

**IDENTIFYING HUMAN RIGHTS ISSUES AND PROBLEMS
AND DEVELOPING POLICY FRAMEWORK FOR
PROVIDING SOCIAL SECURITY AND HEALTHCARE TO
MIGRANT WORKERS**

2022

(This study was carried out with financial support from National Human Rights Commission, India, and conducted by Pondicherry University, Puducherry)

By

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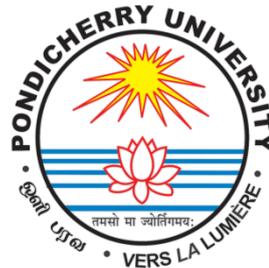
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List of Abbreviations

ANOVA	- Analysis of Variance
APY	- Atal Pension Yojana
BEA	- Backpain Eyestrain & Allergy
DGM	- Deputy General Manager
DOF	- Degrees of Freedom
EPF	- Employee Provident Fund
EPFO	- Employees' Provident Fund Organisation
ESI	- Employees' State Insurance
ESIC	- Employees' State Insurance Corporation
HDI	- Human Development Index
HR	- Human Resource
HSC	- Higher Secondary Certificate
HSS	- Higher Secondary Schools
ICDS	- Integrated Child Development Services
IT	- Information Technology
KMO	- Kaiser-Meyer-Olkin
KV	- Kendriya Vidyalaya
LLP	- Limited Liability Partnership
LPC	- Living Place Conditions
MD	- Managing Director
MUDRA	- Micro Units Development & Refinance Agency
OD	- Overdraft
OoSC	- Out of School Children
OTC	- Over-the-Counter
PCA	- Principal Component Analysis
PDS	- Public Distribution System
PG	- Post Graduation
Ph.D	- Doctor of Philosophy
PMAY-G	- Pradhan Mantri Awas Yojana Gramin
PMJAY	- Pradhan Mantri Jan Arogya Yojana

PMJDY	- Pradhan Mantri Jan Dhan Yojana
PMJJBY	- Pradhan Mantri Jeevan Jyoti Bima Yojana
PMSBY	- Pradhan Mantri Suraksha Bima Yojana
PUC	- Pre University Course
QDAS	- Qualitative Data Analysis Software
RTE	- Right to Education
SY	- Swavalamban Yojana pension
UAN	- Universal Account Number
WPC	- Workplace Conditions

Executive Summary

The United Nations Convention on the Protection of the Rights of all Migrant Workers and Members of their Families has defined, “A migrant worker is a person who is to be engaged, is engaged or has been engaged in a remunerated activity in a state of which he or she is not a citizen.”

In July 2020, the government of India expanded the definition of interstate migrant workers with the inclusion of self-employed migrant workers. The Inter-State Migrant Workmen Act, 1979 defines a migrant worker as one who is recruited by or through a licenced contractor in one state for employment in an establishment in another state. The new definition now includes all workers whose monthly family income is less than Rs. 18,000, and who go to another state and get directly employed or self-employed. Though the definition includes self-employed migrant workers, the study has covered only employed workers.

Article 19 of the Indian Constitution guarantees freedom of movement and freedom to settle within the territory of India as a fundamental right of all citizens. However, this article only remains in the constitution and is not followed by the citizens of the country, few self-proclaimed communities hinder the freedom of movement. On September 28, a 14-month-old girl was raped allegedly by a migrant worker in a small village in Sabarkantha in north Gujarat. The incident sent shock waves in the region and triggered a massive backlash against the growing number of migrants in a rapidly industrialising Gujarat. Within a few days, dozens of attacks on migrants were reported from 10 districts. According to data from trade and industry bodies, 40,000 migrants fled the State after the attacks and the state government announced that State would enact a law to make it mandatory to provide 80 percent of jobs to locals.

In Kerala, the number of migrant workers increases every year by 2, 35,000 people. Migrant workers come to Kerala from the North Indian states in search of labour for better wages and are often blamed for the crimes that take place in the city, but it is not necessarily the migrant population participate in crimes. Migrants largely contribute to the economy of the state, which is overlooked and less known to the citizens. Migration helps a city prosper, but the city lacks provision of infrastructure and security to the migrants. If we take migrants out of the cities, it might lead to a sudden drop in social and economic development which will in turn affect the locals.

There are no government policies that talk about the facilities to be given to migrants or their protection from exploitation. Thus migrants become a vulnerable cluster in the society exposed to insecurities and discrimination.

Many of the entitlements one has in his home state, are unavailable once he crosses state borders, even when they are within the same country. This is despite the fact that the Indian federal system envisages complete portability of the benefits across the country at least in the case of central government schemes.

There are many unanswered questions regarding the social security, healthcare and human rights of the migrant workers in the unorganised sector. There is a need to identify the sources of these issues and the extent to which the migrant workers suffer out of them. It is also necessary to identify the hindrances that the employers have in implementing the measures to ensure the basic amenities and human rights for the migrant workers. These factors have given the motivation to carry out this study.

A review of literature has been carried out to understand the research themes in migrant workers in India and identify the potential gaps in the extant literature. For this purpose, 106 research articles from three leading research databases published from 2000 to 2020 have been identified and analysed using Qualitative Data Analysis Software (QDAS). The major themes identified are migrant workers, their health status, working conditions, social security measures and economic status. The review has revealed that the majority of the studies are focusing individually on health conditions (52), working conditions (12), economic conditions (31) and social security measures (21). It is a known fact that working conditions, health conditions, economic conditions and social security measures are interrelated. This showcases the need for a comprehensive study addressing these interrelationships. Moreover, these studies have not addressed the responsibility of the employer in providing better working conditions, health care facilities and implementation of social security measures. The impediments in providing these to the workers are also not clearly known. To fulfil the gap in the literature this study is carried out with the following objectives. 1) To study the socio-economic background of the migrant workers. 2) To study the responsible factors for interstate migration of labourers 3) To study the employment pattern, wage rates, working conditions and living conditions of the migrant workers 4) To study issues and human rights violations faced by the migrant workers in an unorganized sector in India 5) To understand the health issues faced by the migrant workers 6) To ascertain as to what extent the migrant workers are getting the benefits prescribed in different labour laws 7) To identify the impediments faced by employers in providing social security and healthcare benefits 8) To offer suggestions to overcome the problems of migrant workers.

The research design used for this study is descriptive in nature. This research work is based on primary data collected from the migrant workers and employers of migrant workers. Since

the research problem is known and the information needs are clearly defined, a structured questionnaire is used for collecting the data. Survey method of data collection is used in this study. A pilot study has been carried out by distributing the questionnaires to 60 migrant workers and 30 employers of migrant workers. Cronbach's alpha value is more than 0.6 indicating satisfactory internal consistency of constructs. The sample population for this study is migrant workers in three South Indian states of India viz. Kerala, Tamilnadu and Karnataka. The sample unit is the interstate migrant workers who are temporarily working in the unorganized sector and the employers of the unorganized migrant workers. The sample size for this study is 900, with 300 respondents from each of the three states viz., Kerala, Tamilnadu and Karnataka. The cluster sampling technique is used to identify the respondents. Ten clusters from each state are selected according to the number of migrants. The sample for each cluster is 30. The sample respondents are collected at random after collecting a list of migrants in that cluster. The sample size for the employers of the migrant workers is 180 out of which 60 is from each of the three states. The total number of clusters in each state is 10. The sample for each cluster is 6. The clusters identified in Tamilnadu are Ambattur and Guindy in Chennai, Hosur, Tirupur, Coimbatore, Madurai, Virudhunagar, Tirunelveli, Sivakasi, and Pondicherry. The clusters identified in Kerala are Valapattanam (Kannur), Vellimadukunnu (Kozhikode), Kanjikode (Palakkad), Punalur (Kollam), Perumbavoor (Ernakulam), Malakkappara (Thrissur), Aroor (Alappuzha), Paippad (Kottayam), Kazhakkootam (Trivandrum) and Cherkkala (Kasaragod). The clusters identified in Karnataka are Peenya and Doddaballapura (Bengaluru), Chikkaballapur (Gauribidanur), Mysore, Mandya, Baikampady and Dakshina Kannada (Mangalore), Dharwad (Hubli), Tumkur, and Udupi. The statistical techniques used for the analysis are Frequency analysis, Descriptive statistics, Independent samples t-Test, ANOVA, Chi-square test, Correlations, Regressions, Factor analysis, Cluster analysis, Correspondence Analysis and Path analysis.

Some of the important findings derived after analysis is that 37.3 percent of migrant workers accessed their present employment through labour contractors. Labour contractors are playing a very active role in bridging the gap between labourers and employers. Fifty-one percent of migrant workers are engaged on day-to-day basis. Prominently, 36.7 percent of migrant workers are engaged in casual employment and without any written contract. The manufacturing sector has attracted 41.7 percent of the migrant workers and around 30.7 percent of migrant workers are working in the construction field. The average working hour per day is 9 hours. Around 50.2 percent of workers are working 8 hours and less. Another 29.1 percent of workers are working 12 hours per day. There is a general opinion that migrant

workers are working more hours. But that is not true in all cases. The minimum wage per day is Rs.200 and the maximum wages per day is Rs.1000 and the average wage per day is Rs.555. The investigator has noticed that both employers and migrants are mostly happy with the wages paid. Close to 45 percent of migrant workers are getting their wage payments on a monthly basis. Most of the manufacturing companies will be interested in paying on a monthly basis. In the construction sector, the standard form of payment system is weekly payment.

The purpose of this study is to identify the problems and issues faced by the migrant workers with respect to working conditions, statutory benefits, living conditions, work- place health issues, quality of medical consultation, migrant rights, and benefits received from the government agencies. All the workers are not involved in dangerous and difficult work. All the companies are providing drinking water facility inside their working place. The boss and colleagues may be locals but they are cooperating with the migrant workers. The migrant workers are interested to have an extended lunch break and one regular vacation to visit their native place. Around 48.1 percent of the respondents are in the Proper WPC (Workplace conditions) and 37 percent of the respondents are involved in hazardous work and only 15 percent of the migrant workers are working in poor working conditions. As labour, the migrant workers are entitled to have certain benefits under labour laws. Around 65.6 percent of migrants do not have Employees Provident Fund and 61.4 percent of people do not have ESI. Registration with ESIC is compulsory for workers who are getting a monthly salary of Rs. 21,000 and less but the registration with ESIC and EPFO is not happening. Around 47.9 percent of migrants say that employers are giving injury compensation. When there is any injury to the workers the employers are taking care of medical expenses that are termed as injury compensation. Only around 6.2 percent of the migrants have availed all the six benefits and 33.4 percent of the migrant workers do not have any statutory benefits. Injury Compensation is the predominant benefit which they are getting.

Migrant workers are happy with the conditions in their living place. They are happy with the infrastructure, sanitation, and hygiene condition of their living community. Migrants are happier with the facility available for the preparation and consumption of food. Migrants' satisfaction with active participation in the recreation is not that encouraging.

One important focus of the study is the health issues of migrant workers. Six specific health issues applicable to factory workers are discussed. Back pain is the most prevalent issue for the migrant workers. The practice of medical consultation to resolve the health issues is also explored. They are approaching government dispensary when they are seriously ill. To understand the root cause of migration, the factors influencing migration is studied in detail

by incorporating 15 statements. Job and financial need are important motivating factors that have motivated migrant workers to move from their state. Another focus area is migrant's rights where availability of human rights and fundamental rights are examined with 13 statements. Migrants are enjoying cultural rights. The right to practice any Religion and Cultural Right is clearly given in the constitution. The locals are not putting any restrictions on that. Migrants have the freedom to move anywhere. As the Government hospitals are meant for everybody, they are freely going there and taking treatment. They do not have any threat to life and do not have a fear of arbitrary arrest and detention and there is no threat to life and discrimination. Children of migrants have access to education in Govt. schools. Around 25.1 percent of respondents have the Right to equality and move freely and 34.1 percent of migrants do not have any rights and 40.7 percent of the respondents have the Right to freedom and benefits. It is noticed that the majority of the migrants are having the Right to freedom.

The Central Government has initiated certain schemes for the upliftment of the entire population irrespective of their location. So, these schemes apply to migrant workers also. Integrated Child Development Services (ICDS) scheme is the world's largest community-based program, but 75 percent of the migrant workers have not used it. The Right To Education (RTE) Act, 2009 prescribes free and compulsory education for children between 6 and 14 in India under Article 21(a) of the Indian Constitution. However, 75 percent of the people have not used the Right to Education. Around 50 percent of the people are not using Public Distribution Systems (PDS) and 75 percent of the migrants are not using Pradhan Mantri Jan Dhan Yojana (PMJDY). Anybody can open PMJDY account anywhere but the migrants have not used this. Migrant workers are not using Atal Pension and Pradhan Mantri Suraksha Bima Yojana (PMSBY) schemes. Around 25 percent of the respondents have availed children and mother related schemes and another 34 percent of the respondents have availed both Central and Local Schemes and approximately 40 percent of the respondents have not availed any benefits.

It is also crucial to know the change that has happened in their earnings, living conditions, physical and social security after their migration. Around 51 percent of the people have stated that housing condition is better here when compared to their native state and 52.2 percent of the migrant workers have expressed their happiness about their living conditions and around 59.7 percent of the migrant workers have stated that working condition is better here in the migrated state. In the overall perspective majority of the migrants feel that the housing facility, living conditions are better here when compared to their native. Around 61.8 percent of the migrants have expressed that the remuneration and earnings are better here in the migrated

state. Most of the migrants are migrating mainly to get better remuneration and earnings and they are getting better remuneration. Around 47.1 percent of the migrants feel that physical security is better here in the migrated state and they do not have any physical threat to their life. In the overall perspective, 59.3 percent of the migrants feel that they are better here in the migrated state. So in every aspect, the migrants feel better here. Around only 20 percent of people are not happy in every aspect. So it can be stated that migration has resulted in some positive effects on the life of migrants. Based on the study following recommendations are given

- 1) The employer should insist that everybody use safety equipment when they are at the workplace
- 2) The municipal authorities or local authorities should ensure that there should not be any building left without toilet facilities. They also ensure that the toilets are properly cleaned and disinfected
- 3) It is advisable to provide one vacation per year for allowing the migrants to visit their native place. If they provide vacation with a salary, then the migrant workers will be happier. The companies can give one-hour lunch break to the migrant workers.
- 4) The factory inspector should visit all the places and ensure that all labour laws are implemented.
- 5) The Central Government should establish an exclusive office and appoint a welfare officer and that officer should take care of the welfare of migrant workers.
- 6) The Central Government should create an employment exchange mainly meant for migrant workers. The migrant workers can register whenever they require a job. This will help the employers in South India in identifying the required people
- 7) The activists who are involved in the implementation of ICDS should ensure that children of migrant workers are also included in this scheme
- 8) Kendriya Vidyalaya (K.V) and Navodaya schools should admit the children of migrant workers under the RTE Act and there should be some quota for the children of migrant workers. The K.V. and Navodaya school headmasters should visit migrant workers' living places and should encourage them to send their children to schools.
- 9) One nation one ration card will be useful to the migrant workers to avail benefits under PDS. The Central Government should reimburse whatever benefits are given to migrant workers under PDS by the state governments. In fact, they should send the material in advance so that the state government will not feel the burden.
- 10) The central government should direct banks to approach all migrant workers to open PMJDY account. The government should give targets to banks on coverage of migrant workers.
- 11) The insurance agents should be given a target on Atal Pension and PMSBY schemes
- 12) The employers in the native state should provide decent wages to attract and retain people. Every state (native state) should think of mass entrepreneurship. The government should take the initiative to convert labour to entrepreneurs
- 13) The Employees' State Insurance (ESI) hospital authorities should conduct health check-up

camps in the places where migrant workers are living. For further follow up the migrant workers may be asked to visit ESI hospitals. ESI hospital doctors should advise the migrant workers to have ESI contribution so that they avail not only health care benefits but also all the benefits available under ESI. 14) The working condition should be improved and proper seating arrangements should be provided to reduce the back pain. If possible, the employer should change the nature of work on a rotational basis. The employers should advise the workers to visit government hospitals to take treatment for back pain in the early stage itself. 15) The public dispensary is open to all and anybody can take treatment here. So, migrant workers should use public dispensaries to take treatment 16) Migrant workers should cooperate with the employers by providing necessary documents. They should allow the employers to deduct the statutory requirements in their salary so that they can avail the statutory benefits. 17) The employers should continue to provide decent shelter and fair wages to retain migrant workers to work for a long period. The employers should not forget that fair and equal treatment is the most important factor to retain migrants. 18) There is no use in simply enacting various acts. There should be some implementing agencies. The Central Government should create agencies to protect the welfare of migrant workers. They can think of appointing welfare officers exclusively for migrant workers in the states where more migrant workers are living 19) The central government can ask the state government to allot few houses to migrant workers from their housing schemes and the central government should reimburse all expenses meant for those houses.

Chapter 1

Introduction

Diversification of the economy and an increase in land productivity in some areas, the rapid improvement of transport and communication, increasing population pressure and the desire to improve lives have increased the mobility of the population in India. To improve living standards, it has always inspired people to manoeuvre from place to place in search of a better job. Labour migration provides valuable opportunities for people who cannot find a decent job or have very little alternative but to leave. Migration for work has been common for centuries.

1.1. Migration

International Organisation for Migration (IOM) defines, “Migration is an umbrella term, not defined under international law, reflecting the common lay understanding of a person who moves away from his or her place of usual residence, whether within a country or across an international border, temporarily or permanently, and for a variety of reasons. The term includes a number of well-defined legal categories of people, such as migrant workers; persons whose particular types of movements are legally defined, such as smuggled migrants; as well as those whose status or means of movement are not specifically defined under international law, such as international students.”¹

According to International Labour Organization (ILO), “Migrant workers are all international migrants who are currently employed or unemployed and seeking employment in their present country of residence.”²

The United Nations Statistics Division (UNSD) gives the definition, “Migrant workers are foreigners admitted by the receiving State for the specific purpose of exercising an economic activity remunerated from within the receiving country. Their length of stay is usually restricted as is the type of employment they can hold. Their dependents, if admitted, are also included in this category.”³

¹ "Glossary on Migration" by International Organisation for Migration (IOM), available at: https://publications.iom.int/system/files/pdf/iml_34_glossary.pdf

² "ILO global estimates on migrant workers" by International Labour Organization, available at: http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_436343.pdf

³ "Handbook on Measuring International Migration through Population Censuses" by The Department of Economic and Social Affairs of the United Nations Secretariat, available at: <https://unstats.un.org/unsd/statcom/48th-session/documents/BG-4a-Migration-Handbook-E.pdf>

According to the United Nations Convention on the Protection of the Rights of all Migrant Workers and Members of their Families, “A migrant worker is a person who is to be engaged, is engaged or has been engaged in a remunerated activity in a state of which he or she is not a citizen.”

The United Nations Population Division defines irregular migrants (or undocumented migrants), “Individuals who enter a country often in search of employment without the required documents or permits, or who overstay the authorized length of stay in the country.”

According to International Organisation for Migration (IOM), “Labour migration is defined as the movement of persons from their home State to another State for the purpose of employment.”⁴

In July 2020, the Government of India expanded the definition of interstate migrant workers with the inclusion of self-employed migrant workers. The Inter-State Migrant Workmen Act, 1979 defines a migrant worker as one who is recruited by or through a licenced contractor in one state for employment in an establishment in another state. The new definition now includes all workers whose monthly family income is less than Rs. 18,000, and who go to another state and get directly employed or self-employed.

1.1.1. Migration and Human Rights

The Right to work and livelihood is one of the most important human rights that has been a part of the Universal Declaration of Human Rights and other international human rights instruments, in particular, the “International Convention for the Protection of the Rights of All Migrant Workers and Members of Their Families”.

Migrant workers make enormous contributions to the Indian economy through major sectors such as construction, textiles, small industry, brick making, quarrying, mining and hospitality. Immigrants still live on the fringes of society, with few civil rights and no political voice in making decisions that affect their lives. Compared to the rest of Asia, most of the migrant workers in India have little or no education. Human capital is also limited to opportunities for quality of life. Poor migrants are accepted into employment in the informal sector, which is often viewed as insecure, low paid and unproductive, but the only way for workers to improve their skills. Access to human rights, their ability to benefit from migration is limited, as is their potential role in the development of the communities in which they live or are associated with them. Human rights protection is essential for the advancement of

⁴ “Labour Migration Info Sheet” by International Organisation for Migration (IOM), available at: https://www.iom.int/sites/default/files/our_work/ICP/IDM/Labour-Migration-Infosheet-2008.pdf

human rights, social inclusion and inclusion of immigrants. As the Global Migration Group (GMG) has pointed out; “Protecting human rights is not only a legal obligation; it is also a matter of public interest and intrinsically linked to human development.”⁵

Migration is an important economic and social phenomenon, a "megatrend" and a basic human process involving the often uncertain movement of people. The interplay of these two aspects of migration can pose challenges in the context of global migration governance. Although the lens of migration and development is therefore important and has developed an aspect of the multilateral dialogue on migration over the years, the importance and centrality of the human rights perspective should not be overlooked. The migration and human rights agenda is one important lens, which is of crucial importance both in itself and in the context of “migration and development”, since human rights are common to all people, regardless of their instrumental value as a work unit or it is important to address the central challenge in this context to remember, which was formulated in the development agenda for the period after 2015: "To ensure that globalization becomes a positive force for all the peoples of the world of the present and future generations".⁶

1.1.2. Classification of Migrant Workers

The migration of people to the administrative/political boundaries within the country, or between countries, has become a major factor in the transformation of societies. In a broad term, migration can be classified into two, International migration and Internal migration.

Internal migration refers to a change of residence within national boundaries, such as between states, provinces, cities, or municipalities. An internal migrant is someone who moves to a different administrative territory within the country.

International migration can refer to a change in residence outside of national borders. International migrants are those who move from one country to another. International migrants are also classified as legal immigrants, illegal immigrants, and refugees. Legal immigrants are those who move with the legal status of the host nation, and illegal immigrants are those who travel without a valid permit, and refugees are those who have crossed the international border to escape persecution.

⁵ Global Migration Group, Statement of the Global Migration Group on the Human Rights of Migrants in Irregular Situation, 30 September 2010, available at: <http://www.ohchr.org/EN/NewsEvents/Pages/DisplayNews.aspx?NewsID=10396&LangID=E>.

⁶ UN Task Team report Realizing the future we want for all, Report to the Secretary-General, New York, 2012, available at: www.un.org/millenniumgoals/pdf/Post_2015_UNTTreport.pdf

The distinction between internal and international migration is important because it happens for different reasons. International migration involves many administrative processes, high costs and many difficulties related to getting a job, accessing government services, learning a new language, etc., and the drivers behind international migration are often stronger than those behind internal migration (Weeks, 2020).

The characteristics and patterns of internal migration of a country are important indicators of the pace and process of its development. In any event, it is very difficult to measure people's mobility within national boundaries. This is why we need a clear understanding of the definition of internal migration. People are constantly moving from one place to another, and these movements are inherently different. Many moves are casual, like commuting to and from work, shopping, visiting and travelling for business or private reasons, and so on. High movements do not mean a permanent or permanent change of residence and therefore must be different from migration, which involves changing a normal place of residence - in a new or different location.

An active definition of internal migration is that it involves changing residence from one civil division to another or across the administrative boundary of the civilian division. Internal migration is classified according to the different criteria.

Based on direction of movement

1. Rural to Rural migration
2. Rural to Urban migration
3. Urban to Rural migration
4. Urban to Urban migration

Out of these, rural-to-urban migration is the most significant, as it contributes to the movement of labour from the traditional agricultural sector to the urbanized industrial sector and is directly related to the process of urbanization. It is a response to different economic opportunities in space (Mitra & Murayama, 2012).

The stark difference between urban and rural areas is one of the main reasons for this type of migration because in developing economies like India, agriculture alone cannot sustain rural livelihoods. Deshingkar (2006) argued that in India, the rate of job creation and real wage growth in agriculture has slowed down; Furthermore, urban areas attract a surplus of labour from the countryside, characterized by underemployment or unemployment. Rural groups have the better social infrastructure (education, health care, etc.), better facilities and seek independence from society, culture, religion. Similarly, migration from urban to urban has

also been associated with population concentration in large towns and cities, possibly the result of a massive exodus from the countryside to any small town and from small towns to large cities. Each migration flow has different premises, causes, and consequences.

Based on spatial dimensions

Internal migration stream based on spatial dimensions may be classified into following categories:

1. Intra-district migration, i.e., migration within the district.
2. Inter-district migration, i.e., migration from one district to another within the state.
3. Inter-state migration, i.e., migration from one state to another.

It is important to note that migration within the district is called short-distance migration, migration within the state across the district is called medium-distance migration, and migration across state boundaries is called long-distance migration.

Based on the motive/reasons for migration

Internal migration takes place due to various motivations and reasons. These fall in the following main categories:

1. Marriage migration
2. Labour migration or migration of people for work, employment, etc.
3. Migration due to natural calamities

However, in many developing countries such as India, migration from rural to rural areas is also significant, especially among women who move mainly for marriage or family reasons. Marriage migration is by far the largest form of migration in India; and it is close to universal for women in rural areas (Fulford, 2013). In the last decade (2001-2011), around 217.8 million women in India moved to live with their husbands' families on marriage. Most of this has been rural to rural migration, with the women migrating short distances.

Several economic theories have been proposed to explain labour migration as the migration of labour or people in need of employment, and neoclassical economic theories, for example, attempted to construct migration motives in terms of wage differences between origin and employment. Only individuals who make the decision to move (Harris & Todaro, 1970; Massey et al., 1993; Todaro, 1976).

On the other hand, the theory of New Economics of Labour Migration (NELM) considers many conditions, along with the wage differentials, in the labour market. According to NELM, the family or household, rather than the individual, is the key decision-making unit on migration-related matters (Stark et al., 1991; Stark & Bloom, 1985). It views migration as a

household decision taken to minimize risks by diversifying sources of family income or to overcome capital constraints on family production activities (Stark et al., 1986). According to Census 2011, only 10.2 per cent of India's population was labour migrant during the decade of 2001-2011⁷. This reflects a declining trend of labour migration from the earlier census (2001) when it was 14.4 per cent⁸.

Based on duration of migration

Based on the duration, migration is classified into two:

1. Permanent migration
2. Temporary migration

The migrant's intention to change his residence permanently distinguishes permanent labour migration from temporary migration (Zelinsky, 1971). In permanent labour migration, the migrant's usual place of residence changes and the possibilities of returning home is weak. In any event, migrants remain regular household members and tend to move cyclically between places of origin and destination. In China, instead of the usual place of residence and length of stay, a home registration system defines whether a person is a temporary or permanent labour migrant. Temporary labour immigrants are those whose place of residence differs from their place of registration. Permanent migrants, on the other hand, are migrants who have changed their registration to their place of residence.

Interstate immigrants are people who migrate from one state to another as workers. There are very few international immigrants in India, who comes to India as a worker from another country. Rural and urban migrants work in the same state and most of the time do not have problems with communication languages. Workers and employers are from the same state and share common holidays and festivals, so they face less discrimination. They can easily rent a house and stay there. The category of greatest concern is interstate migration. The main issue of interstate immigration is the language difference. Interstate migrants face discrimination from employers and the general public. This study focuses on interstate migration. Large gaps remain between urban and rural areas due to a lack of alternative livelihoods and skills development in the region of origin. The main reason for this is differences in development,

⁷ Census of India 2011, Data on Migration - D5, available at:
<https://censusindia.gov.in/2011census/d-series/d-5.html>

⁸ Census of India 2001, Data Highlights – Migration Table, available at:
https://censusindia.gov.in/Data_Products/Data_Highlights/Data_Highlights_link/data_highlights_D1D2D3.pdf

infrastructure and living standards. Due to economic disparities between different states, people are migrating from one state to another.

1.1.3. Contribution of Migrant Workers to the Economy

According to the 2011 census, there are about 453.6 million migrants in India, of which 46 million have migrated from one state to another for the purpose of working in the chaotic sectors. These migrant workers in the chaotic sectors are mainly engaged in domestic work, construction, agricultural labour and taxi driving.

After the last 40 years, India has experienced perhaps the greatest internal migration in the world observed in any country and at any time, the largest even than the Western migration of the people who created the United States in the 19th century. As per the Indian Economic Survey 2017, inward migration accounts for 100 million people in India, that is, nearly one-fifth of India's workforce. Indeed, in inland India, the migrant workforce is almost four times larger than the most famous Indian diaspora and clearly more prosperous spanning the world.

The largest sectors employing migrant workers are construction (40 million), domestic work (20 million), textiles (11 million), brick kilns (10 million), transportation, mines and quarries, and agriculture. Formed patterns of the labour movement over hundreds of kilometres in the country are largely controlled by labour contractors and fed on social media.

Migrant workers are indispensable factors for the development of the economy. For example, Perumbavoor, a town in Ernakulam district, Kerala is known for the wood industries and small-scale industries. Many immigrants from other parts of India such as West Bengal, Assam, Orissa and Uttar Pradesh work in plywood and other industries. There are special colonies for those immigrants. The economy of the Perumbavoor town is mostly dependant on more than one lakh migrant workers from different states. The town provides all the facilities like labour camps, social awareness programmes, entertainment programmes, healthcare and education.

Another example is Ludhiana, the industrial city of Punjab. It witnesses a potential prolonged seasonal labour crisis, as one-third of the labourers were demanding a two-week leave for celebrating Diwali and Chhath festival. However, some of the industrialists were able to convince the migrant workers with incentives such as money in advance, free bicycles and mobile phones.

1.1.4. The Return?

Unlike the organized sector, migrant workers in the unorganised sector did not gain high awareness, did not taste the benefits they could obtain from the organization, or did not lead

to a favourable flow from the high visibility. Most workers are extremely poor. They are poor; have marginal employment, but are deprived and discriminated against. Their income is so low that they can't afford or buy social security, food or clothing. Among the skilled craftsmen and self-employed individuals based in semi-skilled and unskilled families, they engage in occupations such as vending machines, picking mops, pulling rickshaws, and more. Without skills, intelligence and bargaining power, migrant workers are often caught with exploitative labour, leading to low-cost, low-value, risky jobs. Lack of identity and legal protection further intensifies these problems. The difficulties of migrant workers are especially greater when crossing state boundaries and increasing the distance between "source" and "destination". Indian States' policy has largely failed to provide the legal and social form of protection for this vulnerable group. In the ongoing case of flooding, migrants were left without government assistance on both sides. The labour market of the cities is the opportunist to extract hard work hard but denies basic rights such as decent housing, affordable food, subsidized health facilities or training and education.

The migrant workers in India are some of the worst victims of human rights violations. Their rights are not protected. They are at risk of harassment by employers. Labour harassment and human rights stem from discrimination and dangerous working conditions, arrests, illegal detention, deportation and violence, including rape and murder. They face many levels of discrimination and a general lack of protection from the difference in the jobs available to them. The difference in the rights available to workers in the formal sector and the informal sector in India is very wide and has made our system unequal in the eyes of the law.

1.1.5. The Human Rights of Migrant Workers

The human rights of migrant workers and their families include the following universal, indivisible, interconnected and interdependent human rights:

- “The human right to work and receive wages that contribute to an adequate standard of living.
- The human right to freedom from discrimination based on race, national or ethnic origin, sex, religion or any other status, in all aspects of work, including in hiring, conditions of work, and promotion, and in access to housing, health care and basic services.
- The human right to equality before the law and equal protection of the law, particularly in regard to human rights and labour legislation, regardless of a migrant's legal status.
- The human right to equal pay for equal work.

- The human right to freedom from forced labour.
- The human right to protection against arbitrary expulsion from the State of employment.
- The human right to return home if the migrant wishes.
- The human right to a standard of living is adequate for the health and well-being of the migrant worker and his or her family.
- The human right to safe working conditions and a clean and safe working environment.
- The human right to reasonable limitation of working hours, rest and leisure.
- The human right to freedom of association and to join a trade union.
- The human right to freedom from sexual harassment in the workplace.
- The human right to protection during pregnancy from work has proven to be harmful.
- The human right to protection for the child from economic exploitation and from any work that may be hazardous to his or her well-being and development.
- The human right of children of migrant workers to education.
- The human right of migrants and their families to reunification”

1.1.6. Human Rights Violations faced by Migrant Workers in India

The migrant workers do not have basic amenities such as adequate housing, safe drinking water and sanitation. Various studies on migrant workers indicate that they live in shacks, tents or sometimes in shifts, near construction sites. Those who work as domestic workers are in slums where living conditions are unsafe and inappropriate. The provisional settlements for migrant workers are often found on unauthorized land and there is a risk of relocation. The benefits proposed for the migrant workers are also not reaching them because of nepotism, corruption and ignorance of the migrant workers, which make the situation worse. When working in an unsafe environment, they are prone to various industrial accidents, especially in the case of construction works or factories, when health and safety measures are lacking. There is no provision for compensation and insurance for workers. Another problem is that they often suffer from debt bondage. Workers are often illiterate, and so are financially exploited. The problems faced by women migrant workers are more. The migrant workers are prone to child trafficking, sex trafficking, human trafficking. Their economic and social vulnerabilities prevent them to access to the courts, police stations, etc., and sometimes the police accuse migrant workers for their causes.

Migrant workers face a variety of legal problems. Often, they have not any identity proof or documentation. Due to this, they are not included in the census data and in the BPL survey.

They cannot avail the benefits of nationalized banks including savings, investment and loans. Children of migrant workers are not eligible for education due to the lack of necessary identity proof.

1.1.7. Laws on Migrant Workers

The Constitution of India provides every citizen with various fundamental rights and provides for various directive principles. These constitutional provisions are applicable to migrant workers as well. They are as follows.

“Article 16: Equality of opportunity in matters of public employment:

- (1) There shall be equality of opportunity for all citizens in matters relating to employment or appointment to any office under the State
- (2) No citizen shall, on grounds only of religion, race, caste, sex, descent, place of birth, residence or any of them, be ineligible for, or discriminated against in respect or, any employment or office under the State

Article 21: Protection of life and personal liberty:

No person shall be deprived of his life or personal liberty except according to the procedure established by law.

Article 21 A: Right to education

The State shall provide free and compulsory education to all children of the age of six to fourteen years in such manner as the State may, by law, determine.

Article 23: Prohibition of traffic in human beings and forced labour

- (1) Traffic in human beings as beggars and other similar forms of forced labour are prohibited and any contravention of this provision shall be an offence punishable in accordance with law

Article 38: State to secure a social order for the promotion of welfare of the people

- (1) The State shall strive to promote the welfare of the people by securing and protecting as effectively as it may a social order in which justice, social, economic and political; shall inform all the institutions of the national life.
- (2) The State shall, in particular, strive to minimize the inequalities in income, and endeavour to eliminate inequalities in status, facilities and opportunities, not only amongst individuals but also groups of people residing in different areas or engaged in different vocations.

Article 39: Certain principles of policy to be followed by the State

The State shall, in particular, direct its policy towards securing that the citizens, men and women equally, have

1. The right to an adequate means of livelihood;
2. That ownership and control of the material resources of the community are so distributed as best to sub-serve the common good;
3. That the operation of the economic system does not result in the concentration of wealth and means of production to the common detriment;
4. That there is equal pay for equal work for both men and women;
5. That the health and strength of workers, men and women, and the tender age of children are not abused and that citizens are not forced by economic necessity to enter vocations unsuited to their age or strength;
6. That children are given opportunities and facilities to develop in a healthy manner and in conditions of freedom and dignity and that childhood and youth are protected against exploitation and against moral and material abandonment.

Article 41: Right to work, to education and to public assistance in certain cases

The States shall, within the limits of its economic capacity and development, make effective provision for securing the right to work, to education and to public assistance in cases of unemployment, old age, sickness and disablement, and in other cases of undeserved want.

Article 43: Living wage, etc., for workers

The State shall endeavour to secure, by suitable legislation or economic organization or in any other way, to all workers, agricultural industrial or otherwise, work, a living wage, conditions of work ensuring a decent standard of life and full enjoyment of leisure and social and cultural opportunities and, in particular, the State shall endeavour to promote cottage industries on an individual or co-operative basis in rural areas.”

Unorganized Workers Social Security Act, 2008:

In 2008, the Central Government enacted the Unorganized Workers Social Security Act, 2008. This is an important legislation as it covers the unorganized workers particularly migrant workers who are neglected in all labour law provisions. “Section 3 of the Act directs the Central Government and State Governments to make and implement social security schemes to the unorganized sector migrant workers. This includes life and disability cover, health and maternity benefits, old age pension etc., education schemes for children etc. Schedule 1 of the Act lists various schemes for the unorganized workers such as Indira Gandhi National Old Age Pension Scheme (IGNOAPS), Janani Suraksha Yojana (JSY), Janashree Bima Yojana (JBY), Aam Admi Bima Yojana (AABY), Rashtriya Swasthya Bima Yojana (RSBY),

National Scheme for Welfare of Fishermen and Training and Extension, and Handloom Weavers' Comprehensive Welfare Scheme.”

1.2. Origin of the Research Problem

Among the developing regions, the study of internal migration in the Indian context seems to be more complex than elsewhere. This is not merely due to the inadequacy of the available data, but also because of the variety of social and cultural complexities which exist in the land. In addition to the socio-cultural and linguistic differences between the states, we can also observe in India unequal distribution of land, economy, population and natural resources.

Previous studies on internal migration in India have tried to discuss some aspects of the phenomenon like pattern, volume and trend based on census data. Some other studies based on survey data have also discussed the pattern, causes and consequences of migration (Saxena, 1977).

The Indian Constitution guarantees freedom of movement and freedom to settle within the territory of India as a fundamental right of all citizens (Article 19). But this article only remains in the constitution and is not followed by the citizens of the country. Though the freedom to settle is followed by the migrants, few self-proclaimed communities hinder their freedom of movement. These discriminations are rampant especially in the metropolitan cities as there is a huge amount of population migrating to these cities for employment and a better standard of living. Migrants are more vulnerable to discrimination and exploitation as many of them are poor, illiterate and live in slums and hazardous locations prone to disaster and natural calamities. There is a lack of urban policies and programmes catering to the needs and settlements of migrants.

On September 28, 2018, a 14-month-old was allegedly raped by a migrant worker in Sabarkantha of north Gujarat. As the industrialisation of Gujarat was at peak at a peak, this incident triggered a massive backlash against the migrants, resulting in displacement of about 40,000 migrants from the state. Further, the state had announced that it would enact a law to provide 80% of jobs to the locals. This has disrupted the state's labour force in different sectors. To tackle this situation, the meeting among the state officials, trade bodies and industry associations concluded that migrant workers would be given security at the workplace and place of living. In Kerala, the number of migrant workers grow by 2.35 lakhs each year. In most of the cases, the migrant workers are blamed for the crimes in the place. At the same time, the contribution of the migrant workers to the economy is overlooked. While the infrastructure of the cities is improved with the help of the migrants, the availability of

facilities and provisions for them is questionable. The social and economic development for the general public is based on the contribution of the migrant workers. However, there are no government policies that talk about the facilities to be given to migrants or for their protection from exploitation. Thus, migrants become a vulnerable cluster in the society exposed to insecurities and discrimination.

The vulnerability of migrants arises because of living in a place that is different in language, culture, social settings, legal protection, entitlements and consumption habits from their native places and the loss of the traditional support system they enjoyed before migration. Migrants are rarely considered in policymaking in the state where they live. It is also possible that their voices may not be heard in the states of their origin. The widely held feeling among the local community that they are 'outsiders' and that adds to their vulnerability.

The movement of people from one state to another can lead to the loss of certain entitlements they enjoyed in the state where they lived before migration. In the Indian federal system, people derive their entitlements through the fundamental rights conferred on them by the Indian Constitution and the various laws. The interstate migrants lose their entitlements when they cross the borders of their native state. For instance, a migrant worker from states like Bihar, Orissa, West Bengal or Assam who has been availing rice or wheat and other provisions at subsidized price through the Public Distribution System (PDS) in the home state is unlikely to benefit from the PDS in Kerala. Though Kerala is known to have one of the most elaborate public distribution systems in the country, none of the migrant workers we met has a ration card in Kerala which is the document required for availing the benefits under the subsidized PDS. Therefore, they do not have the residential status which is necessary for getting the benefits. Thus, the migrants have to depend solely on the open market and become more vulnerable to the price differences in the open market compared to the local community. A similar situation exists in accessing the benefits of Rashtriya Swasthya Bima Yojana (RSBY), a health insurance scheme for poor families implemented throughout the country by the Central government. To cater to the needs of the workers belonging to BPL families who migrate, there is a facility to split the card which is given to RSBY beneficiary families. But the families of migrant workers appear to be not making use of this facility and therefore are unable to avail the benefits of the scheme. Usually, benefits of the schemes run by individual state governments are available to persons having resident status in the respective state. Migrants, in general, do not have resident status in the destination state. 'Comprehensive Health Insurance Scheme (CHIS)' is a scheme initiated by the Government of Kerala to extend the coverage of health insurance to families which are not covered by the RSBY. Migrant

workers are not covered by this scheme also as they are not eligible for state-specific schemes. A similar situation prevails in the neighbouring state, Tamil Nadu also.

It is clear that many of the entitlements one has in his home state are unavailable once he crosses borders of state even when they are within the same country. This is despite the fact that the Indian federal system envisages full portability of the benefits across the country at least in the case of central government schemes. It appears that there is a need for better coordination between the governments in the host state, states of origin and the central government to make sure that the entitlements of inter-state migrants are not lost on account of migration.

There are many unanswered questions when it comes to the social security, healthcare and human rights of the migrant workers in the unorganised sector. There is a need for identifying the sources of these issues and the extent to which the migrant workers suffer out of it. It is also necessary to identify the hindrances that the employers have in implementing the measures to ensure the basic amenities and human rights for the migrant workers.

1.3. Significance of the Study

This study will be helpful in understanding the geographic spread of the interstate migrant workers and the state-wise statistics related to the livelihood and economic and social profiles of the migrant workers. In the view of migrant workers, this study will bring out the basic amenities that they already have and those which they expect to have for better living conditions. The state-wise statistics will also help in understanding which states are excelling in some aspects and which states are not with respect to the betterment of the migrant workers.

For the employers and the contractors of the migrant workers, this study will be an eye-opener to understand the basic human rights that are neglected for the migrant workers and the problems faced by the migrant workers. This study will also suggest the basic needs that the migrant workers need to improve their living conditions and the ways of improving the nature of the relationships between the migrant workers and the employers. In addition, this study will also point out the legal framework for the protection of the migrant workers with respect to healthcare, social security and human rights and the consequences that the employers will face on failing to adhere to those.

For the State Governments, the study will be helpful in setting up a benchmarking mechanism to increase the social security, healthcare and human rights environment thereby giving more room for the benefits of the migrant workers. This will further help in increased

morale of the business that employs the migrant workers in the state thereby attracting more projects for the future.

For the Central Government and institutions concerning human rights, this study will highlight the areas which need more important to protect the human rights of the migrant workers. This study will also highlight the industry which exploits the migrant workers more. Above all, this study will also be instrumental in developing the policy framework of the Government to provide healthcare, social security and human rights for the migrant workers.

1.4. Objectives of the Study

This study is carried out with the following objectives:

1. To study the socio-economic background of the migrant workers;
2. To study the responsible factors for interstate migration of labourers and to examine the information transmission process in migration and the job search strategy adopted by migrants;
3. To study the employment pattern, wage rates, working conditions and living conditions of the migrant workers;
4. To study the inherent problems, issues and human rights violations faced by the migrant workers in an unorganized sector in India;
5. To investigate the process of settlement of migrants in the city and their getting established in the urban occupations;
6. To examine the nature of relationship between employer and employee and migrant workers;
7. To analyse legal framework with reference to the migrant workers and to ascertain as to what extent the migrant workers are getting the benefits of Inter-State Migrant workmen (Regulation of Employment and Conditions of Service) Act, 1979 and Unorganized Workers' Social Security Act, 2008;
8. To identify/highlight the impediments in providing social security and healthcare benefits and implementing the laws relating to migrant workers from employers' perspective; and
9. To study ways and means for overcoming the problems of migrant workers and to recommend suggestions for the effective and better implementation of laws providing protection and social security measures to migrant workers.

1.5. Research Hypotheses

1. The conditions of human right violations do not vary with respect to states.
2. The employers are not providing the social securities as provided in the act.
3. The cooperation of state and central government is necessary for providing the effective social security measures to the migrant workers.
4. The conditions and the social security measures provided do not vary with respect industries.
5. The migrant workers are not aware of the social security measures provided in the legislation.
6. The migrant workers' expectations do not vary with age, religion and nature of work.

1.6. Variables identified for the study

It is very important to define and identify the variables while designing the research study. The variables for this study are identified through the review of extant literature and expert opinion. The following broad category of variables is identified:

1. Socio-economic background of migrant workers
2. Employment and settlement pattern of migrant workers
3. Workplace conditions, problems and benefits
4. Living conditions
5. Factors influencing migration
6. Migrant rights
7. Benefits from Government
8. Firm profile
9. Recruiting and maintaining migrant workers
10. Impediments in providing social security and healthcare

Socio-economic background of the migrant workers include the information related to gender, age, educational qualification, marital status, family size, and family income of the migrant workers, and how the migrants spend their remittances.

Employment and settlement pattern of migrant workers include information related to who influenced their decision to migrate, how they accessed their present employer, nature of work, type of work, type of contract, type of skill required, nature of payment, chance of learning new skills, type of residence, and mode of reaching the workplace.

Workplace conditions include the support from supervisors, support from colleagues, safety measures, basic amenities, and leave facilities. The statutory benefit received by the migrant workers and their health issues at the workplace is also identified for this study.

The living conditions of the migrant workers include information related to the place and the community where they live and the impact of migration on their present condition.

Factors of migration identified for this study include both push and pull factors.

Human rights issues of the migrant workers both at the workplace and living place is also identified for this study. Variables related to benefits received from government bodies, schemes and legal framework is also considered.

The firm profile includes place of the firm, no. of branches if any, type of work, year of inception, registration status, no. of migrant workers employed, total no. of workers and maintenance of records of migrant workers.

Recruitment and maintenance of the migrant workers by the employer included information related to migrants place of origin, how they are approached, how long they are employed in the firm, how they are different from local workers, cost and risk involved in maintaining migrant workers, measures taken to retain and keep the migrants stress free.

Finally, impediments in providing social security and health care to migrant workers and the support expected by the employer from government agencies to provide better working and living conditions to migrant workers are also identified as variables for this study.

1.7. Scope of the Study

This study focuses on interstate migrant workers who are working in the unorganised sector. As mentioned earlier, the interstate migrants face more problems compared to the rural to urban migrants since their language, culture and regional attributes completely differ in the destination. When it comes to the population under study, the interstate migrant workers who are working in the Southern States in India are considered for this study. Similarly, the employers in unorganised sector who are employing the interstate migrants are considered for this study. The variables to be studied will be based on the discussions with the experts in this field. These variables will be focussing more on the healthcare, social security and the human rights violations concerning the interstate migrant workers.

1.8. Chapter arrangements

This study is arranged as five separate chapters. The first chapter introduces the study focussing on migration definition, migration and human rights, classification of migration, the contribution of migration, human rights and human rights violation of migrant workers in

India, statutory laws on migrant workers, research problem, the significance of the, its objectives, hypotheses to be tested, variable identified to achieve the set objectives, the conceptual model of this study and the research framework.

The second chapter presents the extant literature reviewed for this study. Theme based review along with the identified research gap is also presented in this chapter.

The third chapter covers the research methodology used in this study. This chapter presents the research design adopted for this study, nature and sources of data, design and development of the data collection instrument, data collection process, data cleaning process, and checking of assumptions for the statistical tools used for analysis.

Data analysis carried out in this study along with discussion is presented in the fourth chapter.

Finally, the fifth chapter presents the findings, implications, recommendations and conclusion of this study.

1.9. Research framework

Each step taken in this research is implemented as in the research framework shown in figure 1.1.

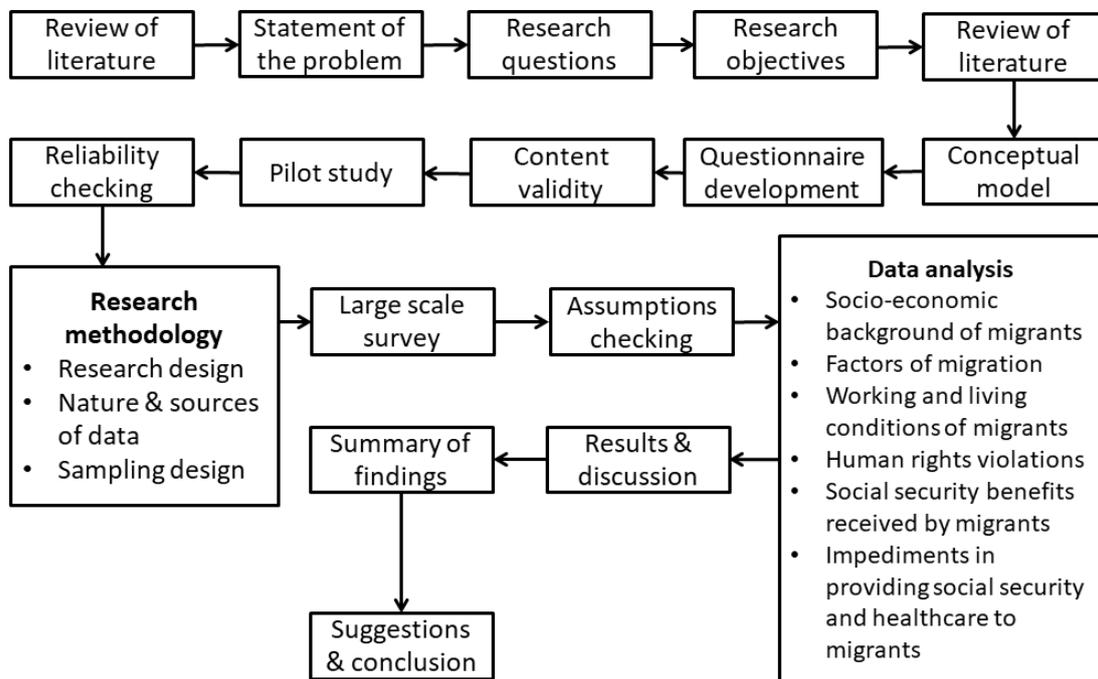


Figure 1.1. Research framework

The framework in figure 1.1 serves as a guidepost in this research. Review of literature, questionnaire development and other steps are discussed in the subsequent chapters.

Chapter 2

Review of Literature

2.1. Introduction

Central and state governments enacted many laws concerning the enhancement of socio-economic conditions of migrant workers in India, despite that the majority of migrant workers are still not secured socially and economically. The majority of the migrant workers do not have awareness or concern over the socio-economic security measures taken by their employers (Manoj & Viswanath, 2015).

The main reason for labourers to migrate to faraway places lack of job opportunities remain to be low wage in the native states (Thakur, 2017). Migrants use their earnings for food consumption, clothing, housing, and social events and they also invest in agriculture, small enterprise, education, and health. The migration of labourers brings improvement in the wages but they continue to receive poor facilities such as providing a commonplace of stay for a large number of workers and inadequate sanitation from their employers (Saikia, 2016).

Migrant workers face many social and economic problems in their working places. The local communities hold prejudices toward migrant workers and are easily suspect of any crime that happened in the area. Contractors exploit and abuse them and do not give them other monetary benefits like provident fund and insurance (Ramesh, Lakshmi, & Vijayakumar, 2020). Migrant workers also face fluctuation in their employment due to seasonal changes.

Today's international labour migration is mainly characterised by the violation of human rights. The most common abuse that migrant workers face is that underpayment followed by unfair dismissal (Boucher, 2019). Employers also expect the workers to follow the host country's way of life than their language proficiency and job skills in case of international labour migration (Farashah & Blomquist, 2019). What is said in the case of international migrant workers also holds good in the case of the interstate migrant workers too because a country like India is a land of diversity in terms of many things from the east to west and from north to south and across the states.

Along with regular problems faced by the migrant workers, the lockdown that was announced and put in force because of the outbreak of Covid-19 endangered the lives of migrant workers. Rao, Narain, Chakraborty, Bhanjdeo, & Pattnaik, (2020) conducted a study among the migrant workers from Bihar to four Indian states: Kerala, Gujarat, Maharashtra, and Uttar Pradesh concerning their experiences on pre-lockdown, during the lockdown and after reaching the destination. They reported that the migrant workers badly needed ration and

cash during the lockdown period. The turmoil created by the Covid-19 is so prevalent that many migrants lost their jobs while others are being under constant fear of losing jobs.

Rezaul, Tarikul, & Talukder, (2020) expressed their views on the impact of Covid-19 on migrant workers from Bangladesh. They conveyed that migrant workers from Bangladesh are facing many adverse impacts socially and economically such as unemployment, short working hours, low quality of living, discrimination, isolation and mental pressure since their dependents are not having enough cash flow to meet needs. This is true in most of the countries today as still, the world economies are struggling a lot to get back to the normal conditions.

Irudaya Rajan, Sivakumar, & Srinivasan, (2020) examined the impact of Covid-19 on migrant workers in India with respect to their gender, mental health, and mobility and social security measures. They mentioned that there was a severe crisis of mobility during the lockdown. They also suggested few measures to tackle any issues of migrant workers like the effective implementation of the National Commission for Enterprises in the Unorganised Sector (NCEUS) recommendations and maintenance of accurate data of internal migrants.

One important facet of study on population is the study of migration arising out of various social, economic or political reasons. For a large country like India, the study of the movement of population in different parts of the country helps in understanding the dynamics of the society better (Census, 2001). Human Rights Watch (2011) claims that India, the most populous democracy in the world, in spite of its vibrant media, active civil society and a respected judiciary it has significant human rights problems. The report also claims that India has only made a little progress in providing healthcare, education, and food security, ending discrimination and in protecting women and child rights. The National Commission for Enterprises in the Un-organised Sector (NCEUS) calls for a 'social floor' composed of minimum working conditions and wages and a set of social security measures to protect workers against such eventualities as health crises, loss of earnings due to accidents, and death (Pattenden, 2012). Therefore, an attempt is made in this section (i) to understand the research themes on migrant workers in India and (ii) to identify the gaps in the extant literature.

For this purpose, research articles have been identified through a literature search from major research databases like GoogleScholar (87), ScienceDirect (24) and JSTOR (16 articles) for the period from 2000 to 2020. The search keywords used were 'migration in India', 'migrants rights in India', 'migrants health in India' and 'migrants social security in India'. Based on relevance 127 articles have been identified. Removing the duplicates yielded 106

Table 2.1. Word frequency for stemmed words

Sl. No	Word	Length	Count	Wt. Percentage(%)	Similar Words
1	migrations	10	8190	1.34	'migration, migrate, migrate', migrated, migrates, migrating, migration, migration', 'migration, migration', migrations
2	migrant'	8	7376	1.21	migrant, 'migrant, 'migrant', migrant', migrants, migrants', migrants', migrants' encounters, migrants' rights
3	worker'	7	5625	0.92	worker, worker', worker', workers, workers', workers', workers' symposium
4	labour'	7	4639	0.76	'labour, labour, labour', 'labour, labour', laboured, labourer, labourers, labourers', 'labourers, labourers', labouring, labours
5	india'	6	4169	0.68	india, india', 'india, india', india's extraordinary, india's population, india' with, indias
6	work'	5	4090	0.67	'working, work, work', 'work, work', worked, working, working', works
7	employs	7	3134	0.51	'employment, 'employment', employ, employability, employable, employed, employed', employer, employers, employers', employers', employers'', employing, employment, 'employment, employment', employments, employs
8	state'	6	2998	0.49	state, state', stated, states, states', states', stating
9	urbanizing	10	2865	0.47	'urban', urban, urban', urbanism, urbanism', urbanity, urbanization, urbanization', urbanize, urbanized, urbanizing
10	household'	10	2539	0.42	'household, household, household', household', householders, households, households'

In order to fulfill the first objective of this section an attempt has been made to understand the research themes on migrant workers in India. Autocoding was run on all the 106 articles and the themes generated are shown in figure 2.4.

2.2. Migrant workers

‘Migrant workers’ is one of the major subthemes in both ‘workers’ and ‘migrant’ themes. Thematic analysis revealed that 29 of the 106 articles had direct reference to migrant workers and the list is shown in table 2.2.

Table 2.2. Articles referring to Migrant workers

Sl. No	Name	References	Coverage
1	Rai, Rajnish Kumar; Selvaraj, Patturaja (2015)	13	1.60%
2	Behera, Manas Ranjan (2018)	10	2.93%
3	Manoj, P. K.; Viswanath, Vidya (2015)	6	1.47%
4	Reja, Md Selim; Das, Bhaswati (2019)	4	0.75%
5	Upadhyaya, Heena (2015)	4	1.00%
6	Banerjee, Supurna (2018)	3	0.33%
7	Carswell, Grace; De Neve, Geert (2013)	3	0.41%
8	Haberfeld et al. (1999)	3	0.86%
9	Borhade, Anjali (2011)	2	1.00%
10	De Haan, Arjan (1997)	2	0.19%
11	De Haan, Arjan (2016)	2	0.36%
12	Naraparaju, Karthikeya (2014)	2	0.51%
13	Parry, Jonathan P. (2003)	2	0.36%
14	Divya, Jean Francois and Lora (2019)	2	0.25%
15	Singapur, Dineshappa; N, Sreenivasa K (2014)	2	0.52%
16	Ali, Subhashini (2015)	1	0.60%
17	Banerjee, Snigdha; Govil, Dipti (2018)	1	0.12%
18	Bhagat, Ram B. (2017)	1	0.43%
19	Bhatt, Wasudha (2009)	1	0.40%
20	Bose, Probir; Rai, Ramjee (2014)	1	0.28%
21	Dhas, Helen and Jacqueline (2008)	1	0.21%
22	Kalyani, Muna. (2015)	1	0.59%
23	Mahmood, S. Athar (2010)	1	0.49%
24	Mitra, Arup (2010)	1	0.15%
25	Picherit, David (2012)	1	0.29%
26	Rajeev, Meenakshi (2009)	1	0.15%
27	Remesh, Babu P (2012)	1	0.54%

Sl. No	Name	References	Coverage
28	Sathya, P (2016)	1	0.53%
29	Singh, D. P. (2005)	1	0.14%

Table 2.2 shows that among the 29 articles three of them had more than five references to migrant workers.

Rai and Selvaraj (2015) explored the food security of eastern India migrant workers in Gujarat. Through the focus group discussion with 30 migrants, the authors claim that daily wage work is the main means of livelihood for poor households in rural eastern India. The migrant workers do not have control over their natural or state-owned resources, they do not have political or social rights, they are exploited and they live in regimes of insecurity and as a result, they are not benefitted from agricultural reform and the prosperity of local communities. The fact that the basic elements of food are beyond the reach of migrant workers indicates that public investments have not yielded satisfactory results.

The work of Behera (2018) looks at the health and policy environment related to migrants in India. The work claims that the national framework of health programmes and policies gives little importance to the health of the migrant workers and it does not specifically mention their legal and social protection. The migrant workers live in an unhygienic, deprived, and filthy environment, along with occupational hazards and long-time separation from spouse and family members. These workers are also excluded from various developmental schemes.

Viswanath et al. (2015) study the socio-economic conditions of migrant workers in Kerala. According to them, the unorganized sectors generate huge employment opportunities for migrant workers but with poor working conditions and without effective social protection.

2.3. Health status of migrant workers

Among the 106 articles identified for review, 52 of them had a reference related to the health of migrant workers. Table 2.3 shows the list of authors addressing the health of migrant workers.

