transportation Distribution; Algorithms; Artificial Intelligence; Compilers & Translation; Computer Aided Design (CAD); Computer Aided Manufacturing; Computer Graphics; Computer Organization & Architecture; Database Structures & Systems; Discrete Structures; Internet; Management Information Systems; Modeling & Simulation; Neural Systems/Neural Networks; Numerical Analysis/Scientific Computing; Object Oriented Programming; Operating Systems; Programming Languages; Robotics; Symbolic & Formal Logic; Web Design and emerging paradigms in allied subjects.

Anybody can submit the **soft copy** of unpublished novel; original; empirical and high quality **research work/manuscript** **anytime** in **M.S. Word format** after preparing the same as per our **GUIDELINES FOR SUBMISSION**; at our email address i.e. infoijrcm@gmail.com or online by clicking the link **online submission** as given on our website ([FOR ONLINE SUBMISSION, CLICK HERE](#)).

GUIDELINES FOR SUBMISSION OF MANUSCRIPT

1. **COVERING LETTER FOR SUBMISSION:**

DATED: _____

THE EDITOR

IJRCM

Subject: SUBMISSION OF MANUSCRIPT IN THE AREA OF _____.

(e.g. Finance/Mkt./HRM/General Mgt./Engineering/Economics/Computer/IT/ Education/Psychology/Law/Math/other, please specify)

DEAR SIR/MADAM

Please find my submission of manuscript titled ‘ _____ ’ for likely publication in one of your journals.

I hereby affirm that the contents of this manuscript are original. Furthermore, it has neither been published anywhere in any language fully or partly, nor it is under review for publication elsewhere.

I affirm that all the co-authors of this manuscript have seen the submitted version of the manuscript and have agreed to inclusion of their names as co-authors.

Also, if my/our manuscript is accepted, I agree to comply with the formalities as given on the website of the journal. The Journal has discretion to publish our contribution in any of its journals.

NAME OF CORRESPONDING AUTHOR :
 Designation/Post* :
 Institution/College/University with full address & Pin Code :
 Residential address with Pin Code :
 Mobile Number (s) with country ISD code :
 Is WhatsApp or Viber active on your above noted Mobile Number (Yes/No) :
 Landline Number (s) with country ISD code :
 E-mail Address :
 Alternate E-mail Address :
 Nationality :

* i.e. Alumnus (Male Alumni), Alumna (Female Alumni), Student, Research Scholar (M. Phil), Research Scholar (Ph. D.), JRF, Research Assistant, Assistant Lecturer, Lecturer, Senior Lecturer, Junior Assistant Professor, Assistant Professor, Senior Assistant Professor, Co-ordinator, Reader, Associate Professor, Professor, Head, Vice-Principal, Dy. Director, Principal, Director, Dean, President, Vice Chancellor, Industry Designation **etc.** The qualification of author is not acceptable for the purpose.

NOTES:

- a) The whole manuscript has to be in **ONE MS WORD FILE** only, which will start from the covering letter, inside the manuscript. ***pdf. version is liable to be rejected without any consideration.***
 - b) The sender is required to mention the following in the **SUBJECT COLUMN of the mail:**
New Manuscript for Review in the area of (e.g. Finance/Marketing/HRM/General Mgt./Engineering/Economics/Computer/IT/ Education/Psychology/Law/Math/other, please specify)
 - c) There is no need to give any text in the body of the mail, except the cases where the author wishes to give any **specific message** w.r.t. to the manuscript.
 - d) The total size of the file containing the manuscript is expected to be below **1000 KB**.
 - e) Only the **Abstract will not be considered for review** and the author is required to submit the **complete manuscript** in the first instance.
 - f) **The journal gives acknowledgement w.r.t. the receipt of every email within twenty-four hours** and in case of non-receipt of acknowledgment from the journal, w.r.t. the submission of the manuscript, within two days of its submission, the corresponding author is required to demand for the same by sending a separate mail to the journal.
 - g) The author (s) name or details should not appear anywhere on the body of the manuscript, except on the covering letter and the cover page of the manuscript, in the manner as mentioned in the guidelines.
2. **MANUSCRIPT TITLE:** The title of the paper should be typed in **bold letters, centered and fully capitalised**.
 3. **AUTHOR NAME (S) & AFFILIATIONS:** Author (s) name, designation, affiliation (s), address, mobile/landline number (s), and email/alternate email address should be given underneath the title.
 4. **ACKNOWLEDGMENTS:** Acknowledgements can be given to reviewers, guides, funding institutions, etc., if any.
 5. **ABSTRACT:** Abstract should be in **fully Italic printing**, ranging between **150 to 300 words**. The abstract must be informative and elucidating the background, aims, methods, results & conclusion in a **SINGLE PARA**. **Abbreviations must be mentioned in full**.
 6. **KEYWORDS:** Abstract must be followed by a list of keywords, subject to the maximum of **five**. These should be arranged in alphabetic order separated by commas and full stop at the end. All words of the keywords, including the first one should be in small letters, except special words e.g. name of the Countries, abbreviations etc.
 7. **JEL CODE:** Provide the appropriate Journal of Economic Literature Classification System code (s). JEL codes are available at www.aea-web.org/econlit/jelCodes.php. However, mentioning of JEL Code is not mandatory.
 8. **MANUSCRIPT:** Manuscript must be in **BRITISH ENGLISH** prepared on a standard A4 size **PORTRAIT SETTING PAPER**. **It should be free from any errors i.e. grammatical, spelling or punctuation. It must be thoroughly edited at your end.**
 9. **HEADINGS:** All the headings must be bold-faced, aligned left and fully capitalised. Leave a blank line before each heading.
 10. **SUB-HEADINGS:** All the sub-headings must be bold-faced, aligned left and fully capitalised.
 11. **MAIN TEXT:**

THE MAIN TEXT SHOULD FOLLOW THE FOLLOWING SEQUENCE:**INTRODUCTION****REVIEW OF LITERATURE****NEED/IMPORTANCE OF THE STUDY****STATEMENT OF THE PROBLEM****OBJECTIVES****HYPOTHESIS (ES)****RESEARCH METHODOLOGY****RESULTS & DISCUSSION****FINDINGS****RECOMMENDATIONS/SUGGESTIONS****CONCLUSIONS****LIMITATIONS****SCOPE FOR FURTHER RESEARCH****REFERENCES****APPENDIX/ANNEXURE****The manuscript should preferably be in 2000 to 5000 WORDS, But the limits can vary depending on the nature of the manuscript.**

12. **FIGURES & TABLES:** These should be simple, crystal **CLEAR, centered, separately numbered** & self-explained, and the **titles must be above the table/figure. Sources of data should be mentioned below the table/figure. It should be ensured that the tables/figures are referred to from the main text.**
13. **EQUATIONS/FORMULAE:** These should be consecutively numbered in parenthesis, left aligned with equation/formulae number placed at the right. The equation editor provided with standard versions of Microsoft Word may be utilised. If any other equation editor is utilised, author must confirm that these equations may be viewed and edited in versions of Microsoft Office that does not have the editor.
14. **ACRONYMS:** These should not be used in the abstract. The use of acronyms is elsewhere is acceptable. Acronyms should be defined on its first use in each section e.g. Reserve Bank of India (RBI). Acronyms should be redefined on first use in subsequent sections.
15. **REFERENCES:** The list of all references should be alphabetically arranged. **The author (s) should mention only the actually utilised references in the preparation of manuscript** and they may follow Harvard Style of Referencing. **Also check to ensure that everything that you are including in the reference section is duly cited in the paper.** The author (s) are supposed to follow the references as per the following:
- All works cited in the text (including sources for tables and figures) should be listed alphabetically.
 - Use (ed.) for one editor, and (ed.s) for multiple editors.
 - When listing two or more works by one author, use --- (20xx), such as after Kohl (1997), use --- (2001), etc., in chronologically ascending order.
 - Indicate (opening and closing) page numbers for articles in journals and for chapters in books.
 - The title of books and journals should be in italic printing. Double quotation marks are used for titles of journal articles, book chapters, dissertations, reports, working papers, unpublished material, etc.
 - For titles in a language other than English, provide an English translation in parenthesis.
 - **Headers, footers, endnotes and footnotes should not be used in the document.** However, **you can mention short notes to elucidate some specific point**, which may be placed in number orders before the references.

