

**LABOUR MARKET IMPLICATIONS OF IN-MIGRATION  
TO KERALA: A STUDY WITH SPECIAL REFERENCE  
TO MIGRANT LABOURERS**

**Thesis**

**Submitted to the University of Calicut  
for the award of the Degree of  
DOCTOR OF PHILOSOPHY IN ECONOMICS**

**By**

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**Under the guidance of**

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## DECLARATION

I, MUZNA MUHAMMED. P hereby declare that this dissertation titled 'LABOUR MARKET IMPLICATIONS OF IN-MIGRATION TO KERALA: A STUDY WITH SPECIAL REFERENCE TO MIGRANT LABOURERS' is the outcome of my own study undertaken under the guidance of Dr. C.P Shaheed Ramzan, Professor, and Head, PG and Research Department of Economics, Government Arts and Science College Calicut. It has not previously formed the basis for the award of any degree, diploma, or certificate of this institute or any other institute or university. I have duly acknowledged all sources used by me in the preparation of this thesis. The contents of the thesis are undergone plagiarism check using iThenticate software at C.H.M.K. Library, University of Calicut, and the similarity index found within the permissible limit. I also declare that the thesis is free from AI generated contents.



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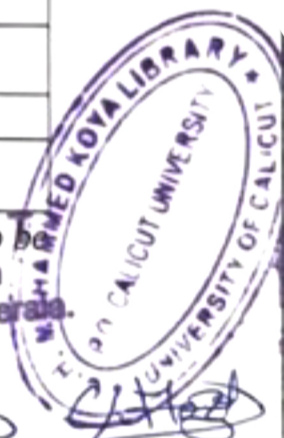
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സംഗ്രഹം

മനുഷ്യ കടിയേറ്റം ചരിത്രത്തിലെ ഒരു സുപ്രധാന വശമാണ്, അത് ലോകമെമ്പാടുമുള്ള പ്രദേശങ്ങളുടെ ജനസംഖ്യാപരമായ പ്രൊഫൈൽ രൂപപ്പെടുത്തുന്നത് തുടരുന്നു. വിവിധ പുഷ് ആന്റ് പൂൾ ഘടകങ്ങളാൽ കടിയേറ്റത്തെ സ്വാധീനിക്കുന്നുണ്ട്. അതിൽ ഏറ്റവും പ്രധാനപ്പെട്ടത് സാമ്പത്തികമായ കാരണങ്ങളാണ്. സാമ്പത്തികവും സാമൂഹികവുമായ അനുകൂല സാഹചര്യങ്ങൾ കാരണം കടിയേറ്റ തൊഴിലാളികളുടെ ഗണ്യമായ ഒഴുക്ക് കേരളം കണ്ടു. ഈ തൊഴിലാളികൾ സംസ്ഥാനത്തിന്റെ വികസനത്തിനും തൊഴിൽ ശക്തിക്കും ഗണ്യമായ സംഭാവന നൽകുന്നു, എന്നാൽ അവരുടെ സാന്നിധ്യം പാർപ്പിടം, ജോലികൾക്കായുള്ള മത്സരം, ഭാഷാ തടസ്സങ്ങൾ തുടങ്ങിയ വെല്ലുവിളികളും അവതരിപ്പിക്കുന്നു. കേരളത്തിലേക്കുള്ള കടിയേറ്റത്തെ സ്വാധീനിക്കുന്ന ഘടകങ്ങൾ, കടിയേറ്റ തൊഴിലാളികളുടെ ജീവിതത്തിൽ കടിയേറ്റം ചെലുത്തുന്ന ആഘാതം, അവരുടെ ക്ഷേമത്തിനായി കേരള സർക്കാരും ജില്ലാ അധികാരികളും നടപ്പാക്കുന്ന സാമൂഹിക സുരക്ഷാ നടപടികൾ എന്നിവ മനസ്സിലാക്കാനാണ് ഇപ്പോഴത്തെ പഠനം ലക്ഷ്യമിടുന്നത്. കടിയേറ്റ തൊഴിലാളികൾ കൂടുതലായി തിങ്ങിപ്പാർക്കുന്ന എറണാകുളം, തിരുവനന്തപുരം, കോഴിക്കോട് എന്നീ മൂന്ന് ജില്ലകളിലാണ് ഗവേഷണം നടക്കുന്നത്. കേരളത്തിലേക്ക് കടിയേറാൻ തൊഴിലാളികളെ പ്രേരിപ്പിക്കുന്ന സാമ്പത്തിക, സാമൂഹിക-രാഷ്ട്രീയ, പ്രകൃതി ഘടകങ്ങളെക്കുറിച്ചും കടിയേറ്റം അവരെ സാമ്പത്തികമായും സാമൂഹികമായും സാംസ്കാരികമായും എങ്ങനെ സ്വാധീനിക്കുന്നുവെന്നും പഠനം പര്യവേക്ഷണം ചെയ്യുന്നു. കൂടാതെ, പഠനം സാമ്പത്തികവും സാമൂഹികവുമായ വശങ്ങളെ മറികടന്ന് കടിയേറ്റ തൊഴിലാളികളുടെ ജീവിതത്തിൽ കടിയേറ്റത്തിന്റെ സാംസ്കാരിക ആഘാതത്തെ പര്യവേക്ഷണം ചെയ്യുന്നു. കടിയേറ്റത്തിൽ പലപ്പോഴും സാംസ്കാരിക പൊരുത്തപ്പെടുത്തലും വിനിമയവും ഉൾപ്പെടുന്നു, കൂടാതെ കേരളത്തിലെ കടിയേറ്റ തൊഴിലാളികൾക്കിടയിൽ ഈ പ്രക്രിയ എങ്ങനെ വികസിക്കുന്നുവെന്ന് മനസ്സിലാക്കുന്നത് വ്യത്യസ്ത സാംസ്കാരികങ്ങളുടെ പരസ്പര ബന്ധത്തെക്കുറിച്ചും സംസ്ഥാനത്തിന്റെ സാമൂഹിക-സാംസ്കാരിക ഘടനയിൽ അവ ചെലുത്തുന്ന സ്വാധീനത്തെക്കുറിച്ചും വിലപ്പെട്ട ഉൾക്കാഴ്ച നൽകുന്നു. കേരളത്തിന്റെ വികസനത്തിൽ കടിയേറ്റ തൊഴിലാളികളുടെ പ്രാധാന്യം ഉന്നിപ്പറയുകയും ഗവൺമെന്റും ജില്ലാ അധികാരികളും ആരംഭിച്ച ക്ഷേമ പരിപാടികൾ പരിശോധിക്കുകയും ചെയ്യുന്നു. ഈ ക്ഷേമ പരിപാടികളുടെ നിലനിൽപ്പിൽ മാത്രമല്ല, കടിയേറ്റ തൊഴിലാളികളുടെ അവബോധത്തിലും ഈ പദ്ധതികളിലേക്കുള്ള പ്രവേശനക്ഷമതയിലും ശ്രദ്ധ കേന്ദ്രീകരിച്ചുകൊണ്ട് ഈ പഠനം മറ്റുള്ളവരിൽ നിന്ന് വേറിട്ടുനിൽക്കുന്നു. കടിയേറ്റ തൊഴിലാളികൾക്കിടയിലെ ബോധവൽക്കരണ നിലവാരവും ഈ ക്ഷേമ പരിപാടികളിലേക്കുള്ള അവരുടെ പ്രവേശനവും അത്തരം സംരംഭങ്ങളുടെ ഫലപ്രാപ്തി

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## Abstract


*Human Migration has been a significant aspect of history, and it continues to shape the demographic profile of areas worldwide. Migration is influenced by various push and pull factors, with economic reasons playing a crucial role in international and internal migration. Kerala, has seen a considerable influx of migrant workers due to its favorable economic and social conditions. These workers contribute significantly to the state's development and labor force, but their presence also presents challenges such as housing, competition for jobs, and language barriers.*

*Present study aims to understand the factors influencing in-migration to Kerala, the impact of migration on the lives of migrant workers, and the social security measures implemented by the government of Kerala and district authorities for their welfare. The research is conducted in three districts-Ernakulam, Trivandrum, and Kozhikode-where migrant laborers are heavily concentrated. The study explores the economic, socio-political, and natural factors that motivate labourers to migrate to Kerala, and how migration influences them economically, socially, and culturally.*

*Furthermore, the study goes beyond the economic and social aspects and also explores the cultural impact of migration on the lives of migrant workers. Migration often involves cultural adaptation and exchange, and understanding how this process unfolds among migrant workers in Kerala provides valuable insights into the interplay of different cultures and their effects on the socio-cultural fabric of the state.*

*The research also emphasizes the importance of migrant workers in Kerala's development and examines the welfare programs initiated by the government and district authorities. This study stands out from others by focusing not only on the existence of these welfare programs but also on migrant workers' awareness and accessibility to these schemes. Understanding the level of awareness among migrant workers and their access to these welfare programs is crucial in assessing the effectiveness of such initiatives. Moreover, the study examines the satisfaction level of migrant workers regarding these welfare schemes. By gathering data on their perceptions and experiences, the research aims to shed light on the actual impact of these programs on the lives of migrant workers and identify areas for improvement.*

**Keywords:** *Human Migration, Demographic Profile, Push Factors, Pull factors, Social security measures, economic impact, social impact, cultural impact, awareness, accessibility and satisfaction.*

  
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വിലയിരുത്തുന്നതിൽ നിർണായകമാണ്. കൂടാതെ, ഈ ക്ഷേമ പദ്ധതികളുമായി ബന്ധപ്പെട്ട് കുടിയേറ്റ തൊഴിലാളികളുടെ സംതൃപ്തിയുടെ നിലവാരം പഠനം പരിശോധിക്കുന്നു. അവരുടെ ധാരണകളെയും അനുഭവങ്ങളെയും കുറിച്ചുള്ള ഡാറ്റ ശേഖരിക്കുന്നതിലൂടെ, കുടിയേറ്റ തൊഴിലാളികളുടെ ജീവിതത്തിൽ ഈ പ്രോഗ്രാമുകളുടെ യഥാർത്ഥ സ്വാധീനത്തെക്കുറിച്ച് വെളിച്ചം വീശുകയും മെച്ചപ്പെടുത്താനുള്ള മേഖലകൾ തിരിച്ചറിയുകയും ചെയ്യുക എന്നതാണ് ഗവേഷണം ലക്ഷ്യമിടുന്നത്. കീവേർഡുകൾ: ഹ്യൂമൻ മൈഗ്രേഷൻ, ഡെമോഗ്രാഫിക് പ്രൊഫൈൽ, പുഷ് ഫാക്ടറുകൾ, പൂർ ഘടകങ്ങൾ, സാമൂഹിക സുരക്ഷാ നടപടികൾ, സാമ്പത്തിക ആഘാതം, സാമൂഹിക ആഘാതം, സാംസ്കാരിക ആഘാതം, അവബോധം, പ്രവേശനക്ഷമത, സംതൃപ്തി.

**കീവേർഡുകൾ:** മനുഷ്യ കുടിയേറ്റം, ഡെമോഗ്രാഫിക് പ്രൊഫൈൽ, പുഷ് ഫാക്ടർ, പൂർ ഫാക്ടർ, സാമൂഹികസുരക്ഷാനടപടികൾ, സാമ്പത്തികഘാതം, സാമൂഹികഘാതം, സാംസ്കാരികഘാതം, അവബോധം, പ്രവേശനക്ഷമത, സംതൃപ്തി.

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## Abbreviations

ABVKY	Atal Beemit Vyakti Kalyan Yojana
ARHC	The Affordable Rental Housing Complexes
BPL	Below Poverty Line
CDM	Cash Deposit Machine
CDS	Center for Development Studies
CHIAK	Comprehensive Health Insurance Agency of Kerala.
COSTFORD	Centre of Science and Technology for Research and Development
CSES	Center for Socio-Economic and Environmental Studies
DOLS	Department of Labor and skills
GCC	Gulf Corporation Council
GCIM	Global Commission on International Migration
GDP	Gross Domestic Product
GIFTT	Gulatti Institute of Finance and Taxation.
GKRY	Garib Kalyan Rozgar Yojana
ICT	Information and Communications Technology
IIMAD	International Institute of Migration and Development
INR	Indian Rupee
IOM	International Organization on Migration
ISMW Act	Interstate Migrant Workmen (Regulation of Employment and Conditions of Services) Act
JSY	Janani Suraksha Yojana
KBOCWFB	Kerala Building and Other Construction Workers Welfare Board
KINFRA	Kerala Industrial Infrastructure Development Corporation
KITCO	Kerala Industrial Consultancy

KMO	Kaiser-Meyer-Olkin
KMS	Kerala Migration Survey
KSIDC	Kerala State Industrial Development Corporation
KSLMA	Kerala State Literacy Mission Authority
LFPR	Labour Force Participation Rate
MGBBY	Mahathma Gandhi Bunkar Bima Yojana
MNREGA	Mahathma Gandhi National Rural Employee Guarantee Act
NDUW	National Database of Unorganised Workers
NRK	Non-Resident Keralite
NSSO	National Sample Survey Organization
ONORC	One Nation One Ration Card
PLFS	Periodic Labour Force Survey
PMSYM	Pradhan Mantri Shram Yogi Maandhan
RSBY	Rashtriya Swasthya Bima Yojana
SC	Scheduled Caste
SDG	Sustainable Development Goals
ST	Scheduled Tribe
SWAN	Stranded Workers Action Network
TISS	Tata Institute of Social Science
UAE	United Arab Emirates
UK	United Kingdom
UN	United Nations
USA	United States of America
W.B	World Bank
WMR	World Migration Report

# CHAPTER I

## **INTRODUCTION**

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## **1.1 Background of the Study**

Human migration has been a significant aspect of history for centuries and continues to this day. It plays a crucial role in shaping the demographic profile of an area, along with two other important factors, namely birth rate and death rate (Rees, Bell et al 2017). Migration encompasses a wide range of movements and situations, involving people from diverse backgrounds and walks of life (Davies 2006). It has become more prevalent, affecting states and individuals worldwide. The relationship between migration and development is intertwined, as migration can stimulate development, and development, in turn, can promote migration (Hollifield 2023). Migration, in its literal sense, refers to the seasonal movement of people to new areas or countries in search of employment or improved living conditions. The United Nations Multilingual Demographic Dictionary defines migration as a form of geographical or spatial mobility, involving a change in residence from the place of origin to the destination (Kalita 2015). In the context of the 2011 Census of India, an individual is considered a migrant if their current place of enumeration (village/town) differs from their previous usual residence. Migration is influenced by social structures and patterns of development (Goldscheider 1987), and it can occur internally within a state or internationally across countries. Internal migration, including seasonal migration, urbanization, and suburbanization, is the more prevalent form of migration.

Migration can occur due to various factors, including the pursuit of better living conditions job opportunities, and higher wages. However not all migrations are driven by positive circumstances (Banda 2019). In recent years, conflicts, persecution, civil disturbances, environmental degradation, and lack of human security have led to migration and displacement. These factors can be categorized as push factors, which force people to leave their localities, and pull factors, which can attract them to destination areas (Khan 2023).

The search for employment is a major reason for migration (Mitterbacher 2017), especially in the era of globalization. The demand for workers from other countries has increased, leading to economic migration. Economic migration, also known as labour migration, involves cross border movement for the purpose of employment in a foreign country (ILO). It often occurs from poorer or developing regions to more developed ones, as individuals seek sufficient income for their survival.

Worker migration can be classified into two types: In-migration and Out-migration (BKIDS). In-migration refers to migration within a country for livelihood, also known as internal migration. It can be further categorized as interstate migration, which occurs within a state (Florentina 2019). Out-migration, on the other hand, refers to migration out of the country for economic development (Massey 2010). It also referred to as international or cross border migration. Immigration and emigration are two characteristic features of out-migration, with the former representing the movement of people into a particular country and the latter representing their movement from a particular country. Economic migration has become a significant aspect of our globalized world and raised various economic, social and political issues.

Number of factors is responsible for migration like better living condition; plenty of job opportunities, high wage etc (Zanabazar 2021). But not all migration occurs in these types of positive circumstances, negative factors also cause migration. In recent years, migration and displacement occurred due to conflict, persecution, civil disturbances, environmental degradation and change, lack of human security etc (Braithwaite 2019). These socio-cultural and geo-historical factors are categorized as push factors and pull factors. Push factors force people to migrate from their own locality to other places because of the adverse situations prevailing there in (Carbajal and Calvo 2021). Pull factors are positive factors exists in destination areas that attract migration.

In recent years, global migration has witnessed a significant increase (Parkins 2010). The majority of international migrants relocate for reasons related to work; family and education, while a smaller percentage are displaced due to forced circumstances or push factors. The plight of refugees particularly those from Syria and Myanmar, has

become a pressing global issue. According to the World Development Report 2023 there are approximately 184 million migrants worldwide, constituting approximately 2.3 % of the global population. Work is the primary motivation for international migration, and migrant workers constitute a significant majority of global migrants. Many of these individuals reside in high-income countries, primarily working in the service sector. The demographic structure, expenditure patterns, social structures, and poverty levels of countries have all been significantly influenced by international migration.

In the case of India, migration is even more prevalent, with Indians migrating to various parts of the world. Economic reasons predominantly drive Indian migration, as individuals seek better opportunities abroad. Overall, the number of people leaving India for migration is more than 2.6 times the number of people migrating to India. In 2021, Indian travelers showed a strong preference for certain destination countries, as indicated by the tourism statistics for 2022. The United States of America saw an impressive influx of 6.96 million Indian visitors while, the United Arab Emirates (UAE) attracted a significant number of 3.63 million Indian tourists. Qatar, on the other hand, welcomed around 0.67 million Indian tourists, and Oman received approximately 0.41 million Indian travelers. Lastly, the United Kingdom (UK) recorded a visitation of about 0.35 million Indian tourists. Internal migration within India, particularly Inter -state migration, is a significant phenomenon. Economic and social disparities among states in India contribute to internal migration, which serves as a means of population redistribution and equilibrium.

The migration situation in Kerala holds a significant importance when studying migration patterns. The initial wave of Gulf migration by Keralites began in the 1960s and experienced a decline for the first time in 2014. The Kerala Migration Survey conducted in 2018(CDS) shows that the most favored destination for Keralites is the Gulf Countries, especially the United Arab Emirates (UAE). A significant number of Keralites migrate to the UAE in search for better employment opportunities and improved living standards. The survey also highlighted the preference for other Gulf countries like Saudi Arabia, Oman, Qatar, and Kuwait as popular destinations for

Keralites seeking work and settlement abroad. Keralites nowadays migrate to European countries like Canada, the UK, Japan, and Germany for education and career purposes.

Apart from migrating abroad, Keralites also migrate to other states within India, with major destinations being Karnataka, Maharashtra, and Tamil Nadu. Economic factors play a significant role as a motive for migration, and Kerala's youth migrate to other states primarily for education and employment purposes. Since 2008, there has been an increase in the number of Keralites migrants residing in other parts of the country (KMS).

Presently, Kerala has become a hub for migrant workers, with an unabated flow of migrants into the state. Migrant workers perceive Kerala as an ideal place for employment and every district in the state is home to at least one migrant worker. Kerala attracts migrant worker from distant states such as West Bengal, Bihar, U.P, Assam, Orissa as well as neighboring states like Tamil Nadu, Karnataka, and Andhra Pradesh. Several factors contribute to this massive influx, including high wages for unskilled labor force, ample employment opportunities, Government welfare and security schemes for migrant workers, a relatively peaceful social environment, and accessibility to educational and health care facilities. The state's favorable economic and social conditions serve as incentives for migration. Kerala outperforms many of the states of origin for migrant workers in various development indicators. However, adverse factors such a low wages, failed crops, unemployment, natural disasters, and extreme poverty also push individuals from other states to migrate to Kerala.

As per the data provided by Gulatti Institute of Finance and Taxation 2013, twenty percent of the migrants in Kerala are originally from West Bengal, Bihar contributes 18% of the total migrants in Kerala. This indicates that 18 percent of the migrants in Kerala come from Bihar. Assam contributes 17.28 percent of the migrants in Kerala, while 14.83 percent of the migrants belong to U.P. Around 6.67 percent of the migrants in Kerala are originally from Odisha. And the study shows that Ernakulam has a migrant population of over 8 lakhs. This indicates that it has the highest number of migrant workers among all other districts in the state. Trivandrum has a population

of over 7, 50,000 this suggests that it has a significant number of migrant workers. In Kozhikode and Palakkad, with populations exceeding 4, 00,000, there is a significant presence of migrant workers.

## **1.2 Significance of the study**

Kerala occupies a significant position in terms of internal migration, attracting a large number of migrant workers compared to other states in India. The state's economic, social and political conditions act as a magnet, drawing migrant workers from neighboring state such as Tamil Nadu, Karnataka and Andhra Pradesh as well as from more distant states like Assam ,West Bengal, Bihar and UP. Internal migration in Kerala can be traced back to before independence, but it became more pronounced during the first wave of Gulf migration by Keralites. Many of the emigrants during the period were unskilled or semi- skilled manual laborers, creating a labor market vacuum within Kerala. This shortage of un-skilled and semi-skilled is filled by workers from other states. The construction and real estate sectors experienced significant growth, further fueling the migration of workers. While earlier migrants primarily come from Tamil Nadu, in recent times, workers from north eastern and northern states have outnumbered them.

Migrant workers play a crucial role in the development of Kerala by contributing to the labor force and driving economic growth. They not only engage in various activities like their native counterparts but also take on jobs that are often rejected by local workers. Employers often prefer migrant workers due to their strong ethic, availability of cheap labor, and willingness to work long hours. This highlights their significance in the labor market. Internal migration has both positive and negative effects on the Kerala economy (Bisily 2023). The advantages include the availability of affordable labor, addressing any scarcity of unskilled workers, and enriching cultural diversity. However, challenges posed by this migration include language barriers, increased pressure on housing and services, competition for local workers, safety and security concerns, unhygienic living conditions leading to the spread of communicable diseases, and potential job displacement for local workers.

The source states from which migrant workers originate also benefit from this migration. The primary advantage is the remittances sent back by the workers, which contribute to the social and economic development of these states. Additionally, these states experience a reduced population burden, less strain on jobs and resources, among other benefits. However, they also face significant limitations, including the loss young and able individuals, a decrease in the working age population, family separation, and imbalanced population structures.

The contribution of migrant workers to the state's economic development is highly valued, and as a result, the state government implements various policies to address their needs. Recognizing the challenges faced by the migrant workers, the government has introduced welfare schemes and programs to ensure their well being. Initiatives such as Apna Ghar, AALAY scheme and the Garima project by the Kozhikode Corporation have been undertaken to provide improved accommodation facilities, while health policies like Aawaz and the Inter State Migrant Workers Welfare Scheme have also been implemented. To cater to the needs of Malayalam language teaching, the government has introduced various literacy programs like Changathy and Roshni, among others.

Numerous studies and research have been conducted on various aspects of migration in Kerala, including the migration of Keralites to the Middle East, the migration of Tamil workers to Kerala, and inter -state migrant workers in Kerala (KMS, Surabhi, Dilip Saikia, Peter et.al). This study titled 'Labour Market Implications of In-Migration to Kerala: A Study with Special Reference to Migrant Labourers "focuses on the impact of migration on the socio-economic and cultural life of migrant workers. The study shed light on the social security measures adopted by the state government and district authorities.

### **1.3 Scope of the study**

The study was conducted in three districts in Kerala: Ernakulam, Trivandrum, and Kozhikode. These districts were selected based on a report by GIFTT (Domestic Migrant Labourers in Kerala 2013) that indicated a heavy concentration of migrant laborers in these areas. The primary objective of the study was to investigate the

factors influencing migration to Kerala, with a particular emphasis on push and pull factors for in-migration.

The study identified various variables, encompassing economic, socio-political, and natural factors, as both push and pull factors motivating laborers to migrate to Kerala. The study examines the work and living conditions of migrants in the state, while also analyzing the socio-economic life patterns of migrant in Kerala and it also examines cultural influence on migrant workers.

Recognizing the significant role of guest workers in the development of Kerala's economy, both the state government and district officials have introduced a considerable number of welfare programs. The primary aim of this current study is to analyze these welfare programs and schemes initiated by the government of Kerala and the district authorities to enhance the well-being of guest workers.

#### **1.4 Statement of the problem and Research Questions**

The quest for job opportunities, higher wages, and a consequent improvement in the standard of living impels workers from different states in the country to migrate to Kerala and settle there. It presents a complex socio-economic landscape that warrants in-depth examination. Kerala's appeal as an ideal settlement destination for these workers, largely due to the compelling pull factors that encourage them to establish long term residences, underscores the need for a comprehensive analysis.

The migration experience significantly impacts the lives of these migrant workers in various ways, making it crucial to analyze their socio-economic life patterns. Issues related to social integration and economic conditions in Kerala are of significant concern. Given the important role these workers play in the state's economy, various authorities have enacted schemes and programs aimed at improving their well-being.

Studying their lives and evaluating the effectiveness of these schemes, including their reach, awareness among laborers, and satisfaction levels, is of utmost importance. This study aims to analyze the socio-economic life pattern of migrants, their awareness and membership in various schemes of state government and district

authorities, and socio-cultural influence occurred in their lives. This leads to the following research questions.

The study probe into the following research questions:

1. What are the push and pull factors for in-Migration to Kerala?
2. How does the migration influence the socio-economic life of migrant labourers?
3. What are the facilities, programs and schemes available in the state?

### **1.5 Objectives**

On the above, the study sets the following objectives.

1. To understand the factors that influence in-migration to Kerala.
2. To examine work and living conditions of migrants in the state.
3. To analyse the socio-economic life pattern of migrants and cultural influence of migration on migrants.
4. To evaluate the socio- security measures of government for the wellbeing of migrant workers.

### **1.6 Methodology of the Study**

The study is carried out by using both primary and secondary data. It employed a combination of qualitative and quantitative methods. Primary data is collected by employing focus group discussions and utilizing a semi-structured interview schedule, which is distributed among in-migrants in the state through Multi stage Sampling Method.

#### **1.6.1 Multi Stage Sampling Method**

##### **1. Selection of Districts**

Three districts, which host a significant number of migrant workers, have been selected for the study.

Ernakulam Trivandrum Kozhikode

The selection of these three districts is grounded in a report by GIFT(2013), which identified them as the primary host locations for migrant labourers in Kerala.

## 2. Selection of Area

The research involved the selection of a total of 15 regions, with 5 regions which are known for concentration of migrants chosen from each of the three districts. Benoy Peters' "District Migration Profile of Eranakulam" provides a comprehensive list of over 20 migration hubs. Similarly, the "District Migration Profile of Kozhikode" also highlights more than 20 regions that accommodate migrant laborers. Furthermore, in Trivandrum, according to its respective "District Migration Profile," there are 20 plus areas that serve as hosts for migrant workers.

### 1.6.2 Study Area

Three districts in the state of Kerala have been selected for the study. These districts were chosen based on a report by GIFTT (2013) which identified Ernakulam, Trivandrum, and Kozhikode as the primary districts in the state with a substantial concentration of in-migrants. According to the report, Ernakulam hosts more than 800,000 migrant workers, Trivandrum ranks second with 750,000 migrants, and Kozhikode takes the third position with 400,000 migrants. From these three districts, 15 locations recognized as key hubs for migrant laborers have been chosen. The allocation of areas from each district is detailed below.

**Table 1**

*Study Area*

<b>Ernakulam</b>	<b>Trivandrum</b>	<b>Kozhikode</b>
Perumbavoor	Vizhinjam	Kozhikode corporation
Kochi	Kazhakkootam	Thamarassery
Kalamassery	Poovar	Kuttyadi
Kaloor	Varkkala	Kinaloor
Aluva	Neyyattinkara	Feroke

### 1.6.3 Sample Size Determination and Sampling Technique

A random sampling technique formula ie **Solvin's Formula** is used to estimate the sample size. The sample size calculation is shown below.

**Sample Size Calculation.**

$$n = \frac{N}{(1 + Ne^2)}$$

**n=sample size   N= Total Population   e=margin of error**

**N= 31, 50,000** . As per Kerala Planning Board Report (2017-2018)

e= Margin of error 5% =0.05

Applying Formula we get  $31, 50,000 / (1 + 31, 50,000 * 0.05 * 0.05) = (399.94)$  so approximate number 400

Sample size for the study is 400.

### 1.6.4 Secondary Data Source

The secondary data are collected from International Migration Report of various years, Report of ILO, Census Report of 2001 and 2011, Economic Review of Kerala (various years), Kerala Migration Survey, District Migration Profile by Benoy Peter, NSSO data, working paper by CSES, theses on migration and articles etc...

### 1.6.5 Tools Used for Analysis

Analysis of primary data is done by using following quantitative techniques.

#### ❖ **Descriptive Statistics**

It is used to calculate, percentage, mean, standard deviation, frequency etc...

### ❖ **Paired T test**

Paired t test or Dependent sample test, is a statistical procedure used to determine whether the mean difference between two sets of observations is zero or not and it is used to compare means between two groups.

### **Chi square Test**

A Chi- square test is a statistical method used to determine if there is a significant association between two categorical variables. It compares the observed distribution of data with the expected distribution under the assumption that there is no relationship between variables.

### ❖ **Factor analysis**

It is a method of data reduction. It is a statistical technique used to reduce large number of variables into fewer numbers of factors.

### ❖ **KMO: Kaiser-Meyer-Olkin (KMO)**

It is a measure of sampling adequacy. It measures the suite of data for factor analysis. The value of KMO ranges between zero and one. Interpretation of values is given below

- KMO values between 0.8 and 1 indicate the sampling is adequate.
- KMO values less than 0.6 indicate the sampling is not adequate and that remedial action should be taken.
- KMO Values close to zero means that there are widespread correlations which are a large problem for factor analysis.

### **Bartlett's Test of Sphericity**

It is used to determine the significance and suitability of the collected responses in relation to the problem addressed in the study. When the test yields a value less than 0.05, it indicates that Factor analysis is recommended and suitable for the study.

### **Scree Plot**

It illustrates the Eigen values on the Y-axis and the number of factors on the x-axis. It typically shows a decreasing curve. The elbow of the curve indicates the number of factors that should be retained for final analysis. The default criterion is an Eigen value greater than one. Eigen value represents the variance accounted for by each factor. The rationale is to retain only those factors that explain at least the same amount of variance as a single variable.

### **Rotated Component Matrix**

The rotated component matrix illustrates the relationship between the variables suitable for analysis and extracted factors. The factor column in the table displays the rotated factor derived from the overall factors. These resulting variables represent the most significant factors associated with both the push and pull factors of in-migration.

### **Stacked Bar Diagram**

Stacked bar diagram visually displays data by stacking multiple data sets within each category. Each bar represents a category, and its height indicates the total value, while the segment within the bar represents contribution of each data set to the total. This method is commonly employed to compare total values across categories while also revealing the composition of each category.

### **Venn diagram**

A Venn diagram visually illustrates the connections between sets by overlapping circles or shapes, highlighting both similarities and distinctions among various groups or categories.

### **Pie Diagram**

Pie diagram or Pie chart, is a circular graphic used to represent numerical proportions by dividing it into slices. Each slice depicts a portion of the whole, often showing percentages or fractions. These charts are frequently used to illustrate relative sizes of

different categories within a data set and provide a straightforward way to compare proportions.

### **1.7 Limitations of the study**

Since migration is a complex global phenomenon, studying all its facets is a comprehensive undertaking. The present study specifically concentrates on certain key aspects of in- migration. The workers' incapacity to maintain a structured record of consumption presents a notable obstacle. Additionally Migrants' hesitancy in disclosing their consumption expenses hinders the precision of data gathering. . Another significant constraint in the study is language barrier, as a portion of the migrants communicate in their regional languages.

# CHAPTER II

## **LITERATURE AND THEORETICAL REVIEWS**

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## **Literature Reviews**

### **Studies on International migration**

Migration has been a topic of scholarly attention for a long time, with researchers examining the cases, consequences, and effects of such migration on both the home and destination nations. In particular, international migration of Keralites has been the subject of various studies, including the Kerala Migration Survey (KMS), which has been the subject of various studies, including the KMS, which has been conducted every five years since 1998 by the Centre for Development Studies (CDS). In 1999, K C Zacharia, E.T Mathew, and S. Irudaya Rajan conducted the first migration study covering the entire state, which analyzed various dimensions of migration in Kerala. They found that migration had resulted in poverty alleviation, agrarian reforms, trade union activities, and social welfare legislation in the state (Zacharia 1999). The key aspect of out-migration is the remittance sent by the emigrants, which has contributed to the prosperity, development, and growth of Kerala.

According to KMS data, the number of emigrants from Kerala has been on the rise since 1998, with more than thirteen lakh emigrants recorded in the first survey. However the 2016 data showed signs of decline for the first time, with birth control measures implemented in Kerala during 1980 s and 1990s and the reduction in wage rates in the Gulf region cited as the primary reason. This decline in emigration has also led to a decline in remittances, which are a significant backbone of the Kerala Economy. KMS 2018 revealed that Malappuram contributes to the most emigrants, while Ernakulam has the lowest. Male workers outnumber female workers in emigration and are mainly involved in unskilled or semi skilled work. A sharp contrast

is seen in the number of emigrants and return emigrants when comparing KMS 2003 and 2018 with the latter showing an increase in the number of return migrants.

K.C Zacharia and Irudaya Rajan (2015) conducted an analysis emigration and remittance in Kerala based on data from the Kerala Migration Study 2014. Their study examines how migration patterns have changed over the past 15 years and their impacts on the Kerala Economy. They found that number of NRK returning from abroad has increased. The study also looked into the origin of emigrants in terms of district, religion, and gender, and found a shift towards the north in the district distribution of emigrants. Additionally, the study revealed that males dominate the emigration from Kerala

### **Other Research and Studies**

Until 1971, most Malayalis opted migration within the country such as to Delhi, Mumbai, Chennai etc... In the wake of oil crisis and resulting Gulf boom encouraged Malayalis to migrate to Gulf countries. International migration was peaked in 1971-81 and it continued in 1990s also (Irudaya Rajan)

Remittance as a percentage of GDP and export are very high in many countries, it is an indication of relevance of remittance. A major factor for international migration is proximity of a rich nation. Migration of skilled workers enhances welfare whereas of unskilled workers it does not. Migration is a solution to problems of receiving country and home country (Chaudhri Mahmud). Mushiarhamina L. B. Blessing supports the argument that the importance of remittance in development process by studying Democratic Republic of Congo and Sweden. International migration can foster development (IO 2018, Hear and Sørensen 2003; Castles 2009). The same opinion is put forward by Edward Tylor, Joaquin Arango, Douglas S Massey and Adella Pellegrino. For them international migration exerts direct and indirect economic effects, direct effect is remittance and indirect one is investment made by emigrants in both the regions. Alejandro Portes elaborated historical movement of migration. Migration and development is closely connected. Author commented that not all the consequences of migration on areas of origin could be interpreted as negative (Rosenzweig 2005). While the best-educated might leave a community, the migrants

might send money back that could be invested to improve conditions at home. (Ronald Skelldon).

### **Case studies on Internal Migration**

A large number of case studies have been carried out that examine inter-state migration as well as intra-state migration. Internal migration is not alien to any state which is why case studies and surveys have been conducted in almost all states. All of them lay stress peculiar reasons for migration to the state and the status of workers there.

Number of people in Bihar takes migration as a strategy to escape from clutches of poverty, the remittance sent by them is used by the relatives for poverty amelioration or to get rid of from acute indebtedness (Amrita Dutta) . The remittance send back by Punjab natives are channelized into investment in agriculture this helps to attain prosperity in the economy. Migration of other people to the state also influences state's economy in multidimensional ways (Surjith Singh). According to R Vijay Migration of agrarian classes in Andra Pradesh follow migration, migration of one class facilitates migration of other class, sometime hampers it .A study on internal migration in Uttarakhand region has articulated by Regha Danai and R.S Negi(2014) They find that people consider migration as a livelihood strategy. Limited opportunities of economic development in the region paved way for increased migration to plain areas. Since the region is mountain one, environmental changes play a vital role in migration pattern of people. The striking finding is that not only poor pursue migration but better off people also takes migration path as a livelihood strategy.

Migration is prevalent among northeast people. S irudaya Rajan, Rikil Chyrmang and Babu P Ramesh (2017) examines the trend of migration in north east region. The prime reason for migration is the economic inequality. The economic development in some regions and subsequent development gap between the regions has widened during post reform period .This situation combined with natural calamities, ethnic conflicts, insecurity, lack of access to resources leads migration of north east population to some other parts of the county. Such migrant population faces exclusion

from local population. Migration of north east population, alienation and marginalization of them in metropolitan cities like Delhi, Mumbai and Bangalore is studied by Bapu P Ramesh . He found that north east people faces vulnerabilities and troubles in their workplaces. They are treated less favorable and have to pay more rent for accommodation as compared to other migrants in the city. Their peculiar looks and culture made them different from others and it makes vulnerable to racism. The central hardship of the migrants is the cultural gap between the city and migrants. (Bapu P Ramesh).

### **In-Migration: Perspective from Kerala Economy**

Kerala is a leading destination for migrant workers in India, having welcomed workers from neighboring states since the 19th century and from more distant states in recent years. Various studies have been conducted on this topic, analyzing different aspects of in-migration to Kerala. Research on in-migration provides a clear picture of the history of migration and the root causes that enable in-migration.

Initially, there was no effect on the labor market in Kerala due to out-migration of unskilled youth to Gulf countries. However, in recent years, particularly in the last two decades, Kerala has faced problems such as a shortage of semi-skilled and unskilled workers. This labor scarcity has led to an increase in wage rates in the labor market of Kerala. This increase, coupled with a rise in the construction and real estate sector in the state due to large foreign remittances, has resulted in a demand for more workers, leading to the arrival of migrant workers from other states to Kerala (Dilip Saikia).

Arun P.A and Ajay P.A (2017) have observed that Kerala has witnessed a large influx of migrant labor from different parts of the country in recent years (Kumar 2011). Although initially, the migrants were largely from neighboring states and mostly seasonal and short-duration migrants, later on, the state started receiving migrants from far-distant states (Peter 2020). Puthuma Joy (2016) has pointed out that the emergence of migrant laborers in the labor market of Kerala has been a relief to the labor deficit in the labor market. The existing agriculture sector is mostly dependent on migrant laborers (Haseena 2015). The economy is transitioning from farm

employment to non-farm employment, with the existing agriculture sector relying heavily on migrant laborers.

The labor market in Kerala is characterized by the significant presence of migrant workers from different states, engaged in various job sectors (Benoy Peter). Kerala is a leading state in social and human development in India, offering a wide range of employment opportunities, progressive labor policies, and social security programs, which have attracted rural poor to migrate to Kerala for better living conditions free of exploitation and discrimination (Shastri Ramachandran 2018.) According to Ajith Kumar, the history of in-migration to Kerala dates back to centuries, mainly from neighboring states, particularly Tamil Nadu. However in the last decade and a half, there has been a remarkable change in this phenomenon with a substantial influx of unskilled migrant labours from far off eastern, northern, and north eastern states of India. The states of origin and destination differ in cultural, linguistic, demographic and social parameters, making internal migration similar to the international migration. In migration has helped Kerala to bridge the labor market's gap, which was partly caused by out-migration to other states and emigration to other countries. Priyadarshini provides a brief history of in-migration to Kerala. These are all related to in-migration. There has also been internal migration within Kerala, in the form of intra-state migration, specifically district to district migration dating back to the 18 th century. Zacharia and Irudaya Rajan (2001) analyzed that in the 1920s the Malabar area welcomed migrant peasants from the Travancore Region, which is regarded as the first wave of migration. Most of these peasants were Syrian Christians from the midland region of the northern half of Travancore. The changes and transformations that occurred in them due to migration made them commercial farmers who were formerly subsistence farmers.

### **Occupational Structure of migrant workers**

The occupational structure of migrant workers in Kerala is quite diverse, with a large number of unskilled workers occupying various sectors. Several studies, including those conducted by Benoy Peter and Ajith Kumar, have focused on the distribution of migrant workers in different occupations. The findings of these studies suggest that

most of the migrant workers in the state are engaged in the construction sector, which involves large-scale civil engineering projects of both central and state governments, construction of shopping malls, apartments, factories, hospitals, convention centers, and other major works in the private sector, as well as the construction of buildings, houses, and other structures throughout the state ( Peter, Ajith Kumar et al).

The majority of migrant workers in this sector are concentrated in four districts, namely Trivandrum, Ernakulam, Trissur, and Kozhikode, which are major construction hubs in the state. The construction sector is highly reliant on both skilled and unskilled migrant workers, who are often mobilized from their native places through a network of contractors and agents, sometimes with advanced payments.

According to Benoy Peter and Vishnu Naredran, the construction sector in Kerala hosts more workers from outside the state, and they have analyzed the distribution of migrant workers across different construction centers in the state. Their study reveals that Thiruvananthapuram, Ernakulam, Kozhikode, and Trissur are the major construction hubs in the state, and they provide a clear picture of the distribution of migrant workers in both minor and large-scale construction works. They have also analyzed the various problems faced by migrant workers in the state and concluded that most of them in the construction sector are neither part of any trade union nor registered with the Kerala Building and Other Construction Workers Welfare Board.

### **Push and Pull Factors for In-Migration to Kerala**

Most studies related to in-migration to Kerala highlight the influencing factors that prevail in the state for migration. These factors include higher wages for unskilled labor, a wide variety of employment opportunities, progressive labor policies, and social security programs and schemes. Puthuna Joy, Shastri Ramachandran (2018), and Benoy Peter mention these factors in their studies.