Table 2.3. Articles referring to health of migrant workers

Sl. No	Name	References	Coverage
1	Anil, Reshmi and Hemalatha (2016)	32	8.35%
2	Nilesh C., Sivakami and Bontha V. (2016)	26	2.86%
3	May, Jason and Nadia (2016)	18	3.22%
4	Santosh and Suresh Kumar (2004)	17	3.18%
5	Borhade, Anjali (2011)	16	11.20%
6	Babu et al. (2019)	13	4.51%
7	Sahoo, Madhulika and Pradhan, Jalandhar (2019)	13	4.61%
8	Behera, Manas Ranjan (2018)	12	3.73%
9	Kaur et al. (2015)	12	5.52%
10	Mathew et al. (2016)	8	2.84%
11	Subrahmanya, R.K.A. (2013)	8	4.97%
12	Pattenden, Jonathan (2012)	7	1.67%
13	Santha et al. (2016)	7	1.44%
14	Jayakrishnan et al. (2013)	6	2.02%
15	Naraparaju, Karthikeya (2014)	6	1.54%
16	Unni, Jeemol; Rani, Uma (2003)	5	0.35%
17	Ansari, P A (2016)	4	3.54%
18	Banerjee, Snigdha; Govil, Dipti (2018)	4	0.89%
19	Sanghita K. and Kim (2007)	4	0.85%
20	Dhas and Helen (2008)	4	1.13%
21	Jane, C Annie (2016)	4	1.48%
22	Mitra, Arup; Murayama, Mayumi (2009)	4	0.61%
23	Divya, Jean Francois and Lora (2019)	4	0.81%
24	Sanyal, Tilak; Maity, Kingsuk (2018)	4	0.39%
25	Kalyani, Muna. (2015)	3	0.57%
26	Benoy, Shachi and Vishnu (2020)	3	0.44%
27	Viet Nguyen, Cuong (2016)	3	0.43%
28	Manoj, P.K.; Viswanath, Vidya (2015)	3	0.93%
29	Beena et al. (2014)	2	0.87%
30	Dev, S. Mahendra (2018)	2	0.23%
31	Devakumar, J. (2008)	2	0.48%

Sl. No	Name	References	Coverage
32	Dodd et al. (2017)	2	1.00%
33	Mann, J.S (2015)	2	0.57%
34	Mitra, Arup (2010)	2	0.66%
35	Premchander et al. (2014)	2	0.44%
36	Srivastava, Ravi; Sutradhar, Rajib (2016)	2	0.28%
37	Agarwala, Rina (2016)	1	0.23%
38	Ali, Subhashini (2015)	1	0.60%
39	Banerjee, Arpita (2014)	1	0.16%
40	Bose, Probir; Rai, Ramjee (2014)	1	0.28%
41	Carswell, Grace; De Neve, Geert (2013)	1	0.17%
42	Desai, Sonalde; Banerji, Manjistha (2008)	1	0.17%
43	Dodd et al. (2016)	1	0.20%
44	Poornima and Chandrashekhar (2014)	1	0.29%
45	Gaikwad, Nikhar; Nellis, Gareth (2020)	1	0.20%
46	Haan, Arjan De (2003)	1	0.07%
47	Darshini, Zhiyan and Xiuming (2012)	1	0.16%
48	Mosse, David; Gupta, Sanjeev; Shah, Vidya (2005)	1	0.09%
49	Pattenden, Jonathan (2016)	1	0.14%
50	Picherit, David (2012)	1	0.09%
51	Rogaly et al. (2003)	1	0.13%
52	Vernal et al. (2014)	1	0.13%

Table 2.3 shows that 16 of the 52 articles had more than five references to the health of migrant workers. The sub-themes of the health of migrant workers are shown in table 2.4.

Table 2.4. Health of migrant workers – sub themes

Sl. No	Variable	No. of articles	No. of references
1	health status	6	7
2	health outcomes	4	4
3	mental health	4	4
4	good health	3	3
5	health condition	3	3
6	health facilities	3	5
7	health providers	3	3
8	health sector	3	3
9	health security	3	3
10	occupational health hazards	3	4
11	public health facilities	3	3
12	child health	2	2
13	child health indicators	2	3
14	essential health care	2	2
15	health benefits	2	2
16	health care access	2	2
17	health care facilities	2	2
18	health care provider	2	3
19	health care services	2	2
20	health care utilization	2	2

Table 2.4 shows that health status, health outcomes and mental health had four or references followed by other sub-themes. The health of migrant children is also addressed along with the health of the migrants.

Anil et al. (2016) study the effect of women migration on their children's health. The authors compared the health status of migrant and non-migrant children and found that the migration status of mothers has an independent effect on child health outcomes. The study conclude that children of migrant mothers have a lower health status. Most of the existing health services are not easily accessible to migrants. The authors also record that the duration of migration has a negative effect on urban child's health; the usual expectation that over a

period of time migrants will be able to settle down and adapt to the general urban health behaviour does not hold in the Indian case. The place of residence of the migrants which are not recognized as residential areas and lack of public health facilities in those areas act as potential threats to the well-being of urban migrants' children

Gawde, Sivakami and Babu (2016) conducted a study in Mumbai to understand migrant women's access to maternal health care and the factors shaping it. Poor maternal health care was also due to weaker demand for health care as a result of the lack of felt-need among migrants due to socio-cultural factors and lack of social support for, and knowledge of, health facilities in the city. The authors observe that the health care seeking decisions of migrant women, their decision to use contraceptives, and regulating fertility are not in her hands. Moreover, when the basic needs such as water, shelter and sanitation is not met access to preventive health care is not a priority for migrant women. Access to antenatal care was poor among migrants. The migrants who stayed in the city of migration during pregnancy and delivery had better health care services than those who went back to their home towns during the same time. The factors of poor maternal care, according to this study, are weaker demand for healthcare among migrants, lack of social support, and lack of knowledge of health facilities available in the city. Other factors include inadequate health infrastructure, lack of specific strategies to improve migrants' access to healthcare, and cumbersome administrative procedures that exclude migrants from certain government programmes.

Jatrana and Sangwan (2004) examined the health experiences of migrant female workers in the construction industry in North India. Based on focus group discussions (FGDs), the results suggest that while the health status of these women has improved after migration, they have not started using modern health facilities either for childbirth or general illnesses. Some frequently mentioned obstacles to visiting the trained professionals for treatment are lack of resources, time cost, heavy work burden, poor treatment from health providers, transport and hospital cost, the social and economic distance between provider and recipient, rudeness of health staff, fear of going to the hospital and lack of perception of the seriousness of the illness. Hence, migration has hardly changed the social and cultural context of the social interactions influencing the healthcare-seeking behaviour of these migrant women, which is constrained by a homogenous network that discourages the use of modern medical facilities.

The work of Borhade (2011) reflects on the current situation of the health of internal labour migrants in India. This work records that though migration is an important livelihood strategy and promises economic benefit but not without serious negative repercussions. It also claims that internal labour migrants are often exposed to difficult and unsafe conditions, face

occupational hazards, live in poor conditions and lose their supportive family and societal structure. Occupational health conditions like stomach pain, hip pain, pain in the neck, swelling of limbs, skin diseases, injuries, chest pain, eye problems, etc. are common, whereas women are susceptible to anaemia, reproductive tract infections and violence. Poor healthcare utilization rates have been shown to have a toll on several maternal and child health indicators. Expensive private healthcare facilities, perceived unfriendly treatment at government hospitals, emotionally secure environment at home and non-availability of caretakers for other siblings in the event of hospitalization are some of the reasons for the preferences of home deliveries among migrants. The exclusion of migrant workers from mainstream programmes leads to their poor health status. The consequence is they are susceptible to several health problems like malaria, TB and HIV/AIDS.

Sahoo and Pradhan (2019) examine the reproductive healthcare situation of internally displaced women in India. The work finds that the newly arrived women in the camps have complex needs and health problems. They are susceptible to a number of health problems due to exposure to physical and environmental threats, violence and trauma. Many of them face a loss of social networks and assets, knowledge and information in the new environment, and lack food security. They have inadequate shelter, healthcare services, sanitation and access to safe water.

Kaur et al. (2015) conducted a study to find out the socio-economic and health system factors that may affect the utilization of health services by the migrants in Chandigarh. Despite the availability of a vast network of health institutions, access to MCH care was found to be lower among migrants compared to the natives. It has been argued that public opinion on poor and unskilled migrants tends to be very hostile; they are often blamed for the overburdened civic amenities and facilities, and deteriorating urban environment and sanitation might be adversely affecting migrants' access to health care facilities. Their communication with the health workers or health volunteers was lower than that of the natives. Community support and communication with health workers were found to be lower among migrant women, maybe due to socio-cultural differences. Inadequate community support among migrants led to the lower utilization of Maternal and child care.

Mathew et al. (2016) conducted a study to identify the quality of life (QOL) and probable psychological distress among male workers at a construction site in Kolar district, Karnataka. They identified that poor QOL and psychological distress are associated with increasing age, being married, and low educational status. The authors also note that the living conditions,

health, and recreational facilities of the migrants were found to be poor. There was also a high prevalence of probable psychological distress among workers.

Pattenden (2012) analysed the class and household-based outcomes of migration during the 2000s between Karnataka's poorest district and the building sites of Bangalore. Leaving aside the issue of wages, which are held down by capital's use of a flexible and fragmented labour force that is directly managed by intermediaries, two (interrelated) issues were identified as impeding economic gains from labour circulation, and therefore as limiting the extent of modifications of class relations in source villages: poor working and living conditions that contributed to health problems which can negate economic gains, and the hitherto poor implementation of social protection programmes. Health costs will be shown in the next section to be the single largest obstacle to household-level socio-economic gains through migration. Effective implementation of the government schemes and legislations would have covered migration-related health costs, and thereby significantly increased the proportion of households seeing socio-economic gains as a result of migration.

Santha et al. (2016) conducted a vulnerability analysis of 50 migrant workers in each of the three Indian cities Surat, Mumbai and Kochin. The authors claim that slums and migrant workers' colonies are potential settlement spaces for infectious disease outbreaks such as diarrhoea disease, measles, meningitis, acute respiratory infections, tuberculosis and malaria, as most of these physical spaces are crowded, and have inadequate shelter, water, sanitation, and access to immunisation and health care facilities. According to their findings 12 percent of the respondents feel that they are at severe risk from the health challenges and infections arising out of sewage blocks and spill during rains and floods. These respondents return to their native places during medical emergencies instead of seeking health care in the city, likely due to factors such as the lack of social support and the high cost of diagnosis and treatment in the city.

Jayakrishnan et al. (2013) conducted a study to understand the occupational health problems of migrant workers at the construction projects in Kozhikode. Using data collected from 387 migrant workers the study finds that the prevalence of past morbidity like tuberculosis, malaria and jaundice, typhoid were higher in migrant workers than in the general population. Prevalence of injury was higher among migrants involved in civil work while current fever, respiratory infections, eye disease were higher among migrants involved in building work.

Naraparaju (2014) made an attempt to understand the living and working conditions of migrant workers employed through the local daily labour markets in Navi Mumbai. The study

finds that, in addition to lack of access to basic amenities, unemployment and health hazards, a substantial proportion of the workers also face the risk of non-payment of their wages. The highest proportion of the loans is taken for social occasions such as ‘marriage and other ceremonies, followed by loans taken for ‘health expenditures’ and ‘household expenditures. Loans taken for the purpose of household expenditure and for health expenditures had charged the highest interest rates. As many as 90 percent of the sample does not have access to the government-sponsored health insurance scheme. In the sample, as many as 60 percent of the workers have said that they suffer from some health complication or other as a result of their work, with the majority reporting open injuries, followed by breathing problems, and cough and fever.

Unni and Rani (2003) developed a conceptual framework to analyse the causes of insecurities of informal workers and to identify the core needs of social protection. Based on the People’s Security Survey in Gujarat the authors found that about 17 per cent of the households did not have access to public health care facilities and 19 per cent of the households did not avail themselves of the public health facility, either because treatment was not available or the facility was too far away. The study also registers that 19 per cent of the workers reported suffering from aches in their bodies, headaches or fever on a regular basis, with a higher proportion of women workers reporting such ailments. About 12 per cent of men and 15 per cent of women reported that their general health had deteriorated during the last year. Some 48 per cent of respondents said that work had an adverse effect on their health. About 79 per cent of the workers did not receive any medical benefits and had to pay fully for the use of medical services.

Mitra (2010) conducted slum surveys in four Indian cities (Jaipur, Ludhiana, Mathura and Ujjain) and reported that although there are indications of improvements in the well-being of migrant workers over time, several of the long-duration migrants and natives in the cities still lead a low-quality life.

2.4. Working condition of migrant workers

The qualitative meta-analysis conducted by Polkowska (2019) identified five new dimensions of precarious work which were not included in previously proposed conceptualizations of precarious work, namely, precarity as a conceptual tool to analyze other issues, strategies dealing with precarity, individual experience of dealing with precarious conditions, reasons why precarity occurs, and political dimension.

Thematic analysis of the articles under review revealed the subthemes (shown in table 2.5) for working conditions prevailing in the workplace where the migrant workers are employed.

Table 2.5. Working condition of migrant workers – sub-themes

Sl. No	Variable	No. of articles	No. of references
1	basic working conditions	2	4
2	precarious working conditions	2	6
3	bleak working conditions	1	1
4	dangerous working conditions	1	1
5	decent working conditions	1	1
6	difficult working conditions	1	2
7	inadequate working conditions	1	1
8	in-conducive working conditions	1	2
9	pathetic working conditions	1	2
10	safe working conditions	1	2
11	unfavourable working conditions	1	2
12	unsafe working conditions	1	1

Table 2.5 shows that among the twelve prominent sub-themes only three are positive themes (basic, decent, safe) and the remaining are negative themes (precarious, bleak, dangerous, difficult, inadequate, in-conducive, pathetic, unfavourable, and unsafe). Eighteen of the 106 articles identified for the review made references to the working condition of migrant workers (Table 2.6).

Table 2.6. Articles referring to working conditions of migrant workers

Sl. No	Name	References	Coverage
1	Pattenden, Jonathan (2012)	6	1.11%
2	Srivastava, Ravi; Sutradhar, Rajib (2016)	5	0.80%
3	Bhattacharyya, Sanghita K.; Korinek, Kim (2007)	4	0.84%
4	Banerjee, Snigdha; Govil, Dipti (2018)	2	0.35%
5	Jatrana, Santosh; Sangwan, Suresh Kumar (2004)	2	0.37%
6	Naraparaju, Karthikeya (2014)	2	0.37%
7	Deori, Banti; Rajagopalan, Prema (2017)	1	0.31%
8	Dev, S. Mahendra (2018)	1	0.27%

Sl. No	Name	References	Coverage
9	Dhas, Helen and Jacqueline (2008)	1	0.36%
10	Dore, Poornima; Chandrashekhar, S (2014)	1	0.22%
11	Kundu, Debolina (2014)	1	0.15%
12	Mathew et al. (2016) (2)	1	0.32%
13	Picherit, David (2012)	1	0.21%
14	Prasad-Aleyamma, Mythri (2017)	1	0.12%
15	Sanyal, Tilak; Maity, Kingsuk (2018)	1	0.15%
16	Sathya, P (2016)	1	0.60%
17	Singh, D. P. (2005)	1	0.36%
18	Upadhyaya, Heena (2015)	1	0.50%

Table 2.6 shows that among the 18 articles referring to the working condition of migrant workers only three had 4 or more references to working conditions.

The survey of migrant construction workers carried out by Srivastava & Sutradhar (2016) in three sub-sectors: commercial complexes, residential complexes, and individual residential construction across three locations Delhi, Gurgaon, and Noida in the NCR of Delhi reflects on the working and living conditions of the workers in the construction sector. The study claims that “the overall benefits accruing to the migrant households are not without significant trade-offs, as symbolized by poor working conditions of the migrant workers in the workplace, and the living conditions of the workers and accompanying family members at the destination. Workers achieve higher earnings partly through significantly high work intensities, often working up to 12 hours a day. Safety standards are lax and the workers are exposed to a number of health risks. There is a brazen violation of labour regulations by employers, in both the organized and unorganized sectors. Few workers have local identification and therefore cannot make any claim to entitlements. Though the Building and Construction Workers’ Welfare Act provides for social security, healthcare, and safety of workers engaged in the construction sector, the workers enumerated in our survey are neither registered under the Act nor do they obtain any social security. The recruitment pattern, lack of local entitlements, and absence of social security for construction workers all stem from a situation in which these seasonally migrant or circular workers are employed in an informal labour regime, through intermediaries. The seasonal nature of their migration indicates that they have very tenuous local entitlements”.

2.5. Social security of migrant workers

According to Akshatha (2018), the Karnataka State Unorganised Workers Social Security Board recently proposed an extension of social security schemes to workers from an additional 101 unorganised sectors, expanding the list to more than twice its current size. While the government has approved the proposal, there is no comprehensive data on the population of unorganised workers in Bengaluru and elsewhere to ensure that the benefits reach the needy. No comprehensive survey of the unorganised workers has been done so far in Bengaluru, though it has been discussed several times in the department meetings.

Kalyani (2015) claims that a comprehensive Act, catering to the security needs of the unorganized sector such as Food, Nutrition, Health, Housing, Employment, Income, Life and accident, and old age remains a dream in India. Still the cries of the unorganized sector go unattended with the governments laying red carpets for the corporate and so called investors at the expense and sacrifice of the working class.

Thematic analysis of the articles revealed the sub-themes of social security of migrant workers as shown in table 2.7.

Table 2.7. Social security of migrant workers – sub themes

Sl. No	Variable	No. of articles	No. of references
1	Social security	12	13
2	Social protection	8	9
3	Social security schemes	7	7
4	Social security measures	6	10
5	Social security benefits	5	8
6	Social security system	4	4
7	Social security protection	3	8
8	Social protection measures	3	4
9	Social protection policy	2	3
10	Social protection schemes	2	2
11	Social security boards	1	1
12	Social security fund	1	1
13	Social security guarantees	1	3
14	Social security initiatives	1	1
15	Social security interests	1	1

16	Social security issues	1	3
17	Social security matters	1	1
18	Social security provisions	1	1
19	Social protection coverage	1	2
20	Social protection programmes	1	3
21	Social protection systems	1	1

Table 2.7 shows that the sub-themes such as social security, social protection, social security schemes, social security measures and social security benefits had relatively more references compared to other sub-themes of social security. Nineteen of the 106 articles (table 2.8) had references to social security measures and social security protection of the migrant workers.

Table 2.8. Articles referring to social security of migrant workers

Sl. No	Name	References	Coverage
1	Sathya, P (2016)	5	4.86%
2	Kalyani, Muna (2015)	3	0.92%
3	Mann, J.S (2015)	3	0.41%
4	Dev, S. Mahendra (2018)	2	0.28%
5	Pattenden, Jonathan (2012)	2	0.33%
6	Pattenden, Jonathan (2016)	2	0.28%
7	Manoj, P.K.; Viswanath, Vidya (2015)	2	0.63%
8	Abbas, Rameez; Varma, Divya (2014)	1	0.48%
9	Agarwala, Rina (2016)	1	0.11%
10	Ansari, P A (2016)	1	0.70%
11	Bhattacharyya, Sanghita K.; Korinek, Kim (2007)	1	0.29%
12	Debnath, Avijit; Roy, Niranjana (2013)	1	0.21%
13	Jane, C Annie (2016)	1	0.84%
14	Kundu, Debolina (2014)	1	0.23%
15	Darshini, Zhiyan and Xiuming (2012)	1	0.18%
16	Mosse, Gupta and Shah (2005)	1	0.32%
17	Raj, Dharma; Singh, Bhanu Pratap (2018)	1	1.32%
18	Sahoo, Madhulika; Pradhan, Jalandhar (2019)	1	0.16%
19	Sanyal, Tilak; Maity, Kingsuk (2018)	1	0.15%

Table 2.8 shows that among the nineteen articles addressing social security of migrant workers only three articles had had three or more references to social security.

Subrahmanya (2013) critically reviewed some of the most important social protection programs in India including the unorganized Workers Social Security Act and National Social Security Fund for unorganized workers.

Muna (2015) and Sathya, P (2016) examined the issues of unorganized labourers in India and claims that unlike workers in the organized sector, migrant workers do not have steady employment, secure or sustainable incomes and are not covered by social security protection. The work also highlights that the unorganized sector lacks social security measures, welfare legislations and the workers are highly vulnerable in terms of job security and social protection, as they are not deriving any of the social protection measures stipulated in the existing labour legislations.

Mann, J.S (2015) examined the scope of human rights protection pertaining to working, living and social security protections at national and international levels to domestic workers. The work claims that social security protections, in case of any contingencies such as sickness, disablement, death, and maternity benefits, are beyond the imagination of these workers.

Mahendra Dev (2018) examined the labour market inequalities in India. This work notes that the share of jobs with social security and protection declined, while those with no social security increased.

The work of Pattenden (2016) claims that, “in 2009–2010, 423 million of India’s total workforce of 460 million (92 per cent) were informally employed, meaning that they were afforded relatively little protection by social security and labour laws, worked without a written contract, and lacked representation. The study also finds that the sample migrant workers although theoretically eligible, none of them had accessed any of a range of government social security measures including the health-related provisions of the 2008 unorganised Workers and Social Security act”.

Manoj and Viswanath (2015) conducted a study on human rights issues and other social security issues focusing on unorganized labour in housing construction sector in Ernakulam, Kerala. The authors claim that, though India had a long tradition of informal social security and social assistance system directed particularly towards the more vulnerable sections of the society, the same underwent steady and inevitable erosion over the years. The authors insist that labourers in unorganized sector are much more vulnerable to exploitation than those in any organized sector. This study finds that in spite of the top priority accorded to the housing

sector in India, the security measures of labour in the housing construction sector are reported to be grossly insufficient.

2.6. Economic condition of migrant workers

One another major theme generated from the review articles is ‘economic’. The sub-themes under ‘economic’ are shown in table 2.9. The articles focusing on economic opportunities and activities were relatively more than the articles focusing on other sub themes such as economic advancement, condition, and vulnerability. Thirty-one of the 106 articles addressed the economic condition, economic factors, economic opportunities, economic reasons and economic status of migrant workers (table 2.10).

Table 2.9. Economic condition of migrant workers – sub themes

Sl. No	Variable	No. of articles	No. of references
1	Economic opportunities	10	10
2	Economic activities	9	10
3	Economic factors	6	7
4	Economic reasons	6	8
5	Economic status	5	7
6	Economic background	4	5
7	Economic inequality	4	4
8	Economic position	4	5
9	Economic advancement	3	3
10	Economic benefits	3	3
11	Economic condition	3	7
12	Economic decline	3	3
13	Economic deprivation	3	4
14	Economic vulnerability	3	5

Table 2.10 shows that among the 31 articles only three have 3 or more references to economic variables.

Chandra and Paswan (2020) conducted a study to understand the perception of Oraon tribes about migration. The study found that the tribal women have a positive perception towards migration and felt that migration of any member in the family can help to generate employment opportunities, to utilize the time properly and to bring socio-economic

development in the family. The women also feel that migration helps to maintain a better relationship with the family.

Table 2.10. Articles referring to economic condition of migrant workers

Sl. No	Name	References	Coverage
1	Chandra, Jaymangal; Paswan, Balram (2020)	5	3.90%
2	Bhattacharyya, Sanghita K.; Korinek, Kim (2007)	3	1.02%
3	Keshri, Kunal; Bhagat, Ram B. (2010)	3	0.69%
4	Mitra, Arup; Murayama, Mayumi (2009)	3	0.44%
5	Anil, Reshmi and Hemalatha (2016)	2	0.39%
6	Banerjee, Snigdha; Govil, Dipti (2018)	2	0.57%
7	Bhagat, Ram B. (2017)	2	0.88%
8	Nilesh C., Sivakami, and Babu (2016)	2	0.20%
9	Darshini; Zhiyan and Xiuming (2012)	2	0.23%
10	Mazumdar, Indrani; Neetha, N; Agnihotri, Indu (2013)	2	0.40%
11	Sanyal, Tilak; Maity, Kingsuk (2018)	2	0.39%
12	Singh, D. P. (2005)	2	0.51%
13	Abbas, Rameez; Varma, Divya (2014)	1	0.26%
14	Ashok, Shruthi Thomas, Neena (2014)	1	0.44%
15	Bhattacharyya, Bharati (1985)	1	0.17%
16	Bose, Probir; Rai, Ramjee (2014)	1	0.47%
17	De Haan, Arjan (2016)	1	0.18%
18	Deori, Banti; Rajagopalan, Prema (2017)	1	0.15%
19	Dodd et al. (2016)	1	0.24%
20	Dore, Poornima; Chandrashekhar, S (2014)	1	0.43%
21	Haberfeld et al. (1999)	1	0.16%
22	Jane, C Annie (2016)	1	0.65%
23	Kalyani, Muna. (2015)	1	0.12%
24	Mahmood, S. Athar (2010)	1	0.39%
25	Mitra, Arup (2010)	1	0.18%
26	Pattenden, Jonathan (2016)	1	0.11%
27	Reja, Md Selim; Das, Bhaswati (2019)	1	0.15%
28	Sapkal, Rahul Suresh; Sundar, K. R. Shyam (2018)	1	0.08%
29	Sedova, Barbora; Kalkuhl, Matthias (2020)	1	0.14%
30	Unni, Jeemol; Rani, Uma (2003)	1	0.08%
31	Upadhyaya, Heena (2015)	1	0.41%

Bhattacharyya and Korinek (2007) conducted a case study to understand the opportunities and vulnerabilities of migrant women in the construction industry in India. The authors found that the economic position of the family also appears to encourage out-migration as a survival strategy among sampled migrants. Similarly, irrespective of the nature of occupation in the destination, female migrants found that their economic position generally improved through migration.

Related works are segmented based on their word similarity and shown in figure 2.5 and figure 2.6.

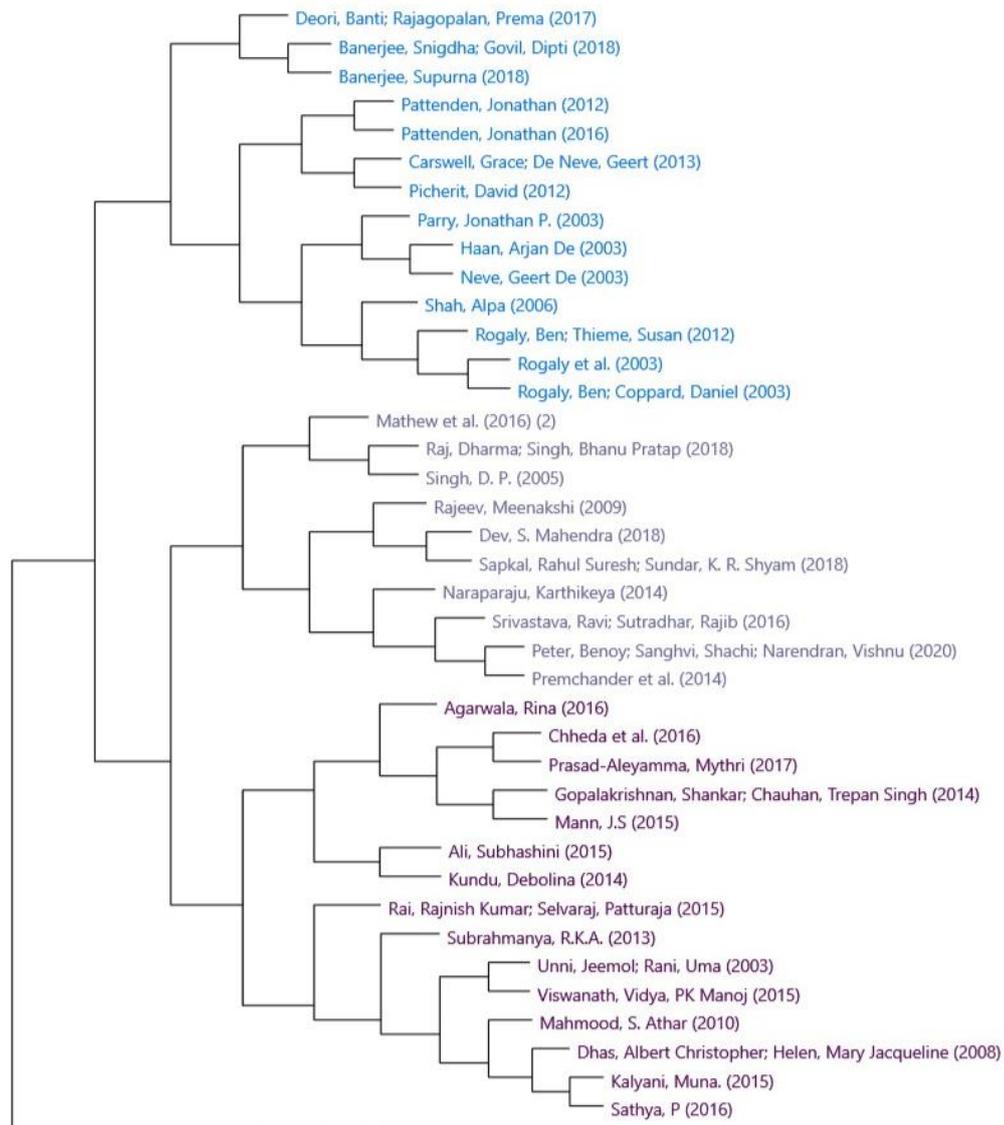


Figure 2.5. Related works based on word similarity

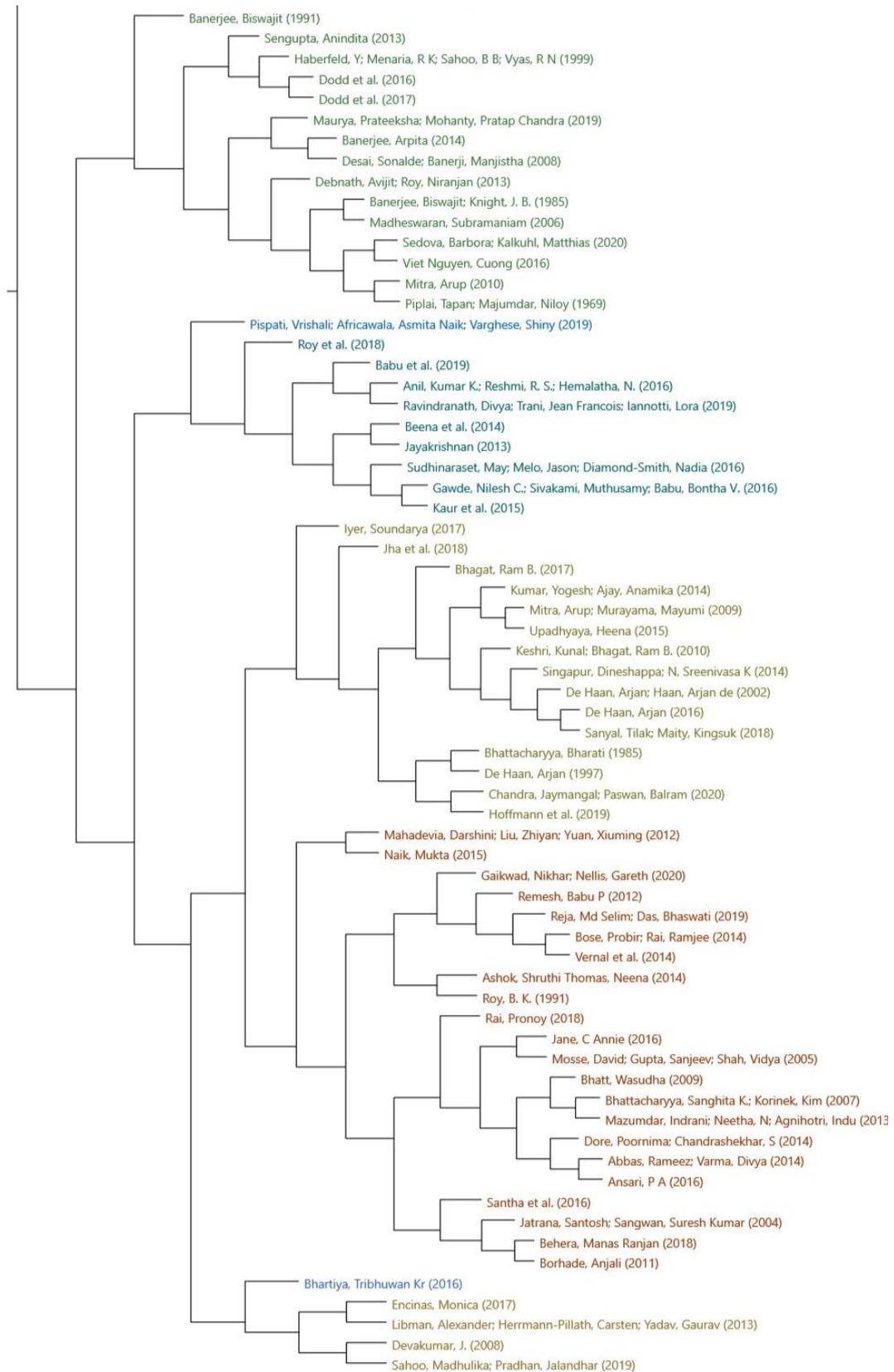


Figure 2.6. Related works based on word similarity (Contd.)

2.7. Conclusion

As stated earlier, review of literature has been carried out to understand the research themes in migrant workers in India and to identify the potential gaps in the extant literature. For this purpose, 106 research articles from three leading research databases published from 2000 to 2020 have been identified and analysed using QDAS. The major themes identified were migrant workers, their health status, working conditions, social security measures and economic status.

The review also revealed that the majority of the studies were focusing individually on health conditions (52), working conditions (12), economic conditions (31) and social security measures (21). It is a known fact that working conditions, health conditions, economic conditions and social security measures are interrelated. This showcases the need for a comprehensive study addressing these interrelationships. Moreover, these studies have not addressed the responsibility of the employer in providing better working conditions, health care facilities and implementation of social security measures. The impediments in providing these to the workers are also not clearly known.

Chapter 3

Research Methodology

Research methodology is the systematic process and procedure for undertaking the research. This chapter presents the path through which this research is carried out to resolve the research problem in a scientific manner. It also sheds light on how the data for this research has been collected and analysed.

3.1. Research Design

The research design refers to the overall strategy that has been chosen to integrate different components of the study. It ensures that the research problem is effectively addressed and acts as a blueprint to conduct the study. The research design used for this study is descriptive in nature. This study uses a single cross-sectional survey with an objective to describe the human rights issues and problems of migrant workers, and the impediments in providing social security and healthcare to them by their employers. Therefore, this study has well-defined objectives and precise hypotheses. The following section clearly specifies the components of descriptive design.

3.2. Nature and sources of data

This research work is based on primary data collected from the migrant workers and employers of migrant workers. Since the research problem is known and the information needs are clearly defined, a structured questionnaire is used for collecting the data. The survey method of data collection is used in this study.

3.3. Development and testing of the data collection instrument

Structured questionnaires intended to capture the quantitative and qualitative aspects of migrant workers and their employers are the data collection instrument. The questionnaire is developed to cover the broader objective of the study. Initially, the variables or items for the questionnaire are selected based on a literature survey and expert opinion.

Then the general practices at the place of work of the migrants, policy framework for the unorganized sectors are included by seeking opinion from two industry practitioners, two subject matter experts and two researchers in the field. Questionnaires are designed in such a way that the migrants and employers give their responses using a multi-item scale. The reliability of the questionnaires is validated by computing the Cronbach's alpha value from the pilot study data.

The face validity of the questionnaires is assessed by showing it to two research scholars working in a similar domain. The content validity of the questionnaires is established based on the judgements of two industry practitioners, two academic experts, and three employers. Variables are added, deleted and modified in the questionnaire accordingly.

- The effort has been taken to make the questionnaire more clear and understandable to the respondents.
- Consent has been taken from the migrant workers and their employers for conducting this survey.
- At any stage of the survey, the migrant workers or employers are free to withdraw themselves from the survey.
- To avoid any bias in the responses, a short introduction about the research is given at the starting of the questionnaire and the respondents are informed that their anonymity will be maintained.
- Some of the lengthy statements are rephrased to improve readability and understanding.
- Every care has been taken to ensure the suitability of the questionnaire to measure the intended variables.
- Contact information of the researcher has been provided to the respondents.
- English, Tamil, Malayalam, and Kannada versions of the employer perspectives questionnaire are distributed to the respondents.

3.3.1. Pilot study

Before administering the questionnaire for the final data collection process its reliability is assessed by testing its internal consistency using coefficient alpha, or Cronbach's alpha (0 to 1). Cronbach's alpha (α) value should be above 0.6 for a satisfactory internal consistency (Nunnally & Bernstein, 1994). A pilot study has been carried out, before the main data collection, by distributing the questionnaires to 60 migrant workers and 30 employers of migrant workers. Based on the data collected, α is calculated for all the constructs and the values are shown in table 3.1.

Table 3.1. Assessing the reliability of the constructs – pilot study data

Construct	No. of items	alpha value
Workplace condition	13	0.829
Living conditions	6	0.942
Factors influencing migration	15	0.844
Migrant Rights	13	0.821
Benefits from Government	12	0.822
Impediments in providing social security and healthcare	19	0.858*

*Based on 30 responses from employers of migrant workers.

From table 3.1 it can be observed that Cronbach's alpha value is more than 0.6 indicating satisfactory internal consistency of constructs. During the pilot study, the need to simplify the questionnaire is realized. Therefore, necessary changes have been incorporated into the questionnaire.

3.3.2. Sample population

The sample population for this study is migrant workers in three South Indian states of India viz. Kerala, Tamilnadu and Karnataka.

3.3.3. Sample Unit

The sample unit is the interstate migrant workers who are temporarily working in the unorganized sector and the employers of the unorganized migrant workers.

3.3.4. Sampling technique

The primary data will be collected using the Cluster sampling technique. In cluster sampling first, the clusters are selected, and then elements are selected by simple random or systematic sampling.

3.3.5. Sample size

The sample size for this study is 900 with 300 respondents from each of the three states viz., Kerala, Tamilnadu and Karnataka. Ten clusters from each state are selected according to the number of migrants. The sample for each cluster is 30. The sample respondents are selected at random after collecting the list of migrants in that cluster. The sample size for the employers of the migrant workers is 180 out of which 60 is from each of the three states. The total number of clusters in each state is 10. The sample for each cluster is 6.

3.3.6. Research instrument

This study will make use of two structured questionnaires of which, one is for the migrant workers and the other is for the employers of the migrant workers. Questionnaires are designed in such a way to capture the information that fulfils the study objectives.

Objective – 1: To study the socio-economic background of the migrant workers.

The socio-economic background of the migrant workers along with their basic information is captured using both open-ended and close-ended multiple-choice questions. Questions are included based on the previous studies and suggestions from subject experts.

Objective – 2: To study the responsible factors for interstate migration of labourers and to examine the information transmission process in migration and the job search strategy adopted by migrant.

Factors of interstate migration are measured using a multi-item construct comprising of 15 items. Both push and pull factors of migration are used in this construct. The information transmission process in migration and the job search strategy adopted by migrant is measured using two multiple-choice questions, one on who influenced their decision to migrate and the other on how they got the present employment. Information on relieving process and potential skill acquirement in the present job is also captured.

Objective – 3: To study the employment pattern, wage rates, working conditions and living conditions of the migrant workers.

Nature and type of work, type of contract, type of skill required, and nature of payment are captured using close ended multiple choice questions. Work hours and wage rates are measured using open ended questions. Working conditions of the migrants are measured using a 13 item construct. Their living conditions were evaluated using a six item construct. The migrants were also asked to compare their present living condition with their native using seven parameters.

Objective – 4: To study the inherent problems, issues and human rights violations faced by the migrant workers in an unorganized sector in India.

Inherent problems and issues related to working conditions, health issues and medical consultation are measured using five-point rating scales.

Objective – 5: To investigate the process of settlement of migrants in the city and their getting established in the urban occupations.

The settlement process of the migrants is captured using multiple-choice questions focussing on the type of residence, mobility, expenses incurred on maintaining their day-to-day functioning and their view of their socio-economic class.

Objective – 6: To examine the nature of the relationship between employer and employee and migrant workers.

The nature of the relationship between employer and employee and migrant workers are captured using a multi-item construct.

Objective – 7: To analyse legal framework with reference to the migrant workers and to ascertain as to what extent the migrant workers are getting the benefits of Inter-State Migrant workmen (Regulation of Employment and Conditions of Service) Act, 1979 and Unorganized Workers' Social Security Act, 2008.

The migrant workers were asked to give their level of agreement to the provisions of statutory benefits by the employer as listed in the Act.

Objective – 8: To identify/highlight the impediments in providing social security and healthcare benefits and implementing the laws relating to migrant workers from employers' perspectives.

A twenty item construct is used to identify/highlight the impediments in providing social security, healthcare to migrant workers and implementing laws relating to migrant workers.

Objective – 9: To study ways and means for overcoming the problems of migrant workers and to recommend suggestions for the effective and better implementation of laws providing protection and social security measures to migrant workers.

The employers of migrant workers were asked to express their support requirement from government agencies to provide better working/living conditions to migrant workers.

3.3.7. Locale of the study

This study is conducted in the states of Kerala, Tamilnadu and Karnataka.

3.3.8. Sampling Process

Ten clusters have been identified from the three States identified for this study. Thirty migrant workers and six employers of migrant workers have been selected for the survey. Therefore, a convenient sample of 900 migrant workers and 180 employers of migrant workers is used for this study.

The clusters identified in Tamilnadu are Ambattur and Guindy in Chennai, Hosur, Tirupur, Coimbatore, Madurai, Virudhunagar, Tirunelveli, Sivakasi, and Pondicherry. The clusters identified in Kerala are Valapattanam (Kannur), Vellimadukunnu (Kozhikode), Kanjikode (Palakkad), Punalur (Kollam), Perumbavoor (Ernakulam), Malakkappara (Thrissur), Aroor (Alappuzha), Paippad (Kottayam), Kazhakkootam (Trivandrum) and Cherkkala (Kasaragod). The clusters identified in Karnataka are Peenya and Doddaballapura (Bengaluru), Chikkaballapur (Gauribidanur), Mysore, Mandya, Baikampady and Dakshina Kannada (Mangalore), Dharwad (Hubli), Tumkur, and Udupi.

Table 3.2. Data collection – survey process

State	No. of clusters identified	No. of migrant workers in each cluster	Total no. of migrant workers	No. of employers in each cluster	Total no. of employers
Kerala	10	30	300	6	60
Tamilnadu	10	30	300	6	60
Karnataka	10	30	300	6	60
			900		180

The reliability of the questionnaire is tested once again using the data collected from the main study. The Cronbach's alpha value for the constructs is shown in table 3.3.

Table 3.3. Assessing the reliability of the constructs – Main study

Construct	No. of items	alpha value
Workplace condition	13	0.829
Living conditions	6	0.942
Factors influencing migration	15	0.844
Migrant Rights	13	0.821
Benefits from Government	12	0.822
Impediments in providing social security and healthcare	19	0.837

Table 3.3 shows that the Cronbach's alpha value for all the constructs are above the threshold value of 0.6 indicating satisfactory internal consistency. Therefore, these constructs can be used for further analysis.

3.4. Data cleaning process

The data cleaning process involves identifying the missing values in cases (rows), identifying missing values in variables (columns), identifying unengaged responses and identifying outliers.

1. The COUNTBLANK function in MS Excel is used to identify the missing values.
2. Frequency menu in SPSS is used to identify the missing values in the variables. Missing values have been identified and replaced with mean values.
3. Unengaged responses are identified using 'STDEVA' function in MS Excel. Cases with a standard deviation of less than one are identified and deleted.
4. The outliers are identified using Box plot. Cases with outliers have been identified and replaced with the mean value.

3.5. Assumptions Checking

Different statistical tests are used for different purposes and many of them have different assumptions to be met by the data set before employing those tests on the data. Some tests are robust that even violation of certain assumptions may not yield misleading results. However, there are certain tests, on violating necessary assumptions that produce wrong results ending up with an erroneous interpretation. Therefore, it is vital to check the assumptions on the data set before applying the statistical test. Typical assumptions are normality, homogeneity of variance, linearity, and communality. The data set used in this study has been tested for relevant statistical assumptions and the results are presented in this section.

3.5.1. Normality

Normally distributed data is an underlying assumption in parametric testing. Normality can be checked graphically and numerically. Normality is the distribution of data for a particular variable. The extent to which the data has deviated from normality can be assessed using both visual inspection and statistical tests.

A Q-Q plot for one of the items of migrant rights and one of items of factors of migration is shown in figure 3.1 and 3.2.

Normal Q-Q Plot of I am always under the threat of arbitrary arrest and detention

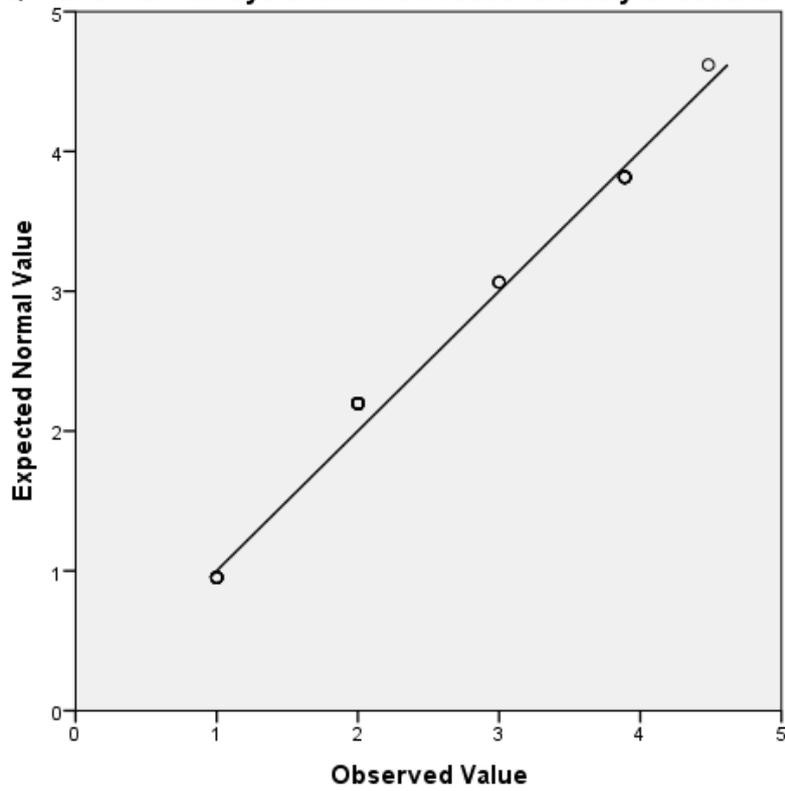


Figure 3.1. Testing normality using Q-Q plot – migrant rights

Normal Q-Q Plot of Continuous drought, natural disaster in my area forced me to migrate

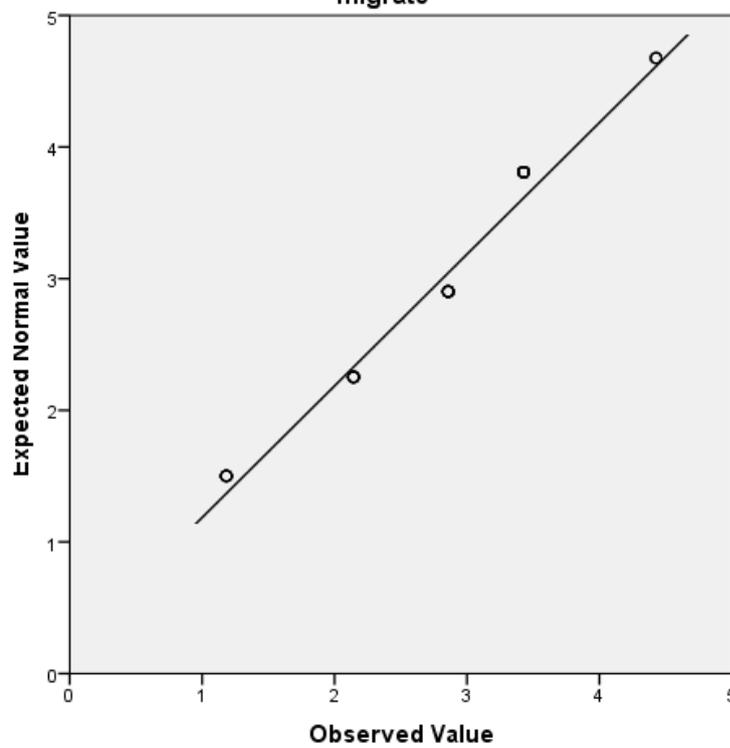


Figure 3.2. Testing normality using Q-Q plot – factors of migration

In figure 3.1 and 3.2, the data points in Q-Q plot lie in a straight line suggesting that the data is normally distributed. Similarly, normality of other continuous variables have been tested.

3.5.2. Homogeneity

Table 3.4. Test of Homogeneity of Variances

Reasons for migrating	Levene Statistic	df1	df2	Sig.
I migrated because of the pressing financial needs of my family	0.757	3	26	0.528
I migrated for finding better job with better wages	0.636	3	26	0.599
I migrated for continuous and secured employment	0.821	3	26	0.494
Continuous drought, natural disaster in my area forced me to migrate	1.358	3	26	0.277
Lack of employment opportunities in my area forced me to migrate	1.075	3	26	0.377
Lack of infrastructure and credit facilities in my area forced me to migrate	0.913	3	26	0.448
Lack of agri-development programmes in my area forced me to migrate	0.719	3	26	0.549
Lack of better educational and medical facilities in my area forced me to migrate	2.491	3	26	0.082
Caste related issues in my area forced me to migrate	0.236	3	26	0.870
Political uncertainties in my area forced me to migrate	0.206	3	26	0.891
Medical facilities available here motivated me to migrate	0.137	3	26	0.937
Availability of quality education for children motivated me to migrate	0.644	3	26	0.594
Social climate prevalent here (eg. acceptance and equal treatment by local people) motivated me to migrate	1.673	3	26	0.197
Environmental conditions prevalent here (eg. less pollution) motivated me to migrate	0.082	3	26	0.969
Transportation and communication facilities available here motivated me to migrate	0.499	3	26	0.686

Homogeneity of variance is one of the important assumptions when conducting ANOVA test. When testing the mean differences across different groups of the dependent variable, the population variances of the dependent variable must be equal for all groups. This assumption can be ignored if all the groups of the dependent variable have roughly equal sample sizes. If there are different sample sizes in each group, then this assumption cannot be ignored. Levene’s test is used to test the assumption of homogeneity of variance. The null hypothesis for Levene’s test is that the variances are equal across all samples. So, the null hypothesis must be accepted to satisfy the assumption of homogeneity.

Homogeneity assumption is tested for reasons for migrating across four different age groups of the respondents. Table 3.4 shows that sig. values for all the variables are above 0.05 indicating that variances with respect to the reason for migration are equal across all four age groups of the respondents, and are not saturated to any particular age group.

3.5.3. Communalities

Communality is defined as the proportion of a variable's total variance that is accounted for by the common factors (Ralph B. D'agostino Sr., & Heidy K. Russell, 2005). It is useful information for predicting a variable’s value. A variable is included or excluded from the factor based on communalities. Though a cut-off value of above 0.5 or 0.4 as acceptable, a higher communality value is desirable for model formulation. The test of communality for the ‘living condition’ factor is shown in table 3.5.

Table 3.5. Communalities

Satisfaction towards living condition	Initial	Extraction
Health, sanitation and hygiene of your living place	1.000	0.859
Infrastructure, sanitation and hygiene of the community you are living	1.000	0.812
Adequacy and availability of food (preparation and consumption)	1.000	0.547
Satisfaction with material comforts (home, food, financial security)	1.000	0.751
Satisfaction with close relations with spouse or significant other relations	1.000	0.773
Satisfaction with participation in active recreation	1.000	0.690

Table 3.5 shows that the communality of all the variables in the ‘living condition’ factor is above the cut-off value of 0.5. Similarly, communality is tested for all the factors in this study.

3.6. Research Tools and Software packages

The research tools are the appropriate statistical techniques used for data analysis to arrive at meaningful conclusions. Software packages such as MS Excel 2016 and SPSS v.20 are used to carry out data analysis in this study. The following statistical techniques with the help of appropriate software packages are used:

1. Frequency analysis
2. Simple mean
3. Independent samples t-Test
4. ANOVA
5. Chi-square test
6. Factor analysis
7. Cluster analysis
8. Discriminant analysis
9. Correspondence Analysis

3.6.1. Frequency Analysis

Socio-economic background, employment background of the migrant workers, and firm profile of the unorganized sector are presented using frequency analysis.

3.6.2. Simple Mean

The responses collected in metric forms are presented using a simple mean. The mean shows where the centre of the dataset lies.

3.6.3. Independent Samples t-Test

Means of two independent groups are tested using independent samples t-test.

3.6.4. Chi-square test

The existence of a significant association between two categorical variables in a cross-tabulation is tested using Pearson's Chi-square test (denoted as χ^2), a non-parametric test. In this study, χ^2 test is used to test the association between migrant workers' demographic profile and their socio-economic condition, and employment background. The strength of association is measured using phi coefficient (ϕ) for a 2 X 2 table, contingency coefficient (C) for n X n table where $n > 2$ and Cramer's V for a table of any size. The value of V ranges between 0 and 1. The larger the value of V higher is the degree of association. For a table with r rows and c columns, the degrees of freedom (df) is calculated as $\min(r-1, c-1)$ irrespective of the actual

degrees of freedom. Guidelines by Jacob Cohen (1988) shown in table 3.6 is used to interpret the effect sizes for Cramer’s V.

Table 3.6. Effect sizes for Cramer’s V

df	small	Medium	large
1	0.10	0.30	0.50
2	0.07	0.21	0.35
3	0.06	0.17	0.29
4	0.05	0.15	0.25
5	0.04	0.13	0.22

3.6.5. Analysis of Variance (ANOVA)

Analysis of Variance (ANOVA) is used to test if the means of two or more unrelated groups are statistically significant. ANOVA tests the null hypothesis that ‘the means are equal’ across the groups/categories. While conducting ANOVA, the assumption of the equality of variance is tested using Levine’s test. For significant relationships alone, a post-hoc test using the Duncan method is used to identify the mean difference across the categories. The mean difference in migrant workers’ working conditions, living conditions, health issues, and benefits based on three different states are tested using ANOVA.

3.6.6. Factor Analysis

Factor analysis is used to identify the underlying dimensions or factors that explain the correlations among a set of variables and to identify a new smaller set of uncorrelated variables that can replace the original set of correlated variables in subsequent multivariate analysis (Malhotra & Dash, 2016). While there are several procedures (priori determination, approaches based on eigenvalues, screen plot, percentage of variance accounted for, split-half reliability, and significance tests) available for determining the number of factors, eigenvalue approach is used in this study. Only factors with eigenvalues greater than 1.0 are retained and other factors are not included in the model. An eigenvalue represents the amount of variance associated with the factor. Factor analysis is performed using the principal component analysis method of extraction. Bartlett’s test of sphericity tests the overall significance of all the correlations within the correlation matrix. A probability value of less than 0.05 indicates that

it would be appropriate to use factor analysis on the given set of data. The Kaiser-Meyer-Olkin measure of sampling adequacy indicates the strength of the relationships among the variables. The higher value of KMO suggests that it is acceptable to proceed with the analysis. Varimax rotation is performed since the factors are expected to be uncorrelated and it is much simpler to understand and interpret (Kim & Mueller, 1978).

In this study factor analysis is used to identify the underlying dimensions of migrant workers working conditions, factors influencing migration, migrant rights, social security benefits received by them and impediments in providing social security benefits.

3.6.7. Cluster Analysis

Cluster analysis is used to segment the respondents. The underlying dimensions extracted using factor analysis are used as the variables for clustering. Euclidean distance, the most common measure of similarity between objects is employed in this study. Greater distances between clusters correspond to greater dissimilarities. One of the non-hierarchical techniques k-means clustering is employed, as it is faster and has an advantage when the sample size is larger (Malhotra & Dash, 2016). The optimal number of clusters is decided by using two-step cluster analysis. Profiling of the respondents is done using demographic variables. Finally, the validity of the clustering process and the variables that significantly differentiate the clusters are identified using discriminant analysis.

In this study, cluster analysis is used to segment the migrant workers based on working conditions, living conditions, health issues, rights, and social security benefits received. Cluster analysis is also used to segment the firms based on their impediments in providing social security and healthcare benefits and implementing the laws relating to migrant workers.

3.6.8. Discriminant Analysis

Clustering solutions should not be accepted without assessment of its reliability and validity. Group centroids can be used to assess the reliability of clustering process (Carvalho et al., 2015). The assumption of equality of covariance across groups is checked using Box's M test. It is very sensitive to large data set. However, discriminant function analysis is robust even when the homogeneity of variances assumption is not met (Bian, 2012; Lachenbruch & Goldstein, 1979). In this study, discriminant analysis is used as a reliability test for cluster analysis.

3.6.9. Correspondence Analysis

The significant association (from χ^2 test) between two categorical variables is represented pictorially using correspondence analysis. Correspondence analysis results look like a post-

hoc test for Chi-square test. In this study, the significant associations between socio-economic condition and the cluster to which they are segmented based on living condition, health issues, rights and benefits are presented pictorially using correspondence analysis.

The research process used for conducting this study is highlighted in this chapter. It can be inferred from the above discussion that the research instrument used for the present research work is highly valid and reliable. Accordingly, appropriate statistical tools are also employed to analyse the collected data.

Chapter 4

Background and Work Profiles of the Migrants

4.1. Demographic and Socio-Economic Profile of the Migrants

4.1.1. Introduction

The main focus of this project is to identify the health issues and social security issues of migrant workers. However, it is essential to record the socio-economic profile of migrant workers. The concept of migrant worker is old in the perspective of international economics. The movement of labour from village to cities, especially industrialised metros is happening quite often. However, the concept of inter-state migrant workers within India is quite a new phenomenon. This has become a political and economic issue nowadays. It has become the centre of focus during COVID-19 times. Everybody is talking about this issue. But the availability of official records about details of migrant workers is not that encouraging. Both central and state Governments are asking migrant workers to register their details. But that is not happening due to personal level unawareness/unconcern by the migrants as well as dereliction of duty of concerned revenue/labour officials. This has motivated the investigator to include the socio-economic profile of migrant workers as one of his objectives. The demographic variables included are the State in which they are presently living, Gender, Age, Education, Marital Status, Native State, Mother Tongue, Family Size and No of inmates living with them. The economic variables included are Monthly Income, Family Income, Others Income, Housing expenses, Food expenses, Health care expenses, expenses for children education, Monthly Savings, Distance from the workplace, Mode of Travel, Usage of Remittances and Years of migrated life. The societal variables included are the Educational status of Children, Type of Residence, Socio-Economic class, Nature of Migration and Pressure group or Source of influence to migrate. Though variables are classified into demographic, economic and societal, there is no well-defined difference that exists between them.

Table 4.1. State-wise samples

State	Frequency	Percentage
Kerala	300	33.3
Karnataka	300	33.3
Tamilnadu	300	33.3

As per the sampling design, the data is collected from three southern states. An equal representation is given to all three states irrespective number of migrants present in each state. Three hundred samples are taken from each Karnataka, Kerala and Tamilnadu.

4.1.2. Gender

The female population is accounted for fifty percent of the total population. However, when we consider their employment ratio, it is less than 50 percent. Almost all female population is involved in domestic employment. The involvement of female members in agricultural work and cattle rearing of their own is prevalent everywhere in India. Apart from domestic work, they do all work of the family. Nowadays, girls especially literates have started searching for outside employment also. But Indian social system makes them work within the specific area near to their living place. So, the scope for female migration is comparatively less.