PLEASE USE THE FOLLOWING FOR STYLE AND PUNCTUATION IN REFERENCES:

BOOKS

- Bowersox, Donald J., Closs, David J., (1996), "Logistical Management." Tata McGraw, Hill, New Delhi.
- Hunker, H.L. and A.J. Wright (1963), "Factors of Industrial Location in Ohio" Ohio State University, Nigeria.

CONTRIBUTIONS TO BOOKS

- Sharma T., Kwatra, G. (2008) Effectiveness of Social Advertising: A Study of Selected Campaigns, Corporate Social Responsibility, Edited by David Crowther & Nicholas Capaldi, Ashgate Research Companion to Corporate Social Responsibility, Chapter 15, pp 287-303.

JOURNAL AND OTHER ARTICLES

- Schemenner, R.W., Huber, J.C. and Cook, R.L. (1987), "Geographic Differences and the Location of New Manufacturing Facilities," Journal of Urban Economics, Vol. 21, No. 1, pp. 83-104.

CONFERENCE PAPERS

- Garg, Sambhav (2011): "Business Ethics" Paper presented at the Annual International Conference for the All India Management Association, New Delhi, India, 19–23

UNPUBLISHED DISSERTATIONS

- Kumar S. (2011): "Customer Value: A Comparative Study of Rural and Urban Customers," Thesis, Kurukshetra University, Kurukshetra.

ONLINE RESOURCES

- Always indicate the date that the source was accessed, as online resources are frequently updated or removed.

WEBSITES

- Garg, Bhavet (2011): Towards a New Gas Policy, Political Weekly, Viewed on January 01, 2012 <http://epw.in/user/viewabstract.jsp>

OCCUPATIONAL MOBILITY OF MIGRANT WORKERS IN TIRUPUR GARMENT INDUSTRY

Dr. V. MUTHULAKSHMI

ASST. PROFESSOR

NIFT TEA COLLEGE OF KNITWEAR FASHION INSTITUTE
TIRUPUR

ABSTRACT

Unemployment and income are main reasons to move and most of the moves are related to job or occupational changes. Due to lack of skills and educational qualifications, very limited opportunities are available in the high productivity industrial and service sector in the urban areas. So, these migrants seek employment in less productive activities in the urban informal sector. To analyse occupational pattern and mobility of migrant workers in Tirupur Garment industry, 1289 samples (825 males and 464 females) were collected from various garment processing units like Knitting, Dying and Bleaching, Compacting, Embroidery and Finishing units in and around Tirupur. The logit regression model was used to analyse the occupational mobility of Migrant workers. The results were suggested that age and training variables have negative influence and experience and income variables are positive influence with occupational mobility of migrant workers. Education does not show any impact on the occupational mobility of migrant workers.

KEYWORDS

frequency of job changes, occupational mobility.

JEL CODES

J01, J60, J62.

INTRODUCTION

Occupational Mobility is one of the most important processes that are associated with labour migration. The most typical picture found in migration studies is a very high proportion of young people who contribute the most to the labour force. Unemployment and income are main reasons to move and most of the moves are related to job or occupational changes. Apparently, some migrants suffer from underemployment and marginal occupation while others have managed to overcome such difficulties. Occupational mobility for workers has been measured in terms of caste, skill and educational background, but the physical segmentation of the labour market, which remain tied to their physical boundary due to limited mobility and accessibility imposed by cultural and social constructs has received relatively less attention. The people migrate from rural habitats to cities especially metropolitan centers in the hope of employment. Due to lack of skills and educational qualifications, very limited opportunities are available in the high productivity industrial and service sector in the urban areas. So, these migrants seek employment in less productive activities in the urban informal sector. The income from urban informal sector occupations is too meager to afford decent housing. The central question we are asking in this study is: how long do migrants stay in one job, and what factors would determine the frequent changing of jobs?

To answer these questions, we focus on the occupational status and mobility pattern of migrant labour in garment industry in Tirupur. In the export garment value chain in India there are industrial clusters, which are linked to the global market. The pattern of labour absorption of Tirupur indicates that over the years, the proportion of migrant labourers not only from the southern districts of Tamil Nadu but also from the neighboring states like Kerala, Andhra Pradesh, Karnataka, Orissa, Jharkhand, Uttar Pradesh and Nepal have increased. The burgeoning growth of migrant workers in urban informal sector of Tirupur is the main reason to select it as the area of the study. It is generally believed that an unorganized labour market is characterised by low wage, long hours of work, poor working conditions, no upward occupational mobility, and lack of social security benefits, unequal pay and gender disparity. To examine this various statements migrant workers of Garment Industry, Tirupur have been chosen for study and data were collected from various sources.

REVIEWS OF THE RELATED STUDIES

John and Harris (1984) examined the Occupational and spatial mobility of undocumented migrants from Dolores Hidalgo, Guanajuato and focused on the occupational mobility among a sample of recent Mexican patterns of undocumented migrants to the US. **Ogena and De Jong (1999)** explored the impact of temporary and more permanent internal migration, along with family resources and individual human capital attributes, on upward and downward job transitions of workers in Thailand. **Yu Chen (2005)** addressed the study assessed whether residential status affects individuals' occupations and upward occupational mobility. **Bukhari M. Yusuf (2008)** studied Occupational Mobility Among Indonesian Immigrants with Special Reference to Acehnese. The result of the study, further, indicates that the upward mobility depends upon the interplay of various factors. Those factors are the possession of human capital (on-job-skill or work-related skill, experience and knowledge of the market), structural factor (the openness of opportunities, access to the authority and sympathy of local people), cultural factors (the ability to adapt to the culture of local people), personal characters (hard work, strong determination to success and honesty) and social capital (help from local friends, help from Acehnese friends and relatives). **Ke-Qing Han et al. (2011)** examined Social Mobility of Migrant Peasant Workers in China. Using case interviews of 109 migrant peasant workers from 2005, this study qualitatively explores the status attainment and contributing factors to social mobility among migrant peasant workers in four cities (Shenzhen, Suzhou, Chengdu and Beijing) in China between July and November of 2005. **AslanZorlu (2016)** studied Immigrants' occupational mobility—Down and back up again based on ECD migration statistics 2014 data analysed the occupational mobility of immigrant's different adjustment patterns depending on the reason for migration. **Sam Friedman and Lindsey Macmillan (2017)** explored the regional differences in the patterning of occupational social mobility in the UK then they examine this Inner London effect further, finding that it is driven in part by two dimensions of migration. First, among international migrants, they found strikingly low rates of upward mobility and high rates of downward mobility. Second, among domestic migrants, the researcher found a striking overrepresentation of those from professional and managerial backgrounds.

OBJECTIVES OF THE STUDY

The main objectives of the study are given below:

1. To analyse the patterns of occupational mobility of migrant workers in Tirupur Garment Industry.
2. To examine the determinants of occupational mobility.
3. To analyse the income mobility, frequency of job changes and length of stay of the migrant workers.
4. To enquire into the attitudes and aspirations of the people towards the present and previous occupation.
5. To measure the occupational mobility of migrant workers in knitting, Dying and Bleaching, Compacting and Calendaring, Printing, Embroidery and Finished units.