Better wages, employment opportunities, and working conditions are also identified as factors responsible for migration to Kerala, while irregular work and low wages are cited as reasons for leaving. Rajan and James (2007) assert that "emigration of workers from Kerala, demographic contraction of the supply of young workers

brought about by the rapid demographic transition in the state, the higher wages charged by Kerala workers, the ability of Kerala workers to sustain themselves with remittances from relatives, [and] the reluctance on the part of Kerala workers to do dirty and hard physical work" have all contributed to replacement migration in Kerala.

Social security and welfare measures in the state, such as the Inter-State Migrant Welfare Scheme 2010, Kerala State Social Security Board, and Labor Policy (Haseena 2015), have received special attention from researchers in this field. The government of Kerala has initiated various schemes to integrate migrant workers into society, including projects like Apna Ghar, Aawaz, and Changathi, to ensure the welfare of migrant workers (Shastri Ramachandran and Benoy Peter)

### **Challenges faced by both migrant workers and state government**

The major problem faced by migrant laborers is the language barrier, which creates hurdles in accessing education and health facilities in the state. They are deprived of the benefits of various schemes, especially PDS, when they cross their hometowns. Many of them are not aware of the benefits of RSBY. Lack of job opportunities and low wages in their villages compel them to migrate to Kerala, where plenty of employment opportunities and higher wages are available. They get fair wages in the state, close to Rs. 500 per day, and can get jobs for 250-300 days per annum (Ajith Kumar).

Migrant workers face many problems in Kerala, such as the absence of social protection measures, exploitation, lack of protective gear, dependence on contractors, limited negotiation skills, congested living conditions, limited access to sanitation and safe drinking water, etc. (Benoy Peter). Migrant workers, who are the key drivers of economic development, also face acute housing problems. The unhygienic and shabby living conditions of workers highlight the pathetic conditions they endure (Sruthi Ashok). Another major issue is integration difficulties. Interstate migrant workers are isolated from local workers and, they hold asymmetric information regarding wage rates, worker rights, and work standards (Jonathan W. Moses and S. Irudaya Rajan). There are several challenges before the government of Kerala in connection with in-migration to Kerala. It includes lack of rigorous estimates, limited information from

source areas, limitations of registration, public health challenges, human rights violations, perceived surge of crimes, etc...(Peter)Internal migration has been accorded very low priority by the government, and existing policies of the Indian state have failed to provide legal or social protection to this vulnerable group (ICSSR 2011).

Some studies shed light on the wage discrimination faced by migrant workers in Kerala. Most of them receive only Rs. 300-399 per day (Narayana and Venkiteswaran 2013) which is lower by Rs 100 compared to their counterparts (Kumar 2011).

### **Studies that highlight the push and pull factors**

Migration studies primarily concentrate on the reason for migration. These reasons vary from country to country, state to state, and even a small region to region (Bala 2017) . The cause of migration is not the same for male to female and skilled to unskilled labour, educated to uneducated person and precisely it depends upon other characteristics of demography too (Dr. Amiya Kumar Mohapatra ). The Studies on migration focus on the push and pull factors of migration. Authors highlight these factors in their studies and give instances of these determinants. The negative factors that exist in native states are observed as push factors. Most of the studies show that low employment opportunities and non-profitable agriculture are the major push factor of migration from rural to urban areas. Search for work and employment are the key factors behind the migration Process (2011 Census). Economic factors are the major drivers of migration. Raj Kumar Sangappa Sali observes fewer employment opportunities, natural calamities, low wages, lack of basic facilities, landlessness, and social factors are push factors, and pull factors are higher income, plenty of employment opportunities, better wages, better amenities, etc... Loss of crops, low employment opportunities and non-profitable agriculture are the major reasons of rural to urban migration (Dr. Harendar Raj Gautham). Lack of livelihood choices in villages, indebtedness, and crop loss act as major push factors for migration (Dr jawed Aktar). Poverty, unemployment, and low wages are major push factors of migration (Dineshappa) Migration presents in rural areas is primarily motivated by distress factors. The push factors are low human capital, geographical isolation, low-quality

physical infrastructure, underdeveloped markets, and scarcity of resources (Ananya Chakrabarty,sk acharya, k Chetana). Internal migration acts as an instrument of survival of millions of population, push and pulls factors drive migration. Family problems, lack of job opportunities, and non-profitable agriculture are major push factors for better employment opportunities and wages, and help from relatives and friends are key pull factors of migration from UP, Bihar Rajasthan, and Madhyapradesh to Punjab (Neena Malhotra, Pushpa devi. Dineshappa observes High fertility and lack of education and health facility are treated as demographic push factors. Lack of economic alternatives and opportunities in the place of origin pushes people to choose migration (Deepak Misra, 2016)

Short term migration is often driven by a lack of employment opportunities in rural areas, as well as under developed non-farm sectors. Push factors such a poverty, job searching, and family influence also contribute to this phenomenon. (Hazra 2012). In addition to economic, social and cultural factors natural factors also can cause migration. Climate change has led to climate migration and the emergence of environmental refugees due to environmental degradation and disasters (Panigarhi 2014). Weather shock and variability can also influence agricultural production and household decision to migrate (Kubik and Maurel 2016).

However, Lewin (2012) and Hirnoven (2016) offer a different perspective, nothing that the probability of migration may be lower in areas where extreme weather events are frequent due to the high cost of migration for impoverished individuals. Regional disparities and economic inequality are also major drivers of migration, as unbalanced growth can lead to significant differences in opportunities and living standards (Hazra, Thappa and Yadav 2012)

Individual or household attributes can influence the decision to migrate, with amenities in urban areas often serving as a major pull factor. Expansion in employment opportunities and high wages are significant attractions for rural-urban migration, while progress in literacy and expansion in non –household manufacturing and construction activities in urban areas can also be pull factors( Pandey 2002, Singh Agarwal). Urbanization, industrial development and economic growth are major

drivers of migration to cities (Mohapatra). Similarly new opportunities in agriculture, knowledge, and awareness of migration can also act as important pull factors for rural-urban migration (Sali).

The implementation of the NREGA has also had a major positive impact on seasonal rural-urban migration (Aswani Kumar and Deogariah 2017) by providing rural workers with employment during lean and distress seasons (Aktar). Commercial and agro based industries in certain areas can also absorb migrant labourers from other regions (Amarendra). As industrial growth and urbanization continue to expand, the magnitude of rural-urban migration has increased significantly (Priya darshini)

In addition to employment and economic opportunities, education and literacy also play a significant role in pull factors for migration. Availability of better employment opportunities, prior migrants, and educational facilities are major attractions for individuals moving to cities (hazra). Similarly institutions for higher learning can serve as the main pull factors for migration, with high wages and strong labour markets also attracting young people to migrate. (Chandra shekhar and Sarma; Mohapatra). States with high level of public employment shows relatively lower share of out migration of skilled workers. And states with higher participation in PDS shows relatively lower share of unskilled workers out migration (Zovanga L. Kone, Maggie Y. Liu, Aaditya Mattoo, C a glar Ozden and Siddharth Sharma (2016).

There is a significant negative association between economic and educational attainment and temporary migration, both in rural and urban areas (R.B Bhagat). Seasonal migration is prevalent in socio-economically deprived class such as adiwasis, SCs and STs which also reflects its distress-driven nature.

However some studies have explored the lower intensity of migration within certain states, revealing that migration costs can impede individuals' willingness to move. For instance, Bayer and Juessen (2012) suggests that inter-state migration in the US can cost migrants up to two-thirds of an average American household's annual income.

Overall, understanding of the pull factors for migration is critical for policy makers seeking to facilitate or manage migration flows. By addressing the drivers of migration, government can potentially reduce the social and economic costs associated with migration while maximizing its benefits.

### **Costs of migration**

Transportation costs, uncertain earnings, health hazards, higher cost of living in urban areas which are compounded by poor living conditions are major costs of migration (World Economic Forum 2017). Breakdowns of social life is specifically highlighted in some studies (Dr Jawed Aktar). The traumatic experience of mass migration and exposure to an unfamiliar and unfriendly environment are further multiplied by the problems of acclimatization, lack of basic amenities like drinking water, sanitation, absence of proper lavatory facilities, poor housing or houselessness, overcrowding, lack of health care facilities, joblessness, idleness, depression, deprivation and diseases. (Tarique Hassan and Prof. Jabir Hasan Khan) 2014. Migrants face several obstacles in accessing basic amenities, difficulties in availability of employment, accommodation and restriction on their political rights because of their linguistic and cultural differences (Dr Gopal Kalkoti).

### **Impacts of migration**

The migration is an process of achieving equilibrium which reduces disparities between regions at different stages of development (Dineshappa) Studies on migration illustrate positive results of migration. one major outcome of migration is Financial progress .Financial position has been significantly improved a lot (Dr.Kumar Amarendra). Social and cultural improvements also get special mention by some authors. Social perceptions changed and narrow minded attitudes were overcome (Kumar Amarendra). There has been much debate on the negative impact of migration on development and vice versa (Yojana). On the one hand, some argue that migration is caused by underdevelopment and on the other hand, some argue that migration is also driven by prosperity (Shahin Razi, 2014). Migration comes as a boon for several people who gain new and better opportunities and send remittances home, migration can be a solution to poverty, it has potential to contribute reduction in poverty (Shahin

Razi). Improvements in social status and quality of life are a positive effect of migration. Migration needs to be viewed opportunity for improving individual's socio economic status (Tarique Hassan and Prof. Jabir Hasan Khan).

It finds that immigration significantly increases GDP per capita in advanced economies, that both high- and lower-skilled migrants can raise labor productivity, and that an increase in the migrant share benefits the average income per capita of both the bottom 90 percent and the top 10 percent of earners, suggesting the gains from immigration are broadly shared (Economist.com).

The Migrant Community contributes to the destination economies by providing cheap labor and transfer of remittances and skills to the source economies (Yojana). Remittances improve living conditions, education, and health in the origin communities, and provide insurance against income shocks (Rekha Dhanai and R.S. Negi).

### **Migration and Regional Disparity**

The Global Commission on International Migration (GCIM) has identified three key factors driving international migration, namely Development, Demography, and Democracy. This highlights the crucial role of migration in the economic development process of a country. According to Dr. Dineshappa, migration is an equilibrium process that helps to reduce regional disparities at different stages of development. Migration has been a part of human civilization for ages and has become an integral part of the North-South relationship, closely linked to the ongoing global transformation.

In the past, migration was often viewed as a problem, but nowadays it is increasingly seen as a driver of development, according to Sangappa Sali. Dr. Gopal Kalkoti adds that migration has a significant role in the growth of both origin and destination regions. This is why it has been included in the Millennium Development Goals.

Migration plays a vital role in the development process of India (Thappa and Yadav 2012). It is a characteristic feature of the growth process of any nation, and economic inequality and unbalanced growth are major drivers of migration. Anupam Hazra

(2012) argues that regional disparities are the primary reason for migration. Trade and industry development, as well as awareness created by mass media, prompt rural people to move towards cities in search of better living and job opportunities. For rural poor people, migration is a significant and reliable livelihood coping strategy, and they strive to take advantage of the opportunities that exist in urban areas.

Furthermore, migration has other important impacts on development, such as remittances sent back to the origin by migrant workers. These financial flows contribute to the economic development of the origin country, and help to reduce poverty and increase investment in human capital. Migration can also facilitate the transfer of knowledge and skills, promote trade and investment, and create new employment opportunities.

In conclusion, migration is a complex process with both positive and negative consequences, but it plays an essential role in the development process of a country (Hollifield 2005). As the world becomes increasingly interconnected, migration will continue to be a significant factor in global development.

Several studies have shown a close link between migration and urbanization. Migration is often a significant driver of urbanization. Amitab Kanth (2012) explains that in the last decade, migration for better employment opportunities has declined, while migration for business and education has increased. Poverty-induced migration is no longer as relevant as it used to be. Deepak Misra has analyzed urbanization in the context of migration, while Sangappa Sali has found that new opportunities in urban areas act as a significant pull factor for migration. Urbanization, new opportunities in agriculture, and increased knowledge and awareness of migration are the major drivers of migration from rural to urban areas.

However, this view has been criticized by R.B Bhagat (2017), who has analyzed internal migration and urbanization in India. He highlights the link between migration and poverty, and argues that the contribution of migration to the growth of urbanization is limited due to certain conditions and problems that persist in both rural and urban areas. In rural areas, very poor natives are deprived of human and physical capital and access to institutions and networks needed to migrate to urban centers.

In conclusion, migration and urbanization are closely linked, and migration can be a significant driver of urbanization. However, the relationship between migration and urbanization is complex, and there are various factors that can affect it, including poverty, access to resources, and networks. Policymakers need to consider these factors when developing policies to manage migration and urbanization.

### **Internal migration in India**

Avijith Mistri has argued that a state's economic growth is a significant driver of migration, and some low income states are net gainers in migration. He expressed that some low income states are net gainers in migration. Ravi Srivasthava has analyzed the rising trend of migration and attributed it to the increasing number of females migrating in both rural and urban areas.

### ***Rural-Urban migration***

Rural-urban migration is a significant type of migration, which has been studied by scholars from various disciplines. The migration plays a crucial role in the development process in India, as unbalanced growth and economic inequality are the main factors behind it. Recent macro-level estimates indicate that migration for economic reasons has increased in recent years (TISS 2023). The Census data of 2001 shows that the majority of migration was from rural to rural areas, followed by rural to urban migration. While employment and work-related reasons were the primary driving factors for migration, marriage was a significant factor behind female migration.

Scholars have separated the causes of rural migration into two categories, namely push and pull factors. Push factors include regional disparities, lack of employment opportunities, natural calamities, low wages, lack of basic facilities, landlessness, and social factors (TISS 2023). In contrast, pull factors include economic growth, faster industrial development, growth of urbanization, higher income, plenty of employment opportunities, better wages, and better amenities. Some scholars believe that rural populations consider migration as a livelihood strategy and a tool to escape from acute

poverty in rural areas, while others emphasize the role of pull factors in driving rural-urban migration.

Urbanization, new opportunities in agriculture, knowledge, and awareness of migration act as major drivers of rural-urban migration. Loss of crops, low employment opportunities, and non-profitable agriculture are the major reasons behind rural-urban migration. Overall, policy interventions by the government are necessary to address the complex issues surrounding rural-urban migration.

Rukmini Thappa and Sathyam Kumar Yadav provided details of estimates of NSSO in the 64th round (2007-2008) regarding short duration migration. Anupam Hazra (2012) analyzed the complex issue of rural-urban migration, its causes, impacts, and the need for policy intervention by the government. Priya Darshini emphasized the role of economic factors as the major drivers of migration and the impact of illiteracy on the engagement of rural poor in the urban informal sector with low wages. Shahin Razi highlighted the push factors, as rural populations consider migration as a livelihood strategy and a tool to escape acute poverty in rural areas. Dr. Amiya Kumar Mohapatra (2014) identified economic growth, faster industrial development, and growth of urbanization as major pull factors that influence migration to urban centers. Raj Kumar Sangappa Sali shared the same opinion regarding pull factors, emphasizing new opportunities in urban areas. Dr. Harendar Raj Gautham identified urbanization, new opportunities in agriculture, knowledge, and awareness of migration as major drivers of rural-urban migration.

Dr Dineshappa considers internal migration as an integral part of north-south relationship and closely connected with global transformation process. He mentions on four streams of migration namely Rural-Rural, Rural-Urban, Urban-Rural and Urban-Urban. A different view was presented by JP Singh in 1992. He states that Indian population is relatively immobile because most of the migration is local in nature, sixty percentage of the migration is rural-rural nature and most of them by women occurred due to marriage. Another major type of migration is rural-urban by males seeking economic gain. Some researchers concentrated on issues and challenges faced by migrant workers in the destination places. Dr. Gopal Kalkoti

investigates status of rural migration. He explains the problems faced by migrant workers and put more emphasis on development initiatives to improve their working conditions. As far as the benefits of migration consider, it has a prominent role in growth of both origin region and destination region. It is because of this reason it is included in Millennium development goals. He gives a clear picture of statistics of rural –urban migration and vulnerabilities of migrant workers and suggested some policy initiatives. Shahin Razi investigated management of internal migration for agriculture development elucidates that In order to arrest this trend it is needed to strengthen employment opportunities in rural areas to sustain agriculture and agriculture based industries (Shahin razi). In rural areas agriculture continues to be dominant employer therefore by making it as a profitable one migration could be curtailed to some extent.

Some studies explain costs and consequences of migration in detail. Transportation cost, uncertain earnings, health hazards, higher cost of living in urban areas combined with poor living conditions are major costs of migration (Jawed Aktar). Breakdown of social life gets special mention while analyzing costs of migration.

### **Migration and MGNREG**

There is a significant connection between MGNREG and migration, with some experts viewing MGNREG as a substitute for migration (Dr. Arpita Sharma, 2014). By providing employment during lean seasons, MGNREG can reduce migration to some extent. This study sheds light on the impact of MGNREG on migration. In the context of implementing the MNREGA program, Jawed Aktar (2014) discusses migration, emphasizing that MNREGA can have a major positive impact on seasonal rural-urban migration by offering employment to rural workers during lean and distress seasons. The income earned through MGNREG can provide parents with the opportunity to educate their children, resulting in increased enrollment and retention rates in schools

### **Migration and natural factors: An interconnection**

The relationship between migration and natural factors is evident. As noted by Raj Kumar Sangappa Sali, Drought, water logging, population pressure and land fragmentation, river bank erosion, Poor Mountain and forest economies are the major natural factors that lead to out migration globally. While this is not a new phenomenon, it has been recently termed as climate migration. Environmental refugees constitute an important segment among migrants, and this type of migration is included in forced migration. Climate migration results from environmental degradation and disasters, with refugees being the prey of forced migration. Those who have lost their land due to drought, soil erosion, deforestation, desertification, and other environmental disasters are referred to as environmental refugees. They are deprived of their livelihood in their homeland, and a significant group among them is climate refugees, as noted by Dr Srikanta Panigarhi. It is important to note that proper measures should be taken to address the natural factor causing migration, which would help to mitigate the negative impacts of climate migration.

### **Studies on female migration**

Numerous studies have been conducted on the topic of female migration. Such theories analyze trends in international female migration, reasons for female migration, pros and cons of female migration, etc.

The most prominent reason for female migration in both the rural and urban areas is marriage (Shahin Razi). Scholarly attention has been given to the vulnerabilities of female migrants. Most of the studies on female migration discuss the problems of female migrants. Rashmi Sharma (2011) expressed that concern for the welfare of migrants becomes more pronounced in the case of female migrants. The tightening of legal borders and curbing legal channels lead to irregular migration, which ultimately leads to the exploitation of women. Lack of educational qualification aggravates their problems.

Governments attempt to regulate the mobility of female domestic workers by either prohibiting their migration or implementing limitations on their freedom movement. However, it has been demonstrated that such paternalistic and protective approaches do not benefit women but instead heighten their vulnerabilities throughout various

phases of the migration process. Consequently, there is a crucial need to prioritize the creation of migration governance that is more supportive of gender equality and women's rights (Dr Rakhee, CSES 24-06-2022)

Kerala stands as the primary source state in India for emigration, and the latest survey reveals that 14.6 percent of migrants from Kerala are women. This figure represents a significant increase from 9.3% in 1998, although it has decreased from 17% in 2003. However, it is important to note that only around half of these women migrate specifically for employment purpose (Zachariah and Rajan, 2009).

Regardless of the remittance amount, women who receive regular and consistent remittances are more inclined to experience greater health care autonomy. Temporary migration has the potential to enhance the autonomy of women in countries that send migrants, primarily through the act of sending remittances.

H. Green, Babita Sinha, Smita Jha et al pointed out that direct relationship between Empowerment of women and migration of their husband is difficult to establish. But decision making power of the women has changed due to migration of their husband. Decision of migration by a woman is taken in two perspectives. One is decision by family they consider twin forces of opportunities and constraints, and when taken independently, familial and cultural and societal considerations have a greater influence (A Research Study On "Impact of increasing migration on Women in Orissa" Sansristi, Bhubaneswar). The presence of high unemployment rates and inadequate wages within the local job market compels female workers to seek better employment opportunities overseas. The financial support sent back home in the form of remittances not only contributes to the growth of human, financial and social capital but also serves as an investment.

In Ghosh's (2009) study on the contemporary pattern of female migration at both national and international levels, it was observed that migration has had a beneficial effect on the countries of origin, specifically through the augmentation of foreign exchange reserves. In Neetha's (2004) research, the focus was on examining the advantage and disadvantages of migration, particularly for female migrants, with a specific emphasis on domestic workers. The study concluded that female migrants, due to challenges related to settlement and language barriers, often encounter difficulties such as low wages, extended working hours, and harsh working

conditions. It is worth noting that existing literature consistently indicates that women tend to outperform men in terms of their role as remitters and savers

Female migrants contribute to the enrichment of economies by bringing a wide range of skills and expertise. Additionally they play a crucial role in supporting their families through the transmission of financial remittances. These remittances serve as a catalyst for economic growth and development (UN, Women Impact, how migration is a gender equality issue?)

Gender discrimination has emerged as a significant non-economic factor influencing female migration. Despite global endeavors to address gender inequalities, women still face limitations in terms of fundamental freedoms and opportunities. These disparities potentially influence their decision to migrate, although the specific impacts remain uncertain and vary in different contexts (Hugo 2000).

Studies suggest that women who experience disrespect and a lack of dignity are more inclined to migrate to other countries. However, the actual decision to move depends on conventional factors such as household income, social networks, and family responsibilities. In addition, research indicates that gender disparities in economic and political opportunities can hinder women's ability to migrate, particularly in contexts where such disparities are more pronounced (Ruysen, Sara Salomone). The progress of technology in agriculture has caused many women to lose their jobs in the field. As a result, women who face poverty and lack of employment opportunities may have no choice but to migrate in order to make a living. Hence, poor economic conditions can push women to move from their homes (Araya 2005)

Presence of irrigated land used for cultivation has a notable and beneficial influence on female migration. This implies that the availability of arable land plays a significant role in attracting women to migrate, particularly during the peak seasons, as they seek employment opportunities.

## **2.2 Theoretical Reviews**

Migration theories can be categorized into three broad categories: Micro level theories, Meso level theories and, Macro level theories. These theories aim to

understand the causes and consequences of migration, with some being based on historical observations.

Micro level theories focus on individual-level factors that influence migration decisions. These theories explore personal motivations, aspirations, and opportunities as driving forces behind migration. They consider factors such as employment prospects, wage differentials, education, and family reunification.

Meso level theories, examine migration from a more intermediate perspective, considering social and communal factors. These theories emphasize the role of social networks, community ties, and cultural norms in shaping migration patterns (Faist 2008). They highlight the influence of interpersonal relationships and community dynamics on migration decisions.

Macro level theories, on the other hand, take a broader societal and structural approach to migration analysis. These theories consider macroeconomic factors, political conditions, and global trends that drive migration flows.

**Table 2**

*Classification of Migration Theories*

Micro level	Meso level	Macro level
Migration cause: Individual values/desires/ Expectancies. Scope for phenomenological analysis/ lived experience	Migration cause: Collectives/social networks Scope for qualitative and quantitative analysis.	Migration cause: Macro level opportunity structure Scope for qualitative and quantitative analysis.
Main theories: ❖ Lee's push/ pull factors ❖ Neoclassical micro migration theory ❖ Theory of social model ❖ Behavioral models ❖ Gravity model	Main theories: ❖ Social capital theory ❖ Institutional theory ❖ Network theory ❖ Cumulative causation ❖ New economics of labour migration	Main theories: ❖ Dual labour market theory. ❖ Migration as a system ❖ Neoclassical macro migration theory ❖ World system theory ❖ Mobility transition

Source: Faist (2000), Jessica Hagen-Zanker (2008).

The first attempt at migration theory was made by E.G. Ravenstein in 1885. He identified a number of generalizations on the basis of birthplace and called them the Laws of Migration. These are given below:

1. There is an inverse or negative relationship between distance and volume
2. Migration proceeds step by step.
3. Every migration creates a counter current.
4. The natives of rural areas are more mobile than those in urban centers.
5. Females are more mobile than men in their country of birth
6. Migration is highly age selective; Individuals who are of working age are more inclined to migrate.
7. Transport facility and Economic diversification have a positive relation with migration.

The gravity model of William j Reilly (1931) explains migration is directly proportional to the product of population size and inversely proportional to the square of the distance separating two regions. Stouffers theory is an extension of gravity model (Crymble 2019).

Stouffer's Theory of Mobility (1960) emphasizes that intervening opportunities, such as the number of available job openings, play a significant role in migration. The theory suggests that volume of migration is directly proportional to the opportunities at the destination and inversely proportional to the number of intervening obstacles between the place of departure and the place of destination. Stouffer contended that the level of migration was influenced more by the available opportunities in a given place, rather than being primarily determined by the distance to that place or the size of its population.

Everett Lee theory of migration (1966) proposed key determinants of spatial mobility: factors associated with the place of origin, factors associated with the place of

destination, and intervening obstacles and personal factors. Intervening obstacles, such as cultural or environmental features, can block migration.

The behavioral model of migration focuses on the individual decision-making process behind migration. It suggests that migration is the result of rational choices made by individuals or households based on weighing the costs and benefits associated with moving to a new location. Unlike traditional economic models, the behavioral model takes into account not only economic factors but also social and psychological factors that influence an individual's decision to migrate. It emphasizes the role of subjective perceptions, attitudes, and social interactions in shaping migration behavior.

The "social model" in the context of migration typically refers to a perspective that highlights the importance of social and cultural factors in understanding migration patterns and outcomes. Unlike purely economic or individual-focused models, the social model emphasizes the impact of social networks, cultural ties, and community relationships in shaping migration decisions.

World Systems Theory of Immanuel Wallerstein in 1990s categorizes the global economy into core, semi-periphery, and periphery countries, emphasizing migration patterns from developing periphery nations to advanced core capitalist nations. It describes the movement of both people and capital/machinery, leading to increased agricultural productivity, internal migration, and eventual youth unemployment. The theory posits that as businesses cross borders, people will also migrate accordingly.

The neo-classical theory of migration suggests that the primary reason for migration is the discrepancy in pay and employment opportunities. The wage difference is linked to demand and supply of labour in the origin regions. Regions with surplus of labour and a scarcity of capital tend to have lower wages than regions with a scarcity of labour and abundance of capital, which have higher wages. This theory is more applicable to international migration.

The Harris-Todaro model (1969, 1970) suggests that migration choices are influenced by anticipated income disparities between rural and urban regions, rather than merely differences in wages. This suggests that rural-to-urban migration in a situation with

elevated urban unemployment can be economically justified if the expected income in urban areas surpasses the expected income in rural areas (Espindola 2006).

The Dual Labour Market theory of Peter B Doeringer and Michael J Piore (1971), also known as the segmented labor market theory (L Oso 2022) , suggests that migration in developed countries is primarily driven by the demand for cheap labor. According to this theory, developed countries have two labor market segments: the primary market, which requires high-skilled labor, and the secondary market, which demands low-skilled workers (Oso 2022). The need for low-skilled labor in the secondary market attracts migrants from developing or underdeveloped countries. These migrants often end up in precarious jobs with hazardous conditions. The theory assumes that the initial labor shortage raises wages, further encouraging migration.

Relative Deprivation theory propounded by Stark (1984), Stark and yitzhaki( 1988) stark and Taylor(1989, 1991) This theory presents an alternative perspective on migration, suggesting that the main driver for migration in a community is the income disparity among neighbors. Regions with significant income inequality often experience higher rates of emigration. The theory highlights the impact of remittances, initially worsening inequality but eventually reducing it over time. According to Stark (1984), migration is a decision influenced by the level of contentment or dissatisfaction in comparison to one's community. The primary motivation for migration isn't to maximize absolute income but to minimize relative deprivation.

The Osmosis theory of Djelti (2017) offers a comprehensive framework for understanding human migration, dividing it into simple and complex migration (Samir 2017). It uses the analogy of osmosis in biology, likening countries to animal cells, borders to semi-permeable membranes, and humans to water ions. According to this theory, migration happens from countries with low migration pressure to those with high migration pressure. In contrast, the institutional theory highlights the influence of organizations that have evolved alongside international migration. It emphasizes the imbalances between the limited availability of visas or legal documents and the desire of people to migrate to a particular destination country.

Mobogunje's General Systems Theory (1970) views migration as an intricate and self-contained system with circular dynamics. This theory also acknowledges the interrelation of various factors, including economic, technological, social, and governmental aspects, and how alterations in one element can impact the entire system.

Value Expectancy Model (Crawford 1973) proposes that individuals have a future oriented perspective, and they make decisions based on the anticipated benefits. People tend to select options that offer the most advantage and will ultimately increase their well being.

The institutional theory of migration focuses on the role of formal and informal institutions in shaping migration patterns. It suggests that migration is influenced by the rules, regulations, policies, and norms set by institutions within societies. These institutions can include government policies, labor laws, educational systems, social networks, and cultural practices.

The network theory of migration (Massey (et al., 1987; 1988, 1989) emphasizes the role of social networks and interpersonal relationships in influencing migration patterns. This theory suggests that individuals are more likely to migrate to a particular destination when they have connections, either familial or social, with others who have already settled in that location. These networks provide information, support, and resources that make the migration process more accessible and less risky.

Social Capital theory by James S. Coleman, Pierre Bourdieu, and Robert Putnam suggests that social connections within a particular society are the main influence on a person's decision to migrate. These networks provide essential support for migrants in their initial settlement.

The Cumulative Causation Theory of Migration, primarily associated with the work of sociologist and economist Gunnar Myrdal, explains migration as a self-reinforcing process driven by a cycle of events. This theory suggests that once a region experiences initial migration flows, it can trigger a cumulative effect that sustains and amplifies further migration.

The Mobility Transition Theory of Migration, developed by Wilbur Zelinsky( 1971), outlines how migration patterns change as society's progress through various stages of development. It identifies stages from pre-industrial to post-industrial, each associated with distinct migration patterns. In agrarian societies, migration is limited, while early industrialization leads to rural-to-urban migration. Advanced industrialization introduces diverse and long-distance migration, including international movements.

Migration is a complex phenomenon, and various theories have been developed to address different aspects of it. While some theories are relevant to all types of migration, others are specific to global or international migration. In the context of internal migration in Kerala, certain theories apply.

In the case of migration patterns in Kerala, one of Ravenstein's laws of migration, which related to age holds true, as most migrants are of working age. Nevertheless that migration volume is inversely related to distance, does not hold true. Despite the considerable distance, individuals from Assam and other northeastern states continue to migrate to Kerala. Nevertheless, the generalization related to age holds true, as most migrants are of working age.

When it comes to people moving into Kerala, the distance factor isn't a significant barrier to migration. Instead, what truly attracts migrants is the abundance of opportunities in Kerala. Therefore, Stouffer's Theory of Mobility is quite relevant when it comes to migration to Kerala. These discoveries highlight the theory's emphasis on the availability of opportunities in the destination area, which aligns with the migration patterns observed in Kerala.

The neo-classical theory of migration primarily pertains to international migration. In the context of migration to Kerala, individuals move to the state seeking higher wages. However, this wage differential is not always associated with the labor market conditions in their places of origin.

An illustration of the dual labor market theory in practice can be found in the outflow of Keralites to Gulf countries during the 1970s. The phenomenon of internal migration

in India can also be comprehended within the framework of the dual labor market theory, as workers from less developed states move to more developed ones. Consequently, the influx of migrants into Kerala can be regarded as an application of this theory. In essence, this theory underscores that the primary impetus for migration, particularly for low-skilled laborers from developing or underdeveloped nations, is the demand for affordable labor in developed countries.

The dual labor market theory bears relevance to the process of migration into Kerala.

The Social Capital theory is notably pertinent to the context of in-migration to Kerala. It posits that social connections play a pivotal role in shaping an individual's decision to migrate. In the case of Kerala, this theory becomes particularly relevant as many people choose to move to the state because they have friends or family already established there. These existing social networks provide crucial support to newcomers during their initial settlement and often serve as catalysts for further migration to the region.

In the case of migration to Kerala, General system theory underscores that the state's attractiveness to migrants is influenced by a dynamic interplay of economic opportunities, technological advancements, social networks, and governmental policies. The evolving nature of these factors contributes to the complexity of migration patterns in the region. By recognizing the multifaceted nature of migration and how changes in any one element can impact the entire system, the General Systems Theory provides a framework for understanding and analyzing the intricate dynamics of in-migration to Kerala.

The Value Expectancy Model, when applied to in-migration to Kerala, reveals that individuals have a future-oriented perspective when making migration decisions. In this context, people choose to relocate to Kerala based on the expected benefits and advantages they anticipate. Kerala's attractiveness to migrants is often linked to the perception that it offers opportunities for personal and economic growth, thereby potentially improving their overall well-being.

In essence, this model underscores that migrants are drawn to Kerala because they believe that the move will enhance their quality of life, either through better employment prospects, a higher standard of living, or other perceived advantages.

The central concept of osmosis theory of migration suggests that migration tends to occur from countries with low migration pressure to those with high migration pressure, analogous to the movement of water from areas of low solute concentration to areas of high solute concentration in the process of osmosis. Applying this theory to the context of Kerala, a state in India renowned for its historical patterns of both emigration and immigration, we can identify distinct categories:

Kerala has a history of its residents migrating to Gulf countries, particularly during the Gulf Boom of the 1970s and 1980s. These Gulf nations represented countries with high migration pressure, characterized by lucrative employment opportunities and an elevated standard of living. For many Keralites, the prospect of economic advancement and improved quality of life served as a compelling incentive for migration.

Conversely, Kerala itself can be viewed as a high migration pressure region. It's relatively higher standard of living, well-developed educational institutions, and advanced healthcare facilities have made it an attractive destination, especially for people hailing from less economically developed parts of India and neighboring countries. They seek opportunities in Kerala to enhance their quality of life and access better employment prospects, contributing to the high migration pressure experienced within the state.

While the World Systems Theory is not specifically tailored to understanding migration patterns within a particular region, it does have some connections to in-migration to Kerala. The theory's emphasis on migration from periphery to core countries can be connected to Kerala's migration patterns. Kerala, with its relatively higher standard of living and educational institutions, can be seen as a "core" region within India, attracting migrants from "periphery" regions. People from less

developed parts of India, such as northern states, often migrate to Kerala in search of better employment opportunities, education, and healthcare facilities.

The Cumulative Causation Theory of Migration, associated with the work of Gunnar Myrdal, can be connected to the phenomenon of international -migration of Keralites.

The Mobility Transition Theory can help explain the changes in migration patterns in Kerala as it progressed from an agrarian society to an industrialized state.

In the study of migration to Kerala, certain theories exclusively tailored to international migration have been deliberately omitted due to their lack of relevance to the context of internal migration within the state. The theories pertaining to international migration, such as the World Systems Theory, which delves into global economic and political factors shaping international migration patterns, and the concept of Transnationalism, focusing on connections that persist across international borders, were not considered for this study. The reason for their exclusion lies in the specific focus of present research, which is centered on understanding the internal migration dynamics within Kerala. As such, theories exclusively addressing international migration do not align with the scope of this investigation. Instead, our study concentrates on theories that elucidate the unique factors driving migration within the state, ensuring a targeted and contextually relevant analysis of the migration patterns observed in Kerala.

### **Research Gap**

Migration is a complex process, and it would be quite difficult to fully investigate all of its facets. In specifically, this research focuses on the topic of migration to Kerala, exploring the variables that influence this migration and investigating the living conditions of migrant laborers.

A research gap is felt that there is few studies emphasize on socio—economic impact of migration upon migrant workers. This research is unique in that it considers the cultural and social integration of migrant workers in Kerala, which has not been given much attention in previous studies.

Notably, this study addresses topics that have not received enough emphasis in other studies, including the policies and programs meant to improve migrant workers' well-being, awareness, and satisfaction with such initiatives. This is a crucial gap since knowledge of these programs' efficacy can guide future policy choices and contribute to the development of more welcoming and supportive settings for in-migrants. The main focus of the study is the analysis of the initiatives carried out by the districts of Trivandrum, Ernakulam, and Kozhikode in Kerala. Interestingly, none of the earlier research has examined these initiatives in great detail, probably because some of these projects have only lately been launched.

# CHAPTER III

## ROLE OF LABOUR MARKETS IN GLOBAL DYNAMICS

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Any economy's cornerstone is the labor market, whose composition, evolution, and distinguishing characteristics have a profound impact on the development and prosperity of a nation. The labor market is essentially the arena where employers and employees come together. Companies strive to attract the best candidates, and employees, on the other hand, look for the most fulfilling positions. This continuous interaction shapes the labor market and has a significant effect on the economic trajectory of a country.

The labor market has a significant impact on the growth and development of nations and is a key factor in determining the global economic landscape. This global arena serves as both a vital engine for the global economy and a breeding ground for relationships among workers. Global labor is broad and diverse, with people from many industries and geographical areas contributing to the global economy. A variety of sectors, including agriculture, industry, and services, can be used to classify the distribution of workers. These segments each represent the evolving nature of work and job opportunities. The makeup of the labor market changes in tandem with the evolution of the world economy.

### **3.1 Global Labor Force Participation Rate (LFPR) Trends and Projections for 2022-2024**

According to ILO modeled estimates, November 2022, it is predicted that the global Labor Force Participation Rate (LFPR) has recovered and will be slightly below its 2019 level in 2022, at approximately 60 percent. According to projections, it will keep declining gradually until 2023 and then drop by 0.2 percentage points by 2024. It is expected that 3.6 billion persons participated in the labor force overall. The global Labor Force Participation Rate (LFPR) exhibits a slight increase from 2019 to 2022,

reaching 56.4%. However, it is expected to experience a modest decline in the following years, settling at 56.1% in 2024.

In LFPR, there are notable differences in gender. LFPR is consistently higher in men than in women. In 2022, women's LFPR is only 44.7%, compared to men's 68.2%. This gender disparity has not changed over time, which emphasizes the necessity of addressing gender disparities in labor force participation.

The LFPR in low-income nations is lower than the worldwide average. The low-income countries' LFPR in 2022 is 61.3%. In low-income nations, the LFPR for women is 52.1%, whereas the LFPR for men is higher at 70.8%. The difficulties low-income nations have in raising labor force participation rates, particularly among women, are highlighted by this statistic.

Regarding income levels and LFPR, it demonstrates that as a country's income level grows, so does its LFPR. High-income nations have a significantly greater participation rate than low-income countries, with an LFPR of 58.2% in 2022. Middle-income countries, both lower- and upper-middle-income, have LFPRs that decline. This shows that economic development and access to opportunities are important factors in labor force participation.

It also includes information on the number of employed people in millions. Global employment is expected to grow from 3359 million in 2022 to 3430 million in 2024. It should be noted that these data reflect the total employment landscape and do not take into consideration elements such as job quality and working conditions.

### **3.2 The Global Labor Market: Interdependence, Innovation, and Challenges in a Changing World**

In a world where nations are becoming more integrated, the global labor market serves as an example of their economic interdependence. With cross-border collaboration easier to achieve and supply chains spanning continents, the labor market performance of one country can have a significant impact on industries and livelihoods worldwide. Today's knowledge-based economies rely heavily on the talents and innovation

coming from the global labor market. It promotes an environment of ongoing learning by acting as a center for the sharing of knowledge, industry best practices, and innovative concepts. The contemporary labor market is characterized by an unparalleled level of workforce mobility. Geographical limitations no longer limit people, allowing them to look for possibilities abroad and enhancing workplaces with variety, cross-cultural experiences, and an international viewpoint.

But in addition to these advantages, there are drawbacks and injustices in the global labor market, like salary gaps, unstable jobs, and worker exploitation. Governments, groups, and worker advocates must work together to address these concerns on a worldwide basis. Further, the goal of sustainability is greatly aided by the global labor market. The labor market needs to change in order to facilitate the expansion of green companies and guarantee a fair transition for employees in carbon-intensive industries as the world struggles with environmental issues and works toward a greener future. In summary, the global labor market promotes economic interdependence, skills and innovation, worker mobility, and sustainability, acting as a keystone for global prosperity. Although it presents a plethora of benefits, it also poses significant obstacles that call for cooperative.

### **3.3 Workforce Evolution and Technological Advancements: Shaping the Future of Employment**

The landscape of the labor market has been shaped by profound changes over time, influenced by technological advancements, economic shifts, and evolving workforce demographics. These transformations have far-reaching implications for the world of work.

Several important variables are driving the changes that are taking place in the workplace. These developments are mostly the result of technological advancements, which are typified by automation and the digital revolution. Specific abilities are in more demand as a result of the unparalleled pace of technological advancement, while traditional employment categories may become obsolete. As a result, there is

increasing pressure on workers to embrace constant up skilling and adaptation in order to survive in this changing environment.

Concurrently, the retail industry is undergoing a significant metamorphosis, mostly driven by the rise of e-commerce platforms and the incorporation of automated warehousing systems. The way businesses like Amazon have integrated robotics into their fulfillment operations is a good example. In addition to opening up new career paths for robotics professionals, this change may result in a decline in demand for traditional retail jobs. These modifications highlight the necessity for companies and employees to maintain flexibility and responsiveness in the face of changing market conditions.

Numerous industries, including healthcare, finance, and manufacturing, are undergoing major transformations as a result of artificial intelligence (AI) and machine learning. The integration of these technologies is growing in order to automate procedures related to data analysis and decision-making. AI algorithms, for instance, are essential to the early diagnosis of diseases in the healthcare industry by analyzing medical photographs.