The migrant female population is very less and it is just 10 percent. This shows that still, the large female population is working within the specific area of their own state. Such state of affairs can be attributed to two specific reasons such as nature of work available for migrants and workplace safety. The nature of work performed by migrant workers is not conducive for the female to perform. They perform the same work for their family but not for employment. Workplace safety becomes core issue in modern Indian economy. All Governments are talking about women safety, but still, the existence of women safety is a big question mark. That 10 percent of female labourers live with husband and family.

Table 4.2. State and Gender

		Gender		Total
		Male	Female	
Kerala	Count	252	48	300
	%	31.2%	52.2%	33.3%
Karnataka	Count	286	14	300
	%	35.4%	15.2%	33.3%
Tamilnadu	Count	270	30	300
	%	33.4%	32.6%	33.3%
Total	Count	808	92	900
	%	100.0%	100.0%	100.0%
Chi. Value	21.018	Dof=2	Sig. Value	0.000

In the total sample, the Kerala sample is 33.3 percent but within the female population, Kerala accounts for 52 percent. More than half of the female migrant population work in Kerala. This means that the female migrant population is more in Kerala. Female migrant workers in Karnataka are very less. In Tamilnadu, migrant population distribution is the same for females and males which mean around 33 percent of female and 33 percent of male migrant workers are working in Tamilnadu. Normally, migrant female labourers want to live with family and want to work under safe conditions. In Kerala, number of migrant workers working in domestic work is more. More number of female migrant workers are engaged in domestic work. Hence a greater number of female migrant workers are working in Kerala. In Tamilnadu education level of the female is more and work safety is also ensured for females. The chi-square analysis shows that this association is significant at a 5 percent level of significance (Chi-square value 21.018, significant value 0.000). Degrees of freedom (dof) which is calculated by $(c-1) * (r-1)$. Hence it is concluded that among the female migrant workers significantly more female migrant workers are working in Kerala.

4.1.3. Age

Age is an important demographic factor because people will be more active at a young age and have more energy. At a young age, they have to work for their livelihood and they have to take care of their parents, possibly spouse and children. Apart from that, they have to save some money for their old age also. If the employment warrants physical labour, then only young people can perform such tasks.

The maximum age is 64. The age of one migrant worker is 64 years. He has migrated with his family from Bihar and working in Karnataka for the last 22 years. He is working for 9-11 hours per day and getting a monthly income of Rs.26000 with some kind of contract job (on a contract basis) and living in a privately rented house. He does not have any formal education and he has enrolled his children in school. This particular case explains the story and nature of migrant workers in India. The average age of migrants is 31 years. This means that most of the migrants are young. The minimum age is 18. Around 5 migrants are having the age of 18 years. It is noticed that no one is having an age of less than 18 years. One person whose age is 18, is a male migrant, is living in the shed provided by the employer within the site. He does not have any formal education and never attended school, belongs to UP and getting a monthly salary of Rs.10,000. The median age is 31. Around 50.1 percent of migrants have age 31 years and less. The mode is 31 years. Maximum of 49 people have an age of 30 and another 49 people have an age of 40 years. It is multimodal distribution. The skewness divided by standard error is 4.8 (0.394/0.082), which is more than 1.96. This means there is a significant

skewness. The skewness value is 0.394, which is positive, which means there exists a positive skewness. This indicates that more number of people are there on the left-hand side of the mean value. Fifty-five percent of the respondents are in the age group of less than 32 years of age. So, most of the migrants are young people. Kurtosis divided by the standard error (0.248/0.163) is 1.52 which is less than 1.96 which means there is no Kurtosis. The curve is the Mesokurtic curve. Two people have age 60 and above and 15 people have an age of 50 and above.

Around 27 percent of migrants have age 25 and less. Another 20 percent of migrants have age between 26 to 30 years. Approximately 20 percent of the migrants have age between 31 and 35 years of age. Sixty-seven percent of migrants have age less than 35 years. Only 13 percent of migrants have age above 40 years. This is a clear indication that most of the migrants are young people. It can be implied that many of the nature of work performed by migrant workers requires physical energy which only young people possess.

Table 4.3. Age – Gender Group Statistics

	Gender	N	Mean	Std. Deviation	Std. Error Mean
Age	Male	808	31.5520	7.84940	.27614
	Female	92	32.4457	9.05461	.94401

The average age of the male is 31 years and the average age of the female is 32 years. Female migrants are migrating after their marriage. The unmarried male migrant population is more. That is the reason for less average age for a male. As per the Independent t-test result, the t value is -0.909 and the probability value is 0.366. This means that there is no difference between male migrants and female migrants with respect to their age. One-year age difference is not a significant difference. Hence the average age of male migrants and female migrants is more or less the same. This will lead to the conclusion that there is no difference in the age of the male and female working population.

Table 4.4. Age and State

State	N	Subset for alpha = 0.05	
		1	2
Karnataka	300	31.0500	
Kerala	300	31.4233	31.4233
Tamilnadu	300		32.4567

The average age of migrants living in Karnataka and Kerala is 31 years and the average age of migrants living in Tamilnadu is 32 years. As per the Analysis of Variance test result the F value for the difference is 2.510 and the probability value is 0.082 which means there is no difference at 5 percent level of significance. This shows that there is no difference in the average age of migrants living in the three states. One-year age difference that exists between Karnataka and Tamilnadu is not a significant difference. All the age category migrants equally prefer all three states. This leads to the conclusion that there is no difference in the age of the working population among the three southern states.

4.1.4. Educational Qualification

This study is all about labourers only. People who are working in offices are not covered under this study. As education is an important factor which decides the eligibility for certain jobs, this study too analyse the role of education in migrant workers life. People are working as labourers because they do not have sufficient education to get a white-collar job. By this we can infer that education decides the nature of employment.

More than 31.6 percent of migrant workers' have high school education. Another 30.2 percent of migrants have primary education. Approximately 22.8 percent of migrant workers do not have any formal education. Only less than 7 percent of migrant workers have HSC qualifications. Only limited migrants have diploma qualifications and UG Degree. It shows that most of the migrant worker's education level is up to high school level. A significant number of people do not have any education.

Table 4.5. Educational Qualification- Frequency

Educational Qualification	Frequency	Percentage
No formal education	205	22.8
Primary education	272	30.2
High school	284	31.6
HSS or above	139	15.4

Table 4.5 shows that 31.6 percent of migrant workers have educational qualifications of high school and 30.2 percent have primary education. Only 15.4 percent of migrant worker's qualification is HSS or above. Around 22.8 percent of migrant workers do not have formal education. This shows that members of all educational levels are in search of jobs.

Table 4.6. Education and Demographic Variables

Variable	Chi-Square Value	Dof	Sig. Value
Gender	16.657	3	0.001
State	178.319	6	0.000
Age	111.748	20	.000

In the above table 4.6, dof means degrees of freedom, sig, value means significance value or probability value. Chi-Square value means calculated Chi-Square value. From table 4.6, it is clear that the significant value is less than 0.01 for all the three variables. Hence, it can be concluded that the education level of migrant workers is associated with their gender, the state in which they are working and their age at 99 percent level of confidence. Association means the change in the category of one variable result in change in the category of another variable.

Table 4.7. Educational Qualification and Gender

		Gender		Total
		Male	Female	
No formal education	Count	171	34	205
	%	21.2%	37.0%	22.8%
Primary education	Count	241	31	272
	%	29.8%	33.7%	30.2%
High school	Count	264	20	284
	%	32.7%	21.7%	31.6%
HSS or above	Count	132	7	139
	%	16.3%	7.6%	15.4%
Total	Count	808	92	900
	%	100.0%	100.0%	100.0%

The above table 4.7 indicates that more than 2/3 of women migrants did not attend a school or just obtained primary education. These women may be involved in works which does not demand any significant literacy skills or technical skills. Of the total respondents, the literacy level among the female migrants is significantly lower than that of male migrants. The migrant worker force is dominated by relatively better-educated male workers and poorly educated female workers. This situation demands that in order to improve the quality of migrant

workforce, the women migrants may be provided with more learning opportunities to improve their literacy and job skills by the employers.

Table 4.8. Educational Qualification and State

Education		State			Total
		Kerala	Karnataka	Tamilnadu	
No formal education	Count	128	30	47	205
	%	42.7%	10.0%	15.7%	22.8%
Primary education	Count	111	67	94	272
	%	37.0%	22.3%	31.3%	30.2%
High school	Count	42	122	120	284
	%	14.0%	40.7%	40.0%	31.6%
HSS or above	Count	19	81	39	139
	%	6.3%	27.0%	13.0%	15.4%
Total	Count	300	300	300	900
	%	100.0%	100.0%	100.0%	100.0%

Table 4.9. Age and Educational Qualification

Age		Educational Qualification						Total
		No formal education	Primary education	High school	HSS /PUC	Diploma	Degree	
25 or less	Count	64	76	70	27	2	5	244
	%	31.2%	27.9%	24.6%	43.5%	5.0%	13.5%	27.1%
26 to 30 years	Count	29	53	81	11	6	4	184
	%	14.1%	19.5%	28.5%	17.7%	15.0%	10.8%	20.4%
31 to 35 years	Count	26	54	62	13	16	12	183
	%	12.7%	19.9%	21.8%	21.0%	40.0%	32.4%	20.3%
36 to 40 years	Count	29	62	45	9	14	12	171
	%	14.1%	22.8%	15.8%	14.5%	35.0%	32.4%	19.0%
More than 40 years	Count	57	27	26	2	2	4	118
	%	27.8%	9.9%	9.2%	3.2%	5.0%	10.8%	13.1%
Total	Count	205	272	284	62	40	37	900
	%	100%	100%	100%	100%	100%	100%	100%

Table 4.8 shows that the majority of the illiterate and poorly educated migrants are working in Kerala while a considerably higher percentage of better-educated labour is working in Karnataka. It is also observed that most of the migrants working in Tamilnadu attended school either for obtaining primary education or high school education. It appears that Kerala is employing migrant workers mainly to carry out unskilled jobs while Karnataka and Tamilnadu are hiring them for doing relatively skilled work.

The migrants who have 25 or less years of age are having higher secondary school education. The migrants who have 25 to 30 years of age have high school education. The migrants who have 31 to 40 years of age are having diploma or degree qualifications. The older people who are having more than 40 years of age are not having any formal education. Though age and education are associated, there is no positive relationship.

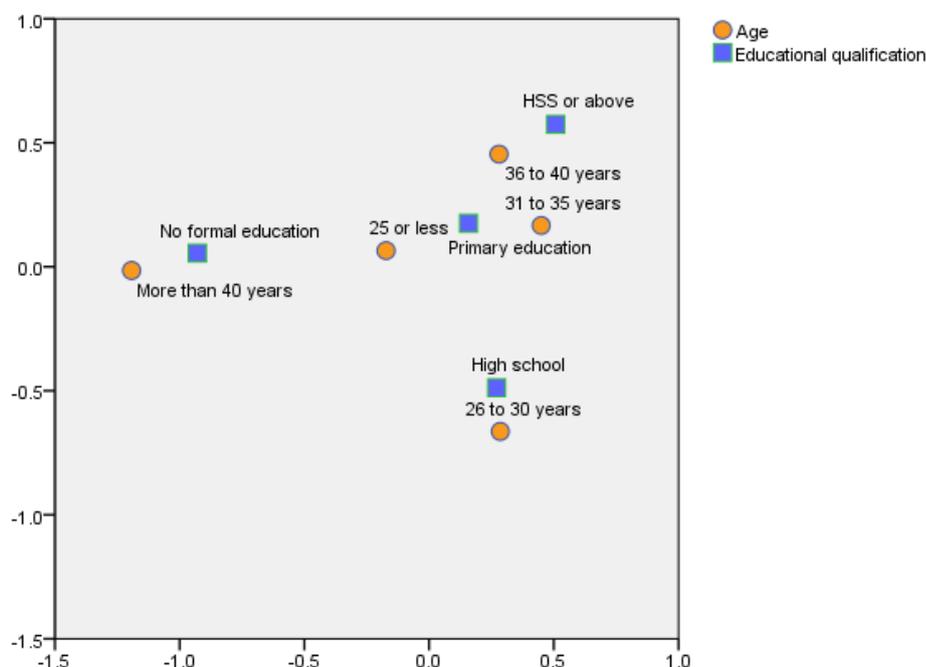


Figure 4.1. Association between Age and Education

Migrants who are having more than 40 years of age do not have any formal education. Less than 25 years' category people have primary education and 26 to 30 years age category people have high school education and 36 to 40 age category people have higher secondary and higher qualifications (diploma or degree). Nowadays, more migrants are moving to southern states since these states have attracted more people, which resulted in the movement of young people with primary education.

Table 4.10. Strength of Association

Variable	Cramer's V	Approx Sig	Dof	Strength
State	0.315	0.000	2	Large
Gender	0.316	0.001	1	Small
Age	0.304	0.000	3	Large

The strength of association can be tested with Cramer's V. The Cramer's V value is judged with degrees of freedom. State and age are having a strong association with education. Gender is having a small association.

4.1.5. Marital Status

In India, Marriage is one of the biggest things in social life as its success and failure is having high implications on individual's life. Due to this nature, everyone is sensitive to it. After marriage, Partners tend to live together to understand each other, to take care of each other, to rise children and to participate in community life and religious rituals. As it makes numerous bonds to attend regularly, the mobility of a married person is not that comfortable when compared with unmarried person. So, marital status is having a certain impact on the mobility of labour from state to state. In this study 64.8 percentage of migrant workers are married and 35.2 percentage of migrant workers are unmarried. It shows that a greater number of married people are migrating in search for jobs.

Table 4.11. Marital Status and Demographic variables

Variable	Chi-Square Value	Dof	Sig. value
Gender	2.530	1	0.112
State	10.061	2	0.007
Age	392.331	4	0.000
Education	22.006	5	0.001

The association between marital status and other demographic variables can be tested with a chi-square test. As all variables are categorical variables, the association can be tested only by chi-square analysis. The significant value for gender is greater than 0.05, which means there is no association between gender and marital status. For state, age and education, the significant values are less than 0.05. Hence these variables are associated with the marital status of migrants. The nature of association is analysed in the following passages by using column percentage.

Table 4.12. Gender and Marital Status

Gender		Marital status		Total
		Married	Unmarried	
Male	Count	516	292	808
	%	88.5%	92.1%	89.8%
Female	Count	67	25	92
	%	11.5%	7.9%	10.2%
Total	Count	583	317	900
	%	100.0%	100.0%	100.0%

Among the unmarried migrants, 92 percent are male. Among the female migrants, more married people are there. So, only married females are migrating. Male tends to migrate before their marriage. Though there exists a logical association, that association is not significant at 5 percent level of significance.

Table 4.13 State and Marital Status

State		Marital status		Total
		Married	Unmarried	
Kerala	Count	196	104	300
	%	33.6%	32.8%	33.3%
Karnataka	Count	175	125	300
	%	30.0%	39.4%	33.3%
Tamilnadu	Count	212	88	300
	%	36.4%	27.8%	33.3%
Total	Count	583	317	900
	%	100.0%	100.0%	100.0%

Among the unmarried migrants, Karnataka accounts for 39 percent. More number of unmarried migrants are living in Karnataka. More married migrants live in Tamilnadu. The percentage of male and female migrants who are living in Kerala is more or less the same.

Table 4.14. Age and Marital Status

Age		Marital status		Total
		Married	Unmarried	
25 or less	Count	53	191	244
	%	9.1%	60.3%	27.1%
26 to 30 years	Count	89	95	184
	%	15.3%	30.0%	20.4%
31 to 35 years	Count	163	20	183
	%	28.0%	6.3%	20.3%
36 to 40 years	Count	165	6	171
	%	28.3%	1.9%	19.0%
More than 40 years	Count	113	5	118
	%	19.4%	1.6%	13.1%
Total	Count	583	317	900
	%	100.0%	100.0%	100.0%

Around 60 percent of unmarried migrants have an age of less than 25. It is natural that when the people grow, they may get married. The age of unmarried migrants is less than 30 years of age. More number of married migrants are there in all age categories above 31 years.

Table 4.15. Age and marital Status – Group Statistics

	Marital status	N	Mean	Std. Deviation	Std. Error Mean
Age	Married	583	35.2178	6.99894	.28987
	Unmarried	317	25.0694	4.90107	.27527

The average age of married migrants is 35 years and the average age of unmarried migrants is 25 years.

Table 4.16. Marital Status and Educational Qualification

Education		Marital status		Total
		Married	Unmarried	
No formal education	Count	144	61	205
	%	24.7%	19.2%	22.8%
Primary education	Count	168	104	272
	%	28.8%	32.8%	30.2%
High school	Count	174	110	284
	%	29.8%	34.7%	31.6%
HSS/PUC	Count	33	29	62
	%	5.7%	9.1%	6.9%
Diploma	Count	36	4	40
	%	6.2%	1.3%	4.4%
Degree	Count	28	9	37
	%	4.8%	2.8%	4.1%
Total	Count	583	317	900
	%	100.0%	100.0%	100.0%

Among primary educated people and high school educated people, more percentage of people are there in unmarried status. Married people are having diploma and degree qualifications. Unmarried people are less educated and married people have little higher education.

Table 4.17. Strength of Association

Variable	Cramer's V	Sig. value	Dof	Strength
State	0.106	0.007	1	Small
Age	0.660	0.000	1	Large
Education	0.156	0.001	1	Small - Medium

The strength of association can be tested by using Cramer's V. The association is very strong for age. It is natural that after a certain age most of the people will get married. Association between state and marital status is small, which means that it cannot be

categorically stated that all the migrants who are living in Kerala are married and migrants working in Karnataka are bachelors.

4.1.6. Native State

It is known one from world history that People migrate from under-developed regions to prosperous regions in search of better living opportunity. Modern world is also following the same pattern and India too is not an exception. Within India, most people from Bihar, Odisha and West Bengal migrate to southern states and western states like Tamil Nadu, Kerala, Gujarat, Punjab which are relatively developed and prosperous. Most People from Tamil Nadu go to Malaysia and Singapore to get better revenue. From Kerala, people go to Arab countries to increase their standard of living.

This situation warrants to know the mentality behind this different trajectory of migration of different state people. For example, People of Bihar believe that opportunities in the state are not lucrative enough. Bihar is a state which is having a perennial river the Ganges and many mineral ore deposits which can make a well-developed state on its own by pursuing better Industrial Policy. Due to improper handling of natural resources the attained growth is less. There is a tendency grown in the minds of capable people to move away from this place to other places to get better life. This has created the situation of inter-state migration on large scale.

Table 4.18. Native State -Frequency

Native State	Frequency	Percent	Valid Percent	Cumulative Percent
Bihar	215	23.9	23.9	23.9
Odisha	144	16.0	16.0	39.9
North Eastern states	131	14.6	14.6	54.4
Uttar Pradesh	126	14.0	14.0	68.4
West Bengal	115	12.8	12.8	81.2
Jharkhand & Chhattisgarh	105	11.7	11.7	92.9
Other states	64	7.1	7.1	100.0
Total	900	100.0	100.0	

Within migrant population strength, Bihar tops with 24 percent. It looks like one in four of migrant worker is from Bihar. By this, we call that Bihar as main supplier of migrant workers to Southern States. Next is Odisha which accounts for 16 percent of migrant

population. Though present Odisha Government is pursuing many welfare policies and carries out many labour friendly measures, it is not enough to stop migration. Assam provides a peculiar case. People from Bangladesh are in-filtering into Assam to occupy its land and take away employment opportunities. But people from Assam are migrating into Kerala with same motive of getting better employment. Then comes West Bengal. Once upon a time, it was considered an intellectual state producing Nobel Prize winners but now people are migrating from West Bengal to other states in search for livelihood.

Table 4.19. Test of Association

Variable	Chi-Square Value	Dof	Sig. Value
State	98.547	12	0.000
Gender	6.619	6	0.358
Age	39.918	24	0.022
Education	63.635	18	0.000

Association or relationship between native state and other demographic variables such as State, gender, Age and Educational qualification is tested by using Chi-Square analysis. As the significant value is greater than 0.05 the Gender is not having any association with the native state. State where the migrants settled, migrant’s age and their education have a significant relationship with the native state of the migrants because their significant value is less than 0.05.

Table 4.20. Place and Native State

Place of Settlement		Native State						Total	
		Bihar	Odisha	NE states	U P	West Bengal	J & C		Other states
Kerala	Count	74	28	53	37	72	12	24	300
	%	34.4%	19.4%	40.5%	29.4%	62.6%	11.4%	37.5%	33.3%
Karnataka	Count	61	60	48	34	26	52	19	300
	%	28.4%	41.7%	36.6%	27.0%	22.6%	49.5%	29.7%	33.3%
Tamilnadu	Count	80	56	30	55	17	41	21	300
	%	37.2%	38.9%	22.9%	43.7%	14.8%	39.0%	32.8%	33.3%
Total	Count	215	144	131	126	115	105	64	900
	%	100%	100%	100%	100%	100%	100%	100%	100%
Chi.	Value	98.547	Dof	12	Sig	Value	0.000		

Around 63 percent of West Bengal migrants are living in Kerala. Possibly both states are communist states that may be the reason. Around 40 percent of people from the North-East mainly from Assam have settled in Kerala. The investigator has noticed that a lot of migrated people from Assam are living in Kerala. This may be due to the similarity in climatic conditions between these two states. Around 50 percent of Jharkhand people and 42 percent of migrants from Odisha are living in Karnataka. More number of UP people have settled in Tamilnadu. The irony is that people in Tamilnadu do not speak Hindi but Hindi speaking people have settled in Tamilnadu. This association is significant at 99 percent level of confidence as per the Chi-square test.

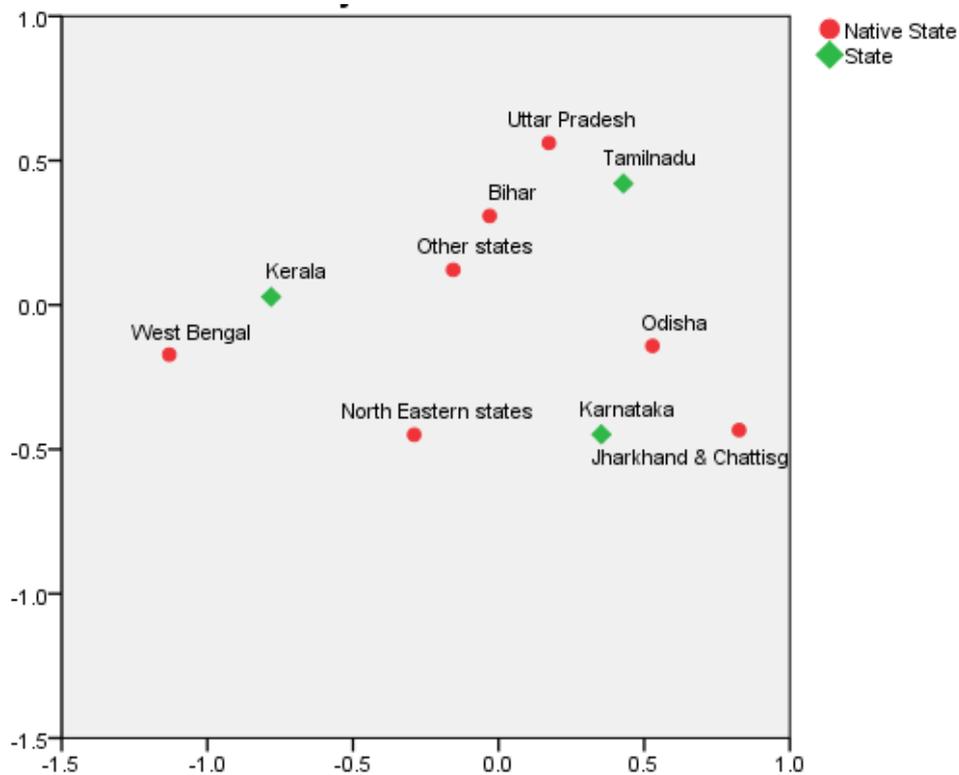


Figure 4.2. Association between Native State and Place of work

The Correspondence analysis diagram shows that migrants from West Bengal have settled in Kerala. People from Jharkhand and Odisha are working in Karnataka. Uttar Pradesh and Bihar people have migrated to Tamilnadu.

About 23.9 percent of migrant workers are from Bihar but among the female migrants, Bihar migrants account for 31.5 percent. This shows that more female migrants are coming from Bihar. Likewise, the North Eastern migrants account for 14.6 percent of total migrants but among the female North Eastern states account for 18.5 percent. This means that more female migrants are coming from Bihar and the North East region. Around 12.8 of migrants

are from the West Bengal state. Among the male migrants, West Bengal accounts for 13.2 percent which means more number of male migrants are from West Bengal. From West Bengal, many Muslim people are migrating and they seem to be male. Though there exist some associations, that association is not a significant association as per Chi-Square analysis.

Among the total migrants, the Bihar migrants account for 23.9 percent but among the 26 years to 30 years age category, around 28.3 percent of people are from Bihar. It means 26 years to 30 years age migrants are coming from Bihar. Odisha migrant workers account for 16 percent of total migrants. Among the more than 40 years age category people Odisha accounts for 22 percent. The old-age migrants are from Odisha. Among the less than 25 years category people, North Eastern States account for 16.4 percent. Likewise, West Bengal migrants account for 12.8 percent but among the less than 25 years age category people, it accounts for 16.8 percent. Most of the young migrants are coming from West Bengal and the North-Eastern region. Jharkhand and Chhattisgarh migrant workers account for 11.7 percent and among the 31 – 35 years age category, it accounts for 14.2 percent. The middle-aged migrants are from UP and Jharkhand and Chhattisgarh. This association can be further analysed by using correspondence analysis.

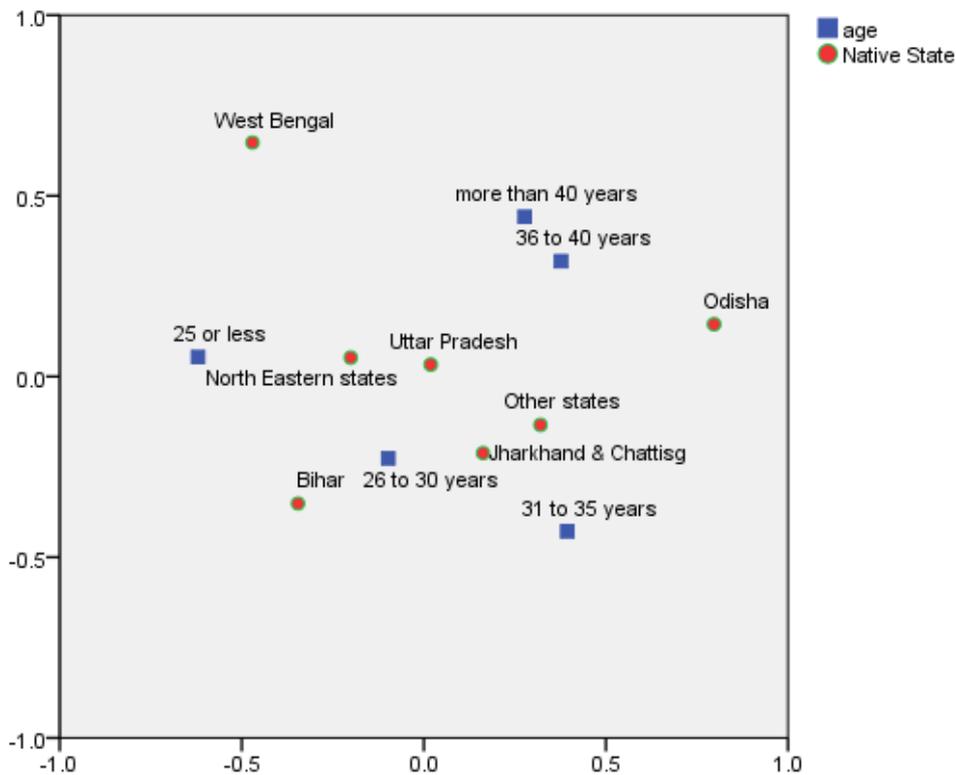


Figure 4.3. Association between Native State and Age of the Migrants

North-Eastern states associated with less than 25 years category people. This means that very young people are coming from the North Eastern States. Bihar associated with 26 to 30 years of age category migrants. Jharkhand associated with 31-35 years of age migrants and more than 40 years of age people are from Odisha. Little aged people are coming from Ore abundance states Jharkhand and Odisha. For Odisha people, the thinking of improving the standard of living is coming after a certain age. The investigator has noticed that the big aspiration is not there with young Odisha people. This association is significant as per Chi-square analysis at 95 percent level of confidence (Chi-Square value 39.918 and significant value 0.022).

Table 4.21. Native State and Educational Qualification

Native State		Educational qualification				Total
		No formal education	Primary education	High school	HSS or above	
Bihar	Count	72	49	67	27	215
	%	35.1%	18.0%	23.6%	19.4%	23.9%
Odisha	Count	17	37	55	35	144
	%	8.3%	13.6%	19.4%	25.2%	16.0%
North Eastern states	Count	24	54	32	21	131
	%	11.7%	19.9%	11.3%	15.1%	14.6%
Uttar Pradesh	Count	39	38	30	19	126
	%	19.0%	14.0%	10.6%	13.7%	14.0%
West Bengal	Count	31	35	36	13	115
	%	15.1%	12.9%	12.7%	9.4%	12.8%
Jharkhand & Chhattisgarh	Count	11	37	39	18	105
	%	5.4%	13.6%	13.7%	12.9%	11.7%
Other states	Count	11	22	25	6	64
	%	5.4%	8.1%	8.8%	4.3%	7.1%
Total	Count	205	272	284	139	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.21 shows that 23.9 percent of migrants are from Bihar but among the No formal education category 35.1 percent are from Bihar. This shows that more number of migrants

who do not have formal education are coming from Bihar. More number of similar category migrant workers are coming from UP also. Around 20 percent of primary school-educated migrants are from North-Eastern states. More number of high school-educated migrants are from Jharkhand. Around 25 percent of higher secondary educated migrants (better educated) and 20 percent of High school educated migrants are from Odisha. Migrants from Odisha are having higher educational qualifications and having an age of more than 40 years. Educated and little aged people are from Odisha. This shows that in recent times there is no big migration from Odisha. Recent times, Odisha Govt has started implementing many welfare schemes. This association is significant as per chi-square analysis (Chi-Square value 63.635, significant value 0.000)

Table 4.22. Strength of Association

Variable	Cramer's V	Sig. Value	Dof	Strength
State	0.234	0.000	2	Medium
Gender	0.086	0.358	1	-
Age	0.105	0.022	4	Medium
Education	0.154	0.000	3	Medium

To find out the effect size Cramer's V analysis is carried out. The result is displayed in the strength column. The strength of the association is medium for all variables such as state, age and education. Hence whatever association stated above for state, age and education are very strong and significant and categorical.

4.1.7. Mother Tongue

Language is the medium of communication. All the transactions are carried out by using language. If the medium of communication is a problem, then nothing can be executed. So, the language barrier is an important constraint that restricts the mobility of people. Normally people use their mother tongue to communicate with others. People may use some common language outside but within the family, they use only their mother tongue. That is the reason information is collected about the mother tongue of migrant workers. Nowadays, people try to use some common languages such as Hindi and English.

Table 4.23. Table Mother Tongue

Mother Tongue	Frequency	Percent	Valid Percent	Cumulative Percent
Ajjameri	1	.1	.1	.1
Assami	71	7.9	7.9	8.0
Awadhi	1	.1	.1	8.1
Bengali	107	11.9	11.9	20.0
Bhahpuri	1	.1	.1	20.1
Bhojpuri	12	1.3	1.3	21.4
Bihari	27	3.0	3.0	24.4
Chhattisgarhi	17	1.9	1.9	26.3
Dhari	1	.1	.1	26.4
Dhundhri	5	.6	.6	27.0
Hindi	476	52.9	52.9	79.9
Jharkhandi	9	1.0	1.0	80.9
Majburi	1	.1	.1	81.0
Marathi	12	1.3	1.3	82.3
Nepali	18	2.0	2.0	84.3
Oriya	120	13.3	13.3	97.7
Rajasthani	5	.6	.6	98.2
Urdu	16	1.8	1.8	100.0
Total	900	100.0	100.0	

Around 53 percent of the migrants are Hindi speaking people. They are basically from UP and Bihar. Oriya (Odiya) speaking migrants account for 13.3 percent. The next popular language among migrants is Bengali. The list shows there are migrants available for all languages. Though migrants have a different mother tongue, they speak Hindi. Only south Indian people speak their mother tongue in their home.

4.1.8. Religion

Religion plays a role in deciding the type of job performed. It may also have a certain role in the movement of a person from one place to another place in search of employment. The investigator has not seen one Sikh or one Parsi as migrant worker.

Table 4.24. Religion - Frequency

	Frequency	Percent	Valid Percent	Cumulative Percent
Christian	14	1.6	1.6	1.6
Hindu	754	83.8	83.8	85.3
Muslim	132	14.7	14.7	100.0
Total	900	100.0	100.0	

Out of 900 migrant workers, 754 migrant workers are Hindus and they account for 83.8 percent of the total migrant population. The ratio of the Hindu population in India is 80.5 percent. So migrant Hindu population is more than the actual Hindu population ratio. Only 14 people are Christian migrants and they account for just 1.6 percent of the sample which is less than the total Christian population ratio. So Christian people are not moving away from their native state to search for better living opportunities and prefer to get involved in whatever work they get in their native state. The Muslim migrant workers account for 14.7 percent which is more than the Muslim population in India which is 13.4 percent. In the total sample, no one is from Sikh or any other religion. In the questionnaire, no option is given and given as an open-end question so that the respondent will write their religion.

Table 4.25. Religion and Demographic Variables

Variable	Chi-Square value	Dof	Sig. value
State	48.851	4	0.000
Gender	17.914	2	0.000
Age	49.153	8	0.000
Education	7.911	6	0.245
Native State	89.725	12	0.000

The chi-square analysis reveals that State, Gender, Age and Native state are associated with Religion. Education is not associated with religion. State and religion are associated means, particular religion people, are settled in a particular state. For example, Muslim migrants have settled in Kerala.

Table 4.26. State and Religion

State		Religion			Total
		Muslim	Christian	Hindu	
Kerala	Count	72	8	220	300
	%	54.5%	57.1%	29.2%	33.3%
Karnataka	Count	15	2	283	300
	%	11.4%	14.3%	37.5%	33.3%
Tamilnadu	Count	45	4	251	300
	%	34.1%	28.6%	33.3%	33.3%
Total	Count	132	14	754	900
	%	100.0%	100.0%	100.0%	100.0%

The chi-square analysis shows that there is an association between religion and the state in which people have settled. With the help of column percentage, the two categories that are associated can be predicted. As an equal number of samples are drawn from each state, they (states) account for 33.3 percent of the total sample. Among the Muslim migrants, Kerala accounts for 54.5 percent. This means that more than half of Muslim migrants have settled in Kerala. This means the Muslim migrant population prefer Kerala. Among the Hindu migrants' 37.5 percent of the people have settled in Karnataka. Since 37.5 percent is more than 33.3 percent which means that more number Hindu people have preferred Karnataka. An equal percentage of Muslim migrants (34 percent) and Hindu migrants (33.3 percent) have settled in Tamilnadu. This depicts that Tamilnadu attracts equally all religious people. In Tamilnadu relation between Muslims and Hindus is very cordial.

Table 4.27. Native State and Religion

Native State		Religion			Total
		Muslim	Christian	Hindu	
Bihar	Count	18	2	195	215
	%	13.6%	14.3%	25.9%	23.9%
Odisha	Count	8	3	133	144
	%	6.1%	21.4%	17.6%	16.0%
North Eastern states	Count	18	6	107	131
	%	13.6%	42.9%	14.2%	14.6%
Uttar Pradesh	Count	25	0	101	126
	%	18.9%	0.0%	13.4%	14.0%
West Bengal	Count	45	0	70	115
	%	34.1%	0.0%	9.3%	12.8%
Jharkhand & Chhattisgarh	Count	8	2	95	105
	%	6.1%	14.3%	12.6%	11.7%
Other states	Count	10	1	53	64
	%	7.6%	7.1%	7.0%	7.1%
Total	Count	132	14	754	900
	%	100%	100%	100%	100%

Among the total migrants, the migrants from North East account for 14.6 percent but among the Christian migrants, North East account for 42.9 percent which means most of the Christian migrants are coming from the North East region. In North East, there are some Christian dominated states are present. All people living there are Christian. The migrant population of West Bengal is 12.8 percent whereas among the Muslims it accounts for 34.1 percent this shows that most of the Muslim migrants are coming from West Bengal. This association is significant as per Chi-square analysis with a chi-square value of 89.725 and a significant value of 0.000.

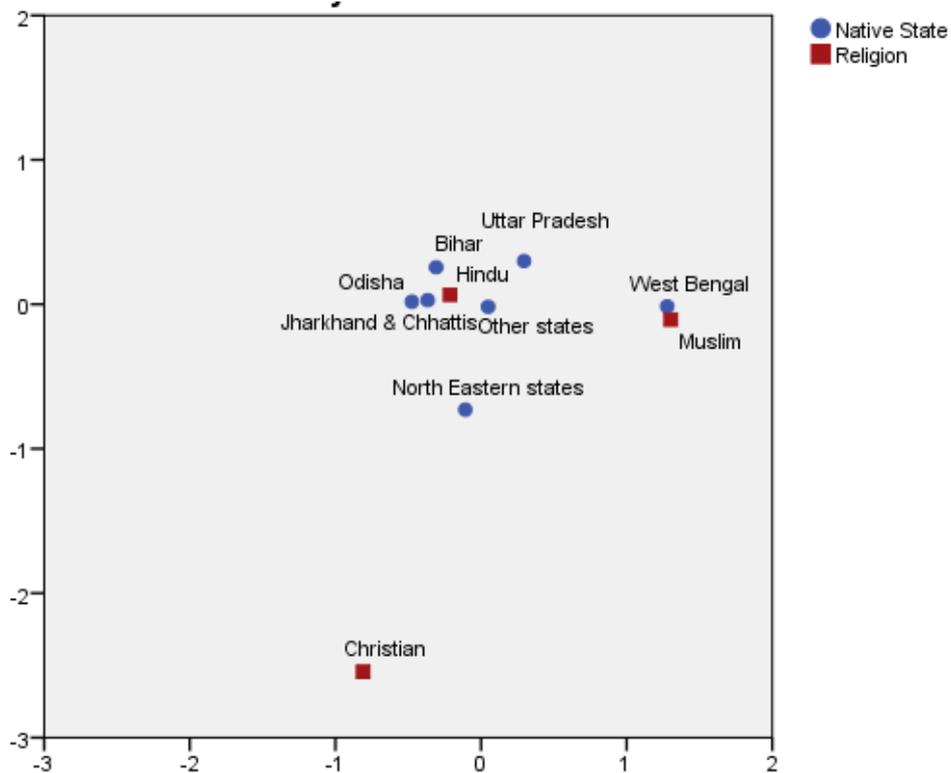


Figure 4.4. Association between Native State and Religion

The above figure 4.1.4 very clearly shows that Muslim and West Bengal are associated which means that most of the Muslim migrants are coming from West Bengal. There is a view that Muslims from Bangladesh are infiltrating into West Bengal. From West Bengal, they have migrated to a similar communist state Kerala. As of today, they are not creating any problems in Kerala. Kerala is having certain Muslim dominant areas such as Malappuram, Kozhikode and Wayanad. Muslim migrants have happily settled there.

Table 4.28. Gender and Religion

Gender		Religion			Total
		Muslim	Christian	Hindu	
Male	Count	123	8	677	808
	%	93.2%	57.1%	89.8%	89.8%
Female	Count	9	6	77	92
	%	6.8%	42.9%	10.2%	10.2%
Total	Count	132	14	754	900
	%	100.0%	100.0%	100.0%	100.0%

Among the total migrants, Christian migrants account for 10 percent but among the female migrants, Christian females account for 43 percent. This clearly indicates that most of the female migrants are Christian. Among the total migrants, the total male migrant is 89.8 percent. Likewise, among the total Hindu migrants, male migrants exactly account for 89.8 percent. Though the total female migrant is less, the Hindu female migrant ratio is the same as the total female migrant ratio. This shows that the Hindu religion is not having any extra role in deciding the gender of migrants. Among the Muslim migrant, the male migrant is 93 percent which is significantly more than the total Muslim migrant ratio. This clearly indicates that Muslim girls are not moving away from their native state. The mobility of Christian girls is there from state to state and there is no free mobility among Muslim girls for employment. This association is significant as per chi-square analysis with a chi-square value of 17.914 and a significant value of 0.000.

Table 4.29. Age and Religion

Religion		Age					Total
		25 or less	26 to 30 years	31 to 35 years	36 to 40 years	more than 40 years	
Muslim	Count	58	12	12	31	19	132
	%	23.8%	6.5%	6.6%	18.1%	16.1%	14.7%
Christian	Count	9	1	2	1	1	14
	%	3.7%	0.5%	1.1%	0.6%	0.8%	1.6%
Hindu	Count	177	171	169	139	98	754
	%	72.5%	92.9%	92.3%	81.3%	83.1%	83.8%
Total	Count	244	184	183	171	118	900
	%	100%	100%	100%	100%	100%	100%

Among the total migrant, the Muslim migrants account for 14.7 percent but less than 25 years age category people account for 23.8 percent. This clearly shows that young Muslims are migrating more. Among the total migration, Hindu migrants represent 83.8 percent, whereas among 26 to 30 years of age and 31-35 age category Hindu migrants account for more than 92 percent. This shows Hindu people are migrating for employment after the age of 25. This association is significant as per chi-square analysis at more than 99 percent level of confidence (Chi-square value 49.153, Dof 8, Significant value 0.000).

Table 4.30. Strength of Association

Variable	Cramer's V	Approx Sig	Dof	Strength
State	0.165	0.000	4	Medium
Gender	0.141	0.000	2	Small
Age	0.165	0.000	8	Medium
Native State	0.223	0.000	12	Medium

The strength of association can be tested with the help of Cramer's V. The Cramer's V is judged based on degrees of freedom. The dof is estimated based on $\min(r - 1, c - 1)$ and $r =$ number of rows and $c =$ number of columns in the cross-tabulation. As per Cramer's V, the strength of association is medium for State, Age and Native state. This is a clear indication that whatever association stated above are very critical and reliable.

4.1.9. Family Size

Family is the basic building block of Traditional Indian Society. It is an unsaid social rule that it is the responsibility of parents to take care children during their childhood and children's responsibility to take care of parents during their old age. So, this responsibility put checks on individual's migration plans as they have to make necessary arrangements to fulfil such responsibilities. Along with it, individual's love for their parents and kids also play significant role in the process. For example, Parents won't allow the child to move away from them if he/she is the only child.

If a family is having more than one kid, their way of life is used to be different. If the family is having more members, then one or two will take care of the family owned business/work like agriculture, dairy and others will go for outside employment. Additionally, If the family size is very big then, they may require more money to maintain the family which will force somebody to go out of the family in search of better remuneration giving outside employment. So, family size is having an impact on migration.

The average family size is 5 and the median family size is also 5. This is a clear indication that the family size of migrants is big. Probably, that may be the motivating factor to migrate. If more members are there in the family one or two people can take care of their domestic and others can leave. If more members are there in the family, then they require more income which will force them to migrate to get more income. One person is having a family size of 10. His age is 40 and he is unmarried. He has tried to get a job in his place but he could not

survive there, so he has migrated to Kerala one year before. Now he is getting Rs.7000 per month. He is living alone in a shed provided by the employer. The minimum family size 2. The maximum family size 10. Nineteen people have a maximum family size of 10. There is no information on whether that is a joint family or all are children. The Median is 5 and 69.6 percent of people have a family size of less than 5. Mode is 4. The maximum number of Two hundred and twenty-four migrants accounting for 24.9 percent have a family size of 4. The Z value for skewness is 7.79 (Skewness/std. error) which means there is a positive skewness. The z value for Kurtosis is 0.981 which is less than 1.96 which indicate distribution is not flat as well as not steep and it is normal.

Table 4.31. Family Size - Frequency

Family size	Frequency	Percentage
3 or less	187	20.8
4 Members	224	24.9
5 Members	215	23.9
More than 5 Members	274	30.4
Total	900	100.0

The table 4.31 shows that a maximum of 30.4 percentage of migrant workers have a family size of more than five members. Around 24.9 percentage of migrant workers have a family size of 4 and another 23.9 percent of the migrant workers have a family size of 5 and 20.8 percentage of migrant workers have a family size of three or less than three.

Table 4.32. Family Size and Demographic Variables

Variables	Chi-Square Value	Dof	Sig. value
State	16.027	6	0.014
Gender	7.709	3	0.052
Marital Status	25.963	3	0.000
Native State	37.889	18	0.004
Religion	9.603	6	0.142
Education	35.093	9	0.000
Age	79.126	12	0.000

From the chi-square analysis, it is clear that State, Marital status, Native State and Educational qualification are associated with the family size of the migrant workers. Gender

is having an association with family size at a 90 percent level of confidence. To find out the association between one category of family size with any particular category above stated variables column percentage analysis or adjudged residual analysis or correspondence analysis can be used.

Table 4.33. State and Family Size

		Family size				Total
		3 or less	4 Members	5 Members	More than 5 members	
Kerala	Count	75	77	60	88	300
	%	40.1%	34.4%	27.9%	32.1%	33.3%
Karnataka	Count	45	79	71	105	300
	%	24.1%	35.3%	33.0%	38.3%	33.3%
Tamilnadu	Count	67	68	84	81	300
	%	35.8%	30.4%	39.1%	29.6%	33.3%
Total	Count	187	224	215	274	900
	%	100%	100.0%	100.0%	100.0%	100.0%

As equal number of samples are taken from each state, the samples from Kerala is 33.3 percent of the total samples. Among 187 respondents with less than 3 family size, 75 respondents are from Kerala which accounts for 40.1 percent which is significantly more than the percentage of Kerala samples. This means that migrants living in Kerala have a family size of 3 or less. Among the migrants with 5 member's family size, 39.1 percent live in Tamilnadu which indicates that the Tamilnadu migrants have a family size of 5 members. More number of migrants (38.3 percent) who are having more than 5 members in the family live in Karnataka. More number of Muslim migrants are living in Kerala but their family size is 3 or less. More number of Hindu migrants are living in Karnataka but their family size is more than 5.

From the correspondence analysis diagram, it is clear that migrant workers in Tamilnadu have a family size of 5 members. Karnataka is associated with a family size of more than 5 members. Migrant workers in Kerala are not associated with any specific family size category.

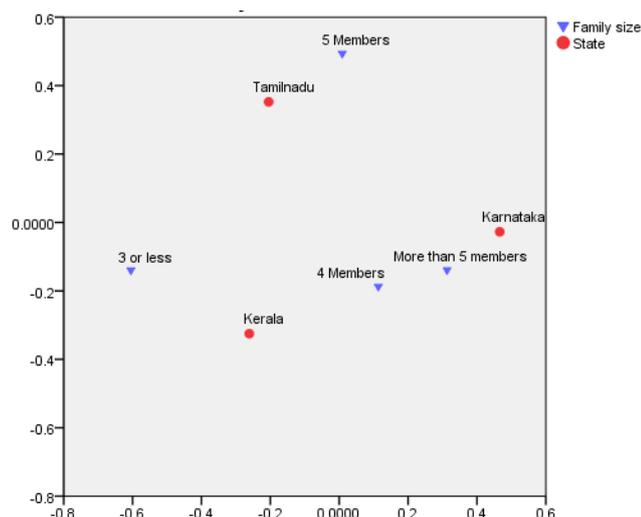


Figure 4.5. Association between State and family Size

Table 4.34. Native State and Family Size

Native State		Family size				Total
		3 or less	4 Members	5 Members	More than 5 Members	
Bihar	Count	59	64	41	51	215
	%	31.6%	28.6%	19.1%	18.6%	23.9%
Odisha	Count	22	35	30	57	144
	%	11.8%	15.6%	14.0%	20.8%	16.0%
North Eastern states	Count	26	32	35	38	131
	%	13.9%	14.3%	16.3%	13.9%	14.6%
Uttar Pradesh	Count	34	22	36	34	126
	%	18.2%	9.8%	16.7%	12.4%	14.0%
West Bengal	Count	17	36	32	30	115
	%	9.1%	16.1%	14.9%	10.9%	12.8%
Jharkhand & Chhattisgarh	Count	17	21	24	43	105
	%	9.1%	9.4%	11.2%	15.7%	11.7%
Other states	Count	12	14	17	21	64
	%	6.4%	6.3%	7.9%	7.7%	7.1%
Total	Count	187	224	215	274	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

There is a significant association between the native state of the migrant workers and their family size ($p < 0.004$). Table 4.34 shows that migrant workers from Bihar and U.P are associated with a family size of 3 or less members. Migrant workers from West Bengal and North Eastern states are associated with a family size of four and five members, respectively. Migrant workers from Odisha, Jharkhand & Chhattisgarh are associated with a family size of more than five members.

Table 4.35. Education and Family Size

Education		Family size				Total
		3 or less	4 Members	5 Members	More than 5 members	
No formal education	Count	63	41	43	58	205
	%	33.7%	18.3%	20.0%	21.2%	22.8%
Primary education	Count	48	62	63	99	272
	%	25.7%	27.7%	29.3%	36.1%	30.2%
High school	Count	64	76	67	77	284
	%	34.2%	33.9%	31.2%	28.1%	31.6%
HSS or above	Count	12	45	42	40	139
	%	6.4%	20.1%	19.5%	14.6%	15.4%
Total	Count	187	224	215	274	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

There is a significant association between the educational qualification of migrant workers and their family size ($p < 0.001$). The majority of the migrant workers with no formal education (33.7 percent) are associated with a family size of 3 or less members. The majority of the migrant workers with primary education are associated with a family size of more than five members. Migrant workers with high school education are associated with a family size of 3 or less members. Migrant workers with higher secondary and above qualifications are 4 members family size. The association stated is significant but do not have a relationship because there is a logical flow. Education is not having either a positive or negative relationship. This is because the migrant workers do not have a very high level of education.

Table 4.36. Strength of Association

Variable	Cramer's V	Sig. value	Dof	Strength
State	0.094	0.014	2	S-M
Gender	0.093	0.052	1	Small
Age	0.171	0.000	3	Medium
Education	0.114	0.000	3	S-M
Marital Status	0.170	0.000	1	Small
Religion	0.073	0.142	2	Small

The strength of association between family size and other demographic variables of migrant workers are interpreted using Cramer's V. Table 4.36 shows that the strength of association for age and family size is medium, whereas with other demographic variables such as state of work of the migrant workers, the educational qualification and marital status is small to medium. Age is having a high level of influence on family size. The age increases, the family size is also increasing.

4.1.10. Number of People Living Together

It is noticed among Indians that when a person moves to a foreign country for the purpose of earning, then he goes alone. When the same people migrate within the state, they move as a family. It could be attributed to personal reasons or diplomatic rules & regulation constraints. In the same breath, we need to know how people migrate across the states within India. As Indians tend to live as family as much as possible, this study tries to know the reality of family living aspect. For this purpose, information is collected by asking the question how many family members are living with you now?

The minimum number of people living together is zero which means no one is living with the migrant worker in his house or shed from his family and this account for 19.1 percent (172 members) of the total migrants. Sometimes they may have a fairly decent house and they may share with some other friends and relatives. A maximum of 8 people are living with respondents. On an average 2 to 3 people are living with the migrant. Around 57.7 percent of migrants live with 3 or less than 3 members. There are two modes 0 and 4. This is the multimode case. Around 162 respondents accounting for 18 percent of the respondents live with 4 members.

Table 4.37. No. of Migrants living together

	Frequency	Percent	Valid Percent	Cumulative Percent
0	172	19.1	19.1	19.1
1	122	13.6	13.6	32.7
2	102	11.3	11.3	44.0
3	123	13.7	13.7	57.7
4	162	18.0	18.0	75.7
5	126	14.0	14.0	89.7
6	45	5.0	5.0	94.7
7	25	2.8	2.8	97.4
8	23	2.6	2.6	100.0
Total	900	100.0	100.0	

Around 19 percent (172 persons) of the people live alone. Around 2.6 percent (23 persons) live with 8 members. Around 18 percent (162 persons) of people live with 4 members and 14 percent of the respondents (126 persons) live with 5 members.

Table 4.38. No. of family members living with the migrant worker

	Frequency	Percentage
Living alone	172	19.1
1 to 2 Members	224	24.9
3 to 4 Members	285	31.7
More than 4 members	219	24.3
Total	900	100.0

Table 4.38 shows that 31.7 percent of migrant workers are living with three to four members of their family and 25 percent of migrant workers are living with one or two members and another 24.3 percent of the migrants are living with more than four members of their family. Only 19.1 percent of migrant workers are living alone. It shows that migrants have migrated with their family members and they live together.

Table 4.39. Test of Association

Variable	Chi-Square Value	Dof	Sig. Value
State	219.509	6	0.000
Gender	7.337	3	0.062
Age	93.724	12	0.000
Native State	143.540	18	0.000

The chi-square analysis result table 4.39 represents that state in which migrant settled, age and native state variables are significantly associated with number of people living together. The significant value is less than 0.05 for all these variables.

Table 4.40. State and No. of Inmates

State		No. of inmates				Total
		Living alone	1 to 2 Members	3 to 4 Members	More than 4 Members	
Kerala	Count	132	78	57	33	300
	%	76.7%	34.8%	20.0%	15.1%	33.3%
Karnataka	Count	4	66	132	98	300
	%	2.3%	29.5%	46.3%	44.7%	33.3%
Tamilnadu	Count	36	80	96	88	300
	%	20.9%	35.7%	33.7%	40.2%	33.3%
Total	Count	172	224	285	219	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

As per Chi-Square analysis, there is a significant association between the state in which migrants are living and No. of people living together. Around 76.7 percent of living alone migrants are living in Kerala. More number of migrants who are living with 1 to 2 migrants are working in Tamilnadu than in other states. About 46 percent of migrants who are living with 3 to 4 members together are working in Karnataka. More number of people living together is more in Karnataka because rent in Bangalore is very high. The housing expenses are more in Karnataka, so they want to share the rent with many people.

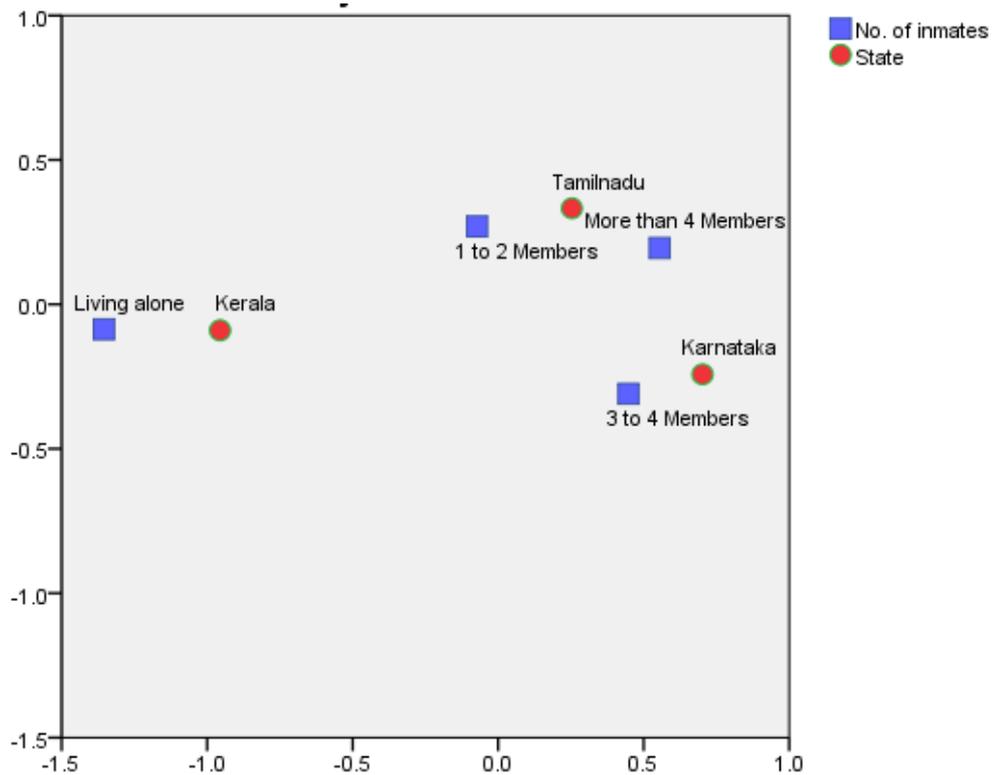


Figure 4.6. Association between State and No. of Inmates

The majority of living alone migrants are living in Kerala. Tamilnadu dominated with migrants living with 1 to 2 other members (migrants). More number of migrants living with 3 to 4 migrants are living in Karnataka. This association is very clearly visible in the correspondence diagram.

Table 4.41. Gender and No. of Inmates

Gender		No. of inmates				Total
		Living alone	1 to 2 Members	3 to 4 Members	More than 4 Members	
Male	Count	164	197	252	195	808
	%	95.3%	87.9%	88.4%	89.0%	89.8%
Female	Count	8	27	33	24	92
	%	4.7%	12.1%	11.6%	11.0%	10.2%
Total	Count	172	224	285	219	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Amongst total living alone migrants, majority is male labourers. Hence it can be stated that male migrants can be associated with the living alone category. At the same time, of the total

migrants in all categories of Inmates, male migrants are huge in numbers because among the total migrants, male migrants account for 89.8 percent. Which indicate male labourer were forced to migrate irrespective of no. of. Inmates existing in their families. Female migrants account for 10.2 percent. Amongst total female migrants, living alone women migrant workers are very less which means they are not living alone. No of female migrants living with 1 to 2 members are more. So, they are not living alone at the same time they are not living with many people. Along with females, only husband is living and others are not entertained. This explains the nature of female migrants. This association is significant at 10 percent level of significance.

4.1.11. Educational Status of Children

After India signed Millennium Development Goals, Indian Government and State Governments are taking necessary steps to improve the educational level of people and even made Primary Education as Fundamental Right for children up to the age of 14. It ensures that Citizens have the right to get education and Government is duty bound to provide education. There is a general complaint that in the case of children of migrant workers, Law is not properly implemented and many of them are not enrolled in schools. To verify the reality, this study collected the educational details of children through one question i.e. educational status of children in the age group of 5 to 14.

Table 4.42. Educational status of children

	Frequency	Percentage
Never attended school	283	31.4
Attended but now dropped	72	8.0
Enrolled now	545	60.6
Total	900	100.0

Table 4.42 shows that 60.6 percent of migrant worker's children who are in the age group of 5 to 14 are enrolled now for education. Migrants' children might have attained school going age now only. Hence, they might have enrolled now. Some children might have stopped while in transit and they might have enrolled again now. Around 31.4 percent of migrant workers' children never attended the school and 8 percent of migrant workers' children have attended but now dropped their education. It shows that most of the migrant workers' children do not have proper education. It is a good sign that 60 percent of the migrants' children started their education.

This situation can be tackled better by Indian Government by funding multi medium education schools in industrial areas where large number of migrant kids are living.

The Govt. schools in South India do not have Hindi medium classes which is a major hurdle for migrant children. In Kerala, the migrant's children are attending Malayalam medium classes. KV schools and Navodaya schools should give preference to children of migrant workers.

Table 4.43. Test of Association

Variables	Chi-Square Value	Dof	Sig. value
State	31.226	4	0.000
Gender	4.949	2	0.084
Educational Qualification	69.976	6	0.000

From the chi-square analysis, it is evident that there is an association between the educational status of children and the state in which they are living and the educational qualification of migrants. This association is significant at a 99 percent level of confidence. Gender is associated with the educational status of children at a 90 percent level of confidence.