NEED FOR THE STUDY

Migrants are more often unemployed in comparison to non-migrants and they have fewer chances to benefit from promotion, in addition to facing more often the risk of downward occupational mobility. These differences partially result from the type of occupation held by such work, as migrants are more often concentrated in jobs which often fewer possibilities of promotion. The present study analyses the position of migrants in the Tirupur Labour Market and tried to explain how the mobility of workers changes in the labour market over time.

RESEARCH METHODOLOGY**DATA SOURCES**

The garment industry in Tirupur consists of six major sectors viz., Fabrication units, Dyeing and Bleaching units, Compacting and Calendaring units, Fabric Printing units, Embroidery units and Finishing units. Data available with District Industrial Center (DIC), Coimbatore, Tirupur Exporters Associations (TEA), Tirupur, South Indian Hosiery Manufacturers Association (SIHMA), Tirupur National Institute of Fashion Technology (NIFT), Tirupur. Regarding the number of units revealed that there existed around 5050 units (excludes other ancillary 1000 units), at the time of survey (2015-16), with majority (2501) being finishing units. The remaining are units for Fabrication (996), Dyeing and Bleaching units (498), Compacting and Calendaring (302), Fabric Printing units (496) and Embroidery (257).

At the Second stage, five percent of each processing units were selected, on a random basis, from the list of units. Thus, the sample units work out to 253, comprising Finishing (125), Fabrication (Knitting) (50), Dyeing and Bleaching (25), Fabric Printing (25), Compacting and Calendaring (15), Embroidery (13). In the next stage, total sample workers 1289 were identified from the total workers (15626). From the total migrant workers (1289), unit wise the number of workers amount to: Fabrication: 82 workers; Dyeing units: 84 workers; Compacting units 89 workers; Finishing units: 876 workers; Fabric Printing units: 81 Workers; Embroidery units: 77 workers who were identified for our study. From each category, 15 percent of workers have been chosen randomly. Thus, the final sample migrant workers come to 1289 (825 males, 464 females).

RESEARCH METHODS

The period of study is covered from September 2015 to December 2016. Data were processed by using simple statistical tools like mean and simple percentage analysis for describing the sample. The Logistic regression model was used to identify occupational mobility of the migrant workers of the Garment industry in Tirupur.

Modeling the occupational mobility employed by the probability of responding to the explanatory variables and this has led to the *Logistic regression* model:

$$\text{Logit model: } \ln \left[\frac{m}{(1-m)} \right] = \alpha + \beta_1 A + \beta_2 W + \beta_3 K + e$$

Where 'm' is the expected value of the response variable, 'occupational mobility' which in this model is coded as 1 for the mobile and 0 for the not mobile. α and β are the parameters to be estimated. 'A' relates to the human capital variables, W denotes workers background variables and K refers industry as well as job specific. The logit regression coefficients can be estimated using the method of maximum likelihood.

Determinants of occupational mobility are examined using three sets of variables as explained below:

'A' is a vector of variable like Age, Gender, Education and Technical Training.

'W' is vector of the background variables of individual workers such as Area where the worker was born, Caste, Religion, Father's Education, Father's Occupational Mobility and Trade Union Membership.

'K' is a vector of industry specific and job-related characteristics such as type of industry (small, medium and large) and whether it comes under Labour Law.

α and β are the parameter estimates. Separate Earning functions were estimated for each category. The logistic regression model can be written as:

$$\ln \left[\frac{m}{(1-m)} \right] = \alpha + \beta_1 \text{INCOM} + \beta_2 \text{AGE} + \beta_3 \text{AGESQ} + \beta_4 \text{GEN} + \beta_5 \text{EDUI} + \beta_6 \text{EDUA} + \beta_7 \text{TECH} + \beta_8 \text{RURAL} + \beta_9 \text{RELI} + \beta_{10} \text{BC} + \beta_{11} \text{MBC} + \beta_{12} \text{SCST} + \beta_{13} \text{MRSTS} + \beta_{14} \text{FAEDU} + \beta_{15} \text{FOCC} + \beta_{16} \text{MOEDU} + \beta_{17} \text{MTUP} + \beta_{18} \text{LAPRJ} + \beta_{19} \text{NAJ} + \beta_{20} \text{ITS} + \beta_{21} \text{TML} + \mu$$

RESULTS AND DISCUSSION**SOCIO ECONOMIC BACKGROUND OF THE WORKERS****(i) Distance and Mode of Transport**

More than four-fifths of the workers had to cover below five kilometers distance to reach their work spots. More than four-fifths of the workers had to cover below five kilometers, because most of the workers were staying close to the unit and had to spend 10-15 minutes for travelling. More than two-fifths of the workers reached their work station by walk it takes around 10-15 minutes. The second major mode of the transport is found to be bike, which is used by more than one-third of the workers. Workers using bus have been found 7.9 percent, those who came by bus had to spend five to ten rupees (some workers spending even more) on commuting daily and remaining only two percent of the worker had bicycle. Around 13 percent of the workers were using institution vehicle with free of cost. This data reveals that more than three-fifths of the workers used two wheeler or by walk to reach their workplace.

(ii) Mother Tongue, Marital status and Age Composition

Half of the migrants were speaking Hindi. Then there were, ten percent of the workers belong to Malayalam, 18 percent of the workers were speaking Telugu and around nine percent of the workers were kannada speaking people. The remaining 13 percent of the workers were speaking Tamil. The data also reveals that more than four-fifths of the workers were from other states and employed in garment industry. They had migrated from Bihar, Uttar Pradesh, Odisha, Rajasthan, Madhya Pradesh, Chhattisgarh, Andhra Pradesh and Karnataka and from other states of India. A very striking feature is that high proportion 68.1 percent of married workers and one-third of workers were the unmarried migrants and 2.5 percent of the workers fell under the category of separated / divorced. The major proportion (47.6 percent) of the workers belong to prime age group of between 15-30 years and next age group covers 31-45 years with more than one-third of the workers and 18.7 percent fall under 46-60 years' age group.

(iii) Nativity of Migrants

Half of the garment industry workers were from other states like Bihar, Assam, Uttar Pradesh, Odisha, Rajasthan, Madhya Pradesh, Chhattisgarh, Jharkhand, Uttarakhand, Andhra Pradesh and Karnataka. Around 19 percent of the workers were from Karnataka and Andhra Pradesh. From Kerala 18 percent and from Tamilnadu 13 percent of the workers were identified. Larger number of migrants (86.9 percent) hails from villages (Rural Areas) while 13.1 percent reside in urban areas. Poor people who did not get work in the rural areas, migrated to the towns for their earning and livelihood. It is interesting to note that more than half of migrants were from northern states and employed in garment industry. In the rural areas, unemployment, poverty, hunger and indebtedness compelled them to leave their native places and the opportunities of employment have attracted them to urban areas.

(iv) Educational Qualification

An analysis of the literacy rate of the migrant workers in garment sector reveals that 7.6 percent of the workers were illiterate, especially in garment industry. This seems to indicate that education is not a barrier to enter into the Tirupur labour market, especially in Textile units. The highest percentage of workers (nearly 46.6 percent) had studied upto primary level education and 34.2 percent workers had studied upto secondary level education. Only 5.8 percent of the workers had completed higher secondary level education.