The use of digital collaboration tools and remote work has increased since the COVID-19 epidemic. For remote teamwork and virtual meetings, platforms like Zoom, Slack, and Microsoft Teams have become essential. The dynamics of office-based work have changed significantly as a result of this change, highlighting the increasing significance of digital literacy and remote work abilities.

Manufacturing and prototyping have undergone a change thanks to the 3D printing sector. Utilizing 3D printing technology, businesses such as SpaceX have streamlined production processes and cut expenses. Because of this, there is an increasing need for engineers and professionals who are knowledgeable in 3D printing methods

As the globe grows more digitally connected, cyber security is becoming a top priority. Experts in cyber security are in greater demand due to the ongoing development of cyber security threats. Notable events such as the Solar Winds cyber attack, which affected multiple U.S. federal organizations, served as clear reminders

of the constantly changing landscape and the growing demand for cyber security experts.

The development of solar and wind technology is propelling the renewable energy industry's rapid expansion. Businesses like Tesla are branching out into electric cars and solar energy, generating new employment opportunities in these developing sectors. These events demonstrate how technological advancements have the ability to drastically alter the nature of work in a variety of industries going forward.

Technological advancement is reshaping industries in our fast changing world, creating new opportunities while eliminating conventional work responsibilities. These changes highlight how important it is to continue learning, to be adaptable, and to acquire digital competences in order to remain competitive in the ever-evolving labor market. People and organizations need to take a proactive approach as technology advances, always changing and adjusting to the constantly changing job market. The capacity for adaptation and a commitment to education will be essential for effectively navigating the nature of work in the future and guaranteeing that people are valued members of society.

### **3.4 The Intersection of Search Theory and Labor Market Dynamics: A Comprehensive Exploration**

There is a close relationship between search theory and the labor market since it offers a frame work for comprehending the implications of labor market dynamics. In summary, search Theory explains how individuals and businesses search the labor market for the most suitable matches for their requirements.

We can better understand the dynamics of informal labor markets by applying search theory, Especially in relation to labor markets. Informal labor markets are made up of work agreements that are frequently temporary or offbooks and are not protected nor regulated by official labor regulations.

The informal labor market and search theory are related in the following ways:

The Search theory sheds light on the processes that exist in informal labor markets, which makes it relevant to the latter. The job search process is different in informal labor markets, where Employment agreements frequently lack the institutional safeguards and restrictions observed in the formal sector. In informal labor markets, job searchers could depend more on unofficial channels like social media, personal networks, and word-of mouth recommendations to locate openings.

Compared to traditional labor markets, this unstructured method of job searching may result in a less structured matching process. One important aspect of informal labor markets is information asymmetry. Informal job seekers frequently don't have all the information they need to make informed decisions regarding jobs, contracts, and their legal rights. This knowledge voids lead to unfavorable working conditions and exploitation.

Search theory has an impact on the length of unemployment as well. Due to restricted access to official job advertisements and the lack of employment safeguards, people may endure lengthier durations of unemployment in informal labor markets. Finding steady work may therefore be more difficult for job seekers in the unorganized sector.

In informal labor markets, wages are decided through informal talks between employers and employees. Because job seekers may have less negotiating power and may not be eligible for minimum wage protections or other labor benefits often offered in the formal sector, the informality of these talks may result in lower earnings.

Given the tendency for the formal and informal labor markets to be distinct and separate, labor market segmentation is also apparent. Since the expectations and norms surrounding job search and employment circumstances differ between the informal and formal sectors, people working in the former may face obstacles while attempting to make the transfer to the latter.

In informal labor markets, frictional unemployment is commonplace and, according to search theory, a natural element of the job search process. While they navigate through unofficial work options, job seekers may continue to experience frictional unemployment as they search for better job matches.

Lastly, governments might use search theory as a guide when resolving problems in informal labor markets. Measures intended to safeguard the rights of those involved in the informal labor market, increase access to job information.

### **3.5 Migration and search Theory: A connection**

The concepts of search theory are important for comprehending the trends and effects of human migration, and they go well beyond the dynamics of the labor market.

Migration, whether domestic or foreign, frequently entails the pursuit of improved possibilities in all fronts—personal, professional, and educational.

Let's examine the relationship between migration and search theory:

**Job Search and Migration:** According to search theory, people look for jobs that fit their preferences and skill set. In a similar vein, migrants travel in search of places where their abilities and

goals can be more fully realized. Searching for higher paying employment and better living conditions is frequently a factor in the choice to move, particularly when it comes to economic matters. In this situation, search theory clarifies how migrants make decisions based on the information at hand and the expenses related to the migration procedure.

**Migration and Frictional Unemployment:** Frictional unemployment, as used in labor markets, is the term used to describe the transitory joblessness that occurs after job changes. Migration, in a similar vein, might be seen as a type of "geographic job transition." People may travel in search of better prospects in a new place in order to lessen the frictional unemployment caused by underemployment or unemployment in their native region. The time and effort required for decision-making as well as the difficulties of relocating are better understood with the aid of search theory.

**Wage Determination and Migration:** In labor markets and migration, search theory is relevant to pay determination. Families and individuals who are thinking about relocating evaluate the possible income and job prospects. Migration decisions are

frequently influenced by wage disparities across locations. If migrants think there are better long-term opportunities, they could be willing to relocate to an area with lower initial pay. The salary negotiating process involved in immigration decisions is explained by search theory

**Labor Market rules and Migration:** The movement of migrants is shaped by laws and regulations, much as labor market rules can affect job matching and efficiency. Nations that enforce immigration laws can be perceived as establishing worldwide job-matching marketplaces. Applying search theory, one may evaluate how these policies impact cross-border labor mobility and how they either help or impede the pursuit of better opportunities.

**Technology and Migration:** The internet and other technological innovations have revolutionized the way migrants look for information about possible places to settle. People can now find possibilities and learn about possible destinations more easily because to social networks, information-sharing platforms, and online job boards. The application of search theory facilitates an educated and efficient analysis of the effects of various technological tools on the migration process.

**The Use of Migration to Gain Labor Market Flexibility:** The focus that search theory places on labor market flexibility is consistent with the notion that migration is a means of adjusting to shifting circumstances. The desire for a better social or economic environment is a common motivator for migrants, who also show flexibility by looking for chances in other regions. Migration, then, is a reaction to shifts in the job market and a way to adjust to changing economic situations.

In conclusion, search theory offers a useful framework for comprehending the decision-making processes associated with migration, regardless of the motivation—seeking improved employment prospects, higher education, or a higher standard of living. It sheds light on the significance of information, search expenses, and matching dynamics in migration, providing an understanding of the difficult decisions that people and families must make when looking for a new place to fulfill their dreams. This viewpoint improves our comprehension of how migration and labor markets are intertwined in today's worldwide society.

### **3.6 Migration – A Macro Overview**

“When you move from one country to another you have to accept that there are some things that are better and some things that are worse, and there is nothing you can do about it”. – Bill Bryson

### **3.7 Kinds of Migration**

Political boundaries, migratory patterns, and decision-making approaches can be used to categorize migration into several types. It is divided into two categories: domestic and international migration, based on political boundaries. Migration can be categorized into 4 types based on the movement pattern, namely, Step migration, Circular migration, Chain migration, seasonal migration (Heliyon, Kebu and Berisso 2023).

A typical pattern of rural-to-urban migration that many individuals encounter in real life is step migration (Conway 1980). Here's one instance:

Consider a resident of a tiny farming community. They may choose over time to move to larger cities for a variety of reasons, including easier access to amenities, greater employment prospects, and higher educational chances. These actions could be taken in their migration:

The individual begins their life in a little, rural farm hamlet where they may work in agriculture and have little access to chances for employment or education. They might relocate to a nearby town that has more businesses, services, and schools in order to pursue better work or educational opportunities. They can move from rural to semi-urban living with this phase. They may relocate to a larger city's suburbs as their family and career develop. Suburban areas provide a harmonious blend of city conveniences and a more tranquil, roomier lifestyle. Last but not least, people might move to a big city where they have more access to a variety of employment options, educational possibilities, medical facilities, and cultural events. This is the last phase of the migration procedure. This pattern of step migration is frequently seen as people and families look for improved living conditions and opportunities for career growth.

The move from rural to urban life is gradual, with each stage bringing more urban chances and amenities than the one before.

In this case, circular migration enables people to stay connected to their home nation while gaining foreign experience and earning more money overseas (Zimmerann). Additionally, it allows them to support the growth of the technology sector in both the destination and origin places. Circular migration is also known as cyclical migration. It experiences between an origin and destination place with at least one migration and returns. In this type, migration is temporary; workers migrate, find employment and then return home or move on often multiple times (Zimmermann).

Circular migration is common among seasonal agricultural workers in many nations, particularly those with robust agricultural sectors. During the planting and harvest seasons, these people frequently go from their home regions to agricultural areas to work, and after the work is finished, they return home (Abbas 2014). For example, a sizable influx of seasonal agricultural laborers, including farm workers from Mexico, enters the United States. With temporary work permits such as the H-2A visa, they come to the United States to work in fields during the growing season and leave again at the conclusion of the season to return to their home country. Because of their cyclical migration pattern, they can make money when agricultural demand is at its highest and return home in the off-season or when their labour is not required. This is known as seasonal migration. It is a form of circular migration, which is driven by seasonal peaks in labor demand mostly in agriculture. People migrate after the swing period and return to the origin when the harvest time starts.

By decision-making approach, we have seen that migration is classified into voluntary and involuntary migration. Some socio-political and developmental factors are taken into consideration while analyzing these two types of migration. Examples of these factors include fear of ill-treatment attributed to race, religion, caste, political affiliation, war, conflicts, civil war, or disasters either man-made or natural (Blake 2024).

### 3.8 Overview of Push and Pull Factors for Migration

Different factors are responsible for human migration; it can be broadly classified into two, push factors and pull factors (Urbanski 2022).

**Table 3**

*Push and Pull Factors for Migration*

<b>Push Factors</b>	<b>Pull factors</b>
<b>1. Economic factors</b>	<b>1-Economic factors</b>
a. Unemployment (Hear et.al 2012)	a. Job opportunities
b. Rural Poverty	b. Wealth prospects
c. Unsustainable livelihood	c. Industrial innovation
d. Economic insecurity	d. Specialized education
e. Low wage	e. High wage
f. Industrial backwardness	<b>2. Socio-political</b>
<b>2. Socio-political</b>	a. Family reunification
a. Political instability	b. Freedom, integration and social cohesion
b. Safety and security	c. Food security, affordable and accessible urban services
c. Conflicts or threats	
d. Slavery or bonded labour	
e. Inadequate or limited urban infrastructure and services.	
<b>3. Ecological</b>	<b>3. Ecological</b>
a. Climate change	a. Abundance of natural resources
b. Crop failure/food scarcity	b. Favorable climate
c. Natural calamity	

### 3.9 Consequences of Migration

International migration is an ever growing phenomenon that has important development implications both sending and receiving countries (Ratha, Mohapatra and Scheja). Economic, social, political, and cultural impacts are left behind with the migration. These can be summarized as follows:

**Table 4**

*Impacts of Migration on destination*

<b>Positive Impacts</b>	<b>Negative Impacts</b>
<b>I-Economic:</b>	<b>I-Economic</b>
Cheap and surplus labor	Increase in remittances leading to Native unemployment
Closes gaps in skill and talents	Decrease in consumption
Specialization can be possible with migrant labors	Increased capital and risk constraints with reduced investment
Division of labor	<b>II-Demographic</b>
Boost to the local economy.	Overcrowding
Government tax revenues increase	Gender imbalance – usually more men migrate.
<b>II-Social</b>	<b>III-Social</b>
Multi ethnic society and increased tolerance	Urban infrastructure and services under stress
New services from country of origin: Public services can benefit from an influx of qualified staff e.g. doctors and nurses	Xenophobia
Social integration with migrant labors	Cultural dilution
	Language and cultural barriers can exist
<b>III-Political</b>	<b>IV-Political</b>
Push for inclusive policy making	Stricter Immigration norms
Integrated development	<b>V-Ecological</b>
	Increased levels of pollution
	Increased pressure on natural resources

(World Economic Forum 2017)

**Table 5***Impacts on Home country*

<b>Positive</b>	<b>Negative</b>
<b>I-Economic</b>	<b>I-Economic</b>
Unemployment can reduce as there is less competition for jobs.	Low revenue in terms of tax because of fewer people
When migrants return, they bring new skills and knowledge	Brain Drain: People with semi skilled and high skilled tend to be who migrate more.
Money is often sent back to family and friends (known as remittances), boosting the local economy.	Brain drain could have a negative impact on economic development
	Wage increase due to labor shortage
	Inflationary pressure because of large influx of remittances
<b>II-Social</b>	<b>II-Social</b>
There is a less pressure on services such as health care and education	Families separated by borders
Social and cultural diversity when migrant return back with new social norms and cultural believes.	Social problems with dependants remained at home (especially children)
Migration of women for education and employment gives them more freedom	Negative Anonymity increases and creates social vacuum and feeling of ejection.
<b>III-Ecological</b>	Emergence of nuclear families
Unexplored natural resources	Physical and mental pressure on women.
Less pressure on natural resources including food and water	<b>III-Demographic</b>
	There may be Gender Imbalance
	Negative net migration will accelerate demographic problems, like ageing, low birth rate etc.
	Depopulated areas, deepening of regional discrepancies

(World Economic Forum 2017)

### **3.9.1 Economic Consequences**

Migration affects the destination country through the impact on labour market, Productivity, Innovation, demographic structure, fiscal balance and criminality (Koczan and Peri 2021). One of the economic consequences of migration is regarding with urban infrastructure and services. The demand for urban infrastructure and services at both the places of origin and destination is affected by migration. With the shift of labors from one region to another there occur drastic and dynamic changes in demand and supply of urban infrastructure and services. There is a demand shift in housing, child care, power generation, roads, hospitals, shops, parks, public transport, electricity, employment, and all (World Economic Forum 2017). Demand pressure makes the situation worse. The surplus labourers have to cope with insufficient urban services and it leads to poor quality of life. The urban authority has to find out additional required infrastructure and manage the lack of urban planning to meet the needs of all people.

One of the biggest and most important challenges that are being faced by urban authorities is the provision of adequate housing facilities (UNHABITAT 2016). Lack of affordable housing creates issues for both migrants and urban authorities. It compels people to reside or settle in slum areas or squatting. Migrant labors are forced themselves to find out their habitat if housing policy is a failure in urban areas. Otherwise, they are given housing units through planned and regulated housing projects. The formation of slum areas causes headaches to the authority in different ways. The housing problem demonstrates migrants' resilience (International Organization for Migration 2015, Geneva Conference on Migrants and Cities, 26-27 October 2015).

One of the biggest challenges especially in developing countries is the availability of potable water (Solihu and Bilewu 2020). It is the most important priority of every individual, state, and nation. Many programs and projects are being taken by various organizations and institutions for ensuring sufficient and clean water for people all over the world. The SDG intends to achieve universal and equitable access to safe and affordable drinking water for all people by 2030 (M O Dinka 2018). The population

increase, the influx of migrants, etc. creates additional demand for the water resource and it is followed by an associated increase in sewage generation.

Health is a major concern of every human being. Health is considerably linked to the condition, environment, and surroundings in which people are born, live, and work. Other social determinants like migration, social structures, and economic policies also affect health. In cities with a significant migrant population living in slums, migrants' living conditions and other social determinants exacerbate the physical, mental, and social health risks (Koly, Islam et.al 2021). The presence of infectious diseases among migrants causes concern for cities. The unhygienic living condition may cause the origin and spread of various communicable diseases and the health care system may be impacted by this (Ameli 2015). The mental health of migrants is at risk not only during their departure from their hometown but also before and after leaving. They have to cope with a new lifestyle, new culture, new social structure which may be entirely different from their own (Munoz, Rashid et.al 2011). It adds to their mental stress. According to a study by Kristiansen, Mygind and Kransik 2007 the effects of the adaptation process particularly on mental well being, depend on, for instance, the social network of migrants, their gender, age, language aptitude, educational qualifications, religious beliefs, as well as the rationale for migration and how they were received upon arrival at their destination.

Education is another area that is being affected by migration. The education of migrant workers' children and educational services of destination areas are affected simultaneously with the migration. Migrants have to take care of their children's schooling and the government at the destination area has to provide educational facilities to them (Dustmann and Glitz 2011).

The language barrier of migrants can be tackled through education. It will help the destination area in a bigger way. Cities often introduce new courses, programs to cater to the need of the migrants, working with non -governmental organizations and volunteers involved in integrating and educating the migrants. The skills of migrants are wide and varied, it ranges from semi-skilled to high-skilled; it can be efficiently

utilized by the government by educating them further. Enormous markets are created by migrants as consumers' potential of which often are untapped.

The impact of migration on employment is a debatable issue. It is generally considered that migration negatively affects employment. It reduces employment opportunities for natives and elevates unemployment in the destination area. A study by Ruhs and Vargas Silva 2017 stated that even though immigration overall has no significant impact on employment, there are some shreds of evidence of unemployment to the UK-born workers especially during the time of economic recession. But it is contradicted by a study by Furlanetto and Robstad 2016 that unemployment in Norway decreases with immigration. There is no such negative correlation between immigration and the employment of native workers. But the study identified a negative effect on productivity. Therefore, it is doubtful that immigration reduces employment. But it can be concluded that the situation of different nations is different on account of the effect of migration on employment.

Transportation is a critical infrastructure for an economy. When cities grow significance will rise. A well-developed transportation facility is essential for residents, organizations, and governments for its smooth functioning and commutation. Migrants often depend on public transport creating an increased demand for such facilities. An efficient and affordable transportation facility is a key for the integration of migrants into the new society (Ray 2003) . The primary concern of every migrant in a new area is the commutation facility. Since they have no private vehicle at the first stage of their migration, they are in search of public transport. As per the remark of IOM Conference in October 2015, a Significant portion of migrants live in slums in developing economies, and streets in these countries are narrow and not even wide to accommodate emergency vehicles too, there are no pavements at all and it makes it difficult for the migrants to move freely and safely at night.

Information and Communication Technology are also affected by Migration. Migration is also affected by ICT. The dependence of both is indistinguishable. Advances in ICT fasten the migration process and increase access to information. People can utilize the ICT for their migration. It not only provides information to

migrants and their families but also connects them. Distance by geography is reduced through communication through ICT ( Arya, Nardon and Riyadh 2021. Through ICT emotional ties are nurtured more easily and trade exchanges are carried out efficiently( Trannos and Ionnides 2020).

During the pandemic (2020 and 2021) ICT helped migrants in a significant way. They can transact through ICT, they could do their jobs online (High skilled workers), they could pay online, and they could almost all works and transactions online. Online transactions have increased dramatically during the pandemic ( Pandey 2020).

Sanitation and waste is other areas which are affected by migration. The link between drinking water and sanitation is critical as well as crucial and role of water and sanitation as a push or pull factor in migration is even less clear (Jobbins, Lang down and Bernard 2018). Managing waste and sewage is a great challenge for the cities given the population growth. Due to insufficient and inefficient capacity cities are facing severe problems related to waste management. The sewage management system in some of the cities is outdated and it creates various health and social issues. Leakage in sewage infrastructure leads to the spread of various diseases and allergies among the residents of the city. This leakage reduces the availability of clean and pure water.

Another major effect of migration is on safety and security. It is a debatable issue whose security and safety is more important when we discuss with migration. Some scholars opine that migration causes threat to both national sovereignty and human security (Thompson 2013). However there is no definitive answer whether migration causes security threat or security causes migration (Kumph 2018).

### **3.9.2 Social Consequences**

The social system and factors are also influenced by migration (Goldscheider 1980). Social Cohesion is a term that refers to how people get accustomed and get along with local people or residents in an area or neighborhood. This includes migrants mingling with other ethnic groups, cultural groups, and other local institutions. But migrants are probably live in societies where they are treated as outsiders and face humiliation

and injustice ( Pratsinakis 2018). Most of the cities are not willing to embrace the migrants in a friendly manner and it is a barrier to social cohesion.

Another social aspect is Community Integration. It refers to the dilution of differences, with disadvantages narrowing or disappearing over time. Social cohesion and community integration are affected by migration in various ways (Saggar, Sommerville et.al 2012). The cultural and language barriers often cause misunderstandings and it ultimately leads to ethnic problems. The migrants are being excluded from basic urban services because of the reduced knowledge on the environment and social context, xenophobia, and discrimination.

### **3.9.3 Demographic Consequences**

A major demographic consequence of migration is the redistribution of the population within a country (Kumar 2024). Population growth of cities is the by product of rural-urban migration. In India men are migrating more from rural to urban areas and settling thereby leading a life with family. Migration creates demographic consequences on both the places of origin and destination (World Economic Forum 2017). Age and skill selective out-migration from rural areas creates adverse effects on the rural demographic structure. Uttarakhand, Rajasthan, Madhya Pradesh, and Eastern Maharashtra face serious imbalances in their sex ratios and age structure. Similar kinds of imbalances and challenges are seen in states with high net in-migration. Some countries face problems related to demographic dividends and aging due to migration. The working population is a major category (UNDESA 2020) that pursues migration and dependants are left behind sections. Sometimes children are accompanied by parents and most of the left behind are elder or old age people. This creates graying of the population at large.

### **3.9.4 Cultural Consequences**

Migrants act as agents of social change (International dialogue on Migration 2010). The new ideas and technologies are diffused from urban to rural areas. Through migration, people get a chance to intermix and mingle with people from diverse

cultures. This would further leads to the evolution of composite culture and breaking through narrow-mindedness and widening mental horizons (Hugo 2005).

It has some negative consequences like anonymity; thereby creating a social vacuum and a sense of ignorance and negligence on the part of natives towards migrants. Alienation is the greatest challenge faced by migrants (World Economic Forum 2017).

### 3.10 Impacts of Migration on Migrants

The significant effect of migration is on none other than migrants. They are the first recipient of the effects of migration. They are beneficiaries as well as losers of the same phenomenon. The migration impacts migrants in both ways negatively as well as positively. Let us brief out some of the consequences of migration upon migrants.

**Table 6**

*Impacts of migration on migrants*

<b>Positive Impacts</b>	<b>Negative Impacts</b>
The opportunity to get a better job.	Migrants may run out of money.
Improved quality of life	Issues securing accommodation or housing on arrival.
Safety from conflict.	Illness due to not being able to access healthcare
The opportunity for a better education.	Migrants can be exploited
Acquiring new skills and expertise.	
Migrants may experience racism	
Acquiring and learning new and advanced social norms and cultural values	
Migrants subject to various kinds of discrimination.	
Integration and social cohesion	

(World Economic Forum 2017)

### **3.10.1 Positive Impacts of Migration**

Migration has several positive impacts on migrants, offering them various opportunities for personal and professional growth. It affects the migrants themselves by allowing them to achieve higher income as a result of higher productivity in the destination country (Koczan, Peri, Pinat et.al 2021). One significant advantage of migration is the access to better employment prospects. Many migrants leave their hometowns in search of better job opportunities, leading them to regions with abundant job avenues and higher salaries. For instance, a skilled worker from a developing country might choose to migrate to an industrialized nation to secure a job that pays well and offers better career prospects.

Additionally, migration often results in an improved quality of life from the migrants and their families (Bartram 2015). Dissatisfaction with their current living conditions may prompt individuals to consider migration as a solution. They might choose a destination known for its high standard of living and better quality of life, believing that settling there will enhance their overall welfare (Benson and Reilly 2016). As a result, their family's well being also improves, as they can financially contribute to their loved ones back. For example, a migrant who moves to a prosperous city may experience an upgraded life style, access to better health care, and improved opportunities for their children.

Moreover, migration provides safety and relief from conflict for forced migrants (O Malley 2018). Those fleeing from war-torn regions or facing religious intolerance in their home countries seek asylum in safer destinations. Upon reaching a secure location, they are free from the violence and instability they once endured. An example would be refugees seeking sanctuary in a peaceful country to escape the horrors of war and persecution in their homeland.

Furthermore, migration offers the opportunity for better education, as migrants often prioritize access to high quality education for themselves and their children. By setting in a country with a developed education system, a migrant can benefit from better

learning facilities and resources, ultimately leading to better career prospect and overall personal growth (Browne 2017)

Additionally, migration enables individuals to acquire new skills and expertise (Sims 2009). When migrants work in foreign countries, they are often required to develop the necessary qualifications and competencies demanded by their employers. As a result, they enhance their eligibility and become more valuable asset in the job market. For example, a migrant working in a technology –based industry might undertake training courses to stay updated with the latest advancements and improve their job performance.

Moreover, the interaction with diverse cultures (T Rask 2022) and societies during migration exposes individuals to new social norms and values. As migrants assimilate into their new communities, they learn and adopt different cultural practices, which contribute to social cohesion and community integrity. This intercultural exchange also enriches the migrants' perspectives and enhances their understanding of the world. For instance, a person migrating to a multicultural city might learn to embrace different customs and traditions, promoting harmony and acceptance among different communities.

Migration presents numerous positive outcomes for migrants, including access to better employment, an improved quality of life, and safety from conflict, better educational opportunities, skill development, and contribution to human development and exposure to new cultural values (OECD 2014). These benefits not only uplift the lives of individual migrants but also have far-reaching impacts on the communities they become a part of, promoting diversity, understanding, and progress.

### **3.10.2 Negative Impacts of Migration**

Migration can have detrimental effects on migrants (Scheja and Mohapatra 2011), leading to various challenges and hardships. One of the major negative impacts of migration is the financial burden it places on migrants. The expenses associated with travel, visa processing, and initial settlement can drain their savings. Additionally, searching for a job and securing suitable accommodation further add to their financial

strain. For instance, a migrant moving to a new country may find it difficult to manage expenses until they secure a stable job and source of income.

Finding suitable housing can also be a significant challenge for migrants. Locals in the destination country may be reluctant to provide accommodation to migrants, considering them as outsiders (Ballard). Without the support of the government or their employer in obtaining housing, migrants may struggle to find a suitable place to live. This can create feelings of isolation and insecurity, making their settlement more challenging.

Moreover, access to healthcare becomes problematic for migrants. They might not be familiar with the healthcare facilities available or may face barriers in accessing proper medical care. In some cases, migrants might not have health insurance or health cards, which make it difficult for them to afford necessary medical expenses (A Lacron 2022). As a result, their health can be compromised due to inadequate healthcare access. For example, a migrant worker who falls ill might struggle to find affordable and quality medical treatment.

Exploitation is another distressing issue faced by many migrants (Orrenius and Zavodny 2022). Due to their vulnerability and lack of awareness about labor laws and their rights, migrants can become victims of physical, mental, and financial exploitation. They might be subjected to long working hours, low wages, and harsh treatment by unscrupulous employers. Exploitative practices can leave migrants in precarious and unjust working conditions (Mercan and Karakas 2). For instance, a migrant laborer may be forced to work in hazardous conditions for meager pay, without any recourse to protect their rights.

Racism adds another layer of hardship for migrants. In some cases, migrants may encounter discrimination and hostility based on their race, ethnicity, or religion (Mooten 2021). This social evil can lead to tensions between migrants and locals, making it difficult for migrants to assimilate into the community and feel accepted. For example, migrants from certain ethnic backgrounds may face racial prejudice in various aspects of their lives, hindering their integration into the society they migrate to. If a migrant flees from his hometown because of racism or alike social evils, he

faces the same violence here too. We know the fate of Georg Floyd who died because of racism in the US (CNN 2023). Many Negroes are facing racial problems all over the world (Hogarth 2019). The Residents from North East states encounter racial issues within India itself when they travel or move to metropolitan cities like Bangalore, Delhi, and others. People from the North East residing in Bangalore, for instance, experience discrimination and are treated unfavorably often being subjected to higher accommodation rents as well (Pradeep 2020).

In conclusion, migration can have negative impacts on migrants, including financial strain, housing difficulties, limited access to healthcare, exploitation, and facing racism. Addressing these challenges requires comprehensive support and policies to ensure the well-being and fair treatment of migrants as they seek better opportunities and lives in new lands.

### **3.11 Migration in Indian Context**

India, the seventh largest country in the world (FAO and ADB) occupies an important place in the sphere of migration. Its population is highly mobile beyond its borders (Singh 2022). By looking within its frontiers they are largely migrating between the states and districts. According to Ravi Srivastava in some regions of India, three out of four households include a migrant. This opinion shows the strength of the migration tendency among Indian citizens. Some regions cannot absorb all those people in those areas and provide them with any job opportunities and facilities they need. But some regions are far ahead in facilitating the amenities and opportunities they want. These regions attract people from outside and formerly mentioned areas push their natives to outside. In the Indian context, some less developed states push their natives out of the state and some developed states attract people into and people float there in large numbers. As far as emigration is concerned Indian citizens migrate all over the world and they travel to any country irrespective of its distance, culture, language, custom, etc... (The Hindu Business Line 2022). They are passionate about migration. According to World Migration Report 2020, the most preferred destination of Indian citizens is UAE followed by the USA. India topped the list of countries with the largest

Diaspora in 2020. As per this report 18 million Indians live outside the country. This number has increased gradually over the year.

### **3.12 International Migration from Independent India**

Two distinct types of labour migration have been taking place in India since independence:

- People with technical skills and professional expertise migrate to countries such as the USA, Canada, UK, and Australia as permanent migrants (since the early 1950s) (R K Jain 1993).
- Unskilled and semi-skilled workers migrate to oil exporting countries of the Middle East on temporary contracts, especially following the oil price increases of 1973–74 and 1979 (Sasikumar and Hussain 2008).

Since independence, two distinct streams of migration have left India: people with professional expertise or technical qualifications emigrating to industrialized countries, and semi-skilled and skilled workers immigrating to the Middle East. From 1950 to 2000 migration to industrialized countries grew largely (Sasikumar and Srivastava 2003). During this period 1.25 million workers migrated to the USA, Canada, the UK, and Australia. Average annual flows to these destinations increased nearly five-fold between the 1950s and the 1990s. But immigration to Middle East countries rapidly increased between late 1970 and early 1980 (Chandramalla 2021). In the mid to late 1980s, however, the number of Indian workers migrating to the Middle East fell sharply. Labour migration increased substantially again during the 1990s.

According to Census 2011, there was 45.6 crores migrant persons in the country including 27.8 crores in rural areas and 17.8 crores in urban areas. Out of these 45.6 crores , 30.96 migrants are female and remaining 14.6 crores are males. As per Census 2001, the total number of migrants was around 31.4 crores.

### **3.13 Internal Migration in India**

The number of internal migrants was 30.9 crores in 2001, it rose to 45 crores in 2011 (The Hindu 2021). Internal migrants constituted more than 98% of the migrants in both the censuses. The number of migrants has changed during the two census periods but the pattern of the movement has not changed. Intra-state migrants were 26.3 crores and 39.6 crores in 2001 and 2011 respectively. Intra-state migrants accounted for 83.7% in 2001 and 86.8% of the total migrants in 2011. This shows that a hike in the intra state migration during the two census periods (Brar and Seo 2021). But inter-state migration lowered during these periods. It was 13% in 2001 and it reduced to 11.8% in 2011. According to the PLFS migration report (2020-21), intra-state migration was 87.5% and inter-state migration was 11.8%, close to what the Census 2011 data revealed.

Internal migration is more prevalent in India than the International Migration. Most of the Indians prefer internal migration than international one. There are mainly four streams of migration in India (Madhunikka Iyyer 2020). They are as follows:

Rural-Rural Migration

Rural-Urban Migration

Urban-Urban Migration

Urban-Rural Migration (Iyyer 2020)

Short distance migrants compose a significant share of all internal migrants in India. Most of the movements are temporary and seasonal in nature and permanent movement is not common like temporary movement. Most of the migrants belong to marginalized and poor communities. They have to escape from their existing living condition; therefore they consider migration as a livelihood strategy (Mahapatro). As far as India concerns out of these four streams of migration rural-rural migration is the largest migration stream (GOI 2010).

It can be considered that pervasive feature of Indian economy is internal migration. As per 2011 Census 37% of total population accounted by internal migrants by place of last residence. Place of origin of the most of the migrants have been the less

developed or under developed, densely populated and less urbanized state like UP, Madhya Pradesh, Rajasthan , Bihar, Jharkhand and Chhattisgarh (SI Rajan and Bhagath 2021). Receiving states are far away from these states in terms of social, economical and demographic features. These states include Kerala, Tamil Nadu, Karnataka, Maharashtra, Delhi, Punjab and Gujarat.

Internal migration consists of mainly two types of migration. Inter -state or inter district migration and Intra-state or Intra-district migration. Since there are no legal barriers to inter-state migration, it is more prevalent. But when compared to other countries like Brazil and China, Long distance Interstate migration is considerably low.

### **3.13.1 Features of Internal Migration in India**

- Around 62 percentage of internal migration is rural-rural in nature.
- Next comes rural-urban migration and it accounts 20 percentage of total internal migration.
- Only 13 percentage of total migration is accounted by urban -Urban migration.
- At last urban-rural migration accounts merely 5 percentages.
- Reasons of migration for both male and female are different. For male it is mainly education and employment
- For women it (migration) is predominantly because of marriage.
- 68 percentages of migrants are females according to 2011 Census.
- It is concluded that marriage is a prime reason of migration.
- Temporary and Seasonal migration is common and is seven times larger when compared to permanent and semi permanent migration.
- For female employment comes as the second reason of migration.
- Nature of the migration remains same but there is an increment in migration volume.

- As per Census data of 2001 there are 309 million migrants in India. Between 2001 and 2011 it increases by 15 percentages.
- According to the 2001 Census report 30 percentages of total population is accounted by internal migrants (Census Report 2001 and 2011).

Efficient allocation of human resource can be achieved through internal migration since there are no restrictions to internal migration in India. As per 2001 Census there were 309 million internal migrants in the country it has increased to 450 million migrants until 2011 which caused 45% increase during these years. 450 million migrants account 37% of the total population of the country where as it was only 30% of the total population in 2001. Even though there is an increase in intensity of internal migration but the nature of migration is same as before. Intra district migration is more prevalent. Then comes inter district migration. 62 % of migration is intra district and 26% belongs to inter district migration.

### **3.14 Welfare schemes for migrant workers in India**

#### **3.14.1 The Indhira Gandhi National Old Age Pension scheme**

The Indhira Gandhi National Old Age Pension scheme, previously known as the National Old age Pension scheme, was introduced in 2007. To be eligible for the scheme, individuals must be 60 years or older, lack of regular source of income to support their families, and fall below the poverty line. Under this scheme, individuals aged 60 to 79 who are living in poverty receive a monthly pension of 200 rupees, while those above 80 years old receive 500 rupees per month (Vidya unnikrishnan 2020). The scheme operates as anon-contributory program, with the pension amount directly transferred to the beneficiary's bank account or post office account. If multiple members of a family meet the age criteria, each individual is entitled to receive the pension. To apply for the scheme, applicants need to provide passport sized photographs, an income certificate, a below poverty line card, a bank or post office passbook, and a copy of an age proof verified by a medical officer, along with the application form. This initiative aims to support elderly individuals, especially

migrant workers, who find themselves below the poverty line and require financial assistance to meet their basic needs in their later years.

### **3.14.2 The Janani Suraksha Yojana**

The Janani Suraksha Yojana, introduced in 2005, is a program aimed at reducing the mortality rate among poor pregnant women by providing them with cash assistance during and after delivery. To be eligible for the scheme, a woman must be above 18 years of age and pregnant. In high performing states, women from Scheduled Caste (SC), Scheduled Tribes (ST) or below the poverty line (BPL) category are eligible if they give birth in government centers, states, or district hospitals. In low performing states, all pregnant women delivering in government hospitals are eligible. Additionally, in both high performing and low performing states, a woman from SC, ST, or BPL category delivering a baby in a private hospital is also eligible ( Vijaya Kumari Singh ).

The amount of cash assistance varies based on the location and rural/urban classification. For women living in rural areas in low performing states, the cash assistance is 2000 rupees, while for those in urban areas, it is 1400 rupees. In high performing states, women in urban areas receive 1000 rupees, while those in rural areas receive 1300 rupees.

The key feature of this scheme is the provision of cash assistance to pregnant women below the poverty line. The assistance is directly transferred to the beneficiary's bank account. The scheme classifies states as high performing or low performing based on their health care infrastructure and delivery outcomes. It aims to ensure that all eligible women receive support during child birth, especially those from disadvantaged backgrounds.

To avail the benefits of the scheme, applicants need to provide documents such as BPL cards. If a BPL card is not available, they can submit a certificate indicating their poor or needy status. An application form specific to the scheme is also required.

Over all, the JSY is designed to assist pregnant women, particularly those who are poor and living below the poverty line, including female migrant workers. By providing cash assistance, it aims to alleviate financial burdens and improve access to health care services during pregnancy and childbirth.

### **3.14.3 Janashree Bima Yojana**

Janashree Bima Yojana is a government scheme that aims to provide life insurance coverage to individuals living below the poverty line in both rural and urban areas. It specifically targets marginalized sections of the society. The scheme offers special insurance plans for members of the Self Help Group (SHE) and aims to protect individuals who are marginally above the poverty line through life insurance

Under the Janashree Bima Yojana, if the insured person dies, the insurance amount is paid to the nominee designated by the insured. The scheme provides financial support to the nominee in the event of the insured person's death or permanent disability caused by an accident, the amount is 75,000 rupees. If the insured person suffers from partial permanent disability due to an accident, the scheme pays 37,500 rupees.

This government scheme proves particularly beneficial for migrant workers who are unable to afford life insurance coverage due to their BPL status. By providing life insurance to individuals in BPL status, the scheme offers a safety net and financial protection to those who are economically vulnerable. It aims to alleviate the burden of financial risk for marginalized individuals and their families in the unfortunate event of death or disability.

### **3.14.4 Aam Aadmi Bima Yojana**

Established in 2007, the Aam Aadmi Bima Yojana is a scheme that provides social security and financial aid to individuals living in urban areas. It specifically targets people residing in rural areas who do not have access to premium healthcare facilities. The scheme aims to address the needs of those who are economically vulnerable and unable to afford adequate medical treatment ( Archana Singh, Pande and Prabhat 2015).

Under the Aam Aadmi Bima Yojana, the scheme covers natural death, permanent disability, and partial disability resulting from accidents. In the event of the insured persons' death, the insurance amount is paid to the nominate beneficiary. Unlike other schemes, applicants do not need to be categorized as below the poverty line (BPL) to be eligible. Additionally, the scheme offers scholarship benefits of 100 rupees per month to the children of the insured individual.

To be eligible for the scheme, applicants must be between the ages of 18 and 59. Only one member per family can be covered, and they should belong to an occupational or vocational group. They should also be marginally above the BPL threshold. The scheme has identified 48 groups that can be covered under its provisions.

Required documents for availing the benefits of the scheme include a ration card, school certificate, birth certificate, and Aadhar card.

Under the Aam Aadmi Bima Yojana, the insurance amount provided varies depending on the circumstances. In the case of natural death, the nominated beneficiary receives 30,000 rupees. For death or permanent disability resulting from an accident, the amount is 75,000 rupees. In the case of partial permanent disability due to an accident, the scheme pays 37,500 rupees.

This scheme proves to be beneficial for migrant workers who fall just above the BPL category but still struggle to afford medical treatment from their income. By providing financial assistance and social security, the Aam Aadmi Bima Yojana aims to support those who are economically vulnerable and ensure they have access to essential health care services when needed.

### **3.14.5 Rashtriya Swasthya Bima Yojana**

Implemented in 2015, the Rashtriya Swasthya Bima Yojana is a government scheme designed to provide health insurance coverage to individuals residing in below poverty line (BPL) states. It primarily targets people from unorganized sector and aims to ensure that they have access to essential health care services ( Divyangi Goel, Gambhir et al 2020).

One notable feature of the RSBY is that it offers coverage against all pre-existing diseases, which means individuals with existing medical conditions can avail the benefits of the scheme. Another advantageous aspect is that there is no age limit to claim the scheme's benefits, ensuring that people of all age groups can benefit from the health insurance coverage.

The scheme operates efficiently through the use of a smart card, making the claiming process streamlined and convenient for the beneficiaries.

To be eligible for the scheme, individuals must be registered members of the welfare board and belong to the unorganized sector. They should also be in a state of BPL, indicating their economic vulnerability and need for financial support in terms of health care expenses.

### **3.14.6 Mahathma Gandhi Bunkar Bima Yojana**

Mahathma Gandhi Bunkar Bima Yojana is a government scheme designed to benefit migrant workers involved in the handloom industry. It offers insurance coverage against accidents resulting in death, total or partial disability. Launched in 2005, the scheme has certain requirements for eligibility. Applicant must earn at least 50% of their income from handloom weaving, be aged between 18 to 59, associated with the state Handloom Development Corporation and be regular members of a cooperative society ( India Filings 2019).

The scheme offers various features to its beneficiaries. In addition to compensation, it provides scholarship benefits to the children of policy holders. It follows the principle of direct benefit transfer, ensuring that the funds are directly credited to the beneficiary's bank account. The scheme requires an annual premium of 470 rupees. In the unfortunate event of death, a sum of 60,000 rupees is provided. While accidental death results in transfer of 1, 50, 000 rupees to the beneficiary's account. Total disability entitles the beneficiary to receive 1,50,000 rupees, while partial disability grants 75,000 rupees.

To avail the benefits of this scheme certain documents are required including the original death certificate, application form, and Adhar card. These documents ensure the authenticity and eligibility of the applicants for the scheme.