Table 4.44. State and Educational Status of Children

State		Educational status of children			Total
		Never attended school	Attended but now dropped	Enrolled now	
Kerala	Count	124	14	162	300
	%	43.8%	19.4%	29.7%	33.3%
Karnataka	Count	65	27	208	300
	%	23.0%	37.5%	38.2%	33.3%
Tamilnadu	Count	94	31	175	300
	%	33.2%	43.1%	32.1%	33.3%
Total	Count	283	72	545	900
	%	100.0%	100.0%	100.0%	100.0%

Children of migrants living in Kerala have never attended school. Migrants living in Karnataka are young, so they may be having children at school-going age so they have enrolled their children in school. Migrants living in Tamilnadu have dropped their children from school. First, they have put their children in school now they have stopped.

Table 4.45. Gender and Educational Status of Children

Education Status of Children		Gender		Total
		Male	Female	
Never attended school	Count	247	36	283
	%	30.6%	39.1%	31.4%
Attended but now dropped	Count	69	3	72
	%	8.5%	3.3%	8.0%
Enrolled now	Count	492	53	545
	%	60.9%	57.6%	60.6%
Total	Count	808	92	900
	%	100.0%	100.0%	100.0%

Children of female migrants have not attended the school. There is no much difference between male and female migrants in enrolling their children in school. The same percentage of males and females have put their children in school.

Table 4.46. Educational Qualification and Educational Status of Children

Educational Qualification		Educational status of children			Total
		Never attended school	Attended but now dropped	Enrolled now	
No formal education	Count	109	13	83	205
	%	38.5%	18.1%	15.2%	22.8%
Primary education	Count	86	25	161	272
	%	30.4%	34.7%	29.5%	30.2%
High school	Count	61	20	203	284
	%	21.6%	27.8%	37.2%	31.6%
HSS or above	Count	27	14	98	139
	%	9.5%	19.4%	18.0%	15.4%
Total	Count	283	72	545	900
	%	100.0%	100.0%	100.0%	100.0%

Parents who have not educated and do not have any formal education have not allowed their children to attend school. Migrants with primary education allowed their children to

attend school but stopped now. Migrants with high school education have put their children in school.

4.1.12. Type of Residence

Shelter is one of the basic requirements of human living. Without proper shelter, it is impossible to have proper rest and carry out domestic human needs like cooking, bathing, washing etc. When people move from one place to another place, it means they are moving away from their existing house. So, they require one house to reside in the new place. Finding such house is an important factor to be considered before making any migration decisions.

Table 4.47. Type of Residence

Type of Residence	Frequency	Percentage
Room/Shed provided by the employer at the worksite	301	33.4
Room/Shed provided by the employer away from the worksite	156	17.3
Privately rented room	261	29.0
Privately rented house	131	14.6
Own House	51	5.7
Total	900	100.0

Table 4.47 shows that 50 percent of migrant workers reside in the room or shed provided by the employer at the worksite or away from the worksite. Around 29 percent of migrant workers are living in privately rented rooms and 14.6 percent of migrants live in privately rented houses. Only 5.7 percent of migrant workers have their own house. Having own house is not that easy because local people will not give land to them because of regional sentiment. The local residents will not like the settlement of other state people. The migrants also will be interested in going to their native state after their retirement. Limited migrants are there even beyond the age of 40 years. Residence facility provided by the employer or contractor is the common form of residence to the migrants.

Table 4.48. Test of Association with demographic variables

Variables	Chi-Square Value	Dof	Sig. value
State	86.247	8	0.000
Gender	47.805	4	0.000
Family Size	21.781	12	0.040
Age	121.831	16	0.000
Education	145.001	12	0.000
Native State	79.846	24	0.000
Marital Status	37.828	4	0.000
Religion	12.044	8	0.149

Table 4.48 shows the Chi-square statistics of the cross-table between the type of residence and the other demographic variables. Except religion, all the other demographic variables are found to be significantly associated with the type of residence. For family size, the significant value is 0.04 which means there is an association at 95 percent level of confidence. State, Gender, Age, Education, Native State and Marital status are associated at 99 percent level of confidence. The details of associations are explained below with the help of column percentage and correspondence diagram.

Table 4.49. State and Type of Residence

State		Type of Residence					Total
		Room/Shed at the worksite	Room/Shed away from the worksite	Privately rented room	Privately rented house	Own House	
Kerala	Count	142	56	47	39	16	300
	%	47.2%	35.9%	18.0%	29.8%	31.4%	33.3%
Karnataka	Count	86	38	122	29	25	300
	%	28.6%	24.4%	46.7%	22.1%	49.0%	33.3%
Tamilnadu	Count	73	62	92	63	10	300
	%	24.3%	39.7%	35.2%	48.1%	19.6%	33.3%
Total	Count	301	156	261	131	51	900
	%	100%	100%	100%	100%	100%	100%

Table 4.49 shows the cross-tabulation of the state in which the migrants are staying and the type of residence in which they are living. The type of residence of the migrants is grouped into five categories. Kerala is leading compared to other states with the highest percentages of migrant workers staying in the shed available at the worksite (47.2 percent). Karnataka is leading compared to other states with the highest percentages of migrant workers staying in a privately rented room (46.7 percent) and own house (49 percent). Tamil Nadu is leading compared to other states in the privately rented house (48.1 percent). In Karnataka, a greater number of migrants are living in rented rooms and Tamilnadu living migrants are living in rented houses. Few migrants in Tamilnadu join together and hire a house. That practice is prevalent all over Tamilnadu. In fact, Tamilnadu house owners prefer to give the house to these people because they can charge a little higher rent with limited amenities and with more rules and conditions. The migrants will not expect many facilities. If the house owners want them to vacate that they can do it easily. Migrants will not stay more than a year. So, the house owners can increase the rent every year easily. House rent in Bangalore is a little higher, so they take small rooms.

Table 4.50. Type of Residence and Gender

Type of Residence		Gender		Total
		Male	Female	
Room/Shed at the site	Count	276	25	301
	%	34.2%	27.2%	33.4%
Room/Shed away from the worksite	Count	148	8	156
	%	18.3%	8.7%	17.3%
Privately rented room	Count	243	18	261
	%	30.1%	19.6%	29.0%
Privately rented house	Count	107	24	131
	%	13.2%	26.1%	14.6%
Own House	Count	34	17	51
	%	4.2%	18.5%	5.7%
Total	Count	808	92	900
	%	100.0%	100.0%	100.0%

Table 4.50 shows the cross-tabulation between the gender of migrants and their type of residence. The majority of the male migrants (34.2 percent) prefers to stay in a shed at the

worksite and around 30 percent of the total male workers staying in a privately rented room. In the total population, people who are living in a privately rented house is 14.6 percent but the percentage of females living in a rented house is 26.1 percent. Compared to the total percentage of workers living in a rented house and own house the percentage of female migrant living in an own house and privately rented house are more. Female migrants will not live in a shed because that will not be safer place for them. A very limited number of female migrants are living in a room. So female migrants are living in either rented houses or own house. This is a very logical and expected behaviour.

Table 4.51. Family Size and Type of Residence

Family Size		Type of Residence					Total
		Room/Shed at a worksite	Room/Shed away from the site	Privately rented room	Rented house	Own House	
3 or less	Count	77	38	46	20	6	187
	%	25.6%	24.4%	17.6%	15.3%	11.8%	20.8%
4 Members	Count	66	38	64	41	15	224
	%	21.9%	24.4%	24.5%	31.3%	29.4%	24.9%
5 Members	Count	64	33	68	40	10	215
	%	21.3%	21.2%	26.1%	30.5%	19.6%	23.9%
More than 5 Members	Count	94	47	83	30	20	274
	%	31.2%	30.1%	31.8%	22.9%	39.2%	30.4%
Total	Count	301	156	261	131	51	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Cross-tabulation between the family size of migrants and their type of residence shows that the migrants with a family size of 3 or less prefer to stay in a shed provided by the employer. The migrants with a family size of 4 members (31.3 percent) and 5 members (30.5 percent) want to stay in a rented house. Migrants with a family size of more than 5 members compared to others prefer to stay in their own house (39.2 percent). They purchase a small apartment and live in towns. When the group size is more, then they can pool more money and they can spend more. So, they expect little higher amenities.

Table 4.52. Age and type of Residence

Age		Type of Residence					Total
		Room/Shed at work site	Shed away from the site	Privately rented room	Privately rented house	Own House	
25 or less	Count	141	31	51	14	7	244
	%	46.8%	19.9%	19.5%	10.7%	13.7%	27.1%
26 to 30 years	Count	55	33	59	28	9	184
	%	18.3%	21.2%	22.6%	21.4%	17.6%	20.4%
31 to 35 years	Count	40	44	66	23	10	183
	%	13.3%	28.2%	25.3%	17.6%	19.6%	20.3%
36 to 40 years	Count	36	32	46	45	12	171
	%	12.0%	20.5%	17.6%	34.4%	23.5%	19.0%
More than 40 years	Count	29	16	39	21	13	118
	%	9.6%	10.3%	14.9%	16.0%	25.5%	13.1%
Total	Count	301	156	261	131	51	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

The migrants who are having 25 years or less of age compared to others prefers to stay in rooms/shed available at the worksite (46.8%). The migrants of age group 31 to 35 years compared to others prefers to stay in room/shed away from the worksite (28.2%) as well as in privately rented room (25.3%). The migrants of age group 36 to 40 years compared to others prefers to stay in a privately rented house (34.4%). The migrants of age more than 40 years compared to others prefer to stay in their own house (25.5%). So, when age increases their expectation is also raising. It is already stated that age is having an impact on family size. The family size increases then they may require more space. When the family size increases their income will increase so they get more income to spend more.

Table 4.53. Educational Qualification and Type of Residence

Educational Qualification		Type of Residence					Total
		Room /Shed at the worksite	Room/Shed away from the worksite	Privately rented room	Rented house	Own House	
No formal education	Count	108	30	29	29	9	205
	%	35.9%	19.2%	11.1%	22.1%	17.6%	22.8%
Primary education	Count	103	74	50	39	6	272
	%	34.2%	47.4%	19.2%	29.8%	11.8%	30.2%
High school	Count	55	33	126	51	19	284
	%	18.3%	21.2%	48.3%	38.9%	37.3%	31.6%
HSS or above	Count	35	19	56	12	17	139
	%	11.6%	12.2%	21.5%	9.2%	33.3%	15.4%
Total	Count	301	156	261	131	51	900
	%	100.0%	100.0%	100.0%	100.0%	100%	100.0%

The migrants with no formal education prefer to stay in the room/shed available at the worksite (35.9%). The migrants with primary education prefer to stay in a room/shed available away from the worksite (47.4%). The migrants with high school education prefer to stay in a privately rented room (48.3%). Migrants with higher secondary and more education prefer to stay own house (33.3%). Table 4.53 shows a pattern that the expectation increases with the increase in the level of knowledge. When they have good knowledge, then their nature of work is also changing which has resulted in higher earning. When their disposable income increases then their housing expenditure will increase.

Cross-tabulation between the marital status of migrants and their type of residence shows that married migrants prefer to stay in a privately rented room (73.6%) or privately rented house (71.8%). On the other side, the majority of the unmarried migrants are managing their stay in a room/shed provide at the worksite (48.8%). Married migrants who are living with a family will naturally prefer to stay in a rented house as they seek enough flexibility for their personal life to make it workable. Unmarried migrants may not require privacy so they prefer to stay in a place where there are no expenses. The age of unmarried migrants is less so they can manage anywhere.

Table 4.54. Type of Residence and Marital Status

Marital Status		Type of Residence					Total
		Room/Shed at work site	Shed away from the worksite	Privately rented room	Rented house	Own House	
Married	Count	154	107	192	94	36	583
	%	51.2%	68.6%	73.6%	71.8%	70.6%	64.8%
Unmarried	Count	147	49	69	37	15	317
	%	48.8%	31.4%	26.4%	28.2%	29.4%	35.2%
Total	Count	301	156	261	131	51	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.55. Type of Residence and Native State

Native State		Type of Residence					Total
		Room/Shed at work site	Shed away from the site	Rented room	Rented house	Own House	
Bihar	Count	89	34	52	28	12	215
	%	29.6%	21.8%	19.9%	21.4%	23.5%	23.9%
Odisha	Count	22	33	70	11	8	144
	%	7.3%	21.2%	26.8%	8.4%	15.7%	16.0%
North Eastern states	Count	54	25	29	17	6	131
	%	17.9%	16.0%	11.1%	13.0%	11.8%	14.6%
Uttar Pradesh	Count	44	19	30	24	9	126
	%	14.6%	12.2%	11.5%	18.3%	17.6%	14.0%
West Bengal	Count	49	18	31	11	6	115
	%	16.3%	11.5%	11.9%	8.4%	11.8%	12.8%
Jharkhand & Chhattisgarh	Count	27	17	35	22	4	105
	%	9.0%	10.9%	13.4%	16.8%	7.8%	11.7%
Other states	Count	16	10	14	18	6	64
	%	5.3%	6.4%	5.4%	13.7%	11.8%	7.1%
Total	Count	301	156	261	131	51	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

The migrants from Bihar, North East states and West Bengal prefer to live in sheds provided by the employer. People from North East mainly from Assam and migrants from West Bengal are living in Kerala and migrants in Kerala prefer to stay shed provided by the employer. Odisha migrants prefer rented rooms because the family size and educational level of Odisha migrants are more. It is already stated that migrants with higher family sizes and higher-level education prefer higher amenities. Migrants from UP are living in a rented house. It is already stated that migrants from UP are living in Tamilnadu. Migrants in Tamilnadu prefer to stay in rented houses. So, migrants from UP are living in rented houses. Migrants from Jharkhand are also preferring to stay in rented houses.

Table 4.56. Strength of Association

Variable	Cramer's V	Sig, Value	Dof	Strength
State	0.219	0.000	2	Medium
Gender	0.230	0.000	1	Medium
Age	0.184	0.000	4	Medium
Education	0,232	0.000	3	Medium
Marital Status	0.205	0.000	1	Medium
Religion	0.082	.149	2	Small
Native State	0.149	0.000	4	Medium
Family Size	0.090	0.040	3	Small – Medium

While the Chi-square tests explain the significance of the association between the demographic variables and the type of residence of the migrants, the Cramer's V test explains the strength of those associations. Table 4.56 shows the strength of the association between the demographic variables and the type of residence of the migrants. Except for Religion, all other demographic variables have significant associations. Among those, the strengths of associations of state, gender, age, education, marital status and native state with the type of residence are medium. The strength of the association of family size with the type of residence is small-medium. The strength of association of religion with the type of residence is small (non-significant).

4.1.13. Distance between Workplace and Place of Stay

Employers and Contractors prefer to give housing facilities to the migrants within the worksite premises as it makes them easily available for work for all shifts. When migrants move to other jobs from current job, they have to vacate their present residence which is provided by

the employer usually. On the other hand, most of the migrants do not have own house. So, they choose their place of stay near to their workplaces to minimize transportation cost and time.

Table 4.57. Distance

Distance between workplace & place of stay	Frequency	Percentage
Worksite	291	32.3
Less than 1 km	186	20.7
1 to 3 km	236	26.2
3 to 5	87	9.7
More than 5 km	100	11.1
Total	900	100.0

Table 4.57 shows that more than 50 percent of migrant workers are staying within the worksite or within one km from their worksite. Around 26.2 percent of migrant workers are staying one to three km away from their worksite and 9.7 percent of migrant workers are staying three to five km away from their worksite. The remaining 11 percent of the migrants are staying more than five km away from their worksite.

Table 4.58. Test of Association

Variable	Chi-Square Value	Dof	Sig. Value
State	109.191	8	0.000
Residence	572.672	16	0.000
Years of Migrated Life	212.966	12	0.000

Chi-square analysis shows that the State in which migrants are living, Type of Residence and Years of migrated life are associated with Distance between site and living place. The significant value is less than 0.05 for all three variables which mean they are associated at a 99 percent level of confidence.

Migrants living in Kerala are either stay in the shed within the worksite provided by the employer or 3 to 5 km away from the workplace. In Karnataka, migrants are living within 1 Km away from the workplace. Migrants in Tamilnadu are staying within 1 Km or more than 5 km away from the place of work. In Tamilnadu, a good transport facility is available so they can live anywhere. Migrants in Tamilnadu are living here for a longer period and they might have worked in many places so they are not staying near to their working place.

Table 4.59. State and Distance

State		Distance between workplace & Place of stay					Total
		Worksite	Less than 1 km	1 to 3 km	3 to 5	More than 5 km	
Kerala	Count	135	28	53	53	31	300
	%	46.4%	15.1%	22.5%	60.9%	31.0%	33.3%
Karnataka	Count	94	81	91	6	28	300
	%	32.3%	43.5%	38.6%	6.9%	28.0%	33.3%
Tamilnadu	Count	62	77	92	28	41	300
	%	21.3%	41.4%	39.0%	32.2%	41.0%	33.3%
Total	Count	291	186	236	87	100	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.60. Type of Residence and Distance

Type of Residence		Distance between workplace & place of stay					Total
		Worksite	Less than 1 km	1 to 3 km	3 to 5	More than 5 km	
Room/Shed at the worksite	Count	225	38	14	17	7	301
	%	77.3%	20.4%	5.9%	19.5%	7.0%	33.4%
Room/Shed away from the worksite	Count	38	51	52	10	5	156
	%	13.1%	27.4%	22.0%	11.5%	5.0%	17.3%
Privately rented room	Count	22	61	124	24	30	261
	%	7.6%	32.8%	52.5%	27.6%	30.0%	29.0%
Privately rented house	Count	5	22	40	34	30	131
	%	1.7%	11.8%	16.9%	39.1%	30.0%	14.6%
Own House	Count	1	14	6	2	28	51
	%	0.3%	7.5%	2.5%	2.3%	28.0%	5.7%
Total	Count	291	186	236	87	100	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Migrants living in a shed provided by the employer away from the site are living within 1 Km distance. People who are living in a privately rented room are living within 1 to 3 Km

distance. Migrants living in a privately rented house are living within 3 to 5 Km away from the workplace. Migrants who are having own house are living more than 5 km away from the workplace. So the distance between living place and workplace is determined by the type of residence of the migrants.

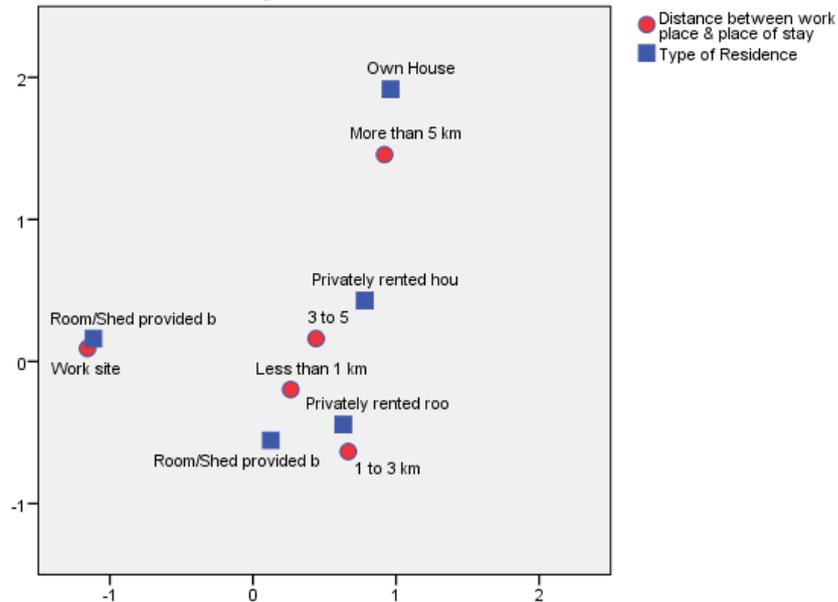


Figure 4.7. Association between Distance and Type of Residence

Migrants who are trying to have their own house are living more than 5 Km away from the workplace and migrants living in the shed are living within 1 Km from the site. The migrants living in the room are living 1 to 3 Km away and migrants who are staying in a rented house are staying 3 to 5 Km away from the worksite.

Table 4.61. Years of Migrated Life and Distance

Years of Migrated Life		Distance between workplace & place of stay					Total
		Worksite	Less than 1 km	1 to 3 km	3 to 5	More than 5 km	
1-2 Years	Count	192	52	53	12	22	331
	%	66.0%	28.0%	22.5%	13.8%	22.0%	36.8%
3-5 Years	Count	67	95	129	36	32	359
	%	23.0%	51.1%	54.7%	41.4%	32.0%	39.9%
6-10 Years	Count	24	31	46	25	37	163
	%	8.2%	16.7%	19.5%	28.7%	37.0%	18.1%
11 -25 Years	Count	8	8	8	14	9	47
	%	2.7%	4.3%	3.4%	16.1%	9.0%	5.2%
Total	Count	291	186	236	87	100	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Migrants with migrated life of 1 to 2 years are living in the worksite. This clearly shows that the migrants will start their migrant life by staying inside the workplace. Migrants who are living for the last 3 to 5 years are staying less than 1 Km away from the workplace. Migrants who are having experience of 6 to 10 years have residence more than 5 Km away from the place of work. This is a clear indication that the migrants start developing acquaintance with the place when they stay for a longer period. Once their experience increases and acquaintance improved, they are ready to move to a distant place for residence. Migrants with 11 to 25 years of experience are living within 3 to 5 Km away from the place of work. After the initial period of movement, they develop experience and contact and fix an appropriate location with minimum distance.

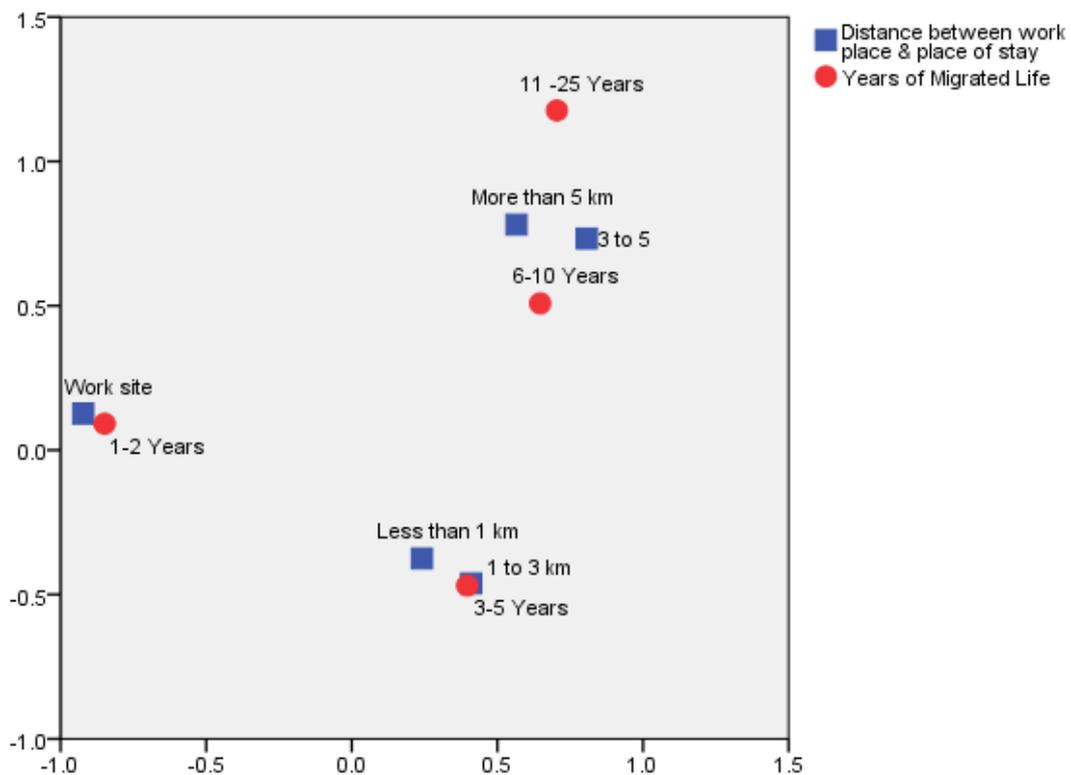


Figure 4.8. Association between Distance and Years of Migrated Life

Correspondence analysis diagram 4.8 shows that migrants with 1 to 2 years of experience are living near the place of work. Migrants who are having 3 to 5 years of migrated life are living 1 to 3 km away from the workplace. Migrants with 6 to 10 years of experience are living 3 to 5 Km away from the place of employment. This association is significant, clear and logical.

Table 4.62. Strength of Association

Variable	Cramer's V	Approx. Sig	Dof	Strength
Type of Residence	0.399	0.000	4	Large
Years of Migrated Life	0.281	0.000	3	Large

Chi-square analysis shows that the distance and type of Residence, years of migrated life are significantly associated. Cramer's V statistics shows that the strength of association is large. Large means that the association stated above is reliable and permanent.

4.1.14. Mode of Travel

Mode of travel means how migrants reach the work site from the place of residence. Most of the migrants do not have their own houses. So, they can live near to their workplace by the way they can reduce the travel expenditure. Most of the migrants live within the worksite. So, they will not face the problem of travel.

Table 4.63. Mode of Travel

Mode of Travel	Frequency	Percentage
By walk	437	48.6
Bicycle	160	17.8
Shared Vehicle	67	7.4
Public Transport	150	16.7
Company Transport	86	9.6
Total	900	100.0

Table 4.63 shows that a maximum of 48.6 percent of migrant workers are reaching the workplace by walk and 17 percent of migrant workers are using a bicycle to travel from their living place to the working place. Another 16.7 percent of migrants use public transport to travel from site to living place. Less than 10 percent of the migrants use company transport and shared vehicles. It is due to only a smaller number of migrant workers are staying far away from the workplace. The majority of migrants reach the workplace from their residence by walk.

Table 4.64. Test of Association

Variable	Chi-Square Value	Dof	Sig. value
State	74.210	8	0.000
Gender	53.061	4	0.000
Marital Status	42.963	4	0.000
Distance	739.332	16	0.000

Chi-square analysis results reveal that the significant value is less than 0.05 for all the variables. Hence Mode of Travel is associated with State, Gender, Marital status and Distance between workplace and place of living.

Table 4.65. State and Mode of Travel

State		Mode of Travel					Total
		By walk	Bicycle	Shared Vehicle	Public Transport	Company Transport	
Kerala	Count	165	19	25	73	18	300
	% 1	37.8%	11.9%	37.3%	48.7%	20.9%	33.3%
Karnataka	Count	157	69	16	26	32	300
	%	35.9%	43.1%	23.9%	17.3%	37.2%	33.3%
Tamilnadu	Count	115	72	26	51	36	300
	%1	26.3%	45.0%	38.8%	34.0%	41.9%	33.3%
Total	Count	437	160	67	150	86	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Among public transport using migrants, many people are living in Kerala, so Kerala can be associated with public transport users. Among the Bicycle users, many people are living in Karnataka and Tamilnadu. Tamilnadu living migrants can be associated with not only Bicycle users but they use company transport also. A very less number of Tamilnadu migrants are going by walk because Tamilnadu migrants are living five KM away from the worksite. A very less number of Karnataka living migrants are using Public Transport because it is a little costly in Karnataka. In Kerala, public Transport cost is a minimum of Rs.8 and in Karnataka, the minimum rate is Rs.10 in the ordinary bus and Rs.17 in the deluxe bus.

Table 4.66. Distance and Mode of Travel

Distance		Mode of Travel					Total
		By walk	Bicycle	Shared Vehicle	Public Transport	Company Transport	
Worksite	Count	281 _a	5 _b	2 _b	2 _b	1 _b	291
	%	64.3%	3.1%	3.0%	1.3%	1.2%	32.3%
Less than 1 km	Count	108 _a	34 _a	10 _{a, b}	11 _b	23 _a	186
	%	24.7%	21.3%	14.9%	7.3%	26.7%	20.7%
1 to 3 km	Count	34 _a	102 _b	41 _b	35 _c	24 _c	236
	%	7.8%	63.8%	61.2%	23.3%	27.9%	26.2%
3 to 5	Count	10 _a	8 _{a, b}	5 _b	39 _c	25 _c	87
	%	2.3%	5.0%	7.5%	26.0%	29.1%	9.7%
More than 5 km	Count	4 _a	11 _b	9 _{b, c}	63 _d	13 _c	100
	%	0.9%	6.9%	13.4%	42.0%	15.1%	11.1%
Total	Count	437	160	67	150	86	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

As expected, people who are living within the workplace are associated with the walk mode of travel category. People who are living in less than 1 Km are travelling by walk or company transport. If the company transport is available, they use that otherwise, they go on a walk. Migrants who are living within 1 to 3 KM away from the workplace use bicycle or shared vehicles. People who are living in more than 5 KM are going by public transport. Migrants living 3 to 5 KM away are preferring company transport to reach the workplace.

The correspondence analysis is giving the same association whatever stated earlier. Migrants living 5 Km away from the worksite are using public transport because that is the best option available to them. Migrants who are living within 1 to 3 Km away from the workplace are using a bicycle or shared vehicles. This association is significant as per the Chi-square test.

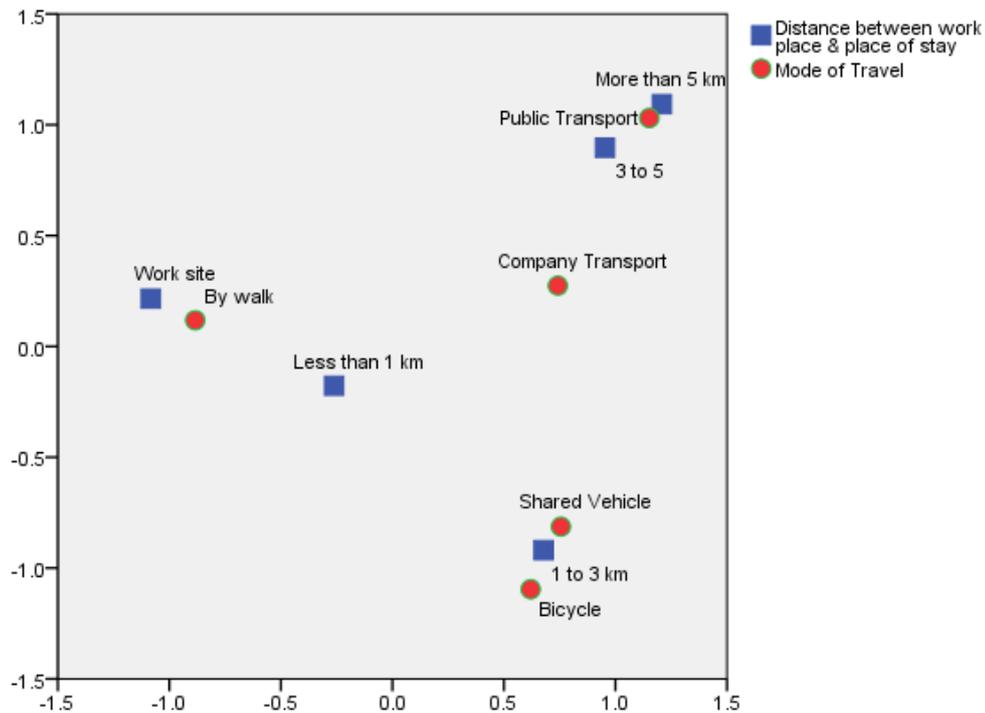


Figure 4.9. Association between Distance and Mode of Travel

4.1.15. Monthly Income

People migrate from one place to another mainly to earn and improve their standard of living. So, income is the main motivating factor for migration. Now the question asked to find out the present income of the migrant workers.

The minimum monthly income is Rs.4000 and the maximum monthly income is Rs.35000. The average income is Rs.16102 and approximately it can be considered as Rs.16000. Approximately they are getting Rs. 650 per day. The average per capita income in India is 2099.6 \$ per year. This comes to Rs.12,772 per month. This shows that migrant's income is more than per capita income. Some migrants are getting more income because they have experience. The maximum monthly income is Rs.35000. One person is having a maximum income of Rs.35,000 and another person having an income of Rs.33500. Both people are living in Karnataka. They are living in a rented house. Mode is Rs.15000. More number of people (113 people) have an income of Rs.15000. The Median is also Rs.15,000. More than 50% and around 53.6 percent of people have an income of Rs.15,000 and less. Around 87 people have an income of Rs.12,000 and 77 people have an income of Rs.18,000. It is also found that a wide gap is present between the minimum and maximum monthly income and this may be attributed to the type of work handled by the migrants. Some educated migrants are working in textile showrooms and getting good income also. The skewness divided by standard error is 5.35 which means there is significant skewness. The skewness is positive (0.439) which

means that a greater number of people and around 56.1% of people have incomes less than the average income of Rs.16100. The Kurtosis divided by standard error is 4.16 which means there is a significant Kurtosis. The Kurtosis value (0.678) is less than three which means there is flat distribution. This shows that people spread across all income levels.

Table 4.67. Monthly Income -Frequency

Monthly Income	Frequency	Percent	Valid Percent	Cumulative Percent
<15000	371	41.2	41.2	41.2
15000-24000	405	45.0	45.0	86.2
25000 and Above	124	13.8	13.8	100.0
Total	900	100.0	100.0	

Based on monthly income, migrant workers are divided into three groups. Around 41 percent of the people have income less than Rs.15,000 and 45 percent of the people have income between Rs.15,000 to Rs.24,000. Migrants getting more than Rs.25000 are accounting for 14% of the population. Almost half of the migrant worker is receiving around the average reported monthly income.

Table 4.68. Test of Association

Variable	Chi-Square Value	Dof	Sig. Value
State	73.819	4	0.000
Gender	7.250 (t value)	128.745	0.000
Native State	41.848	12	0.000
Gender	18.587	2	0.000
Education	46.334 (F)		0.000
Education	114.464	6	0.000
Age	87.226	8	0.000
Marital	19.974	2	0.000
Religion	5.263	4	0.261
Family Size	45.389	6	0.000
Residence	167.674	8	0.000

From the above table 4.68, it is evident that monthly income is having a significant relationship with all variables other than religion. All significant values are less than 0.01

which means there is a significant association at 99 percent level of confidence. The details of association and nature of associations are discussed below by using column percentage and Cramer's V.

Table 4.69. Gender and Monthly Income

	Gender	N	Mean	Std. Deviation	Std. Error Mean
Monthly Income Rs.	Male	808	16460.62	6347.797	223.315
	Female	92	12425.54	4889.462	509.762

The average monthly income of male migrants is Rs.16460 and the average income of female respondents is Rs.12425. So, there is a difference of Rs.4000 between male income and female income. The Independent sample t-test result shows that the t-value is 7.250 and the significant value is 0.000. Hence it can be concluded that male migrants, on average, are well paid compared to their female counterparts. This difference may underscore the fact that the relatively higher amount of hard work and skill is being used in the tasks carried out by the male migrants. The nature of work performed by male and female migrants is different, so there is a possibility to have a difference in income.

Table 4.70. Gender and Monthly Income

Gender		Monthly Income			Total
		<15000	15000-24000	25000 and Above	
Male	Count	315	373	120	808
	%	84.9%	92.1%	96.8%	89.8%
Female	Count	56	32	4	92
	%	15.1%	7.9%	3.2%	10.2%
Total	Count	371	405	124	900
	%	100.0%	100.0%	100.0%	100.0%

Over half of the female migrants are receiving less than fifteen thousand rupees monthly income while only four female migrants are receiving a monthly income of twenty-five thousand rupees or more. Male migrants are associated with Rs.25000 and above income and female migrants are associated with less than Rs.15.000 monthly income.

Table 4.71. State and Monthly Income

State		Monthly Income			Total
		<15000	15000-24000	25000 and Above	
Kerala	Count	149	138	13	300
	%	40.2%	34.1%	10.5%	33.3%
Karnataka	Count	82	141	77	300
	%	22.1%	34.8%	62.1%	33.3%
Tamilnadu	Count	140	126	34	300
	%	37.7%	31.1%	27.4%	33.3%
Total	Count	371	405	124	900
	%	100.0%	100.0%	100.0%	100.0%
Chi.Value	73.819	Dof	4	Sig.Value	0.000

Among the people who are getting a salary less than Rs. 15000, around 40 percent of them work in Kerala state which is significantly more than the Kerala sample of 33.3 percent. This indicates that migrants living in Kerala are getting less salary. Female migrants working in Kerala is more and male migrants working in Kerala are living are using shed. So, the monthly income of migrants living in Kerala is less. In Karnataka, more number migrants (around 62 percent) are getting Rs. 25000 and above. Though Kerala is considered a communist state but the salary of migrants is comparatively less. Probably they may ensure minimum salary and minimum living standard. A major chunk of migrant worker receiving a monthly income of twenty-five thousand rupees or above are working in Karnataka.

Table 4.72. State-wise Average Monthly Income

State	N	Subset for alpha = 0.05		
		1	2	3
Kerala	300	14403.17		
Tamilnadu	300		15407.00	
Karnataka	300			18334.27
F value	33.476	Sig	0.000	

The average salary of migrants living in Kerala is Rs14403 and the average salary of migrants working in Tamilnadu is Rs.15,407 and migrants in Karnataka are getting Rs. 18,334. The analysis of variance (ANOVA) test result shows that the F value is 33.476 and the

significant value is 0.000. Hence there is a significant difference among the migrants in Kerala, Karnataka and Tamilnadu. The migrant workers working in Karnataka are better paid compared to their counterparts in Kerala and Tamilnadu. It is reflecting the fact that the Karnataka state is employing migrant worker for handling relatively skilful jobs and they are getting educated migrants. The cost of living in Bangalore is higher so the employers may give higher salaries to meet out that.

Table 4.73. Native State and Monthly Income

Native State		Monthly Income			Total
		<15000	15000-24000	25000 and Above	
Bihar	Count	111	76	28	215
	%	29.9%	18.8%	22.6%	23.9%
Odisha	Count	46	74	24	144
	%	12.4%	18.3%	19.4%	16.0%
North Eastern states	Count	45	69	17	131
	%	12.1%	17.0%	13.7%	14.6%
Uttar Pradesh	Count	65	46	15	126
	%	17.5%	11.4%	12.1%	14.0%
West Bengal	Count	41	64	10	115
	%	11.1%	15.8%	8.1%	12.8%
Jharkhand & Chhattisgarh	Count	34	46	25	105
	%	9.2%	11.4%	20.2%	11.7%
Other states	Count	29	30	5	64
	%	7.8%	7.4%	4.0%	7.1%
Total	Count	371	405	124	900
	%	100.0%	100.0%	100.0%	100.0%

The majority of the workers receiving less than fifteen thousand rupees of monthly income are migrated from Bihar. Migrants from the North Eastern States and West Bengal are getting a monthly income between fifteen thousand and twenty-four thousand rupees. Workers receiving twenty-five thousand or more monthly incomes are from Jharkhand & Chhattisgarh, and Odisha. The family size and Educational qualification and age of migrants from Orissa is more. Overall, it is said that the migrant workers from Bihar constituting one-fourth of the total migrant worker force and are fairly distributed among the three income categories, while

one-fourth of the workers migrated from Jharkhand & Chhattisgarh are receiving twenty-five thousand rupees or more monthly income.

Table 4.74. Education-wise Monthly Income

Educational qualification	N	Subset for alpha = 0.05			
		1	2	3	4
No formal education	205	12499.66			
Primary education	272		15460.29		
High school	284			17553.52	
HSS or above	139				19356.12

The average salary of migrants with No formal education is Rs.12499 and the average salary of migrants who are having an HSC, diploma or degree qualification is Rs.19356. The income is rising based on the rise in the level of education. The fact is the migrants are getting into jobs according to their level of education and they are paid according to the nature of the jobs. Analysis of Variance shows that F value is 46.334 and significant value is 0.000. Hence there is a significant difference among different educational category migrants.

Table 4.75. Monthly Income and Education

Education		Monthly Income			Total
		<15000	15000-24000	25000 and Above	
No formal education	Count	127	76	2	205
	%	34.2%	18.8%	1.6%	22.8%
Primary education	Count	105	147	20	272
	%	28.3%	36.3%	16.1%	30.2%
High school	Count	100	127	57	284
	%	27.0%	31.4%	46.0%	31.6%
HSS or above	Count	39	55	45	139
	%	10.5%	13.6%	36.3%	15.4%
Total	Count	371	405	124	900
	%	100.0%	100.0%	100.0%	100.0%

Over eighty per cent of migrant workers who are receiving a monthly income of twenty-five thousand rupees or above have either obtained high school or higher secondary school or even degree qualification. Migrants with primary education are associated with Rs.15,000 to

Rs.24,000. Migrants with no formal education are associated with less than Rs.15000 salaries. It shows a pattern that migrant's salary is rising with the level of education. Overall, it is noticed that the better the migrants' education, the better they are paid. This is true in the sense that the higher the education levels, the higher the skills obtained and better are paid.

Table 4.76. Marital Status and Monthly Income

Marital Status		Monthly Income			Total
		<15000	15000-24000	25000 and Above	
Married	Count	209	284	90	583
	%	56.3%	70.1%	72.6%	64.8%
Unmarried	Count	162	121	34	317
	%	43.7%	29.9%	27.4%	35.2%
Total	Count	371	405	124	900
	%	100.0%	100.0%	100.0%	100.0%

Table 4.77. Family Size and Monthly Income

Family Size		Monthly Income			Total
		<15000	15000-24000	25000 and Above	
3 or less	Count	115	59	13	187
	%	31.0%	14.6%	10.5%	20.8%
4 Members	Count	83	104	37	224
	%	22.4%	25.7%	29.8%	24.9%
5 Members	Count	80	97	38	215
	%	21.6%	24.0%	30.6%	23.9%
More than 5 members	Count	93	145	36	274
	%	25.1%	35.8%	29.0%	30.4%
Total	Count	371	405	124	900
	%	100.0%	100.0%	100.0%	100.0%

Almost three-fourths of the migrant workers receiving twenty-five thousand or above monthly income are married. Married migrants are getting an average salary of Rs.25000 and above. More number unmarried migrants are getting a monthly salary of Rs. 15000 and less.

The age of married migrants is more and their experience is also more, that is the reason they are getting more salary. In total, married workers are comparatively well paid than unmarried workers.

Migrant workers whose family size is three or less are predominantly receiving a monthly income of less than fifteen thousand rupees. Migrant workers whose family size is 4 are associated with a monthly income of Rs.25000 and above. Migrant workers with a family size of 5 are also related with a monthly income of Rs.25000 and above. Migrant workers with a family size of 5 and above are associated with a monthly income of Rs. 15000 to Rs.24,000. Overall, it may be stated that the larger the family size, the greater might be the number of dependents and to meet more expenses the migrants seek job opportunities where they can obtain higher monthly income.

Table 4.78. Type of Residence and Monthly Income

Type of Residence		Monthly Income			Total
		<15000	15000-24000	25000 and Above	
Room/Shed at the worksite	Count	190	101	10	301
	%	51.2%	24.9%	8.1%	33.4%
Room/Shed away from the worksite	Count	63	86	7	156
	%	17.0%	21.2%	5.6%	17.3%
Privately rented room	Count	48	135	78	261
	%	12.9%	33.3%	62.9%	29.0%
Privately rented house	Count	53	57	21	131
	%	14.3%	14.1%	16.9%	14.6%
Own House	Count	17	26	8	51
	%	4.6%	6.4%	6.5%	5.7%
Total	Count	371	405	124	900
	%	100.0%	100.0%	100.0%	100.0%

More than half of the migrants receiving less than fifteen thousand rupees income are staying in the work site at the room or the shed provided by the employer. Migrants who are getting monthly income between Rs.15000 and Rs.24,000 are living in a shed provided by an employer away from the worksite. From table 4.78 it is evident that most of the migrants receiving twenty-five thousand rupees or more monthly income are staying in a privately rented room or house. Most of the less paid workers are given with staying facility by the

employer which is an advantage for the workers but this may also lead to certain disadvantages.

Table 4.79. Age and Monthly Income

Age		Monthly Income			Total
		<15000	15000-24000	25000 and Above	
25 or less	Count	153	77	14	244
	%	41.2%	19.0%	11.3%	27.1%
26 to 30 years	Count	79	75	30	184
	%	21.3%	18.5%	24.2%	20.4%
31 to 35 years	Count	53	93	37	183
	%	14.3%	23.0%	29.8%	20.3%
36 to 40 years	Count	53	86	32	171
	%	14.3%	21.2%	25.8%	19.0%
More than 40 years	Count	33	74	11	118
	%	8.9%	18.3%	8.9%	13.1%
Total	Count	371	405	124	900
	%	100.0%	100.0%	100.0%	100.0%

The majority of the youth migrants (Age 25 years or less) are receiving less monthly income. Migrants who have age between 26 years and 40 years are receiving a monthly income of twenty-five thousand rupees or more. Migrants receiving a monthly income between fifteen thousand and twenty-four thousand rupees are more or less equally distributed in all age categories. When the age increases, the experience is also rising and they may demand more salary.

Table 4.80 indicates the strength of the association ranging from small to large between the monthly income of the migrant worker and other demographic variables. Type of Residence is having a higher level of association with monthly income. State, age, education, residence are closely associated with migrants' monthly income. The strength of association between gender, religion and monthly income is relatively small.

Table 4.80. Strength of Association

Variable	Cramer's V	Sig. Value	Dof	Strength
State	0.203	0.000	2	Medium
Gender	0.144	0.000	1	Small-Medium
Age	0.220	0.000	2	Medium
Education	0.252	0.000	2	Medium
Marital Status	0.149	0.000	1	Small
Religion	0.054	0.261	2	Small
Native State	0.152	0.000	2	Small-Medium
Family Size	0.159	0.000	2	Small-Medium
Residence	0.305	0.000	2	Medium-Large

4.1.16. Family Income

Family Income means total amount of salaries earned by individual members of a family. It is a cumulative value but considered as a unit value to measure the economic status of a family. As Indians are living in family, they have the tendency to take care of the family running cost from cumulative salary amount not by individual's salary. Frankly, it depends upon how many family members are earning. In one family, only one member may earn and in some other few may earn and in some other every one may earn. So, while considering this, we have to study other parameters to have better idea of their living.

The minimum family income is Rs.6000. In his family, no other person is getting any income. So personal income has become family's income. Minimum personal income is Rs.4,000 but his family income is Rs 18,000. Maximum personal income is Rs.35,000 and his family income is Rs.35,000 which means he is not having any other income. So, a person who is having a minimum income is having another income. This shows that person with less salary sending his family members for employment and a person who is having more salary is not sending his family members for earning. Maximum family income is Rs.54,000 and his personal income is Rs.29,000. The average family income is Rs.23309. The average family income for an average family size of 5 is very less. This means that expenses per person can be Rs.5000 only. Even if we consider maximum family income it comes to Rs.10000 per person only. The median family income is Rs.22000. Around 51.2 percent of people have a family income of Rs.22000 and less. The mode for the family income is Rs15,000. The maximum number of people i.e. eighty-eight people which comes to 9.8% have a family income of Rs.15, 000. The majority of them do not have any other income. The Z value of

Skewness is 4.89 (0.401/0.082) which means there is significant skewness. The skewness value is positive (0.401). Around 52.9 percent of people have income less than the mean family income of Rs.23,300.

Table 4.81. Family Income

	Frequency	Percent	Valid Percent	Cumulative Percent
6,000 - 15,000	259	28.8	28.8	28.8
15,500 - 22,000	202	22.4	22.4	51.2
22,400 - 30,000	227	25.2	25.2	76.4
31,000 - 54,000	212	23.6	23.6	100.0
Total	900	100.0	100.0	

Around 28 percent of migrants have family income from Rs.6,000 to Rs.15,000. Another 22 percent of migrants have family income from Rs.15,500 to Rs.22,000. Hence half of the migrants have a family income of less than Rs.22,000. Another 50 percent of people have family income between Rs.22,400 and Rs.54,000. Sixty-seven people have family income of Rs.10,000, 40 people have Rs.12,000 family income, 88 people have Rs.15,000, 68 people have Rs.20,000 and 49 people have Rs.30,000. A considerable number of migrants have income in all levels from Rs.34,000 to Rs.40,000.

4.1.17. Other Income

Other Income means Family Income minus Personal Income. When the personal income is less, then others in the family will go for employment. Nowadays, to increase the standard of living, life partner is also going for employment. This has resulted in other income.

Minimum Other Income is Zero which means many people do not have income other than his income. Around 231 people accounting for 25.7 percent of migrants do not have others income. Without considering zero income then the minimum income is Rs.500 which means that person has engaged in some employment like part-time work. Maximum others income is Rs. 30, 000 which is little less than maximum personal income which is Rs.35,000. The average other income is Rs.7206, and without considering zero then the average other income is Rs9695. The average personal income is Rs.16,100 which means personal income is more than others income. Mode is Rs.10,000. Around 136 people accounting for 15.1% of migrants have others income of Rs.10,000. Median also Rs.10,000 and 43 percent of people have others income up to Rs.9300 and 63.4% of the people have others income up to Rs.10,000.

Table 4.82. Gender and Other Income -Group Statistics

	Gender	N	Mean	Std. Deviation	Std. Error Mean
Others Income	Male	808	7034.95	5860.253	206.163
	Female	92	8716.30	7614.193	793.835

The average other income of male migrants is Rs.7034 and the average other income of female respondents is Rs.8716. There is a difference of Rs.1681 in other income between male and female respondents.

Table 4.83. Gender and Others Income – Independent sample t-test

	Levene's Test for Equality of Variances		t-test for Equality of Means			
	F	Sig.	T	df	Sig.	Mean Difference
Equal variances assumed	6.916	.009	-2.521	898	.012	-1681.354
Equal variances not assumed			-2.050	103.636	.043	-1681.354

Levene's test shows there is a significant difference in the variance. So equal variance is not assumed to be considered. The Independent sample t-test shows that there is a significant difference (Sig. value 0.043) between male and female respondents. Female respondents have more other income. This is because other income for female respondents will come from male migrants and the personal income of male migrants is more than female migrants

4.1.18. Housing Expenses

After food, housing is the most important requirement as well as expenditure. Some of the employers or contractors provide housing within or away from the site. Here the question is asked the respondents to specify how much money they spend on housing expenses per month. The average housing expense is Rs.2216. The median housing expenses is Rs.2000. Around 50 percent of the population pay Rs.2000 and less as rent. The mode is Rs.3000. More number of people spent Rs.3000 on housing expenses. Around 19.7% of the people pay Rs.3000 as rent. The skewness divided by standard error and Kurtosis divided standard error are more than 1.96 which means the distribution is not normal. The skewness is positive which means there is a positive skewness which means more number people pay less than Rs.2216. Around

53 percent of people pay less than 2216. Five people pay Rs.10000 as rent. They pay more because they live as a family. Minimum is Zero. Many people live in the facility provided by the employer.

Table 4.84. Housing Expenses

	Frequency	Percent	Valid Percent	Cumulative Percent
0	163	18.1	18.1	18.1
200-2000	313	34.8	34.8	52.9
2200-3000	258	28.7	28.7	81.6
3100-4000	78	8.7	8.7	90.2
4200-5000	63	7.0	7.0	97.2
>5000	25	2.8	2.8	100.0
Total	900	100.0	100.0	

Around 18.1 percent of migrants do not have any housing expenses because they live in the shed or accommodation provided by the employer or contractor. Thirty-five percent of people have housing expenses less than Rs.2000. More than 81 percent of the people have expenses less than Rs.3000. Only 3 percent of the people are spending more than Rs.5000 on housing. In general, it can be stated that migrants spent less amount on housing. Hence it can be stated that they are living in ordinary or small houses.

Table 4.85. State-wise Housing Expenses

State	N	Subset for alpha = 0.05	
		1	2
Kerala	300	1388.87	
Tamilnadu	300		2526.50
Karnataka	300		2731.33
F Value	68.699	Sig. Value	0.000

The average housing expenses of respondents living in Kerala is Rs.1388 and the average housing expenses of migrants living in Karnataka is Rs.2731. In fact, housing expense is two times of Kerala. This difference is significant as per the Analysis of variance with an F value of 68.699 and a significant value of 0.000. There is no much difference between Karnataka and Tamilnadu.

4.1.19. Food Expenses

Food expense is an important expenditure for every individual. Everybody requires food for existence and survival. Migrants may live in a shed provided by the employer or contractor and their housing expenses may be free. But everybody must bear their food expenses. Even if the number of people in the family is more, they may decide to live in a small place to reduce the rent but the food expenses will increase if the family members are more or dependents are more. PDS scheme applies or available only to the ration cardholders. In the native place, people will get subsidised rice and wheat which they may not get in the place of living because they may not have a ration card here.

One person says his food expense is Rs.500 per month and his income is Rs.8,000 and his family income is Rs.10,000 and involved in construction work. The maximum food expense is Rs.18,000. That person is having a personal income of Rs.12,000 and a family income of Rs.35000 and living with the entire family consisting of 7 members. The average food expense is Rs.4048. Around 62.8 percent of people have food expenses less than Rs.4,100. Mode is Rs.2,000 and 129 people accounting 14.3% of people have food expenses of Rs.2,000. The Median is Rs.3,500 and 51.6% of people have food expenses of Rs.3,500 and less. Around 95 people have food expenses of Rs.1000 and 129 people have food expenses of Rs.2000 and 96 people have food expenses of Rs.3000 and another 95 people have food expenses of Rs.4,000.

4.1.20. Healthcare Expenses

One of the focuses of this study is healthcare issues faced by migrant workers. So, it is better to know the amount spent by the migrants for maintaining their health. Most of the migrants are young so there will not be much requirement for healthcare expenses. But the nature of work performed by the migrants is having heavy exposure to risk and accidents. If there is any accident, the employers are taking care of such expenses.

The minimum health care expense is zero. Around 126 people accounting for 14 percent of migrants do not have healthcare issues. The average healthcare expense is Rs.1285 which is less than housing expenses (Rs.2215) and food expenses (Rs.4048). The healthcare expense is less because the average age of migrants is 31 years. Only two people have age above 60 years and only 15 people have age above 50 years. Median healthcare expense is Rs.1000 and around 54.1% of the people have healthcare expenses of Rs.1000 and less. Mode is Rs.1000 around 22.8% of people (205 persons) have healthcare expenses as Rs.1,000. The skewness is positive and 55.1 percent of people have healthcare expenses less than Rs.1300. Around 104 people have Rs.500 as healthcare expenses, 96 people have healthcare expenses of Rs.1500, 194 (21.6%) people have healthcare expenses of Rs. 2000, 63 people have Rs.3000.

4.1.21. Education Expenses

Another important issue relating to migrant workers is education. It is already noticed that there is no child labour. The educational status of children living with them is not encouraging. When details about expenditure patterns are collected, their expenditure on children education is also collected. It is not only related to expenditure incurred for providing education to children living with them as well as education to children in their native place.

Minimum expenses on children education are zero. Around 34 percent of people (305 migrants) do not have any education expenditure. They may not have children. The average age of migrants is 32 which means many people may not have children. The average expenditure for children education is Rs.1988 (excluding 305 respondents). The average expenditure on Food is Rs.4048, Housing Rs.2,215, Healthcare Rs.1285. So, expenditure for children is comparatively more than healthcare but less than other two. The minimum expenditure is Rs.150. This is the amount they spent on the purchase of some stationery items for the purpose of education. The maximum education expenditure is Rs.10,000. This is a considerable amount when personal income (Maximum Rs.35,000) and family income (Rs.54,000) is considered. The median education expenditure is Rs.2,000. Forty-one percent of people have education expenditure up to Rs.1800 but 182 people have Rs.2000 as education expenditure. When Rs.2000 is also included then 71.6 percent of people have an educational expenditure of Rs.2,000 and less because 20.2 percent of people have education expenditure as Rs.2,000. Around 11.6% of people (104 migrants) have Rs.1000 and 8.1% of people (73 migrants) have Rs.3,000 as their education expenditure for their children.

4.1.22. Total Expenses

Total expenses of migrants include food expenses, housing expenses, children education expenses, healthcare expenses and other expenses. They do not have much entertainment expenses. Their only entertainment is hearing Hindi songs on the phone. Their main other expense is phone recharge expenses.

The minimum total expense is Rs.1,000 and the maximum expense is Rs.33,000. Minimum personal income is Rs.4,000 and maximum personal income is Rs.35,000. The average personal income is Rs.16102 and the average expenses is Rs.11,234. Personal income is more than total expenses. As income is more than expenses so some savings is taking place. The median expenses is Rs.10,750. Around 52.6 percent of people have total expense of Rs.11,000 and less. Mode is Rs.15,000. Thirty-five people accounting for 3.9 percent of people have Rs.15,000 expenses.

Table 4.86. State and Total Expenses

State	N	Subset for alpha = 0.05	
		1	2
Kerala	300	9476.7667	
Tamilnadu	300		11701.0667
Karnataka	300		12528.3333

Total expenses of migrants living in Kerala is Rs.9476 and total expenses of migrants in Tamilnadu is Rs11,701 and migrants in Karnataka spend around Rs.12528. Migrants in Kerala spend less and migrants in Karnataka spend more. This difference is significant as per the analysis of variance with an F value of 26.547 and a significant value of 0.000. The monthly income of migrants living in Kerala is less and the monthly income of migrants in Karnataka is more. The income is reflected in the expenses.

The Expense Ratio is nothing but total expenses divided by the monthly income of the migrants. Expenses family Income ratio is total expenses divided by family income otherwise total income of the family. The minimum expenses ratio is 30% which is very less. The average income itself Rs.16000 and the monthly expense comes to Rs.4800 based on the expense ratio. The mean expense ratio is 60% which means migrant workers spend 60% of their income. Normally migrant workers will not spend much because they are staying in the workplace and they are young so no medical expenses and they do not have any entertainment. The Median is 60% and about 52.6% of the people have an expense ratio of 60% and less. Mode is 50% and around 64 people works to 7.1% of the respondents have 50% expense ratio which is the maximum frequency. Maximum is 100% which means some people spend entire income. Mean expense to family income ratio is 45% which is less than 50%. Minimum expense to family income ratio is 16.67% and maximum expense to family income ratio is 98%.

Table 4.87. Expenses Ratio and Gender

	Gender	N	Mean	Std. Deviation	Std. Error Mean
Expenses Ratio	Male	808	61.4343	17.24398	.60664
	Female	92	59.4010	13.74330	1.43284
Expenses Family Income Ratio	Male	808	45.7706	16.32116	.57418
	Female	92	39.6683	13.34746	1.39157

The mean expense to income ratio for male is 61% and the mean expense to income ratio of the female is 59%. The independent sample t-test resulted in t-value of 1.307 and a significant value of 0.194 which means there is no difference in the expense ratio of males and females. The mean expense to family income ratio for male is 45% and for female it is 39%.

Table 4.88. Independent Sample t-test – Gender and Expense Ratio

		Levene's Test for Equality of Variances		t-test for Equality of Means			
		F	Sig.	T	Df	Sig. (2-tailed)	Mean Difference
Expenses Ratio	Equal variances assumed	14.148	.000	1.092	898	.275	2.03335
	Equal variances not assumed			1.307	126.091	.194	2.03335
Expenses Family Income Ratio	Equal variances assumed	2.314	.129	3.456	898	.001	6.10223
	Equal variances not assumed			4.054	124.217	.000	6.10223

Independent sample t-test shows that there is no difference between males and females with respect to expenses to income ratio. However, there is a difference between male and female migrants in expense to family income ratio also. Gents are having a higher ratio and females have a lesser ratio. Females have less expense to family income ratio because almost all females will have other income so family income is more for them. This may not there for male migrants.

4.1.23. Usage of Remittances

People who are going out of their native place for employment and earning will not spend all their earnings. They keep sending their extra disposable income to their houses. To know what the people are doing with the extra money, this question is included in the questionnaire.

Table 4.89 shows that 36.3 percent of migrant workers spend their remittances by improvement in housing. House is an important requirement. In India, as soon they receive any earning the top most priority is to construct a house or to make improvements in the existing house. Even if they feel the earning is not permanent, they construct a house.