(v) Status of Migration

A majority of the migrants said that agriculture was the occupation provided by the worker's parents. With the respect to the nature of jobs of the migrant workers at their native place (pre-migration) more than three-fourths were engaged in agricultural activities as an agricultural labour (Land less Labour). Around nine percent of the workers have been pointed out that before migration they were engaged in textile related jobs. Around 3 percent were in construction jobs and 1.6 percent of the workers were doing small business (Petty shops), and seven percent were engaged in self-employment. Rest of the workers (10 percent) were employed in service activities and some other jobs. Nearly five percent of the workers were entering as a labour at first time into the labour market. One-third of the workers stayed in Tirupur up to 1-5 years. One-third of the workers were staying in Tirupur 6-10 years; Nearly 16 percent were up to 11-15 years and 15.4 percent were staying more than 16 years. Only 1.9 percent of the workers were staying in Tirupur less than one year. From the above data, the number of migrant

workers in Tirupur has been drastically increased from the last few years. Around 44 percent (567 workers) considered that their migration to Tirupur as a permanent one and around 45.8 percent (591 workers) said that their migration was temporary. About ten percent of the worker expressed their view that they would migrate based on available Job opportunities. They were willing to move to other places if they got better jobs (permanent jobs).

EMPLOYMENT AND MOBILITY OF MIGRANT WORKERS IN GARMENT INDUSTRY

In order to track the mobility of workers, the present study includes the relevant data on the present job as well as three immediate preceding jobs held by workers in the labour market Occupational mobility of migrant workers is given in Table 1.

TABLE 1: EMPLOYMENT AND MOBILITY OF MIGRANT WORKERS OF GARMENT INDUSTRY IN TIRUPUR

Occupational Mobility	Knitting/ Fabrication	Dyeing	Compacting	Finishing	Printing	Embroidery	Total
Mobile	68 (82.9)	61 (72.6)	22 (24.7)	601 (68.6)	44 (54.3)	37 (48.0)	833 (64.6)
Not Mobile	14 (17.1)	23 (27.4)	67 (75.3)	275 (31.4)	37 (45.7)	40 (52.0)	456 (35.4)
Total	82 (6.4)	84 (6.5)	89 (6.9)	876 (68.0)	81 (6.2)	77 (6.0)	1289 (100)

Source: Primary data

Of the total migrants (1289), more than three-fifths of the workers changed their occupation and nearly two-fifths of the workers had not changed their job in their labour market experience. The data revealed that 64.6 percent of the workers moved from first job to second job, Second to third, third to fourth or present job during their labour market experience.

FREQUENCY OF CHANGE OF JOB

The workers too have to make the best of the season and earn enough money to maintain their households. So, they do not find it feasible to stay on in units indefinitely. When works stop or reduce in one unit, they are on the lookout for a unit that either has more work or pays better. The Table.2 shows that frequency of job changes among the migrant workers.

TABLE 2: FREQUENCY CHANGE OF JOB

Change of Job	Knitting/ Fabrication	Dyeing	Compacting	Finishing	Printing	Embroidery	Total
Retained First Job	14 (17.0)	23 (27.4)	67 (75.3)	275 (31.4)	37 (45.7)	40 (52.0)	456 (35.4)
Moving to Second Job	49 (59.8)	47 (56.0)	22 (24.7)	405 (46.2)	40 (49.4)	36 (46.8)	599 (46.5)
Moving to Third Job	12 (14.6)	9 (10.6)	-	165 (18.8)	4 (5.0)	1 (1.2)	191 (14.8)
Moving to Fourth Job	7 (8.5)	5 (6.0)	-	31 (3.5)	-	-	43 (3.3)
Total	82 (6.4)	84 (6.5)	89 (6.9)	876 (68.0)	81 (6.2)	77 (6.0)	1289 (100)

Source: Primary data

Around 35 percent of workers retained their first job. They stayed in the same job. It also shows that some young workers for experience are not shifting to other jobs; Based on the responses of the migrants, more than two-fifths of workers in Tirupur changed their job two times during their labour market experience. Nearly 15 percent of the workers were changed their jobs into three times. Remaining three percent have been mobile, still they were in fourth job. The categorisation of workers was based on position. In case of finishing units, the percentage of workers who changed their job was very high as compared to other knitting, compacting, printing, dyeing and embroidery.

LENGTH OF STAY

Over the years in the garment industry, more workers stayed for longer period in the present jobs. It is significant that in the first job, one-third of the workers stayed 25 to 60 months. More than one-fourth of workers had experience of 13 to 24 months. In the second job category, more than one-third of workers had no second job in the labour market experience. Around 34 percent of the workers were stayed one to two years in the second job category whereas one-fourth of workers had less than one-year experience. In the third job category, two-fifths of workers have taken the opportunity to work for upto seven to twelve months. Nearly 16 percent of workers had one to two years of experience.

TABLE 3: LENGTH OF STAY IN THE FIRST, SECOND, THIRD, FOURTH AND PRESENT JOB

Labour Market Experience	First Job	Second Job	Third Job	Fourth Job	Present Job
No Second / Third/Fourth Job	-	456 (35.4)	1098 (85.2)	1246 (96.7)	-
Up to 6 months	141 (10.9)	35 (4.2)	13 (6.8)	8 (18.6)	156 (12.1)
7 to 12 months	226 (17.5)	165 (19.8)	73 (38.2)	10 (23.2)	263 (20.4)
13 to 24 months	355 (27.6)	280 (33.6)	30 (15.7)	11 (25.6)	369 (28.6)
25 to 60 months	387 (30.0)	212 (25.4)	29 (15.1)	10 (23.2)	318 (24.7)
Above 60 months	180 (14.0)	141 (17.0)	26 (13.6)	4 (9.3)	183 (14.1)
Total	1289 (100)	833 (100)	191 (100)	43 (100)	1289 (100)

Source: Primary data

In the fourth job category, more than one-fourth of workers maintained their work for one to two years. Next to this category, more than two-fifths of workers worked for seven to twelve months and other more than one-fifths of workers worked for two to five years. In the present job category, nearly one-third of workers had one to two years of experience; one-fourth of workers had a length of experience two to five years. Only 14 percent of workers had experience more than five years and 12 percent of workers had less than six months' experience.

TABLE 4: INCOME MOBILITY OF MIGRANT WORKERS

Income Mobility	First Job	Second Job	Third Job	Fourth Job	Present Job
No Second / Third Job	—	456	1098	1246	—
Below Rs.50	198 (15.3)	14 (1.7)	—	—	42 (3.3)
Rs.51 to 100	229 (17.8)	30 (3.6)	6 (3.1)	—	114 (8.8)
Rs.101 to 150	274 (21.2)	132 (15.8)	—	—	357 (27.7)
Rs.151 to 200	208 (16.1)	103 (12.4)	8 (4.1)	2 (4.7)	282 (21.9)
Above 200	380 (29.4)	554 (66.5)	177 (92.7)	41 (95.3)	494 (38.3)
Total	1289 (100)	833 (100)	191 (100)	43 (100)	1289 (100)
Mean/income	₹ 171.59	₹ 180.30	₹ 191.21	₹ 243.21	₹ 199.77

Source: Primary data

In the present job, three percentages of workers (42 workers) earn below Rs.50 per day. While in the first job comparatively a higher percentage of workers (around 15 percent and in the second job only two percentages of workers earned up to Rs.50 per day. In the first job category the income earnings by the workers was high. In the category of per day earnings above Rs. 200 category was higher percentage of workers exists in the first job. In the second job, third, fourth and the present job category, the workers earn per day earnings of above Rs.200 category was higher as compared to previous and first job respectively. The mean earnings of garment industry migrant workers were increasing from first job (Rs.171.59) to second job (Rs.180.30); from second job to third job (Rs.191.21); from third job to fourth job (Rs.243.21); and from fourth to present job (Rs.199.77). Hence, it is explained that except in the fourth job, in the entire previous job of the workers, average paid was less than the present job. It is also clear that the main motive behind the workers to move from one job to another job was to earn more (income mobility).