### **3.14.7 The Garib Kalyan Rozgar yojana**

This is the latest government scheme aimed at providing employment opportunities for workers who have returned from cities. A substantial amount of 50,000 crores has been allocated for this scheme, reflecting the government's commitment to supporting these workers during the pandemic time.

The scheme encompasses various features to uplift rural infrastructure and promote livelihood opportunities for migrant workers. It identifies 2 different type of work, including the provision of drinking water plantation projects, and rural housing, among others. This initiative is applicable across 116 districts, targeting areas where the need for employment generation is high. The duration of the scheme is set at 125 days, providing sustained support and income to the beneficiaries ( Balamurukan 2021).

To participate in the scheme, interested individuals simply need to visit the scheme's website and fill out the registration form .This straightforward application process ensure that eligible workers can easily access the benefits provided by the scheme. The Garib Kalyan Rozgar Yojana serves as a much needed relief booster for migrant workers who have faced job losses and financial crises during the Covid -19 pandemic. Its implementation is expected to play a crucial role in mitigating their hardships and fostering economic stability.

### **3.14.8 National Scheme for Welfare of Fishermen and Training and Extension**

The National Scheme for Welfare of Fishermen and Training and Extension was introduced in 1991 with the aim of offering financial support to fishermen. The scheme assists fishermen in constructing homes, community halls, and installing tube wells by providing them with funds. To be eligible for the scheme, applicants must

meet certain criteria, including being below the poverty line, engaged in full-time fishing, and being a member of a welfare corporation or federal society. Additionally, applicants should be below 60 years of age and possess documents such as Aadhaar card, voter ID, income certificate, and registration as a fisherman with the central or state government ( Business Standard 2013)

The scheme encompasses various features to benefit fishermen. It provides insurance coverage and aid to fishermen, ensuring their well-being. Furthermore, training facilities are offered to improve the skills of fishermen, enabling them to enhance their fishing techniques and livelihood. The scheme also aims to improve the living standards of fishermen's families.

Under this scheme, marine fishermen receive an annual amount of 600 rupees. This financial assistance is particularly beneficial for fishermen who have migrated from their usual residence to engage in fishing and are unable to provide for their family's basic necessities of life.

**3.14.9 ONORC**—One Nation One Ration Card scheme aims to enable migrant workers to access subsidized food grains through the Public Distribution System in any part of the country by using their existing ration cards. This scheme provides portability of food security benefits across the states.

**3.14.10** The Affordable Rental Housing Complexes: **ARHCs** initiative was introduced to offer affordable rental housing options for urban migrants and economically weaker sections. It focuses on converting existing government funded housing complexes into rental accommodations available at reasonable rates (Harish 2021).

**3.14.11** The **Atal Beemit Vyakti Kalyan Yojana (ABVKY)** provides unemployment benefits to insured individuals, including migrant workers. It offers financial assistance for a specific duration to those who have involuntarily lost their jobs.

**3.14.12 The Pradhan Mantri Shram Yogi Maandhan ( PMSYM)** pension scheme targets unorganized sector workers, including migrant labourers. It ensures they receive a monthly pension after reaching a certain age, thus helping them secure their future.

### **3.15 The Need for Welfare Measures Catering to the requirements of Migrant Workers**

Migrant workers play a significant role in the economic development of countries by providing their labor in sectors such as construction, agriculture, manufacturing, and services. These workers often leave their homes and families behind to seek better job opportunities and livelihoods in different regions or countries. However, their vulnerable status and unique challenges necessitate specific welfare measures that cater to their needs. Here are some key reasons highlighting the need for comprehensive welfare measures for migrant workers:

1. **Vulnerability and Exploitation:** Migrant workers often face vulnerability and exploitation due to their unfamiliarity with local laws, limited social support networks, and language barriers. They are more susceptible to workplace abuse, non-payment or underpayment of wages, unsafe working conditions, and human rights violations. Adequate welfare measures can address these vulnerabilities and protect the rights and well-being of migrant workers.
2. **Health and Safety:** Migrant workers may encounter health and safety risks due to hazardous working conditions, inadequate access to healthcare, and substandard living conditions. Proper welfare measures should ensure their access to quality healthcare services, including occupational health programs, and promote safe living and working environments.
3. **Social Protection:** Migrant workers often lack access to social protection schemes, such as social security, health insurance, and pension benefits, which are vital for ensuring their economic stability and social well-being. Welfare measures should encompass comprehensive social protection programs that cover migrant workers and their families, regardless of their migration status.

4. Access to Justice and Grievance Redressal: Migrant workers face challenges in accessing justice systems and seeking remedies for labor rights violations or discriminatory practices. Establishing effective mechanisms for grievance redressal and legal assistance is crucial to ensure that migrant workers can assert their rights, receive fair treatment, and seek justice when needed (Kumar and Chaudhari 2021).
5. Skills Development and Empowerment: Investing in skill development programs tailored to the specific needs of migrant workers can enhance their employability, income potential and long-term prospects. These programs should focus on equipping migrant workers with relevant skills, recognizing their prior experiences, and promoting their economic empowerment.
6. Social Integration and Inclusion: Migrant workers often face social exclusion and discrimination, leading to challenges in accessing basic services, housing, education, and social participation. Welfare measures should foster social integration, promote inclusivity, and combat discrimination and xenophobia, ensuring equal rights and opportunities for all.

In conclusion, comprehensive welfare measures tailored to the specific needs of migrant workers are essential for safeguarding their rights, promoting their well-being, and enabling their full and productive participation in society. Such measures should encompass legal protections, social security, access to healthcare and education, skills development, and social integration initiatives. By addressing the unique challenges faced by migrant workers, these welfare measures contribute to a more just, inclusive, and equitable society for all.

### **3.16 Problems and challenges of migrant workers during Pandemic 2020**

The outbreak of the Covid -19 pandemic in India brought unprecedented challenges, particularly for internal migrant workers, who form a significant portion of country's workforce (A Khan 2021). As the government imposed lockdowns and travel restrictions to contain the virus, millions of migrant workers found themselves

stranded in cities far from their homes, leading to a humanitarian crisis (Chander et.al 2020). Here are some of the difficulties faced by internal migrant workers during the pandemic:

1. **Loss of livelihood:** with the sudden shutdown of business, factories, and construction sites, many migrant workers lost their jobs overnight. Due to their informal employment status, they were often the first ones to be laid off, leaving them with no source of income to sustain them (Misra 2021).
2. **Long journey on foot:** Due to the suspension of trains and buses, numerous migrants undertook grueling journeys on foot to reach their hometowns. Walking hundreds of kilometers under harsh weather conditions, they faced physical and emotional hardships, with limited access to food and water (The Indian express 2020).
3. **Lack of shelter and food:** The abrupt loss of their means of earning compelled numerous migrant workers to abandon their rented homes, resulting in a scarcity of shelter and sustenance. With the suspension of public transportation, they were unable to return to their native villages and encountered difficulties in securing food and suitable accommodations ( Ayushmann and Chaudhary 2020).
4. **Exploitation and Discrimination:** Migrant workers experienced instances of exploitation and discrimination during the pandemic. Certain employers exploited them either by withholding their wages or paying them significantly lower than the agreed –upon amounts. Furthermore, migrants faced discrimination based on the unfounded fear that they could be carriers of the virus and contribute to its spread (Choolayil 2021).
5. **Migrant workers frequently faced challenges in accessing adequate health care and hygiene facilities in their temporary settlements, leaving them vulnerable to contracting and spreading the virus. Insufficient access to proper health care and hygiene resourced increased their susceptibility to the disease.**

6. Exclusion from government support: Despite the implementation of various relief measures by the Indian government, such as cash transfers and food distribution, numerous migrant workers encountered obstacles in accessing these benefits. The lack of appropriate identification documents or relevant information posed difficulties for them in availing the government support.
7. Emotional stress and Mental Health Issues the uncertainties, fear, and hardships took a toll on the mental health of migrant workers. Being away from their families and facing an uncertain future contributed to increased anxiety and stress.
8. Uncertain return to work Even after restrictions were lifted , many migrant workers faced challenges in returning to their workplaces, as businesses struggled to recover or had shut down permanently.

The plight of internal migrant workers during the pandemic highlighted the vulnerabilities and inadequacies in the existing social security and welfare systems. It emphasized the need for comprehensive policies that protect the rights and well-being of migrant workers, especially during times of crisis. Addressing the concerns of internal migrants should be a priority to ensure a more inclusive and resilient society in the face of future challenges.

### **3.17 Welfare measures for migrant workers during the Pandemic**

Welfare measures for migrant workers during the pandemic have been assessed in a report presented by the Standing Committee chaired by Mr. Bhartruhari Mahtab in February 2021. This report evaluated the effectiveness of various relief schemes implemented to support migrant workers who were stranded due t the nationwide lockdown imposed in March 2020.

In terms of identifying migrant workers, measures were taken, such as expanding the definition of migrant workers and creating a portal to build a database. However, there is currently no reliable data base containing accurate information on the number of inter-state migrant workers. This lack of data has hindered the implementation of

relief measures, leading to issues like inadequate food distribution in certain states. For instance, in some states like Punjab, the distribution of food under the Pradhan Mantri Garib Kalyan Ann Yojna was lower than the allocated amount. This resulted in the failure to provide timely food to the intended beneficiaries, especially migrant workers.

The committee emphasized the importance of establishing a real-time database specifically for inter-state migrant workers in the unorganized sector to facilitate effective relief and rehabilitation measures.

Concerning affordable housing, migrant workers are not categorized separately under the Affordable Rental Housing Complexes (ARCHCs) scheme, which aims to provide affordable housing near workplaces. The committee noted that data from 60 lakh migrant workers had been collected from 116 selected districts under GKRA. Out of these, 2.64 lakh workers had been shortlisted for training in 93 districts. The committee recommended expediting the short listing process in the remaining 23 districts to ensure sustainable livelihoods for migrants as soon as possible. To address this, the committee recommended prioritizing migrant workers within the ARHC scheme and establishing a transparent allotment process and a grievance redressal system for them.

In terms of livelihood, the committee acknowledged the effectiveness of the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) in providing sustainable employment to unskilled workers, including migrant. They suggested making the process of issuing job cards more transparent to ensure all migrant labourers have access to employment opportunities.

Regarding skill development and training, the Garib Kalyan Abhiyan (GKRA) was highlighted as a scheme providing employment opportunities to returning migrants. The committee recommended expediting the short listing process for training in selected districts to ensure quick and sustainable livelihoods for migrant workers. Additionally, they noted that out of 5.5 lakh candidates seeking employment, 3.2 lakh candidates had been offered for jobs. They also highlighted challenges such as low demand for skilled workers and difficulties in mapping skill requirements.

To address these challenges the committee recommended that recommended that the Ministry of Skill Development and Entrepreneurship take necessary measures to ensure skill development and placement opportunities for underprivileged individuals, including migrants.

# CHAPTER IV

## A STUDY OF LABOUR MARKETS IN KERALA

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## **4.1 Key Characteristics Labor Market in Kerala**

Kerala has distinct characteristics in both its formal and informal labor markets. One notable feature of the formal labor market is the workforce's comparatively high level of education and competence (The Hindu 2024). Kerala has a highly educated workforce that is in high demand across a range of industries, including IT, healthcare, and education, because of its sophisticated educational system and high literacy rate. Strong labor unions and a history of worker movements contribute to the state's comparatively higher wage rate when compared to several other Indian states (Kannan 1998). Because of this, a focus on quality employment with an emphasis on job stability and improved working conditions is frequently seen in Kerala's official labor market.

Kerala's informal labor market, on the other hand, exhibits a distinct set of characteristics. The state is home to a sizable migrant labor population, many of whom work in small-scale enterprises, construction, and other informal sectors (Thomas and Jayesh 2019). Lower pay, unstable employment, and limited social security benefits are common characteristics of the informal labor market. Despite these difficulties, it is vital to the state's economy, especially in sectors like agriculture where informal workers fill the demand for seasonal labor. In addition, Kerala has a long history of cooperatives and self-help groups, which support the durability of the unorganized labor market (Nair and Moolakkattu 2015).

## **4.2 Deciphering Migration Dynamics: Utilizing Search Theory to Investigate Informal Migrant Workers in Kerala.**

Search theory can be applied to understand the dynamics of in-migration to Kerala by informal migrant laborers. Kerala, a state in India, has attracted a substantial inflow

of informal migrant laborers from various parts of the country in search of better economic opportunities ( R Prasad 2017). The connection between search theory and this migration phenomenon can be described as follows:

Informal migrant laborers coming to Kerala are engaged in a search for improved livelihoods and employment prospects. Just as search theory explains the process of job seekers looking for the right employment match, these laborers embark on journeys to find suitable work and income in Kerala's labor market. They are motivated by the expectation of higher wages and better living conditions, which are often available in Kerala due to its relatively higher standard of living and strong demand for labor in sectors such as construction, agriculture, and domestic work.

This migration mirrors the concept of frictional unemployment within search theory. Many informal migrant laborers may face underemployment or unemployment in their home regions, and they migrate to Kerala to reduce this frictional unemployment (Banarjee 2016). They view migration as a means of transitioning to jobs that align more closely with their skills and income expectations. Search theory's insights into the time and effort involved in job transitions can be applied to understand the challenges and uncertainties these laborers face during their migration to Kerala.

Wage determination, a key aspect of search theory, is particularly relevant to the Kerala migration scenario. Migrant laborers consider potential wages and employment opportunities when deciding to move to Kerala (Government of Kerala). They are willing to accept lower initial wages if they anticipate better long-term prospects in Kerala. Search theory can help elucidate how wage negotiations play a crucial role in their migration decisions, including the willingness to move for the promise of higher earnings over time.

Moreover, the informal nature of labor migration to Kerala can be seen as a reflection of labor market policies or the lack thereof. The absence of formal labor market policies specific to informal migrant laborers may contribute to their vulnerability and lack of job security. Search theory suggests that clear and supportive labor market policies can enhance job matching efficiency and reduce friction, and this could be beneficial for both informal migrant laborers and the Kerala labor market.

In summary, applying search theory to in-migration by informal migrant laborers to Kerala offers insights into the decision-making processes behind their migration. These individuals are essentially engaged in a search for better economic opportunities, and their movement reflects the principles of search theory, encompassing job search, frictional unemployment, wage determination, and the impact of labor market policies. Understanding these dynamics can inform policies aimed at addressing the needs and challenges of informal migrant laborers in Kerala and improving their overall labor market outcomes.

### **4.3 Migrant Workers in Kerala**

Kerala, India's most southern state is well known for its abundant natural, cultural, religious, and historical variety (The New Indian Express 2016). Being the first destination for foreign tourists who were greeted with open arms by the Kerala monarchs, it has a special place in Indian history. Given Kerala's long history of welcoming people from all over the world; it should come as no surprise that it has grown to be a popular destination for migrant labor.

According to the Study by the Gulati Institute of Finance and Taxation (Domestic Migrant Labour In Kerala, Submitted to Labour and Rehabilitation Department, Government of Kerala, February 2013. GIFT) there were around 2.5 million migrant workers in the state in the year 2013. These workers are a significant economic force to the state. The study forecasts that every year this number increases by 235000 people. They constitute one-tenth of the local population which was about 33 million as of 2011. As per the estimation of 2017, there were 3-4.5 lakh migrant workers in the state.

It is noted that the share of female migrants is almost half of the total other state migrants in Kerala. In 2001, out of a total of 4.5 lakh, other state migrants about 2.2 lakh were female migrants. Similarly, during 2011, it is observed that 3.1 lakh were female migrants who were migrated from other states of India to Kerala, out of a total of 6.5 lakh migrants. The growth rate of female migration from other states of India was 4.3 percent, while the growth rate of male migration was 4.6 percent during 2001 and 2011.

**Table 7***Statistics of in-migrants to Kerala from other states during the years 2001 and 2011.*

Name of the Origin States	Number of Migrants from other states of India (in, 000)						Annual Growth rate		
	2001			2011			Person	Male	Female
	Person	Male	Female	Person	Male	Female			
Jammu & Kashmir	1.1	0.7	0.4	4.3	2.7	1.6	28.0	28.1	27.9
Himachal Pradesh	0.4	0.2	0.2	0.7	0.4	0.3	8.1	8.5	7.7
Punjab	2.0	1.1	1.0	3.4	1.9	1.5	6.9	8.3	5.3
Uttaranchal	0.5	0.3	0.2	0.8	0.4	0.4	5.6	5.5	5.8
Tripura	0.1	0.1	0.0	0.2	0.2	0.1	9.8	10.3	9.1
Haryana	1.4	0.7	0.7	2.2	1.2	1.0	5.7	6.6	4.8
Rajasthan	4.2	2.4	1.7	8.9	5.2	3.7	11.4	11.3	11.5
Uttar Pradesh	6.1	3.6	2.6	12.2	7.9	4.3	9.9	12.1	6.7
Delhi	6.8	3.4	3.4	15.3	7.6	7.7	12.7	12.7	12.6
Bihar	3.3	2.0	1.2	9.9	7.5	2.4	20.3	26.8	9.5
Arunachal Pradesh	0.4			0.7	0.4		10.3	8.5	12.7
Sikkim	0.1	0.1	0.1	0.2	0.1	0.1	5.6	4.7	6.8
Nagaland	0.6	0.3	0.2	1.1	0.6	0.5	9.7	9.9	9.5
Manipur	0.3	0.2	0.1	0.6	0.4	0.2	11.8	14.4	8.6
Mizoram	0.1	0.1	0.1	0.2	0.1	0.1	0.8	-0.2	2.3
Jharkhand	1.5	0.9	0.7	3.1	2.1	1.0	10.2	14.8	4.5
Meghalaya	0.3	0.2	0.2	0.4	0.2	0.2	2.7	3.0	2.4
Assam	1.8	1.0	0.7	8.5	7.0	1.4	37.8	57.4	9.8
West Bengal	5.3	3.3	2.0	30.5	26.2	4.3	47.4	69.7	11.3
Odisha	4.0	2.6	1.4	12.2	9.3	2.9	20.5	25.3	11.2
Maharashtra	30.2	15.7	14.5	47.5	24.1	23.4	5.7	5.4	6.1
Chhattisgarh	1.9	0.9	0.9	2.6	1.3	1.3	3.8	4.1	3.6
Madhya Pradesh	4.1	2.1	2.0	8.3	4.2	4.2	10.2	9.9	10.5
Gujarat	6.5	3.4	3.1	10.4	5.4	5.1	6.0	5.8	6.3
UTs	11.2	5.0	6.3	28.1	13.1	15.0	15.0	16.5	13.8
Andhra Pradesh	12.7	6.6	6.1	19.2	9.6	9.6	5.2	4.7	5.7
Karnataka	63.6	26.9	36.7	110.8	48.7	62.1	7.4	8.1	6.9
Goa	1.6	0.7	0.9	0.9	1.2	1.4	6.0	7.3	5.1
Tamil Nadu	282.2	149.7	132.5	311.3	153.2	158.1	1.0	0.2	1.9
<b>Total Migrant (lakh)</b>	<b>4.5</b>	<b>2.3</b>	<b>2.2</b>	<b>6.5</b>	<b>3.4</b>	<b>3.1</b>	<b>4.4</b>	<b>4.6</b>	<b>4.3</b>

The table represents the data of in-migrants to Kerala from other states during the years 2001 and 2011. It provides insights into the number of migrants (in thousands) from various origin states, categorized by gender, and their annual growth rates.

**Highlights of the Table:**

1. **Highest Source State (in terms of total migrants in 2011):** Tamil Nadu stands out as the highest source state for in-migrants to Kerala during 2011, with a significant influx of 311.3 thousand individuals. This indicates a substantial migration flow from Tamil Nadu to Kerala, contributing to the state's socio-economic dynamics.
2. **Lowest Source State (in terms of total migrants in 2011):** Among the listed states, Tripura has the lowest number of in-migrants to Kerala during 2011, with a modest count of 0.2 thousand individuals. Although the numbers may seem small compared to larger source states, it still reflects the diverse origins of migrants to Kerala.
3. **Comparison between 2001 and 2011:**
  - a. **Overall Migration Growth:** The total number of in-migrants to Kerala increased from 4.5 lakh in 2001 to 6.5 lakh in 2011, indicating a significant surge of 2 lakh migrants during the decade.
  - b. **Gender-wise Migration Growth:** In both 2001 and 2011, male migrants consistently outnumbered female migrants, but interestingly, the annual growth rates for both genders remained similar over the years.
  - c. **Fastest Growing Origin States:** Some states experienced remarkable growth in migrant population from 2001 to 2011. For example, Assam witnessed an impressive annual growth rate of 37.8% for migrants, followed by Tamil Nadu at 1.9%, and Gujarat at 6.0%. These states showcased a rising trend of people relocating to Kerala during this period.
  - d. **Stagnant Growth or Decline:** While some states witnessed substantial growth in migrant population, a few others experienced stagnation or even

a slight decline in the number of migrants during the same period. For instance, Mizoram reported a negligible growth rate of 0.8%, and Uttaranchal had a marginal decline at -0.4%.

This data reveals the intricate nature of migration patterns to Kerala from different states, emphasizing the importance of understanding and accommodating the needs of migrant populations in shaping inclusive policies and promoting social cohesion within the state.

#### **4.4 In migration to Kerala**

In-migration to Kerala has a lengthy history. With the emergence of the Gulf boom, a significant number of semi-skilled and unskilled individuals from Kerala migrated to Gulf countries, resulting in labour shortage (Prakash 1998, Rajan and Kumar 2010,2011, oommen 2015) This void was filled by migrant workers from neighboring states like Tamil Nadu and Karnataka, who primarily engaged in unskilled work( Peter and Narendran 2017). These migrants played a pivotal role as a major labor force, working in various sectors such as construction, footwear industries, street vending, and tasks related to cable and telephone connections, particularly digging. It was common to see Tamil workers wielding axes on the main roads. While some studies suggest that laborers from Tamil Nadu and Karnataka outnumbered others, their cultural similarities with Kerala facilitated their integration into the local population. The majority of migrant laborers in Kasargod and Wayanad hailed from Karnataka (Peter, district migration profile).From 1961 to 1991, workers from Tamil Nadu and Karnataka collaborated with native workers to fulfill the demand for blue –collar labor. Migrants from Tamil Nadu have significantly contributed to the construction sector in Kerala since the mid – 1970s (Das 2019).

The limited job opportunities in both agriculture and industry sectors in Tamil Nadu, along with the construction boom fueled by from Keralites working in the Middle East, initiated this migration phenomenon (Anand 1986). The influx of migrant workers from neighboring states began in the 1960s and reached its peak in the 1990s. Kochi, the construction hub and commercial capital of Kerala, experienced a

significant influx of laborers from Tamil Nadu by the 1990s. However, during the latter half of the 1990s, there was a substantial surge in workers coming from northern and north eastern states, and decline in migration from southern states (Kumar 2020).

The emergence of Kanjikode in Palakkad as a center for the iron and steel industry in the 1990s resulted in the recruitment of workers from Bihar. The work required specific skills and constant exposure to intense heat, which locals were not readily available for (Peter and Narendran 2017).

Overtime, Keralites attained higher education, and many young people became highly skilled and educated. However they faced difficulties in finding suitable jobs that matched their qualifications. As a result, during the latter half of 20 th century, many of them migrated to different countries, including the Middle East and European Countries. A significant number of qualified individuals, particularly nurses, migrated to the, Malaysia, Singapore, USA, UK, Canada, New Zealand and Australia (Joseph 2022). Subsequently, MBBS graduates also migrated to various parts of the World (Thomas 2020). A study revealed that Kerala has not been able to generate enough employment opportunities suitable for growing number of highly educated young people. While job scarcity was the primary reason for Keralite migration before 2000(Kannan and Hari 2002), the allure of higher wages abroad has also gained popularity, even though wages in Kerala have now become comparable to those earned overseas in many cases. Globalization has made migration a global phenomenon, and people now have access to information on how to move to different countries, the required procedures, available job opportunities, and specific qualifications. The migration of semi-skilled and unskilled workers, including women employed as caretakers and home nurses, continued during this period. Many unskilled workers migrated to the Middle East to work in construction, hotels, and restaurants. This migration, which encompassed both skilled and unskilled workers, created a labor shortage in the state, necessitating the arrival of migrant workers.

Currently, the main reason for the influx of migrant workers is not the labor market vacuum in Kerala but the job opportunities, higher wages, and overall amenities available in the state (Dilip Saikia 2014). These factors attract workers not only from

neighboring states but also from far distant states such as Odisha, West Bengal, Uttarakhand, and the North Eastern states. The timber industry in Ernakulam district, for example has drawn migrant workers from Odisha, marking the beginning of migration from beyond the southern states (Peter, Sanghvi and Narendran 2020). A 2013 survey by GIFT indicated that 75 percent of migrant workers come from five states: West Bengal, Bihar, Assam, Uttar Pradesh, and Odisha. Push factors in their home states, such as poverty, population density, lack of employment opportunities, agricultural challenges, inadequate residential facilities, disasters, and social conflicts based on caste, religion, and creed, compel them to migrate to Kerala( Brahma and Paul 2018), which is perceived as a better destination for migrant workers. Additionally, pull factors in Kerala, such as improved job prospects, higher wages, better health care, reduced communal tensions, a safe environment, and educational facilities, attract many migrants to settle in the state for extended periods of time (Dr. Manav Paul).

Kerala has achieved a unique development trajectory, known as the Kerala Model of Development, which is a remarkable accomplishment for the state (JJ Thomas 2021). It stands out in terms of advancements in the education and health sectors, reflecting the high standard of living among its people. The state's standard of living is significantly higher compared to other regions in the country, and its health and education indicators are on par with those of many developed nations. Kerala boasts a low child mortality rate, high life expectancy, and substantial reduction in maternal mortality, increased institutional deliveries, and successful disease control measures (Parayil and SreeKumar , 2003) . These achievements have attracted many individuals from outside the state to settle in Kerala, despite the availability of various job opportunities. The success of education sector in Kerala has also contributed to immigration, although to a lesser extent compared to other factors. Presently, it is common to witness migrant workers in every village and street, engaged in various industries such as construction, hotels, masonry, footwear, brick kilns, and other mobile industries. Many of these workers have been residing in the state for an extended period, and they have also started providing education for their children, which is a positive development.

## 4.5 Concentration of migrant workers in the state

The table presents the primary states from which migrant workers originate and their respective proportion of the overall migrant population in the state.

**Table 8**

*Concentration of migrant workers in the state*

State	Percentage share
West Bengal	20
Bihar	18.1
Assam	17.28
Uttar Pradesh	14.83
Orissa	6.67
Others	23.13 (DLS)

This table shows that West Bengal is the main source state of migrant workers; around 20 percent of the total migrant workers in Kerala belong to this state. Next is Bihar with an 18.1 percentage share. Around 17 percent of the migrant workers are from Assam. UP contribute 14 percent of the migrant workers and migrant workers from Orissa accounts for 6.67 percent of the total migrant population in the State. The remaining states like Gujarat, Tamil Nadu, Jharkhand, Chhattisgarh, etc ... account for 23 percent.

A study by the Ernakulum-based Centre for Migration and Inclusive Development (CMID) found that during 2016-17, there were migrants from 194 districts across 25 states and Union Territories working in Kerala. More than four-fifths of these districts belong to the eight states of Tamil Nadu, Karnataka, Odisha, Jharkhand, Bihar, Uttar Pradesh, West Bengal, and Assam. The migrants included single women and girls, senior citizens, and families. Murshidabad in West Bengal is the main migrant sending village.

**Table 9***District wise statistics of migrant laborers in Kerala*

<b>District</b>	<b>Population</b>
Ernakulam	>800,000
Trivandrum	>750,000
Kozhikode	>400,000
Palakkad	>400,000
Thrissur	250,000
Kannur	250,000
Malappuram	250,000
Kollam	250,000
Others	150,000
Total	4,000,000

Source: DLS

The 14 districts in the state absorb migrant workers and they are settled at various places in these districts. Some of the areas are known as migrants' hubs. Ernakulam is the district with the highest migrant population. Trivandrum accommodates more than 7 lakh migrant population. Kozhikode holds the third position in accommodating the migrant population with more than 4 lakh migrants. Palakkad also absorbs 4 lakh migrant communities. Other districts like Thrissur and Kannur, Malappuram, and Kollam each accommodate more than 2 lakh migrant communities.

The table provides information about the main districts and significant location where migrant workers tend to gather in large numbers.

**Table 10***Districts and Significant locations with High concentration of Migrant workers.*

<b>District</b>	<b>Migrant workers from</b>	<b>Major sectors they engage</b>	<b>Concentrated area</b>
<b><i>Kasargod</i></b>	Karnataka, Tamil Nadu, Chhattisgarh, Madhya Pradesh, Andhra Pradesh, Rajasthan, Jharkhand, Assam, Uttar Pradesh, Bihar and West Bengal	Laterite Mining, Construction, Plastic and wooden furniture units, Industrial Parks and Plywood factories.	Hosdurg, Vellarikkund, Ambalathara, Hosangadi, Uppala, Cherkkala, Chattanchal, Kasargod town, Periya
<b><i>Kannur</i></b>	Tamil Nadu, Karnataka, Andhra Pradesh, West Bengal, Bihar, Jharkhand, Uttar Pradesh, Odisha, Assam, Manipur, Meghalaya and Rajasthan	Laterite mining, fishing and plywood industries hotels and restaurants Marine Fishing Dredging and Sand Mining Construction	Azhikkal, Poythumkadavu, Valapattanam, Thalassery, Koothuparamba, Thalipparamba, Andoor, Payyannur, Mattannur, Blathur, Ulikkal, Oorathur and Kalyad
<b><i>Kozhikode</i></b>	Tamil Nadu, West Bengal, Assam, Odisha, Bihar, Jharkhand and Uttar Pradesh	Construction, fishing Footwear, Hotels and Restaurants	Kozhikode Corporation, Koyilandy, Vadakara, Kuttyadi, Nadapuram, Thamarassery, Thiruvambady and Anakampoyil Poonoor, Koodathai, Vellimadkunnu and Omassery
<b><i>Ernakulam</i></b>	Barauch, Jalan, Panchmahal, Andhra Pradesh, Tamil Nadu, Odisha, Jharkhand, West Bengal, Assam, Bihar, UP	Masonry, Carpentry, Domestic work, Construction sector, Quarry works, brick kilns, Road works, Kochi metro rail projects,	Perumbavoor, Kochi, Moovaattupuzha, Kodanad, Kalady, Kothamangalam, kunnathnadu, Kalamassery, Puthypppe, Kaloora, Kadavanthara, Vathurthy, Aluva, Nellikkuzhi, Binanipuram, Panthalam, Vattakkattupadi, Kuttippadam, Manjappetty, Kizhakkambalam, Airapuram and Mudickal

<b>District</b>	<b>Migrant workers from</b>	<b>Major sectors they engage</b>	<b>Concentrated area</b>
<b><i>Thiruvananthapuram</i></b>	West Bengal, Tamil Nadu, UP, Jharkhand, Odisha, Assam, Nagaland,	Rubber plantation, Coffee plantation, construction, hospitality, fisheries, textiles, mining and quarrying, Food processing unit, Pavement block manufacturing units, Cement brick manufacturing units.	Vizhinjam, Neyyattinkara, Kazhakkootam, Pothankode, Menamkulam, Poovar, Varkkala,
<b><i>Kollam</i></b>	West Bengal, Assam, Tamil Nadu and Odisha	Construction, cashew, fishing, seafood, brick kilns, mining and hospitality	Cinemaparambu in Bharanikkavu, S.N. Puram in Kottarakkara and Neendakara, Ezhukone, Kizhakkeputhiyakavu, Chakkuvally and Thodiyoor.
<b><i>Malappuram</i></b>	Saharanpur in Uttar Pradesh, Bihar, Tripura and West Bengal, Tamil Nadu, Madhya Pradesh, Rajasthan and Jharkhand	Fishing, Laterite mining and Construction, Furniture industry, Footwear industry, Restaurants	Melmuri, Kottappady, Manjeri. Kottackal, Parappanangadi, Perinthalmanna, Tirur, Ponnani, Edappal, Valanchery, Kadungattukund, and Chelari
<b><i>Palakkad</i></b>	Odisha and Bihar, Tamil Nadu, Uttar Pradesh, Bihar, Jharkhand, Odisha, West Bengal, Assam, Madhya Pradesh and Rajasthan	Tea, coffee and Rubber plantations, Iron and Steel, Mining, Agriculture, Mango groves, Coconut groves	Kanjikode, Valayar, Mannarkkad, Attappady, Kozhinjampara, Kollengode, Nenmara, Nellyampathy, Shornur, Pattambi and Thrithala, Attappady, Nellyampathy and Mannarkkad.
<b><i>Wayanad</i></b>	West Bengal and Assam, Bihar, Karnataka, Tamil Nadu, UP, Andhra Pradesh	Hospitality sector, Plantation, resorts, hotels and restaurants, Construction, plywood factories, Cement brick units, brick kilns and quarries, footwear industry, chemical manufacturing unit	Meenangadi, Emily Road in Kalpetta and Panamaram in Mananthavady

District	Migrant workers from	Major sectors they engage	Concentrated area
<i>Kottayam</i>	Arunachal Pradesh, Tamil Nadu, Assam, West Bengal and Jharkhand work, Andhra Pradesh, Delhi, Madhya Pradesh, Maharashtra, West Bengal, Mizoram, Uttar Pradesh, Uttarakhand	Construction, hospitality, agriculture, rubber-based products and quarrying, rubber tapping and latex processing., Fertilizer mixing unit	Changanassery, Payippad, Chingavanam, Kurichi, Ettumanoor, Pala, Kaduthuruthy, Ponkunnam and Erattupetta
<i>Pathanamthitta</i>	Tamil Nadu, West Bengal, Bihar, Odisha , Jharkhand, Assam , Rajasthan, Uttar Pradesh	Agriculture, mining and quarrying, Construction, mining and quarrying	Thiruvalla, Kozhencherry, Adoor, Mallappally, Konni, Ranni and Pathanamthitta town Aroor, Kayamkulam, Azheekal,
<i>Alappuzha</i>	Assam, Tamil Nadu, West Bengal, Odisha, Karnataka and Jharkhand	Construction, Fishing, Seafood, , Agriculture, Hospitality and Brick kilns	Alappuzha town, Muttom, Harippad, Chennithala, Mavelikkara and Budhanoor
<i>Idukki</i>	Tamil Nadu, Assam, Jharkhand, West Bengal, Madhya Pradesh, Odisha, Mizoram, Chhattisgarh, Jammu and Kashmir and Uttar Pradesh	Plantations and hospitality sectors, construction, cement bricks and paving block units, mattress manufacturing unit and a footwear manufacturing, plantations(tea, cardamom ,rubber and coffee)	Thodupuzha, m, Adimali, , Peerumedu, Kuttikkanam, Munnar, Kumily, Vagamon and Kanjikuzhi Kattapana, Nedumkandam, Karimkunnam
<i>Trissur</i>	UP, Madhya Pradesh, Tamil Nadu, Assam, Karnataka, Bihar, Oddisha	Plantation, Construction, Fishing, Quarrying and mining ,Brick kiln	Chavakkad, Guruvayur, Irinjalakkuda, Engandiyur, Vadanappilly, perinjana m, Mala

Source: District migration Profile

The districts across the state attract migrant workers from various sources, and these workers are involved in a wide range of industries and sectors within each district. While the specific major industries and sectors differ between districts, migrant

workers are willing to take up any type of work and not selective about job types or sectors that welcome them. The majority of source states for migrant workers are consistent across all districts, With Idukki and Wayanad having a higher concentration of migrants from neighboring states like Tamil Nadu and Karnataka ( Peter 2020).

## **4.6 Factors for In-migration to Kerala**

It has been demonstrated that both push and pull factors contribute to migrants towards Kerala. The primary factors those compel individual to migrate, known as Push and Pull factors.

### **4.6.1 Push Factors**

It is proved that both push and pull factors are responsible for migration to Kerala. The major push factors are listed below.

- Limited job prospects
- Lack of employment
- Financial hardships
- Burden of debt
- Inadequate wages
- Drought conditions
- Crop failures
- Natural calamities
- Tensions and conflicts
- Insecurity
- Substandard living conditions ( Bansak, Simpson and Zavodny 2020)

These factors compel individuals to leave their hometowns and seek relief through migration. They view Kerala as the ideal destination and a solution to their problems. They believe that by migrating to Kerala, they can escape the challenges they face in their current circumstances. They hope that migration to Kerala will provide economic stability and improve their living conditions. The primary reason for the migration of mobile laborers from Tamil Nadu was the lack of rain fall and consequent

crop failures in the state. Workers from Ananthpur in Andhra Pradesh and northern Karnataka migrate to Kerala to escape drought conditions (Cyriac 2022). Many of these workers hailed from regions prone to natural disasters such as floods, cyclones, and droughts. Additionally, the migration of individuals from northeastern states to Kerala is often driven by communal factors.

#### **4.6.2 Pull Factors**

Pull factors play a significant role in attracting individuals to migrate to Kerala. In addition to the push factors in their home states, Kerala offers enticing factors that attract workers even from distant regions. Here are some of the major pull factors that contribute to in-migration to Kerala:

- Abundant Employment Opportunities
- Higher wage
- Political Stability
- Peaceful Social Environment.
- Fewer communal clashes compared to other states.
- Access to quality Healthcare facilities
- Improved Infrastructure
- Better civic amenities and services.
- Effective Law and order system (Bansak, Simpson and Zavodny)

These factors act as attractions for individuals seeking better opportunities and a higher quality of life, drawing them to migrate to Kerala

##### **4.6.2.1 Abundant Employment Opportunities**

The presence of abundant employment opportunities in Kerala attracts migrants to the state (Prasad 2017). The existing labor market gaps have further fuelled this influx of migrants. Kerala offers a wide range of job opportunities, including semi-skilled and unskilled positions, making it an attractive destination for in-migration. Many of the migrants who come from other states have a lower level of education and were previously engaged in semi skilled and unskilled work in their hometowns. Therefore,

it is relatively easier for them to find suitable employment in Kerala, making the state an appealing destination for them. Another employment related factor is the scarcity of the workers in blue collar jobs. The demand for labor in blue collar occupations has created a need for migrant workers to fill these positions (Vijnana 2023).

#### **4.6.2.2 Higher Wages**

High wages serve as another significant factor contributing to migration, particularly in terms of employment opportunities. Kerala stands out in terms of wage structure and levels, significantly differing from other states. The wage rates in Kerala are generally higher than the national average, and in some cases, even higher than average wages in other states. The unorganized sector in Kerala offers the best wage rates in the country (Rajpal 2020), often nearly double the national average for various job categories. This combination of high wages and sustainable job prospects has made Kerala a highly desirable destination for migrants in the country (Shameer and Kasim 2017). Migrants are motivated to move to Kerala because they can earn wages that are double or even triple the amount. Conversely, low wages coupled with a high cost of living in major cities across the country contribute to migration from those areas. However, the cost of living in Kerala is relatively lower, making it a more attractive option. Additionally, wages offered in the agricultural sector are notably higher in Kerala (Rajpal, 2020). According to a study, the average daily wage for agricultural work such as ploughing and tilling in Kerala exceeded Rs 713, while Tamil Nadu followed at Rs 515. The lowest wage recorded in the country was Rs 187. Migrant workers employed in Kerala's paddy field receive generous wages for their work.

The presence of high wages in Kerala has attracted migrant workers from Bihar and Jharkhand, particularly in the agricultural field. In states like Uttar Pradesh and Bihar, agricultural workers are paid wages ranging around 200 rupees, sometimes even as low as 90 rupees. In Kerala, however the wages in the non-agricultural sector are also high. For professions such as carpenters and plumbers, the wages in Kerala surpass the national average. It is not surprising that wages in Kerala are higher than in other states, given that they are already higher than the national average.

Data indicates that while the average wage for various professions in different states across the country range between Rs 200 and Rs 300, employers in Kerala do not pay below Rs 600 for any job. More than 70 percent of workers in Kerala earn wages above 300 per day. Comparatively, the national average daily wage for agricultural workers in rural areas recorded at 321 rupees as of December 2018, while in Kerala, it exceeds 767 rupees, which is more than double the national average. In Odisha, daily wage workers in rural areas was recorded at 321 rupees as of December 2018, while in Kerala, it exceeds 767 rupees, which is more than double the national average. In Odisha, daily wage workers are paid around 239 rupees, while in Uttar Pradesh, it is slightly higher at 247 rupees. Gujarat offers 265 rupees, Tripura offers 270 rupees, and West Bengal provides significantly higher wages at 329 rupees.

According to a study by GIFT, migrant workers in Kerala remit approximately 17,500 crore rupees or an average of Rs 70,000 per person per year to their home states. The high unemployment rate in Kerala, coupled with reluctance among educated youth to engage in minor and blue –collar jobs, has created an environment where high wages attract more workers from outside the state.

According to a study conducted by the Center for Socio-economic and Environmental studies based on Kochi, several factors contribute to long distance migration to Kerala. These factors include higher remuneration for daily wage workers, a safe working environment for women workers, urbanization in Kerala, better opportunities for skill development and labor mobility driving force behind the long-distance migration to the state.

As per the India Wage Report prepared by the International Labour Organization (ILO 2018), Kerala, Jammu and Kashmir, Punjab and Haryana are the states with high casual wages in rural and urban areas. Uttar Pradesh, Assam, Madhya Pradesh, West Bengal and Chhattisgarh are the states with lowest wages for casual workers in urban area while Odisha, Maharashtra, Gujarat, Madhya Pradesh and Chhattisgarh include in the list of states where lowest wage for casual workers in rural areas. The following table presents the wage rate exists in various states.