Table 4.89. Usage of Remittance

Usage of remittance	Frequency	Percentage
Purchased or leased land	101	11.2
Purchased other farm or nonfarm equipment	79	8.8
Improvement in housing	327	36.3
Purchased consumer durables	130	14.4
Repayment of debt and credit from money lender/informal sources	154	17.1
Higher level of consumption especially during the lean season	42	4.7
Higher expenditure on children's education and health	46	5.1
Others	21	2.3
Total	900	100.0

In Tamilnadu in the olden days when the husband sends money from abroad, they have constructed very big houses. Everybody can see very big houses in the Chettinad area (Sivagangai District) in Tamilnadu. In Kerala also everybody can see a lot of good houses constructed when they get money from Gulf countries. About 17.1 percent of migrant workers use their remittances for repaying the debt and credit from a money lender or other informal sources. Less than 15 percent of the respondents spend their money to purchase consumer durables. Another 11 percent of the migrants purchase or taken land for lease. Less than 10 percent of migrant workers spend their remittances by purchasing farm and non-farm equipment, higher expenditure on children's education and health, higher level of consumption especially during the lean season and others. This indicates that most of the people used their extra income to renovate their houses or for creating extra space in their houses or altering or constructing new houses. Housing activities is the topmost priority for the migrants. In the initial period of migration, they are concentrating on repaying their borrowings. They are also spending their money on buying certain consumer durables to increase their standard of living. Spending for education is not in their priorities. Nowadays, most state Governments are giving school education free of cost. So, less amount is spent on education.

Table 4.90. Test of Association

Variable	Chi-Square Value	Dof	Sig. value
State	63.594	14	0.000
Gender	15.238	7	0.033
Age	94.232	28	0.000
Native State	110.249	42	0.000
Education	57.473	21	0.000
Marital Status	44.069	7	0.000
Family Size	48.305	21	0.001
No. of Inmates	145.975	21	0.000
Children Education	57.070	14	0.000
Monthly Income	74.279	14	0.000
Type of Residence	67.664	28	0.000
Mode of Travel	113.408	28	0.000

Table 4.90 shows that there is a significant association between all the selected demographic variables of the migrant workers and their usage of the remittances. All the variables except gender are significant at a 1% level. These associations are explored further to identify the association between each category of the select variables.

Table 4.91. State and Usage of Remittances

Usage of Remittances		State			Total
		Kerala	Karnataka	Tamilnadu	
Purchased or leased land	Count	38	34	29	101
	%	12.7%	11.3%	9.7%	11.2%
Purchased farm or nonfarm equipment	Count	14	30	35	79
	%	4.7%	10.0%	11.7%	8.8%
Improvement in housing	Count	88	118	121	327
	%	29.3%	39.3%	40.3%	36.3%
Purchased consumer durables	Count	42	57	31	130
	%	14.0%	19.0%	10.3%	14.4%
Repayment of debt of money lender	Count	79	29	46	154
	%	26.3%	9.7%	15.3%	17.1%
Higher level of consumption	Count	12	14	16	42
	%	4.0%	4.7%	5.3%	4.7%
Children's education and health	Count	22	15	9	46
	%	7.3%	5.0%	3.0%	5.1%
Others	Count	5	3	13	21
	%	1.7%	1.0%	4.3%	2.3%
Total	Count	300	300	300	900
	%	100.0%	100.0%	100.0%	100.0%

The association between the state in which the migrant workers are employed and their usages of remittances are shown in table 4.91. The majority of the migrant workers in Tamilnadu use their remittances for improvement in their housing facilities in their native place. The habit of constructing houses is predominantly prevailing in Tamilnadu from ancient days. This habit has spread to migrants who are living in Tamilnadu. Migrant workers in Kerala use their remittances for repayment of the money borrowed from money lenders or other informal sources. In Kerala, Muslim migrants are living they will not borrow for interest and if they have any borrowing by the way hand loan they will pay immediately. Migrant workers in Karnataka use their remittances for the purchase of consumer durable goods. A lot of new generation people are living in Bangalore and they will spend more money on consumer durables. Migrants who are living there are also doing the same thing.

Table 4.92. Gender and Usage of Remittances

Usage of Remittances		Gender		Total
		Male	Female	
Purchased or leased land	Count	93	8	101
	%	11.5%	8.7%	11.2%
Purchased farm or nonfarm equipment	Count	77	2	79
	%	9.5%	2.2%	8.8%
Improvement in housing	Count	281	46	327
	%	34.8%	50.0%	36.3%
Purchased consumer durables	Count	119	11	130
	%	14.7%	12.0%	14.4%
Repayment of dept of lender/informal sources	Count	135	19	154
	%	16.7%	20.7%	17.1%
Higher level of consumption	Count	40	2	42
	%	5.0%	2.2%	4.7%
Children's education and health	Count	44	2	46
	%	5.4%	2.2%	5.1%
Others	Count	19	2	21
	%	2.4%	2.2%	2.3%
Total	Count	808	92	900
	%	100.0%	100.0%	100.0%

The association between the gender of the migrant workers and their usage of the remittances are shown in table 4.1.118. Table 4.1.118 shows that improvement in housing is the priority for female migrant workers. Women will be interested in having toilets within their houses so that they will take up renovation in the existing house. After that, if possible, they will be interested in having their own house. To ensure their safety, they need to have a safe house. Among the 17% of the migrant workers who use their remittances for repayment of the money lenders females are the majority. Women are known to have harassed by the money lenders if they did not make the repayment on time. Apart from women will be interested to pay the debt. Table 4.1.118 also reveals that more men use their remittances for

purchasing farm equipment. Most of the Gents farmers will be interested in Tractors so that they can improve their earning and they need not go out again.

Table 4.93. Age and Usage of Remittances

Usage of Remittances		Age					Total
		25 or less	26 to 30 years	31 to 35 years	36 to 40 years	More than 40 years	
Purchased or leased land	Count	25	37	16	10	13	101
	%	10.2%	20.1%	8.7%	5.8%	11.0%	11.2%
Purchased farm or nonfarm equipment	Count	19	14	22	12	12	79
	%	7.8%	7.6%	12.0%	7.0%	10.2%	8.8%
Improvement in housing	Count	77	68	68	75	39	327
	%	31.6%	37.0%	37.2%	43.9%	33.1%	36.3%
Purchased consumer durables	Count	44	32	22	18	14	130
	%	18.0%	17.4%	12.0%	10.5%	11.9%	14.4%
Repayment of dept of money lender	Count	63	24	22	24	21	154
	%	25.8%	13.0%	12.0%	14.0%	17.8%	17.1%
Higher level of consumption	Count	7	3	11	9	12	42
	%	2.9%	1.6%	6.0%	5.3%	10.2%	4.7%
Children's education and health	Count	7	2	18	13	6	46
	%	2.9%	1.1%	9.8%	7.6%	5.1%	5.1%
Others	Count	2	4	4	10	1	21
	%	0.8%	2.2%	2.2%	5.8%	0.8%	2.3%
Total	Count	244	184	183	171	118	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Migrant workers in the age group of 25 or less years spend their remittances on repayment of debt of money lenders/informal sources. They also prefer to spend money for the purchase of consumer durables once the loan is repaid so that their standard of living will improve. Migrant in the age group of 26 to 30 years (20.1%) spend their remittances on purchasing or leasing land. Migrants in the age group of 31 to 35 are using their remittances for purchasing farm equipment so that the earning will be improved and they need not go again in search of employment. They are also interested in taking care of the health of their children and they

spend money on their children education also. Table 4.1.119 shows that migrant workers in the age group of 36 to 40 years use their remittances for improvement in their housing. This is the age where the family size gets bigger and at this age, the children of the migrant workers also grow big. So there arises the need for better housing. Migrants in the age group of 40 years and above prefer to save for future spending during the lean season.

Table 4.94, Education and Usage of Remittances

Usage of Remittances		Educational qualification				Total
		No formal education	Primary education	High school	HSS or above	
Purchased or leased land	Count	38	20	30	13	101
	%	18.5%	7.4%	10.6%	9.4%	11.2%
Purchased farm or nonfarm equipment	Count	13	27	24	15	79
	%	6.3%	9.9%	8.5%	10.8%	8.8%
Improvement in housing	Count	58	99	114	56	327
	%	28.3%	36.4%	40.1%	40.3%	36.3%
Purchased consumer durables	Count	24	42	45	19	130
	%	11.7%	15.4%	15.8%	13.7%	14.4%
Repayment of dept of money lender	Count	49	48	32	25	154
	%	23.9%	17.6%	11.3%	18.0%	17.1%
Higher level of consumption	Count	6	23	8	5	42
	%	2.9%	8.5%	2.8%	3.6%	4.7%
Children's education and health	Count	12	7	22	5	46
	%	5.9%	2.6%	7.7%	3.6%	5.1%
Others	Count	5	6	9	1	21
	%	2.4%	2.2%	3.2%	0.7%	2.3%
Total	Count	205	272	284	139	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Migrant workers with no formal education spend their remittances on repayment of debt of money lenders. They also spend their remittances to purchase or lease land after repaying their debt. Migrants with primary education are interested to save for future consumption expenditure during the lean season. Migrants with high school education are purchasing consumer durables such as TV and motorcycle from their remittances. Migrants with higher-

level education are interested in the purchase of farm equipment and construction of houses. First of all, once the education level is more, they will be interested in having toilets inside the house so they will make improvements in the house. Apart from that, their income is also more. Hence, they will be ready to take up house construction work.

Table 4.95. Marital Status and Usage of Remittances

Usage of Remittances		Marital status		Total
		Married	Unmarried	
Purchased or leased land	Count	45	56	101
	%	7.7%	17.7%	11.2%
Purchased farm Equipment	Count	56	23	79
	%	9.6%	7.3%	8.8%
Improvement in housing	Count	229	98	327
	%	39.3%	30.9%	36.3%
Purchased consumer durables	Count	69	61	130
	%	11.8%	19.2%	14.4%
Repayment of debt from a money lender	Count	96	58	154
	%	16.5%	18.3%	17.1%
Higher level of consumption	Count	34	8	42
	%	5.8%	2.5%	4.7%
Children's education and health	Count	36	10	46
	%	6.2%	3.2%	5.1%
Others	Count	18	3	21
	%	3.1%	0.9%	2.3%
Total	Count	583	317	900
	%	100.0%	100.0%	100.0%

Migrant workers who are married spend their remittances on improving their housing. Married persons, in addition to other responsibilities, will be interested in protecting their wives and children. This involves providing better housing facilities as well. Of those who used their remittances to the repayment of debt from money lender/informal sources, the unmarried migrant workers are more than the married individuals. Moreover, unmarried migrant workers also use their remittances to purchase or lease land. Unmarried migrants first

use their money for repaying debt, next they will purchase TV and bicycle after that they will be interested in purchasing some piece of land for future purposes.

Table 4.96. Family Size and Usage of Remittances

Usage of Remittances		Family size				Total
		3 or less	4 Members	5 Members	More than 5 members	
Purchased or leased land	Count	26	30	24	21	101
	%	13.9%	13.4%	11.2%	7.7%	11.2%
Purchased farm equipment	Count	14	24	18	23	79
	%	7.5%	10.7%	8.4%	8.4%	8.8%
Improvement in housing	Count	57	77	85	108	327
	%	30.5%	34.4%	39.5%	39.4%	36.3%
Purchased consumer durables	Count	33	37	23	37	130
	%	17.6%	16.5%	10.7%	13.5%	14.4%
Repayment of debt from the money lender	Count	43	29	42	40	154
	%	23.0%	12.9%	19.5%	14.6%	17.1%
Higher level of consumption	Count	3	6	16	17	42
	%	1.6%	2.7%	7.4%	6.2%	4.7%
Expenditure on children's education and health	Count	4	15	5	22	46
	%	2.1%	6.7%	2.3%	8.0%	5.1%
Others	Count	7	6	2	6	21
	%	3.7%	2.7%	0.9%	2.2%	2.3%
Total	Count	187	224	215	274	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.96 shows that migrant workers with big families use their remittances to improve housing. It is quite natural that with more members in the family the need for more and better housing facilities arises. As a result, the spending on housing facilities also increases. Migrant workers with small family sizes could use their remittances in purchasing or leasing land. Household expenses will be less for small families and so they are in a position to use their remittances on properties. Migrant workers with 3 or less family members spend their remittances for repayment of debt from money lenders/informal sources.

Table 4.97. No. of Inmates and Usage of Remittances

Usage of Remittances		No. of inmates				Total
		Living alone	1 to 2 Members	3 to 4 Members	More than 4 Members	
Purchased or leased land	Count	18	51	26	6	101
	%	10.5%	22.8%	9.1%	2.7%	11.2%
Purchased other farm or nonfarm equipment	Count	13	15	28	23	79
	%	7.6%	6.7%	9.8%	10.5%	8.8%
Improvement in housing	Count	50	61	94	122	327
	%	29.1%	27.2%	33.0%	55.7%	36.3%
Purchased consumer durables	Count	23	43	47	17	130
	%	13.4%	19.2%	16.5%	7.8%	14.4%
Repayment of debt from a money lender	Count	45	38	43	28	154
	%	26.2%	17.0%	15.1%	12.8%	17.1%
Higher level of consumption	Count	15	3	10	14	42
	%	8.7%	1.3%	3.5%	6.4%	4.7%
Children's education and health	Count	6	3	31	6	46
	%	3.5%	1.3%	10.9%	2.7%	5.1%
Others	Count	2	10	6	3	21
	%	1.2%	4.5%	2.1%	1.4%	2.3%
Total	Count	172	224	285	219	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Migrant workers living alone use their remittances for repayment of debt from money lenders/informal sources. These workers might have borrowed money for supporting their families in their native place. As they can live in the accommodation provided by the employer, they spend less on housing-related needs. So, they have the advantage of paying back the debt quickly. After that, they use the money better consumption now and future. Migrant workers with one or two members living with them use their remittances for purchasing consumer durables such as bicycles, scooters and TV and after that, they may purchase land or take land for lease. The migrant workers with less number of family members have the advantage of less spending on housing facilities as they can live in the accommodation provided by the employer. Migrants with 3 or 4 family inmates use their

remittances for children health and education. Migrant workers who have more than 4 family members living with them in the workplace spend their remittances in improving housing facilities. The accommodation facilities provided by the employers in the workplace might not be suitable for families, especially with larger family sizes.

Table 4.98. Native State and Usage of Remittance

Native State		Usage of remittances								Total
		Purchased land	Farm or nonfarm equipment	Housing	Purchased consumer durables	Repayment of debt	Higher consumption	Children education	Others	
Bihar	Count	39	13	81	24	38	4	10	6	215
	%	38.6%	16.5%	24.8%	18.5%	24.7%	9.5%	21.7%	28.6%	23.9%
Odisha	Count	10	17	65	15	15	7	9	6	144
	%	9.9%	21.5%	19.9%	11.5%	9.7%	16.7%	19.6%	28.6%	16.0%
NE States	Count	27	8	39	21	22	5	6	3	131
	%	26.7%	10.1%	11.9%	16.2%	14.3%	11.9%	13.0%	14.3%	14.6%
U P	Count	7	20	49	12	27	8	3	0	126
	%	6.9%	25.3%	15.0%	9.2%	17.5%	19.0%	6.5%	0.0%	14.0%
West Bengal	Count	11	7	34	17	27	10	7	2	115
	%	10.9%	8.9%	10.4%	13.1%	17.5%	23.8%	15.2%	9.5%	12.8%
J & C	Count	5	13	40	24	12	5	6	0	105
	%	5.0%	16.5%	12.2%	18.5%	7.8%	11.9%	13.0%	0.0%	11.7%
Other states	Count	2	1	19	17	13	3	5	4	64
	%	2.0%	1.3%	5.8%	13.1%	8.4%	7.1%	10.9%	19.0%	7.1%
	Count	101	79	327	130	154	42	46	21	900
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Therefore, the migrant workers with more family members staying with them must make their own arrangements for housing facilities. Since more members are there, they can earn more money and use that money for constructing houses.

Table 4.98 shows that migrant workers from Bihar and North Eastern states use their remittances to purchase land in their naïve place. Migrants from Odisha use their remittances for the purchase of farm equipment. Migrant workers from U.P use their remittances for the purchase of a farm or non-farm equipment for making use of more sugarcane cultivation.

Those migrants from West Bengal increase their level of consumption with the help of their earning. Migrant workers from Jharkhand and Chhattisgarh use their remittances to purchase consumer durables.

Table 4.99. Educational Status of Children and Usage of Remittances

Educational Status of Children		Educational status of children			Total
		Never attended school	Attended but now dropped	Enrolled now	
Purchased or leased land	Count	50	8	43	101
	%	17.7%	11.1%	7.9%	11.2%
Purchased other farm or nonfarm equipment	Count	24	4	51	79
	%	8.5%	5.6%	9.4%	8.8%
Improvement in housing	Count	80	19	228	327
	%	28.3%	26.4%	41.8%	36.3%
Purchased consumer durables	Count	46	10	74	130
	% y	16.3%	13.9%	13.6%	14.4%
Repayment of debt of money lender	Count	63	18	73	154
	%	22.3%	25.0%	13.4%	17.1%
Higher level of consumption	Count	11	2	29	42
	%	3.9%	2.8%	5.3%	4.7%
Expenditure on children's education and health	Count	5	7	34	46
	%	1.8%	9.7%	6.2%	5.1%
Others	Count	4	4	13	21
	%	1.4%	5.6%	2.4%	2.3%
Total	Count	283	72	545	900
	%	100.0%	100.0%	100.0%	100.0%

The migrant workers with children who never attended school spend their remittances on the purchase of land and purchasing consumer durables. Migrant workers with children enrolled in school use their remittances to improve their housing. The migrant workers whose children are dropped from schools use their remittances for repayment of debt of money lender/informal sources. Accumulated debts might have forced the migrant workers to discontinue the education of their children. In turn, these children carry the burden of meeting the financial needs of the family.

Table 4.100. Type of Residence and Usage of Remittances

Type of Residence		Type of Residence					Total
		Room/ Shed at site	Shed away from the site	Rented room	Rented house	Own House	
Purchased or leased land	Count	44	28	15	13	1	101
	%	14.6%	17.9%	5.7%	9.9%	2.0%	11.2%
Purchased other farm or nonfarm equipment	Count	26	15	27	9	2	79
	%	8.6%	9.6%	10.3%	6.9%	3.9%	8.8%
Improvement in housing	Count	98	41	119	47	22	327
	%	32.6%	26.3%	45.6%	35.9%	43.1%	36.3%
Purchased consumer durables	Count	42	20	41	16	11	130
	%	14.0%	12.8%	15.7%	12.2%	21.6%	14.4%
Repayment of debt of money lender	Count	55	33	33	20	13	154
	%	18.3%	21.2%	12.6%	15.3%	25.5%	17.1%
Higher level of consumption	Count	18	8	5	10	1	42
	%	6.0%	5.1%	1.9%	7.6%	2.0%	4.7%
Expenditure on children's education and health	Count	11	6	15	14	0	46
	%	3.7%	3.8%	5.7%	10.7%	0.0%	5.1%
Others	Count	7	5	6	2	1	21
	%	2.3%	3.2%	2.3%	1.5%	2.0%	2.3%
Total	Count	301	156	261	131	51	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.100 shows that migrant workers who live in a room or shed at the work site spend their remittances to purchase or lease land. The migrant workers who live in a rented room, spend their remittances on improvement in housing and purchase farm equipment. Migrants living in rented houses are interested in decent food in the present and future. They are also interested in children health and education. Those who live in own house use their remittances for purchase of consumer durables for their own house and repayment of debt from money lenders /informal sources borrowed for constructing or purchasing own house.

Table 4.101. Mode of Travel and Usage of Remittances

Usage of Remittances		Mode of Travel					Total
		By walk	Bicycle	Shared Vehicle	Public Transport	Company Transport	
Purchased or leased land	Count	63	12	13	7	6	101
	%	14.4%	7.5%	19.4%	4.7%	7.0%	11.2%
Purchased other farm or nonfarm equipment	Count	31	23	7	7	11	79
	%	7.1%	14.4%	10.4%	4.7%	12.8%	8.8%
Improvement in housing	Count	136	79	19	60	33	327
	%	31.1%	49.4%	28.4%	40.0%	38.4%	36.3%
Purchased consumer durables	Count	74	14	11	18	13	130
	%	16.9%	8.8%	16.4%	12.0%	15.1%	14.4%
Repayment of debt of money lender/informal sources	Count	82	14	14	24	20	154
	%	18.8%	8.8%	20.9%	16.0%	23.3%	17.1%
Higher level of consumption during the lean season	Count	25	9	2	5	1	42
	%	5.7%	5.6%	3.0%	3.3%	1.2%	4.7%
Children's education and health	Count	17	4	0	25	0	46
	%	3.9%	2.5%	0.0%	16.7%	0.0%	5.1%
Others	Count	9	5	1	4	2	21
	%	2.1%	3.1%	1.5%	2.7%	2.3%	2.3%
Total	Count	437	160	67	150	86	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Migrant workers who go to the worksite by walk use their remittances to buy consumer durables such as TV and Bicycle. Those who go to the worksite by bicycle use their remittances to improve their housing and purchase other equipment like computers and Tractors. Migrant workers who go to the workplace by shared vehicle use their remittances to purchase or lease land. Migrant workers who go by company transport use their remittances for repayment of debt of money lenders/informal sources. The migrant workers who go to the worksite by public transport use their remittances on children's education and health.

Table 4.102. Usage of Remittance and Monthly Income

Usage of Remittances		Monthly Income			Total
		<15000	15000-24000	25000 and Above	
Purchased or leased land	Count	50	39	12	101
	%	13.5%	9.6%	9.7%	11.2%
Farm or nonfarm equipment	Count	25	42	12	79
	%	6.7%	10.4%	9.7%	8.8%
Improvement in housing	Count	115	153	59	327
	%	31.0%	37.8%	47.6%	36.3%
Purchased consumer durables	Count	52	55	23	130
	%	14.0%	13.6%	18.5%	14.4%
Repayment of debt	Count	94	49	11	154
	%	25.3%	12.1%	8.9%	17.1%
Higher level of consumption	Count	13	6	3	42
	%	3.5%	6.4%	2.4%	4.7%
Children's education and health	Count	7	36	3	46
	%	1.9%	8.9%	2.4%	5.1%
Others	Count	15	5	1	21
	%	4.0%	1.2%	0.8%	2.3%
Total	Count	371	405	124	900
	%	100.0%	100.0%	100.0%	100.0%

Migrant workers with a monthly income less than Rs.15,000 use their remittances for repayment of debt from money lenders/informal sources. People with less income will be interested to settle their borrowings first. Migrant workers with Rs.15000 to Rs.24,000 are spending their remittances to take good food now as well as in future. Then they think about children health and education. After that, they think about purchasing some equipment like computers and Tractors. Migrant workers with a monthly income of Rs.25,000 and above use their remittances for improvement in housing and purchase of consumer durables. This shows that as the income increases, the migrant workers look for better living conditions. The strength of association between demographic variables of the migrant workers and their use of remittances is shown in table 4.103.

Table 4.103. Strength of Association

Variable	Cramer's V	Approx Sig	Dof	Strength
State	0.188	0.000	2	Medium
Gender	0.130	0.033	1	Small
Age	0.162	0.000	4	Medium
Education	0.146	0.000	3	Medium
Marital	0.221	0.000	2	Small-Medium
Family Size	0.134	0.001	3	Small-Medium
No. of Inmates	0.233	0.000	3	Medium-Large
Education of Children	0.178	0.000	2	Small-Medium
Native State	0.143	0.000	6	Medium
Type of Residence	0.137	0.000	4	Small-Medium
Mode of Travel	0.177	0.000	4	Medium
Monthly Income	0.203	0.000	2	Medium

The strength of association between the number of family members living with the migrant worker and their use of remittances is medium to large. The association between the state where the migrant workers are employed, their age, education, native state, mode of travel to workplace, and monthly income with their use of remittances is medium. The strength of association between migrant workers' marital status, family size, education of children and type of residence with their use of remittances is small to medium. Finally, the strength of association between migrant workers' gender and their use of remittances is small.

4.1.24. Monthly Savings

People migrate from one place to another place mainly to meet basic needs which is to survive. The question of survival is about meeting basic needs such as food, clothing and meeting certain basic social commitments. People might think that why we have to struggle so much by leaving their birthplace to meet the necessities alone. So, they think about improving their standard of living. The standard of living will be improved only through savings. Saving is the basic habit of the Indian population. They save habitually and regularly. Nowadays, that habit is deteriorating continuously. The question is asked to the respondents to know about their saving habits.

The average savings of respondents is Rs.3696 and the average income is Rs.16048. The ratio of savings on income is 23.03 percent. This shows that irrespective of less income, people

have saved, that is the nature of the Indian population. In the year 2020, the GDS (Gross Domestic Savings) of India is 31.4%. Though migrant savings is lesser than that of GDS that will not be considered as lower when we consider their nature of Income. If the people are not able to save to the extent of their reference group, then they may think that their income is less which will motivate them to work more to get more income. Minimum savings is 0 which means many people do not have any savings. Around 13.7% of the people do not have any savings. When zero saving is ignored then the minimum savings is Rs.300. People are ready to save even a small amount as savings. Maximum savings is Rs.18,000 and maximum personal income and maximum family income is Rs.35,000 and Rs.54,000, respectively. Maximum savings is a very good number when maximum personal income is considered. Mode is Rs.1000 which means many people (105 people accounting 11.7 %) have meagre savings of Rs.1000. The Median is Rs.3,000 and around 50.7% of people have savings of Rs.3000 and less. The skewness divided by the standard error ($1.072/0.082$) is 13.07 which means there is a significant skewness. The skewness is positive (1.072) which means a significant number of people (66% of people) on the left-hand side mean savings of Rs.3996, approximately Rs.4,000. This reveals that a greater number of people have less savings. The Kurtosis divided by standard error is ($0.655/0.163$) is 4.018 which means there is significant abnormal distribution. The Kurtosis value is 0.655 which is less than 3 which means there is flat distribution. This shows that the distribution spread across all levels.

Table 4.104. Monthly Savings

Monthly savings	Frequency	Percentage
Rs. 1,000 or less	266	29.6
Rs. 1,001 to Rs. 3,000	239	26.6
Rs. 3,001 to Rs. 6,000	201	22.3
more than Rs. 6,000	194	21.6
Total	900	100.0

Table 4.104 shows that 29.6 percent of migrant worker's monthly savings is Rs.1000 or less. Around 26.6 percent of migrant worker have monthly savings of Rs.1001 to 3000. The monthly savings of 22 percent of migrant workers is Rs.3001 to Rs.6000. Another 21.6% of migrant workers save Rs.6000 and more per month.

Table 4.105. Test of Association

Variable	Chi-Square Value	Dof	Sig. Value
State	35.846	6	0.000
Native State	29.510	18	0.042
Monthly Income	74.602	6	0.000
Gender	2.316	3	0.509
Age	54.485	12	0.000
Education	108.675	9	0.000
Marital Status	20.477	3	0.000
Family Size	59.028	9	0.000
Religion	33.008	6	0.000
Residence	71.177	12	0.000
Remittances	45.063	21	0.002

Table 4.105 shows the Chi-square statistics of the cross-table between the monthly savings and the other demographic variables. Except for gender, all the other demographic variables are found to be significantly associated with the monthly savings. The association is significant at more than 99 percent level of confidence because the significant values are less than 0.01. The details of associations are explained in the following paragraphs by using column percentage.

Table 4.106. State and Monthly Savings

State		Monthly savings				Total
		Rs.1,000 or less	Rs.1,001 to Rs. 3,000	Rs.3,001 to Rs. 6,000	more than Rs. 6,000	
Kerala	Count	91	56	85	68	300
	%	34.2%	23.4%	42.3%	35.1%	33.3%
Karnataka	Count	64	100	66	70	300
	%	24.1%	41.8%	32.8%	36.1%	33.3%
Tamilnadu	Count	111	83	50	56	300
	%	41.7%	34.7%	24.9%	28.9%	33.3%
Total	Count	266	239	201	194	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.106 shows the cross-tabulation between state at which the migrants are working and the monthly savings of the migrants. The monthly savings of the migrants are grouped into four categories. Tamilnadu is leading compared to other states with the highest percentage (41.7%) of the migrant workers within the monthly savings category of Rs.1,000 or less. Karnataka is leading compared to other states with the highest percentage (41.8%) of the migrant workers within the monthly savings category of Rs.1,001 to Rs.3,000. Kerala is leading compared to other states with the highest percentage (42.3%) of the migrant workers within the monthly savings category of Rs.3,001 to Rs.6,000. Hence the migrants in Tamilnadu are saving less and migrants in Kerala are saving more. This cross-tabulation is represented in the bar chart.

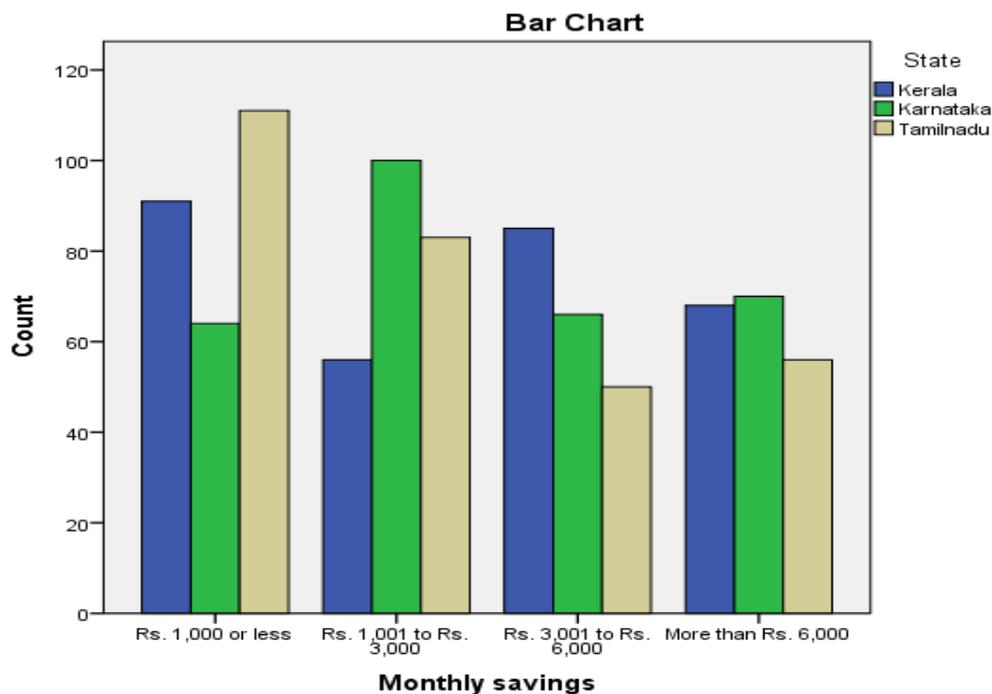


Figure 4.10. Bar Chart for State and Monthly Savings

From the diagram (4.10), it is clear that in Tamilnadu a greater number of migrants with less than Rs.1000 saving are there. More number of people with savings of Rs.1000 to Rs.3000 live in Karnataka. People living in Kerala save around Rs.3000 to Rs.6000. Tamilnadu living migrants are saving less irrespective of their higher-income than Kerala migrants because the saving rate of Tamilnadu migrants is lesser than Kerala living migrants.

Table 4.107. State and Savings Ratio

State	N	Subset for alpha = 0.05	
		1	2
Tamilnadu	300	20.7884	
Karnataka	300	21.2985	
Kerala	300		29.5281

Migrants in Tamilnadu save their 20% income and migrants in Kerala save 30% of their income. Migrants in Tamilnadu save less percentage of their income and migrants in Kerala save more percentage of their income. This difference is significant as per Analysis of Variance with an F value of 16.366 and a significant value of 0.000.

Table 4.108. Age and Monthly Savings

Age		Monthly savings				Total
		Rs.1,000 or less	Rs.1,001 to Rs.3,000	Rs.3,001 to Rs.6,000	More than Rs.6,000	
25 or less	Count	79	51	68	46	244
	%	29.7%	21.3%	33.8%	23.7%	27.1%
26 to 30 years	Count	44	62	56	22	184
	%	16.5%	25.9%	27.9%	11.3%	20.4%
31 to 35 years	Count	45	59	34	45	183
	%	16.9%	24.7%	16.9%	23.2%	20.3%
36 to 40 years	Count	66	32	26	47	171
	%	24.8%	13.4%	12.9%	24.2%	19.0%
More than 40 years	Count	32	35	17	34	118
	%	12.0%	14.6%	8.5%	17.5%	13.1%
Total	Count	266	239	201	194	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.108 shows the cross-tabulation between the age of migrants and the monthly savings of the migrants. The migrants who are having 25 years of age or less (33.8%) have monthly savings of Rs.3,001 to Rs.6,000. The migrants with age from 26 to 30 years (25.9%) have monthly savings of Rs.1,001 to Rs.3,000. The migrants with age 36 to 40 years (24.2%)

have monthly savings of more than Rs.6,000. Young people (25 years or less) are residing in the shed so their expenses are less which results in more savings. Higher aged people (36 years -40 years and more than 40 years) are saving more because their income is more.

Table 4.109. Education and Monthly Savings

Educational Qualification		Monthly savings				Total
		Rs. 1,000 or less	Rs. 1,001 to Rs. 3,000	Rs. 3,001 to Rs. 6,000	More than Rs. 6,000	
No formal education	Count	41	59	67	38	205
	%	15.4%	24.7%	33.3%	19.6%	22.8%
Primary education	Count	114	58	43	57	272
	%	42.9%	24.3%	21.4%	29.4%	30.2%
High school	Count	79	103	66	36	284
	%	29.7%	43.1%	32.8%	18.6%	31.6%
HSS or above	Count	32	19	25	63	139
	%	12.0%	7.9%	12.4%	32.5%	15.4%
Total	Count	266	239	201	194	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.110. Marital Status and Monthly Savings

Marital Status		Monthly savings				Total
		Rs.1,000 or less	Rs.1,001 to Rs.3,000	Rs.3,001 to Rs.6,000	More than Rs. 6,000	
Married	Count	171	149	113	150	583
	%	64.3%	62.3%	56.2%	77.3%	64.8%
Unmarried	Count	95	90	88	44	317
	%	35.7%	37.7%	43.8%	22.7%	35.2%
Total	Count	266	239	201	194	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Cross-tabulation between the level of education of migrants and their monthly savings shows that the migrants with primary education (42.9%) have monthly savings of Rs.1,000 or less. The migrants with high school education (43.1%) have monthly savings of Rs.1,001 to Rs. 3,000. The migrants with no formal education (33.3%) are savings Rs.3,001 to Rs.6,000

per month. This percentage is closer to the percentage of migrants with high school education (32.8%). The migrants with the education of HSS (32.5%) are savings more than Rs.6,000. It is already noticed that education and income are closely related. Migrants with higher education are saving more because they are earning more.

A greater number of married migrants are there in the higher-level saving category of Rs.6,000 and above. Unmarried migrants are savings from Rs.1000 to Rs.3000. Married migrants are saving Rs.6,000 per month which is more than unmarried migrants. The income of the married migrants is more than the income of unmarried migrants which has resulted in higher savings. The married people are aged and experienced people so they earn more.

Table 4.111. Family Size and Monthly Savings

Family Size		Monthly savings				Total
		Rs.1,000 or less	Rs.1,001 to Rs.3,000	Rs.3,001 to Rs.6,000	More than Rs.6,000	
3 or less	Count	42	54	64	27	187
	%	15.8%	22.6%	31.8%	13.9%	20.8%
4 Members	Count	44	58	65	57	224
	%	16.5%	24.3%	32.3%	29.4%	24.9%
5 Members	Count	72	63	28	52	215
	%	27.1%	26.4%	13.9%	26.8%	23.9%
More than 5 members	Count	108	64	44	58	274
	%	40.6%	26.8%	21.9%	29.9%	30.4%
Total	Count	266	239	201	194	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.111 shows the cross-tabulation between the family size of migrants and their monthly savings. The migrants with a family size of 5 and more than 5, are saving Rs.1000 or less per month. The migrants with a family size of 4 are savings Rs,3001 to Rs.6000 per month. The migrant workers with a family size of 3 or less are saving Rs.3001 to Rs.6000 per month. The migrant with fewer numbers in the family save more because their family expenses will be less.

Table 4.112. Native State and Monthly Savings

Native State		Monthly savings				Total
		Rs.1,000 or less	Rs.1,001 to Rs.3,000	Rs.3,001 to Rs.6,000	More than Rs.6,000	
Bihar	Count	59	60	58	38	215
	%	22.2%	25.1%	28.9%	19.6%	23.9%
Odisha	Count	38	43	23	40	144
	%	14.3%	18.0%	11.4%	20.6%	16.0%
North Eastern states	Count	47	23	25	36	131
	%	17.7%	9.6%	12.4%	18.6%	14.6%
Uttar Pradesh	Count	33	38	30	25	126
	%	12.4%	15.9%	14.9%	12.9%	14.0%
West Bengal	Count	30	31	27	27	115
	%	11.3%	13.0%	13.4%	13.9%	12.8%
Jharkhand & Chhattisgarh	Count	35	29	28	13	105
	%	13.2%	12.1%	13.9%	6.7%	11.7%
Other states	Count	24	15	10	15	64
	%	9.0%	6.3%	5.0%	7.7%	7.1%
Total	Count	266	239	201	194	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.112 shows the cross-tabulation between the native state of migrants and their monthly savings. The migrants from Bihar are saving Rs.3,000 to Rs.6,000 per month. Migrants from Odisha, West Bengal and North-Eastern states are saving more than Rs.6,000 per month. The migrants from UP are savings Rs.1,000 to Rs.3,000 per month. The migrants from Jharkhand and Chhattisgarh are also saving Rs.3,000 to Rs.6,000 per month.

Among the total migrants Muslims migrants are accounting for 14.7%, but within the savings category of more than Rs. 6,000 they account for is 21.1%. This means that in this savings category, the ratio of Muslim migrants is more than the ratio of Muslim migrants in the entire sample. The Muslims migrants are saving more than Rs.6000 per month. The Christian migrants are also saving Rs.6000 per month. Whereas, Hindu migrants are saving Rs.1,000 to Rs.6,000 per month. Christian migrants are saving more because the entire family is involved in the work and they earn more.

Table 4.113. Religion and Monthly Savings

Religion		Monthly savings				Total
		Rs.1,000 or less	Rs.1,001 to Rs.3,000	Rs.3,001 to Rs.6,000	More than Rs.6,000	
Muslim	Count	54	21	16	41	132
	%	20.3%	8.8%	8.0%	21.1%	14.7%
Christian	Count	4	1	3	6	14
	%	1.5%	0.4%	1.5%	3.1%	1.6%
Hindu	Count	208	217	182	147	754
	%	78.2%	90.8%	90.5%	75.8%	83.8%
Total	Count	266	239	201	194	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.114. Type of Residence and Monthly Savings

Type of Residence		Monthly savings				Total
		Rs.1,000 or less	Rs.1,001 to Rs.3,000	Rs.3,001 to Rs.6,000	More than Rs.6,000	
Room/Shed at the work site	Count	88	67	80	66	301
	%	33.1%	28.0%	39.8%	34.0%	33.4%
Room/Shed away from the work site	Count	46	48	33	29	156
	%	17.3%	20.1%	16.4%	14.9%	17.3%
Rented room	Count	57	64	59	81	261
	%	21.4%	26.8%	29.4%	41.8%	29.0%
Privately rented house	Count	67	39	16	9	131
	%	25.2%	16.3%	8.0%	4.6%	14.6%
Own House	Count	8	21	13	9	51
	%	3.0%	8.8%	6.5%	4.6%	5.7%
Total	Count	266	239	201	194	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.114 shows the cross-tabulation between the type of residence of migrants and their monthly savings. The migrants who are residing in a room or shed at the worksite are saving Rs.3,000 to Rs.6,000 per month. The migrants who are staying in a shed or a room provided

by the employer are saving Rs.1,000 to Rs.3,000. The migrants who are staying outside are saving less because they may tempt to spend more. If they stay within the site they do not have scope to spend money. The migrants who are staying in a rented room are saving more than Rs.6,000. The migrants who are staying in privately rented house are saving less than Rs.1,000. The migrants who are staying in a house are saving less than the migrants who are staying in a room because their expenditure will be more.

Table 4.115. Monthly Income and Monthly Savings

Monthly Income		Monthly savings				Total
		Rs.1,000 or less	Rs.1,001 to Rs.3,000	Rs.3,001 to Rs.6,000	More than Rs.6,000	
<15000	Count	144	85	88	54	371
	%	54.1%	35.6%	43.8%	27.8%	41.2%
15000-24000	Count	116	117	85	87	405
	%	43.6%	49.0%	42.3%	44.8%	45.0%
25000 and Above	Count	6	37	28	53	124
	%	2.3%	15.5%	13.9%	27.3%	13.8%
Total	Count	266	239	201	194	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

The migrants with monthly income less than Rs.15,000 are saving Rs.1,000 or less (54.1%). The income is less and savings is also less. Migrants with monthly income between Rs.15, 000 to Rs.24, 000 are saving Rs.1000 to Rs.3000. Migrants with income Rs.25000 and above are saving Rs.6000 and more. From the association stated above, it is clear that when the income increases and savings are also increasing.

The scatter plot shows the relationship between monthly income and monthly savings. The predicted line shows there is a positive relationship. The equation is also written in the line.

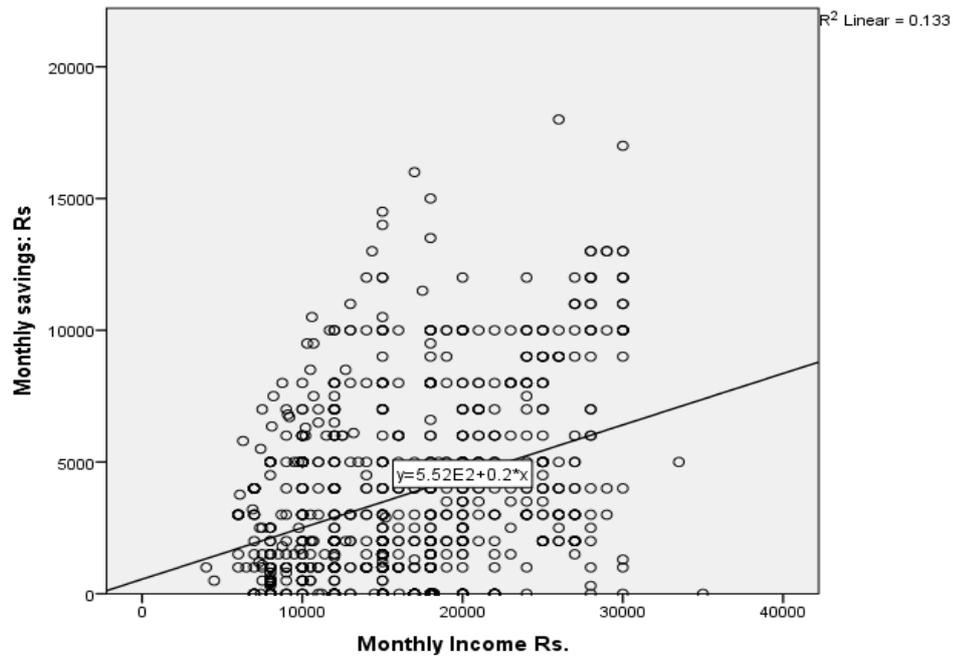


Figure 4.11. Monthly Income and Monthly savings

Table 4.116. Co-efficient

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	552.456	287.533		1.921	.055
	Monthly Income Rs.	.195	.017	.365	11.743	.000

a. Dependent Variable: Monthly savings: Rs

Regression analysis is performed by taking monthly income as an independent variable and monthly savings as dependent variables. The result shows that monthly income is significantly influencing monthly savings. The equation is

$$\text{Monthly Savings} = 552 + 0.195 * \text{Monthly Income}$$

The F value is 13.888 with a significant value of 0.000 which means the variable used is sufficient to predict monthly savings and the model is sufficient. The R square value is 0.133 and the adjusted R square value is 0.132. This means that 13 of variance in monthly savings can be predicted with the help of monthly savings.

Table 4.117. Monthly Savings and Usage of Remittances

Usage of Remittance		Monthly savings				Total
		Rs.1,000 or less	Rs.1,001 to Rs.3,000	Rs.3,001 to Rs.6,000	More than Rs.6,000	
Purchased or leased land	Count	24	30	30	17	101
	%	9.0%	12.6%	14.9%	8.8%	11.2%
Purchased other farm or nonfarm equipment	Count	15	15	23	26	79
	%	5.6%	6.3%	11.4%	13.4%	8.8%
Improvement in housing	Count	84	91	73	79	327
	%	31.6%	38.1%	36.3%	40.7%	36.3%
Purchased consumer durables	Count	40	40	27	23	130
	%	15.0%	16.7%	13.4%	11.9%	14.4%
Repayment of debt of Money lender	Count	51	39	37	27	154
	%	19.2%	16.3%	18.4%	13.9%	17.1%
Higher level of consumption	Count	21	10	5	6	42
	%	7.9%	4.2%	2.5%	3.1%	4.7%
Children's education and health	Count	22	9	4	11	46
	%	8.3%	3.8%	2.0%	5.7%	5.1%
Others	Count	9	5	2	5	21
	%	3.4%	2.1%	1.0%	2.6%	2.3%
Total	Count	266	239	201	194	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

The migrants who are saving less than Rs.1000 per month are using their remittances to repay the debt and borrowing from informal sources. If the savings are little more i.e. from Rs.1000 to Rs.3000 then purchase some consumer durables such as TV and Mixi. Migrants who are saving Rs.3000 to Rs.6000 use their remittances for purchasing land. If the saving is more than Rs.6000 then they use their extra money for purchasing farm equipment and for house improvements. Depending upon savings and extra disposable income, they decide the purpose of usage. The association stated above is very logical.

Table 4.118. Strength of Association

Variable	Cramer's V	Approx Sig	Dof	Strength
State	0.141	0.000	2	Small – Medium
Gender	0.051	0.509	1	No
Age	0.142	0.000	3	Medium
Education	0.201	0.000	3	Medium
Marital Status	0.151	0.000	1	Small
Family Size	0.148	0.000	3	Medium
Native State	0.105	.042	3	Small – Medium
Religion	0.135	0.000	2	Small – Medium
Residence	0.162	0.000	3	Medium
Monthly Income	0.204	0.000	2	Medium
Usage of Remittance	0.129	0.002	3	Small - Medium

The Chi-square test explains the significance of the association between the demographic variables and the monthly savings of the migrants, and the Cramer's V test explains the strength those associations. Table 4.118 shows the strength of the association between the demographic variables and the monthly savings of the migrants. Except for gender, all other demographic variables are having significant associations. Among those, the strengths of associations of age, education, family size, residence and monthly income with the monthly savings are medium. The strengths of associations of state, native state, religion and usage of remittance with the monthly savings are small-medium. The strength of association of marital status with the monthly savings is small. If the strength of association is medium, then whatever association stated are very strong and very reliable and that will be true on all occasions.

4.1.25. Socio-Economic Class

The question is asked the migrants to give their opinion about their socio-economic status. The respondents are migrant workers so higher-class economic status is not given in the option. Table 4.119 shows that 35 percent of migrant workers are from the middle class and 32 percent of migrant worker's socio-economic class is the lower and the same percentage of people are there in the lower middle class. It shows that middle-class people are also migrating in search of jobs. Lower class people will do all kinds of work. They are ready to do whatever they get in their native place itself. But middle-class people will not do a certain job in their

native place but they will be doing the same job in another state. Lower class people can manage their life with less income also. Middle-income people require some decent income to maintain their standard of living in their native place. So, more number of middle class people have migrated to other places to get a better income.

Table 4.119. Socio-Economic Class

Socio-economic class – View	Frequency	Percentage
Low	296	32.9
Lower middle	289	32.1
Middle	315	35.0
Total	900	100.0

Table 4.120. Test of Association

Variable	Chi-Square Value	Dof	Sig. value
State	218.656	4	0.000
Gender	12.989	2	0.002
Education	218.055	6	0.000
Monthly Income	182	4	0.000
Monthly Income (Anova)	119.330 (F)		0.000

The chi-square analysis reveals that State, Gender, Education and Monthly Income are associated with Socio-economic status. The significant value is less than 0.01 which means these associations are significant at 99 percent level of confidence.

Table 4.121. State and Socio-Economic Class

State		View about socio-economic class			Total
		Low	Lower middle	Middle	
Kerala	Count	180	83	37	300
	%	60.8%	28.7%	11.7%	33.3%
Karnataka	Count	37	83	180	300
	%	12.5%	28.7%	57.1%	33.3%
Tamilnadu	Count	79	123	98	300
	%	26.7%	42.6%	31.1%	33.3%
Total	Count	296	289	315	900
	%	100.0%	100.0%	100.0%	100.0%

The chi-square analysis shows that there is an association between socioeconomic status and states in which people have settled. With the help of column percentage what are the two categories associated can be predicted. As equal samples are drawn from each state, they account for 33.3 percent of the total sample. Migrants settled in Kerala believe that they belong to a low socio-economic class. Migrants in Kerala are getting lesser income, so they feel that they are in the lower class. Migrants living in Karnataka feel that they are in the middle class because their income is more than the other two states living migrants. Migrants who are living in Tamilnadu believe that they belong to the lower middle class. So, the people divide themselves based on their income.

Table 4.122. Gender and Socio-economic Class

Socio-Economic Class		Gender		Total
		Male	Female	
Low	Count	255	41	296
	%	31.6%	44.6%	32.9%
Lower middle	Count	255	34	289
	%	31.6%	37.0%	32.1%
Middle	Count	298	17	315
	%	36.9%	18.5%	35.0%
Total	Count	808	92	900
	%	100.0%	100.0%	100.0%

Female migrants belong to either low socio-economic class (44.6%) or lower middle socio-economic class (37%). In the middle socio-economic class, the ratio of male migrants is high compare to female migrants. However, in low and lower-middle socio-economic class female migrants are more than male migrants. Female migrants are more realistic and they will not think too much about themselves. Based on their income they have placed their position.

The majority of the migrant workers with no formal education belong to Low socio-economic class. People with no formal education feel that they belong to lower socio-economic class. Migrant workers with primary education belong to the lower middle socio-economic class (42.9%). Migrant workers with high school education belong to the Middle socio-economic class (48.6%). Migrant workers with HSS or above education belong middle socio-economic class (28.3 %). People with decent education place themselves in the middle level of the socio-economic class. These associations clearly indicate that education is having a direct impact on determining socio-economic class.

Table 4.123. Education and Socio-Economic Class

Education		View about socio-economic class			Total
		Low	Lower middle	Middle	
No formal education	Count	121	55	29	205
	%	40.9%	19.0%	9.2%	22.8%
Primary education	Count	104	124	44	272
	%	35.1%	42.9%	14.0%	30.2%
High school	Count	56	75	153	284
	%	18.9%	26.0%	48.6%	31.6%
HSS or above	Count	15	35	89	139
	%	5.1%	12.1%	28.3%	15.4%
Total	Count	296	289	315	900
	%	100.0%	100.0%	100.0%	100.0%

Table 4.124. Monthly Income and Socio-Economic Status

Monthly Income		View about socio-economic class			Total
		Low	Lower middle	Middle	
<15000	Count	160	156	55	371
	%	54.1%	54.0%	17.5%	41.2%
15000-24000	Count	129	115	161	405
	%	43.6%	39.8%	51.1%	45.0%
25000 and Above	Count	7	18	99	124
	%	2.4%	6.2%	31.4%	13.8%
Total	Count	296	289	315	900
	%	100.0%	100.0%	100.0%	100.0%

The majority of migrant worker belong to the low socio-economic status class (54.1%) have monthly income less than Rs.15000 per month. In the category of the income group of 15000-24000, 51.1% of migrants belong to middle socioeconomic status. Migrant workers who earn 25000 and above are in the category of the middle class. People who have less income believe that they belong to lower socio-economic strata. People with more than Rs.15000 income believe that they are in the middle class. So, income is having a direct bearing on deciding socio-economic status.

Table 4.125. Monthly Income and Socio-economic class

View about socio-economic class	N	Subset for alpha = 0.05	
		1	2
Low	296	13532.70	
Lower middle	289	14343.08	
Middle	315		19976.19

Migrants who believe that they are in the lower socio-economic strata, have a monthly income of Rs.13,532 and migrants who are in the lower middle class have a monthly income of Rs.14,343. The migrants who think that they are in the middle level of socio-economic class have a monthly income of Rs.19,976. So, there is a difference of Rs.6,300 between lower strata and middle level. Analysis of Variance shows that this difference is a significant difference with F value of 119.330 and significant value of 0.000.

4.1.26. Nature of Migration

Normally when people migrate in search of a job, they go alone. When they start a business then they migrate along with family. People who are having permanent jobs migrate with family. This study is about migrant workers so migrants who are doing business are not covered under this study.

Table 4.126. Type of Migration

I migrated	Frequency	Percentage
Alone	597	66.3
Along with family	303	33.7
Total	900	100.0

Table 4.126 shows that 66.3 percentage of migrant workers have migrated alone and only 33.7 percentage have migrated with their family. The majority of the migrants have migrated alone. A sizeable number of people have migrated along with the family.

Table 4.127. Test of Association

Variable	Chi-Square Value	Dof	Sig. Value
Nature of Work	10.885	1	0.000
Gender	35.326	1	0.000

Chi-square analysis shows that there is an association between the nature of migration and the nature of work performed by the migrants.

Table 4.128. Gender and Nature of Migration

Gender		Nature of Migration		Total
		Alone	Along with family	
Male	Count	562	246	808
	%	94.1%	81.2%	89.8%
Female	Count	35	57	92
	%	5.9%	18.8%	10.2%
Total	Count	597	303	900
	%	100.0%	100.0%	100.0%

Male migrants have migrated alone, whereas female migrants have migrated with the family. Normally female migrants have migrated after their marriage so they have migrated with the spouse. Male migrants have migrated alone and will send their income to their house.

Table 4.129. Nature of Work and Nature of Migration

Nature of Migration		Nature of Work		Total
		Contract basis	Day-to-day basis	
Alone	Count	266	331	597
	%	60.9%	71.5%	66.3%
Along with family	Count	171	132	303
	%	39.1%	28.5%	33.7%
Total	Count	437	463	900
	%	100.0%	100.0%	100.0%

Around 71.5 % of migrants who are engaged in day-to-day work have migrated alone. The majority of people who are migrated with family are engaged in contract basis work. When they get some kind of permanent job, then they move with family.

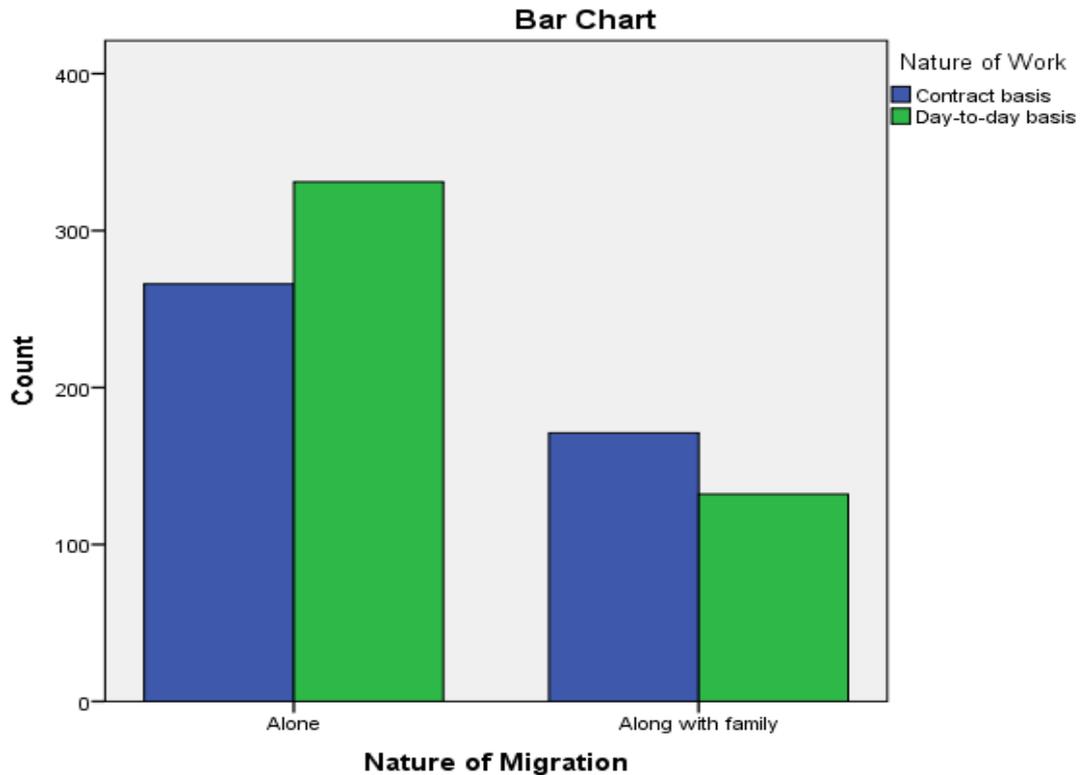


Figure 4.12. Nature of Migration and Nature of Work

The bar chart shows that among the people who have migrated alone, more number of people are doing day-to-day work. Among the people who have migrated with family, more number of people are engaged in contract basis work.

4.1.27. Years of Migrated Life

Years of Migrated life or time elapsed since migration is a piece of important information on two aspects. First, it talks about their experience after their migration. Once their experience is more, they will tend to settle in the place of work. In the countries perspective, it is good but from the perspective of people of migrated state, it will create trouble to them. Years of migrated life of Odisha migrants is more and there is a less number of migration from that state in recent years. This will indicate that the people of that state stopped their migration that may be due to steps taken by that state government.

The average years-of migrated life is 4 years which means inter-state migration is a recent phenomenon. The minimum number of years is Zero and the maximum is 25 years. There is a huge spread in the experience of migrated people. One person is having 25 years of migrated living. He is from West Bengal and settled in Kerala, living alone, having 53 years of age, and living in a shed provided by an employer away from the worksite. He is a Muslim and married person with a family size of 4 and his family is living in the native place. He is having a high

school education and his income is Rs. 22000 and his total expenses is Rs.12000. Median is 4 years and 62.3% of the people have 4 and less than 4 years of experience. The mode is 2 and about 172 people accounting for 19.2% have two years of experience which is the maximum frequency. The skewness divided by standard error and Kurtosis divided by standard error is more than 1.96 which means the data is not normal. The skewness value is positive which means that more number of occurrences are there below the mean value. The Kurtosis value is greater than 3 which means it is Leptokurtic and more occurrences are around the mean.

Around 40 percent of people have 3 to 5 years of experience. Around 5 percent of people have 11 years to 25 years of experience. About 37% of people have 1 to 2 years of migrated experience. This indicates that migration is taking place in recent years also. There are people with more years of experience also, which indicates that the concept of migration is not new. But, more number of people are with less experience. Hence it is concluded that migration is taking place in recent years also but on a higher scale.

Table 4.130. Test of Association

Variable	Chi-Square Value	Dof	Sig. value
State	28.204	6	0.000
Gender	11.488	3	0.000
Age	302.295	12	0.000
Education	104.528	9	0.000
Family Size	70.066	9	0.000
No. of Inmates	105.252	9	0.000
Education Status of Children	134.875	6	0.000
Native State	28.053	18	0.061
Type of Residence	164.599	12	0.000
Monthly Income	120.640	6	0.000
Usage of Remittances	68.732	21	0.000
Monthly Savings	28.849	9	0.001
Socio-Economic Status	91.023	6	0.000

Table 4.130 shows the Chi-square statistics of the cross-table between the years of migrated life and the other demographic variables. All the demographic variables are found to be significantly associated with the years of migrated life. The association is significant at

more than 99 percent level of confidence because the significant value is less than 0.01. The details of associations are explained in the following paragraphs.