OCCUPATIONAL MOBILITY OF MIGRANT WORKERS IN FABRICATION (KNITTING) INDUSTRY

Based on the responses it was understood that two-third of the workers (833 workers) changed their job at the time of field survey. So, about three-fifths of the workers had changed their job, indicating a high mobility exists among sample workers. Under the process- wise mobility, the percentage of workers who changed their job in the fabrication unit was higher than the other processing units with respect to finishing, embroidery compacting unit workers. This was something peculiar so it varied between different categories of workers in different processing units. Occupational mobility of migrant workers working in fabrication units is shown in Table.5.

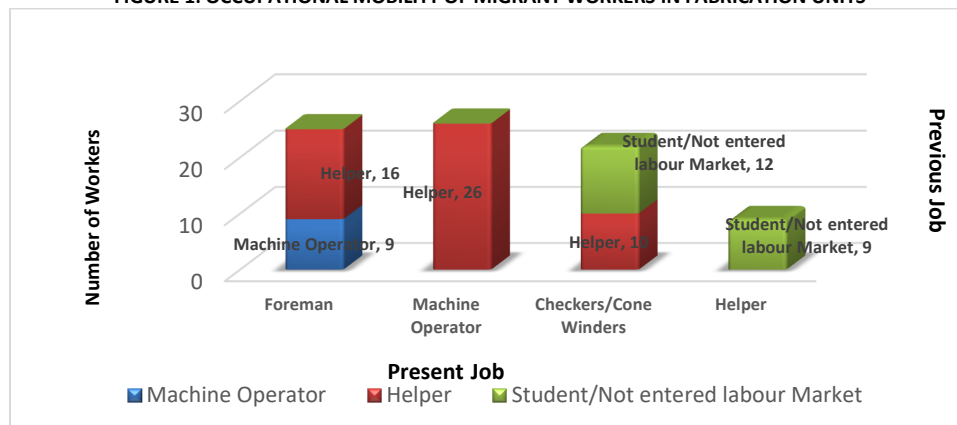
TABLE 5: OCCUPATIONAL MOBILITY OF MIGRANT WORKERS IN FABRICATION UNITS

Present Job	Previous Job			Total
	Machine Operator	Helper	Student / Not Entered the Labour Market	
Foreman	9 (36.0)	16 (64.0)	-	25 (100.0)
Machine Operator	-	26 (100.0)	-	26 (100.0)
Checkers/Cone winders	-	10 (45.5)	12 (54.5)	22 (100.0)
Helpers	-	-	9 (100.0)	9 (100.0)
Total	9 (11.0)	52 (63.4)	21 (25.6)	82 (100.0)

Source: Primary data

Among the fabrication unit workers, 25 workers were working as foreman at presently, and previously nine of them were machine operator and 16 were worked as helper. Around 26 workers belong to the machine operator in present job, the previous job of the machine operator was helper. Next to this category, 22 checker / cone winder in the present job, out of 22, previously, ten workers were helper and 12 were students or not entered into the labour market. Around nine workers were from student not entered into the labour market and worked as helper in the present job. The present job and previous job of the migrant workers in Fabrication units was clearly explained by the following Figure5.1. Nearly 75 percent of them were working in the previous job of the same processing units and 25 percent of them just entered the labour market before that they were doing their school education.

FIGURE 1: OCCUPATIONAL MOBILITY OF MIGRANT WORKERS IN FABRICATION UNITS



OCCUPATIONAL MOBILITY OF MIGRANT WORKERS IN DYEING AND BLEACHING UNITS

About 84 workers were working in the different occupations in Dyeing and Bleaching units as Dyeing Master, Assistant Dyeing Master, Lab Technician, Machine Operator, Boiler Operator and Helper in the present job. Among them, mobile from different occupations in the same industrial category, around 32 percent of them were not entered the labour market. Among the 84 workers, eight workers were working as dyeing master in present job. Two of them were in assistant dyeing master, two of them were lab technicians, and four workers were in lab assistants in previous job. Eight workers were working as assistant dyeing master

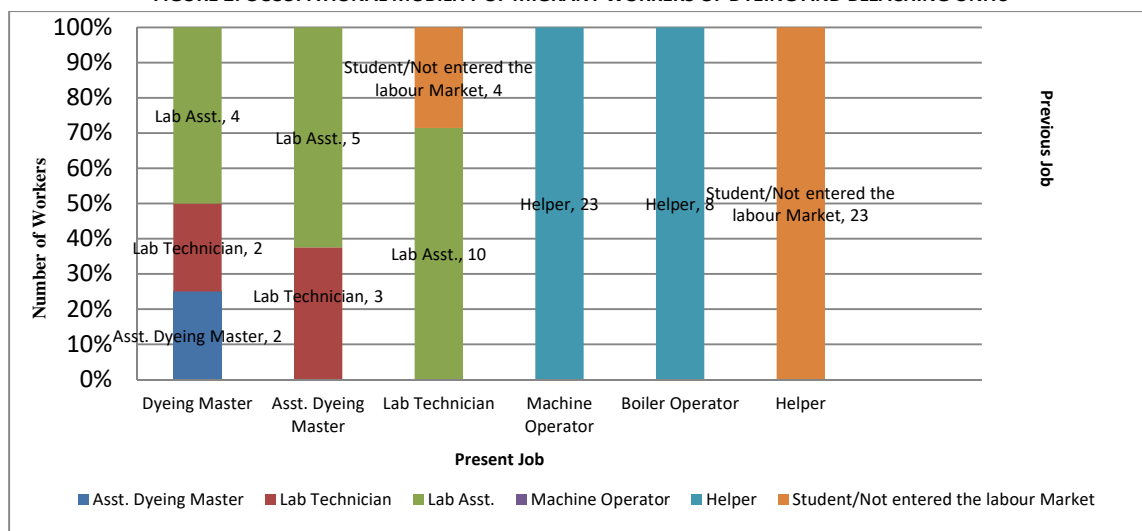
in present job; previously three workers were in lab technicians and five workers from lab assistant category. From the total, 14 lab technicians were in present job, previously ten workers were in lab assistants and four workers from student’s category. Next category of machine operator and boiler operator as their present job, previously they worked as an operator helper. Around 23 helpers in the present job, previously they were entered as student not entered into the labour market.

TABLE 6: OCCUPATIONAL MOBILITY OF MIGRANT WORKERS IN DYEING AND BLEACHING UNITS

Present Job	Previous Job						Total
	Asst. Dyeing Master	Lab Technician	Lab Asst.	Machine Operator	Helper	Student/Not entered into the labour Market	
Dyeing Master	2 (25.0)	2 (25.0)	4 (50.0)	-	-	-	8 (100.0)
Asst. Dyeing Master	-	3 (37.5)	5 (62.5)	-	-	-	8 (100.0)
Lab Technician	-	-	10 (71.4)	-	-	4 (28.6)	14 (100.0)
Machine Operator	-	-	-	-	23 (100.0)	-	23 (100.0)
Boiler Operator	-	-	-	-	8 (100.0)	-	8 (100.0)
Helper	-	-	-	-	-	23 (100.0)	23 (100.0)
Total	2 (2.4)	5 (6.0)	19 (22.6)	-	31 (36.9)	27 (32.1)	84 (100.0)

Source: Primary data

FIGURE 2: OCCUPATIONAL MOBILITY OF MIGRANT WORKERS OF DYEING AND BLEACHING UNITS



OCCUPATIONAL MOBILITY OF MIGRANT WORKERS IN COMPACTING AND CALENDARING UNITS

Occupational mobility of migrant workers in compacting and calendaring units are given in Table 7.