**Table 11***Wage rate in various states during 2016- 2021*

Sl. No.	State/UT	2016-17	2017-18	2018-19	2019-20	2020-21
1	Andhra Pradesh	232.4	247.5	271.2	291.3	305.3
2	Assam	233.8	245.5	258.3	263.6	299.3
3	Bihar	228.6	237.2	250.9	268.5	289.3
4	Gujarat	204.3	216.1	224.1	234.5	239.3
5	Haryana	352.7	355.5	362.3	376.9	384.4
6	Himachal Pradesh	303.4	330.4	336.4	344.1	342.1
7	Jammu and Kashmir	408.8	417.3	433.9	452.8	483.0
8	Karnataka	238.5	242.4	261.1	263.4	279.2
9	Kerala	615.6	625.6	657.2	670.4	677.6
10	Madhyapradesh	184.4	198.1	202.4	205.9	232.6
11	Maharashtra	215.9	226.7	229.6	240.2	262.3
12	Punjab	300.5	313.1	319.2	331.9	344.2
13	Rajasthan	300.1	301.2	316.3	312.1	329.0
14	Tamil Nadu	389.6	401.7	414.3	438.6	449.5
15	Uttar Pradesh	222.7	244.7	261.1	272.3	286.8
16	West Bengal	259.9	279.3	287.0	291.1	305.8
17	All India	261.3	273.8	284.8	293.9	315.3

Source: Indian Labour Journal, Labour Bureau, Government of India, Various Issues

\*Yearly average wage rates have been calculated from monthly average wage rates.

\*All India data for 2020-21 is the average of 11 months as data for April 2020 is not available

The data presented in the table highlights Kerala as the state with the highest wage rate among all the states. Over the years, the average daily wage rate in Kerala has shown a consistent increase, rising from 615.6 in 2016-17 in 2017-18, and further reaching 670.4 in 2019-20. Comparatively, in 2016-17, Madhya Pradesh had the lowest wage rate at 184, which was significantly lower by 431.2 when compared to Kerala's wage rate.

However, the scenario changed in 2020-21, as Madhya Pradesh's wage rate dropped further to 232.6, While Kerala's wage rate increased to 677.6. This new data signifies that Madhya Pradesh still falls behind Andhra Pradesh's wage rate in 2016-17.

Surprisingly, even in 2020-21, Madhya Pradesh's wage rate is lower than that of Andhra Pradesh, which had the same wage rate as Madhya Pradesh in 2016-17. Hence, it can be concluded that casual workers in Madhya Pradesh received an average daily wage rate of 232.6 in 2020-21, whereas worker in Andhra Pradesh received the same wage rate in 2016-17.

#### **4.6.2.3 Education**

Education serves as a significant factor attracting migration to Kerala. The state's remarkable achievements in the field of education, credited to the Kerala Model of development, contribute to its appeal (Happy). Kerala boasts a high enrollment ratio in schools compared to other states, a high literacy rate, and low dropouts rates among children. These accomplishments have been swiftly attained, further enhancing the allure for migration to the state.

Economically and socially disadvantaged individuals from other states are drawn to Kerala's educational opportunities. They willingly opt to enroll their children in government schools within the state. The state government has implemented various projects to facilitate schooling for migrant children, thereby extending the reach of education to this demographic.

Recognizing the importance of skill and development for migrant workers, the Kerala government is considering skill Development institute. The Indian Institute of Infrastructure and construction has already been established in Kollam city, additional centers of Kerala Academy of Skills Excellence (KASE) will soon be opened in other districts.

To support the education of migrant children, the state Literacy mission has undertaken programs focused on teaching reading and writing skills. Textbooks such as Hamari Malayalam are provided to facilitate the learning of the Malayalam Language. The changathi program has also been introduced to teach migrant children how to read, write, and speak Malayalam.

## 4.7 Schemes initiated in Kerala for the welfare of Migrant Workers

Various district corporations and agencies in Kerala have recognized the significant contribution of migrant workers to the state's development and have taken pro active measures to support their well being. These initiatives encompass a range of projects, programs, and schemes aimed at addressing the needs of migrants. The areas covered by these programs include accommodation provisions, health care insurance, educational opportunities, welfare funds, counseling services, and more.

**Table 12**

*Welfare programs*

State wide programs	Programs launched by district authorities
Kerala Migrant Workers Welfare Scheme	Garima Project- Kozhikode Corporation
Aawaz Insurance scheme	Roshni- Eranakulam
Apna Ghar housing project	Meeti Malayalm- Kozhikode
Changathy Literacy Scheme	
Aalay Scheme	
Guest app	
Ananya Malayalam	

### 4.7.1 Kerala Migrant Workers Welfare Scheme

The Kerala Migrant Workers Welfare Scheme, introduced in 2010, encompasses various measures to enhance the well being of migrant workers. The scheme focuses on key areas such as accommodation, health insurance, education and skill development, welfare funds, and counseling (Haseena 2015).

To address the housing needs of migrant workers, the scheme emphasizes the provision of safe and hygienic accommodation facilities. Dormitories and shelters have been set p across different locations, ensuring suitable living conditions for these workers.

Recognizing the importance of health care, the scheme offers health insurance coverage to migrant workers. This ensures their access to necessary medical services and provides financial assistance during emergencies, ensuring their well being.

Education and skill development are prioritized to empower migrant workers and their children. The scheme promotes educational opportunities for children and encourages skill development programs for the workers themselves, enabling them to enhance their prospects and improve their livelihoods.

Welfare funds have been established to extend financial support to migrant workers during challenging times. These fund are utilized to offer aid during emergencies, including accidents, natural disasters, and unforeseen circumstances, assisting workers in times of need.

The scheme also prioritizes the mental health and emotional well being of migrant workers. It incorporates counseling services to address their psychological needs, ensuring their overall welfare. Additionally, grievance redressal mechanisms are in place to effectively handle and resolve any concerns or issues raised by the workers.

Through the implementation of these initiatives, the Kerala Migrant Workers Welfare Scheme aims to create a supportive and inclusive environment for migrant workers. By addressing their basic needs, promoting education and skill development, offering health care coverage, and providing assistance during emergencies, the scheme endeavors to enhance their overall quality of life and well-being. This act now been incorporated into the Occupation, Safety, Health and Working Condition Code 2020, and code commonly known as OSH code (Thachil 2022)

#### **4.7.2 Health Insurance Scheme-Aawaz**

The Aawaz health care cum insurance scheme was launched in 2017 by the Kerala State government to cater to migrant workers. It provides free medical treatment upto Rs 15000 and insurance coverage of Rs 200000 for accidental death to eligible workers aged 18-60. Treatment is offered in government and select private hospitals( Majini and Tomy 2023). The scheme aims to benefit over 2.5 million workers and

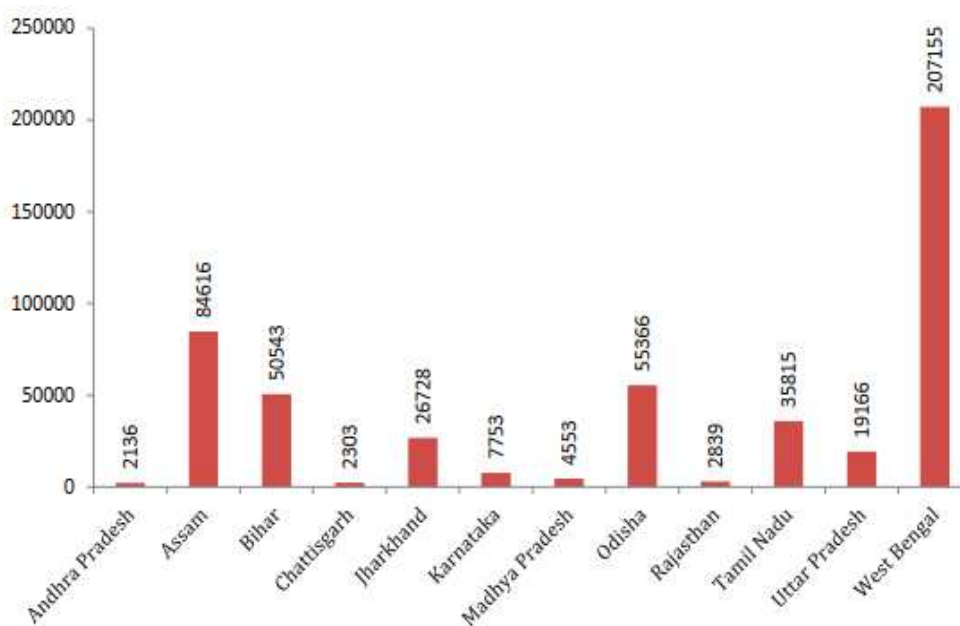
serve as a comprehensive record for the government. Registration centers and offices were set up in the Ernakulam district, resulting in around 26,000 registrations. A private entity now manages the registration process, utilizing fingerprints and iris scans to issue identity cards. Over 500,000 workers have registered across the state in the past four years (2016-2020). The state government has recently increased the medical coverage to Rs 25000.

According to a survey conducted by the Don Bosco Veedu Society in Trivandrum, as part of the Kerala Interstate Migrants Alliance for Transformation (KISMAT), 50% of the migrant workers sampled (1500 in total) in Kerala were found to be unregistered in any insurance scheme. Among those working in companies, only 22.8% had health insurance, and a mere 28% had Aawaz insurance.

As of August 31, 2020, the Aawaz registration records indicated that a total of 507,024 registered migrants. However, registration had been halted in arch 2020 due o Covid -19 lockdown measures, and a substantial number of workers had already returned to their native states via special trains.

**Figure 1**

*Distribution of migrant workers from different states as on August 31, 2020 as per AAWAZ Registration*



West Bengal has seen the highest number of registrations for the Aawaz scheme, with over 200,000 migrant workers from the state enrolling as of 31, 2020. Assam has also witnessed a significant number of registrations. Conversely, the lowest registration has been observed among migrants from Andhra Pradesh.

During the Assembly Session (March 2022, Labor Minister V. Sivankutty reported that a significant number of migrant workers, approximately 513,000 have successfully registered for the state government's Aawaz health insurance scheme. Additionally, 58,8888 migrant workers have enrolled in the government's welfare scheme.

**Table 13**

*Distribution of registered migrant workers from other States/Union Territories in the districts of Kerala (as on August 31, 2022) as per AAWAZ Registration.*

SI No	District	Total
1	Thiruvananthapuram	63788
2	Kollam	24946
3	Pathanamthitta	24119
4	Alappuzha	36927
5	Idukki	19587
6	Kottayam	34251
7	Ernakulam	115053
8	Thrissur	41900
9	Palakkad	24694
10	Malappuram	29856
11	Kozhikode	44628
12	Wayanad	11839
13	Kannur	28874
14	Kasaragod	15858
Total		516320

As of August 31, 2022, the AAWAZ Registration data reveals the distribution of registered migrant workers from other states/ union Territories across various districts in Kerala. Among the districts, Thiruvananthapuram has the highest number of registered migrant workers, with a total of 63, 788 individuals. On the other hand, Wayanad has the lowest number of registered migrant workers, with only 11, 839 individuals. This indicates a significant disparity between the highest and lowest numbers. Ernakulam, being another major district, stands out with 115,053 registered migrant workers, showcasing a substantial influx of workers in that area. As of 31, August , 2022, a total of 44,628 migrant workers have registered in the AAWAZ scheme from Kozhikode district. Officials of Labour office Ernakulam remarked that a total of 11,505 labourers registered for the scheme, out of this 105040 were male, exemplifying the prevalence of male dominated labor in the region. However it was encouraging to witness 9986 female labourers taking part in the initiative, and remaining 29 were among transgender community.

### **4.7.3 Apnaghar housing scheme**

Kerala has achieved a significant milestone in its history by launching a groundbreaking initiative to offer secure, affordable and hygienic rental accommodations for the migrant workers in the state. This endeavor named Apna Ghar which translates to “our Home” in English, is being executed by Bhavanam, a public sector non -profit company owned by the State Government. In 2017, the government successfully completed its inaugural project in Kanjikkode, Palakkad district, with an investment of 8.5 crore rupees (Deccan Herald 2019). The four-storey building comprises 64 rooms and is equipped with essential amenities such as fire-fighting system, rain water harvesting system, diesel generator, round- the clock security, and CCTV surveillance (Malai Kotal, Chakrabarti and Patel 2022). Furthermore, the facility aims to provide educational and health care services for the children of plantation workers, in addition to the migrant laborers from states like Bihar, Uttar Pradesh, West Bengal, and Odisha who are employed at KINFRA IIP and other units in Kanjikkode. The primary objective of the Apna Ghar project is to offer migrant laborers hostel accommodations with all necessary facilities on a rental basis.

A bed can be availed by migrant worker at a rent of 1000 per month (Sarun and Amala 2024)

The building is divided into three blocks and includes 32 kitchens, 96 bathrooms, 8 dining halls, and areas for drying clothes. Each room can accommodate a maximum of ten workers. Special resting areas have been provided to allow workers to relax after long hours of strenuous work. The construction of this building was overseen by the Centre of Science and Technology for Research and Development (COSTFORD) an organization based in the city that offers technical assistance in alternative building techniques. Kerala Industrial Consultancy (KITCO) also provided supervision during construction process (Bhavanam Foundation 2017)

The house was completed and inaugurated by the Chief Minister of Kerala on February 23, 2019 , and operations commenced on March 1, 2019. Similar projects are planned for other districts, and the government has already sanctioned land for the project in Thiruvananthapuram.

#### *Two new Schemes*

To implement the Apna Ghar Project- Ramanattukara Scheme and the Apna Gahr project-Kalamassery Scheme, BFK has leased one acre land each at KINFRA Advanced Technology Park in Ramanattukara, Kozhikode, and KINFRA Hi-Tech Park in Kalamassery in Ernakulam. Additionally the one project is built in Kinaloor at KSIDCs industrial growth center.

#### *Apna Ghar – Kinaloor Unit*

BFK leased one acre of land in Kinalur, Kozhikode district, from KSIDC's Industrial Growth Centre. The purpose of the lease was to construct Apna Ghar to accommodate approximately 520 workers.

In the first phase of the project, BFK completed the construction of the ground floor, which comprises a lobby area, wardens' room, office room, sick room, dining area with seating for 180 persons, a kitchen with work area, store room, food preparation

room, and dish wash area. Additionally there is a toilet block and four bed rooms with a total of 100 beds (The Hindu 2023).

The project was part of the government's 100 days program and was officially inaugurated on May 06, 2022. The hotel started operating and accommodating guests from October 1, 2022. As of May 05, 2023, there are 35 migrant workers currently living in the hostel.

#### **4.7.4 Changathy- Literacy Program**

The Kerala state government has launched a literacy program called Changathy specifically designed for migrant workers. The program, overseen by KSLMA (Kerala State Literacy Mission Authority), aims to teach migrant laborers how to read and write in both Malayalam and Hindi languages (The Times of India, 23 Nov 2018) within a four-month period. The initiative has been implemented in Perumbavoor, a significant hub for migrant workers in the Ernakulam district. Initially, the program has identified 400 beneficiaries for its first phase, with a positive response from workers hailing from West Bengal, Bihar, and Odisha. In the subsequent phase, the program has been extended to workers from 17 other states. The primary goal of the program is to combat social exclusion faced by migrants and elevate their status in Kerala Society acknowledging their substantial contributions to the state's development. In addition to literacy training, the program also includes orientation classes on Kerala's cultural and social aspects as well as promoting health awareness among the participants.

The program offers five hours of weekly classes to beneficiaries, organized in study center consisting of five to ten clusters. Each cluster consists of 15 to 20 participants, and an instructor who is proficient in both languages is assigned to each center. Qualified migrant workers and students from Literacy Mission Higher Secondary Equivalency courses are utilized for teaching.

Specifically the "Hamari Malayalam" textbook, exclusively designed for migrant workers. This text book contains 25 chapters covering a range of topics including health, technology, workers' rights, ethical values, and hygiene. The text aims not

only to teach the language but also to instill basic lessons on sanitation, health, and good manners.

Following its success in the Ernakulam district, the government expanded the program to other districts. Each district selected one ward for implementation, with some local self-government already initiating the program. Recently, the program was launched in various areas, including Kazhakkuttam, Perinad, Koyipuram, Mannancheri, Payippad, Karikunnam, Chavakkad, Perinthalmanna, Narikkuni, Chirakkal, and Manjeswaram.

As of August 2019, around 2,890 migrant workers, including 145 women, had registered for the program. The majority of beneficiaries were from West Bengal (1,390 workers), followed by workers from Assam (459), Bihar (245), Odisha (181), and Tamil Nadu (166). Other registrations included workers from Uttar Pradesh, Jharkhand, Karnataka, Chhattisgarh, Rajasthan, Tripura, Andhra Pradesh, Maharashtra, Manipur, Delhi, Gujarat, and Madhya Pradesh (The Hindu 2 Aug 2019).

In the second phase, it will be launched in some other places too. These are listed below.

Pazhayakunnumel panchayat in Kilimanoor block (Trivandrum).

Thodupuzha municipality (Idukki)

Chengala grama panchayath (Kasargode)

Sulthan Bathery (Wayanad)

Tirurangadi municipality (Malappuram)

Narathu grama panchayat (Kannur)

Ulavanna grama panchayat (Kozhikode)

Mayyanad grama panchayat (Kollam)

Nedumbassery (Ernakulam)

Ilanthoor grama panchayat (Pathanamthitta)

Vazhoor (Kottayam)

Panavalli (Alappuzha)

Kaiparambu (Thrissur)

Vaniyamkulam in Palakkad

As reported in a newspaper, around 4,000 migrant workers from other states have gained proficiency in Malayalam through the completion of two phases of the 'Changathi' literacy program. Regular exams are conducted by the authorities, with 503 migrants in Perumbavoor taking the exam, and 469 of them passing. In the first phase, workers from Odisha successfully achieved Malayalam proficiency, totaling 1,738 workers. The second phase, initiated in 2019, saw 1,750 out of 1,998 workers clearing the exam.

The exam consists of three sections: writing (worth 40 marks), reading (worth 30 marks), and arithmetic (worth 30 marks). Each section has a different minimum pass mark requirement. The minimum pass mark for writing is 12, while for reading and arithmetic, it is 9. Any worker who obtains at least these minimum marks in each section will be considered as having passed or qualified.

On May 31, 2023, Kerala State Literacy Mission officials reported that 444 migrant workers have registered for the Changathy Literacy Scheme from Trivandrum district.

#### **4.7.5 AALAY: Guest Workers Friendly Residence in Kerala.**

This initiative aims to offer suitable housing options for guest workers by partnering with Local Self Governments (The Hindu 2020). Landlords who are interested in renting out their properties to guest workers can participate in this program by registering with the Labour Department (Government of Kerala). These registered houses are then made accessible for guest workers to reside in. As of October 2022, a total of 493 building have been successfully registered under this scheme. But it increased to 1499 as of 19/07/2023. The registration portal offers three main options for users: House owners can register their properties, workers can register themselves, and officers can log in to access the systems.

#### **4.7.6 Guest App**

In April 2022, the Kerala government introduced a unique mobile application called Guest App, which became the first of its kind in India (Niyamasabha.nic.in 2022). The app was developed by the Building and other Construction Workers Welfare Fund

Board to facilitate the online registration of migrant workers, aligning with the Interstate Migrant Workmen Act of 1979 (The New Indian Express 28 Jan 2023). The launch of this app was motivated by the low registration of migrant workmen in the Kerala Migrant Workers Welfare Scheme, with only 58,888 workers enrolled since its establishment in 2010 (as of March 2022).

The main objective behind this app was to simplify the registration process from guest workers. District executive officers from the Welfare fund board, along with labor department officials, are responsible for conducting registrations. They visit worksites, capture photographs of each other, and complete registration process using the mobile app (The New Indian Express 12 Apr 2022). Additionally, the app allows for the delivery of a digital copy of the worker's identity card to their WhatsApp number. A budget of Rs 30 lakh has been allocated for the development and implementation of this mobile application.

#### **4.7.7 Ananya Malayalam**

Kerala has been recognized as the most advanced state in terms of literacy, Government of Kerala has made a significant decision to provide Malayalam language education to labourers migrating from outside the state, regardless of their origin. In numerous locations across Kerala, such as the coffee plantations and coastal areas, there exists a substantial population of migrant workers originating from various states. These individuals have chosen to reside in this magnificent land. Recognizing their presence, the Kerala government has taken a significant step by introducing the "Ananya Malayalam" Scheme. This initiative aims to teach the migrant workers the Malayalam language. Through this program, efforts are being made to provide them with the necessary language skills to integrate and communicate effectively within the local community. The program is officially inaugurated by the Chief Minister Pinarayi Vijayan on 18-May 2023 at Sreekaryam, Trivandrum.

The Ananya Malayalam project, initiated by the Kerala Department of Culture, has been launched to promote the learning of Malayalam among migrant workers. In the first phase of this program, the constituency of Kazhakkootam has been selected as

the starting point (The New Indian Express 18 ay 2023). Dedicated activists involved in the Ananya Malayalm program are actively teaching the Malayalam language to migrant workers. The choice of Kazhakkootam as the starting point for the program is based on a significant factor: the constituency is home to more than 75,000 migrant workers. This substantial migrant population in Kazhakkootam has led to the program being initiated in this location during its initial phase. Murukan Kattakkada the project's director, mentioned that initially ASHA workers and selected teachers will be responsible for conducting Malayalam classes for migrant workers. In addition a special text book is being developed specifically for teaching the language to non native speakers. Vinod Vaishaki, the program's director, explained that this textbook will incorporate a simple grammar structure, enabling the straightforward teaching of the Malayalam Language to individuals who are not native speakers. We are moving forward with the guest workers as an integral part of Kerala Society," Chief Minister stated in the launching of program. And he added that guest workers have become an integral part of the state today, regardless of urban or rural distinctions. They are present in various sectors, with around 20lakh individuals involved in the construction industry and approximately 7 lakh individuals engaged in the production sector. A significant portion of them reside with their families in the production sector. Due to this Chief Minister emphasized the need for Malayalam language education not only for the schooling of their children but also for their involvement in government office -related activities and various other engagements.

Minister Saji Cherian was appointed as the Chairman of the mission. Malayalam teachers are directly deployed to the places where guest workers reside, under the leadership of the Malayalam Mission, to teach the language. The minister mentioned the benefits of creating WhatsApp groups and other platforms for this purpose.

#### **4.7.8 Garima**

Kozhikode city corporation authorities implemented the Garima Project (2017) to ensure housing facilities for migrant workers in the district (Gopakumar, Divya, Sonu et.al 2024). After the extensive inspection of health inspectors in the civic body in the houses provided on a rental basis to migrant workers, houses of migrant workers are

rated based on eight factors: Location of the rental house/ migrant workers camp, condition of bedrooms, available bed facility as the norm prescribes a bedroom for an individual with 2.5 sq feet carpet area, toilet, bathroom facility, kitchen and dining hall, solid waste management, availability of drinking water and general hygienic concept (The Times of India 2017).

The project was designed by the district administration following reports on the pathetic condition of housing facilities of migrant workers, especially housing units given on a rental basis in the district. This was brought to the attention of the district collector following the outbreak of Cholera at the Thengilakkadavu in the area of Mavoor Grama Panchayat.

According to the officials, ratings of the housing units will be Very Good, Good, Average, and Bad. Three marks will be provided to houses which are treated as very good, 2 for good, one for average, and Zero will be rated to the rental houses or camps which are considered as bad as per the eight factors.

As per the report on 2018 January, City Corporation has commenced inspection at the buildings and camps provided to migrant workers for their accommodation. The inspection is being carried out to check the decency of the housing units and evaluate their rating as per the project. The special drive covered 144 buildings that were issued improvement notices during a drive held in 2017 October and November. The Corporation officials have inspected 228 accommodation units. As per the drive of November one rental unit has got an A grade out of 188 housing units. The housing unit which has got A has satisfied all the conditions of the scheme. Nearly 23 housing units rated as B and C are treated as average and below average and 76 are treated as bad.

On 20 March 2018, a Medical Camp was organized by the administration with the support of Kozhikode Medical College and Nursing College. More than 200 migrant workers took part in the camp which was organized as a part of the Garima Project (The Hindu 4 Feb 2019). The participants were offered comprehensive health checkups. The camp provided facilities for a blood test, a check-up for lifestyle disease detection, and medical awareness on several diseases that have been recurring

among grant labors. The Camp was conducted at Cheruvannoor which is the hub of the footwear industry which absorbs most of the migrant workers in the district.

#### **4.7.9 Roshni**

The Ernakulam Corporation has implemented the Rohni Project, a socio- educational program aimed at uplifting the children of migrant workers (Sreehari 2019). The project was initially introduced on October 19, 2017, in four schools, Union LPS Thrikkanarvattam, Govt LPS Ponnuruni, Govt LPS Kundanthara, and Govt HS Binanipuram, which had a high number of migrant children (Jayasree 2021). It serves as a socio- cultural bridge for these children and is being implemented as a pilot project with plans for expansion in the future.

The main objective of the Roshni project is to reduce dropout rate among migrant children by providing various programs and nurturing their talents through scientific means. A survey 2018 indicated that there are approximately 2000 migrant children spread across 18 schools in the district, and their dropout rate is major concern. Another study conducted by the Sarva Shiksha Abhiyan (SSA) in Ernakulam revealed that there are over 2,500 migrant children predominantly from Bihar, West Bengal, Karnataka, Tamil Nadu, Odisha, Assam, and Nepal studying in schools in the district. The study highlighted irregular school attendance and early dropouts among these children.

The project aims to address the communication barrier faced by migrant children, as the instructional language in schools is Malayalam, which many of them find difficult to cope with. To overcome this challenge, the project provides special language packages and additional morning classes of approximately 90 minutes, where the children are taught, Malayalam, English and Hindi using code-switching strategies. Volunteers proficient in Hindi, Bengali, and Oriya are involved in communicating with the children and effectively addressing their issues. The project also includes provision for balanced morning meals, comprehensive intellectual workshop, and study tours.

The Roshni project is currently being implemented in 18 schools, including GLPS Pallilamkara, GUPS North Vazhakkulam, GUPS North Allapra, Nirmala LPS Malamuri, GLPS Malayidamthuruth, GLPS Uliyannur, CKC LP Ponnuruni, GLPS Thrikkakara, LF UP Kaloore, St Joseph UP Kadavanthra, St George UP Poonithura, KM UPS Eroore, GHS Nellikuzhi, SNHS Thrikkannarvattom, GUPS Kandanthra, GHS Binanipuram, Union LPS Thrikkannarvattom, and GLPS Ponnuruni.

According to a Newspaper report, approximately 1,250 migrant children in grade 1 to 7 across 40 government and aided schools in the district benefitted from the Roshni project during the 2020-21 especially during the pandemic. Roshni proved a resounding success, it was expanded to 20 schools covering 620 students in the second phase during the 2018-19 academic year and 38 schools covering 1,235 students in the third phase (The Hindu 8 June 2023).

#### **4.7.10 Meeti Malayalam**

The Samagra Shiksha office in Kozhikode district, Kerala initiated a project called Meeti Malayalam to assist children of migrant laborers in learning the Malayalam language through Hindi. The project commenced on November 1, 2022 and initially covers 30 schools. A survey conducted in Kozhikode identified over 300 students from classes 1 to 7, belonging to migrant laborer families, who face difficulties in their studies due to their limited proficiency in Malayalam. In response, a learning module has been developed to enhance their reading and writing skills.

Experienced teachers proficient in both Malayalam and Hindi conduct a two day workshop to introduce the alphabets and communication methods to the students. The first phase of teaching focuses on alphabets and progress towards communication techniques. A dedicated time slot for Meeti Malayalam will be included in the students' daily schedule. After six weeks, the mother of these students will also be involved in the project. The long term plan includes extending the project to higher classes and other districts. The project not only aims to support these children but also contributes to the promotion and expansion of the Malayalam language.

The official inauguration of the project was held on October 31, 2022 conducted by the Minister for Public works, P. A Muhammad Riyas.

### **Eranakulam District**

The educational authority of Samagra Shiksha Kerala has taken a significant step to address the educational needs of migrant students in Eranakulam. These students, comprising approximately 5000 children, are the offspring of guest workers in the district. The primary goal of this initiative is to prevent students' dropouts and overcome challenges like language barriers faced by these migrant students. To achieve this, the Health and Social Justice Department is collaborating to develop a tailored teaching module that offers support and psycho-social assistance to students in specific situations.

A study conducted in August 2021 revealed that 900 children of guest workers were not enrolled in any schools. Subsequently, measures were taken to ensure that these children attend educational centers to receive appropriate education according to their age and academic level. Eranakulam is home to around 5000 out of the total 11,000 migrant children in the state (Ref: The Times of India, October 14, 2021).

## **4.8 Unveiling the Struggles and Obstacles faced by Migrant workers in Kerala**

Migrant workers in the state of Kerala face numerous challenges and problems, despite their significant contribution to the state's development. They often experience social integration issues, language barriers and discrimination from locals. This marginalization leads to difficulties in accessing social security measures and benefits offered by the government. Although they may earn higher wages compared to their hometowns, their earnings are still lower than that of native workers. Additionally, they are sometimes subjected to delayed or insufficient wages, long working hours and unhygienic conditions.

A workshop on Stakeholders Consultation on Labor Migration to Kerala, revealed that many migrant workers endure wretched living conditions leading to health

problems. The lack of union membership leaves them without representation to voice their grievances and benefit from government programs. Hazardous working environments and accidental deaths are common issues they face in their workplaces.

Housing is another major concern for migrant workers, as they struggle to find safe and hygienic accommodations. Many of them live in overcrowded and substandard rented house with inadequate sanitation facilities and waste management systems. Discrimination further complicates their search for suitable housing options.

Due to their unawareness of available free medical services, they resort to private clinics or hospitals during emergencies, leading to high medical expenses.

Addressing these challenges requires concerted efforts from government local communities, and relevant stakeholders to ensure the fair treatment, safety, and well being of migrant workers in Kerala. Adequate housing options, improved labor rights and protections, better access to health care , and measures to promote social integration are essential steps towards a more inclusive and equitable society for all residents , including migrant workers

#### **4.9 Kerala's Pandemic Assistance for Migrant Workers: Welfare Initiatives in Difficult Times**

The abrupt imposition of lockdown measures during the pandemic left migrant workers in despair and panic. Faced with uncertainty, many of them made hasty attempts to return to their home states, becoming integral to the unfolding phenomenon of reverse migration. This mass movement entailed several challenges and repercussions. Migrant labourers in many states are up

in arms for the lack of facilities given to them, including transport to their states; the more than 3.5 lakh ' guest workers' in 19,764 camps in Kerala have no complaints and are waiting for the dangers of the pandemic to pass (Economic Times, 2020).

## **4.9.1 Implemented Measures**

### **4.9.1.1 Rehabilitation**

During the lockdown in Kerala, around 500,000 migrant workers were present in the state. In response to this, the Labor Department identified 434,280 ISM workers who had lost their jobs and income. They were accommodated in 21,556 camps located across the state. These camps were equipped with provisions for food, water, as well as recreational facilities such as television and indoor games. According to the State Planning Board's Economic Review for 2020, with the active involvement of the Labor Department, no guest workers experienced shortages in food, water, or other essential physical necessities.

### **4.9.1.2 Provision of drinking water and cooking facilities**

The labor department has disclosed that they are ensuring the provision of essential amenities such as drinking water and cooking facilities in the camps. To meet their nutritional needs, the state-run Milma is supplying milk to the camps. Furthermore, the workers are being offered meals from a communal kitchen.

### **4.9.1.3 Awareness programs**

The state government has also taken steps to raise awareness among guest workers about the seriousness of the COVID-19 pandemic and the significance of practicing social distancing through posters, announcements, and video messages available in various languages, including Assamese, Oriya, Hindi, and Bengali.

Migrant workers are invaluable contributors to Kerala's economy, and many of them view the state as an ideal place to work and settle. They recognize that Kerala offers amenities and opportunities that are often lacking in their hometowns. It is crucial for the state government and district officials to acknowledge the significance of these workers to ensure they are treated with respect and fairness. The challenges and vulnerabilities faced by the migrant workers need to be brought to the forefront and addressed promptly.

By recognizing positive impact of migrant workers on Kerala's development, the government can implement policies and programs that support their well being and integration. This could involve improving access to social security measures, addressing language barriers, combating discrimination, and promoting better working conditions. Creating awareness among the local population about the contributions of migrant workers fostering a sense of inclusivity and acceptance is also important.

Moreover, establishing channels for dialogue and grievance redressal can provide a platform for migrant workers to voice their concerns and seek resolution. It is crucial to expedite efforts to tackle these issues and ensure that migrant workers are able to live and work in Kerala with dignity, safety and the same opportunities as their native counterparts. By doing so, Kerala can truly harness the potential of its migrant workforce and create a harmonious and prosperous society for all.

CHAPTER V

**ANALYSIS OF THE PRIMARY SURVEY:  
PROFILE OF INTERNAL MIGRANT  
WORKERS IN KERALA**

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## 5.1 Introduction

In the previous chapters, the analysis primarily relied on secondary data. However, the current research places a significant emphasis on gathering primary data. This involves obtaining information directly from the individuals being studied. Various factors such as gender, age, marital status, state of origin, and educational qualification have been identified as influential factor in the migration of workers to the state. By considering these details, we can gain a clearer understanding of the sample respondents and their demographic characteristics. In addition, this information provides valuable insights into their profiles and helps paint a more comprehensive picture of the study participants.

For this study, a multi stage random sampling approach was adopted to select sample respondents from three districts in the state, namely Ernakulam, Trivandrum and Kozhikode. A total 400 samples were taken from 15 specific areas distributed across these three districts. The selected areas for data collection are as follows:

Ernakulam: Perumbavoor, Kochi, Kaloor, Kalamasery, Aluva

Trivandrum: Vizhinjam, Kazhakkootam, Varkkala, Poovar, Neyyattinkara

Kozhikode: Kozhikode corporation, Feroke, Thamarassery, Kinaloor, Kuttyadi

**Table 14**

*The district-wise and area-wise distributions of the samples*

<b>District</b>	<b>Frequency</b>	<b>Percentage</b>	<b>Cumulative Frequency</b>
Ernakulam	200	50	50
Trivandrum	100	25	75
Kozhikode	100	25	100
<b>Total</b>	<b>400</b>	<b>100</b>	<b>100</b>

Area	Frequency	Percentage	Cumulative Frequency
<b>Eranakulam</b>			
Perumbavoor	40	20	40
Kaloor	40	20	80
Kochi	40	20	120
Kalamassery	40	20	160
Aluva	40	20	200
<b>Trivandrum</b>			
Kazhakkootam	20	20	20
Vizhinjam	20	20	40
Varkkala	20	20	60
Poovar	20	20	80
Neyyattinkara	20	20	100
<b>Kozhikode</b>			
Kozhikode Corporation	20	20	20
Feroke	20	20	40
Kuttyadi	20	20	60
Thamarassey	20	20	80
Kinaloor	20	20	100

A random sample of 400 migrant labourers was selected from three districts, with 200 samples specifically taken from Eranakulam. Given that Eranakulam absorbs the highest number of migrants in the state, these 200 samples were randomly selected from 5 areas in the district. The remaining 200 samples were randomly selected from 10 different areas within the districts of Trivandrum and Kozhikode.

## 5.2 General Characteristics of Sample Respondents

**Table 15**

*Gender Wise Distribution of Samples*

Gender	Frequency	Percentage	Cumulative percentage
Male	332	83	83
Female	68	17	100
Total	400	100	

Source: Field Survey

The data suggests that among in-migrant Labourers in Kerala, the majority 80% are male while the minority (17%) are female.

**Table 16**

*Age wise distribution of samples*

<b>Age</b>	<b>Frequency</b>	<b>Percentage</b>	<b>Cumulative Frequency</b>
15-24	72	18	18
25-34	103	25.75	43.75
35-44	154	38.5	82.25
45-54	66	16.5	98.75
55-64	5	1.25	100
Total	400	100	

Source: Field Survey

Half of the total sample size falls within the 15-34 age group, with 72 laborers aged 15-24, it constitutes 18 % of total. This suggests that a portion of them initiates their work in Kerala, making it as their first work place. A minority (1.25%) belongs to the 55-64 age groups. The table shows that presence of significant younger workforce in Kerala, a concentration of first time job seekers and a relatively smaller representation of older individuals.

**Table 17**

*Marital Status*

<b>Marital Status</b>	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Percent</b>
Single	100	25.0	25.0
Married	292	73.0	98.0
Widow/ separated	8		
Total	400	100.0	

Source: Field survey

According to this table, 72% of workers are married, indicating aspiration for a successful and prosperous life.

**Table 18***Religion of Samples*

<b>Religion</b>	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Percent</b>
Hindu	203	50.75	50.75
Islam	183	45.75	96.5
Christian	14	3.5	100.0
Total	400	100.0	

Source: Field survey

The data provides information regarding the religious diversity among in-migrant workers in Kerala. The majority of these workers identify as Hindu (50.75%), followed by Islam (45.75%), with a smaller proportion being Christian (3.5%).

**Table 19***Caste*

<b>Caste</b>	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Percent</b>
General	32	8.0	8.0
OBC	324	81.0	89.0
SC	31	7.75	96.75
ST	13	3.25	100.0
Total	400	100.0	

Source: Field Survey

The above table shows that the majority of these workers belong to the OBC Category which accounts 81.0% of the total ,followed by smaller percentages in the general(8.0%), SC(7.75%), and ST(3.25) categories. The small percentage of general category implies that there is relatively less representation of workers from the general category among in-migrant labourers in Kerala.

**Table 20***Native State*

<b>Native state</b>	<b>Frequency</b>	<b>Percentage</b>	<b>Cumulative Percentage</b>
Assam	66	16.5	16.5
Uttar Pradesh	64	16	32.5
Bihar	33	8.25	40.75
West Bengal	32	8	48.75
Nagaland	31	7.75	56.5
Tamil Nadu	29	7.25	63.75
Manipur	27	6.75	70.5
Oddisha	26	6.5	77
Gujarat	25	6.25	83.25
Maharashtra	20	5	88.25
Madhya Pradesh	20	5	93.25
Jharkhand	15	3.75	97
Chhatisgarh	6	1.5	98.5
Rajasthan	4	1	99.5
Karnataka	2	0.5	100

Source: Field Survey

The data reveals diverse regional origin of in-migrant workers in Kerala, reflecting the state's status as a hub for labor migration from across India. Assam stands out as the most prominent contributor, with 16.5% of the workers hailing from there, followed closely by Uttar Pradesh at 16%. Other significant contributors include West Bengal (8.0%) and Bihar (8.25%). Additionally variety of states ranging from Tamil Nadu (7.25%) to Nagaland (7.75%) is represented among the in-migrant workers, showcasing the multi cultural nature of Kerala's labor force. While some states make minor contributions such as Rajasthan (1.0%), Karnataka (0.5%) and Chhattisgarh (1.5%), the overall data set underscores Kerala's role as a destination for labor migration, drawing workers from diverse regions to bolster its workforce.

The data on the home state of migrant workers indicates variations when compared to previous research conducted in GIFTT - 2013. According to the earlier study, West Bengal was identified as the primary source state for migrants. However, the current study reveals a shift in this trend, with Assam now being recognized as the predominant source state. This significant change has taken place over a span of 8 years.

**Table 21**

*Year of Stay in Kerala.*

<b>Year of stay</b>	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative percent</b>
1-5	206	51.5	51.5
6-10	160	40	91.5
11-15	22	5.5	97.0
16-20	5	1.3	98.3
More than 20	9	1.7	100

The table depicts that total of 206 workers (51.5%) have between 1 and 5 years of stay in Kerala. Another 160 workers (40%) have between 6 and 10 years of stay. There are 22 workers (5.5%) with year of stay ranging from 11 to 15 years. A small group of 5 workers (1.3%) falls within the 16 to 20 years of stay. The remaining 9 workers (1.7%) have 21 or more years of stay.

The data shows relatively balanced distribution of year of stay, with the majority having less than 10 years of residence. However, there is a notable increase in the percentage of individuals with 8 or more year of stay (19.0% for 8 years, and a cumulative 3.0% for 9 to 20 years.) indicating a segment of the sample with longer – term residency. There are a few outliers very high years of stay (eg.17, 18, 20 years), but these represent a small percentage of the overall sample.

**Table 22***Educational Qualification*

<b>Educational qualification</b>	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Percent</b>
No formal schooling	181	45.25	45.25
Primary	206	51.5	96.75
Secondary	13	3.25	100
Total	400	100	

Source: Field Survey

The table reveals that there are 181 respondents (45.25% of the total who reported having no formal schooling. 51.5% of the total (206 respondents) has completed primary education. A smaller group of 13 respondents that is 3.25% of the total has completed secondary education. In Kerala, the informal labour market attracts a significant number of migrants, and the qualifications of such migrant labor are often low because the demand in the Kerala informal labour market is primarily for unskilled or low-skilled workers.