Table 4.131. State and Years of Migrated Life

State		Years of Migrated Life				Total
		1-2 Years	3-5 Years	6-10 Years	11 -25 Years	
Kerala	Count	139	94	49	18	300
	%	42.0%	26.2%	30.1%	38.3%	33.3%
Karnataka	Count	91	146	47	16	300
	%	27.5%	40.7%	28.8%	34.0%	33.3%
Tamilnadu	Count	101	119	67	13	300
	%	30.5%	33.1%	41.1%	27.7%	33.3%
Total	Count	331	359	163	47	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

The migrants who have migrated life of less than two years are living in more numbers in Kerala, so Kerala is associated with migrants of 1-2 years of migrated life. Karnataka is associated with migrants of 3-5 years of migrated life and Tamilnadu is associated with migrants with 6-10 years of migrated life. Migrants who are living in Tamilnadu are staying in Tamilnadu for long years. Tamilnadu has started its growth history many years before. Development in Tamilnadu has attracted and retained migrants for many years.

Table 4.132. Gender and Years of Migrated Life

Gender		Years of Migrated Life				Total
		1-2 Years	3-5 Years	6-10 Years	11-25 Years	
Male	Count	287	333	142	46	808
	%	86.7%	92.8%	87.1%	97.9%	89.8%
Female	Count	44	26	21	1	92
	%	13.3%	7.2%	12.9%	2.1%	10.2%
Total	Count	331	359	163	47	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Male migrants are highly associated with long years of migrated life. About 97.9 migrants who are living for more than 11 years are male. Female migrants are having migrated life of living 1 to 2 years. Female migrants are staying for a minimum period. Migrants who are having 25 or less years of age are having 1-2 years of migrated life. Migrants with 26 to 30

years of age are having 3 to 5 years of migrated life. Migrants who are having age between 31 and 35 years are having migrated experience of 3 to 5 years. Migrants with 36 to 40 years of age are living as a migrant for 6 to 10 years. Aged migrants with an age of more than 40 years are having experience of 11 to 25 years. The associations stated clearly shows that the experience as a migrant is increasing with age. Naturally, age and experience will go together.

Table 4.133. Age and Years of Migrated Life

Age		Years of Migrated Life				Total
		1-2 Years	3-5 Years	6-10 Years	11 -25 Years	
25 or less	Count	182	50	9	3	244
	%	55.0%	13.9%	5.5%	6.4%	27.1%
26 to 30 years	Count	63	96	15	10	184
	%	19.0%	26.7%	9.2%	21.3%	20.4%
31 to 35 years	Count	29	109	34	11	183
	%	8.8%	30.4%	20.9%	23.4%	20.3%
36 to 40 years	Count	31	68	64	8	171
	%	9.4%	18.9%	39.3%	17.0%	19.0%
More than 40 years	Count	26	36	41	15	118
	%	7.9%	10.0%	25.2%	31.9%	13.1%
Total	Count	331	359	163	47	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.134. Education and Years of Migrated Life

Educational Qualification		Years of Migrated Life				Total
		1-2 Years	3-5 Years	6-10 Years	11 -25 Years	
No formal education	Count	113	39	46	7	205
	%	34.1%	10.9%	28.2%	14.9%	22.8%
Primary education	Count	117	96	46	13	272
	%	35.3%	26.7%	28.2%	27.7%	30.2%
High school	Count	70	161	33	20	284
	%	21.1%	44.8%	20.2%	42.6%	31.6%
HSS or above	Count	31	63	38	7	139
	%	9.4%	17.5%	23.3%	14.9%	15.4%
Total	Count	331	359	163	47	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Migrants with no formal education have migrated life of 1 to 2 years. Migrants with primary education also have migrated life of 1 to 2 years, Migrants with migrated life of three to five years have educational level up to high school level. Migrants with 6 to 10 years of migrated life have higher secondary and above qualifications.

Table 4.135. Family Size and Years of Migrated Life

Family Size		Years of Migrated Life				Total
		1-2 Years	3-5 Years	6-10 Years	11 -25 Years	
3 or less	Count	110	58	14	5	187
	%	33.2%	16.2%	8.6%	10.6%	20.8%
4 Members	Count	74	106	36	8	224
	%	22.4%	29.5%	22.1%	17.0%	24.9%
5 Members	Count	64	96	40	15	215
	%	19.3%	26.7%	24.5%	31.9%	23.9%
More than 5 members	Count	83	99	73	19	274
	%	25.1%	27.6%	44.8%	40.4%	30.4%
Total	Count	331	359	163	47	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Migrants who are having family size of 3 or less have migrated life of 1 to 2 years. Young migrants have three or less than three family size. Migrants having three to five years of migrated life have a family size of four. Migrants with a family size of 4 members have migrated life of 3 to 5 years. Migrants with a family size of 5 members have work experience of 11 to 25 years. Migrants with a family size of more than 5 members have 6 to 10 years of experience. Migrants are having an average age of 31 which means they are very young. When the age increases, they may get children which result in rise in family size. When the age increases, the experience also might increase.

Migrants with migrated life of 1 to 2 years are living with 1 to 2 family members with them. Migrants with 6 to 10 years of migrated life are living with 3 to 4 members or more than 4 members. When they stay for a longer period, they bring some more family members and they want to increase their family income. Migrants with 11 and more years of migrated life are staying alone. This indicates that after a certain period, family members go back to their native place and the migrant is living alone. Naturally, family members will return to their native place after a certain period. The situation in the living state is not that encouraging for permanent settlement. Living alone in old age is not providing social security to the migrant.

Table 4.136. No. of Inmates and Years of Migrated Life

No. of Inmates		Years of Migrated Life				Total
		1-2 Years	3-5 Years	6-10 Years	11 -25 Years	
Living alone	Count	84	54	19	15	172
	%	25.4%	15.0%	11.7%	31.9%	19.1%
1 to 2 Members	Count	129	67	23	5	224
	%	39.0%	18.7%	14.1%	10.6%	24.9%
3 to 4 Members	Count	71	137	64	13	285
	%	21.5%	38.2%	39.3%	27.7%	31.7%
More than 4 Members	Count	47	101	57	14	219
	%	14.2%	28.1%	35.0%	29.8%	24.3%
	Count	331	359	163	47	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.137. Educational Status of Children and Years of Migrated Life

Educational Status of Children		Years of Migrated Life				Total
		1-2 Years	3-5 Years	6-10 Years	11 -25 Years	
Never attended school	Count	178	75	21	9	283
	%	53.8%	20.9%	12.9%	19.1%	31.4%
Attended but now dropped	Count	29	24	17	2	72
	%	8.8%	6.7%	10.4%	4.3%	8.0%
Enrolled now	Count	124	260	125	36	545
	%	37.5%	72.4%	76.7%	76.6%	60.6%
Total	Count	331	359	163	47	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Migrants with never attended children have migrated life of 1 to 2 years. Children have never attended because most of migrants in this category are young and below 30 years and they do not have children. The migrants have ticked this option because they do not have children, so children have never attended school. Migrants with 6 to 10 years of experience have children and they have attended the school but now they have stopped due to migration. Migrants with 11 and more years of experience have enrolled their children into school. Government actions such as Continued education for Out of School Children (OoSC),

Children with Special Needs(CWSN), The Right of Children to Free and Compulsory Education Act (RTE) will help the migrants to give education to their children.

Table 4.138. Native State and Years of Migrated Life

Native State		Years of Migrated Life				Total
		1-2 Years	3-5 Years	6-10 Years	11 -25 Years	
Bihar	Count	96	79	33	7	215
	%	29.0%	22.0%	20.2%	14.9%	23.9%
Odisha	Count	38	75	24	7	144
	%	11.5%	20.9%	14.7%	14.9%	16.0%
North Eastern states	Count	52	44	24	11	131
	%	15.7%	12.3%	14.7%	23.4%	14.6%
Uttar Pradesh	Count	48	49	24	5	126
	%	14.5%	13.6%	14.7%	10.6%	14.0%
West Bengal	Count	46	44	18	7	115
	%	13.9%	12.3%	11.0%	14.9%	12.8%
Jharkhand & Chhattisgarh	Count	31	44	25	5	105
	%	9.4%	12.3%	15.3%	10.6%	11.7%
Other states	Count	20	24	15	5	64
	%	6.0%	6.7%	9.2%	10.6%	7.1%
Total	Count	331	359	163	47	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Migrants from Bihar have 1 to 2 years of experience. Migrants from Odisha have 3 to 5 years of experience. Migrants from North-Eastern states and West Bengal are living in the migrated place for a long period of 11 to 25 years. North-Eastern states people have started their migration before many years. West Bengal migrants had also started their migrant journey many years before because the Muslims in that state had a tough time there and they have migrated to Kerala. Migrants from UP and Jharkhand have experienced 6 to 10 years. The years of migrated life is less for Bihar migrants because many migrants are coming from Bihar in recent years also.

Table 4.139. Type of Residence and Years of Migrated Life

Type of Residence		Years of Migrated Life				Total
		1-2 Years	3-5 Years	6-10 Years	11 -25 Years	
Room/Shed at the worksite	Count	187	66	28	20	301
	%	56.5%	18.4%	17.2%	42.6%	33.4%
Room/Shed away from the worksite	Count	51	70	26	9	156
	%	15.4%	19.5%	16.0%	19.1%	17.3%
Privately rented room	Count	66	137	48	10	261
	%	19.9%	38.2%	29.4%	21.3%	29.0%
Privately rented house	Count	20	63	43	5	131
	%	6.0%	17.5%	26.4%	10.6%	14.6%
Own House	Count	7	23	18	3	51
	%	2.1%	6.4%	11.0%	6.4%	5.7%
Total	Count	331	359	163	47	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

The migrants whose type of residence is a room or shed at the worksite are having migrated life of 1-2 years. This means that for 1- or 2-years migrants will live in the shed provided by the employer. Most of the migrant workers are migrating alone so they prefer to reside at their worksite. Migrants with migrated life of 3-5 years are living in a shed away from the workplace or in a privately rented room. Migrants whose years-of migrated life is 6-10 years prefer to stay in a privately rented house. Once their migrated life goes beyond 11 years then they are interested in buying some kind of house on their own. Once the experience and years of migrated life increase, they are changing their living style. Migrants are looking for some kind of comfort and prefer to have some kind of permanent settlement once they get more experience.

Migrants who are having migrated life of 1 to 2 years are getting monthly income of Rs.15000 and less. People who are having limited years of experience are getting less wages. Migrants who are having experience of 11 years and above are getting a monthly personal income of Rs.15000 to Rs.24,0000. Migrants with 3 to 5 years of experience are earning Rs.25000 and above.

Table 4.140. Monthly Income and Years of Migrated Life

Monthly Income		Years of Migrated Life				Total
		1-2 Years	3-5 Years	6-10 Years	11 -25 Years	
<15000	Count	211	102	47	11	371
	%	63.7%	28.4%	28.8%	23.4%	41.2%
15000-24000	Count	105	186	84	30	405
	%	31.7%	51.8%	51.5%	63.8%	45.0%
25000 and Above	Count	15	71	32	6	124
	%	4.5%	19.8%	19.6%	12.8%	13.8%
Total	Count	331	359	163	47	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Most of the migrants are working in unorganised sectors once they get experience, they will become skilful and will become more productive and will get more income. Once they become old, they cannot do much of the physical work more effectively and their productivity will come down which will result in a reduction in income.



Figure 4.13. Scatter diagram for Monthly Income and Years of Migrated Life

The scatter diagram shows that there is a positive and direct relationship between years of migrated life and monthly Income. This indicates that the monthly income increases with years of experience.

Table 4.141. Usage of Remittances and Years of Migrated Life

Usage of Remittances		Years of Migrated Life				Total
		1-2 Years	3-5 Years	6-10 Years	11 -25 Years	
Purchased or leased land	Count	45	43	5	8	101
	%	13.6%	12.0%	3.1%	17.0%	11.2%
Purchased farm or nonfarm equipment	Count	22	38	16	3	79
	%	6.6%	10.6%	9.8%	6.4%	8.8%
Improvement in housing	Count	110	132	69	16	327
	%	33.2%	36.8%	42.3%	34.0%	36.3%
Purchased consumer durables	Count	47	52	20	11	130
	%	14.2%	14.5%	12.3%	23.4%	14.4%
Repayment of debt of money lender	Count	78	52	23	1	154
	%	23.6%	14.5%	14.1%	2.1%	17.1%
Higher level of consumption	Count	13	22	7	0	42
	%	3.9%	6.1%	4.3%	0.0%	4.7%
Children's education and health	Count	7	15	18	6	46
	%	2.1%	4.2%	11.0%	12.8%	5.1%
Others	Count	9	5	5	2	21
	%	2.7%	1.4%	3.1%	4.3%	2.3%
Total	Count	331	359	163	47	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Migrants with migrated life of 1 to 2 years are using their extra yearning to repay the debt borrowed from the moneylender. Repayment of a loan borrowed from a money lender is the first task they do after migration. Migrants with migrated life of 3 to 5 years spend their remittance for extra consumption. So, they will try to have good food at present and interested to have some money to get good food in future also. They also will be interested in buying farm equipment to increase their earnings from agriculture. Migrants with migrated life of 6 to 10 years of experience will start repairing their house to have toilets inside the house and if possible, they will construct new house also. After making improvements in the house, they will be interested in buying TV, motorcycle and other consumer durables. Migrants with 11 years and more experience will buy land or take land for lease.

Table 4.142. Monthly Savings and Years of Migrated Life

Monthly Savings		Years of Migrated Life				Total
		1-2 Years	3-5 Years	6-10 Years	11 -25 Years	
Rs. 1,000 or less	Count	110	94	53	9	266
	%	33.2%	26.2%	32.5%	19.1%	29.6%
Rs.1,001 to Rs.3,000	Count	74	116	37	12	239
	%	22.4%	32.3%	22.7%	25.5%	26.6%
Rs.3,001 to Rs.6,000	Count	83	83	27	8	201
	%	25.1%	23.1%	16.6%	17.0%	22.3%
More than Rs.6,000	Count	64	66	46	18	194
	%	19.3%	18.4%	28.2%	38.3%	21.6%
Total	Count	331	359	163	47	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Migrants with migrated life of 1 to 2 years have monthly savings of Rs.1000 or less. Less experienced people have less income so they save less. Migrants who are having 3 to 5 years of migrated life have monthly savings of Rs.1001 to Rs.3,000. Migrants with 11 and more experience save Rs.6000 and more. Hence there is a direct and positive relationship between years of migrated life and savings.

Table 4.143. Socio-Economic Class and Years of Migrated Life

Socio-Economic Class		Years of Migrated Life				Total
		1-2 Years	3-5 Years	6-10 Years	11 -25 Years	
Low	Count	159	90	31	16	296
	%	48.0%	25.1%	19.0%	34.0%	32.9%
Lower middle	Count	107	95	69	18	289
	%	32.3%	26.5%	42.3%	38.3%	32.1%
Middle	Count	65	174	63	13	315
	%	19.6%	48.5%	38.7%	27.7%	35.0%
Total	Count	331	359	163	47	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Migrants with 1 or 2 years of migrated life believe that they belong to lower socio-economic strata. Migrants with 3-5 years of migrated life think that they are in the middle

Socio-Economic class. Once the experience further rises to 11 and more years, they have started realising that the economic status will not improve further and their socio economic status has come down to lower-middle. As a migrant, they are not able to think beyond a certain level. Once they become a little old, they have started realising that their economic status will not improve further.

Table 4.144. Strength of Association

Variable	Cramer's V	Approx. Sig	Dof	Strength
State	0.125	0.000	2	Small-Medium
Gender	0.113	0.000	1	Small
Age	0.335	0.000	3	Large
Education	0.197	0.000	3	Medium
Family Size	0.161	0.000	3	Medium
No. of Inmates	0.197	0.000	3	Medium
Education Status of Children	0.274	0.000	2	Medium
Native State	0.102	0.061	3	Small
Type of Residence	0.247	0.000	3	Medium-Large
Monthly Income	0.259	0.000	2	Medium
Usage of Remittance	0.160	0.000	3	Medium
Monthly Savings	0.103	0.001	3	Small
Socio-Economic Status	0.225	0.000	2	Medium

While the Chi-square test explains the significance of the association between the demographic variables and the years of migrated life, the Cramer's V test explains the strength those associations. Table 4.144 shows the strength of the association between the demographic variables and the years of the migrated life. All the demographic variables have significant associations. Among those, the strengths of associations of age with the years of the migrated life is large. The strength of association between type of residence and years of migrated life is medium-large. The strength of associations of education, family size, No. of in-mates education status of children, type of residence, monthly income, usage of remittance and socio-economic class with the years of migrated life is medium. The strength of associations of state with the years of migrated life is small to medium. The strength of associations of gender, native state, monthly savings with the years of migrated life is small. If the strength of

association is medium and large, then whatever the associations stated above are very strong and very reliable and that will be true on all occasions.

4.1.28. Pressure Group

Migrating from a native state to another state is a hard decision and a painful decision also. To take such a decision there should be some pressure. The influence may come from within the person or from family or from external agencies.

About 44.9 percent of migrant workers are influenced by family members who are the major driving force to migrate. The family condition may warrant a person to move away from native state to earn for him and for the family. Around 38.9 percent of the migrants are influenced by labour contractors to migrate. States like Karnataka and Tamilnadu require a lot of labour force to augment their development. Many people are doing that service of providing labour force as their business. They develop contact with people living in their native state and they will influence the people to migrate. Only 10 percent of migrants are influenced by their relatives, friends from those are who have already migrated. Around 6 percent of migrants develop the idea of migration on their own.

Table 4.145. Test of Association

Variable	Chi-Square value	Dof	Sig. value
State	36.768	6	0.000
Gender	6.827	3	0.078
Age	37.324	12	0.000
Education	36.866	9	0.000
Marital Status	5.796	3	0.122
Family Size	26.555	9	0.002
Native State	89.426	18	0.000
Monthly income	91.440	6	0.000
Remittance	84.728	21	0.000
Monthly Savings	17.506	9	0.041

Test of association is performed to understand the relationship between pressure groups and other demographic characteristics of respondents such as State, Gender, Age, Education, Marital Status, Family Size, Nativity, Monthly income, remittance and monthly savings. From the above table, it is inferred that, variables such as State, Age, Education, Family Size, Native

State, Monthly Income, Remittance and monthly savings evidenced significant nexus ($p < 0.05$) with pressure groups.

Table 4.146. State and Source of Influence

State		Source of Influence				Total
		Labour Contractor	Family Member	Relatives and Friends	Self - initiative	
Kerala	Count	135	112	35	18	300
	%	38.6%	27.7%	38.5%	32.7%	33.3%
Karnataka	Count	79	160	38	23	300
	%	22.6%	39.6%	41.8%	41.8%	33.3%
Tamilnadu	Count	136	132	18	14	300
	%	38.9%	32.7%	19.8%	25.5%	33.3%
	Count	350	404	91	55	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

From the above table, it is inferred that relatives and friends acted as a source of influence for the migrants living in Karnataka (41.8%). It is interesting to note that self-initiation also exhibits 42 percent for migrants living in Karnataka. Further influence of family members is also an important influential source for labourers living in Karnataka. From the above table, it is observed that labour contractors (38.9%) are the major source of influence for migrants living in the state of Tamilnadu. Labour contractors are a source of influence for the migrants living in Kerala also. In addition to labour contractors, influence relatives influence is also accounting for 38% for Kerala settled migrants. This association is significant at 99 percent level of confidence as per the Chi-Square test. For Karnataka, migrants with a decent educational qualification are migrating so they have some of self -initiative. Tamilnadu people are shrewd enough to develop anything as a business. So, the labour contractors are playing a very active role. In Kerala, people working in Plywood Industries are influenced by contractors and migrants working in domestic work in houses are influenced by relatives.

It is interesting to observe that female migrant's workers are highly influenced by their own initiations ascertained to 18.2 percent. On the flip side, male migrant workers are very much influenced by relatives and friends group accounting for 94.5%. This fundamentally communicates that, male workers are ought to have more social connections when compared with Female workers. Female migrants want to live and work and share the burden with husband so they are migrating on their own initiative and there is no pressure from outside.

Table 4.147. Gender and Source of Influence

Gender		Source of Influence				Total
		Labour Contractor	Family Member	Relatives and Friends	Self - Initiative	
Male	Count	318	359	86	45	808
	%	90.9%	88.9%	94.5%	81.8%	89.8%
Female	Count	32	45	5	10	92
	%	9.1%	11.1%	5.5%	18.2%	10.2%
Total	Count	350	404	91	55	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.148. Age and Source of Influence

Age		Source of Influence				Total
		Labour Contractor	Family Member	Relatives and Friends	Self-Initiative	
25 or less	Count	122	79	36	7	244
	%	34.9%	19.6%	39.6%	12.7%	27.1%
26 to 30 years	Count	66	88	17	13	184
	%	18.9%	21.8%	18.7%	23.6%	20.4%
31 to 35 years	Count	62	95	15	11	183
	%	17.7%	23.5%	16.5%	20.0%	20.3%
36 to 40 years	Count	62	82	13	14	171
	%	17.7%	20.3%	14.3%	25.5%	19.0%
More than 40 years	Count	38	60	10	10	118
	%	10.9%	14.9%	11.0%	18.2%	13.1%
Total	Count	350	404	91	55	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

The above table 4.148 shows, younger migrant workers (25 years and less) are majorly influenced by relatives and friends to search for livelihood leading to migration, this particular source of influence amounts to 39.6 percent. The same age category migrants are also influenced by labour contractors. It is noted that 23.6 percent of influence is exerted by self-initiation in the case of 26 to 30 years of age. A similar influential source is observed in the

36 to 40 age category accounting for 25.5 percent and in more than 40 years of age results to 18.2 percent. Migrant workers with 31 to 35 years of age are influenced by family members.

Table 4.149. Education and Source of Influence

Education		Source of Influence				Total
		Labour Contractor	Family Member	Relatives and Friends	Self - Initiative	
No formal education	Count	107	65	17	16	205
	%	30.6%	16.1%	18.7%	29.1%	22.8%
Primary education	Count	109	116	32	15	272
	%	31.1%	28.7%	35.2%	27.3%	30.2%
High school	Count	90	154	29	11	284
	%	25.7%	38.1%	31.9%	20.0%	31.6%
HSS or above	Count	44	69	13	13	139
	%	12.6%	17.1%	14.3%	23.6%	15.4%
Total	Count	350	404	91	55	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Cross-tabulation between the level of education and source of influence is presented in the above table 4.149. Migrant workers who have no education are highly influenced by the labour contractors towering to 30.6 percent, however self-initiative also exhibits nearly high source of influence accounting to 29 %, it clearly displays both Labour contractors and self-initiation act as a vital source influence for respondents with no formal education to migrate as labourers. Labour contractors mainly focus on people who do not have an education because they will be the target population for them. For people without education, the only option is labour work so they develop the idea of moving away for themselves. Respondents with a primary level of education reported that the highest source influence as Relatives and families accounting for 35.2%. For respondents who reached high school level of education accept that their dominating source influence is family members accounting for 38.1%. Finally, respondents with HSS or above reported self-initiation as a source of influence accounting for 23.6%.

Migrant workers with family size of 3 or less are influenced by the labour contractors to the extent of 28.9 percent. In the case of migrant workers who are having a family size of 4 members are much influenced by relatives and friends accounting for 27.5 percent. Dissecting the case of the family size of more than 5 members, evidence relatives and friends act as a source of influence accounting for 35.2% percent.

Table 4.150. Family Size and Source of Influence

Family Size		Source of Influence				Total
		Labour Contractor	Family Member	Relatives and Friends	Self-initiative	
3 or less	Count	101	61	12	13	187
	%	28.9%	15.1%	13.2%	23.6%	20.8%
4 Members	Count	82	104	25	13	224
	%	23.4%	25.7%	27.5%	23.6%	24.9%
5 Members	Count	78	103	22	12	215
	%	22.3%	25.5%	24.2%	21.8%	23.9%
More than 5 members	Count	89	136	32	17	274
	%	25.4%	33.7%	35.2%	30.9%	30.4%
Total	Count	350	404	91	55	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.151 exhibit the cross-tabulation between the source of influence and native state. From the table, it is observed that around 32 percent of influence is from labour contractors for migrant workers coming from Bihar. Contractors will focus on the place wherefrom more people are coming. The majority of migrants accounting for 23.9 percent are coming from Bihar. That is the reason the contractors focus on Bihar. It is noteworthy to note self-initiative acts as a major imputation for the migrant workers from natives of the North Eastern States and West Bengal ascertaining to 23.6 percent and 21.8 percent respectively. Migrant workers from Odisha are influenced to migrate by the family members that exhibit around 19.3 percent. The family size of Odisha based migrants is more. So, there will be some pressure within the family on others to move. The family members are the major source of influence to Jharkhand and Chhattisgarh migrants also.

Table 4.151. Native State and Source of Influence

Native State		Source of Influence				Total
		Labour Contractor	Family Member	Relatives and Friends	Self-Initiative	
Bihar	Count	113	78	14	10	215
	%	32.3%	19.3%	15.4%	18.2%	23.9%
Odisha	Count	51	78	9	6	144
	%	14.6%	19.3%	9.9%	10.9%	16.0%
North Eastern states	Count	47	59	12	13	131
	%	13.4%	14.6%	13.2%	23.6%	14.6%
Uttar Pradesh	Count	53	59	9	5	126
	%	15.1%	14.6%	9.9%	9.1%	14.0%
West Bengal	Count	31	39	33	12	115
	%	8.9%	9.7%	36.3%	21.8%	12.8%
Jharkhand & Chhattisgarh	Count	32	61	9	3	105
	%	9.1%	15.1%	9.9%	5.5%	11.7%
Other states	Count	23	30	5	6	64
	%	6.6%	7.4%	5.5%	10.9%	7.1%
Total	Count	350	404	91	55	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.152. Monthly Income and Source of Influence

Monthly Income		Source of Influence				Total
		Labour Contractor	Family Member	Relatives and Friends	Self-Initiative	
<15000	Count	201	125	29	16	371
	%	57.4%	30.9%	31.9%	29.1%	41.2%
15000-24000	Count	122	191	59	33	405
	%	34.9%	47.3%	64.8%	60.0%	45.0%
25000 and Above	Count	27	88	3	6	124
	%	7.7%	21.8%	3.3%	10.9%	13.8%
Total	Count	350	404	91	55	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Migrants who are having monthly income less than Rs.15000 are majorly influenced by labour contractors. People employed through contractors will get less than other migrants

because contractors will take some commission because they take effort and they spend some money also to provide some amenities to migrant workers. The respondents earning Rs.15000 to Rs.24000 are highly influenced by relatives and friends accounting for 64.8 percent followed by self-initiative accounting to 60 percent. Whereas, family members influence is high for the case of Rs.25000 and above monthly income category. Once the income of migrant workers is attractive, then other family members feel that the migrated job is lucrative and they will motivate others also.

Table 4.153. Monthly Savings and Source of Influence

Monthly Savings		Source of Influence				Total
		Labour Contractor	Family Member	Relatives and Friends	Self-Initiative	
Rs.1,000 or less	Count	101	118	23	24	266
	%	28.9%	29.2%	25.3%	43.6%	29.6%
Rs.1,001 to Rs.3,000	Count	90	121	20	8	239
	%	25.7%	30.0%	22.0%	14.5%	26.6%
Rs.3,001 to Rs.6,000	Count	85	87	22	7	201
	%	24.3%	21.5%	24.2%	12.7%	22.3%
More than Rs.6,000	Count	74	78	26	16	194
	%	21.1%	19.3%	28.6%	29.1%	21.6%
Total	Count	350	404	91	55	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.153 provide the cross-tabulation between the source of influence and monthly savings. Migrant workers who are saving Rs.1000 or less are influenced by self-initiative which is accounting for 43.6 percent of that particular population. As this category people have migrated on their own, there is no expectation from the family, so they need not send money to home. Hence, they are saving less. Migrant workers who are influenced by family members to migrate save money between Rs.1001 and Rs.3000 per month. As far as more than Rs.6000 saving migrant workers are concerned, self-initiative is the source influence accounting for 29 percent followed by relatives and friends accounting for 28 percent. Migrants who are influenced by labour contractors are saving Rs.3000 to Rs.6000. Interestingly they get less income but save more. This is because the labour contractor will have some kind of supervision over them and they will ask them not to spend money too much and they help them to get medical treatment in the Govt. hospital. They will ask them to save

more money so that the family members will be happier and they will send some more people also in future.

Table 4.154. Strength of Association

Variable	Cramer's V	Approx. Sig	Dof	Strength
State	0.143	0.000	2	Small-Medium
Gender	0.087	0.078	1	Small
Age	0.118	0.000	3	Small-Medium
Education	0.117	0.000	3	Small-Medium
Marital Status	0.080	0.122	1	Small
Family Size	0.099	0.002	3	Small
Native State	0.182	0.000	3	Medium
Monthly Income	0.225	0.000	2	Medium
Monthly Savings	0.081	0.041	3	Small

The strength of association is evidenced in the above table displaying the results of the association between sources of influence and other demographics variables such as State, gender, age, education, marital status, family size, native state, monthly income, monthly savings and usage of remittance are interpreted using Cramer's V. The strength of association between source of influence, demographics variables such as state, age, marital status have small to medium effect.

4.1.29. Conclusion

The socio-economic variables decide the characteristics and behaviour of any person. Around 27 socio-economic variables are studied in this chapter. Almost all possible variables are studied. The importance of the variables is explained first and then frequency analysis is carried out. Chi-square analysis is used to find out the association between two variables. Most of the chi-square analysis has resulted in significant association and that might be due to the larger sample size. The cross-tabulation analysis has produced very interesting and noteworthy findings. The strength of association is also analysed with the help of Cramer's V. In many places it is noticed that the strength of association is medium and large. A medium and large strength of association indicates that the association stated is reliable and permanent and this association will be true in the long run also. From the study findings it is clear socio-economic variables are very powerful variables in the migrant workers study.

4.2. Employment Background of Migrant Workers

4.2.1. Introduction

Most of the migrant workers are working in an unorganised sector. The employment practices prevailing in unorganised sectors are not visibly known to outsiders. Apart from that, employment practices are different in different organisations and they will vary depending on the nature of the employer. Implementation of labour laws in the unorganised sector is very difficult and many organisations are not showing much serious in implementing labour laws. The awareness level of labour laws among employees is much lower because the level of education is also lower. Labourers do not have a union to protect their interests. In this context, collecting the information about the nature of employment terms prevailing in different industries across three states is important. It will be useful and critical data for policymakers. The different aspects or variables studied under this chapter are sources of information or sources of recruitment, type of engagement, nature of job contract, nature of work, present occupier, the skills required, working hours per day, wage per day, frequency of Wage payment, receipt of the lump-sum advance, chances for acquiring skills, termination of the present job and joining in new job.

4.2.2. Sources of Recruitment/Information

Migrant workers have two important issues with respect to getting a job. First, there is no formal place which will give details about employment requirements. The second one is that they have limited information about the nature of the place in which they are searching for a job and they have language problems to develop access to the place of employment. Now there is a question with these two problems, how do they get the job? Details are collected about how they developed access to the present job and are presented below.

Some smart entrepreneurs in Tamil Nadu, mainly in industrial towns like Tirupur, have started recruitment firms mainly to help migrant workers. In the bus stand, they are standing and giving cards to migrant people and asking them to register with them. These people are called in this study as labour contractors.

Table 4.155. Source of Information and Influence

	Frequency	Percentage
Own-effort / self-initiative	191	21.2
Through acquaintances/relatives	190	21.1
Through labour contractor	336	37.3
Directly approached the employer	87	9.7
Approached by the employer	44	4.9
Advertisements	13	1.4
Others,	39	4.3
Total	900	100.0

Table 4.155 shows that 37.3 percent of migrant workers accessed their present employment through labour contractors. This data clearly shows that labour contractors are playing a very active role in bridging the gap between labourers and employers. In the native state, some entrepreneurs or governments can start recruitment firms mainly to help people to migrate. Around 21 percent of migrant workers accessed employers through acquaintances or relatives and friends. This is another important source. The migrants are living together and they are helping each other. The employers are asking the migrant workers working with them to bring some more people, and the labourers are bringing the migrants. About 9.7 percent of the migrants have directly approached employers. Gate hiring is another familiar source. The migrants will approach industries directly. In industrial towns, migrant workers are working in the organised sector also. However, a growing number of people are working in the SME sector. The SME sectors in Tirupur and Coimbatore are mainly dependent on migrant workers for their labour force requirements. In the Virudhunagar district, they are working in Ginning mills, match works, and fireworks. Approximately another 5 percent are recruited directly by the employer. Since they are living in a particular place, the employers are directly going to their place and bring the people for work. Only less than 2% of people are recruited through advertisements and others. Employers are distributing some pamphlets whenever they require people. Though this practice is prevailing, it is not very effective. Around 20% of migrants have moved from their native state on their own without influence from anybody. It shows a growing number of jobs are provided by labour contractors. Advertisement does not play a role in connecting with migrant workers, which reflects the absence of any formal system. Nowadays, labour contractors play a vital role in bringing people from other states. Most of the migrant workers are involved in construction work. The construction contractors give the

labour work to labour contractors. The labour contractors develop contact with migration workers.

4.2.3. Nature of Engagement

After physiological needs, security needs are the second most important needs. Security needs include job security, social security and life security. There is a need for some kind of permanency in the working relationship. Work permanency will help the employer to plan properly and complete the task on time. On another side, it helps the labourer to get continuous employment. Permanent workers will get paid for holidays also. The income of temporary workers will be affected if there is no work due to holidays, rain, festivals, non-availability of materials. Workers can get labour law benefits only when they are on muster rolls.

Table 4.156. Nature of Engagement

Nature of Engagement	Frequency	Percentage
Contract basis	437	48.6
Day-to-day basis	463	51.4
Total	900	100.0

Table 4.156 shows that 51.4 percent of migrant worker's nature of work engagement is day to-day basis and 48.6 percent are on a contract basis. It shows that the majority of the migrant workers are working for daily wages. Contract basis means they will work till the completion of the job. A daily basis means workers will work continuously but the wages are paid according to the number of days worked by the workers. The association between different demographic variables of migrant workers and their nature of engagement is shown in table 4.2.3.

Table 4.157. Test of Association

Variable	Chi-Square Value	Dof	Sig. Value
State	40.363	2	0.000
Gender	3.778	1	0.052
Age	13.822	4	0.008
No. of Inmates	2.942	3	0.401
Type of Residence	19.920	4	0.001
Monthly Income	11.897	2	0.009
Nature of Migration	10.885	1	0.001
Nature of Work	45.087	8	0.000

Table 4.157 shows that there is a significant association between the nature of engagement of migrant workers and the state where they are working, their age, type of residence, monthly income, nature of migration and nature of work at a 99 percent level of confidence. A significant association is also seen between the nature of engagement with gender, but at a 95 percent level of confidence. However, there is no association between the nature of engagement of migrant workers and the no. of family members living with them. To find out the association between two category variables, the chi-square test is used. The two variables are said to be associated which means when there is a change in the category of one variable results in a change in the category of another variable.

Table 4.158. State and Nature of Engagement

State		Nature of Engagement		Total
		Contract basis	Day-to-day basis	
Kerala	Count	164	136	300
	%	37.5%	29.4%	33.3%
Karnataka	Count	101	199	300
	%	23.1%	43.0%	33.3%
Tamilnadu	Count	172	128	300
	%	39.4%	27.6%	33.3%
Total	Count	437	463	900
	%	100.0%	100.0%	100.0%

Table 4.158 shows that the majority of migrant workers in Kerala and Tamil Nadu are engaged on a contract basis and migrant workers in Karnataka are engaged on a day-to-day basis. In Kerala, though they work in Brick kiln and domestic work, there exists some kind of permanency. Kerala is a union-dominated state the culture in that state is taken to migrant workers also. In Karnataka, the IT culture has taken to migrant workers also. The problem is that the migrant workers themselves are not interested in a permanent job.

Table 4.159. Gender and Nature of Engagement

		Nature of Engagement		Total
		Contract basis	Day-to-day basis	
Male	Count	383	425	808
	%	87.6%	91.8%	89.8%
Female	Count	54	38	92
	%	12.4%	8.2%	10.2%
Total	Count	437	463	900
	%	100.0%	100.0%	100.0%

Table 4.159 shows that the majority of male labourers are engaged on a day-to-day basis work and the majority of female labourers are engaged on a contract basis work. As noted earlier, this association is statistically significant at a 10% level of significance. Male workers want to earn more, so they are ready to work wherever they get more income. They are changing jobs often. Female migrants are not ready to search for a job everybody. So, they want to engage in a contract basis job.

Table 4.160. Age and Nature of Engagement

Age		Nature of Engagement		Total
		Contract basis	Day-to-day basis	
25 or less	Count	111	133	244
	%	25.4%	28.7%	27.1%
26 to 30 years	Count	81	103	184
	%	18.5%	22.2%	20.4%
31 to 35 years	Count	101	82	183
	%	23.1%	17.7%	20.3%
36 to 40 years	Count	97	74	171
	%	22.2%	16.0%	19.0%
More than 40 years	Count	47	71	118
	%	10.8%	15.3%	13.1%
Total	Count	437	463	900
	%	100.0%	100.0%	100.0%

Table 4.160 shows that the majority of migrant workers who are in the age category of 25 or less years, and 26 to 30 years are engaged in day-to-day basis work. Migrant workers who are in the age category of 31 to 35 years and 36 to 40 years are engaged in contract basis work. Young people are working on a day-to-day basis work because they do not have experience; they are not getting contract basis jobs. They are also new to the place, so they may not know the nature of the employer and the nature of the place. Hence, they are also not showing interest in getting permanently locked up in one area and one employer. More than 40-year-old age category people are also engaged in day-to-day basis job because they want to earn more, so they look for new opportunities every day, but their total monthly income is not rising. Employers are also not showing much interest in people who are more than 40 years of age because they do not have the required physical energy to carry out manual work.

Table 4.161. Type of Residence and Nature of Engagement

Type of Residence		Nature of Engagement		Total
		Contract basis	Day-to-day basis	
Room/Shed at the worksite	Count	145	156	301
	%	33.2%	33.7%	33.4%
Room/Shed away from the worksite	Count	95	61	156
	%	21.7%	13.2%	17.3%
Privately rented room	Count	102	159	261
	%	23.3%	34.3%	29.0%
Privately rented house	Count	69	62	131
	%	15.8%	13.4%	14.6%
Own House	Count	26	25	51
	%	5.9%	5.4%	5.7%
Total	Count	437	463	900
	%	100.0%	100.0%	100.0%

Table 4.161 shows that, irrespective of the nature of engagement, majority of the migrant workers are staying in the room/shed provided at the worksite. The majority of migrant workers who are engaged on a contract basis are living in a room/shed located away from their workplace. Similarly, the majority of the migrant workers who are engaged on a day-to-day basis are living in a rented room. Migrant workers feel that they can get a job on an everyday basis and they also feel that they can also get a good income, so they move to a private room. A majority of the migrant workers who are engaged on a contract basis are living in rented

houses. The house owners will ask their tenant about the place of his employment. So, only people who are working on a contract basis move to a privately rented house.

Table 4.162. Monthly Income and Nature of Engagement

Monthly Income		Nature of Work		Total
		Contract basis	Day-to-day basis	
<15000	Count	205	166	371
	%	46.9%	35.9%	41.2%
15000-24000	Count	174	231	405
	%	39.8%	49.9%	45.0%
25000 and Above	Count	58	66	124
	%	13.3%	14.3%	13.8%
Total	Count	437	463	900
	%	100.0%	100.0%	100.0%

Table 4.162 shows that the majority of migrant workers who are engaged on a contract basis earn less than Rs.15,000 per month. Similarly, the majority of migrant workers who are engaged on a day-to-day basis earn Rs.15,000 to Rs.24,000 per month. So, migrant workers engaged in a contract basis job are getting less income than those who are working on a day-to-day basis.

Table 4.163. Years of Migrated Life and Nature of Engagement

Years of Migrated Life		Nature of Work		Total
		Contract basis	Day-to-day basis	
1-2 Years	Count	149	182	331
	%	34.1%	39.3%	36.8%
3-5 Years	Count	190	169	359
	%	43.5%	36.5%	39.9%
6-10 Years	Count	84	79	163
	%	19.2%	17.1%	18.1%
11 -25 Years	Count	14	33	47
	%	3.2%	7.1%	5.2%
Total	Count	437	463	900
	%	100.0%	100.0%	100.0%

A cyclic pattern is seen in the majority of migrant workers while testing the association between years of migrated life and the nature of work engagement. The majority of migrant workers are engaged in day-to-day basis work during their initial years of migration, followed by contract basis work for between three to ten years of migration. Then again, after more than ten years of migration, the majority of labourers are engaged in day-to-day work. In the initial period, they work on a day-to-day basis job because they do not have experience of work and exposure to the workplace. After 3 years of experience, they are looking for a permanent job. This practice continued for 10 years of experience. After that, they want to earn more income, so they do not want to commit themselves to a particular job, so they start searching for a day-to-day job. The same kind of association is noticed with age also.

Table 4.164. Nature of Migration and Nature of Engagement

Nature of Migration		Nature of Engagement		Total
		Contract basis	Day-to-day basis	
Alone	Count	266	331	597
	%	60.9%	71.5%	66.3%
Along with family	Count	171	132	303
	%	39.1%	28.5%	33.7%
Total	Count	437	463	900
	%	100.0%	100.0%	100.0%

Table 4.164 shows that the majority of migrant workers who have migrated alone are engaged in day-to-day work. The majority of those who have migrated with their families are engaged in contract work. Contract basis work is advantageous over day-to-day basis work in terms of permanency. This advantage made migrant workers to migrate with their family's members. Female migrants have migrated with family and they are interested in working on a contract basis. As they are living with their families they cannot afford to sit at home when there is no work on a day-to-day basis, which makes them search for a contract basis job.

Table 4.165. Nature of Work and Nature of Engagement

Nature of Work		Nature of Engagement		Total
		Contract basis	Day-to-day basis	
Construction	Count	124	152	276
	%	28.4%	32.8%	30.7%
Manufacturing	Count	216	159	375
	%	49.4%	34.3%	41.7%
Health care	Count	17	22	39
	%	3.9%	4.8%	4.3%
Education	Count	5	4	9
	%	1.1%	0.9%	1.0%
Agriculture	Count	15	8	23
	%	3.4%	1.7%	2.6%
Brick kiln	Count	8	27	35
	%	1.8%	5.8%	3.9%
Hotels & Restaurants	Count	29	28	57
	%	6.6%	6.0%	6.3%
Domestic work	Count	10	15	25
	%	2.3%	3.2%	2.8%
Others	Count	13	48	61
	%	3.0%	10.4%	6.8%
Total	Count	437	463	900
	%	100.0%	100.0%	100.0%

Migrant workers who are engaged in day-to-day basis employment are working in construction work, Brick kiln and domestic work. The workers from outside the state who are working in manufacturing and agriculture are engaged on a contract basis. Normally, workers in the manufacturing sector are engaged permanently to some extent and their wages are also fixed on a monthly basis. Labourers on contract work will work continuously on the project, but the wages are fixed on a daily basis and paid weekly. The same system is followed for migrant workers also. Workers who are engaged to perform domestic work are purely for one or two days and wages are paid immediately after completion of the job. For people who are involved in housework-related activities, the wages are fixed on a daily basis and payment is made monthly.

Table 4.166. Strength of Association

Variable	Cramer's V	Approx Sig	Dof	Strength
State	0.212	0.000	1	Medium
Gender	0.068	0.040	1	-
Age	0.124	0.008	1	Small
Type of Residence	0.149	0.001	1	Small
Monthly Income	0.115	0.003	1	Small
Years of Migrated Life	0.114	0.009	1	Small
Nature of Migration	0.112	0.001	1	Small
Nature of Work	0.224	0.000	1	Medium

The strength of the significant association is displayed in the table and is interpreted using Cramer's V. As noted earlier, the gender of migrant workers is not associated much with the nature of their engagement in work. Among the significant associations between demographic variables and the nature of engagement, the state where migrant workers work and the nature of work have a medium effect. The effect of all other significant associations is small. The medium strength of the association indicates that the association is strong, permanent and generalizable.

4.2.4 Nature of Job Contract

Migrant workers are working not only in the unorganised sector but also in the organised sector. Many organised industries, like Ginning, Spinning, Hosiery, Printing, and Plywood, have started engaging migrant workers. Now there is a question to what extent their employment relationship are formalised and to what extent an informal system is in existence within the unorganised industries. In a formal system, when anybody is taken into employment, he will be provided with an offer letter describing employment terms. In an unorganised sector, there will not be such practices. So, there is a question of how many migrant workers are provided with a written letter. Continuity of employment is important for peaceful thinking and pleasant living. So, the question is also asked about the employment period to ascertain the level of permanency.

Table 4.167. Nature of Job Contract

Nature of Job Contract	Frequency	Percentage
Casual employment with no written contract	330	36.7
Regular employment with no written contract	285	31.7
Regular employment with a written contract for less than a year	109	12.1
Regular employment with written contract for more than a year	49	5.4
Others	127	14.1
Total	900	100.0

Table 4.167 shows that 36.7 percent of migrant workers are engaged in casual employment and without any written contract. So, migrant workers are engaged in causal employment both in the formal sector as well as in the informal sector. Another 31.7 percent of migrant workers are in regular employment with no written contract. This is another form of informal practice. Migrant workers are working regularly but they are not provided with the written offer letter. About 12.1 percent of migrant workers are provided with regular employment with a written contract but the period of employment is less than a year. Only 5.4 percent of migrant workers are working for more than a year. The remaining 14.1 percent of the migrant workers are employed with different contract types. It shows that only limited migrants are employed on a regular basis and very limited migrants are working for the long term.

Table 4.168. Test of Association

Variable	Chi-Square Value	Dof	Sig. Value
State	128.130	8	0.000
Age	104.688	16	0.000
Education	194.810	12	0.000
Native State	170.751	24	0.000
Years of Migrated Life	79.394	12	0.000

The Chi-Square analysis reveals that state, age, education, native state and years of migrated life are significantly associated with the nature of job contract. As the significant value is less than 0.01, the association is significant at a 99 percent level of confidence. The details of associations will be discussed in detail by using column percentage or correspondence analysis. The strength of the association will be discussed by using Cramer's V.

Table 4.169. State and Nature of Job Contract and State

Nature of Job Contract		State			Total
		Kerala	Karnataka	Tamilnadu	
Casual employment with no written contract	Count	150	47	133	330
	%	50.0%	15.7%	44.3%	36.7%
Regular employment with no written contract	Count	91	113	81	285
	%	30.3%	37.7%	27.0%	31.7%
Written contract for less than a year	Count	25	54	30	109
	%	8.3%	18.0%	10.0%	12.1%
Written contract for more than a year	Count	24	12	13	49
	%	8.0%	4.0%	4.3%	5.4%
Others	Count	10	74	43	127
	%	3.3%	24.7%	14.3%	14.1%
Total	Count	300	300	300	900
	%	100.0%	100.0%	100.0%	100.0%

Table 4.170. Age and Nature of Job Contract

Nature of Job Contract		Age					Total
		25 or less	26 to 30 years	31 to 35 years	36 to 40 years	More than 40 years	
Casual employment with no written contract	Count	108	60	56	51	55	330
	%	44.3%	32.6%	30.6%	29.8%	46.6%	36.7%
Regular employment with no written contract	Count	94	51	57	43	40	285
	%	38.5%	27.7%	31.1%	25.1%	33.9%	31.7%
Written contract for less than a year	Count	16	32	16	35	10	109
	%	6.6%	17.4%	8.7%	20.5%	8.5%	12.1%
Written contract for more than a year	Count	11	20	7	3	8	49
	%	4.5%	10.9%	3.8%	1.8%	6.8%	5.4%
Others	Count	15	21	47	39	5	127
	%	6.1%	11.4%	25.7%	22.8%	4.2%	14.1%
Total	Count	244	184	183	171	118	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Half of the migrant workers (50%) who are employed with casual employment with no written contract are living in Kerala. Most of the migrants in Kerala are engaged in casual

employment. The majority of migrant workers (37.7%) with regular employment with no written contract are working in Karnataka. Migrants in Karnataka are employed in regular employment with or without a written contract. Number of people employed in casual employment in Karnataka is very small. In Tamilnadu, the nature of job contracts is proportionately shared. In Tamilnadu, migrant workers are equally engaged on a regular basis and on casual terms.

The majority of migrant workers who are employed in casual employment without any written contract are in the age group of 25 years or less. The young migrants are employed in casual employment or regular employment without a written contract. Migrant workers with a written contract for less than a year are in the age group of 36-40 years. Migrants in the age group of 26-30 years of age are engaged with a written contract for more than a year.

Table 4.171. Education and Nature of Job Contract

Nature of Job Contract		Educational qualification				Total
		No formal education	Primary education	High school	HSS or above	
Casual employment with no written contract	Count	124	100	81	25	330
	%	60.5%	36.8%	28.5%	18.0%	36.7%
Regular employment with no written contract	Count	32	122	87	44	285
	%	15.6%	44.9%	30.6%	31.7%	31.7%
Written contract for less than a year	Count	13	30	52	14	109
	%	6.3%	11.0%	18.3%	10.1%	12.1%
Written contract for more than a year	Count	25	7	8	9	49
	%	12.2%	2.6%	2.8%	6.5%	5.4%
Others	Count	11	13	56	47	127
	%	5.4%	4.8%	19.7%	33.8%	14.1%
Total	Count	205	272	284	139	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Most of the migrant workers who do not have any formal education are employed in casual employment with no written contract. Since they do not have proper education, they used to work in small firms and the owners of such firms do not offer any written contracts. Migrant workers with the primary level of educational qualification are employed with regular employment with no written contract and they usually do semi-skilled jobs. The migrants with high school qualifications are employed with a written contract for less than a year and most of them are skilled workers working in manufacturing companies.

Table 4.172. Native State and Nature of Job Contract

Nature of Job Contract		Native State							Total
		Bihar	Odisha	North-Eastern states	Uttar Pradesh	West Bengal	Jharkhand & Chhattisgarh	Other states	
Casual employment with	Count	83	53	41	57	46	32	18	330
	%	38.6%	36.8%	31.3%	45.2%	40.0%	30.5%	28.1%	36.7%
Regular employment with	Count	51	20	54	39	56	40	25	285
	%	23.7%	13.9%	41.2%	31.0%	48.7%	38.1%	39.1%	31.7%
Written contract for less than a year	Count	29	16	12	8	7	27	10	109
	%	13.5%	11.1%	9.2%	6.3%	6.1%	25.7%	15.6%	12.1%
Written contract for more than a year	Count	27	3	6	6	0	0	7	49
	%	12.6%	2.1%	4.6%	4.8%	0.0%	0.0%	10.9%	5.4%
Others	Count	25	52	18	16	6	6	4	127
	%	11.6%	36.1%	13.7%	12.7%	5.2%	5.7%	6.3%	14.1%
Total	Count	215	144	131	126	115	105	64	900
	%	100%	100%	100%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.173. Years of Migrated Life and Nature of Job Contract

Nature of Job Contract		Years of Migrated Life				Total
		1-2 Years	3-5 Years	6-10 Years	11 -25 Years	
Casual employment with no written contract	Count	156	103	54	17	330
	%	47.1%	28.7%	33.1%	36.2%	36.7%
Regular employment with no written contract	Count	109	108	47	21	285
	%	32.9%	30.1%	28.8%	44.7%	31.7%
Written contract for less than a year	Count	26	59	21	3	109
	%	7.9%	16.4%	12.9%	6.4%	12.1%
A written contract for more than a year	Count	23	10	12	4	49
	%	6.9%	2.8%	7.4%	8.5%	5.4%
Others	Count	17	79	29	2	127
	%	5.1%	22.0%	17.8%	4.3%	14.1%
Total	Count	331	359	163	47	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Most of the migrant workers from Uttar Pradesh are employed in casual employment with no written contract. Migrant workers from West Bengal are working with regular employment without any written contract. Migrants from Jharkhand are employed with a written contract for less than 1 year. Migrants from Bihar have been employed for more than a year on a regular basis. Migrants from Bihar have become like local people.

Migrant workers with 1-2 years of migrated life are employed as casual employment with no written contract. So, young migrants have been engaged in casual employment for some time. Migrant workers with 3 to 5 years of experience are employed with regular employment with a written contract for less than a year. Migrant workers who have more than 11 years of migrated life are engaged in regular employment with or without a written contract.

Table 4.174. Strength of Association

Variable	Cramer's V	Approx. Sig	Dof	Strength
State	0.267	0.000	2	Medium
Age	0.171	0.000	4	Medium
Education	0.269	0.000	3	Large
Native State	0.218	0.000	4	Large
Years of Migrated Life	0.171	0.000	3	Medium

The strength of the association table displays the results of associations between the nature of job contracts with demographic variables such as state, age, education, native state and years of migrated life. The strength of association is interpreted using Cramer's V and degrees of freedom. The strength of association between the nature of job contracts with education and native state is large. The strength of associations of state, age, and years of migrated life with the nature of job contracts is medium. The strength of association is strong, which means the associations stated above are reliable, permanent and generalizable.

4.2.5. Nature of Work

People are migrating from their native state to another state/from their latest immigrated state to another state to improve their basic standard of living, which is aided by getting more income from their work. If they migrate without a guaranteed job or are not satisfied with the guaranteed job after reaching their place of work, they become vulnerable to job market fluctuations. After a certain period, their precarious situation both in financial as well as social support aspects in the new workplace will force them to take whatever job they can get, regardless of its relative dignity or safety. In that process, they may end up in a relatively

indignant job or a dangerous job. Here, the question is asked to know what kind of work the migrants are doing in their migrated places and the responses have been collected from 900 migrant workers.

Table 4.175. Nature of Work - Frequency

Nature of Work	Frequency	Percentage
Construction	276	30.7
Manufacturing	375	41.7
Health care	39	4.3
Education	9	1.0
Agriculture	23	2.6
Brick kiln	35	3.9
Hotels & Restaurants	57	6.3
Domestic work	25	2.8
Others	61	6.8
Total	900	100.0

Table 4.175 shows that 41.7 percent of migrant workers are working in the manufacturing sector. Only 1 percent of migrant workers are engaged in the educational sector. So, it can be concluded that the manufacturing sector and the education sector are the largest and smallest employment giving sectors for migrant workers. Around 30.7 percent of migrant workers are working in the construction field, which is the second-largest sector offering employment after manufacturing, and less than 10 percent of migrant workers are working in health care, education, agriculture, brick kiln, hotels & restaurants, domestic work, and other sectors.

Table 4.175 provides a clear picture that a greater number of migrant workers (~3/4) work in the manufacturing sector and construction sector only. By concentrating only on these sectors, it could be possible to sketch the prominent migration paths of migrant workers within India.

As per overall employment statistics, the construction industry offers 16 percent of employment only. But this study shows that 30.7 percent of migrant workers are involved in construction activities. This mismatch should be a cause of concern in migrant worker studies. Why do labourers prefer the construction industry more than others is itself a separate research question? This can be delineated as a separate research problem for future studies. What type of construction activities these labourers are involved in, why they prefer certain construction

activities over others, and the economic/mental benefits derived from such activities should be the main objectives of such study, but it can be generally stated that the construction industry requires more physical work and migrant workers are mainly involved in places where there is a requirement for more physical work.

While literature shows that in Punjab State, migrant workers are working in the textile, apparel and construction industries. In Gujarat State, they are working mainly in the Embroidery, Diamond cutting & polishing and Textiles industries. In Maharashtra State, they are working mainly in construction. This study shows that the manufacturing sector and the construction sector are the topmost job- giving sectors. So, this study's findings are aligning with all Indian migrant worker job trends.

Another important point noted during the data collection process is that in most of the fast-food hotels, migrant workers are working as "Masters". It shows a trend glimpse that more fast-food hotels in the state of Tamilnadu are employing more migrant workers. Fast food culture is directly affecting the local culinary tradition and food consumption habits. It is to be noted here that there is a concerted movement led by Doctors to push back against Maida related foods in Tamil Nadu as it affected the health of Tamils heavily. In political economic aspects, it can be construed in two ways: either new avenues in economic activities could not muster enough local talent to fill their jobs, or local people do not prefer such jobs. So, this study exposes this lacuna in the job market too.

It is an interesting finding that migrant workers are ending up with brick kilns. One of the important aspects of the brick kiln is that many of them are almost run as a cottage industry and not as a highly sophisticated corporate company. Their market reach is very limited and their requirements for labourers are also very limited. Within their own sphere of activities, they can fulfil their manpower requirements easily. Their economic activities are interwoven with their local state economic development and real estate development. So, what is the reason behind the relationship between brick kiln and migrants should be a cause of concern? It gives the idea that migrants are observing the other states' economic development and visualising their probable prosperity in the short and long term, or they may be the victims of unorganised haphazard migration which ends up in toxic labour exploitation jobs in some remote place from their native with no chance to grow/escape.

Table 4.176. Nature of Work and Demographic Variables

Variables	Chi-Square Value	Dof	Sig. Value
State	124.761	16	0.000
Gender	193.144	8	0.000
Monthly Income	95.610	16	0.000
Native State	138.496	48	0.000
Age	176.249	32	0.000
Education	140.138	24	0.000
Marital Status	86.977	8	0.000
Family Size	96.610	24	0.000
Type of Residence	185.748	32	0.000
Usage of Remittance	220.530	56	0.000
Monthly Savings	185.376	24	0.000

A test of association is carried out to reveal the relationship between the nature of work and select eleven demographic characteristics of migrant workers, and the test results are listed in Table 4.176. Table 4.176 values show that the significant value is less than 0.05 for the nature of work and the demographic characteristics such as state into which migrant workers have migrated, their native state. The significant value is less than 0.05 for the nature of work and migrant workers' gender, age, education, marital status, family size, and type of residence. The relationship between migrant workers' nature of work and their monthly income, their monthly savings and the use of their remittances are significant.

Table 4.177 is a cross-tabulation between the nature of work and the state in which the migrant workers are living. For this study, the host states of such migrant workers are three South Indian states, such as Kerala, Karnataka and Tamilnadu. In India, a state is a macro-political division just below the national level and there are 28 states as of now. States in India are sovereign in many powers and share sovereignty with the national government in many powers. These three South Indian states are relatively prosperous states within India's uneven economic development across its wide territory.

Table 4.177. Nature of Work and State

Nature of Work		State			Total
		Kerala	Karnataka	Tamilnadu	
Construction	Count	107	69	100	276
	%	35.7%	23.0%	33.3%	30.7%
Manufacturing	Count	106	145	124	375
	%	35.3%	48.3%	41.3%	41.7%
Health care	Count	14	21	4	39
	%	4.7%	7.0%	1.3%	4.3%
Education	Count	1	0	8	9
	%	0.3%	0.0%	2.7%	1.0%
Agriculture	Count	15	5	3	23
	%	5.0%	1.7%	1.0%	2.6%
Brick kiln	Count	26	0	9	35
	%	8.7%	0.0%	3.0%	3.9%
Hotels & Restaurants	Count	16	19	22	57
	%	5.3%	6.3%	7.3%	6.3%
Domestic work	Count	14	2	9	25
	%	4.7%	0.7%	3.0%	2.8%
Others	Count	1	39	21	61
	%	0.3%	13.0%	7.0%	6.8%
Total	Count	300	300	300	900
	%	100.0%	100.0%	100.0%	100.0%

While going through the cross-tabulation, the investigator has decided to analyse it in three separate cases, such as Kerala, Karnataka and Tamilnadu, for better trend capturing. In Kerala's case, it mimics the overall Indian trend of providing more jobs for the industry. Kerala employs more migrant workers in its construction sector with 35.7%. The education sector in Kerala does not provide almost any job for migrant workers. Table 4.2.23 shows that the construction, Brick kiln, agriculture and domestic sectors are prime job givers to migrant workers in Kerala. The crucial aspect of migrant worker and local job relationships is the cost factor, as SME's are highly sensitive to operational costs. Industries see migrant workers as beneficial to their economic objectives over local labourers.