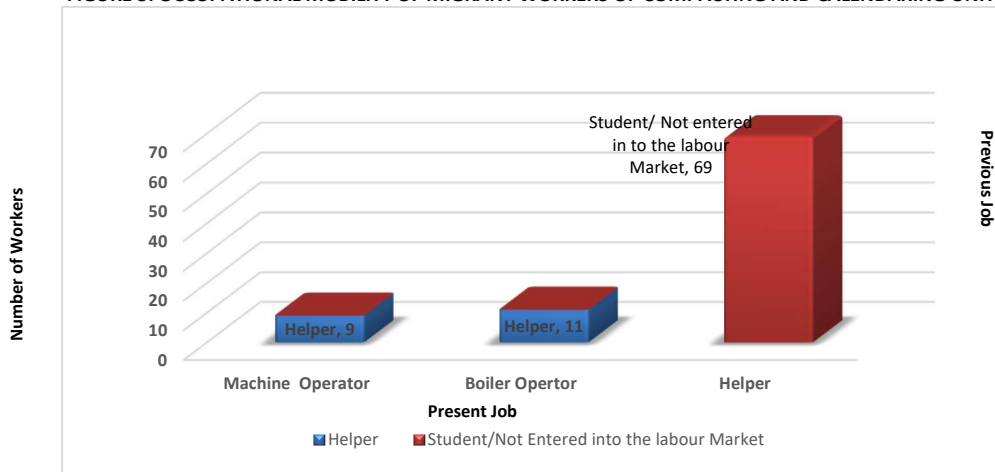
TABLE 7: OCCUPATIONAL MOBILITY OF MIGRANT WORKERS IN COMPACTING AND CALENDARING UNITS

Present Job	Previous Job		Total
	Helper	Student / Not Entered into the Labour Market	
Machine Operator	9 (100.0)	-	9 (100.0)
Boiler Operator	11 (100.0)	-	11 (100.0)
Helper	-	69 (100)	69 (100.0)
Total	20 (22.5)	69 (77.5)	89 (100.0)

Source: Primary data

Out of 89 workers, nine workers are doing machine operator in present job, previously they were in helper category. Next category of boiler operator as their present job, previously worked as an operator helper. About 69 workers were working as helper now, previously they joined as a new entrant. Nearly 23 percent of workers were from the previous occupation of the labour category of compacting units to the present occupation and remaining 77 percent of the present job category previously they were students.

FIGURE 3: OCCUPATIONAL MOBILITY OF MIGRANT WORKERS OF COMPACTING AND CALENDARING UNITS



OCCUPATIONAL MOBILITY OF MIGRANT WORKERS IN PRINTING UNITS

Occupational Mobility of migrant workers in printing units is presented in Table.8.

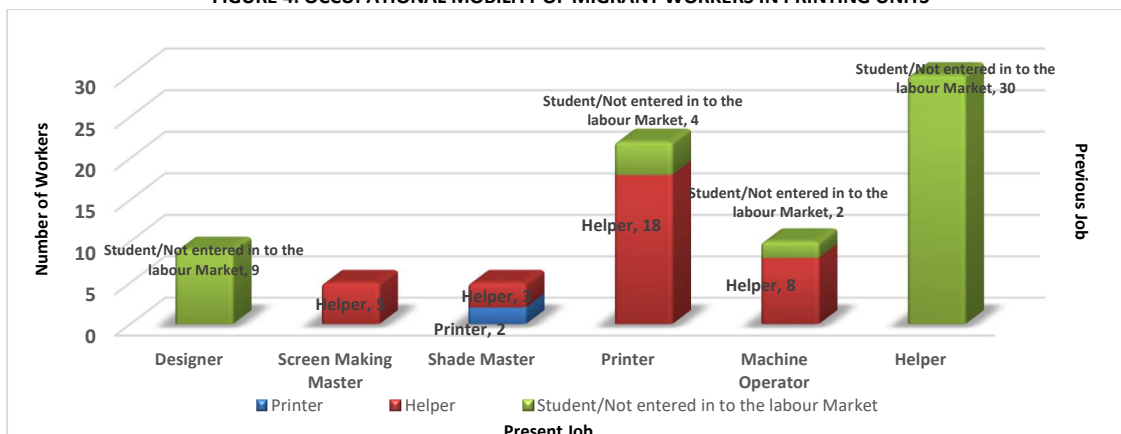
TABLE 8: OCCUPATIONAL MOBILITY OF MIGRANT WORKERS IN PRINTING UNITS

Present Job	Previous Job			Total
	Printer	Helper	Student/Not entered the labour Market	
Designer	-	-	9 (100.0)	9 (100.0)
Screen Making Master	-	5 (100.0)	-	5 (100.0)
Shade Master	2 (40.0)	3 (60.0)	-	5 (100.0)
Printer	-	18 (81.8)	4 (18.2)	22 (100.0)
Machine Operator	-	8 (80.0)	2 (20.0)	10 (100.0)
Helper	-	-	30 (100.0)	30 (100.0)
Total	2 (2.5)	34 (41.9)	45 (55.6)	81 (100.0)

Source: Primary data

Of the 81 migrant workers of fabric printing units, their present job was designer, shade master, printer, machine operator and helper. Of the nine designers in the present job, they were belonging to student category in the previous job. In present job, five workers worked as screen making master, previously they worked as helper category, five workers were doing shade master in present job, two workers were printers, and three workers were from helper category in previous job. Of the 22 printer in the present job, 18 workers worked as helper, remaining four workers were in student / not entered in the labour market in the previous job. In the present job, ten machine operators were working, eight workers worked as helper to the machine operator, two workers were in student category in the previous job. In the printing unit, nearly 56 percent of the workers were studied before entered into labour market in the previous job. The present occupational status of workers, 44 percent of them were in the same fabric printing units with different occupational categories (lower level) and move to higher level of the present position.

FIGURE 4: OCCUPATIONAL MOBILITY OF MIGRANT WORKERS IN PRINTING UNITS



OCCUPATIONAL MOBILITY OF MIGRANT WORKERS IN EMBROIDERY UNITS

Occupational Mobility of Migrant workers in embroidery units are explained in Table 9.

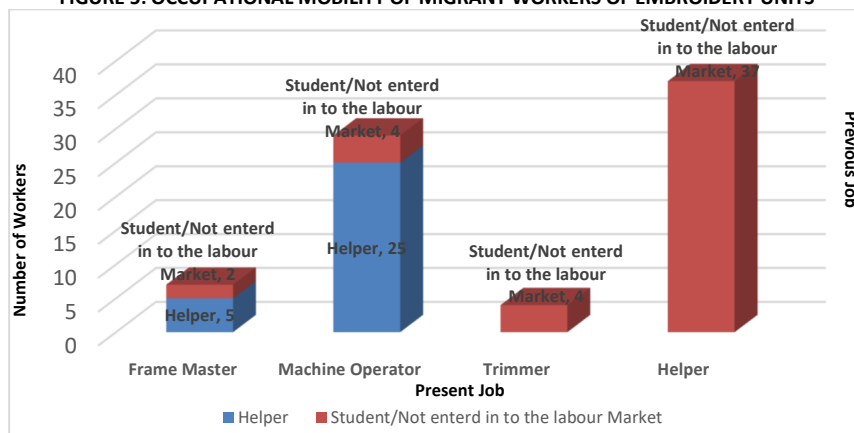
TABLE 9: OCCUPATIONAL MOBILITY OF MIGRANT WORKERS IN EMBROIDERY UNITS

Present Job	Previous Job		
	Helper	Student/Not entered the labour Market	Total
Frame Master	5 (71.4)	2 (28.6)	7 (100.0)
Machine Operator	25 (86.2)	4 (13.8)	29 (100.0)
Trimmer	-	4 (100.0)	4 (100.0)
Helper	-	37 (100.0)	37 (100.0)
Total	30 (39.0)	47 (61.0)	77 (100.0)

Source: Primary data

The total workers of the embroidery units were classified into four categories viz., frame master, machine operator, Trimmer and helper. The present job category of frame masters' previous job, five were helper and two workers were students when they entered into the labour market. Among 29 machine operators were doing their job at present, previously 25 of them were worked as helper and four workers were students. In present job category, four trimmers, 37 helpers were working, all of them have moved from student category and they were not entered into the labour market in the previous job.