### **5.3 Work Details of Sample Respondents: Insights into Employment Patterns and Characteristics**

Work Details play a crucial role in migration decisions for several reasons. Wage rate plays a significant role, as individuals compare the wages they receive in their native state to those available at the destination. Higher wage rate at the destination often attract migrants in search of better economic opportunities and an improved standard of living. Additionally, the availability of occupational opportunities is crucial. People may choose to migrate if they find a wider range of job options or specific occupations that align with their skills, qualifications, and interests. Wage disparities between native state and the destination also play a role, as significant differences can motivate individuals to move in search of higher earnings for their labour. Furthermore, the work hours and days offered at the destination can impact migration decisions. Individuals may prioritize a better work-life balance or seek more favorable work

schedules, leading them to migrate to locations that provide flexible or preferred working arrangements. The chapter envisages following details:

**Table 23**

*Current Occupation of samples*

	Frequency	Percent	Cumulative Percent
Construction sector	205		
a. Mason	184	51.25	51.25
b. Helper	21		
Footloose worker	39	9.75	61
Manufacturing sector	27	6.75	67.75
Hospitality	76		
a. Worker	66	19	86.75
b. Waiter	10		
Retail trade	12	3	89.75
Farmer	7	1.75	91.5
Domestic worker	34	8.5	100
Total	400	92.0	

Source: Field Survey

The provided data offers insights into the distribution of migrant laborers across various employment sectors. The largest segment of this workforce is employed in the construction sector, encompassing roles such as masons and helpers, making up 51.25% of the total labor force. A significant portion, 9.75%, consists of footloose workers. The manufacturing sector employs 6.75% of these workers. The hospitality sector, which includes restaurant workers and wait staff, employs 19% of the migrant labor force. In comparison, a smaller share, 3%, is engaged in retail trade, and an even smaller fraction, 1.75%, are involved in farming. Domestic workers constitute 8.5% of the total workforce. In summary, the majority of migrant workers find employment in the construction and hospitality sectors, while manufacturing, retail, farming, and domestic work have a relatively smaller presence, showcasing the diverse range of employment opportunities available to migrant laborers.

**Table 24***Previous occupation*

Occupation	Frequency	Percentage	Cumulative Percentage
No job	170	42.5	42.5
Farmer	128	32	74.5
Mason	45	11.25	85.75.
Restaurant worker	37	9.25	95
Coolie	20	5	100
Total	400	100	

The data reveals the distribution of occupations among migrant laborers in their native state. The most prevalent category is "No job," with 170 laborers (42.5%) falling into this category, indicating a significant portion of the laborers in their native state was previously unemployed

This phenomenon may result from seasonal fluctuations in agricultural work or limited job prospects in their home region.

In contrast, "Farmer" emerges as the second most common occupation, with 128 laborers (32%), highlighting the substantial reliance on agriculture as a source of livelihood in their native state. "Mason" follows with 45 laborers (11.25%), indicating employment opportunities in the construction sector. "Restaurant worker" constitutes 37 laborers (9.25%), demonstrating engagement in the hospitality industry.

Notably, "Coolie" represents the least preferred job, employing 15 laborers (3.75%). This low percentage may be attributed to comparatively lower wages associated with it.

**Table 25***Wage rate in Kerala*

<b>Wage rate interval(INR)</b>	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Frequency</b>
400-500	32	8	8.0
501-600	61	15.25	23.25
601-700	52	13	36.25
701-800	53	13.25	49.5
801-900	73	18.25	67.75
901-1000	68	17	84.75
1001-1100	42	10.5	95.25
1101-1200	19	4.75	100

Source: Field Survey

As per the above table, the most common wage range among the respondents falls within the wage range of 800 to 900 INR, with 73 respondents, It accounts 18.25% of total sample, while the lowest wage range (400-500) has 8% representation, with a frequency of 32 individuals, and the data distribution spans a wide range of wage categories up to 1200 INR. The highest wage range is 1100-1200 has 4.75 percent representation, with a frequency of 19 individuals.

The construction sector offers the highest wages, with a minimum wage of 800 rupees. In certain areas of Kerala, experienced masons can earn up to 1200 rupees, while helpers in some regions receive 750 rupees. There are significant wage disparities in Kerala for the same work performed by migrant laborers, often resulting in exploitation by agents, contractors or sub contractors. Foot loose worker can earn a minimum of 800 rupees per day. In some areas, experienced mason can earn more than 1000 rupees, while their helpers receive 900 or 850 rupees. These wages sometimes the same as those paid to masons in certain regions.

**Table 26***Wage rate before Migration*

Wage	Frequency	Percentage	Cumulative Percentage
Nil	170	42.5	42.5
200- 250	12	3	45.5
250-300	35	8.75	54.25
301-350	63	15.75	70
351-400	47	11.75	81.75
401-450	55	13.75	95.5
451-500	10	2.5	98
501-600	8	2	100
Total	400	100	

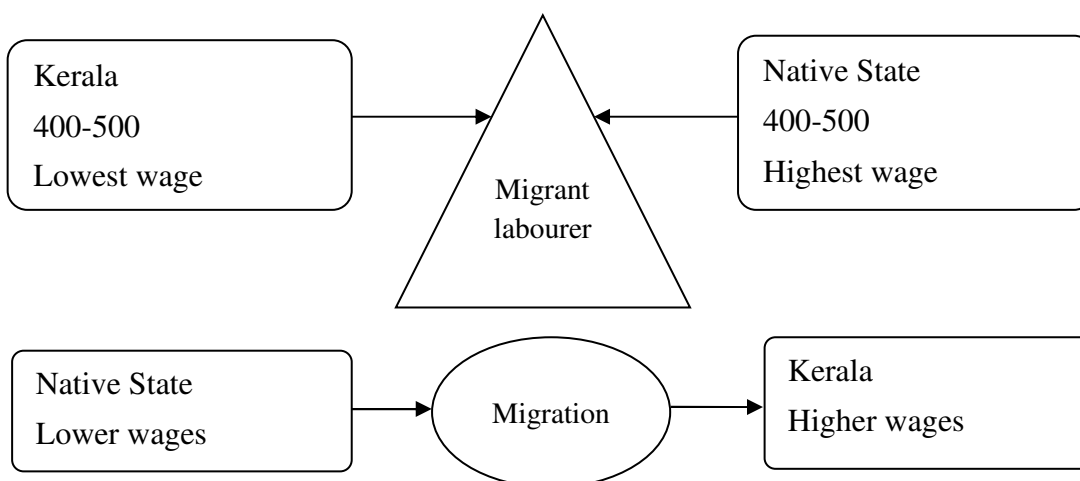
Source: Field Survey

The table shows that the wage range "Nil" (which likely means no wage or unemployed) has the highest frequency, with 170 laborers falling into this category. Only 12 laborers (3%) fall into this wage range, indicating a small number of laborers earning wages between 200 and 250 units. These are the lowest paid workers in the survey. The wage range with the least frequency is "501-600," which only has 8 laborers falling into this category. A total of 35 laborers (8.75%) earn wages in the range of 250 to 300 units. This wage level is slightly higher than the previous category but still relatively low. 63 laborers (15.75%) receive wages between 301 and 350 units. It represents a larger group of workers earning slightly higher wages, but still below what might be considered a comfortable living wage. The wage interval of 351-400 includes 47 laborers (11.75%) earning wages from 351 to 400 units. It's another significant group of workers with slightly higher wages compared to the previous categories. There are 55 laborers (13.75%) who earn wages between 401 and 450 units. This wage range is higher than most of the previous categories. Only 10 laborers (2.5%) fall into this wage range, indicating a small number of individuals earning wages between 451 and 500 units. The smallest group in the survey, with 8 laborers (2%), receives wages in the range of 501 to 600 units. This represents the highest

wage range among the surveyed laborers but is still a small proportion of the total workforce.

**Figure 2**

*Illustration of Neo-classical Migration Theory*



In the context of the neo-classical labor theory of migration, the wages received by migrant workers from Kerala between 400-500, while constituting the lowest range in Kerala, are nonetheless higher than the highest wages they could earn in their native state. This wage differential serves as a crucial economic incentive for migration, as per the neo-classical perspective, where individuals are driven to move in pursuit of better economic opportunities and higher wages. The disparity in income between their home state and Kerala creates a rational motivation for these workers to migrate, seeking improved economic well-being and maximizing their earning potential in a more economically advantageous region.

**Table 27**

*Days of Work in Kerala*

Days of work	Frequency	Percent	Cumulative Percent
5	54	13.5	13.5
6	150	37.5	51
7	196	49	100
Total	400		

Source: Field Survey

The majority of respondents, comprising 196 individuals (49%) are working for the entire week, reflecting the prevalence of seven-day workweeks among the migrant workforce. Furthermore, a substantial but somewhat smaller segment of the migrant workers, 150 individuals work for six days a week. In contrast, a minority of migrant workers, specifically 54 individuals (13.5%), are engaged in employment for five days a week.

**Table 28**

*Days of Work in Native state*

Days of work	Number of workers	Percentage	Cumulative Percentage
0	170	42.5	42.5
3	14	3.5	46
4	86	21.5	67.5
5	64	16	83.5
6	54	13.5	97
7	12	3	100
Total	400	100	

Source: Field survey.

A notable observation is that the majority of workers, specifically 170 individuals, do not have employment in their native state, a significant portion of the workforce is either unemployed. The highest number of workdays per week is 7, observed for 12 workers. The lowest reported workdays are 3 days a week, observed for 170 workers, representing a substantial portion (42.5%) of the total workforce.

**Table 29**

*Number of work hours in Kerala*

Work hour in a day	Frequency	Percent	Cumulative Percent
7	17	3.9	4.3
8	121	27.8	34.5
9	214	49.2	88.0
10	18	4.1	92.5
11	28	6.4	99.5
12	2	.5	100.0
Total	400	92.0	

The data shows that a common workday duration in the region is typically around nine hours. Following closely, 121 respondents (27.8% of the total) reported a standard 8-hour workday. This aligns with the widely accepted and common practice of an eight-hour workday observed in many places. It indicates diversity in workday durations among the surveyed individuals, with some adhering to shorter work hours and others opting for longer durations.

Furthermore, a very small number of respondents (0.5% of the total) indicated working for 12 hours a day. While this represents a minority, it highlights the presence of individuals with longer work hours. It is often associated with industries that require continuous operations or extended service hours, such as hospitality services, including hotels and restaurants.

**Table 30**

*Number of work hours in Native state*

Hour	Frequency	Percentage	Cumulative Percentage
0	170	42.5	42.5
4	66	16.5	59
5	74	18.5	77.5
6	59	14.75	92.25
7	15	3.75	96
8	16	4	100

Source: Field survey

The table depicts that among the 400 respondents, the largest group consists of 170 individuals (42.5%) who work for zero hours, which might indicate unemployment or a category of individuals not actively working. Additionally, there are 66 individuals (16.5%), 74 individuals (18.5%) working for 5 hours, and 59 individuals (14.75%) working for 6 hours. As we move towards longer working hours, the numbers decrease, with 15 individuals (3.75%) working for 7 hours and 16 individuals (4%) working for 8 hours.

**Table 31***Mode of appointment*

Mode	Frequency	Percent	Cumulative Percent
Oral	209	52.25	52.25
Day to Day work	191	47.75	100
total	400	100	

Source: Field survey

From the above table it is concluded that Oral mode appointment was used for 209 individuals, which accounts for 52.25 percent of the total sample. Day to day work mode of appointment was used for 191 individuals which accounts 47.75 percent of total sample. Day to day work mode of appointment involves migrant labourers arriving at labor nakas (meeting or gathering point for laborers) in the morning. Employers in need of labor approach these labourers at the nakas and hire them for work at the job site on a day -to -day basis. This approach is common in various regions and allows both employers and labourers flexibility in terms of work arrangements.

#### **5.4 Socio-Economic Conditions of In-migrants at Native State**

Beyond work related factors, socio-economic conditions at the native state also play a crucial role. The type of house an individual possesses, the possession of agricultural land, and other sources of income are factors that influence migration decisions. Individuals may be driven to migrate if they perceive better housing options or if they possess agricultural land that can be more profitable elsewhere. Furthermore, the presence of additional income sources can impact the overall economic well being and stability of an individual, thus affecting their decision to migrate. This part includes the following

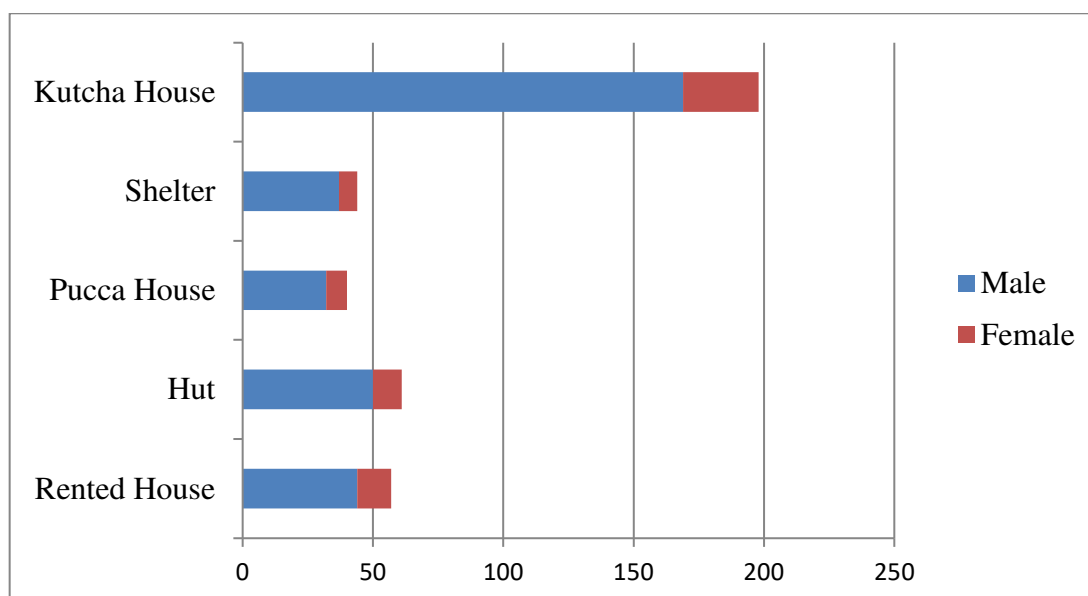
**Table 32**

*Home Ownership Patterns: Examining the (Types of houses Owned by migrant workers)*

Frequency	Rented House	Hut	Pucca House	Shelter	Kutch House
Male	44	50	32	37	169
Female	13	11	8	7	29
Total	57	61	40	44	198
Percent	14.25	15.25	10	11	49.5

**Figure 3**

*Types of Houses owned by Migrant Workers*



The table and graph show that most of the migrant workers possess kutch house in their native state. 169 male migrant (42.25%) workers and 29(7.25%) female migrant workers have mentioned that their houses are kutch. It means that 49.5 % of the total possess kutch house in their state. Pucca houses are possessed by the workers who are working here for more than 10 years. Around 32 male migrant workers answered that their houses are Pucca house, while 8 female migrant workers possess Pucca house, together account 10 percent of total. Hut is possessed by 15.5 percent of total,

which constituted by nearly 50 male migrant workers and 11 female migrant workers. Rented houses are also mentioned by 14.25% of the total. The remaining migrant workers mentioned that they live in shelters.

**Table 33**

*Analysis of Agricultural Landholdings: Assessing the Possession and Ownership Patterns.*

Possession of Agricultural landholding	Yes	No
Male	184	148
Female	31	37
Total	215	185

Among the total, 53.75% possess agricultural landholdings, while 46.25% do not. This data indicates that a higher percentage of male respondents possess agricultural landholdings compared to female respondents, and both genders have some respondents who do not possess agricultural landholdings.

#### **5.4.1 Diversification of Income Sources: Examining the Possession of Alternative Revenue Streams.**

None of the migrant workers mention any other source of income. They have no source of income, and for them, the possession of alternative revenue stream is nonexistent. The reason for this is that many migrant workers come to Kerala primarily to earn income for their survival and to improve their living conditions, including building houses. They often use income they earn in Kerala to achieve these goals. While some of them eventually use their earnings to acquire ownership of land, it is important to note that this process can be challenging due to their low income status. Kerala is a destination for many migrants because of its relatively better job opportunities and living standards compared to their place of origin. However, the majority of them initially rely on their Kerala earnings for basic necessities and housing, with land ownership being a longer- term aspirations for some.

Migrant workers with long years of stay in Kerala tend to have better residence at home, often possessing ownership of their homes, and for a fortunate few, they also achieve land ownership. This improved living condition and the ability to invest in property reflects the positive impact of their extended stay and hard work in Kerala.

#### **5.4.2 Number of earning members in the Family.**

Most migrant worker families rely on a single income earner. A small portion of these families have two individuals contributing to the income, and a few mentioned having three earners due to their joint family structure.

#### **5.5 Comparing the work hours before and after migration**

Paired T test is used to test whether there is difference in work hours before and after migration.

**H0: There is no significant difference in work hours before and after migration.**

**H1: There is significant increase in work hours after migration.**

#### **Result**

**Table 34**

*Paired Samples Statistics*

		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	Work hour in native state	2.9350	400	2.60148	.13007
	Work hour in Kerala	8.8125	400	.89965	.04498

**Table 35**

*Paired Samples Correlations*

		N	Correlation	Sig.
Pair 1	Work hour in native & work hour in Kerala	400	.750	.000

**Table 36***Paired Sample Test: Work hour in native and Work hour in Kerala*

	Mean	Std deviation	Std error mean	95% confidence interval of the difference		T	Df	Sig. two tailed
				Lower	Upper			
Pair 1	-5.87750	2.01684	.10084	-6.07575	-5.67925	-58.284	399	.00

For "Workhour in native state," the mean work hour is approximately 2.9350. For "Work hour in Kerala," the mean work hour is approximately 8.8125. These means represent the average work hours reported in the native state and Kerala, respectively. For "Work hour in native state," the standard deviation is approximately 2.60148. For "Work hour in Kerala," the standard deviation is approximately 0.89965. The standard deviation measures the spread or variability of work hours within each location. In this case, "Work hour in Kerala" has a smaller standard deviation, suggesting less variability in work hours compared to the native state.

The mean work hours in Kerala (8.8125) are significantly higher than the mean work hours in the native state (2.9350).

The standard deviation for work hours in Kerala is smaller, indicating less variability in work hours among individuals in Kerala compared to the native state.

Overall, the statistics suggest that there is a significant difference in work hours between the two locations, with higher and less variable work hours in Kerala compared to the native state.

## **5.6 Comparing work days before and after Migration**

Paired t test is used to test whether there is difference in work days before and after migration. The following hypotheses set up to conduct paired t test

H0: There is no significant difference in work days before and after migration.

H1: There is significant increase in the work days after migration.

**Table 37***Paired Samples Statistics*

		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	Workdays in Native	2.7850	400	2.51886	.12594
	Workdays in Kerala	6.3550	400	.70727	.03536

**Table 38***Paired Samples Correlations*

		N	Correlation	Sig.
Pair 1	Workdays in Native & workday in Kerala	400	-.883	.000

**Table 39***Paired Sample Test: Work days in native and Work days in Kerala*

<b>Paired Sample Test: Work days in native and Work days in Kerala</b>								
	Mean	Std deviation	Std error mean	95% confidence interval of the difference		T	Df	Sig. two tailed
				Lower	Upper			
Pair 1	-3.57000	3.1607	.15804	3.88069	3.25931	22.590	399	00

Mean for "Workdays in Native": 2.7850

Mean for "Workdays in Kerala": 6.3550

The correlation coefficient between "Workdays in Native" and "Workdays in Kerala" is -0.883.

The correlation is statistically significant (Sig. < 0.001). The paired samples t-test is used to determine if there is a significant difference between the means of the two paired groups ("Workdays in Native" and "Workdays in Kerala").

The mean difference between "Workdays in Native" and "Workdays in Kerala" is -3.57000. This suggests that, on average, people work significantly fewer days in their native place compared to Kerala.

The t-value of 22.590 is highly significant ( $p < 0.001$ ), indicating that the difference in workdays between the two locations is not due to random chance.

The 95% confidence interval of the difference (-3.88069 to -3.25931) does not contain zero, which further supports the conclusion that there is a significant difference in workdays between the two locations.

Based on the provided statistical analysis, it can be concluded that there is a significant difference in the number of workdays between the native place and Kerala, with people working fewer days in their native place.

## 5.7 Comparing wages before and after migration

H0: There is no significant difference in wages before and after migration.

H1: There is significant increase in wages after the migration.

**Table 40**

*Paired Samples Statistics*

		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	Wage in Kerala	805.5000	400	206.18810	10.30941
	Wage in native	217.1875	400	195.34823	9.76741

**Table 41**

*Paired Samples Correlations*

		N	Correlation	Sig.
Pair 1	Wage in Kerala & wage in native	400	.934	.000

**Table 42***Paired Samples Test: Wage in Kerala – Wage in Native*

	Paired Differences					t	df	Sig. (2-tailed)
	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower	Upper			
Pair 1	588.31250	73.48701	3.67435	581.08899	595.53601	160.113	399	.000

The p-value associated with the paired samples test is less than 0.001 (denoted as ".000" in the output). This indicates that the mean difference in wages between Kerala and Native locations is statistically significant at the 0.05 significance level. In other words, there is strong evidence to reject the null hypothesis that there is no difference in mean wages between the two locations

## 5.8 Push & Pull Factors

The study considers push and pulls factors in three major categories, economic push and pulls factors, socio-political push and pull factors and miscellaneous factors. The responses of sample for each reason are recorded below.

The research examines factor that contribute to migration, categorizing them into three main groups: Economic factors that push or pull laborers, socio-political factors, and natural factors. The study gathered data on people's reasons for migrating, and the recorded responses are as follows.

It appears that due to the unawareness or confusion among the workers regarding the strength of factors driving them to Kerala, a Likert scale was not used. Instead, respondents were asked to select from predefined options within the categories of economic factors, sociopolitical factors, and natural factors. Multiple Choice or Check box format was used, where respondents can select multiple options that they feel apply to them, without having to assign specific ratings or scores to each option. They were allowed to choose two or more options from each category without having to rate or rank their choices.

Using this approach, the study can still gain insights into the factors that workers perceive as influential in their decision to migrate to Kerala, even though it does not provide a quantitative measure of the strength of these factors. The data collected will enable researchers to understand the relative importance of different factors within each category, as indicated by the respondents' choices.

**Table 43**

*Factors: Pull Factors*

<b>Economic Factors</b>	<b>Socio-Political Factors</b>	<b>Natural Factors</b>
Job opportunities	Peaceful social environment	Abundance of Natural resources
Wealth prospects	Better Infrastructure	Favorable climate
Improved living standards	Affordable and accessible urban services	Occupational Safety
Labor demands	Political freedom	Food security
Regular job	Better medical care facilities	
High wage	Family reunification	

**Table 44**

*Push Factors*

<b>Economic Factors</b>	<b>Socio-Political Factors</b>	<b>Natural Factors</b>
Low wage	Political instability	Natural calamity
Unemployment	Safety and security	Climate change
Debt obligation	Conflicts or threats	Crop failure
Irregular job	Poor medical care	Food scarcity
Industrial backwardness	Lack of adequate education system	Population growth
	Balanced governance	

**Table 45**

*KMO and Bartlett's Test*

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.503
Bartlett's Test of Sphericity	Approx. Chi-Square	2467.545
	Df	28
	Sig.	.000

## 5.9 KMO and Bartlett's Test:

The Kaiser-Meyer-Olkin Measure of Sampling Adequacy (KMO) assesses the suitability of your data for factor analysis. Generally, KMO values below 0.5 are considered less suitable for factor analysis, but values close to 0.5 may still be accepted. It is still considered acceptable for factor analysis.

Bartlett's Test of Sphericity assesses whether the correlation matrix is an identity matrix (i.e., whether the variables are uncorrelated). A significant p-value (in this case,  $p = 0.000$ ) indicates that the correlation matrix is not an identity matrix, suggesting that there are correlations among the variables, which supports the appropriateness of factor analysis.

**Table 46**

### *Communalities*

	Initial	Extraction
The prime reason for push factors in migration to Kerala	1.000	.827
The reason for selecting Kerala as a destination place (Pull factors)	1.000	.718
Age	1.000	.090
Gender	1.000	.294
Educational qualification	1.000	.660
Wage rate receive from Kerala	1.000	.962
Monthly income/wage per day before migration	1.000	.953
Monthly remittance sent to home (in figures)	1.000	.727

Source: Field survey

Communalities represent the proportion of variance in each variable that is accounted for by the extracted factors. For example, "Monthly income/wage per day before migration" has a communality of 0.953, indicating that about 95.3% of the variance in this variable is explained by the extracted factors. "Monthly remittance sent to home (in figures)" has a communality of 0.727, indicating that about 72.7% of the variance in this variable is explained by the extracted factors.

The prime reason for push factors in migration to Kerala: In the initial analysis, this variable's communalities are at 1.000, suggesting that it retains all its variance. However, during factor extraction, approximately 82.7% of its variance is accounted for by the extracted factors. This means that while it initially had a strong relationship with other variables, this relationship has reduced somewhat during extraction.

1. The reason for selecting Kerala as a destination place (Pull factors): Similar to the first variable, this variable retains all its variance in the initial analysis (1.000), but during factor extraction, about 71.8% of its variance is explained by the extracted factors.
2. Age: Age initially retains all its variance (1.000) but shows a low relationship (only 9.0% of variance explained) with the extracted factors, indicating that age is relatively less associated with the common factors found in the data.
3. Gender: Gender initially retains all its variance (1.000) but shows a moderate relationship (29.4% of variance explained) with the extracted factors, indicating some level of association with other variables.
4. Educational qualification: This variable initially retains all its variance (1.000) and has a substantial relationship (66.0% of variance explained) with the extracted factors, suggesting a strong connection with other factors influencing migration.
5. Wage rate received from Kerala: Initially retains all variance (1.000) and has a very strong relationship (approximately 96.2% of variance explained) with the extracted factors, indicating a robust connection with other factors in the dataset.
6. Monthly income/wage per day before migration: Initially retains all variance (1.000) and has a very strong relationship (approximately 95.3% of variance explained) with the extracted factors, suggesting a strong influence on the common factors.
7. Monthly remittance sent to home (in figures): Initially retains all variance (1.000) and has a moderate relationship (72.7% of variance explained) with the extracted factors, indicating a reasonable degree of association with other factors.

**Table 47***Total Variance Explained*

Component	Initial Eigen values			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.357	29.457	29.457	2.357	29.457	29.457	2.106	26.330	26.330
2	1.640	20.500	49.957	1.640	20.500	49.957	1.857	23.213	49.543
3	1.234	15.429	65.386	1.234	15.429	65.386	1.267	15.843	65.386
4	.978	12.220	77.606						
5	.894	11.171	88.777						
6	.597	7.460	96.237						
7	.298	3.731	99.967						
8	.003	.033	100.000						

Table 4.3,Source:-Field survey

In factor analysis, Eigen values indicate the amount of variance explained by each component or factor. Components are typically considered meaningful if their Eigen values are greater than 1. In this result, Component 1, Component 2, and Component 3 have Eigen values greater than 1, which suggests they are meaningful factors.

The cumulative percentage helps to understand how much of the total variance in the data is explained by including a certain number of components. In this case, the first three components explain approximately 65.386% of the total variance, which suggests that these three components capture the majority of the underlying patterns in your data.

Components 4 to 8 have Eigen values less than 1 and contribute very little to the variance explained. They are often considered less important in explaining the structure of the data.

It is considered to keep first three components as they capture a significant portion of the variance and likely represent the most important underlying factors in the data.

**Table 48**

*Component Matrix*

	Component 1	Component 2	Component 3
Wage rate receive from Kerala	.847	.491	
Monthly income/wage per day before migration	.835	.503	
The reason for selecting Kerala as a destination place (Pull factors)	-.642	.535	
The prime reason for push factors in migration to Kerala	-.462	.752	
Monthly remittance sent to home (in figures)			-.797
Educational qualification	.425	-.448	.528
Gender			.462

The above Component Matrix" from a factor analysis shows the relationships between variables and extracted components. Each cell in the table represents the strength of the association (loading) between a variable and a specific component.

### **Component 1: Economic Factor**

- "Wage rate received from Kerala" has a high positive loading of 0.847 on Component 1. This suggests that this variable is strongly associated with and contributes positively to Component 1.
- "Monthly income/wage per day before migration" also has a high positive loading of 0.835 on Component 1, indicating a strong positive association with this component.
- "The reason for selecting Kerala as a destination place (Pull factors)" has a negative loading of -0.642 on Component 1, suggesting a negative association. This variable is inversely related to Component 1.
- "Educational qualification" has a positive loading of 0.425 on Component 1, indicating a moderate positive association.

### **Component 2:**

- "Wage rate received from Kerala" has a positive loading of 0.491 on Component 2, but it is weaker than its loading on Component 1.
- "Monthly income/wage per day before migration" also has a positive loading of 0.503 on Component 2.
- "The reason for selecting Kerala as a destination place (Pull factors)" has a strong positive loading of 0.535 on Component 2.
- "Educational qualification" has a negative loading of -0.448 on Component 2.
- "Gender" has a positive loading of 0.462 on Component 2.

### **Component 3:**

- "The prime reason for push factors in migration to Kerala" has a strong positive loading of 0.752 on Component 3.
- "Educational qualification" has a positive loading of 0.528 on Component 3.

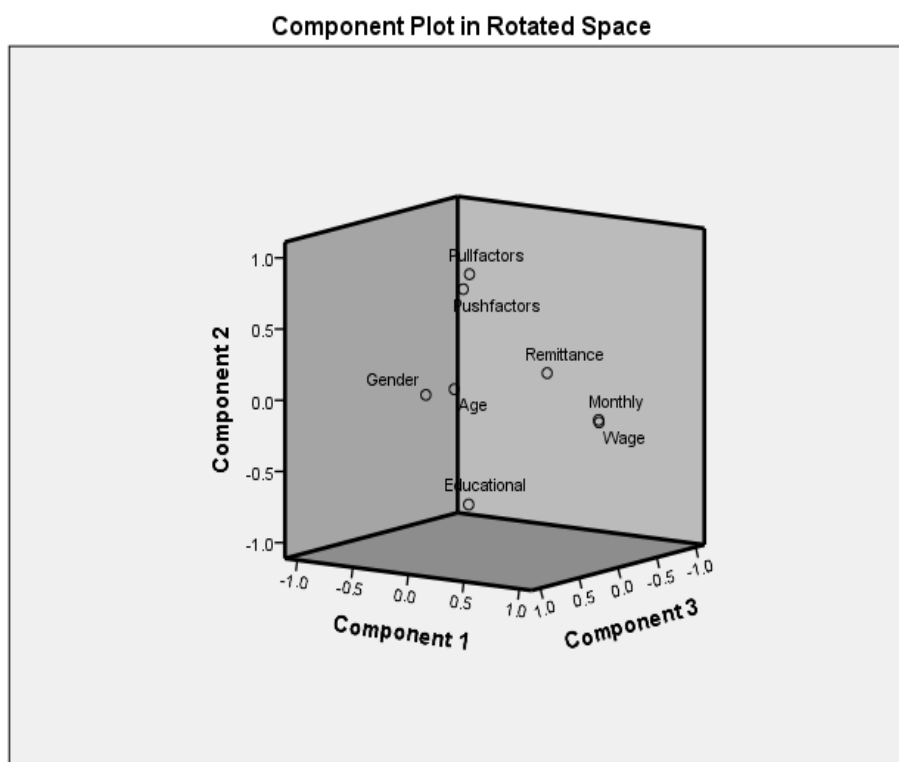
- "Age" and "Monthly remittance sent to home (in figures)" do not have significant loadings on any of the first three components.

Component 1 seems to represent factors related to wage rates, income, and educational qualification. Variables like "Wage rate received from Kerala" and "Monthly income/wage per day before migration" are strongly associated with this component, suggesting that they share common variance.

- Component 2 appears to be associated with reasons for selecting Kerala as a destination and gender. It represents factors related to the choice of Kerala as a destination and possibly gender-related aspects.
- Component 3 is mainly characterized by the "prime reason for push factors in migration to Kerala" and to some extent, "educational qualification." This component captures factors related to the primary reasons for migration.

**Figure 4**

*Rotated Component Matrix*



The figure shows that component plot in rotated space included the highest component is pull factors more than push factors. The first highest factor is remittance. The second highest factor is age. The third highest factor is gender .The fourth highest factor is monthly wage and the fifth highest factor is educational qualifications.

#### Highest Component: "Pull Factors"

In the rotated space, The highest component is associated with "pull factors," it suggests that the variables related to why individuals select Kerala as a destination place for migration are the most influential in this component. This aligns with the statement that "pull factors" are the highest component.

#### 1. First Highest Factor: "Remittance"

- "Remittance" is the first highest factor, it indicates that the variable "monthly remittance sent to home" has a strong influence on this component. This makes sense in the context of migration, as remittances are often associated with economic pull factors.

#### 2. Second Highest Factor: "Age"

- "Age" is the second highest factor, it suggests that age-related factors play a significant role in this component. This could imply that the age of individuals has a notable influence on the decision to migrate to Kerala.

#### 3. Third Highest Factor: "Gender"

- "Gender" is the third highest factor, it indicates that gender-related factors are also influential. Gender can impact migration decisions due to various social and economic factors.

#### 4. Fourth Highest Factor: "Monthly Wage"

- "Monthly wage" is the fourth highest factor, it suggests that individuals' monthly wages or income, particularly before migration, play a role in this component.

## 5. Fifth Highest Factor: "Educational Qualifications"

- "Education" is the fifth highest factor, it implies that educational qualifications or levels are also associated with this component.

The highest component is related to "pull factors," followed by factors such as remittance, age, gender, monthly wage, and educational qualifications, which are significant in explaining the variation in the data within this component.

The prime reason for push factors in migration to Kerala: In the initial analysis, this variable's communalities are at 1.000, suggesting that it retains all its variance. However, during factor extraction, approximately 82.7% of its variance is accounted for by the extracted factors. This means that while it initially had a strong relationship with other variables, this relationship has reduced somewhat during extraction.

6. The reason for selecting Kerala as a destination place (Pull factors): Similar to the first variable, this variable retains all its variance in the initial analysis (1.000), but during factor extraction, about 71.8% of its variance is explained by the extracted factors.
7. Age: Age initially retains all its variance (1.000) but shows a low relationship (only 9.0% of variance explained) with the extracted factors, indicating that age is relatively less associated with the common factors found in the data.
8. Gender: Gender initially retains all its variance (1.000) but shows a moderate relationship (29.4% of variance explained) with the extracted factors, indicating some level of association with other variables.
9. Educational qualification: This variable initially retains all its variance (1.000) and has a substantial relationship (66.0% of variance explained) with the extracted factors, suggesting a strong connection with other factors influencing migration.
10. Wage rate received from Kerala: Initially retains all variance (1.000) and has a very strong relationship (approximately 96.2% of variance explained) with the extracted factors, indicating a robust connection with other factors in the dataset.
11. Monthly income/wage per day before migration: Initially retains all variance (1.000) and has a very strong relationship (approximately 95.3% of variance

explained) with the extracted factors, suggesting a strong influence on the common factors.

12. Monthly remittance sent to home (in figures): Initially retains all variance (1.000) and has a moderate relationship (72.7% of variance explained) with the extracted factors, indicating a reasonable degree of association with other factors.

The communalities and factor extraction reveal how these variables are interrelated in explaining the factors influencing migration to Kerala. Variables related to wage rates, income, educational qualifications, and reasons for migration have strong associations with the extracted factors, while age and gender have weaker associations.

### 5.10 Living conditions of labourers in Kerala

Understanding the living conditions of these migrant workers is essential to assess their well being and the factors influencing their decision to stay in Kerala rather than returning to their native states.

The living conditions of migrant Labourers in Kerala play a vital role in their survival and decision to stay in the state. Improved living conditions can enhance their overall well-being, job satisfaction, and productivity. Factors such as affordable housing, better work environment, access to social support services, and inclusive policies contribute to their sense of security and belonging, making them more likely to remain in Kerala for extended periods.

**Table 49**

*Type of Residence*

Residence	Frequency	Percentage	Cumulative Percentage
Rented House	321	80.25	80.25
Flat	29	7.25	87.5
Part of a Flat	17	4.25	91.75
At worksite	33	8.25	100
<b>Total</b>	<b>400</b>	<b>100</b>	

Source: Field Survey

The table shows that 321 out of the 400 migrant workers, which is equivalent to 80.25% of the sample, live in rented houses. This is the most common residence type among the workers. Another 29 of the workers, constituting 7.25% of the sample, live in flats. 17 workers, or 4.25% of the sample, reside in part of a flat. This category represents individuals who share a flat with others but may have a separate section within it. Remaining 33 workers, or 8.25% of the sample, live at their worksite. This suggests that they may be provided with accommodations as part of their employment.

Among the given residence types for migrant workers, "Rented House" is the most prevalent, with 80.25% of the workers living in such accommodations. On the other hand, "Part of a Flat" is the rarest option, with only 4.25% of the workers residing in this manner.

**Table 56**

*Accommodation Provision*

Provision of accommodation	Frequency	Percent	Cumulative Percent
Self	172	43.0	43.0
By employer	213	53.25	96.25
By Government	15	3.75	100.00
Total	400	100.0	

Source: Field Survey

A significant portion of respondents, constituting 43% of total, reported providing accommodation for them, indicating a level of self sufficiency in securing their housing. In contrast, a larger group of 53.25% total indicated that accommodation is provided by their employers. This suggests that a substantial majority of individuals rely on their employers to arrange for their housing. This data highlights the prevailing practices of accommodation provision in the surveyed population, reflecting a significant dependence on employers for housing arrangements among the respondents.

**Table 51***Number of rooms in a residence*

Number of rooms	Frequency	Percentage	Cumulative Percentage
1	173	43.25	43.25
2	121	30.25	73.5
3	99	24.75	98.25
More than 3	7	1.75	100
Total	400	100	

Source- Field Survey

There are 173(43.25%) migrant workers who remarked that their residence has one room, 121 migrant workers commented that they are living in a residence with 2 rooms, Ninety-nine migrant workers live in a residence that has three rooms and 7 migrant workers live in a residence with more than 3 rooms.

Reason for opting single room may be due to economic constraints faces by migrant labourers. They might have limited financial resources and try to remit more, leading them to live in a smaller, more affordable accommodations. Limited space availability is another reason. In densely populated areas it is a challenge for them to find larger residences and temporary nature of work may be attributed to this. They often move frequently for work, so they opt for smaller, more temporary residences that are easier to find and afford.

**Table 52***Number of persons in a room*

Number of persons in a room	Frequency	Percentage	Cumulative Percentage
2-4	98	24.5	24.5
5-7	201	50.25	74.75
8-10	96	24	98.75
11 and above	5	1.25	100
Total	400	100	

Source: Field Survey

The table shows that the highest number of persons in a room is in the range of 5-7 persons in a room, with 50.25 percent of total migrants commented that they live with 5, 6 or 7 migrant labourers in a single room. The lowest number of persons in a room, as per the data, is in the range of 11 and above persons in a room.

**Table 53**

***Provision of Separate Kitchen***

Separate Kitchen	Frequency	Percentage	Cumulative Percentage
Yes	178	44.5	44.5
No	222	55.5	100
Total	400	100	

According to the comments of sample respondents, 44.5 percent of the migrant laborers' residence has a separate kitchen. This means that in their residences, there is a designated space or room specifically used for cooking. But the majority of the sample respondents (55.5%) opined that they do not have a separate kitchen. In these residences, laborers cook and prepare food within the same living area or room where residents sleep.

**5.10.1 Latrine Facility**

According to the data, 100% of the migrant laborers residences have latrine facilities. This means that all of the residences of migrant laborers surveyed are equipped with toilets or latrines.

**Table 54**

***Sewage facility***

Sewage	Frequency	Percentage	Cumulative Percentage
Yes	18	4.5	4.5
No	382	95.5	100
Total	400	100	

Source: Field Survey

Around 4.5% of the total sample respondents reported having sewage in their residences. Out of 400, remaining 382 sample respondents reported not having sewage in their residences. Those who reported having sewage facility, lives at work site. They are working at restaurants.

**Table 55**

*Floor Condition*

Concrete Floor	Frequency	Percentage	Cumulative Percentage
Yes	386	96.5	96.5
No	14	3.5	3.5
Total	400	100	

Source: Field Survey

According to the data, 96.5% of the migrant laborers' residences have a concrete floor. This indicates that the majority of the surveyed residences have flooring made of concrete material. The data shows that only 3.5% of the residences do not have a concrete floor. The 14 migrant laborers commented that they are living at worksite so floor is not concrete. They are working as construction workers and lives at worksite.

**Table 56**

*Water Access at residence*

Water Access	Frequency	Percentage	Cumulative Percentage
Well	194	48.5	48.5
Pipe Line	206	51.5	100
Total	400	100	

Source: Field Survey

According to the data 48.5% of the migrant laborers residences source their water from a well. This means that nearly half of the surveyed residences obtain their water supply from a well. The remaining 51.5% of the residences source their water through a pipe line. This typically indicates a more centralized and municipal water supply system.

## 5.11 Conclusion

This chapter provides a comprehensive overview of the demographic and work related characteristics of the migrant workers. The majority of these workers hail from Assam, indicating that Assam is the primary source of labor for migration to Kerala. However, their duration of stay in Kerala is relatively short, typically ranging from 1 to 5 years. Additionally, the workers generally have a low level of education.

In terms of religious composition, the Hindu community stands out as the predominant group among these workers, highlighting the cultural and religious diversity within the migrant workforce. Wage plays a pivotal role in driving this migration, as workers receive low wages in their native states, making Kerala an attractive destination due to the promise of higher wages. This wage differential not only motivates migration but also has a significant impact on the standard of living for these workers.