A crucial finding of this study is the brick kilns in Kerala employ 8.7 percent of migrant workers. Almost one in ten migrant workers are working in this field. Though Kerala is a hilly terrain, Keratitits have adapted to harness the natural wealth uniquely, like cutting porous rocks for building house walls and floors instead of pure clay bricks or cement hollow blocks. During data collection, it is noticed that migrant workers are the major workforce in rock cutting brick kilns. All the physically intensive work is carried out by migrants only, and the supervising work is carried out by some of the migrants and Keratitits.

Another finding of this study is that around 5 percent of migrants ended up in the agriculture sector. Even though it is relatively low in numbers, it is significant in the sense that the local agricultural economy of Kerala is based on cash crops like tea, rubber, pepper etc., and it has its own labourers to cater for its manpower needs. A few studies show that agriculture in Kerala has become stagnant over the decades as there has not been much addition to land for cultivation and there is saturation of its agriculture labour market. By placing migrants in the existing jobs, it creates an economically unviable situation for local workers. This phenomenon can be termed as a replacement of the local workforce by capitalist farmers. In the long term, it will create labour unrest if left unaddressed properly.

One of the surprising findings of this study is that 4.7 percent of migrant workers are doing domestic work, which is considered an indignant job both in their native state as well as in Kerala. It is one of the jobs where job security is very low, the wage is very low, the time in between work is low, and paid leave is low. So, this study reveals that migrant workers are carrying out their domestic work under both physical and mental duress in faraway places. It is to be noted that language is also a significant barrier in South India, where the majority of ordinary people do not know/speak Hindi or any North Indian Languages. It would be an interesting study if anyone carried out to know how these migrants ended up with the particular types of households and types of work they usually carry out for their masters.

In the Karnataka case, migrant workers are mainly employed in the manufacturing industries and health care sectors, and nobody is employed in Brick Kiln and education sectors. It is Karnataka's Manufacturing Industries which acts as an easily accessible asylum for migrant workers as it employs 48.3% of migrant workers. Almost one in two migrant workers are working in manufacturing industries. It should be noted that Karnataka is vibrantly moving towards a fully industrialised economy for the last few decades. It has established 170 industrial areas across its 30 districts. Its main industries are concentrated in a few industrial districts, like the Bangalore region, the Hubli-Dharwar region, etc. By providing jobs to migrant workers, manufacturing industries are acting as a super spreader of migrant workers

across the state, as it is very common that once a labourer gets enough exposure and experience in the trade, they seek to change hierarchy position and working location for better salary and other purposes. Another important finding of this study is the job diversity of migrant workers in Karnataka. Around 13 percent of labourers are working in multiple industries which are not considered as mainstream jobs. Here, the investigator hypothesises that currently prevailing anti-migrant sentiment in Karnataka could trace its origin to this normalisation process, as many conservative people see these migrant workers as aliens who occupy their traditional jobs and threats to their native authenticity. One of the significant outputs of this study is that Karnataka is not providing any jobs for migrant workers in the education sector or brick kiln sectors. Though Karnataka absorbs 23 percent of migrant workers in its construction sector, it is not opening up its brick kiln and education domain. There could be two reasons for this scenario, like they are not equipped to deal with the education field and the Brick kiln industry replacing its local labourers with migrant workers as of now.

In Tamilnadu, migrants spread across all industries and the ratio of employment is going along with the overall trend. But it can be stated that a relatively more number of migrants are employed in the restaurant (mainly in fast food) and the education sector (mainly as caretakers, security jobs).

Studying the role of gender in selecting the nature of work would give a better understanding of migrant's work choice patterns. Around 43.7 percent of male migrant workers choose to work in the manufacturing sector. Another 32.1 percent of male migrants are employed in the construction sector. Domestic work is the least preferred job for male migrant workers, with only 0.4 percent are working in this sector. Female migrant workers prefer domestic work, which employs them at 23.9 percent. After these sectors, women prefer to work in the hotels & restaurants sector, with 12 percent of them employed here. About 9.8 percent of females prefer the health care sector, while just 3.7 percent of males opt for health care.

Table 4.178 is a cross-tabulation between the nature of work that migrant workers do in their migrated state and their monthly income. For this study, monthly income is divided into three categories, such as <15000, 15000-24000 and >25000. As expected, income from selling their work in faraway places is an important criterion in the migration decision-making process, and the possibility to carry out the desired lifestyle from available income is an inbuilt component in the life decision-making process. Therefore, it is necessary to study income as a parameter and its effect on the type of work preference of migrant workers.

Table 4.178. Nature of Work and Monthly Income

Nature of Work		Monthly Income			Total
		<15000	15000-24000	25000 and Above	
Construction	Count	102	156	18	276
	%	27.5%	38.5%	14.5%	30.7%
Manufacturing	Count	167	139	69	375
	%	45.0%	34.3%	55.6%	41.7%
Health care	Count	8	25	6	39
	%	2.2%	6.2%	4.8%	4.3%
Education	Count	0	7	2	9
	%	0.0%	1.7%	1.6%	1.0%
Agriculture	Count	8	14	1	23
	%	2.2%	3.5%	0.8%	2.6%
Brick kiln	Count	10	25	0	35
	%	2.7%	6.2%	0.0%	3.9%
Hotels & Restaurants	Count	21	20	16	57
	%	5.7%	4.9%	12.9%	6.3%
Domestic work	Count	13	10	2	25
	%	3.5%	2.5%	1.6%	2.8%
Others	Count	42	9	10	61
	%	11.3%	2.2%	8.1%	6.8%
Total	Count	371	405	124	900
	%	100.0%	100.0%	100.0%	100.0%

Migrant workers who are having an income of less than Rs.15000 per month are working in different kinds of small-scale industries and at times engaged in domestic work. Young people work in whatever opportunities they get and get lower wages. Migrant workers who are having an income of 15000-24000 per month are working in many sectors, such as construction, health care, education, agriculture and Brick kiln. The migrant workers who have an income of Rs.25000 and above are engaged mainly in manufacturing and hotels & restaurants.

Table 4.179. Nature of Work and Native State

Nature of Work		Native State							Total
		Bihar	Odisha	NE states	Uttar Pradesh	West Bengal	J & C	Other	
Construction	Count	36	52	47	40	57	26	18	276
	%	16.7%	36.1%	35.9%	31.7%	49.6%	24.8%	28.1%	30.7%
Manufacturing	Count	128	57	41	47	36	44	22	375
	%	59.5%	39.6%	31.3%	37.3%	31.3%	41.9%	34.4%	41.7%
Health care	Count	6	2	14	7	1	8	1	39
	%	2.8%	1.4%	10.7%	5.6%	0.9%	7.6%	1.6%	4.3%
Education	Count	3	1	1	1	0	1	2	9
	%	1.4%	0.7%	0.8%	0.8%	0.0%	1.0%	3.1%	1.0%
Agriculture	Count	5	4	1	2	8	3	0	23
	%	2.3%	2.8%	0.8%	1.6%	7.0%	2.9%	0.0%	2.6%
Brick kiln	Count	8	3	2	9	3	6	4	35
	%	3.7%	2.1%	1.5%	7.1%	2.6%	5.7%	6.3%	3.9%
Hotels & Restaurants	Count	5	16	13	8	4	4	7	57
	%	2.3%	11.1%	9.9%	6.3%	3.5%	3.8%	10.9%	6.3%
Domestic work	Count	6	1	3	3	3	7	2	25
	%	2.8%	0.7%	2.3%	2.4%	2.6%	6.7%	3.1%	2.8%
Others	Count	18	8	9	9	3	6	8	61
	%	8.4%	5.6%	6.9%	7.1%	2.6%	5.7%	12.5%	6.8%
Total	Count	215	144	131	126	115	105	64	900
	%	100%	100%	100%	100%	100%	100%	100%	100%

For this study, the native state considered are seven states, such as Bihar, Odisha, the North East States, Uttar Pradesh, West Bengal, Jharkhand & Chhattisgarh, and the other states. As Indian States are not developed evenly in many HDI, they have their own peculiar requirements and preferences for carrying out life. A cultural difference too, has a role to play in valuing certain works, as each Indian State is equivalent to a Nation-State like European nations. Migrant workers from Bihar prefer to work in the manufacturing sector. Migrant workers from Odisha choose to work in the hotels & restaurants sector jobs. Migrant workers from West Bengal opt for the construction sector for employment opportunities. Migrant workers from Jharkhand & Chhattisgarh prefer employment in health care, Brick kiln and domestic work.

Table 4.180. Nature of Work and Age

Nature of Work		Age					Total
		25 or less	26 to 30 years	31 to 35 years	36 to 40 years	More than 40 years	
Construction	Count	50	65	68	58	35	276
	%	20.5%	35.3%	37.2%	33.9%	29.7%	30.7%
Manufacturing	Count	115	91	72	61	36	375
	%	47.1%	49.5%	39.3%	35.7%	30.5%	41.7%
Health care	Count	9	5	6	9	10	39
	%	3.7%	2.7%	3.3%	5.3%	8.5%	4.3%
Education	Count	1	2	2	2	2	9
	%	0.4%	1.1%	1.1%	1.2%	1.7%	1.0%
Agriculture	Count	6	2	1	11	3	23
	%	2.5%	1.1%	0.5%	6.4%	2.5%	2.6%
Brick kiln	Count	2	1	10	9	13	35
	%	0.8%	0.5%	5.5%	5.3%	11.0%	3.9%
Hotels & Restaurants	Count	14	9	19	9	6	57
	%	5.7%	4.9%	10.4%	5.3%	5.1%	6.3%
Domestic work	Count	1	3	2	10	9	25
	%	0.4%	1.6%	1.1%	5.8%	7.6%	2.8%
Others	Count	46	6	3	2	4	61
	%	18.9%	3.3%	1.6%	1.2%	3.4%	6.8%
Total	Count	244	184	183	171	118	900
	%	100%	100.0%	100.0%	100%	100.0%	100.0%

Table 4.180 is a cross-tabulation between the nature of the work migrant workers do in their migrated state and their age in years. For this study, age is divided into five categories such as less than 25, between 26 and 30, between 31 and 35, between 36 and 40, and more than 40 years. The age which gives social maturity & physical strength is an important factor while evaluating certain job profiles to pursue. It is a non-negotiable aspect in certain trades where it demands a lot of physical strength and longevity. As migrant workers are majorly employed in physically intensive works, it is necessary to sketch their spread across the job sectors for better understanding. Less than 25 age group migrant workers prefer to get employment in small industries and not particularly in any specific sector. Migrant workers with age between 26 and 30 opt for the manufacturing sector for employment. Migrant workers

in the age group of 31 to 35 choose the construction sector for work. Migrant workers who are in the age group of 36 to 40 prefer the agriculture sector. Migrant workers in the age group of more than 40 years prefer the health care sector, education, brick kiln and domestic work.

Table 4.181. Nature of Work and Educational Qualification

Nature of Work		Educational qualification				Total
		No formal education	Primary education	High school	HSS or above	
Construction	Count	81	88	79	28	276
	%	39.5%	32.4%	27.8%	20.1%	30.7%
Manufacturing	Count	73	96	143	63	375
	%	35.6%	35.3%	50.4%	45.3%	41.7%
Health care	Count	16	10	3	10	39
	%	7.8%	3.7%	1.1%	7.2%	4.3%
Education	Count	1	1	3	4	9
	%	0.5%	0.4%	1.1%	2.9%	1.0%
Agriculture	Count	1	2	18	2	23
	%	0.5%	0.7%	6.3%	1.4%	2.6%
Brick kiln	Count	16	19	0	0	35
	%	7.8%	7.0%	0.0%	0.0%	3.9%
Hotels & Restaurants	Count	2	16	19	20	57
	%	1.0%	5.9%	6.7%	14.4%	6.3%
Domestic work	Count	8	13	3	1	25
	%	3.9%	4.8%	1.1%	0.7%	2.8%
Others	Count	7	27	16	11	61
	%	3.4%	9.9%	5.6%	7.9%	6.8%
Total	Count	205	272	284	139	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

For this study, the educational level attained is considered an ordinal scale and divided into four levels: no formal education, primary education, high school and HSS or above. Education attained is synonymous with the availability of skills repertoire in the Indian job market context. It is necessary to study the spread of samples across various education levels and their affinity towards certain job sectors. Migrant workers who have no formal education prefer to work in the construction sector, the health care sector and in brick kiln. In the health sector, they work as security. Migrants believe that working in the construction sector and brick kiln does not require any skills. Migrants with primary education also work in the

domestic sector. To perform domestic work there is no necessity to have any skill or knowledge. But they need to have certain discipline. So, people with primary education are working in the domestic sector. Migrants with high school education are working in the manufacturing sector. The manufacturing sector requires some understanding of machines, mechanisms and materials. Migrants with higher secondary education are working in the education sector and in hotels & restaurants. People who are working in the education sector need to have discipline and knowledge. The school owners recruit migrants with a good education as their employees.

Table 4.182. Marital Status and Nature of Work

Nature of Work		Marital status		Total
		Married	Unmarried	
Construction	Count	209	67	276
	%	35.8%	21.1%	30.7%
Manufacturing	Count	208	167	375
	%	35.7%	52.7%	41.7%
Health care	Count	28	11	39
	%	4.8%	3.5%	4.3%
Education	Count	5	4	9
	%	0.9%	1.3%	1.0%
Agriculture	Count	17	6	23
	%	2.9%	1.9%	2.6%
Brick kiln	Count	34	1	35
	%	5.8%	0.3%	3.9%
Hotels & Restaurants	Count	43	14	57
	%	7.4%	4.4%	6.3%
Domestic work	Count	21	4	25
	%	3.6%	1.3%	2.8%
Others	Count	18	43	61
	%	3.1%	13.6%	6.8%
Total	Count	583	317	900
	%	100.0%	100.0%	100.0%

For this study, migrant workers are classified into two groups, such as married and unmarried. Everyone is aware that Indian society is built upon family life and not on individual life. Based on this, everyone has to attend to many family and social responsibilities in their

married life. To take care of such responsibilities, they have to spend money, time and energy. Furthermore, as Indian society is highly conservative in the interpersonal relationships between genders, it hinders the natural movement of people due to fear of repercussions from their community and adverse reactions from other communities. This psychological handicap affects the selection of jobs too, as workers are always under the stress of how to address the reactions of communities. So, it is necessary to study the role of marital status in the selection of the type of work for a better understanding of migrant worker's social interactions. Married migrant workers prefer to work in construction, health care, agriculture, brick kiln, hotels & restaurants, and domestic work. In fact, they prefer to work in every sector except the manufacturing sector. Unmarried migrant workers opt for the manufacturing sector for employment.

Table 4.183. Nature of Work and Family Size

Nature of Work		Family size				Total
		3 or less	4 Members	5 Members	More than 5 members	
Construction	Count	50	66	73	87	276
	%	26.7%	29.5%	34.0%	31.8%	30.7%
Manufacturing	Count	99	89	86	101	375
	%	52.9%	39.7%	40.0%	36.9%	41.7%
Health care	Count	9	9	15	6	39
	%	4.8%	4.0%	7.0%	2.2%	4.3%
Education	Count	1	4	2	2	9
	%	0.5%	1.8%	0.9%	0.7%	1.0%
Agriculture	Count	5	14	3	1	23
	%	2.7%	6.3%	1.4%	0.4%	2.6%
Brick kiln	Count	0	2	8	25	35
	%	0.0%	0.9%	3.7%	9.1%	3.9%
Hotels & Restaurants	Count	11	24	11	11	57
	%	5.9%	10.7%	5.1%	4.0%	6.3%
Domestic work	Count	0	5	4	16	25
	%	0.0%	2.2%	1.9%	5.8%	2.8%
Others	Count	12	11	13	25	61
	%	6.4%	4.9%	6.0%	9.1%	6.8%
Total	Count	187	224	215	274	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

For this study, family Size is grouped based on how many family members they have and categorised the responses into four categories, such as 3 or less, 4 members, 5 members, and more than 5 members. In normal family life, one of the important functions of family life is fostering other family members, spending time with them, and taking care of their needs physically and emotionally. Usually, it is a mentally exhausting process and silently time-consuming one which directly impacts on how much time one, has for themselves for productive purposes as well as for quality rest. Based on time availability, people prefer to align their lifestyle which has a direct bearing on job preferences too. So, it is necessary to study the role of family size in the type of work for a better understanding of migrant workers' work-life balance.

Migrant workers who have 3 or less family members choose the manufacturing sector for employment. Migrant workers who have 4 family members opt for educational institutions, agriculture, hotels & restaurants for job opportunities. Migrant workers who have 5 family members choose the construction sector and the health care sector for employment. Migrant workers who have more than 5 family members select brick kiln, and domestic work for job opportunities.

For this study, there are five types of residence considered, such as: room/shed at the worksite, room/shed away from the worksite, rented room, rented house and own house. The residence is one of the important constraints on carrying out quality rest and recovery from daily work-related stress and chorus. Sometimes, instead of making a recovery, it will add more stress to life due to its bad condition. In this manner, it directly affects the productivity of workers. So, it is necessary to study the residence type and the nature of work for a better understanding of migrant workers' quality rest patterns.

Migrant workers who reside in room/shed at the work site prefer to work in the manufacturing sector. Migrant workers who reside in room/shed away from the work site find job opportunities in the construction sector. Migrant workers who are working in manufacturing industries prefer to stay on campus.

Table 4.184. Type of Residence and Nature of Work

Nature of Work		Type of Residence					Total
		Room/Shed at the worksite	Room/Shed away from the worksite	Rented room	Rented house	Own House	
Construction	Count	102	66	75	28	5	276
	%	33.9%	42.3%	28.7%	21.4%	9.8%	30.7%
Manufacturing	Count	136	61	115	42	21	375
	%	45.2%	39.1%	44.1%	32.1%	41.2%	41.7%
Health care	Count	3	5	19	8	4	39
	%	1.0%	3.2%	7.3%	6.1%	7.8%	4.3%
Education	Count	1	2	2	1	3	9
	%	0.3%	1.3%	0.8%	0.8%	5.9%	1.0%
Agriculture	Count	6	2	5	9	1	23
	%	2.0%	1.3%	1.9%	6.9%	2.0%	2.6%
Brick kiln	Count	8	4	7	16	0	35
	%	2.7%	2.6%	2.7%	12.2%	0.0%	3.9%
Hotels & Restaurants	Count	13	8	23	6	7	57
	%	4.3%	5.1%	8.8%	4.6%	13.7%	6.3%
Domestic work	Count	1	0	2	14	8	25
	%	0.3%	0.0%	0.8%	10.7%	15.7%	2.8%
Others	Count	31	8	13	7	2	61
	%	10.3%	5.1%	5.0%	5.3%	3.9%	6.8%
Total	Count	301	156	261	131	51	900
	%	100%	100%	100%	100.0%	100.0%	100.0%

Migrant workers working in the construction sector also stay in the shed provided by the employer, but little away from the workplace. The migrant workers who reside in the rented house have selected agriculture and brick kiln jobs for their livelihood. Migrant workers who reside in their own homes are a diverse group. They opt to work in health care, education hotels & restaurants and domestic work.

Table 4.185. Usage of Remittance and Nature of Work

Nature of Work		Usage of remittances								Total
		Purchased land	Purchased Farm Equipment	Improve ment in housing	Purchased consumer durables	Repayment of dept of money lender	Higher level of consum ption	Education and Health	Others	
Construction	Count	32	29	104	33	51	11	8	8	276
	%	31.7%	36.7%	31.8%	25.4%	33.1%	26.2%	17.4%	38.1%	30.7%
Manufacturing	Count	56	32	135	54	63	13	13	9	375
	%	55.4%	40.5%	41.3%	41.5%	40.9%	31.0%	28.3%	42.9%	41.7%
Health care	Count	5	5	17	5	7	0	0	0	39
	%	5.0%	6.3%	5.2%	3.8%	4.5%	0.0%	0.0%	0.0%	4.3%
Education	Count	0	0	3	2	2	0	2	0	9
	%	0.0%	0.0%	0.9%	1.5%	1.3%	0.0%	4.3%	0.0%	1.0%
Agriculture	Count	2	2	4	2	2	1	10	0	23
	%	2.0%	2.5%	1.2%	1.5%	1.3%	2.4%	21.7%	0.0%	2.6%
Brick kiln	Count	1	1	1	5	9	11	7	0	35
	%	1.0%	1.3%	0.3%	3.8%	5.8%	26.2%	15.2%	0.0%	3.9%
Hotels & Restaurants	Count	2	6	26	10	7	3	3	0	57
	%	2.0%	7.6%	8.0%	7.7%	4.5%	7.1%	6.5%	0.0%	6.3%
Domestic work	Count	0	0	18	4	2	1	0	0	25
	%	0.0%	0.0%	5.5%	3.1%	1.3%	2.4%	0.0%	0.0%	2.8%
Others	Count	3	4	19	15	11	2	3	4	61
	%	3.0%	5.1%	5.8%	11.5%	7.1%	4.8%	6.5%	19.0%	6.8%
Total	Count	101	79	327	130	154	42	46	21	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100%	100%	100%	100%

For this study, the usage of remittance is divided into eight types, viz. purchased land, purchased farm equipment, improvement in housing, Purchased consumer durables, Repayment of debt to money lender, higher level of consumption, Education and Health and others. The usage of Remittance is the main concern for any migrant workers as it is their blood and sweat which they spend in foreign soil with the hope of getting a good life once they return to their home and join with their kith and kin. During data collection, many of the migrant workers spoke with the investigators about their past life struggles and their hope of getting a future good life for themselves and their offspring. They are an optimistic about their future in their native lands or settling down in the newfound lands. As this Usage of Remittance is intrinsically linked with migrant workers' psychics, it is appropriate to enumerate migrant workers under different plans for their usage of remittance.

Migrant workers who are working in the manufacturing sector have utilised their remittances for the purchase of land in their native place so that they can construct a house in the future. Migrant workers who are working in the health care sector have utilised their remittances for the purchase of farm equipment to increase their earnings in their native state. Migrant workers who are working in the hotels & restaurants and domestic sector have utilised their remittance to make improvements in housing by constructing extra rooms or separate toilet facilities. Migrant workers who utilised their remittance for making improvements in the level of consumption are working in the brick kiln sector. Migrant workers who use their remittances for the education and health of children are working in the education and agriculture sectors.

Table 4.186. Nature of Work and Monthly Savings

Nature of Work		Monthly savings				Total
		Rs.1,000 or less	Rs.1,001 to Rs.3,000	Rs.3,001 to Rs.6,000	More than Rs.6,000	
Construction	Count	59	67	65	85	276
	%	22.2%	28.0%	32.3%	43.8%	30.7%
Manufacturing	Count	98	122	104	51	375
	%	36.8%	51.0%	51.7%	26.3%	41.7%
Health care	Count	5	10	11	13	39
	%	1.9%	4.2%	5.5%	6.7%	4.3%
Education	Count	1	2	2	4	9
	%	0.4%	0.8%	1.0%	2.1%	1.0%
Agriculture	Count	9	2	6	6	23
	%	3.4%	0.8%	3.0%	3.1%	2.6%
Brick kiln	Count	33	1	1	0	35
	%	12.4%	0.4%	0.5%	0.0%	3.9%
Hotels & Restaurants	Count	11	15	5	26	57
	%	4.1%	6.3%	2.5%	13.4%	6.3%
Domestic work	Count	14	8	2	1	25
	%	5.3%	3.3%	1.0%	0.5%	2.8%
Others	Count	36	12	5	8	61
	%	13.5%	5.0%	2.5%	4.1%	6.8%
Total	Count	266	239	201	194	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

For this study, Monthly Savings is categorised into four levels viz. Rs.1,000 or less, Rs.1,001 to Rs.3,000, Rs.3,001 to Rs.6,000 and more than Rs.6,000. Normally, Savings is the future-oriented financial endeavour among low-income and middle-income groups especially in developing economies like India. As individuals and families in these economies could not earn enough money to meet bulk money requirements, they indulge in savings to muster enough money over a period to carry out cost-intensive plans like the purchase of modern household items like T.V, fridge, washing machines, vehicles, yearly school fees of kids etc. So, they align their work with prospective savings in mind for fulfilling their future actions. So, it is a worthy attempt to study the relationship between monthly savings and the nature of work performed by migrants for a better understanding of migrant's work choice patterns.

Migrant workers who save Rs.1,000 or less per month work in the agriculture and brick kiln sector. Migrant workers who save Rs.3,001 to Rs.6,000 are working in the manufacturing sector. Migrant workers who save more than Rs.6,000 are working in Construction, Health care, Education and Hotels & Restaurants.

Table 4.187. Strength of Association

Variable	Cramer's V	Sig.	Dof	Strength
State	0.263	0.000	2	Medium
Gender	0.463	0.000	1	Large
Age	0.221	0.000	5	Large
Education	0.228	0.000	3	Medium- Large
Native State	0.160	0.000	6	Medium-Large
Monthly Income	0.230	0.000	2	Medium
Marital Status	0.311	0.000	1	Medium-Large
Family Size	0.189	0.000	3	Medium
Type of Residence	0.227	0.000	4	Medium-Large
Usage of Remittance	0.187	0.000	7	Medium-Large
Monthly Savings	0.262	0.000	3	Large

The strength of association test uses Cramer's V and degrees of freedom for decision making. Table 4.187 shows the strength of association strength between the nature of work and the demographic variables such as State, Gender, Age, Education, Native State, Monthly Income, Marital Status, Family Size, Type of Residence, Usage of Remittance and Monthly Savings. The strength of association of nature of work with gender, age, and monthly savings

is large. The strength of association of nature of work with education, native state, marital status, type of residence, and usage of remittance is medium-large. The strength of association of nature of state with state, monthly income, and family size is medium.

4.2.6. Present Occupier

An occupier is a person who is having superintendence and control over the affairs of the factory. Here it is used to refer to the person who is having control over migrant workers' employment terms. The firm owner is having control over the migrants' work in many places. Sometimes the contractors will take care of labour. Some other times the Project manager or Manager will maintain direct control and decide all terms and conditions. About 45.2 percent of migrant worker's present employers are firm owners. Another 44.4 percent of migrant workers have contractors as their present employer. Only 10.3 percent of migrants have a manager or project manager as their present employer. It shows that contractors also act as present employers.

Table 4.188. State and Present Occupier

State		Present Occupier			Total
		Firm owner	Contractor	Manager / Project manager	
Kerala	Count	161	103	36	300
	%	39.6%	25.8%	38.7%	33.3%
Karnataka	Count	143	127	30	300
	%	35.1%	31.8%	32.3%	33.3%
Tamilnadu	Count	103	170	27	300
	%	25.3%	42.5%	29.0%	33.3%
Total	Count	407	400	93	900
	%	100.0%	100.0%	100.0%	100.0%

The firm's owner is the occupier of the migrant working in Kerala. In Karnataka, too, firm owners are acting like occupiers. In Tamilnadu, the contractors are acting like occupiers. In Tamilnadu, mainly in Tirupur and Coimbatore, contractors are playing an active role and migrant workers are employed through contractors.

Table 4.189. Nature of Contract and Present Occupier

Nature of Job Contract		Present Occupier			Total
		Firm owner	Contractor	Manager / Project manager	
Casual employment with no written contract	Count	165	153	12	330
	%	40.5%	38.3%	12.9%	36.7%
Regular employment with no written contract	Count	151	116	18	285
	%	37.1%	29.0%	19.4%	31.7%
Regular employment with a contract for less than a year	Count	27	58	24	109
	%	6.6%	14.5%	25.8%	12.1%
Regular employment with a contract for more than a year	Count	14	17	18	49
	%	3.4%	4.3%	19.4%	5.4%
Others	Count	50	56	21	127
	%	12.3%	14.0%	22.6%	14.1%
Total	Count	407	400	93	900
	%	100.0%	100.0%	100.0%	100.0%

Migrant workers who are working in casual employment are working under the supervision of the firm owner. The migrant workers who are employed in regular employment without any formal written contract are also working under the control of the firm owner. Migrant workers with a written contract are working under the direct supervision of the manager. Mostly in the manufacturing sector, they provide written offer letters and, in the manufacturing sector, the factory manager will be the occupier.

Table 4.190. Strength of Association

Variable	Cramer's V	Approx. Sig	Dof	Strength
State	0.133	0.000	2	Small
Nature of Job Contract	0.229	0.000	2	Medium

Cramer's V statistic shows that the state has small strength and the nature of job contract has medium strength of association.

4.2.7. Type of Skill required for the Present Job

The nature of work performed by migrant workers is a skilful job. They learn the art of performing work on the job. They do the same job again and again, and they become more skilful. There is no much variance in the job performed by them. As they do the same job,

again and again, they perform without applying mind. So, they think that the job performed is not skilful. To ascertain their perception of the job they performed, the question is asked about the level of skill required to perform their current job.

Almost 33 percent of migrant workers feel that the work performed by them is unskilled. The educational level of migrant workers is poor and their experience is also less. Naturally, they will be performing unskilled only. Another 32 % of the migrant workers are working in semi-skilled work. Migrant workers who are employed as masters in fast food, centring work in construction and lathe work in manufacturing feel that they are doing semi-skilled jobs. Another 29% of migrant workers are engaged in skilled work. Some migrant workers who are engaged in a special kind of tailoring, raising the building feel that they are highly skilled and 5% of the migrant workers are engaged in such kind of work. This shows migrant workers are engaged in both skilled and unskilled work.

Table 4.191. Skill Required and Gender

Skill Required		Gender		Total
		Male	Female	
Unskilled	Count	255	45	300
	%	31.6%	48.9%	33.3%
Semi-skilled	Count	264	27	291
	%	32.7%	29.3%	32.3%
Skilled	Count	248	13	261
	%	30.7%	14.1%	29.0%
Highly skilled	Count	41	7	48
	%	5.1%	7.6%	5.3%
Total	Count	808	92	900
	%	100.0%	100.0%	100.0%

Table 4.191 shows the cross-tabulation of skills required and gender. The majority of around 49% of female migrant workers are employed in unskilled jobs. They often work in brick kilns and do domestic work. The level of skill required to perform such jobs is lower. Around 32% of male migrant workers are working in semi-skilled jobs.

Table 4.192. Skills Required and Educational Qualification

Skill Required		Educational qualification				Total
		No formal education	Primary education	High school	HSS or above	
Unskilled	Count	90	109	68	33	300
	%	43.9%	40.1%	23.9%	23.7%	33.3%
Semi-skilled	Count	69	93	98	31	291
	%	33.7%	34.2%	34.5%	22.3%	32.3%
Skilled	Count	37	54	104	66	261
	%	18.0%	19.9%	36.6%	47.5%	29.0%
Highly skilled	Count	9	16	14	9	48
	%	4.4%	5.9%	4.9%	6.5%	5.3%
Total	Count	205	272	284	139	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.192 shows the cross-tabulation of skills required and educational qualifications of migrant workers. Migrant workers who are performing unskilled jobs do not have any formal education. The migrant workers who are employed in semi-skilled jobs have a high school level of education. The migrants engaged in skilled jobs have HSS or degree qualifications. When the educational level increases, the knowledge and skills also increase. In other words, people who do not have any formal education might prefer unskilled jobs. So, the preference for jobs changes with the level of education.

Table 4.193. Monthly Income and Skill required

Level of skill Possessed	N	Subset for alpha = 0.05		
		1	2	3
Unskilled	300	12260.43		
Highly skilled	48		16468.75	
Semi-skilled	291		16785.74	
Skilled	261			19502.11

The average monthly income of unskilled migrants is Rs.12,260 and the monthly income of semi-skilled labourers is Rs.16,785. The average monthly income of skilled labourers is Rs.19,502. So, there is a sharp increase in income when there is a change in the level of skill. The income increases with an increase in the level of skills possessed by the migrants. To find

out the significance level for the difference, the analysis of variance is carried out. The ANOVA result shows that the difference is significant. The F value for the difference is 79.612 and the significance level is 0.000.

Table 4.194. Native State and Skill Required

Native State		Type of skill required for present job				Total
		Unskilled	Semi-skilled	Skilled	Highly skilled	
Bihar	Count	79	77	50	9	215
	%	26.3%	26.5%	19.2%	18.8%	23.9%
Odisha	Count	42	32	68	2	144
	%	14.0%	11.0%	26.1%	4.2%	16.0%
North Eastern states	Count	32	45	36	18	131
	%	10.7%	15.5%	13.8%	37.5%	14.6%
Uttar Pradesh	Count	53	28	40	5	126
	%	17.7%	9.6%	15.3%	10.4%	14.0%
West Bengal	Count	35	53	24	3	115
	%	11.7%	18.2%	9.2%	6.3%	12.8%
Jharkhand & Chhattisgarh	Count	32	44	26	3	105
	%	10.7%	15.1%	10.0%	6.3%	11.7%
Other states	Count	27	12	17	8	64
	%	9.0%	4.1%	6.5%	16.7%	7.1%
Total	Count	300	291	261	48	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.194 shows the cross-tabulation between the native state and the skill required. Migrants from UP are employed in unskilled work. Most of the migrants from Bihar, West Bengal, and Jharkhand are engaged in semi-skilled jobs. The migrants from Odisha are employed in skilled jobs. The migrants from the north-eastern states are employed in highly skilled jobs.

Table 4.195 shows the cross-tabulation between the type of residence and the skills required for the present job. Half of the migrant workers who are engaged in unskilled jobs are residing in the room or shed provided by the employer at the worksite. The migrants employed in semi-skilled jobs are staying in the shed provided by the employer away from the workplace. The migrant workers who are engaged in skilled work are staying in a room taken for rent by them. The labourers possessing skills are staying in the house for rent. Thus, the nature of the job and the nature of residence are highly associated. People who possess more

skills will get more income. Thus, they will get the affordability to make more payments for their residence.

Table 4.195. Type of Residence and Skill Required

Type of Residence		Type of skill required for present job				Total
		Unskilled	Semi-skilled	Skilled	Highly skilled	
Room/Shed at the worksite	Count	147	87	55	12	301
	%	49.0%	29.9%	21.1%	25.0%	33.4%
Room/Shed away from the worksite	Count	64	55	33	4	156
	%	21.3%	18.9%	12.6%	8.3%	17.3%
Privately rented room	Count	43	80	124	14	261
	%	14.3%	27.5%	47.5%	29.2%	29.0%
Privately rented house	Count	27	53	35	16	131
	%	9.0%	18.2%	13.4%	33.3%	14.6%
Own House	Count	19	16	14	2	51
	%	6.3%	5.5%	5.4%	4.2%	5.7%
Total	Count	300	291	261	48	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.196. Skills Required and Years of Migrated Life

Level of Skill Possessed	N	Subset for alpha = 0.05		
		1	2	3
Unskilled	300	3.59		
Semi-skilled	291	4.14	4.14	
Skilled	261		4.79	
Highly skilled	48			6.29

The average experience of unskilled labourers is 3 years, the average experience of semi-skilled labourers is 4 years, and the average experience of highly skilled is 6 years. There is a difference in the level of skills possessed by migrants with different years of experience. The analysis of variance result indicates that the F value is 12.991 and the significant value is 0.000. Hence, the difference in the skills noticed among different experienced people is significant. So, the level of skill possessed by migrant workers is increasing with years of experience. There is a direct relationship between years of migrated life and the skills

possessed by the migrants. The migrants feel that they have come without any skills and knowledge about work. They have learned the skill by performing the work again and again.\

Table 4.197. Strength of Association

Variable	Cramer's V	Sig. value	Dof	Strength
Gender	0.136	0.001	1	Small
Education	0.157	0.000	3	Medium
Native State	0.179	0.000	3	Medium
Type of Residence	0.210	0.000	3	Medium-Large

The Cramer's V test explains the strength of associations. Table 4.197 shows the strength of association between the skill possessed and demographic variables. All the demographic variables have significant associations with the level of skill required. Among those, the strength of association of skill required and type of residence is medium-large. The strength of association of Education, Native State with Skill required is Medium. The strength of association of gender with the skill required is small. If the strength of association is medium and large, then the association is permanent and it will be there whenever the study is conducted again.

4.2.8. No. of Working Hours per day

As per the Factories Act, the number of working hours should not be more than 9 hours per day and 48 hours per week. If people work more than 9 hours, then that is called overtime. The workers can work overtime for 4 hours per day. People who are living on the site will tend to work overtime. If people work more hours, then their body condition will deteriorate. So, hours of work are a very important variable in the employment relationship.

The average working hour per day is 9 hours. The minimum working hours per day is 5 hours. If they work for 5 hours, then it is called half a day. Around 2.1 % of migrant workers are working half a day. The maximum working hours is 13 hours. Around 1.1% of migrant workers are working 13 hours per day. This means they are working overtime to get more wages. The median is 8 hours and around 50.2% of workers are working 8 hours and less. The mode is also 8 and 43.7% of migrant workers work 8 hours per day. Another 29.1% of workers are working 12 hours per day. There is a general opinion that migrant workers are working longer hours. But that is not true in all cases.

About 43.7% of migrant workers are working 8 hours per day. Around 29.1% of migrants are working 12 hours a day. Approximately 5% of the workers are working 9 hours-11 hours

per day. Less than 3% percent of workers are working 5 hours-7 hours a day. About 1.1% of migrant workers are working 13 hours a day.

About 43.7% of migrant workers are working 8 hours per day. Another 30.2% of migrant workers are working more than 12 hours a day. About 19.6% of workers are working 9 hours-11 hours per day and only 6.6% of migrant workers are working less than 8 hours a day. Half of the migrant workers are working more than 9 hours per day. According to the table, working hours range from less than eight hours to more than eight hours, depending on the sector and nature of the job. Working hours are limited to 9 hours per week and 48 hours per week, according to the Factories Act. If it is more than regular hours, it is considered overtime, and migrant workers can be paid for those hours.

Table 4.198. Test of Association

Variable	Chi-Square Value	Dof	Sig. Value
State	99.373	6	0.000
Gender	28.495	3	0.000
Age	127.375	12	0.000
Education	83.731	9	0.000
Marital	69.530	3	0.000
Family Size	14.988	9	0.091
Native State	32.362	18	0.020
Residence	127.714	12	0.000
Monthly Income	40.740	6	0.000
Remittance	81.751	21	0.000
Monthly Savings	129.588	9	0.000
Socio-Economic	37.559	6	0.000
Nature of Work	393.041	24	0.000

A test of association is carried out to reveal the relationship between the number of working hours and select thirteen demographic characteristics of migrant workers. Table 4.198 values show that the significant value is less than 0.01 for all variables except for family size. This signal that hours of work s associated with demographic variables at a more than 99% level of confidence.

Table 4.199. State and No. of Working Hours

State		No. of working hours per day				Total
		less than 8 hours	8 hours	9 to 11 hours	12 hours or more	
Kerala	Count	35	169	43	53	300
	%	59.3%	43.0%	24.4%	19.5%	33.3%
Karnataka	Count	5	95	58	142	300
	%	8.5%	24.2%	33.0%	52.2%	33.3%
Tamilnadu	Count	19	129	75	77	300
	%	32.2%	32.8%	42.6%	28.3%	33.3%
Total	Count	59	393	176	272	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

In Kerala, 59 percent of migrant workers work less than eight hours a day. In Karnataka, 52% of migrant workers work twelve or more hours a day. In Tamil Nadu, 43% of migrant workers are working nine to eleven hours a day. It shows that the number of working hours per day varies from state to state. The migrant workers in Karnataka are spending more time than all other states. The workers in Kerala spend less hours per day than all other states, possibly due to the weather in Kerala. Kerala is a communist-dominated state so working overtime and extra time is difficult there. As more number of IT companies are located in Karnataka especially in Bangalore, the working culture is different in Karnataka when compared with Kerala. So, even migrants in Karnataka are working more hours per day.

Approximately 46% of migrant workers aged 25 or younger, work twelve or more hours a day. Around 24% of workers who are having 31 to 35 years of age work eight hours per day. Similarly, 41% of workers aged between 35 and 40 are working less than eight hours per day, followed by those over the age of 40 who work less than eight hours per day. It shows that younger migrant workers work more hours a day than older or senior migrant workers. Most of the work performed by migrant workers requires physical energy. The young migrants will have more energy and stamina so they can work longer hours.

Table 4.200. Age and No. of Working Hours

Age		No. of working hours per day				Total
		less than 8 hours	8 hours	9 to 11 hours	12 hours or more	
25 or less	Count	9	54	55	126	244
	%	15.3%	13.7%	31.3%	46.3%	27.1%
26 to 30 years	Count	7	78	38	61	184
	%	11.9%	19.8%	21.6%	22.4%	20.4%
31 to 35 years	Count	11	96	36	40	183
	%	18.6%	24.4%	20.5%	14.7%	20.3%
36 to 40 years	Count	24	96	29	22	171
	%	40.7%	24.4%	16.5%	8.1%	19.0%
More than 40 years	Count	8	69	18	23	118
	%	13.6%	17.6%	10.2%	8.5%	13.1%
Total	Count	59	393	176	272	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.201. Education and No. of Working Hours

Education		No. of working hours per day				Total
		less than 8 hours	8 hours	9 to 11 hours	12 hours or more	
No formal education	Count	4	100	35	66	205
	%	6.8%	25.4%	19.9%	24.3%	22.8%
Primary education	Count	42	102	64	64	272
	%	71.2%	26.0%	36.4%	23.5%	30.2%
High school	Count	12	105	59	108	284
	%	20.3%	26.7%	33.5%	39.7%	31.6%
HSS or above	Count	1	86	18	34	139
	%	1.7%	21.9%	10.2%	12.5%	15.4%
Total	Count	59	393	176	272	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

According to table 4.2.55, 25% of migrant workers who are not formally educated, and 22% of workers with an HSS or above education work eight hours per day. Around 71% of workers who have completed primary education work less than eight hours a day. About 40%

of high school qualified workers work twelve hours a day. It shows that the vast majority of migrant workers have only basic educational backgrounds. People with a primary education take lesser hours than No formally educated people. No formally educated people take more time to understand and complete the task. It also shows that workers with a high school education are more likely to be interested in work, so they work more hours per day. Migrant workers with no formal education are less likely to be interested in work and work less hours.

Table 4.202. Marital Status and No. of Working Hours

Marital Status		No. of working hours per day				Total
		less than 8 hours	8 hours	9 to 11 hours	12 hours or more	
Married	Count	49	297	111	126	583
	%	83.1%	75.6%	63.1%	46.3%	64.8%
Unmarried	Count	10	96	65	146	317
	%	16.9%	24.4%	36.9%	53.7%	35.2%
Total	Count	59	393	176	272	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.202 indicates that 83% of married migrant workers work fewer than eight hours a day, while 54% of unmarried migrant workers work twelve hours or more per day. It shows that married workers work more efficiently than unmarried workers. Married workers are concerned about their families and want to spend less time in the workplace so that they can spare some time with their families. Unmarried workers are just the opposite to married workers, and they spend more hours at work because they are young and new and they have to spend some more time learning the skills necessary to do the work.

According to table 4.203, 29% of migrant workers from Bihar and 20% of migrant workers from Uttar Pradesh work less than eight hours a day. About 21 % of workers from Odisha spend nine to eleven hours a day in the workplace. Similarly, 19% of North Eastern workers spend nine to eleven hours a day. About 16% of workers from West Bengal and 8% from all other states work eight hours a day. Workers from Jharkhand and Chhattisgarh 15% are working twelve or more hours per day. Migrant workers from Bihar and UP are working less hours per day.

Table 4.203. Native State and No. of Working Hours

Native State		No. of working hours per day				Total
		Less than 8 hours	8 Hours	9 to 11 Hours	12 Hours or more	
Bihar	Count	17	97	34	67	215
	%	28.8%	24.7%	19.3%	24.6%	23.9%
Odisha	Count	4	61	37	42	144
	%	6.8%	15.5%	21.0%	15.4%	16.0%
North Eastern states	Count	5	61	34	31	131
	%	8.5%	15.5%	19.3%	11.4%	14.6%
Uttar Pradesh	Count	12	44	27	43	126
	%	20.3%	11.2%	15.3%	15.8%	14.0%
West Bengal	Count	9	61	16	29	115
	%	15.3%	15.5%	9.1%	10.7%	12.8%
Jharkhand & Chhattisgarh	Count	9	37	17	42	105
	%	15.3%	9.4%	9.7%	15.4%	11.7%
Other states	Count	3	32	11	18	64
	%	5.1%	8.1%	6.3%	6.6%	7.1%
Total	Count	59	393	176	272	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.204. Type of Residence and No. of Working Hour

Type of Residence		No. of working hours per day				Total
		less than 8 hours	8 hours	9 to 11 hours	12 hours or more	
Room/Shed at the worksite	Count	18	112	46	125	301
	%	30.5%	28.5%	26.1%	46.0%	33.4%
Room/Shed away from the worksite	Count	9	76	46	25	156
	%	15.3%	19.3%	26.1%	9.2%	17.3%
Privately rented room	Count	1	124	61	75	261
	%	1.7%	31.6%	34.7%	27.6%	29.0%
Privately rented house	Count	31	53	18	29	131
	%	52.5%	13.5%	10.2%	10.7%	14.6%
Own House	Count	0	28	5	18	51
	%	0.0%	7.1%	2.8%	6.6%	5.7%
Total	Count	59	393	176	272	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.204 represents that 46% of migrant workers who live in a room or shed at the worksite, work twelve hours or more a day. Around 26% of migrant workers, who live in a room or shed away from the worksite, work nine to eleven hours per day. Migrant workers who live in privately rented rooms also work nine to eleven hours a day. About 52% of migrant workers, who live in privately rented houses, work less than eight hours. Approximately 7% of migrant workers who live in their own homes work eight hours per day. It indicates that workers who live on the work site spend more time on the job, while workers who live elsewhere spend less hours on the job site. This association is quite natural and that is the reason employers are providing sheds on the job site.

Table 4.205. Monthly Income and No. of Hours

Monthly Income		No. of working hours per day				Total
		less than 8 hours	8 hours	9 to 11 hours	12 hours or more	
<15000	Count	26	134	65	146	371
	%	44.1%	34.1%	36.9%	53.7%	41.2%
15000-24000	Count	33	200	86	86	405
	%	55.9%	50.9%	48.9%	31.6%	45.0%
25000 and Above	Count	0	59	25	40	124
	%	0.0%	15.0%	14.2%	14.7%	13.8%
Total	Count	59	393	176	272	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

According to table 4.205, 54% of workers who spend twelve hours or more a day are earning a monthly income of less than Rs.15000 and 56% of workers who spend less than eight hours a day are earning between Rs.15000 to Rs.24000 a month. Following that, 15% of workers who work eight hours per day earn a monthly salary of Rs.25000 and above. Migrant workers who work more than 12 hours a day earn less per month than those who work less time. Migrants who are earning less than Rs.15000 are young and do not have any experience, so they are working more hours to learn. Migrants who are earning Rs.15,000 to Rs.24,000 are working less hours than migrants who are earning more than Rs.25000.

Table 4.206. Remittance and No. of Hours

Usage of Remittances		No. of working hours per day				Total
		less than 8 hours	8 hours	9 to 11 hours	12 hours or more	
Purchased or leased land	Count	3	62	12	24	101
	%	5.1%	15.8%	6.8%	8.8%	11.2%
Purchased other farm or nonfarm equipment	Count	1	39	10	29	79
	%	1.7%	9.9%	5.7%	10.7%	8.8%
Improvement in housing	Count	14	130	82	101	327
	%	23.7%	33.1%	46.6%	37.1%	36.3%
Purchased consumer durables	Count	11	41	35	43	130
	%	18.6%	10.4%	19.9%	15.8%	14.4%
Repayment of debt of money lender	Count	12	76	20	46	154
	%	20.3%	19.3%	11.4%	16.9%	17.1%
Higher level of consumption	Count	11	18	4	9	42
	%	18.6%	4.6%	2.3%	3.3%	4.7%
Children's education and health	Count	7	20	6	13	46
	%	11.9%	5.1%	3.4%	4.8%	5.1%
Others	Count	0	7	7	7	21
	%	0.0%	1.8%	4.0%	2.6%	2.3%
Total	Count	59	393	176	272	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

According to table 4.206, 10.7% of workers who work twelve hours or more per day have used their remittances for the purchase of farm or non-farm equipment. Around 47% of migrant workers who are working nine to eleven hours a day have used their remittances to make improvements to their houses, and another 20 percent of migrants have used their remittances for the purchase of consumer durables. Similarly, 16% of migrants who are working eight hours a day have shown an interest in using their remittances for the purchase of land or taking land for lease. Around 20% of workers who are working less than eight hours a day have used their remittances to clear debts taken from money lenders/informal sources (20%), and another 19% have used their remittances for higher levels of consumption, particularly during the lean season, and another 12% have spent on their children's education and health (12%). People who are working nine to eleven hours a day have used their remittances for various purposes. It clearly indicates that migrant workers have transferred

money from one state to another state with a greater emphasis on improving their housing needs, which necessitates spending more money and working longer hours than normal people.

Table 4.207. Monthly Savings and No. of Working hours

Monthly Savings		No. of working hours per day				Total
		less than 8 hours	8 hours	9 to 11 hours	12 hours or more	
Rs. 1,000 or less	Count	42	96	57	71	266
	%	71.2%	24.4%	32.4%	26.1%	29.6%
Rs. 1,001 to Rs. 3,000	Count	12	90	44	93	239
	%	20.3%	22.9%	25.0%	34.2%	26.6%
Rs. 3,001 to Rs. 6,000	Count	3	75	36	87	201
	%	5.1%	19.1%	20.5%	32.0%	22.3%
More than Rs. 6,000	Count	2	132	39	21	194
	%	3.4%	33.6%	22.2%	7.7%	21.6%
Total	Count	59	393	176	272	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

According to table 4.207, 71% of migrant workers who work for less than eight hours a day, save less than one thousand rupees per month. One thousand to three thousand rupees can be saved by 34% of workers who work twelve or more hours. Similarly, 32 percent of migrant workers who work twelve or more hours a day will save between Rs.3,000 and Rs.6,000 per month. Likewise, 34% of workers can save six thousand or more per month if they work eight hours per day. Migrant workers who are working less than 8 hours per day are saving less. Migrant workers who are working 12 or 13 hours a day are saving more than Rs.1000 and up to Rs.6,000. Migrant workers who are working 8 hours per day are saving more because they are aged and they are planning their expenditure properly.

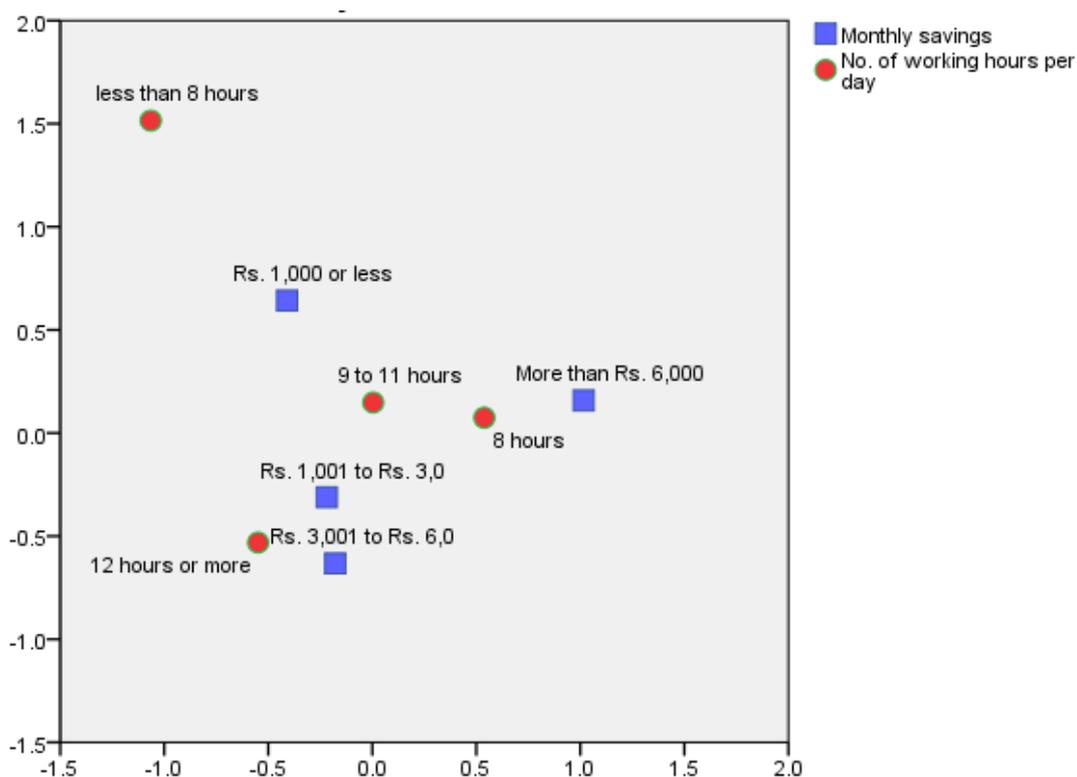


Figure 4.14. Correspondence diagram for Monthly Savings and Working Hours

The correspondence analysis diagram shows the relationship between monthly savings and working hours. Less than 8 hours of work is associated with a less than Rs.1000 saving category. People who are working less than 8 hours per day are saving Rs.1000 per day. They may get less wages, so they may save less. Migrants who are working more than 12 hours are saving Rs.1000 to Rs. 6,000. Migrants who are working 8 hours are saving Rs.6000 and more. They are disciplined in their work and expenditure, so they save more.

Table 4.208. No. of Working Hours and Socio-Economic Class

Socio-Economic Class		No. of working hours per day				Total
		less than 8 hours	8 hours	9 to 11 hours	12 hours or more	
Low	Count	33	124	56	83	296
	%	55.9%	31.6%	31.8%	30.5%	32.9%
Lower middle	Count	19	148	55	67	289
	%	32.2%	37.7%	31.3%	24.6%	32.1%
Middle	Count	7	121	65	122	315
	%	11.9%	30.8%	36.9%	44.9%	35.0%
Total	Count	59	393	176	272	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.208 shows 56 percent of workers who work less than eight hours are low in socioeconomic class. Followed by 38 percent of workers who work eight hours per day belong to the lower-middle socioeconomic class and 45 percent of workers who work twelve hours or more are in the middle socioeconomic class. It indicates that migrant workers need to spend more time at work, to earn more and improve their socioeconomic class. People who are working more, feel that they are on the higher side of the socio-economic class.

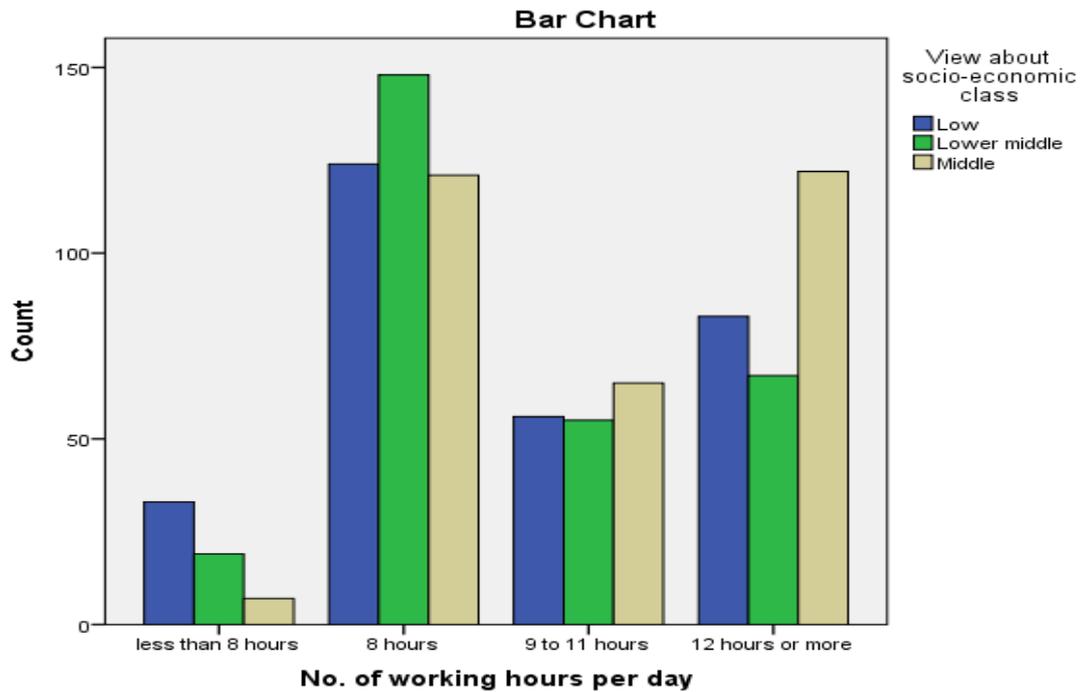


Figure 4.15. Bar Chart for Socio-economic class and No. of Working Hours

The bar chart shows that more number of lower socio-economic class migrants are working less than 8 hours. More number of lower-middle-class people are working 8 hours per day. More number of middle-class people are working 12 hours per day. When they work more hours per day, they get more income, which makes them think that they are in the middle class. Table 4.209 shows that migrant workers who work nine to eleven hours are associated with construction (39%), followed by Health care (7%), and Hotel and Restaurants (12%). Around 68% of workers who are working in the manufacturing industry are spending twelve or more hours per day in the workplace. In the education sector, 2 percent of workers spend eight hours per day. Workers who work less than eight hours are associated with various sectors, like agriculture (12%), Brick Kiln (29%), Domestic Work (22%). In other sectors, 12 percent of workers work nine to eleven hours. It identifies that workers from the manufacturing industries are spending more time than workers from other sectors.

Table 4.209. Nature of Work and No. of Working Hours

Nature of Work		No. of working hours per day				Total
		less than 8 hours	8 hours	9 to 11 hours	12 hours or more	
Construction	Count	10	145	68	53	276
	%	16.9%	36.9%	38.6%	19.5%	30.7%
Manufacturing	Count	10	137	43	185	375
	%	16.9%	34.9%	24.4%	68.0%	41.7%
Health care	Count	0	24	13	2	39
	%	0.0%	6.1%	7.4%	0.7%	4.3%
Education	Count	0	8	1	0	9
	%	0.0%	2.0%	0.6%	0.0%	1.0%
Agriculture	Count	7	10	4	2	23
	%	11.9%	2.5%	2.3%	0.7%	2.6%
Brick kiln	Count	17	17	1	0	35
	%	28.8%	4.3%	0.6%	0.0%	3.9%
Hotels & Restaurants	Count	0	32	22	3	57
	%	0.0%	8.1%	12.5%	1.1%	6.3%
Domestic work	Count	13	10	2	0	25
	%	22.0%	2.5%	1.1%	0.0%	2.8%
Others	Count	2	10	22	27	61
	%	3.4%	2.5%	12.5%	9.9%	6.8%
Total	Count	59	393	176	272	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

The Cramer's V test explains the strength of associations. Table 4.210 shows the strength of the association between the hours engaged in work and demographic variables. All the demographic variables have significant associations with working hours. Among those, the strength of the association between the number of working hours and the nature of work is large. The strength of the association between the number of working hours and age, type of residence and monthly savings is medium-large. The strength of the association between state, marital status, education, and remittances state with hours of work is medium. The strength of the association between monthly income, the socio-economic class, and hours of work is small to medium. If the strength of the association is medium and large, then the association is permanent and it will be there whenever the study is conducted again.