FIGURE 5: OCCUPATIONAL MOBILITY OF MIGRANT WORKERS OF EMBROIDERY UNITS



OCCUPATIONAL MOBILITY OF MIGRANT WORKERS IN FINISHING UNITS

Occupational mobility of migrant workers in finishing units is depicted in Table 10.

TABLE 10: OCCUPATIONAL MOBILITY OF MIGRANT WORKERS IN FINISHING UNITS

Present Job	Previous Job							Total
	Cutting Master	Flat lock Tailor	Over Lock Tailor	Labeling &Packing	Checking	Helper	Student/Not entered the labour Market	
Pattern Master	21	-	-	-	-	10	-	31
Cutting Master	-	11	-	4	-	32	-	47
Flat lock Tailor	-	-	10	-	-	84	-	94
Over Lock Tailor	-	-	-	-	2	245	3	250
Singer	-	-	-	-	8	32	70	110
Iron Master	-	-	-	3	-	2	26	31
Button Fixing	-	-	-	-	-	22	9	31
Labeling &Packing	-	-	-	-	-	3	91	94
Checking	-	-	-	2	-	25	98	125
Trimmer	-	-	-	-	-	-	20	20
Helper	-	-	-	-	-	-	43	43
Total	21 (2.5)	11 (1.3)	10 (1.1)	9 (1.0)	10 (1.1)	455 (51.9)	360 (41.1)	876 (100)

Source: Primary Data

Out of 876 total migrants of finishing units, 59 percent of the workers had gained their vertical mobility in their occupation. They have moved from the very low level job or first they entered in the labour market in these units. The pattern masters had moved from as cutting master, helper category in the previous job. The next category of cutting master 47 workers, eleven workers were tailors, 32 workers were helpers of tailors, and four workers were from packing in the previous job. The detailed analysis of the vertical mobility of finishing unit's workers was given in the chart. Nearly 59 percent of workers had moved from lower category of the occupation from previous job to the present job position. Around 41 percent of the present job workers were the school students or unemployed or had not at all entered in the labour market.

The biggest proportion of sample was tailors (Tailors – singer, Tailor – flat lock, Tailor – Over lock). Some of the notable trends are, there were no woman in jobs like cutting master, iron man. Most of the women workers were employed in checking as compared to men workers. Those jobs that employed large proportion of women were tailoring (singer), Trimmer and checking. Perception above the work, most of the women workers said that they found their work interesting and few found it monotonous. The men found their work interesting and tailor –workers found it monotonous. Hence, most of the workers try to move to cutting master or tailor- singer, tailor – flat lock and tailor – over lock. Some of the prerequisites for any kind of upward mobility were hard work and experience, along with the ability to maintain good relations with officials and workers. The other form of mobility that was available to the workers seemed to be shift one firm to another.

ESTIMATION OF OCCUPATIONAL MOBILITY

Table 11 presents the logit estimate of the occupational mobility of all migrant workers of the garment industry in Tirupur.

TABLE 11: DETERMINANTS OF OCCUPATIONAL MOBILITY OF MIGRANT WORKERS

	β	Std. Error	Wald	Sig.	Exp(β)
Dependent Variable: Occupational Mobility					
Human Capital Variable					
Age in Years	-.428	.008	.629	.006***	.994
Age Square	.167	.002	1.911	.002***	1.002
Income	.000	.000	6.648	.010**	1.000
Gender-Male=1, else 0	-.302	.150	4.031	.045**	.740
Education Illiterate=0, else 0	.810	.592	1.873	.171	2.247
Education Primary=1, else 0	.217	.539	.163	.687	1.243
Education Secondary=1, else 0	.413	.541	.583	.445	1.511
Education Higher Secondary=1, else 0	-.384	.587	.429	.512	.681
Education Diploma and Degree Education =1, else 0	.771	.658	1.372	.242	2.161
Training=1, else 0	-1.012	.655	2.385	.122	.364
Workers Background Variable					
Region Rural=1, else 0	-.255	.207	1.518	.218	.775
Religion Hindu=1, else 0	1.609	.289	30.989	.000***	4.996
Religion Christian=1, else 0	1.267	.356	12.663	.000***	3.549
Forward Caste=1, else 0	1.684	.695	5.872	.015**	5.387
Backward Caste=1, else 0	-.086	.204	.176	.675	.918
Most Backward Caste=1, else 0	-.167	.223	.563	.453	.846
Marital Status-Married=1, else 0	.029	.172	.029	.864	1.030
Fathers Education-Illiterate=1, else 0	-.357	.148	5.831	.016**	.700
Father's Occupation-Textile=1, else 0	-.180	.160	1.260	.262	.836
Mother's Education-Illiterate=1, else 0	.109	.137	.633	.426	1.115
Trade Union Membership-Member=1, else 0	.466	.316	2.165	.141	1.593
Industry, Job Specific Variable					
Labour Law-Labour applied=1, else 0	-.031	.134	.052	.819	.970
Nature Job-Casual=1, else 0	-.130	.475	.509	.010**	.878
Type of Industry-Small=1, else 0	.543	.346	2.454	.117	1.721
Type of Industry-Medium/ Large =1, else 0	.579	.135	18.435	.000***	1.784
Constant	-1.430	.749	3.649	.056**	.239

***P<0.01; **P<.05; *P<.10 Chi-square - 110.811 df - 26 -2LogLikelihood - 1564.231

Cox & Snell R2 - 0.082 Nagelkerke R2 - 0.113 Sample Size - 1289

RESULT AND ANALYSIS

- The result of the logit estimate indicate that the variable Age has negative influence on occupational mobility and significance at one percent level. This result shows that workers occupational mobility decreases when their age increases.
- The variables age square and income have positive significance at five percent level. It is clear that the main motive behind the workers to move from one job to another was to earn more.
- The Gender variable (male) has significantly influence the occupational mobility of all migrant workers in garment industry in Tirupur.
- Education is positive but not significant, but training variables has negative influence on workers' occupational mobility of all garment workers. It reveals that those who trained in particular organisation, they are not ready to move to other job and they become familiar in particular work.
- Within the workers' background variable, region does not have any influence on occupational mobility of all migrant workers in garment industry in Tirupur.
- The workers from Hindu religion have high occupational mobility compared to other religion workers. Forward caste has positive influence on occupational mobility at five percent level significance. Backward caste, most backward caste and SC/ST have not shown any significant result on occupational mobility of migrant workers.
- Father's education is negatively significance on occupational mobility at five percent level. Married migrant workers have not been influenced.
- Father's occupation, mother's education and trade union are not significant on occupational mobility of workers.
- Labour law has not shown any significant influence on occupational mobility of garment industry workers.
- Casual workers from garment industry have positive impact on occupational mobility and significance at five percent level. The medium/large scale units have positive influence on occupational mobility and highly significant at one percent level.
- Workers in Large/medium scale units have higher occupational mobility than workers in small scale units.
- The percentage of workers who changed their job in the fabrication unit was higher than the other processing units with respect to finishing, embroidery compacting unit workers.