Moreover, labor conditions in Kerala appear to involve longer work hours and more workdays compared to migrant labourers' native states. This suggests that while the labor conditions may be more demanding in Kerala, they also offer the potential for greater financial rewards. In conclusion, the chapter's findings shed light on the dynamics of labor migration from Assam to Kerala, highlighting key factors such as place of origin, duration of stay, education, religion, wages, and work conditions that influence this migration pattern.

The chapter has also provided a comprehensive overview of the factors contributing to migration in Kerala. Through the categorization of migration factors into economic, socio-political and natural categories, we have gained valuable into the complex dynamics that influence migrant labourers' decision to migrate or stay within the state.

It is evident that economic factors, such as job opportunities and financial stability play a significant role in both pushing people out of their current locations and pulling them toward Kerala. Socio-political factors also contribute to the same.

This chapter thoroughly investigates the living conditions of migrant workers, encompassing factors such as their accommodation type, residential facilities, and

access to water, flooring, sewage facilities, and kitchen amenities. The findings indicate that while the living conditions of migrant workers are challenging, they have improved compared to studies conducted within the past 10 years. A note worthy highlight of the chapter has been the emphasis on the critical role of living conditions for migrant labourers in Kerala. Access to affordable housing, improved working environment, and social support services and inclusive policies have been identified as crucial elements that contribute to the well being of the migrant workers. Indeed, the living conditions of migrant workers in Kerala are comparatively better when compared to their native state. While conditions may still be considered challenging by certain standards. However, it remains evident that many of these workers continue to reside in shared accommodations, where more than six lacks access to separate kitchen facility. Despite some improvements, it is clear that a substantial number of migrant workers still endure deplorable living conditions.

# CHAPTER VI

## IMPACTS OF IN-MIGRATION ON MIGRANTS

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## **6.1 Consumption and saving pattern of sample respondents**

Understanding the consumption and saving behavior of internal migrant workers in Kerala is crucial for analyzing the effect of migration on their lives. This understanding is important for several reasons.

Firstly, internal migrant workers play a significant role in the economy of Kerala through their consumption and saving behavior. By studying how they allocate their income, we can assess their economic impact on various sectors.

Secondly, consumption patterns reflect the standard of living and quality of life experienced by migrant workers. Analyzing their consumption behavior helps identify the extent to which migration has improved or worsened their living conditions. It provides insights into their access to essential goods and services, such as food, healthcare, education, and housing.

Thirdly, migrant workers often send remittances back to their families in their places of origin. Understanding their saving behavior helps evaluate the impact of remittances on the households left behind. It provides insights into the use of remittances for education, healthcare, asset creation, and overall socio-economic development of the migrant worker's family.

Fourthly, studying the saving behavior of migrant workers sheds light on their financial inclusion and access to formal financial services. It helps identify challenges they face in saving and investing their earnings, such as limited banking services, lack of financial literacy, or informal saving mechanisms. Addressing these barriers can promote financial inclusion and enhance their financial well-being.

Fifthly, analyzing the consumption and saving behavior of internal migrant workers can inform the formulation of policies and interventions targeted at improving their

socio-economic conditions. It helps identify specific areas where support is needed, such as skill development, social protection, affordable housing, or access to healthcare. By understanding their needs and challenges, policymakers can design effective programs to enhance the welfare of migrant workers.

Lastly, consumption patterns also reflect the social integration of migrant workers into the local community. Understanding their preferences, spending habits and participation in local markets provides insights into their level of integration and contribution to the local economy. This information can guide efforts to promote social cohesion, reduce discrimination, and ensure their inclusion in mainstream society.

The consumption patterns of the 400 migrant workers were analyzed across various expenditure categories, including food, clothing, entertainment, hospital expenses, education, and rent. The survey aimed to gain insights into their spending behavior and preferences in these different areas.

The survey data revealed varying levels of expenditure in each category, indicating the diversity of consumption habits among the migrant workers. Most of the individuals allocated higher budgets on food.

## **6.2 Economic Impacts of In-migration- Focus is on current consumption pattern**

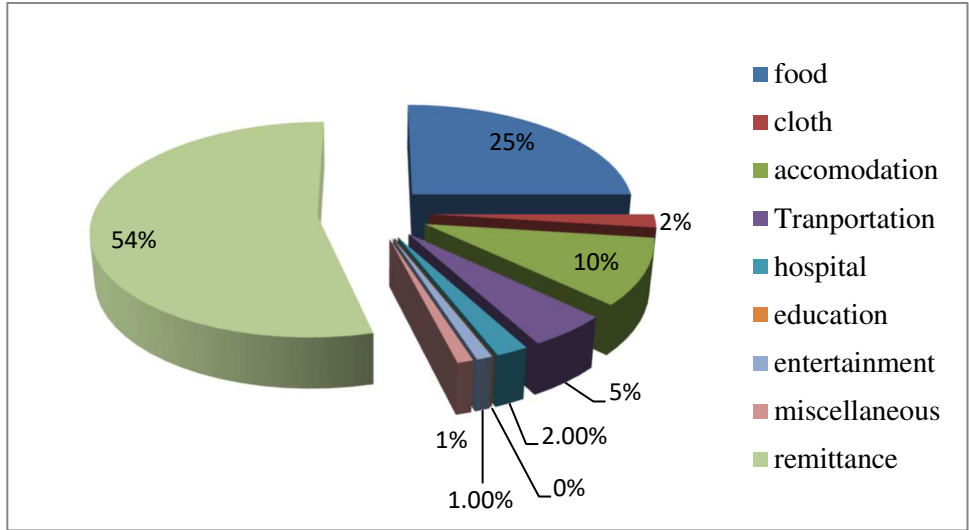
**Table 57**

*Economic Impacts of In-migration- Focus is on current consumption pattern*

Category	Percentage of Total Consumption
Food	25
Clothing	2
Accommodation	10
Transportation	5
Hospital	2
Education	0
Entertainment	1
Miscellaneous	1

**Figure 5**

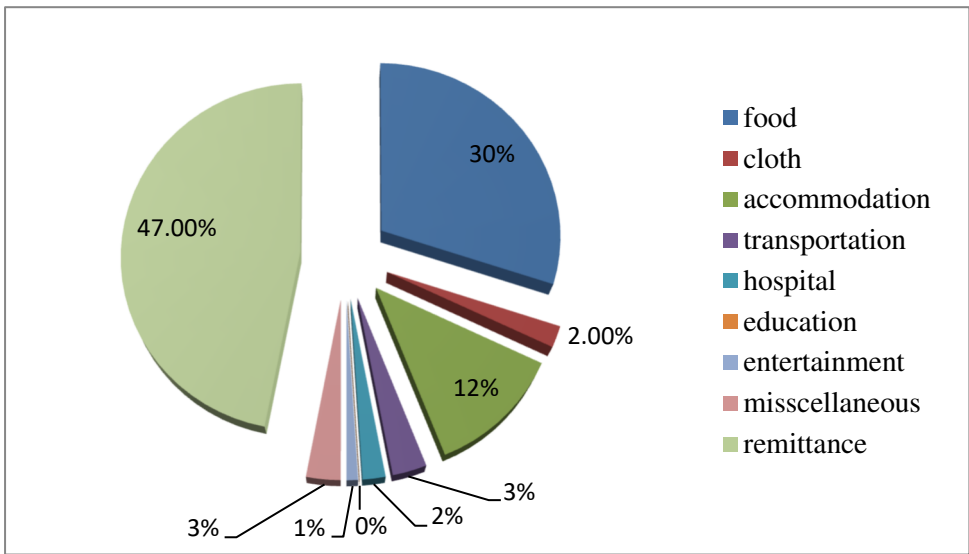
*Allocation of Wages*



The provided chart illustrates the spending habits of a migrant laborer who earns a daily wage of 1200 rupees. Notably, the chart indicates that 54% of the income is allocated to remittances, reflecting a substantial portion dedicated to supporting the laborer's family or home. The remaining 46% is distributed among different consumption categories, outlining how the laborer allocates this portion of their income to various expenditure areas.

**Figure 6**

*Allocation of Wage of a Worker who earns 500*



Here the pie diagram reveals the distribution of wages for a migrant gardener in Kerala who earns 500 per day.

A notable 47% of the income is dedicated to remittance, highlighting the significant commitment to financially supporting family members or meeting obligations in their home state. Housing expenses, including rent and utilities, account for 12%, while transportation cost is allocated 3%. Additionally, 2% is set aside for potential medical or health-related expenses, demonstrating a focus on healthcare needs. Interestingly, there is no specific allocation for education, suggesting that the worker may not be budgeting for educational expenses. Leisure and entertainment purposes, covering activities like movies or outings, are allotted 1%. Finally, 3% is reserved for miscellaneous expenses, encompassing various other financial needs.

In analyzing the consumption patterns of migrant laborers in Kerala, it becomes evident that the migrant labour prioritizes their spending on essential items such as Food. Consumption patterns fluctuate based on factors such as the availability of food and accommodation, coupled with the level of wages received. With an increase in wages, there is a corresponding rise in remittances, and the remaining portion of the income is apportioned among diverse consumption expenditures.

The amount spent on food and accommodation by a migrant worker is influenced by whether the employer provides accommodation and food provisions. If these necessities are offered by the employer, the migrant worker will have to spend less on these items. However, if accommodation and food are not provided, the worker may end up allocating a significant portion of their income to cover these expenses. Workers in the hospitality sector, for example, often receive accommodation and meals from their employers, resulting in their consumption expenditure on these two items being almost negligible.

On the other hand, spending on education is generally nil or negligible. Overall, these spending patterns indicate that food, clothing, and rent are the primary financial concerns for most migrant workers, while education expenses are comparatively less emphasized among the surveyed population.

The heavy spending on food by migrant laborer is likely to have a direct impact on the local economy. It can boost the retail sectors in Kerala. This increased demand for food can also create job opportunities in these sectors, benefiting local businesses and the labor market.

**Effect on Migrant Laborers' Lives:** The fact that migrant laborers are spending a significant portion of their income on basic necessities like food and clothing may suggest that they face challenges in affording other essentials or improving their living conditions. It highlights the importance of addressing wage disparities, working conditions, and access to affordable accommodation and healthcare for this vulnerable group.

### 6.3 Saving Habit of migrants

Among the 400 respondents, representing 100% of the total sample size, it is evident that all of these individuals have a saving habit. This implies a unanimous presence of a saving habit among the respondents, indicating a strong tendency toward financial prudence within the surveyed group.

#### 6.3.1 Mode of saving

Based on the provided data, it appears that there is only one response category for the mode of saving, which is Bank. All 400 respondents, representing 100% of the total, indicated that they save through a bank. There are no other categories or responses in the data, so “Bank is both the mode and the only one response in this context

### 6.4 Remittance

**Table 58**

*Remittance send to home*

Remittance Amount	Frequency	Percent	Cumulative Percent
Below 5000	123	30.75	30.75
5000-10000	70	17.5	48.25
10001-15000	146	36.5	84.75
Above 15000	61	15.25	100
Total	400	100	

Source Field Survey

The data shows that the majority of remittance amounts fall within the "10001-15000" range, which accounts for 36.5% of the total. On the other hand, the "5000-10000" range has the lowest number of observations at 17.5%. This suggests that a significant portion of remittances in this dataset are between 10000 and 15000, while fewer remittances fall below 5000 or between 5000 and 10000.

#### 6.4.1 Calculation of Average remittance

$$\text{Weighted Average} = (2500 \times 30.75) + (7500 \times 17.5) + (12500 \times 36.5) + (20000 \times 15.25) / 100$$

$$\text{Weighted Average} = (76875) + (131250) + (456250) + (305000) / 100$$

$$\text{Weighted Average} = 969375 / 100$$

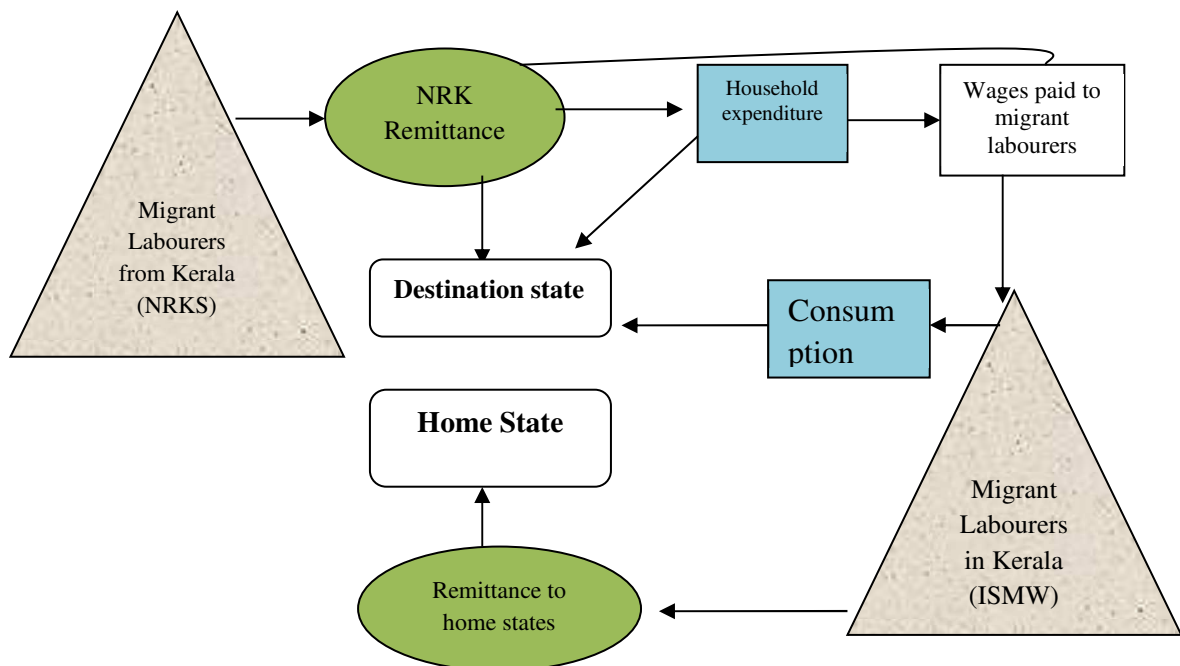
$$\text{Weighted Average} = 9693.75$$

So, the average remittance is 9693.75

The reason is that migrant labourers often strive to remit their earnings to their hometowns by limiting their expenses here. Workers in the construction sector remit more to their hometowns since they are recipients of the highest wages in Kerala. Workers tend to spend less on entertainment; they often work seven days a week and are willing to work long hours in order to remit more money.

**Figure 7**

*Similarity between NRKs & ISMWs*



### **Migrant Workers from Kerala in NRKs (Non-Resident Keralites):**

**Triangle named Migrant Workers from Kerala (NRKs):** Represents the group of individuals from Kerala who are working as migrants in other regions, particularly NRKs.

### **Contribution to Kerala Economy:**

- **Arrow to Rectangle showing Kerala Economy:** Illustrates the flow of economic contribution from the migrant workers in NRKs to the overall economy of Kerala.

### **Remittances to Kerala:**

- **Arrow to Circle showing Remittances to Kerala:** Highlights the remittances sent back by migrant workers to their home state, contributing to the economic resources of Kerala.

### **Household Expenditure and Wages Paid to Migrant Workers:**

- **Arrow to Rectangle showing Household Expenditure and Wages Paid to Migrant Workers:** Represents the utilization of remittances for household expenses and the wages paid to migrant workers, emphasizing the impact on local economies.

### **ISMW in Kerala (Inter-State Migrant Workers):**

- **Triangle showing ISMW in Kerala:** Depicts the presence of Inter-State Migrant Workers in Kerala, underlining the diverse composition of the labor force.

### **Contribution to Kerala Economy from ISMW:**

- **Arrow to Kerala Economy:** Indicates the contribution of Inter-State Migrant Workers to the overall economy of Kerala.

### **Consumption Expenditure:**

- **Arrow to Rectangle showing Consumption Expenditure:** Represents the portion of the income spent on consumption, further contributing to the economic activity within Kerala.

### **Remittance to Home State:**

- **Arrow to Circle showing Remittance to Home State:** Shows the remittances sent back by migrant workers to their respective home states, creating a circular flow of financial resources.

### **Home State:**

**Arrow to Rectangle named Home State:** Concludes the model by illustrating the impact of remittances on the economy of the home state of migrant workers.

The model depicts the interconnected economic relationships between migrant workers from Kerala in NRKs, their contribution to the Kerala economy through remittances, the utilization of those remittances for household expenses and wages, the presence and contribution of Inter-State Migrant Workers, and the flow of remittances back to their home states. It illustrates the dynamic nature of labor migration and its economic implications on both the host and home regions.

## **6.4.2 Mode of Remittance**

**Table 59**

*Mode of Remittance*

Mode of remittance	Frequency	Percentage	Cumulative Percentage
Through mobile shop	306	76.5	76.5
Through mobile banking	36	9	85.5
Through agents	29	7.25	92.75
Cash Deposit Machine	16	4	96.75
Through bank	13	3.25	100
Total	400	100	

Source: Field Survey

The most common mode of remittance is “Through mobile shops”, with 306 respondents (76.5%) indicating this method, making it the dominant choice. “Through mobile banking” is the second most popular mode. The third most selected option is through agents. CDM (Cash deposit Machine) is used by 16 respondents (4.0%), while “Through bank” is the choice of 13 respondents (3.3%).

## 6.5 Hospital Treatment

**Table 60**

*Hospital Treatment*

Type of hospital	Frequency	Percentage	Cumulative Percentage
Government Hospital	186	46.5	46.5
Private Hospital	143	35.75	82.25
Both	71	17.75	100
Total	400	100	

The majority of the migrant workers in Kerala 46.5% approach government hospitals for their health care needs. This indicates that a significant portion of migrant workers relies on the public health care system in the state. A substantial number of migrant workers, around 35.75 percent seek medical care in private hospitals. A smaller proportion, roughly 17.75% approach both government and private hospitals. This may indicate that some migrant workers utilize combination of public and private health care services depending on their specific health care needs or financial resources.

## 6.6 Introduction –Examining Social Integration of Sample

The study explores the level of social integration among the sample respondents by examining their language proficiency, participation in trade unions, clubs, and associations. Additionally, the study analyzes the respondents’ awareness and membership in various government services, as well as their feedback on the services received.

Language proficiency plays a pivotal role in the process of in-migration to Kerala, as well as in sustaining a successful and enriching life in the region. For in-migrants to truly integrate and thrive in their new surroundings, effective communication is paramount. Understanding and being fluent in the local language, Malayalam, becomes not just an advantage but a necessity for a smooth transition and continued residence in the area. For in-migrants to fully embrace the local lifestyle, establish meaningful connections with the community, and engage in day –to-day interactions, proficiency in Malayalam proves essential. Whether it’s interacting with employers, colleagues, neighbors, or government authorities, the ability to communicate in the local language facilitate understanding, foster cultural exchange, and promotes a sense of belonging. In everyday life, whether it’s shopping at local market, engaging in community activities, or seeking essential services, knowing Malayalam helps in-migrants navigate daily tasks with ease and confidence.

### 6.6.1 Languages Known by the Samples

**Table 61**

*Languages Known by the Samples*

Languages	Frequency	Percent	Cumulative Percent
Mother Tongue and Malayalam	38	9.5	9.5
Mother Tongue, Hindi and Malayalam	13	3.25	12.75
Mother Tongue, Hindi, Urdu and Malayalam	14	3.5	16.25
Mother Tongue, Hindi, Urdu, English and Malayalam	5	1.25	17.5
Hindi, little bit Malayalam	316	79	96.5
Mother Tongue Only	14	3.5	100
<b>Total</b>	<b>400</b>		

Source Field Survey

The Category Mother tongue, little bit Malayalam is responded by most migrant workers, 316 workers commented that they know their respective Mother tongue and little Malayalam, making the largest group in the data set. They know daily usage

Malayalam words to communicate with employers, agents, and local people. The category Mother Tongue, Hindi, Urdu, English and Malayalam both have the fewer workers, with 5 and 13 workers, respectively. This indicates that there are fewer workers who are proficient in languages other than their Mother tongue and Malayalam. It is important to note that proficiency in languages like Hindi, Urdu, and English might be limited among this group.

## 6.6.2 Status of language Barrier

**Table 62**

*Status of language Barrier*

Language Barrier	Frequency	Percentage	Cumulative Percentage
Extreme	101( 14 only mother tongue,87 limited knowledge in Malayalam)	25.25	25.25
Partial	231	57.75	83
No barrier	68 (43 are fluent in Malayalam, remaining knows Hindi and communicate in Hindi)	17	100

Despite migrant workers having some knowledge of Malayalam, they express facing language barriers. They gradually learn Malayalam and become more familiar with daily usage words. Another contributing factor to the extreme language barrier is the lack of proficiency in Hindi among Keralites, which adds to the communication challenges.

- 101 individuals face an extreme language barrier, with 14 being solely proficient in their mother tongue and 87 having limited knowledge in Malayalam.
- 231 individuals experience some level of partial language barrier, 68 individuals do not face a language barrier. Among them, 43 are fluent in Malayalam, and the remaining 25 know Hindi and communicate in Hindi.

This breakdown provides insights into the diversity of language proficiency within the group and the challenges or ease of communication they might experience.

Extreme barrier could be due to the factors such as a shorter duration of stay in Kerala and lower educational qualifications. Migrant labourers who have recently arrived in Kerala may not have had enough time to learn the local language, and those with lower educational qualifications may find it harder to pick up new language quickly. This can significantly impede their ability to communicate effectively in Kerala, making language an extreme barrier to their daily lives and work. The reason or language not being a barrier for some migrant laborers could indeed be a longer duration of stay in Kerala. Overtime, individuals tend to adapt and learn the local language through exposure and interaction. Therefore, those who have been in Kerala for an extended period are more likely to be comfortable with the local language, reducing the language barrier.

The workers mentioned that they face partial barrier are individuals who are somewhere in between. They have been in Kerala for a moderate amount of time or have some level of education, but language is still a challenge for them, though not as extreme as for others.

### 6.6.3 Language Proficiency in Malayalam

**Table 63**

*Language Proficiency in Malayalam*

Language proficiency	Frequency	Percentage	Cumulative Percentage
Speak only	382	98.96	98.96
Read, Write and Speak	4	1.03	99.99
Total	386	100	

Source: field Survey

The table indicates that there are a total of 386 persons. This total is derived by considering that 14 workers mentioned that they know only their Mother Tongue, as indicated in the previous table. There are 382 persons in the category of Speak only. These workers can speak the Malayalam but they are not able to read and write. There are 4 persons in the category of Speak, Read, and write. These workers are proficient

in all aspects of the language; they can speak, read and write it. It is noted here that they are the beneficiaries of Changathy literacy scheme by Government of Kerala.

#### 6.6.4 Speaking ability in Malayalam

**Table 64**

*Speaking ability in Malayalam*

Duration of stay	Fluent	Medium	Limited	Total
Short	0	105	87	192
Medium	29	151	0	180
Long	14	0	0	14
Total	43	256	87	386

#### 6.7 Association Between Speaking ability and duration of stay in Kerala

H0: There is no significant association between speaking ability of Malayalam and duration of stay in Kerala

H1: There is significant association between speaking ability in Malayalam and duration of stay in Kerala.

**Table 65**

*Case Processing Summary*

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Duaration of stay of migrant workers in kerala * speaking abiliy in malayala	386	100.0%	0	0.0%	386	100.0%

**Table 66***Association between Speaking Ability and Duration of Stay*

		Speaking ability in Malayalam			Total	
		Fluent	Medium	Limited		
Duration of stay of migrant workers in Kerala	short term	Count	0	105	87	192
		% within duration of stay of migrant workers in kerala	0.0%	54.7%	45.3%	100.0%
		% within speaking ability in malayala	0.0%	41.0%	100.0%	49.7%
		% of Total	0.0%	27.2%	22.5%	49.7%
	medium	Count	29	151	0	180
		% within duration of stay of migrant workers in kerala	16.1%	83.9%	0.0%	100.0%
		% within speaking ability in malayala	67.4%	59.0%	0.0%	46.6%
		% of Total	7.5%	39.1%	0.0%	46.6%
	long	Count	14	0	0	14
		% within duration of stay of migrant workers in kerala	100.0%	0.0%	0.0%	100.0%
		% within speaking ability in malayala	32.6%	0.0%	0.0%	3.6%
		% of Total	3.6%	0.0%	0.0%	3.6%
Total	Count	43	256	87	386	
	% within duration of stay of migrant workers in kerala	11.1%	66.3%	22.5%	100.0%	
	% within speaking ability in Malayalam	100.0%	100.0%	100.0%	100.0%	
	% of Total	11.1%	66.3%	22.5%	100.0%	

**Table 67***Chi-Square Test*

	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	234.101 <sup>a</sup>	4	.000
Likelihood Ratio	234.823	4	.000
Linear-by-Linear Association	144.243	1	.000
N of Valid Cases	386		

The p-value for all chi-square tests is less than the conventional significance level of 0.05, indicating strong evidence to reject the null hypothesis. Therefore, we can conclude that there is a significant association between the duration of stay of migrant workers in Kerala and their speaking ability in Malayalam. The observed association is not likely to be due to random chance.

**6.8 Communication with Employer****Table 68***Communication with Employer*

Language	Frequency	Percentage	Cumulative Percentage
Mother tongue	25	6.25	6.25
Hindi	268	67	73.25
English	Nil	0	73.25
Malayalam	37	9.25	82.5
Urdu	19	4.75	87.25
Hindi and Malayalam	51	12.75	100
Total	400		

Source: Field Survey

In the context of communication among migrant laborers with their employers or agents, the data reveals some notable patterns. Firstly, a small fraction, accounting for 6.25% of the laborers, use their mother tongue for communication, suggesting that

linguistic diversity exists within the sample group. However, the dominant language of communication is Hindi, employed by a substantial 67% of the laborers. This points to the prevalence and importance of Hindi as a lingua franca among these migrants. Interestingly, English does not feature at all in their communication practices. A significant proportion, 9.25%, uses Malayalam, because migrant laborers often acquire proficiency in Malayalam through interactions with Malayali workers and their prolonged stay in Kerala. As a result, they are capable of communicating with their employers in Malayalam.

Furthermore, 4.75% use Urdu for communication, reflecting a diversity of linguistic backgrounds. Lastly, 12.75% of the laborers utilize a combination of Hindi and Malayalam, illustrating a degree of multilingualism within the community. Overall, Hindi emerges as the most commonly used language, while English is absent from their communication. It's important to note that some Tamil workers prefer to use Tamil in their communication because they consider it as their mother tongue and, therefore, use it as their primary medium of communication. It implies that the Malayali employers or agents they are interacting with have some level of proficiency in Tamil over other languages.

## **6.9 Membership in Trade Union**

The data indicates that none of the individuals surveyed have membership in any trade union. Specifically, out of the total respondents, which amounts to 400, 100% of them responded with No when asked about their membership status in a trade union. The reasons for non-membership in trade unions by migrant workers include trade union leaders' reluctance to accommodate them due to language barriers, lack of cooperation from migrant labourers, the transient nature of migrants, and insufficient data, among other obstacles. Migrants are often hesitant to join trade unions when approached by union leaders due to their fear of potential job loss.

Migrant workers in Kerala have not benefited from the immense social capital gained by the trade unions in Kerala. Even in 2020, more than 90 per cent of Interstate

Migrant Workers in Kerala (ISM workers) were not part of any trade union, depriving them of their collective bargaining power (CMID, 2020).

### **6.10 Member ship in club or any associations**

The data reveals that among the respondents, none of them have membership in any club or organization. Precisely, out of the total, 100% indicated that they do not possess membership in any club or organization. This data suggest a high prevalence of non-membership of migrant community in such groups. It shows the absence of club or organization, association affiliations within migrant worker community.

### **6.11 Introduction: Analyzing Cultural Influence**

Understanding the cultural influence of migration on in-migrant workers in Kerala is of significant importance. It helps assess how they adapt to the cultural norms, traditions and practices of Kerala, fostering social cohesion and reducing potential conflicts. It also sheds light on their identity formation, sense of belonging, and preservation of cultural practices.

The study examines the effects of migration on the food, dressing culture, and rituals of migrants. It seeks to understand how migration influences their dietary habits, clothing choices, and participation in cultural rituals.

In terms of dressing culture, migration can lead to a shift in clothing preferences and styles. This study investigates the influence of the local fashion trends on the migrants' dressing choices. Additionally, migration can impact the participation in cultural rituals and traditions. The study aims to understand whether migrants continue to observe their religious festive and ceremonial practices in new environment.

**Table 69**

*Influence of Kerala Culture*

Influence	Frequency	Percent	Cumulative Percent
Not at all influential	155	38.75	38.7.5
Partial influence	209	52.25	90
Extremely influential	36	9	100

Source: Field Survey

The category not all influential represents migrants who feel that Kerala culture has no influence on them. Approximately 38.75 percent of migrants consider Kerala culture not at all influential on them. Next category Partial influence represents migrants who feel that Kerala culture has some level of influence on them. 205 migrants fall into this category. It accounts 52.25 percent of total. 36 migrants fall into the category of Very influential. Approximately 10 percent of migrants consider Kerala culture very influential.

**Table 70**

*Association between cultural influence and duration of stay in Kerala*

Duration of stay	Highly influential	Partly influential	Not at all influential	Total
Short	0	108	98	206
Medium	26	87	67	180
Long	10	4	0	14
Total	36	209	155	400

**Table 71**

*Cultural influence \* duration of stay Cross tabulation*

		Duration of stay			Total	
		Short term	Medium	Long term		
Cultural influence	Highly influential	Count	0	26	10	36
		% within cultural influence	0.0%	72.2%	27.8%	100.0%
		% within duration of stay	0.0%	14.4%	71.4%	9.0%
	Partially influential	Count	108	87	4	199
		% within cultural influence	54.3%	43.7%	2.0%	100.0%
		% within duration of stay	52.4%	48.3%	28.6%	49.8%
	Not at all	Count	98	67	0	165
		% within cultural influence	59.4%	40.6%	0.0%	100.0%
		% within duration of stay	47.6%	37.2%	0.0%	41.3%
Total	Count	206	180	14	400	
	% within cultural influence	51.5%	45.0%	3.5%	100.0%	
	% within duration of stay	100.0%	100.0%	100.0%	100.0%	

**Table 72**

*Chi-Square Tests*

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	95.204 <sup>a</sup>	4	.000
Likelihood Ratio	82.072	4	.000
Linear-by-Linear Association	41.577	1	.000
N of Valid Cases	400		

a. 1 cells (11.1%) have expected count less than 5. The minimum expected count is 1.26.

All three tests (Pearson Chi-Square, Likelihood Ratio, and Linear-by-Linear Association) show highly significant p-values ( $p = .000$ ). This indicates that there is a significant association between the variables "duration of stay" and "cultural influence" among migrant laborers.

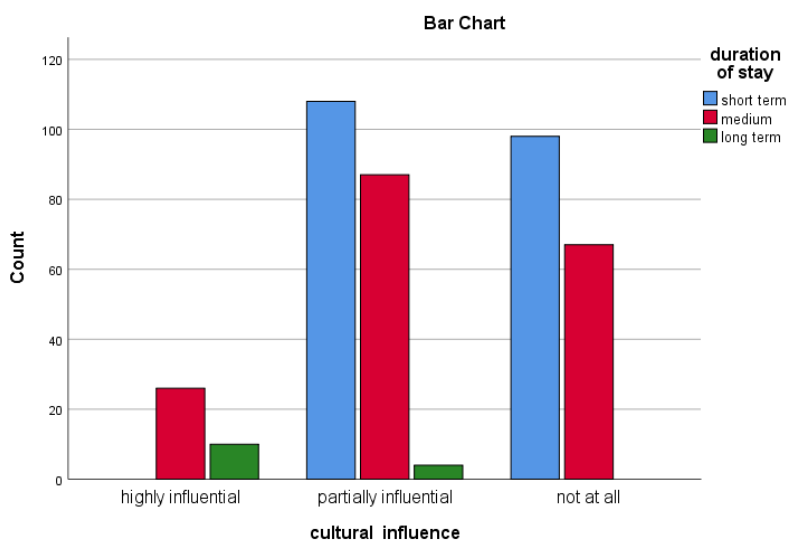
**Strength of Association:**

The high Chi-Square values suggest a strong association.

Cultural influence varies significantly based on the duration of stay. Short term stayers tend to perceive cultural influence as not at all influential. Long term stayers are more likely to find culture influence highly influential.

**Figure 8**

*Association between Cultural Influence and Duration of Stay*



**Table 73**

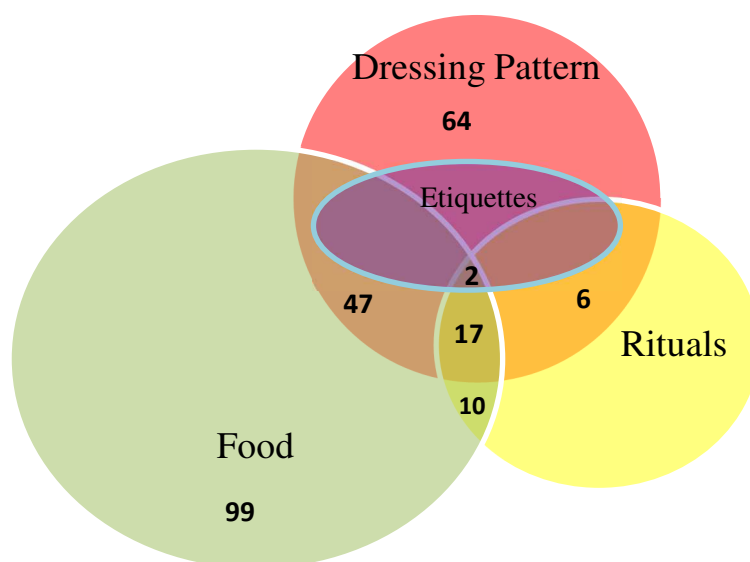
*Type of Influence*

Type of influence	Frequency
Dressing Pattern only	64
Food habit only	99
Rituals only	Nil
Etiquettes	Nil
Food habit and rituals	10
Dressing pattern and rituals	6
Dressing pattern and food	47
Dressing pattern, food habit and rituals	17
Dressing pattern, food habits, rituals and etiquettes	2

Source: Field Survey

**Figure 9**

*Types of Influence*



Each circle represents a type of influence, and the overlaps between circles indicate the combined influence of those factors.

Approximately 24.75 % of migrant workers in Kerala are influenced by Kerala culture in terms of their Dressing pattern only. This indicates that a significant portion of migrant workers incorporate elements of Kerala’s clothing style into their own. About 16% of migrants are influenced by Kerala culture when it comes to their food habits. No migrant workers in the sample appear to be influenced solely by Kerala culture in terms of rituals and etiquettes only. Around 11.75% of migrant workers are influenced by Kerala culture in terms of both dressing pattern and food choices. A small percentage of migrants (2.5%) combine influences from Kerala culture in both food habits and rituals. And another small section of migrants (1.5%) commented that they are influenced by Kerala culture in terms of dressing pattern and rituals. 4.25% of migrants are incorporate Kerala culture into their dressing pattern, food habits and rituals. And an even smaller percentage of (0.5%) of migrants is influenced by Kerala Culture in all four aspects: dressing pattern, food habits, rituals, and etiquettes. A substantial portion of migrants do not seem to be significantly influenced by Kerala culture.

**Table 74**

*Celebration of the Kerala Festivals*

	Frequency	Percent	Cumulative Percent
Yes	303	75.75	75.75
No	97	24.25	100.0
Total	400	100.0	

Source Field Survey

The majority of migrant laborers actively engage in celebrating the festivals of Kerala, reflecting their integration and cultural adaptation within our state. They enthusiastically participate in various cultural events, visit temples, and mosques. Notably, Muslim migrant laborers attend mosques, particularly on Fridays, demonstrating their commitment to religious practices. In certain locations, tailored Urdu sermons are offered for them, further enhancing their sense of inclusion and accommodation within the local cultural and religious landscape. Migrant workers

employed in certain religious institutions receive societal respect, being included in events like hose warming and weddings. They also receive special support during Holi celebrations. One worker mentioned receiving assistance from locals for constructing a house in his home town, highlighting their social integration. Another worker shared that upon returning home town for celebration, he and his family were gifted clothing by locals.

Certain mosques deliver Friday sermons in Urdu for migrant workers. Benoy Peter reported that Church in Anakkayam provide sermons in Bengali on Sundays. These both demonstrate the adaptability of migrant workers and the welcoming attitude of the local community.

**Table 75**

*Celebration of Festivals of native state in Kerala.*

		Frequency	Percent	Cumulative Percent
Valid	Yes	175	43.75	43.75
	No	225	56.25	100.0
	Total	400	100	

Source: Field Survey

A smaller proportion (43.75%) of migrant laborers in Kerala celebrates the festivals of their native state, while a significant proportion (56.25%) does not. Some of them who do not celebrate festivals commented that they prioritize returning to hometowns during festival season. This decision is often driven by a combination of cultural, emotional, and practical reasons related to family, tradition, and personal connections to their native state.

The chapter offers a thorough examination of diverse dimensions of migrant behavior and integration. It delves into their economic conduct, emphasizing the allocation of income and spending preferences, revealing the areas in which migrants invest the most resources. Additionally, the chapter explores their saving habits, investigating the portion of income earmarked for future needs or remittances. A crucial focal point is the detailed assessment of remittance amounts, providing valuable insights into the financial ramifications of migration for both the regions of origin and destination.

Beyond economic aspects, the chapter also delves into social and cultural integration, evaluating how migrants adapt to unfamiliar cultural norms and their level of engagement in local activities.

## CHAPTER VII

# **MIGRANT WELFARE PROGRAMS IN KERALA: AWARENESS, ACCESSIBILITY, AND SATISFACTION**

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## **7.1 Introduction**

In an effort to improve the lives of citizens and ensure their holistic development, governments often introduce various welfare schemes and programs. These initiatives aim to address specific needs and challenges faced by different sections of society. In this study, we delve into the awareness, membership and satisfaction levels of five key schemes, namely Aawaz, Apnagar, Changathy, Roshni, and Garima, within the three distinct districts.

The objective of this chapter is to analyze the awareness, membership and satisfaction of these schemes across the selected districts. By understanding the extent of awareness among the target population, the number of beneficiaries enrolled in each scheme, and the overall satisfaction levels of beneficiaries, we can gain valuable insights into the implementation and reach of these programs.

Section 8.2 explore the level of awareness among the migrant workers regarding various welfare schemes. This section aims to shed light on how effectively the information about these schemes has been disseminated and how well the target audience is informed. From 8.2-1 to 8.2-4 awareness on various schemes is separately given.

Section 8.3 explores the level membership statistics of each scheme. By examining the number of individuals enrolled in these programs, we can assess their popularity and the extent of their impact on the lives of beneficiaries.

Section 8.4 addresses the satisfaction levels of these scheme beneficiaries. Understanding the level of satisfaction is crucial in determining the success and effectiveness of these welfare initiatives in meeting the needs and expectations of the beneficiaries.

Section 8.5 explains registration of migrant workers with the local body. The registration of migrant workers with the local body is vital for tracking and ensuring their welfare, including access to essential services, labor rights protection, and emergency assistance, contributing to their overall well-being and integration into the local community.

This section examines whether any of the workers have registered their names with the local body.

The section 8.6 The section analyzes the accessibility of migrant workers to the Public Distribution System (PDS). Understanding the accessibility of migrant workers to the PDS is crucial because it sheds light on their ability to access essential food supplies and subsidized items. This information helps assess the effectiveness of welfare schemes and government support for this vulnerable population, ultimately contributing to policy recommendations for improving their living conditions and well-being.

Section 8.7 examines remarks of migrant workers on the statement regarding the increase in welfare due to government schemes. It is crucial as it provides direct feedback from the beneficiaries, helping to gauge the effectiveness of welfare policies and identify areas for potential improvements in migrant worker support.

Section 8.8 presents a conclusion of the chapter.

Overall, this chapter aims to provide an in-depth assessment of the various welfare schemes operating in the three districts, highlighting their strength and weaknesses, and suggesting recommendations to enhance their impact. The findings of this study can serve as valuable inputs for policy makers and administrators in crafting more targeted and effective welfare policies that cater to the needs of the citizens more efficiently.

## 7.2 Awareness on welfare programs

**Table 76**

*Awareness on welfare programs*

Awareness Level	Frequency	Percent	Cumulative Percent
Not at all aware	262	65.5	65.5
Partially aware	126	31.5	97
Completely aware	12	3	100
Total	400	100	

Source: Field Survey

The table presents that 262 individuals, which is 65.5% of the total sample, fall into the category of not at all aware. This means that approximately 65.5% of the migrant workers surveyed are not aware of welfare programs. 126 individuals, accounting for 31.5% of the total sample, are partially aware of welfare programs. This suggests that about 31.5% of the surveyed migrant workers have some knowledge about these programs but may not be fully informed. 12 individuals, or 3% of the total sample, are completely aware of welfare programs. This indicates that only a small proportion (3%) of the surveyed migrant workers has full knowledge of these programs.

To measure full awareness, it involves assessing whether individuals know the program's objectives, whether they are registered for the program, and their knowledge of the benefits of the program.