COMPARATIVE ANALYSIS

- According to the results of the logit estimate, the variable income was positively associated with occupational mobility and significant at one percent level among the male migrant worker's category and in other units like knitting, Dying, compacting and Embroidery except Finishing units.
- The variable 'Age' has negatively influence the occupational mobility of finishing unit's workers and male worker's category and significance at one percent level; but it was positive sign and significance at five percent level for female category. This result indicates that the higher age group from female category have high occupational mobility.
- Age square has positive influence on job mobility and significance at five percent level in other units whereas one percent level in female workers.
- Gender (male) has negative influenced on occupational mobility in other unit's workers in garment industry explored the same result of skilled female migrant workers have high occupational mobility).
- Education variables do not influence significantly at all levels supported with similar findings of education was not related to women's employment pattern).
- Training also has not influence of migrant workers' job mobility. From the above result, age, income, and age square have positively influenced the occupational mobility of migrant workers than education and training

- The workers from Most backward caste of finishing units have negative influence and significant at ten percent level, which implies that workers from Backward Caste and SC/ST category have higher mobility. In garment industry, marriage does not have any influence on occupational mobility of all migrant workers. It reveals that married workers are not moving to other job, due to family responsibility. Father's occupation and mother's education does not have any influence on occupational mobility of migrant workers.
- Membership in trade union has negative impact on job mobility of other units and male worker's category, which implies that trade union have an influence on migrant workers' job mobility in garment industry.
- Type of industry (medium/large) has positive influence on job mobility among finishing unit's workers with five percent level significant and one percent level of significance for male category and other units' worker's category.
- And also ten percent significant level was recorded for female worker's category. This result shows that workers from medium/large scale units have high occupational mobility compared with small scale unit's workers.

SUGGESTIONS

1. Migrant can concentrate in jobs which offer more possibilities of promotion. So that gap between migrants and non-migrants could be eliminated in mobility ladder.
2. The impact of educational qualification on migrant workers is lower than non-migrant workers. By providing better training and education in the relevant field of their occupation to enhance better occupational mobility.
3. Interests of the migrant workers have to be guaranteed by the employer, because the mobility of migrant workers reflects in their aspirations to find better incomes and working conditions.
4. The company has to be followed fair recruitment policy while staff selection according to law.

LIMITATIONS OF THE STUDY AND SCOPE FOR FURTHER RESEARCH

During the data collection, it was very difficult to get accurate information from them because they have faced language problem. There was a need to explain for long time same questions and concepts to collect the data. And also the present study covers only Tirupur, it can be extended for the whole country with comparative analysis among states for further scope of research in future period.

CONCLUSION

Migrant workers in the labour market reveal that migrants are more often unemployed in comparison to non-migrants. Moreover, they also have fewer chances to benefit from promotion than non-migrant workers, in addition to facing more often the risk of downward occupational mobility. Formulation of effective employment policies can be improved employability skills and also promote the quality of life of migrant workers and reduce social inequality. It would thus promote optimal labour productivity growth and economy wide competitiveness. This policy will raise the minimum wage tends to reduce the negative effects of occupational mobility between workers in jobs of lower socio-employment status and the lowest paid.

REFERENCES

1. Acharya Sarathi and Jose A.V. (1991) 'Employment and Mobility: A Study among Workers of Low Income Households in Bombay City ARTEP', ILO New Delhi.
2. Ansari P.A (2016) 'Internal Migration: An analysis of Problems faced by the migrants in India – A step to the solution' Volume – 6, Issue 2016 ISSN- 2249-555 IF:3.919.
3. Anup Mitra (2006) 'Labour Market Mobility of Low Income Households', *Economic and Political Weekly*, May 27, 2006.
4. Calogero Carletto and Talip Kilic (2009) 'Moving Up the Ladder? The Impact of migration Experience on Occupational Mobility in Albania', April 2009, Policy Research Working Paper 4908.
5. Chris Minns (2000) 'Income, Cohort Effects, and Occupational Mobility: A New Look at Immigration to the United States at the Turn of the 20th Century Explorations in Economic History' 37, 326–350 (2000).
6. Dean R. Lillard and Anna Manzoni (2012) 'International Migration as Occupational Mobility' SOEP papers on Multidisciplinary Panel Data Research ISSN: 1864-6689 (online).
7. Jaan Masso, Raul Eamets and Pille Mõtsmees (2013) 'The Effect of Migration Experience on Occupational Mobility in Estonia' University of Tartu Faculty of Economics and Business Administration, Narva mt. 4, Tartu, 51009, Estonia.
8. Jones R.C and Harris (1984) 'Occupational and spatial mobility of undocumented migrants from Dolores Hidalgo, Guanajuato', Totowa, New Jersey, Rowman & Allanheld, 1984. 159- 82.
9. Liem Nguyen (2002), 'Pattern and Determinants of Occupational Mobility of Adult Ghanaian In-migrants in the Central Region', Asian Meta Center, NUS.
10. Monica Alexandru (2011) 'Occupational Mobility in the Context of International Migration the Case of Romanian Migrants in Italy', *The Romanian Journal of Society and Politics*.
11. Salvador D. Cobo, Silvia E. Giorguli, and Francisco Alba (2010), 'Occupational Mobility among Returned Migrants in Latin America: A Comparative Analysis' ANNALS, AAPSS, 630, July 2010.
12. Thomas Bauer and Klaus F. Zimmermann (1999) 'Occupational Mobility of Ethnic Migrants', Discussion Paper No. 58 September 1999.
13. Xuyang Chen *et al.* (2008) 'Inter-occupational Labour Mobility in Canada, 1994-2005: Evidence from the SLID', Policy Research Human Resources and Social Development Canada, April 2008.
14. Yuanyuan Xie (2013) 'The Patterns of Intergenerational Educational and Occupational Mobility for Rural-urban Migrants in China', The University of York, UK.

REQUEST FOR FEEDBACK

Dear Readers

At the very outset, International Journal of Research in Commerce, Economics & Management (IJRCM) acknowledges & appreciates your efforts in showing interest in our present issue under your kind perusal.

I would like to request you to supply your critical comments and suggestions about the material published in this issue as well as, on the journal as a whole, on our e-mail infoijrcm@gmail.com for further improvements in the interest of research.

If you have any queries, please feel free to contact us on our e-mail infoijrcm@gmail.com.

I am sure that your feedback and deliberations would make future issues better – a result of our joint effort.

Looking forward to an appropriate consideration.

With sincere regards

Thanking you profoundly

Academically yours

Sd/-

Co-ordinator

DISCLAIMER

The information and opinions presented in the Journal reflect the views of the authors and not of the Journal or its Editorial Board or the Publishers/Editors. Publication does not constitute endorsement by the journal. Neither the Journal nor its publishers/Editors/Editorial Board nor anyone else involved in creating, producing or delivering the journal or the materials contained therein, assumes any liability or responsibility for the accuracy, completeness, or usefulness of any information provided in the journal, nor shall they be liable for any direct, indirect, incidental, special, consequential or punitive damages arising out of the use of information/material contained in the journal. The journal, neither its publishers/Editors/ Editorial Board, nor any other party involved in the preparation of material contained in the journal represents or warrants that the information contained herein is in every respect accurate or complete, and they are not responsible for any errors or omissions or for the results obtained from the use of such material. Readers are encouraged to confirm the information contained herein with other sources. The responsibility of the contents and the opinions expressed in this journal are exclusively of the author (s) concerned.

ABOUT THE JOURNAL

In this age of Commerce, Economics, Computer, I.T. & Management and cut throat competition, a group of intellectuals felt the need to have some platform, where young and budding managers and academicians could express their views and discuss the problems among their peers. This journal was conceived with this noble intention in view. This journal has been introduced to give an opportunity for expressing refined and innovative ideas in this field. It is our humble endeavour to provide a springboard to the upcoming specialists and give a chance to know about the latest in the sphere of research and knowledge. We have taken a small step and we hope that with the active co-operation of like-minded scholars, we shall be able to serve the society with our humble efforts.

Our Other Journals