### 7.3 Awareness on schemes

**Table 77**

*Awareness on schemes*

Awareness	Frequency	Percentage	Cumulative Percentage
Aawaz only	46	11.5 (of total)	11.5
Apnaghar only	5	1.25	12.75
Roshni only	Nil	0	12.75
Changathy only	Nil	0	12.75
Garima only	Nil	0	12.75
Aawaz and Apnaghar	41	10.25	23
Apnaghar and Changathy	10	2.5	25.5
Aawaz and changathy	18	4.5	30
Aawaz and roshni	4	1	31
Apnaghar and roshni	2	0.5	30.5
Aawaz , apnaghar, and Changathy	8	2	32.5
Aawaz, Apnaghar, roshni	3	0.75	33.25
Aawaz, Roshni, and Changathy	1	0.25	33.5
Not at all aware	262	65.5	

Source: Field Survey

The most commonly known scheme among the respondents is Aawaz.. The data also show various combinations of awareness among schemes. For instance, 41 individuals (10.25%) are aware of both "Aawaz" and "Apnaghar," making it the second most recognized combination. The largest group of respondents, 262 individuals (65.5% of the total), is not aware of any of the schemes.

The "Aawaz only" category, with 46 individuals (11.5% of the total), represents the most aware category among the respondents. These individuals are aware of the "Aawaz" scheme but not necessarily of any other scheme. The "Apnaghar only"

category, with only 5 individuals (1.25% of the total), represents the least aware category. These individuals are aware of the "Apnaghar" scheme but not any other.

"From the above table, we can conclude that 121 migrant workers are aware of the scheme 'Aawaz,' 69 migrant workers are aware of 'Apnaghar,' 27 know 'Changathy,' and 10 migrant workers are aware of 'Roshni.'"

Based on the data, there is no reported awareness of the "Garima" scheme either on its own or in combination with other schemes among the surveyed migrant workers. It is evident that the 'Garima' scheme is the least recognized and popular among the surveyed migrant workers.

### 7.3.1 Awareness on Aawaz

**Table 78**

*Awareness on Aawaz*

Awareness level	Frequency	Percentage
Completely	17	14.06
Partially	104	85.94
Total	121	100

The table shows that out of 121, 17 workers are completely aware of the Aawaz scheme. It accounts 14% of the total. It is noteworthy that these 17 migrant workers are registered under the scheme.

The category partially represents the migrant workers who are partially aware of the "Aawaz" scheme, meaning they have some knowledge but not complete awareness. The table shows that 104 migrant workers are partially aware of the Aawaz scheme. Out of this 104, some are registered under the scheme. They know the purpose of the Scheme, but do not know its full details, benefits, criteria and insurance amount etc...

**Table 79***Awareness on Apnagar*

Awareness	Frequency	Percentage
Completely	12	3.45
Partially	57	44.16
Total	69	

Source: Field Survey

The table reveals that there are 12 individuals (out of the total sample of 69) who have a complete awareness of the subject. This represents approximately 3.45% of the total sample. On the other hand, 57 individuals have only partial awareness of the subject. This constitutes the majority of the sample, approximately 44.16%.

In summary, the table suggests that the majority of the sample (44.16%) has only partial awareness of the subject, while a smaller portion (3.45%) has complete awareness.

**Table 80***Awareness on Changathy Scheme*

Awareness level	Frequency	Percentage
Completely	4	1.08
Partially	23	6.21
Total	27	

The table illustrates that there are 4 individuals claim to be completely aware of the Changathy Scheme. There are 23 migrant workers who claim to be partially aware of the scheme.

**Table 81***Awareness on Roshni*

Awareness level	Frequency	Percentage
Completely	2	2
Partially	8	8
Total	10	10

Source: Field Survey

The table depicts that there are 2 individuals out of the total sample of 10 who have complete awareness of the Roshni. This represents 20% of the total sample who are aware of Roshni program. 8 migrant have partial awareness on the program, which constitutes the majority of the sample.

### 7.3 Membership in various schemes

**Table 82**

*Membership in various schemes*

Membership	Frequency
Aawaz	59
Apnagar	15
Changathy	4
Roshni	Membership to children, not to workers.
Not a member of any scheme	322
Total	400

The table depicts that there are 59 migrant workers who are registered under the Aawaz scheme. There are 15 migrant workers who are beneficiaries of Apnagar scheme. The table shows that 4 migrant workers who are members of the Changathy scheme. Roshni, this category appears to refer to membership among children, not workers, so it not included in the count for workers. The "Aawaz" scheme has the highest registration, with 59 individuals being members. This indicates that "Aawaz" has the most significant number of participants among the given schemes or groups. The "Changathy" scheme has the lowest participation, with only 4 individuals being members. It is noteworthy that "Roshni" category appears to be related to membership among children, so it's not directly comparable to the other schemes meant for workers. Therefore, it's not included in the assessment of participation among workers in the given schemes.

## 7.4 Satisfaction on schemes

**Table 83**

*Satisfaction on Schemes*

Satisfaction	Aawaz	Apnagar	Changathy	Roshni
Satisfied	11	15	4	10
Neutral	45	Nil	Nil	Nil
Not satisfied	3	Nil	Nil	Nil
Total	59	15	4	10

Table depicts that among those in the "Aawaz" scheme, 11 individuals are satisfied. In the "Apnagar" scheme, 15 individuals are satisfied, and in the "Changathy" scheme, 4 individuals are satisfied. Additionally, 10 individuals in the "Roshni" category are fully satisfied.

The table does not provide data for the neutral category for any of the schemes except for "Aawaz," where 45 individuals remarked neutral stand.

According to the table, there is no reported dissatisfaction among individuals in the "Changathy," "Apnagar," and "Roshni" schemes. However, in the "Aawaz" scheme, three workers expressed their dissatisfaction with the program.

## 7.5 Registration with the local body

**Table 84**

*Registration with the local body*

Registered	Frequency	Percentage
Yes	25	6.25
No	375	93.75
Total	400	100

Source: Field Survey

The table shows that there are 25 migrant workers who are registered in the local body. This means that 25 out of the total of 400 migrant workers have completed the

registration process with the local body. It accounts 6.25% of the total sample. The majority of migrant workers, specifically 375 individuals, have not registered with the local body. It constitutes 93.75% of the total sample. They have not completed the registration process or are not officially documented within the local body's records.

## 7.6 Accessibility to PDS in Kerala

The table shows that none of the migrant workers in Kerala received PDS. Some of them reported that they received PDS assistance during the Covid-19 pandemic, and they found it to be greatly beneficial."

## 7.7 Opinion on the statement that welfare of migrant labourers has enhanced with the schemes in Kerala

**Table 85**

*Opinion on the statement that welfare of migrant labourers has enhanced with the schemes in Kerala*

Opinion	Frequency	Percentage	Cumulative Percentage
Agree	206	51.5	51.5
Neutral	55	13.75	65.25
Disagree	139	34.75	100
Total	400	100	

Source: Field Survey

The table shows that, 206 individuals, representing approximately 51.5% of the total sample of 400, agree with the statement. This suggests that a significant portion of the surveyed individuals believe that the welfare of migrant laborers has indeed improved due to the implementation of various schemes in Kerala. There are 55 individuals, accounting for approximately 13.75% of the sample, who hold a neutral opinion. They neither agree nor disagree with the statement. Their stance on the matter is not strongly positive or negative. A total of 139 individuals, constituting approximately 34.75% of the sample, disagree with the statement. This implies that a significant portion of the surveyed population does not believe that the welfare of migrant laborers has improved as a result of the schemes in Kerala.

CHAPTER VIII

**SUMMARY OF FINDINGS, POLICY  
IMPLICATIONS AND CONCLUSIONS**

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## **8.1 Introduction**

This chapter presents a comprehensive overview of the key findings and conclusions derived from or extensive research and analysis. Our study aimed at to understand the major factors that influence in-migration to Kerala, to examine the impact of in-migration on the life of migrant workers, and to analyze the various welfare schemes. Through rigorous data collection, empirical investigations, and critical evaluation, we have unearthed valuable insights that shed light on the ‘Labour Market Implications of In-migration to Kerala- A study with special reference to Migrant Labourers’

## **8.2 Summary of Findings**

This part of the thesis aims to uncover the precise outcomes of the research. Through data collection, the researcher acquires valuable information from the sample respondents. This step helps in understanding and explaining the research findings. The major findings are presented below.

- Male migrant laborers make up a significant portion of the migrant workforce in Kerala, whereas female migrant workers are in the minority.
- The largest segment of migrant workers who have come to Kerala falls between the ages of 18 and 40, constituting a significant 69.9% of the total sample.
- This indicates that a majority of migrant workers belong to the working-age population group.
- The data suggests that the majority of migrant laborers in Kerala are married, while a minority remains single. This could imply that married individuals are more inclined to migrate for work, possibly to support their families.

- The data regarding the religious composition of in-migrant workers shows that Hindu workers form the largest group at 50.75%, followed by those who identify as Muslim at 45.75%, while a smaller percentage belongs to the Christian faith at 3.5%.
- The majority of these workers fall under the OBC (Other Backward Classes) category, followed by SC (Scheduled Caste) and ST (Scheduled Tribe) categories. The smallest group of workers belongs to the general castes.
- Assam is the primary contributor, followed closely by Uttar Pradesh, while other significant contributors include West Bengal and Bihar. Additionally, a variety of states, ranging from Tamil Nadu to Nagaland, are represented among the in-migrant workers, reflecting Kerala's multicultural labor force. Some states make minor contributions, such as Rajasthan, Karnataka, and Chhattisgarh, but overall, Kerala serves as a destination for labor migration, attracting workers from diverse regions to strengthen its workforce.
- Bardaman village in the West Bengal stands out as the hometown for the majority of migrant workers in Kozhikode district, while Nagaon village in Assam plays a key role as the primary source of migrants in Ernakulam district.
- The majority of individuals in the sample have resided in Kerala for 5 years or less, with 51.5% falling into this category. The data also reveals a relatively balanced distribution of years of stay, primarily concentrated within less than 10 years of residence. However, there is a noticeable increase in the proportion of individuals who have lived in Kerala for 8 or more years, suggesting a segment of the sample with longer-term residency. While there are a few outliers with very high years of stay (e.g., 17, 18, 20 years), these individuals represent a small portion of the overall sample.
- 181 migrant workers or 45.25% of the total indicated that they have not received any formal education. Meanwhile, 51.5% of the total, which corresponds to 206 respondents, have completed primary education. A smaller

group of 13 respondents, accounting for 3.25% of the total, have attained secondary education. It's worth noting that in Kerala, the informal labor market tends to attract a significant number of migrants, and these migrant workers often possess low educational qualifications. This is because the demand in Kerala's informal labor market primarily revolves around unskilled or low-skilled workers.

- The most significant portion of this workforce is employed in the construction sector, which includes jobs like masons and helpers, and this group makes up 51.25% of the total labor force. A notable segment, 9.75% of the workforce, consists of footloose workers. The manufacturing sector employs 6.75% of these workers, while the hospitality sector, encompassing roles in restaurants and wait staff, employs 19% of the migrant labor force. In contrast, a smaller portion, 3%, works in retail trade, and an even smaller fraction, 1.75%, are involved in farming. Domestic workers make up 8.5% of the total work force. The majority of migrant workers find jobs in the construction and hospitality sectors. A shift in the labor force structure is evident. In the past, migrant workers predominantly focused on construction, industrial, and manufacturing sectors. However, in recent years, there is a notable trend of them engaging in roles like domestic work and gardening, indicating a growing recognition of their contributions. The data on various occupations held by migrant laborers in their home states reveal that 170 laborers, which is equivalent to 42.5% of the total, were unemployed. This situation could be attributed to seasonal changes in agricultural work or limited job opportunities in their hometowns. On the other hand, "Farmer" emerges as the second most common occupation, with 128 laborers, making up 32% of the total. This underscores the substantial reliance on agriculture as a primary source of livelihood in their native states. "Mason" follows with 45 laborers, constituting 11.25% of the sample, indicating employment opportunities in the construction sector. "Restaurant worker" represents 37 laborers, making up 9.25% of the total, indicating involvement in the hospitality industry.

- The wage range of 800 to 900 INR is the most frequently encountered among the respondents, with the highest wages typically observed in the construction sector. In certain areas, masons can earn between 1050 and 1200 INR, while helpers receive 900 INR. Footloose workers tend to earn between 800 and 850 INR per day, with wages generally being higher in Kerala. Differences in wage are influenced by the working hours, leading to a wide range of wage rates. In specific regions, higher wages are offered based on work experience, with construction helpers progressing to masons overtime and receiving elevated pay. There is no standardized wage across various occupations, and their earnings are comparatively lower than their counterparts. Despite being aware of this, they express contentment with their current compensation.
- The data showing wage rate in native state suggests a significant prevalence of unemployment and low-wage employment among migrant laborers in their native state, with potential implications for poverty, limited economic mobility, and disparities in income levels. The highest wage the migrant workers are paid in their native state is 501-600.
- As per the days of work in Kerala, 54 workers (13.5%) work for 5 days, 150 workers (37.5%) work for 6 days, and 196 individuals (49.00%) work for a full 7 days. Clearly, the majority of workers engaged in full-time employment, working all 7 days of the week, while a smaller proportion work fewer days.
- As per the number of work days in native state, fewest work days reported are 3 days a week, which is the situation for 170 workers, making up 42.5% of the total workforce. It's evident that a significant portion of workers falls into the categories of either 3 or 4 work days per week, while a substantial number also work for 5 or 6 days. Notably, 170 workers in the sample did not have any employment in their native state, so their work days are recorded as zero.
- The table highlights that a majority of the respondents, accounting for 214 individuals (49.2%), reported working for 9 hours a day in Kerala. This suggests that a common workday duration prevails in the region. Following

27.8% of the total mentioned working for 8 hours a day, which aligns with the standard eight-hour workday seen in many places. A smaller group of respondents reported working for 7, 10, and 11 hours a day, with percentages ranging from 3.9% to 6.4% of the total. Furthermore, a very limited number of respondents (0.5% of the total) indicated working for 12 hours a day. Data indicate that employee in hotels and restaurants are working extended shifts, some lasting up to 12 hours in certain regions. This raises concerns about potential discrimination or the violation of labour rights.

- It is worth mentioning that there is a satirical portrayal depicts a migrant worker watering plants in the rain, emphasizing their willingness to perform any task assigned by the employer. While amusing, the depiction also highlights the positive trait of these workers, showcasing their readiness to undertake diverse jobs regardless of timing or circumstances.
- The table revealing the work hour in native state shows that within the sample of 400 respondents, the largest group comprises 170 individuals (38.4%), which represent those who work for zero hour since they are unemployed at native state. Furthermore, there are 66 individuals (14.79%) who work for 5 hours and 74 individuals (16.59%) who work for 6 hours. However, as we look at longer working hours, the numbers decrease, with 15 individuals (3.36%) working for 7 hours and 16 individuals (3.58%) working for 8 hours.
- Oral mode of appointment was utilized for 209 workers, constituting 52.25% of the entire sample. On the other hand, the Day-to-Day work mode of appointment was employed for 191 individuals, making up 47.75% of the total sample.
- The majority of migrant workers in their native state have kutcha houses, with Pucca houses being less common among those who have worked for an extended period. Huts are also prevalent, and a small portion of workers live in rented houses or shelters.

- Migrant workers, who typically belong to low-income demographics, generally do not own agricultural land. Only a tiny fraction of these workers claim to have agricultural land, and for the most part, it is the land where their houses are located.
- Migrant workers do not mention any additional income sources. They entirely rely on their primary source of income, which is often limited to their work in Kerala. This is primarily because many migrant workers come to Kerala with the sole purpose of earning a livelihood and enhancing their living standards, which may include constructing homes.
- In the majority of migrant worker families, there is only one member who earns an income. A small minority has two earning members, and a few reported having three earners because they live in a joint family setting.
- Economic factors significantly influence the decision of migrant workers to migrate to Kerala, whether acting as pull or push factors. High unemployment rates and low wages act as push factors, motivating them to leave their native states. Conversely, abundant employment opportunities and higher wages serve as pull factors, attracting them to migrate to Kerala. These economic elements play a pivotal role in driving this migration phenomenon. Certain migrant workers have noted that improved infrastructure, access to healthcare, a peaceful environment, and a more favorable climate have all been factors that have inclined them toward migrating to Kerala. It's worth mentioning that people originating from Assam, West Bengal, and Orissa have mentioned a variety of reasons for their migration to Kerala, including the impact of natural disasters. This shows that the push factors related to environmental conditions also play a significant role in influencing migration patterns.
- Out of the total of 400 surveyed migrant workers, it is observed that 321 of them, which correspond to 80.25% of the sample, reside in rental housing, making it the most common type of accommodation among this group. An additional 29 workers, constituting 7.25% of the sample, live in apartments.

There are also 17 workers, making up 4.25% of the sample, who live in a shared section of an apartment, indicating that they cohabit with others but may have distinct areas within the same apartment. The remaining 33 workers, equivalent to 8.25% of the sample, live at their workplace, which suggests that their accommodation may be provided as part of their employment arrangement.

- A notable proportion of the respondents, accounting for 43% of the total, mentioned that they arrange their own accommodation, reflecting a degree of self-reliance in securing their housing. Conversely, a larger majority, comprising 57% of the total, stated that their employers provide them with accommodation.
- The most common type of residence among migrant laborers consists of only one room, making up 43.25% of their housing situations. On the other end of the spectrum, the least common category is "More than 3 rooms," which includes residences with more than three rooms. This information provides insights into the living conditions of migrant workers. It reflects that a significant portion of these workers (43.25%) typically reside in very basic accommodations with just one room. This suggests that they might be facing overcrowded or cramped living conditions. In contrast, very few of them have access to larger residences with more than three rooms, which may offer more space and comfort depending on the number of people sharing each room. Overall, it highlights the challenging and often substandard housing conditions that many migrant workers endure.
- The most common occupancy in a single room falls within the range of 5-7 individuals, with 50.25 percent of the total migrants reporting that they share a room with 5, 6, or 7 fellow laborers. Conversely, the lowest occupancy in a room, according to the data, is found in the range of 11 or more individuals in a single room.

- It is evident that 44.5 percent of the migrant laborers' homes feature a distinct kitchen area. This signifies that in these residences, there is a designated space or room solely designated for cooking purposes. On the other hand, a larger majority of the respondents (55.5%) reported that they lack a separate kitchen. In these dwellings, laborers prepare and cook their meals within the same living space where they also sleep.
- Nearly half of them have the benefit of a separate kitchen area for cooking, the majority of respondents must make do without this separate space, which can pose challenges in terms of living comfort and functionality within their residences.
- It is noteworthy that 100% of the migrant laborers' residences feature latrine facilities. This indicates that every single residence among those surveyed is equipped with toilets or latrines. Furthermore, it is observed that in cases where there are 6 to 10 workers sharing a residence, they have access to only one latrine. While the presence of latrine facilities in all surveyed residences is a positive aspect, the fact that 6 to 10 workers often have to share a single latrine can pose significant challenges. This scenario might lead to issues such as congestion, longer waiting times, and potential hygiene concerns, as maintaining cleanliness and sanitation becomes more challenging with a higher number of users. Ensuring adequate and accessible sanitation facilities for larger groups of workers should be a priority to address these difficulties.
- The data on the sewage facility shows that the vast majority of the sampled migrant workers lack proper sewage facilities in their residences. The fact that those with sewage access are primarily living at their workplace, particularly in the restaurant industry, suggests that some employers provide better housing amenities for their employees, including sanitation infrastructure. This underscores the disparities in living conditions and amenities among migrant workers based on their employment circumstances.

- The data on the flooring condition of residence reveals that concrete flooring is the predominant type of flooring in the residences of migrant laborers, indicating a certain level of basic infrastructure in their housing. The presence of construction workers living on-site without concrete floors emphasizes the challenging living conditions faced by some laborers, where they reside in temporary or rudimentary accommodations directly at their workplace. This information underscores the diverse and often less-than-ideal living situations experienced by migrant laborers in various industries.
- As per the data, it is evident that 48.5% of the migrant laborers' homes rely on well water as their source of water. This signifies that nearly half of the surveyed residences obtain their water supply from a well. In contrast, the remaining 51.5% of the residences access their water via a pipeline, which typically indicates a more centralized and municipal water supply system.
- The availability of water is favorable in Kerala, especially when compared to people who have migrated here due to drought. The facilities related to water access in Kerala are superior for these individuals.
- When examining the spending habits of migrant workers in Kerala, it is clear that most of the participants give the highest priority to essential expenditures, specifically "Food and Clothing." A significant 44% of the respondents identified this category as their primary expenditure. In a similar vein, 12% of the participants allocate their resources to cover "Food, Clothing, Hospital bills, Accommodation, and Transportation," underscoring the vital role these basic necessities play in their budget allocation.
- 100% of the participants, it is apparent that every single one of them possesses a saving habit. This signifies a unanimous prevalence of a savings practice among the migrant workers pointing to a pronounced inclination towards financial responsibility within them.

- 100% of the total sample specified that they employ banks as their chosen method for saving. "Bank" not only represents the mode of saving but also stands as the sole response in this particular context.
- The data reveals that the largest proportion of remittances falls within the "10001-15000" range, constituting 36.5% of the total. In contrast, the "5000-10000" range has the lowest frequency, accounting for only 17.5% of the observations. This indicates that a significant portion of the remittances in this dataset falls between the 10000 to 15000 range, while fewer remittances are either below 5000 or between 5000 and 10000. This trend can be attributed to the fact that migrant laborers often prioritize sending a substantial portion of their earnings back to their hometowns.
- Out of the 400 respondents, the prevailing method of remittance is "Via mobile shops," which is favored by 306 individuals, constituting 76.5% of the respondents, and making it the most commonly chosen option. The second most popular mode is "Using mobile banking," selected by 36 respondents, accounting for 9.0%. "Through agents" is the third most frequently chosen option, with 29 respondents, representing 7.3%. "Cash deposit Machine (CDM)" is utilized by 16 respondents, making up 4.0% of the total, while "Via bank" is the preference of 13 respondents, making up 3.3% of the selections.
- A significant majority of migrant workers in Kerala, comprising 46.5%, opt for government hospitals when it comes to addressing their healthcare requirements. This suggests that a substantial portion of migrant laborers relies on the state's public healthcare system. About 35.75% of migrant workers, on the other hand, choose private hospitals for medical care, constituting a noteworthy proportion. A smaller fraction, approximately 17.75%, seeks healthcare by utilizing both government and private hospitals.
- Regarding language proficiency based on the data, it can be observed that most of the migrant workers know their Mother tongue and have a basic understanding of Malayalam, making this the largest group in the dataset.

These individuals can use Malayalam for everyday communication with their employers, agents, and local residents.

- Out of the total responses, 35 individuals, which is equivalent to 8.75%, do not perceive language as a hindrance. Additionally, 9% of the total respondents mentioned that language poses a partial barrier. The predominant trend is that the majority of the responses, specifically 329 responses, constituting 82.25%, highlight language as an extremely significant barrier.
- Based on the data regarding Malayalam language proficiency, it is evident that the majority of individuals fall into the "Basic Malayalam Knowledge" or "Speak Only" category. Only a small number, specifically four individuals, have chosen the "Speak, Read, and Write" category.
- The primary language used for communication among the laborers is Hindi, with a significant 67% of them employing it. This underscores the widespread use and significance of Hindi as a common language among these migrants. Interestingly, English is completely absent from their communication routines. Workers who are proficient in both Malayalam and Hindi use these two languages for communication with their employers. They consider basic Malayalam proficiency as crucial and make efforts to learn and acquire it.
- They are not affiliated with any trade unions or associations, leaving them without a means to express their grievances. The absence of trade union or association membership among these workers gives rise to several significant problems. Firstly, it leaves them without a platform to effectively convey their grievances or concerns, making it challenging to address issues they may face in their work environments. Secondly, the lack of representation deprives them of a collective voice to advocate for their rights, better working conditions, or equitable treatment by employers. Additionally, they miss out on the benefits of collective bargaining, potentially resulting in less favorable employment terms. In cases of workplace disputes or problems, their limited support network and legal recourse can further exacerbate their challenges. Moreover,

this isolation from broader labor movements can render them more susceptible to exploitation and unfair labor practices.

- Based on the data regarding the influence of Kerala culture, the category "Not all influential" represents migrants who feel that Kerala culture has no influence on them, making up approximately 38.75 percent of the respondents. The next category, "Partial influence," includes migrants who perceive some level of influence from Kerala culture, with 205 migrants falling into this category, accounting for 51.25 percent of the total. Additionally, 40 migrants, constituting roughly 10 percent of the respondents, fall into the "Very influential" category, indicating that they consider Kerala culture to be highly influential on them.
- In terms of influence from Kerala culture among migrant workers, it's notable that the dressing pattern holds the highest impact, with approximately 24.75% of workers adopting elements of Kerala's clothing style. Only a minimal percentage (0.5%) of migrants is influenced by Kerala culture in all four aspects: dressing pattern, food habits, rituals, and etiquettes. Overall, the category most influenced is the dressing pattern, while the category least influenced is rituals and etiquettes.
- Migrant workers have observed a shift in their clothing habits noting that they previously wore pajama and kurta in their hometown but have adopted a different dress pattern, opting for mundu instead. This change highlights the influence of dressing patterns in their new environment.
- Their dietary preferences underwent a shift; while they were accustomed to having chappathi in their meals before arriving in Kerala, now they have adapted to consuming rice and tapioca. Some even incorporate rice into their breakfast. A local employer remarked that employing them is convenient, as they have fewer demands compared to local workers, providing rice for breakfast satisfies them, and they are known for their diligent work ethic.

- Approximately 75.75% of the respondents actively partake in celebrating Kerala's festivals, which translates to 303 workers who engage in these cultural festivities. In contrast, a minority, comprising 24.25% of the total, indicates that they do not participate in Kerala's festivals. This suggests that a substantial majority of migrant workers enthusiastically embrace Kerala's cultural traditions by actively participating in its festivals. This active engagement has the potential to nurture feelings of belonging, foster community integration, and facilitate cultural exchange, all of which can enhance their overall experience while living and working in Kerala. On the other hand, those in the minority who abstain from these festivities may lose out on valuable cultural interactions and the chance for greater integration.
- Smaller percentages (43.75%) of migrant laborers in Kerala participate in their native state's festivals, while a substantial proportion (17.7%) refrains from doing so. Some of those who opt out of festival celebrations explained that they prioritize returning to their hometowns during festive seasons. On a positive note, it highlights the diverse cultural tapestry of Kerala, enriched by the contributions of migrants from various regions of India.
- Regarding the awareness of welfare programs, the table reveals that a substantial number of migrant workers lack awareness, with 65.5% falling into the "not at all aware" category. On the other hand, 31.5% of respondents have partial awareness, while a mere 3% are fully informed about these programs. The implication here is that there is a significant gap in awareness among migrant workers regarding welfare programs. The majority of respondents are not adequately informed about these initiatives, potentially leading to underutilization of the benefits they offer. It highlights the need for improved communication and outreach efforts to ensure that more migrant workers can access and benefit from these welfare programs, ultimately enhancing their well-being and quality of life.
- The most recognized scheme among the surveyed migrant workers is "Aawaz," with 46 individuals (11.5% of the total) being aware of it. Notably,

there is no reported awareness of the "Garima" scheme among the respondents, either independently or in combination with other schemes. Therefore, the "Garima" scheme is the least recognized and popular among the surveyed migrant workers. The Garima project initiated in 2017, operated effectively until 2018, during this period, it successfully organized medical camps and conducted inspections of accommodating sites. However, since then, the program has become inactive, and none of the migrant workers in Kozhikode district (in the sample) are currently informed about its existence.

- The data regarding the awareness on Aawaz health insurance scheme reveals that 17 migrant workers, which constitute 14% of the total, are fully informed about the "Aawaz" scheme, and notably, all of these workers are registered under the scheme. The category of partial awareness includes 104 migrant workers who possess some knowledge about the "Aawaz" scheme. However, within this group, some are registered under the scheme while others are not. These workers understand the scheme's purpose but lack complete awareness regarding its specific details, benefits, criteria, and insurance amounts, among other aspects.
- The data on awareness of Apnagar among the samples suggest that a significant portion of the sample (44.16%) possesses only partial awareness of the subject, while a smaller fraction (3.45%) has a comprehensive understanding of it.
- The table provides information that four individuals assert they have a full understanding of the Changathy Scheme, while 23 migrant workers state they have partial awareness of the program. The implication here is that a relatively small number of individuals possess comprehensive knowledge about the Changathy Scheme, which might indicate the need for improved awareness and education efforts about this initiative among the migrant worker population.

- The data on awareness of Roshni program illustrates that within the total sample of 10 individuals, two of them possess full awareness of the Roshni program, accounting for 20% of the total sample who are acquainted with it. In contrast, the majority of the sample, which is 8 individuals, has only partial awareness of the program.
- Regarding the enrollment of migrant workers in various schemes it can be concluded that there are 59 registered migrant workers in the "Aawaz" scheme, 15 beneficiaries in the "Apnagar" scheme, and 4 members in the "Changathy" scheme. It's important to note that the "Roshni" category seems to pertain to children's membership and is not counted among the workers. Among these schemes, "Aawaz" has the highest number of participants with 59 individuals, indicating it has the most significant worker participation. Conversely, the "Changathy" scheme has the lowest participation, with only 4 members. Keep in mind that the "Roshni" category is not directly comparable to the other worker-oriented schemes and is excluded from this assessment.
- The data concerning satisfaction levels among different schemes reveal that in the "Aawaz" scheme, out of 59 registered individuals, 45 are moderately satisfied, and 11 are fully satisfied. Additionally, 14 individuals in the "Apnagar" scheme express satisfaction, while 15 individuals in the same scheme are fully satisfied. In the "Changathy" scheme, 4 individuals are fully satisfied. The "Roshni" category, which appears unrelated to worker satisfaction, has 10 individuals who are fully satisfied. Importantly, the data reveals that the majority of individuals registered under the "Aawaz" scheme (45 out of 59) are moderately satisfied. Only 11 of them are fully satisfied, indicating that many registered individuals may not be entirely aware of the scheme or have reservations, as they didn't express full satisfaction.
- The data reveals that 25 out of 400 migrant workers have undergone the registration procedure with the local authorities. This signifies that only 6.25% of the total sample has formalized their registration with the local body. The substantial majority, comprising 375 individuals, have not registered with the

local body, representing a significant 93.75% of the total sample. These individuals either haven't completed the registration process or lack official documentation within the local body's records.

- Based on the data regarding availability of PDS indicates that migrant workers in Kerala did not receive Public Distribution System (PDS) assistance under normal circumstances. However, some of them did receive PDS assistance during the Covid-19 pandemic and found it to be highly advantageous. The fact that some migrant workers received PDS assistance during the pandemic suggests that the government or relevant authorities recognized the need to provide additional support during crisis situations.
- Regarding the statement that conveys an increase in migrant laborers' welfare, opinions on the matter vary: some agree, some disagree, and some hold a neutral stance. Roughly 51.5% or 206 people agree with the statement. This indicates that a substantial portion of those surveyed believes that the welfare of migrant laborers in Kerala has indeed seen improvement due to the implementation of various schemes. About 13.75% of the sample, equivalent to 55 individuals, maintains a neutral stance. On the contrary, approximately 34.75% of the sample, which is a total of 139 individuals, disagrees with the statement. This suggests that a noteworthy portion of the surveyed population does not share the belief that the welfare of migrant laborers has advanced as a result of the schemes in Kerala.

CHAPTER IX  
**RECOMMENDATIONS**

9.1 Recommendations..... 205

## 9.1 Recommendations

In light of the aforementioned findings, this thesis seeks to shed light on the vulnerabilities faced by migrant workers in Kerala. In the subsequent sections, we will put forth a set of recommendations aimed at uplifting their conditions and fostering healthier and more sustainable lives.

- To begin, there is currently no official documentation regarding the number of migrant workers or their details with government departments. Therefore, it is recommended that the registration of migrant workers be made mandatory. However, some NGOs oppose this idea, arguing that these workers are Indian citizens, and according to the constitution, any Indian citizen can travel anywhere in India, settle, and work. As a compromise, it is suggested that local authorities in all districts maintain statistics on migrant laborers, particularly those who have been residing in an area for two years or more.
- The issuance of labour card is recommended. Promotion and issuance of labor cards are essential for safeguarding the rights and well-being of workers, improving their access to benefits and legal protections, and contributing to the overall economic and social development of a region or country.
- It is suggested that a dedicated board, similar to NORKA (Non-Resident Keralites Affairs), be established for migrant workers. This board would play a crucial role in ensuring the proper implementation and oversight of initiatives aimed at enhancing their welfare.
- Facilitation centers should be established at the Panchayat level, providing a range of services aimed at improving the welfare of migrant workers. Through these centers, officials can conduct classes on various government schemes,

raising awareness about the importance of registration and the entitlements available to them.

- In terms of government programs and schemes, it is advisable to distribute pamphlets in the native languages of the beneficiaries or in Hindi, emphasizing the details of the different welfare initiatives. For individuals who may lack reading skills, the government should organize workshops to educate them about these schemes.
- It has been discovered that an app called the "Guest App" has been launched. To improve its functionality and streamline the registration or enrollment process, efforts should be made to enhance its speed and incorporate biometric details.
- Eliminate redundant registrations under various schemes and consolidate them under a single umbrella.
- It is recommended that disparities in wages, working hours, and working conditions must be addressed, and legal and social protections should be provided to ensure their well-being.
- To address the issue of inadequate awareness on various schemes it is suggested that to conduct awareness campaigns, set up help centers and establish a feedback mechanism to understand any challenges or concerns faced by workers during the registration process. This feedback can help refine the program and improve its accessibility.
- Encouraging membership in trade unions and associations should involve dispelling the misconception that joining such organizations will result in job loss, while also raising awareness about the benefits these organizations offer.
- Regular inspections of accommodation provisions should be conducted to ensure that no more than five individuals reside in a single room, preventing overcrowding.
- Provision of sanitation and sewage facilities should be ensured.

- A dedicated kitchen area should be provided, and it must be ensured that migrant workers do not prepare food or sleep in the same room.
- Efforts should be undertaken to broaden the accessibility of various schemes.
- In order to solve the problems of migrant workers like reduced wage, exploitation, lack of transparency etc the efforts should be made to reduce the interference or participation of intermediaries or agents in the labor market.
- To enhance the efficiency of services for migrant workers, every service provider or scheme authority should have staff members proficient in multiple languages.
- To enhance the cultural and social integration of migrant workers, it is advisable to implement cultural exchange initiatives, community gatherings, and campaigns aimed at promoting cultural awareness.
- Promote successful programs from various states or districts that focus on the welfare of migrant workers, including initiatives that offer Malayalam language classes and ensure their health and overall standard of living.
- Provide legal protections.
- As a recommendation, it is advised to incorporate a comprehensive scrutiny process to identify individuals with criminal records.
- Develop a screening procedure characterized by clear, well-defined criteria for disqualification based on criminal records. This enhances transparency, ensuring that individuals have a clear understanding of the reasons for exclusion and minimizes the potential for arbitrary decisions.
- Introduce programs aimed at aiding the rehabilitation and reintegration of individuals with criminal records into both society and the job market. By offering opportunities for skill enhancement and employment, these initiatives enable individuals to rebuild their lives and lower the risk of reoffending.

- Encourage collaboration between government agencies, civil society organizations, and community leaders to create a supportive ecosystem for migrants, including legal aid and psychosocial support services.
- Efforts should be undertaken to teach Hindi to Keralites, similar to the initiative of teaching Malayalam to migrant laborers.

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# **APPENDICES**

## QUESTIONNAIRE

1. Name
2. Gender : Male Female
3. Age : 15-24 25-34 35-44 45-54 55-64
4. Marital Status : Single Married Widow /Separated
5. Religion : Hindu Islam Christianity Other
6. Caste : General OBC SC ST other
7. Native state :
8. Duration of stay in Kerala? : 1-5 6-10 years 11-15 years  
16-20 more than 20 years

### II. Education and Work-related details

9. Educational qualification: No formal schooling Primary Secondary Higher Secondary
10. Current Occupation: Mason/ helper Manufacturing sector hospitality sector: Worker at restaurant / Waiter Retail trade farmer Domestic worker footloose worker
11. Occupation at native state: No job Farmer Mason Restaurant worker coolie
12. Wage rate receives from Kerala :

- |           |                          |
|-----------|--------------------------|
| 400-500   | <input type="checkbox"/> |
| 501-600   | <input type="checkbox"/> |
| 601-700   | <input type="checkbox"/> |
| 701-800   | <input type="checkbox"/> |
| 801-900   | <input type="checkbox"/> |
| 901-1000  | <input type="checkbox"/> |
| 1001-1100 | <input type="checkbox"/> |
| 1101-1200 | <input type="checkbox"/> |

13. Wage per day before migration:

- Nil
- 200- 250
- 250-300
- 301-350
- 351-400
- 401-450
- 451-500
- 501-600

14. Number of work days in Kerala (in a week):

15. Number of work days before migration:

16. Number of work hours on a daily basis in Kerala :

17. Number of work hours at home state:

18. How is the work relation conducted? Oral agreement  Written Contract   
Day-to-day work

### III. Social Condition at Native place

19. Do you own a house: Yes No , Type of house : Kutcha house Pucca house Hut Shelter Rented house

20. Number of earning members in the family other than you.

21. Do you possess any agricultural landholding in your native state? Yes no

22. Do you possess any other source of income? Yes no if yes, please specify

### Migration

23. The prime reason for in-migration to Kerala (please tick corresponding item)

Push factors	Low wage	Political instability	Natural calamity
	Unemployment	Safety and security	Climate change
	Debt obligation	Conflicts or threats	Crop failure
	Poverty	Poor medical care	Food scarcity
	Irregular job	Lack of adequate education system	Population growth
	Industrial backwardness	Bad governance	

24. **The reason for selecting Kerala as a destination place (Pull factors):**

High wage	Family reunification	Abundance of Natural resources
Job opportunities	Peaceful social environment	Favorable climate
Wealth prospects	Better Infrastructure	Occupational Safety
Improved living standards	Affordable and accessible urban services	Food security
Labor demands	Political freedom	
Regular job	Better medical care facilities	

**V. Living Condition in Kerala**

25. Type of residence:

- Rented house
- Flat
- Part of a flat
- at Worksite

26. Accommodation provision:

- Self
- By Employer
- Government Facility

27. Number of rooms in your settlement:

- 1
- 2
- 3
- more than 3

28. Number of Persons in a room

- 2-4
- 5-7
- 8-10
- 11 and above

29. Do you have a separate Kitchen in your residence?  
 Yes  
 No
30. Do you have a latrine facility?  
 Yes  
 No
31. Do you have water access at your residence? Mention its type?  
 Well  
 Pipeline
32. Floor is concreted or not?  
 Yes  
 No
33. Do you have a sewage facility?  
 Yes  
 No

#### **VI-Consumption and Saving Pattern**

34. Monthly expenditure:  
 Food  
 Cloth  
 Entertainment  
 Education  
 Hospital  
 Rent  
 Transportation
35. Do you have a savings habit?  
 Yes  
 No
36. What is the mode of saving?

38. Monthly remittance sends to home (in figures)?

- Below 5000
- 5000-10000
- 10001-15000
- above 15000

39. Mode of remittance:

- Through bank
- through mobile banking
- through agents
- CDM
- Through mobile shops

40. Do you have a bank account here?

- Yes
- No

41. The type of hospital approach for treatment:

- Private hospital
- Govt Hospital
- Both

### VII-Accessibility to different Welfare Schemes

42. Did you register your name with the local body?

- Yes
- No

43. Do you aware of any of the following scheme? **Please tick correspondingly**

Schemes	Completely Aware	Partially Aware	Not at all aware
<b>Aawaz</b>			
<b>Apnagar</b>			
<b>Roshni</b>			
<b>Changathy</b>			
<b>Garima</b>			

44. Do you have membership in any of the following schemes?

- Awa Insurance Scheme
- Apna Ghar
- Garima
- Changathi
- Roshni

45. Are you satisfied with the service of these schemes?

Schemes	Satisfied	Neutral	Not Satisfied
<b>Aawaz</b>			
<b>Apnaghar</b>			
<b>Roshni</b>			
<b>Changathy</b>			
<b>Garima</b>			

46. Do you receive ration from Kerala?

- Yes
- No

47. Do you agree with the statement that the welfare of migrant workers has been enhanced with the implementation of different schemes by the Government of Kerala?

- 3 Agree**
- 2. Neutral**
- 1. Disagree**

### **VIII- Social Integration**

48. Languages you know:

- Mother tongue
- Hindi
- English
- Malayalam
- Urdu
- other

49. Do you face any language barriers?
- 3. Not a barrier**
  - 2. Partial barrier**
  - 1. Extreme barrier**
50. Language proficiency in Malayalam:
- Speak only
  - Speak, read and write
51. Speaking ability in Malayalam.
- Fluent
  - Medium
  - Limited
52. Communication with employer:
- Mother tongue
  - Hindi
  - English
  - Malayalam
  - Urdu
  - Hindi and Malayalam
53. Do you have membership in any trade union?
- Yes
  - No
54. Do you have membership in any club or organization?
- Yes
  - No

### **IX-Cultural Influence**

55. Do you feel that you are influenced by Kerala Culture?
- 1. Not at all influential**
  - 2 partial influence**
  - 3.extremely influential**

What ways?

Dressing pattern

food habit

Rituals

Etiquettes

55. Do you celebrate the festivals of Kerala?

Yes

No

56. Do you celebrate your festivals and rituals in Kerala?

Yes

No

**Footnote:**

*Rituals:* Rituals are established, often symbolic actions or ceremonies performed in a set sequence, often with cultural, religious or social significance. Examples: weddings, funerals, cultural practices, and every day routines.

*Etiquettes:* The customary code of polite behavior in society or among members of a particular profession or group.