Table 4.210. Strength of Association

Variable	Cramer' V	Approx. Sig	Dof	Strength
State	.0.235	0.000	2	Medium
Gender	0.178	0.000	1	Small
Age	0.217	0.000	3	Medium-Large
Education	0.176	0.000	3	Medium
Marital Status	0.278	0.000	1	Medium
Family Size	0.075	.091	3	
Native State	0.109	0.020	3	Small
Residence	0.217	0.000	3	Medium-Large
Monthly Income	0.150	0.000	2	Small-Medium
Remittance	0.174	0.000	3	Medium
Savings	0.219	0.000	3	Medium -Large
Nature of Work	.0382	0.000	3	Large
Socio-Economic Class	0.144	0.000	2	Small-Medium

4.2.9. Wages per Day

Migrants are leaving their native states and coming to southern states mainly to earn money. So, the wages which they are getting are the main motivating factor. Wages paid per day may depend upon many factors, such as the nature of the job, the number of hours, and the skills possessed by the migrant.

The minimum wage per day is Rs.200 and around 5 migrants are getting Rs.200 per day. The maximum wage per day is Rs.1000 and 33 migrants are getting Rs.1000 as wages per day. The Median is Rs.500 and 54% of migrants are getting Rs.500 or less wages. Mode is Rs.500 and 117 migrants, accounting for 13% of total migrants, are getting wages of Rs.500 per day, which is the maximum number. About 80 migrants are getting Rs.300 and 92 migrants are getting Rs.400 and 96 migrants are getting Rs.700 and 77 migrants are getting Rs.800 as wages per day. The average wage per day is Rs.555. The investigator has noticed that both employers and migrants are mostly happy with the wages paid.

About 46.4% of the migrant workers are getting wages in the range of Rs.301 to Rs.600 per day. The maximum number of migrants is in the range of Rs.500 to Rs.600. Another 32.3% of migrant workers are getting wages of Rs.601 to Rs.900 per day. About 6.3% of migrant workers are getting wages of Rs.300 and less. Only less than 5% of migrant workers are earning more than Rs.900 per day.

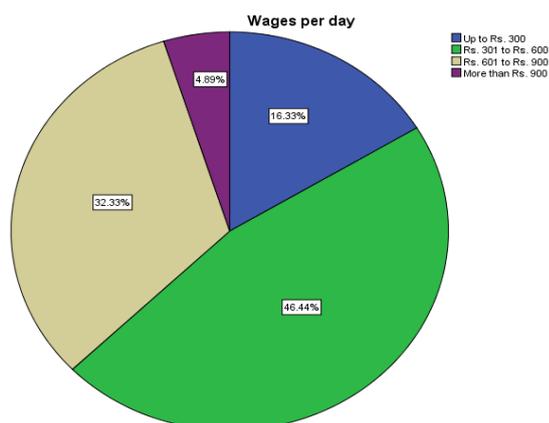


Figure 4.16. Wage per Day-Frequency

The wages per day pie chart shows that 46% of migrant workers are getting Rs.300 to Rs.600 per day. In fact, more number of people are getting Rs.500 per day. Another 32 % of the migrant workers are getting Rs.600 to Rs.900 wages per day.

Table 4.211. Test of Association

Variable	Chi-Square Value	Dof	Sig. Value
State	17.029	6	0.009
Gender	38.596	3	0.000
Years of Migrated Life	156.873	9	0.000
Nature of Migration	8.324	3	0.040
Source of Information	68.750	18	0.000
Nature of Engagement	0.232	3	0.972
Nature of Job Contract	102.569	12	0.000
Nature of Work	113.161	24	0.000
Present Occupier	46.621	6	0.000
Skill Required	179.015	9	0.000
Working Hours per day	83.820	9	0.000

Table 4.211 shows the Chi-square statistics of the cross-table between the wages per day and the employment background variables. Except for the nature of engagement, all the other employment background variables are found to be significantly associated with wages per days. The associations of the wages per day with the employment background variables except for the nature of migration and nature of engagement are significant at more than 99 percent level of confidence because the significant values are less than 0.01. The associations of wages per day with the nature of migration are significant at more than 95 percent level of confidence because the significant value is less than 0.05. The details of associations are explained in the following paragraphs.

Table 4.212. State and Wages per day

State		Wages per day				Total
		Up to Rs.300	Rs.301 to Rs.600	Rs. 601 to Rs.900	More than Rs.900	
Kerala	Count	55	143	85	17	300
	%	37.4%	34.2%	29.2%	38.6%	33.3%
Karnataka	Count	48	117	117	18	300
	%	32.7%	28.0%	40.2%	40.9%	33.3%
Tamilnadu	Count	44	158	89	9	300
	%	29.9%	37.8%	30.6%	20.5%	33.3%
Total	Count	147	418	291	44	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.212 shows the cross-tabulation of the state in which the migrants are working and the wages per day. The wages per day of migrants are grouped into four categories. Kerala is leading compared to other states with the highest percentage (37.4%) of the migrant workers within the wages per day category of up to Rs.300. Tamilnadu is leading compared to other states with the highest percentage (37.8%) of migrant workers within the wages per day category of Rs.301 to Rs.600. Karnataka is leading compared to other states with the highest percentages (40.2%, and 40.9%) of migrant workers within the wage per day categories of Rs.601 to Rs.900 and more than Rs.900. Hence, the migrants who are working in Karnataka are earning more.

Table 4.213. Gender & Wages per day

Gender		Wages per day				Total
		Up to Rs.300	Rs.301 to Rs.600	Rs.601 to Rs.900	More than Rs.900	
Male	Count	120	361	285	42	808
	%	81.6%	86.4%	97.9%	95.5%	89.8%
Female	Count	27	57	6	2	92
	%	18.4%	13.6%	2.1%	4.5%	10.2%
Total	Count	147	418	291	44	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

The total percentage of male migrants is 89.8%. In the wage categories up to Rs.300 and Rs.301 to Rs.600, the percentage of males is 81.6% and 86.4%, respectively, which is less

than 89.8%. It means that more women are in these categories than their total percentage. In the wage categories of Rs.601 to Rs.900 and more than Rs.900, the percentage of males is 97.9% and 95.5%, respectively, which is more than 89.8%. It means that more percentages of men are in these categories than their total percentage. Hence, male migrants are earning more wages than female migrants.

Table 4.214. The Years of Migrated Life and Wages per day

Years of Migrated Life		Wages per day				Total
		up to Rs. 300	Rs. 301 to Rs. 600	Rs. 601 to Rs. 900	more than Rs. 900	
1-2 Years	Count	103	168	58	2	331
	%	70.1%	40.2%	19.9%	4.5%	36.8%
3-5 Years	Count	28	164	150	17	359
	%	19.0%	39.2%	51.5%	38.6%	39.9%
6-10 Years	Count	12	65	71	15	163
	%	8.2%	15.6%	24.4%	34.1%	18.1%
11 -25 Years	Count	4	21	12	10	47
	%	2.7%	5.0%	4.1%	22.7%	5.2%
Total	Count	147	418	291	44	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

The years of migrated life have been categorised into four groups. The cross-tabulation between the years of migrated life and the wages per day shows that the migrants with 1-2 years of migrated life are more (70.1% and 40.2%) in the wage categories up to Rs.300 and Rs.301 to Rs.600. The migrants with a migrated life of 3 to 5 years are getting Rs.600 to Rs.900 wages per day. The migrant workers who are having migrated life of 6-10 years and 11 to 25 years are getting Rs. 900 and more wages per day. The relationship clearly shows that migrant workers with less experience are getting less wages and migrants with more experience are earning more. This relationship is logical and understandable.

The scatter plot shows that there is a positive relationship between years of migrated life and wages per day. The wages per day can be calculated by using the following equation. Wages per day = 472+19.75 *years of experience. When there is a one-year increase in experience, it results in a Rs.19.75 change in wages per day. Even without any experience, the migrants will get Rs.472.

Table 4.215. Nature of Migration and Wages per day

Nature of Migration		Wages per day				Total
		up to Rs.300	Rs.301 to Rs.600	Rs.601 to Rs.900	more than Rs.900	
Alone	Count	102	285	189	21	597
	%	69.4%	68.2%	64.9%	47.7%	66.3%
Along with family	Count	45	133	102	23	303
	%	30.6%	31.8%	35.1%	52.3%	33.7%
Total	Count	147	418	291	44	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.216. Source of Recruitment/Information and Wages per day

Source of Information		Wages per day				Total
		Up to Rs.300	Rs.301 to Rs.600	Rs.601 to Rs.900	More than Rs.900	
Own-effort / self- initiative	Count	12	101	74	4	191
	%	8.2%	24.2%	25.4%	9.1%	21.2%
Through acquaintances/relatives	Count	38	92	51	9	190
	%	25.9%	22.0%	17.5%	20.5%	21.1%
Through labour contractor	Count	75	128	117	16	336
	%	51.0%	30.6%	40.2%	36.4%	37.3%
Directly approached the employer	Count	9	41	25	12	87
	%	6.1%	9.8%	8.6%	27.3%	9.7%
Approached by the employer	Count	3	23	16	2	44
	%	2.0%	5.5%	5.5%	4.5%	4.9%
Advertisements	Count	1	7	5	0	13
	%	0.7%	1.7%	1.7%	0.0%	1.4%
Others,	Count	9	26	3	1	39
	%	6.1%	6.2%	1.0%	2.3%	4.3%
Total	Count	147	418	291	44	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.215 shows the cross-tabulation between the nature of migration and wages per day. Migrants who have migrated alone are getting Rs.300 wages per day. They are young and migrated alone and are new to the job, so they are getting less wages. In the wage category of

more than Rs.900, the percentage migration with family is more (52.3%). It is a clear indication that migrants with higher wages prefer to migrate with the entire family. With an increase in the wage, the preference for migration along with family also increases. They also get higher wages, so it is affordable to have a family with them.

Table 4.216 shows the cross-tabulation of the source of recruitment/information and the wages per day. There are seven sources of recruitment/information covered in this study. Migrant workers who are recruited through relatives and acquaintances are getting Rs.300 per day. People who are employed by contractors are also getting Rs.300 wages per day. Migrants who are employed through their own initiative are getting Rs.600 to Rs.900 per day. Migrants who could establish contact with the employer are getting Rs.900 and more per day.

Table 4.217. Nature of Job Contract and Wages per day

Nature of Job Contract		Wages per day				Total
		Up to Rs.300	Rs.301 to Rs.600	Rs.601 to Rs.900	More than Rs.900	
Casual employment with no written contract	Count	76	162	84	8	330
	%	51.7%	38.8%	28.9%	18.2%	36.7%
Regular employment with no written contract	Count	50	144	77	14	285
	%	34.0%	34.4%	26.5%	31.8%	31.7%
Written contract for less than a year	Count	8	37	59	5	109
	%	5.4%	8.9%	20.3%	11.4%	12.1%
Written contract for more than a year	Count	9	31	9	0	49
	%	6.1%	7.4%	3.1%	0.0%	5.4%
Others	Count	4	44	62	17	127
	%	2.7%	10.5%	21.3%	38.6%	14.1%
Total	Count	147	418	291	44	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.217 shows the cross-tabulation of the nature of the job contract and the wages per day. The migrants who are in casual employment without a contract are getting Rs.300 wages per day. They are the least paid workers. Workers who are working in regular employment but without written promises are getting wages of Rs.300 to Rs.600 per day. People working

with written promises are getting Rs.600 to Rs.900 wages per day. Regular employment with a written contract gives more wages to migrants than other types of employment contracts.

Table 4.218. Nature of Work and Wages per day

Nature of Work		Wages per day				Total
		up to Rs. 300	Rs. 301 to Rs. 600	Rs. 601 to Rs. 900	more than Rs. 900	
Construction	Count	46	114	102	14	276
	%	31.3%	27.3%	35.1%	31.8%	30.7%
Manufacturing	Count	57	189	116	13	375
	%	38.8%	45.2%	39.9%	29.5%	41.7%
Health care	Count	0	17	18	4	39
	%	0.0%	4.1%	6.2%	9.1%	4.3%
Education	Count	1	5	2	1	9
	%	0.7%	1.2%	0.7%	2.3%	1.0%
Agriculture	Count	0	9	14	0	23
	%	0.0%	2.2%	4.8%	0.0%	2.6%
Brick kiln	Count	0	21	14	0	35
	%	0.0%	5.0%	4.8%	0.0%	3.9%
Hotels & Restaurants	Count	6	30	14	7	57
	%	4.1%	7.2%	4.8%	15.9%	6.3%
Domestic work	Count	6	17	1	1	25
	%	4.1%	4.1%	0.3%	2.3%	2.8%
Others	Count	31	16	10	4	61
	%	21.1%	3.8%	3.4%	9.1%	6.8%
Total	Count	147	418	291	44	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.218 shows the cross-tabulation between the nature of work and the wages per day. There are nine types of work, including others covered in this study. Migrant workers who are working in domestic work are getting Rs.300 per day and they are the least paid. Migrants who are employed in the manufacturing sector are getting Rs.300 to Rs.600 per day. People who are involved in brick kiln industries are also getting the same wages per day. Migrant workers engaged in construction activities and agricultural works are getting Rs.600 to Rs.900 per day. Migrants employed in the education sector, restaurants and health care are getting more than Rs.900.

Table 4.219. Present Occupier and Wages per day

Present Occupier		Wages per day				Total
		Up to Rs. 300	Rs. 301 to Rs. 600	Rs. 601 to Rs. 900	More than Rs. 900	
Firm owner	Count	81	189	125	12	407
	%	55.1%	45.2%	43.0%	27.3%	45.2%
Contractor	Count	57	190	138	15	400
	%	38.8%	45.5%	47.4%	34.1%	44.4%
Manager / Project manager	Count	9	39	28	17	93
	%	6.1%	9.3%	9.6%	38.6%	10.3%
Total	Count	147	418	291	44	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.219 shows the cross-tabulation of the current occupier and the wages per day. The wages per day of migrants are grouped into four categories. A greater number of migrants under the occupancy of firm owners are getting less wages of Rs.300 per day, while a greater number of migrants under the occupancy of managers/project managers are getting higher wages of Rs.900 and more. The migrants under the occupancy of the contractor are getting Rs.600 to 900 wages per day. The project managers are recommending more wages. They develop a good relationship with workers and make them work harder. As a result, workers are getting more.

Table 4.220. Type of Skill Required and Wages per day

Skill Possessed		Wages per day				Total
		Up to Rs. 300	Rs. 301 to Rs. 600	Rs. 601 to Rs. 900	More than Rs. 900	
Unskilled	Count	86	178	34	2	300
	%	58.5%	42.6%	11.7%	4.5%	33.3%
Semi-skilled	Count	31	131	122	7	291
	%	21.1%	31.3%	41.9%	15.9%	32.3%
Skilled	Count	20	86	125	30	261
	%	13.6%	20.6%	43.0%	68.2%	29.0%
Highly skilled	Count	10	23	10	5	48
	%	6.8%	5.5%	3.4%	11.4%	5.3%
Total	Count	147	418	291	44	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.220 shows the cross-tabulation between the type of skill required and the wages per day. The unskilled migrants are found to be in more numbers in the wage category of up to Rs.300 and Rs.301 to Rs.600 per day. Semi-skilled workers are getting Rs.600 to Rs.900 per day. Skilled and highly skilled workers are getting Rs.900 or more per day. It is evident that skilled migrants are getting more wages than unskilled migrants.

Table 4.221. Working Hours per day and Wages per day

Working Hours per day		Wages per day				Total
		Up to Rs. 300	Rs. 301 to Rs. 600	Rs. 601 to Rs. 900	More than Rs. 900	
less than 8 hours	Count	6	31	21	1	59
	%	4.1%	7.4%	7.2%	2.3%	6.6%
8 hours	Count	36	169	151	37	393
	%	24.5%	40.4%	51.9%	84.1%	43.7%
9 to 11 hours	Count	27	96	48	5	176
	%	18.4%	23.0%	16.5%	11.4%	19.6%
12 hours or more	Count	78	122	71	1	272
	%	53.1%	29.2%	24.4%	2.3%	30.2%
Total	Count	147	418	291	44	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.221 shows the cross-tabulation between the working hours per day and the wages per day. In the wage category up to Rs.300, the percentage of migrants working 12 hours or more per day is higher (53.1%). They work more hours but get less wages because they are new and working more hours to learn. Migrant workers working less than 8 hours are getting Rs.300 to Rs.600 in wages per day. Migrants who are working 8 hours per day are getting Rs.900 per day.

Table 4.222. Strength of Association

Variable	Cramer's V	Approx Sig	Dof	Strength
State	0.097	0.009	2	Small
Gender	0.207	0.000	1	Medium
Years of Migrated Life	0.241	0.000	3	Large
Nature of Migration	0.096	0.040	1	-
Source of Information	0.160	0.000	3	Medium
Nature of Job Contract	0.195	0,000	3	Medium
Nature of Work	0.205	0.000	3	Medium
Present Occupier	0.161	0.000	2	Small-Medium
Skill Required	0.257	0.000	3	Large
Working Hours	0.176	0.000	3	Medium

The Chi-square test explains the significance of the association between the employment background variables and the wages per day of the migrants, and the Cramer's V test explains the strength of those associations. Table 4.222 shows the strength of the association between the employment background variables and the wages per day of the migrants. All the employment background variables in the table have significant associations. Among those, the strengths of associations between wages per day with years of migrated life and skills required are large. The strength of associations between wages per day with gender, source of information, nature of job contract, nature of work and working hours per day are medium. The strength of the association of wages per day with present occupiers is small-medium. The strength of the association of wages per day with the state is small. If the strength of the association is medium, then whatever associations stated are very strong and very reliable and that will be true on all occasions.

4.2.10. Frequency of Payment

As per the Payment of Wages Act 1936, the wages payment cannot be made beyond one month. The Act also provides that (section 7 of the Act), the total amount of deductions should not exceed 75% of the wages of the employee in any wage period if the whole or part of the deductions are meant for payments to cooperative societies. In other cases, it should not exceed 50%. So, most of the contractors/employers will make payments to the migrant workers daily, weekly or monthly. Some contractors or employers are making lump-sum

payments as an advance to attract migrant workers. That advance amount is deducted slowly from their wages and that deduction cannot be more than 50% of wages.

About 44.7% of migrant workers are getting their wage payments on a monthly basis. The most common form of wage payment is on a monthly basis. Most of the manufacturing companies will be interested in paying on a monthly basis. Around 41.7 % of the migrants are working in manufacturing industries. So, most people are getting monthly payments. Another 41.2% of migrant workers are getting weekly payments. Next to manufacturing, the important sector where migrant workers are working is construction. In the construction sector, the common form of payment system is weekly payment. Another 14.1% of migrant workers are getting daily wages and they are working in hotels, brick kilns and agriculture work. In these sectors, the payment is made based on piece rate or performance. So, they adopted a daily payment system.

Table 4.223. Test of Association

Variable	Chi-Square Value	dof	Sig. Value
Years of Migrated Life	43.281	6	0.000
Nature of Migration	3.984	2	0.136
Sources of Recruitment	64.159	12	0.000
Nature of Engagement	36.803	2	0.000
Nature of Job Contract	38.121	8	0.000
Nature of Work	189.996	16	0.000
Present Occupier	24.336	4	0.000
Skill Required	34.546	6	0.000
Working hours per day	31.395	6	0.000
Wages per day	36.280	6	0.000
Source of Influence	57.330	6	0.000

Table 4.223 shows the Chi-square statistics of the cross-table between the frequency of payment and the demographic and employment variables. Except for the nature of migration, all the other variables are found to be significantly associated with the frequency of payment. years of migrated life, sources of recruitment, nature of engagement, nature of job contract, nature of work, present occupier, skill required, working hours per day, wages per day and source of influence are associated at a 99 percent level of confidence. The details of the associations are explained below.

Table 4.224. Years of Migrated Life Frequency of Payment

Years of Migrated Life		Frequency of Payment			Total
		Daily	Weekly	Monthly	
1-2 Years	Count	27	161	143	331
	%	21.3%	43.4%	35.6%	36.8%
3-5 Years	Count	52	158	149	359
	%	40.9%	42.6%	37.1%	39.9%
6-10 Years	Count	36	43	84	163
	%	28.3%	11.6%	20.9%	18.1%
11 -25 Years	Count	12	9	26	47
	%	9.4%	2.4%	6.5%	5.2%
Total	Count	127	371	402	900
	%	100.0%	100.0%	100.0%	100.0%

Table 4.224 shows the cross-tabulation of the number of years of migrated life and the frequency of getting paid for employment. The frequency of payment is grouped into three categories. Approximately 43 percent of migrants with a migrated life of 1 to 2 years, as well as 42 percent of migrants with a migrated life of 3 to 5 years, are getting weekly wages. The majority of migrant workers are working on construction sites, where the contractors prefer to pay on a weekly basis. Migrants, who are having experience of 6 to 10 years, as well as experience of 11 to 25 years, are getting daily payments. This is a clear indication that migrants start developing an acquaintance with the place when they stay for a longer period. Once their experience increases and their acquaintances also improve, they are ready to work with different skills at different places, which leads to getting daily payments. They shift from one job to another job very frequently.

Table 4.225 shows the cross-tabulation of sources of influence and the frequency of getting paid for employment. Around 43% of migrant workers whose source of influence is labour contractors are getting weekly payments. This means, when the labour contractors influence the migrant workers, then there is a high chance of working at construction sites, which leads to getting wages on a weekly basis. The contractor will be expecting some commitment, so they will pay only weekly. When the source of influence is the family member, then the data shows that the majority of the workers are getting daily wages, which means they are working at sites that provide per-day wages. The majority of migrant workers, whose source of influence is relatives and friends or self-initiative, are getting daily payment for their employment.

Table 4.225. Source of Influence and Frequency of Payment

Source of Influence		Frequency of Payment			Total
		Daily	Weekly	Monthly	
Labour Contractor	Count	24	161	165	350
	%	18.9%	43.4%	41.0%	38.9%
Family Member	Count	61	164	179	404
	%	48.0%	44.2%	44.5%	44.9%
Relatives and Friends	Count	33	20	38	91
	%	26.0%	5.4%	9.5%	10.1%
Self-Initiative	Count	9	26	20	55
	%	7.1%	7.0%	5.0%	6.1%
Total	Count	127	371	402	900
	%	100.0%	100.0%	100.0%	100.0%

Table 4.226. Sources of Recruitment and Frequency of Payment

Source of Recruitment		Frequency of Payment			Total
		Daily	Weekly	Monthly	
Own-effort / self-initiative	Count	46	95	50	191
	%	36.2%	25.6%	12.4%	21.2%
Through acquaintances/relatives	Count	31	58	101	190
	%	24.4%	15.6%	25.1%	21.1%
Through labour contractor	Count	31	149	156	336
	%	24.4%	40.2%	38.8%	37.3%
Directly approached the employer	Count	15	31	41	87
	%	11.8%	8.4%	10.2%	9.7%
Approached the employer	Count	2	22	20	44
	%	1.6%	5.9%	5.0%	4.9%
Advertisements	Count	1	2	10	13
	%	0.8%	0.5%	2.5%	1.4%
Others,	Count	1	14	24	39
	%	0.8%	3.8%	6.0%	4.3%
Total	Count	127	371	402	900
	%	100.0%	100.0%	100.0%	100.0%

Table 4.226 shows the cross-tabulation of sources of recruitment and the frequency of getting paid for employment. The workers who made their own efforts to get the work and the ones who directly approached their employers are getting the payments on a daily basis. About 25 percent of the workers who got their jobs through acquaintances or relatives are getting monthly payments for their work. The majority of people who get their jobs through advertisements are also getting monthly payments. The recruiters who give jobs through advertisements mostly pay on a monthly basis. Around 40 percent of the workers who are recruited by approaching any labour contractor are getting weekly payments as they work under the labour contractor and receive payment weekly according to the contracts.

Table 4.227. Nature of Engagement and Frequency of Payment

Nature of Engagement		Frequency of Payment			Total
		Daily	Weekly	Monthly	
Contract basis	Count	30	195	212	437
	%	23.6%	52.6%	52.7%	48.6%
Day-to-day basis	Count	97	176	190	463
	%	76.4%	47.4%	47.3%	51.4%
Total	Count	127	371	402	900
	% t	100.0%	100.0%	100.0%	100.0%

Table 4.227 shows the cross-tabulation between the nature of job engagement and the frequency of getting paid for employment. People who are engaged on a contract basis would have a contract for a month or a week, so they are getting monthly payments and some people are getting weekly wages. On the other hand, 76 percent of the people who are engaged on a day-to-day basis are getting daily payments for their work. The majority of the workers who are working at hotels (fast food) etc., are getting daily wages.

Table 4.228. Nature of Job Contract and Frequency of Payment

Nature of Job Contract		Frequency of Payment			Total
		Daily	Weekly	Monthly	
Casual employment with no written contract	Count	63	151	116	330
	%	49.6%	40.7%	28.9%	36.7%
Regular employment with no written contract	Count	44	98	143	285
	%	34.6%	26.4%	35.6%	31.7%
A written contract for less than a year	Count	5	49	55	109
	%	3.9%	13.2%	13.7%	12.1%
A written contract for more than a year	Count	3	27	19	49
	%	2.4%	7.3%	4.7%	5.4%
Others	Count	12	46	69	127
	%	9.4%	12.4%	17.2%	14.1%
Total	Count	127	371	402	900
	%	100.0%	100.0%	100.0%	100.0%

Table 4.228 shows the cross-tabulation between the nature of the job contract and the frequency of getting paid for employment. Around 49 percent of migrant workers who are working as casual employees with no written contract are getting wages on a daily basis due to a lack of a written agreement between the employer and the employee. Their employers prefer to recruit workers according to the need and remove them whenever they are not required. The majority of workers working regularly without any written contract are getting monthly payments. Around 13 percent of the workers working through the written contract for less than a year are also getting monthly payments. Employers know that they will be working for a few months, so they prefer to pay the workers on a monthly basis and encourage them to polish their skills.

Table 4.229. Nature of Work and Frequency of Payment

Nature of Work		Frequency of Payment			Total
		Daily	Weekly	Monthly	
Construction	Count	58	149	69	276
	%	45.7%	40.2%	17.2%	30.7%
Manufacturing	Count	14	157	204	375
	%	11.0%	42.3%	50.7%	41.7%
Health care	Count	11	7	21	39
	%	8.7%	1.9%	5.2%	4.3%
Education	Count	1	2	6	9
	%	0.8%	0.5%	1.5%	1.0%
Agriculture	Count	7	13	3	23
	%	5.5%	3.5%	0.7%	2.6%
Brick kiln	Count	17	15	3	35
	%	13.4%	4.0%	0.7%	3.9%
Hotels & Restaurants	Count	5	13	39	57
	%	3.9%	3.5%	9.7%	6.3%
Domestic work	Count	4	11	10	25
	%	3.1%	3.0%	2.5%	2.8%
Others	Count	10	4	47	61
	%	7.9%	1.1%	11.7%	6.8%
Total	Count	127	371	402	900
	%	100.0%	100.0%	100.0%	100.0%

Table 4.229 shows the cross-tabulation between the nature of work and the frequency of getting paid for employment. About 45 percent of the migrant workers employed at construction sites, 8 percent of migrants working in the health care sector, and the majority of workers working in the agricultural sector, brick kiln and doing domestic work are getting their wages on a daily basis. Approximately 50 percent of migrants working in the manufacturing sectors are getting monthly payments. In the manufacturing sector, they are working on a contractual basis so they are getting monthly wages. The majority of workers working in educational institutions and hotels are also getting paid on a monthly basis.

Table 4.230. Present Occupier and Frequency of Payment

Present Employer		Frequency of Payment			Total
		Daily	Weekly	Monthly	
Firm owner	Count	57	145	205	407
	%	44.9%	39.1%	51.0%	45.2%
Contractor	Count	67	184	149	400
	%	52.8%	49.6%	37.1%	44.4%
Manager / Project manager	Count	3	42	48	93
	%	2.4%	11.3%	11.9%	10.3%
Total	Count	127	371	402	900
	%	100.0%	100.0%	100.0%	100.0%

Table 4.230 shows the cross-tabulation between current occupiers/employer and the frequency of receiving payment for employment. Around 51 percent of migrant workers, whose present employer is the owner of the firm, are paid on a monthly basis as the owner is sure about the employees' work and employs them for a longer duration. Around 52 percent of migrant workers whose employer is a contractor are getting paid on a daily basis. The contractors recruit and remove migrant workers each day, so they prefer to pay daily wages. The majority of migrant workers are getting weekly or monthly wages if their employer is the project manager.

Table 4.231. Skill Required and Frequency of Payment

Skill Required		Frequency of Payment			Total
		Daily	Weekly	Monthly	
Unskilled	Count	40	124	136	300
	%	31.5%	33.4%	33.8%	33.3%
Semi-skilled	Count	55	142	94	291
	%	43.3%	38.3%	23.4%	32.3%
Skilled	Count	28	89	144	261
	%	22.0%	24.0%	35.8%	29.0%
Highly skilled	Count	4	16	28	48
	%	3.1%	4.3%	7.0%	5.3%
Total	Count	127	371	402	900
	%	100.0%	100.0%	100.0%	100.0%

Table 4.231 shows the cross-tabulation of skills required and the frequency of getting paid for employment. If the migrants are working in a job where there is no specific skill required, then the employer prefers to recruit people for a longer duration and prefers to make the monthly payment. Around 43 percent of semi-skilled migrant workers are getting daily wages. In jobs where specific skills are required, the employer wants a specialist for that job, and if the worker gets good wages, they prefer to work at the same place for the same employer. So, 35 percent of the migrants who are employed in jobs that require specific skills are getting monthly payments. Another 7 percent of migrants having high skills are also getting monthly payments.

Table 4.232. Working Hours per day and Frequency of Payment

Working Hours per day		Frequency of Payment			Total
		Daily	Weekly	Monthly	
Less than 8 hours	Count	11	27	21	59
	%	8.7%	7.3%	5.2%	6.6%
8 Hours	Count	76	154	163	393
	%	59.8%	41.5%	40.5%	43.7%
9 to 11 Hours	Count	27	71	78	176
	%	21.3%	19.1%	19.4%	19.6%
12 Hours or more	Count	13	119	140	272
	%	10.2%	32.1%	34.8%	30.2%
Total	Count	127	371	402	900
	%	100.0%	100.0%	100.0%	100.0%

Migrant workers who are working around 11 hours or less per day are getting paid on a daily basis. While the majority of migrant workers (around 34 percent) who are working for more than 12 hours a day are getting payments on a monthly basis.

The majority of the migrant workers who are getting wages of up to Rs.300 per day are getting payments on a monthly basis. Around 50 percent of workers who are getting wages per day of around Rs.300 to Rs.600 are getting payments on a weekly basis. Another 52 percent of the migrants who are entitled to get wages per day of around Rs.600 to Rs.900 are getting payments daily. While the majority of migrants earning more than Rs.900 per day are getting their wages every month.

Table 4.233. Wages per day and Frequency of Payment

Wages per day		Frequency of Payment			Total
		Daily	Weekly	Monthly	
Up to Rs.300	Count	11	63	73	147
	%	8.7%	17.0%	18.2%	16.3%
Rs 301 to Rs.600	Count	45	188	185	418
	%	35.4%	50.7%	46.0%	46.4%
Rs.601 to Rs.900	Count	66	110	115	291
	%	52.0%	29.6%	28.6%	32.3%
More than Rs.900	Count	5	10	29	44
	%	3.9%	2.7%	7.2%	4.9%
Total	Count	127	371	402	900
	%	100.0%	100.0%	100.0%	100.0%

Table 4.234. Strength of Association

Variable	Cramer's V	Approx. Sig	Dof	Strength
Years of Migrated Life	0.155	0.000	2	Medium
Source of Recruitment	0.189	0.000	2	Medium
Nature of Engagement	0.202	0.000	1	Medium
Nature of Job Contract	0.146	0.000	2	Medium
Nature of Work	0.325	0.000	2	Large
Present Occupier	0.116	0.000	2	Small
Skill Required	0.139	0.000	2	Medium
Working Hours	0.132	0.000	2	Small-Medium
Wages per day	0.142	0.000	2	Medium
Source of Influence	0.178	0.000	2	Medium

While, the Chi-square test explains the significance of the association between the variables and the frequency of payment to the migrants, the Cramer's V test explains the strength of those associations. Table 4.234 shows the strength of the association between the variables and the frequency of payment to the migrants. The strength of association of the nature of work is large. While the strengths of associations of years of migrated life, sources of recruitment, nature of engagement, nature of job contract, skill required, wages per day and sources of influence with the frequency of payments are medium. The strength of the

association of working hours per day with the frequency of payment is small-medium. The strength of association of the current employer with the frequency of payments is small. If the strength of association is medium and large, it means the associations stated are true in the long run and consistent and reliable.

4.2.11. Receipt of Lump-Sum advance

Employers are giving sum of advance payments to skilled migrant workers to attract them and retain them for a long time. The size of the lump-sum advance depends upon the level of skill possessed by the employee and the importance of the job to be performed. Normally, migrant workers are moving from job to job. To avoid that and retain them till the job is over, employers prefer to give an advance amount. They will deduct the amount slowly from the salary and they will continue to deduct it till the contract is over. Earlier, the advance amount was given to make people move from their native state. This practice was prevalent even within the state, mainly to attract labourers to come for domestic work. Nowadays, this practice is significantly reduced and the advance amount is given mainly to attract skilled labourers.

Table 4.235. Receipt of Lump-Sum Advance

	Frequency	Percent	Cumulative Percent
Not received any	435	48.3	48.3
To settle my debts	233	25.9	74.2
To fund pressing family needs	179	19.9	94.1
To save for the future	44	4.9	99.0
To fund a new business in my native	9	1.0	100.0
Total	900	100.0	

Table 4.235 shows that 48.3% of migrant workers do not receive any lump-sum advance payments. About 25.9% of migrant workers received lump-sum advance payments from their employers to settle their debts before migration. Still, Indian people believe that debt is a burden and it has to be settled in the first instance. Another 19.9% of migrant workers have received lump-sum advances mainly to meet pressing big family commitments such as children's marriages and the construction of a house. Less than 5% of the migrants have

received the advance amount to save for the future and to fund the new business started in their native state.

Table 4.236. Test of Association

Variable	Chi-Square Value	Dof	Sig. Value
Native State	52.801	24	0.001
Nature of Job Contract	168.323	18	0.000
Present Occupier	44	8	0.000

To test the association between two category variables, chi-square analysis is used. The chi-square test statistics show that native state, the nature of job contract and present occupier are having significant association with lump-sum advance payment.

Table 4.237. Native State and Lump-sum Advance

Native State		Lump-sum advance					Total
		Not received any	To settle my debts	To fund pressing family needs	To save for the future	To fund a new business in my native	
Bihar	Count	110	47	42	15	1	215
	%	25.3%	20.2%	23.5%	34.1%	11.1%	23.9%
Odisha	Count	53	51	34	5	1	144
	%	12.2%	21.9%	19.0%	11.4%	11.1%	16.0%
North Eastern states	Count	60	40	24	6	1	131
	%	13.8%	17.2%	13.4%	13.6%	11.1%	14.6%
Uttar Pradesh	Count	61	35	25	4	1	126
	%	14.0%	15.0%	14.0%	9.1%	11.1%	14.0%
West Bengal	Count	75	20	13	5	2	115
	%	17.2%	8.6%	7.3%	11.4%	22.2%	12.8%
Jharkhand & Chhattisgarh	Count	39	23	31	9	3	105
	%	9.0%	9.9%	17.3%	20.5%	33.3%	11.7%
Other states	Count	37	17	10	0	0	64
	%	8.5%	7.3%	5.6%	0.0%	0.0%	7.1%
Total	Count	435	233	179	44	9	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

The migrants from Odisha and North-Eastern states have received the advance amount mainly to settle the debt they have before the migration. Migrants from Bihar have received an advance amount to save for the future. There is a saying, “let the first expenditure be

saving”, which describes the nature of the saving scenario in India. People from West Bengal and Jharkhand are collecting the advance amount from employers to start a business in their native places which they can continue once they return from migration.

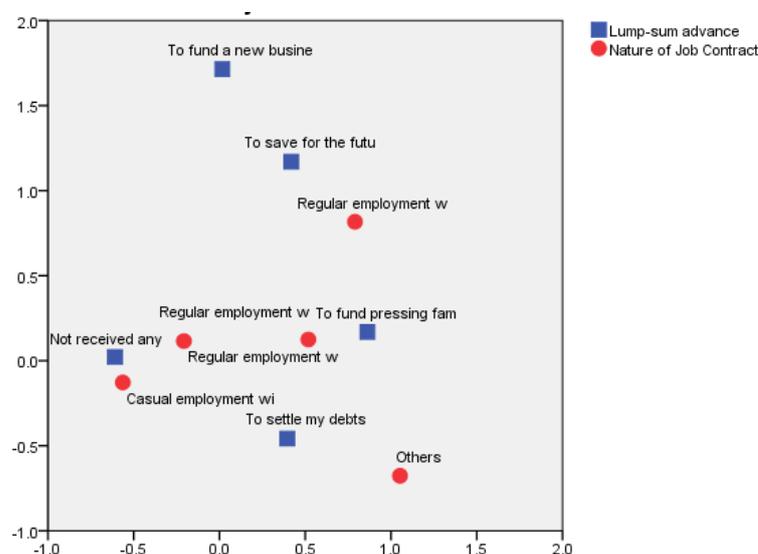


Figure 4.17. Correspondence diagram for Nature of contract

Migrant workers who are working under casual employment have not received any advance payment. Migrant workers who are working in regular employment have received an advance to save for the future. The migrants employed with written contracts have received advance money to meet pressing family commitments.

Table 4.238. Present Occupier and Lump-Sum Advance

Lump-Sum Advance		Present Occupier			Total
		Firm owner	Contractor	Manager / Project manager	
Not received any	Count	221	191	23	435
	%	54.3%	47.8%	24.7%	48.3%
To settle my debts	Count	109	96	28	233
	%	26.8%	24.0%	30.1%	25.9%
To fund pressing family needs	Count	59	83	37	179
	%	14.5%	20.8%	39.8%	19.9%
To save for the future	Count	14	25	5	44
	%	3.4%	6.3%	5.4%	4.9%
To fund a new business in native	Count	4	5	0	9
	%	1.0%	1.3%	0.0%	1.0%
Total	Count	407	400	93	900
	%	100.0%	100.0%	100.0%	100.0%

The migrant workers who are working under the control of the firm owner have not received any advance payment. The labourers working under the control of the manager have received an advance payment either to settle the earlier debt or to meet family needs such as children's marriages and the construction of a house.

Table 4.239 Strength of Association

Variable	Cramer's V	Sig. Value	Dof	Strength
Native State	0.121	0.001	4	Small-Medium
Nature of Job Contract	0.216	0.000	4	Medium-Large
Present Occupier	0.157	0.000	2	Small-Medium

The strength of association is tested by Cramer's V. The statistics will vary with degrees of freedom. The nature of the job contract is having a medium to large effect. Native states and present occupiers are having small to medium effects.

4.2.12. Termination of Job Contract

Getting into a job is an important issue similarly leaving the job in a smooth manner is another critical issue. Earlier in India, there was a practice of slavery in employment. The owners will give some advance payment and the workers cannot leave the work till they pay the entire advance which is not that easy. Now also there is a practice of making advance payments to migrant workers. So, there is a question how can they leave their present job and can join a new job. Joining a new job means how can they break present job so that they can join in the new job.

Table 4.240. Joining New Job

	Frequency	Percent	Cumulative Percent
Can readily join without notice to the present employer	247	27.4	27.4
Need to give notice to the present employer	285	31.7	59.1
Need to clear debt and advances	95	10.6	69.7
Can't join easily because of the higher debt burden	139	15.4	85.1
Highly impossible	134	14.9	100.0
Total	900	100.0	

Table 4.240 shows that 31.7% of migrant workers would need to give notice to their current employer to take up another employment opportunity. Notice may not be written notice, but they have to be informed in advance before leaving the job. Many employers used

to say to labourers that they could leave at any time but inform and go. Another 27.4% of migrant workers expressed that they can readily join any new job without notice to their present employer. About 15% of migrant workers say that they cannot readily leave the job because they have a higher debt burden. Another 15% of migrants say that it is very difficult to leave their present job. This may be taken as a positive message that they are satisfied with present job and they are not ready to leave it. Approximately 10.6% of migrant workers say they need to clear debt and advances to take up a new employment opportunity. This is the natural feeling everybody has.

4.2.13. Chances of Acquiring New Skills

Migrant workers are migrating from their native state without having any skills. So, they have to learn the skills while performing the job. They cannot afford to attend any training classes separately or they cannot afford to work as an apprenticeship. They have to run the life for which they have to earn from day one. Now the question is whether the job which they are performing provides an opportunity to learn. Young migrants are ready to spend more hours on the job learning and they are also ready to get less wages while learning. Nowadays, migrant workers are more skilled which shows that they have the attitude to learn and employers have also provided opportunities to learn.

Table 4.241. Chances of Acquiring New Skills

	Frequency	Percentage	Cumulative Percentage
Very poor	63	7.0	7.0
Poor	161	17.9	24.9
Fair	269	29.9	54.8
Good	375	41.7	96.4
Very good	32	3.6	100.0
Total	900	100.0	

Table 4.241 shows that 41.7% of migrant workers believe that their chances of acquiring new skills in their current work is good. Migrant workers are learning the skills required to perform the job better. Migrant workers are coming to the southern states as raw hands and now they have become highly skilful. Another 29.9% of migrant workers feel that the chances of acquiring new skills in their present employment are fair. About 17.9% of migrant workers rate the chances of acquiring new skills as poor and 7% of migrant workers rate the chances

of learning skills as very poor. Only 3.6% of migrant workers say that the chances of acquiring a new skill are very good.

4.2.14. Conclusion

Employment background variables are used to know about practices prevailing in employment migrant workers. The variables used are sources of information or sources of recruitment, type of engagement, nature of job contract, nature of work, present occupier, the skills required, working hours per day, wage per day, frequency of wages payment, receipt of the lump-sum advance, chances for acquiring skill, termination of present job and joining in the new job. As the study is about labourers, these variables have become basic and important variables. Almost all possible variables are studied. Where ever possible the information is collected in metric and later converted into category variables whenever required. To understand the distribution of migrant workers, first frequency analysis is used. To understand the association among employment variables chi-square analysis is used. Most of the chi-square analysis has resulted in a significant association which has given significant insight into the nature of employment of migrant workers. The strength of association is also analysed with the help of Cramer's V. In many places it is noticed that the strength of association is medium and large. A medium and large strength of association indicates that the association stated is reliable and permanent and this association will be true in the long run also. From the study findings, it is clear employment background variables are very powerful variables in the migrant workers' study.

Chapter 5

Analysis and Discussion

5.1. Workplace Conditions, Statutory Benefits, Health Issues, Medical Consultation, Living Condition, Migrants Rights and Impact of Migration

5.1.1. Work Place Conditions

There is an opinion among the public that the migrant workers are working under poor conditions and involved in dangerous work and they are not provided with basic amenities such as drinking water and toilet facilities. They also have difficulty in getting cooperation from a superior who is a local person. Since they are staying in the workplace, they might be working for more hours. There is a question of whether they are provided with an adequate vacation to go to their native place. To get an answer to all the questions stated above the employees (migrant workers) are asked to give their opinion for 13 statements on a five-point scale. The opinion of migrant workers is collected by using a five-point Likert scale. As the data is collected in scale, they are considered as a metric variable. There is no need to do frequency analysis for metric variables and it is better to perform the mean analysis. The mean value for all 13 statements is reported in the following table 5.1.

Table 5.1. Workplace condition

S. No	Work Place Conditions	Mean Score
1	I receive adequate support from my boss/supervisor	3.82
2	I receive adequate support from my co-workers	3.84
3	I am provided with all safety measures in my workplace	3.53
4	The number of hours I work here is similar to other workplaces	3.65
5	I have sufficient breaks during my working hours	3.43
6	I have sufficient guidance/training to do my work	3.53
7	I have drinking water facilities in my work place	3.96
8	I have toilet facilities in my workplace	3.77
9	I have weekly-off as part of my working contract	3.56
10	I am provided with regular vacation	3.38
11	I am allowed to visit my native place when need arises	3.56
12	The work I am doing is spoiling my physical condition	2.89
13	The work I am doing is difficult and dangerous	2.95

The mean values for the last two statements such as “The work I am doing is spoiling my physical condition”, “The work I am doing is difficult and dangerous” are less than 3. These two statements are negative type of statements that is the reason the mean values are less than 3. This means that the majority of the workers are not involved in dangerous and difficult work. The drinking water facility is having the highest mean value. Almost all the companies are providing drinking water facility inside their working place. The next highest mean value is for the support received from the boss and colleagues. The boss and colleagues may be locals but they are cooperating with the migrant workers. The mean value for sufficient breaks and regular vacation is little less than 3.5. This means that migrant workers are not very much happy with the break and vacation provided by the employers. So, the employers can think of extending the break by another 5 or 10 minutes and one regular vacation to visit their native place. All the statements need not be analysed separately because there may exist some relationship among the statements.

Table 5.2 KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.799
Bartlett's Test of Sphericity	Approx. Chi-Square	3666.499
	Df	78
	Sig.	0.000

Factor Analysis is used to group the items/variables/statements. The grouping is done based on the relationship that exists between them. Simply in factor analysis the related items are grouped and called a factor. Every item might be having some relationship with other items but KMO is the overall relationship for the matrix (all variables). The overall relationship otherwise the KMO should be sufficient to perform factor analysis. This is otherwise called Measure of Sampling Adequacy. If the KMO is greater than 0.6 then MSA (Measure of Sampling Adequacy) is adequate to perform factor analysis. Here KMO is 0.799 which means the sample is having an adequate correlation to perform Factor Analysis. Another test of sampling adequacy is Bartlett’s test which should be significant. Here the Chi-square value is 3666.499 and the significant value is 0.000 which means there exist sufficient correlation among the items. Both statistics indicate the sufficiency correlation in the matrix to perform factor analysis.

Table 5.3. Total Variance Extracted

Component	Initial Eigenvalues			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.197	32.282	32.282	3.201	24.620	24.620
2	1.694	13.035	45.316	1.937	14.900	39.520
3	1.497	11.512	56.828	1.804	13.879	53.399
4	1.013	7.795	64.623	1.459	11.224	64.623
5	.811	6.236	70.858			
6	.686	5.275	76.133			
7	.585	4.503	80.637			
8	.569	4.374	85.010			
9	.478	3.675	88.685			
10	.449	3.452	92.137			
11	.397	3.054	95.191			
12	.331	2.542	97.733			
13	.295	2.267	100.000			

Thirteen statements are used for the factor analysis. The factor analysis has reduced 13 statements into four factors. The extraction method used is Principal Component Analysis. The factors are decided based on Eigenvalues. The factors which are having an Eigenvalues of more than 1 are selected. The total Eigenvalue is 13 and the total extraction is 100%. Four factors or components are having an Eigenvalue of greater than 1. The Eigenvalue for the first component is 4.197 before rotation and it is 3.201 after rotation. The variance extracted for the first component is 32.282 and after rotation, it is 24.620. The eigenvalue is the sum of the squares of loading of all statements in that component. The eigenvalue of a particular component divided by 13 is the variance extracted. Four factors cumulatively explain 64.62% of variance which is more than 50%. So, four factors are adequate to explain the total information collected from 13 statements.

Table 5.4. Communalities

	Initial	Extraction
I receive adequate support from my boss/supervisor	1.000	.696
I receive adequate support from my co-workers	1.000	.622
I am provided with all safety measures in my workplace	1.000	.611
Number of hours I work here is similar to other workplaces	1.000	.647
I have sufficient breaks during my working hours	1.000	.573
I have sufficient guidance/training to do my work	1.000	.531
I have drinking water facilities in my workplace	1.000	.701
I have toilet facilities in my workplace	1.000	.719
I have weekly off as part of my working contract	1.000	.618
I am provided with regular vacation	1.000	.718
I am allowed to visit my native place when the need arises	1.000	.587
The work I am doing is spoiling my physical condition	1.000	.677
The work I am doing is difficult and dangerous	1.000	.702

Table 5.5. Rotated Component Matrix

Workplace Conditions	Component			
	1	2	3	4
I receive adequate support from my boss/supervisor	.796			
Number of hours I work here is similar to other workplaces	.780			
I receive adequate support from my co-workers	.765			
I am provided with all safety measures in my workplace	.674			
I have sufficient breaks during my working hours	.636			
I have sufficient guidance/training to do my work	.629			
I am provided with regular vacation		.811		
I am allowed to visit my native place when the need arises		.729		
I have weekly off as part of my working contract		.691		
I have drinking water facilities in my workplace			.811	
I have toilet facilities in my workplace			.787	
The work I am doing is difficult and dangerous				.891
The work I am doing is spoiling my physical condition				.883

Each statement will be loaded into 4 factors. The loading will be more in 1 factor and comparatively less in other factors. Summated squares of loadings is the variance extracted from the statement or the communality of that statement. The variance extracted for all the statements is more than 0.5 which is the accepted threshold value. As all the statements are properly extracted or used, all the statements can be retained without ignoring any statement. Table 5.5 shows the statements that are loaded under each component. Six statements are loaded under the first factor. The statements are arranged according to the descending order. All the loading values are more than 0.5 which means all the items are properly extracted. The factor loading for “I receive adequate support from the boss” is 0.796 which is the highest in the first factor. Factor loading is the information extracted from the statements. Factor 2 is having 3 statements. Factor 3 and factor 4 are having two statements each. Based on the statements loaded under each factor, the respective factor can be named. The first factor contains statements relating to support received from boss/superior and colleagues, working hours, the sufficiency of rest-pause, adequacy of safety measures provided, and guidance and training provided to carry out the job. So, this factor can be called a Work Environment (Culture, support, guidance and safety) factor.

Table 5.6. Work Environment Support, Guidance and Safety

S. NO	Particulars	Mean	Std. Deviation
1	I receive adequate support from my boss/supervisor	3.82	0.891
2	I receive adequate support from my co-workers	3.84	0.816
3	I am provided with all safety measures in my workplace	3.53	0.966
4	The number of hours I work here is similar to other workplaces	3.65	0.946
5	I have sufficient breaks during my working hours	3.43	1.017
6	I have sufficient guidance/training to do my work	3.53	1.063

Factor 1 is relating to work culture. The statements loaded under this factor are the kind of support received by the migrant workers from superiors/ boss and co-workers, safety measures provided to them, kind of working hours and amount of break available to them, guidance and training received by them. As all the statements relating to the work environment, this factor can be called as Work Environment factor. The mean values are more than 3.5 for all the statements which indicate the migrant workers are happy with the work environment and culture. Though the migrants are from different states, superiors and colleagues are extending support to them. The mean values for these statements are more than 3.8. The standard

deviation values are less than 1 which means there is no deviation in their opinion. For the sufficiency of break, the mean value is 3.43 which is little less than 3.5 and the standard deviation is more than 1 which means there is a variance in the opinion of migrant workers. The migrant workers are not very happy with the sufficiency of breaks. There is a scope to increase the break.

Table 5.7. Vacation and Visit to Native

S. No		Mean	Std. Deviation
1	I am provided with regular vacation	3.38	1.044
2	I am allowed to visit my native place when the need arises	3.56	0.995
3	I have weekly off as part of my working contract	3.56	1.016

Since the migrants are coming from different places and staying in the workplace after leaving the family in the native state, they will be interested to visit their native place. Most of the organisations are providing vacation to them and allow them to visit their native place. The statements included under this factor are relating to vacations and visits to their native place. Hence this factor can be called as Vacation and Visit to the native place factor. The mean values are around 3.5. Hence it can be concluded that they are happy. The mean value for the vacation is 3.38 and the standard deviation is 1.044 which means the dispersion is little high and it can be concluded some people are not that happy. So, the organization can provide little extra vacation to the migrants.

Table 5.8. Basic Amenities

S. No	Particulars	Mean	Std. Deviation
1	I have drinking water facilities in my workplace	3.96	0.89
2	I have toilet facilities in my workplace	3.77	1.053

The drinking water facilities and separate toilets for both genders are very basic amenities required to be provided by every organisation. The statements relating to these two amenities are loaded into this factor. Hence this factor can be called as Basic Amenities factor. The mean values for both statements are more than 3.5. This means that the migrant workers are happy with the facilities provided. The mean value for the toilet facility is 3.77. It should be more

than 4. So, migrant workers are expecting something more. The organisation should try to provide clean and hygienic toilet facilities.

Table 5.9. Hazardous Work

S. No		Mean	Std. Deviation
1	The work I am doing is spoiling my physical condition	2.84	1.155
2	The work I am doing is difficult and dangerous	2.95	1.223

The statements loaded under factor 4 are relating to the nature of work. The work nature is difficult and dangerous and the work is spoiling the physical condition of migrant workers. So, this factor is called Hazardous Work. The mean values are less than 3 which means that the majority of the people stated that the nature of work is not dangerous. The mean value is 2.95 which is close to 3 which indicates that some people are involved in dangerous work. Employers should be careful when they allow migrant workers to work in dangerous work. They should be provided with enough safety equipment if they do dangerous work.

Table 5.10. Workplace Condition Components-Descriptive Statistics

	Mean	Median	Mode	Std. Dev	Percentiles		
					25	50	75
Work Environment	3.63	3.83	4.00	0.71	3.17	3.83	4.00
Vacation and Visit to Native	3.50	3.67	4.00	0.80	3.00	3.67	4.00
Basic Amenities	3.87	4.00	4.00	0.85	3.50	4.00	4.50
Hazardous Work	2.9	2.50	2.00	1.09	2.00	2.50	4.00

The mean value for Basic Amenities is 3.866, the median is 4 and the third quartile is 4.5. All values are greater than 3.5 which means migrants are happy with basic amenities such as drinking water and toilet facilities. The mean value for Hazardous work is 2.89, median is 2.5 and mode is 2 and all values are less than 3. This means that majority of migrants do not get involved in hazardous work, at the same it cannot be ignored because still sizable number of migrants are involved in hazardous work. The mean values for Work Environment, and Vacation are more than 3.5. This means that migrants are happy with the work environment and vacation and visit to native.

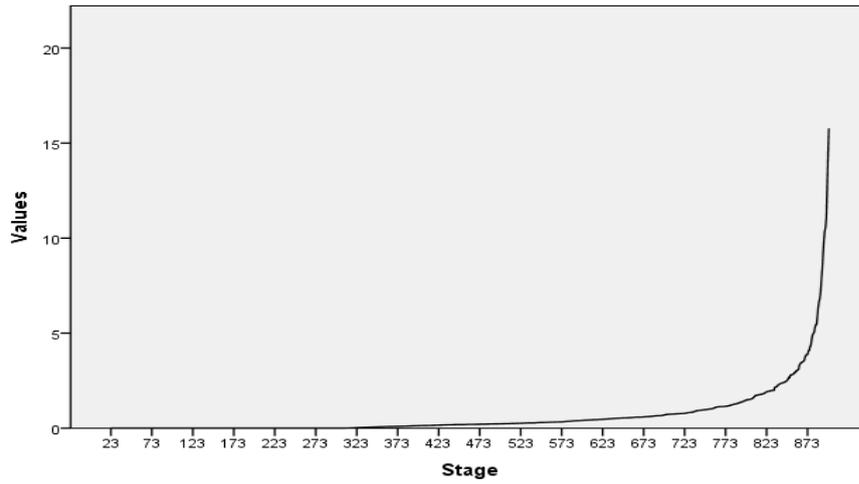


Figure 5.1. Agglomeration Schedule -Co-efficient

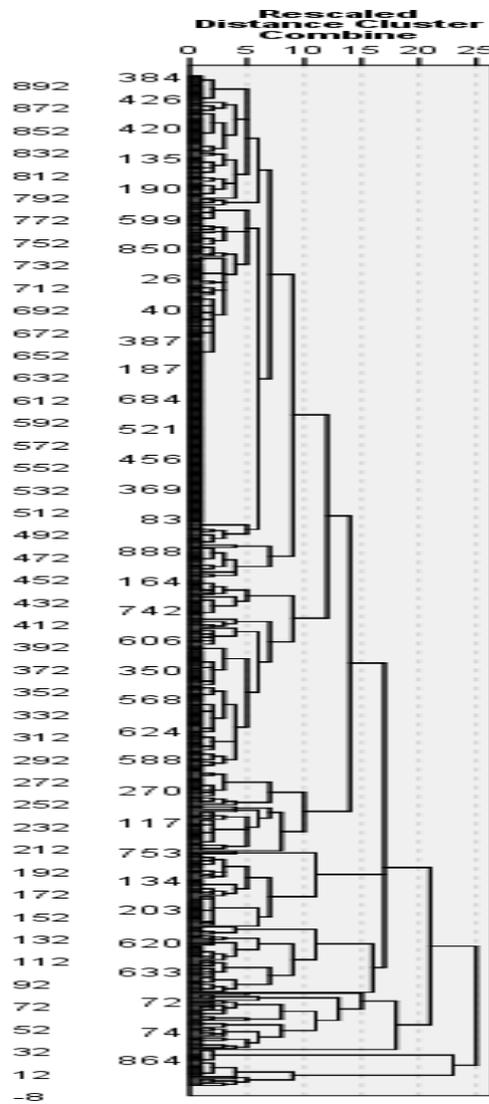


Figure 5.2. Dendrogram

After grouping the statements by factor analysis, the respondents can be grouped by using cluster analysis. Before doing cluster, it is better to decide the number cluster possible in the data set. To decide the number of cluster agglomeration schedule in the hierarchical cluster analysis can be used. The co-efficient value in the agglomeration schedule is plotted in line chart which is displayed above. The line chart shows that after 873 there is a sharp jump. There is a significant difference in the last four stages. So, it is better to have four clusters

The dendrogram shows that two clusters itself sufficient to have a better understanding. If there are two clusters number of respondents in the first cluster will be more. So, the number of clusters can be increased.

Table 5.11. Final Cluster Centres

	Cluster		
	1	2	3
Work Environment	-.10016	-.67858	.28703
Vacation and Visit	-.08289	-.31589	.16150
Basic Amenities	.47117	-1.76608	.18419
Hazardous Work	.95359	.03171	-.74318

Hierarchical cluster analysis indicates that the respondents can be grouped into a minimum of two clusters and a maximum of four clusters. So, it is decided to have three clusters. The respondents are grouped into three segments using the K-means cluster. The factor scores are taken as input variables. The factor scores are standardized values. The values inside the table are the mean values. The mean value for the standardized value is zero. If the mean value is more than 0 then that cluster is having the character of that particular. In the first cluster, the mean value for the hazardous factor is more. Hence, it can be called a Hazardous work cluster. Otherwise, the people in this cluster are working in hazardous work. In the second cluster, the mean value is minus for three factors, and for the hazardous factor, it is very less. So, this cluster can be called a Poor Working condition cluster. The respondents under this cluster are not happy with working conditions. The mean values for the first three factors in the third cluster are positive and for the hazardous factor, it is negative that is a negative factor. So, this cluster can be called a Proper Working condition cluster. The migrants under this cluster are happy with the working condition.

Table 5.12. Anova -Cluster

	Cluster		Error		F	Sig.
	Mean Square	Df	Mean Square	Df		
Work Environment	50.358	2	.890	897	56.586	.000
Vacation and Visit	13.477	2	.972	897	13.862	.000
Basic Amenities	253.283	2	.437	897	578.939	.000
Hazardous Work	271.049	2	.398	897	681.224	.000

The significant value is 0.000 for all the factors. There is a significant difference among the three clusters on all four factors. This indicates that all four factors are having a significant contribution in dividing the cluster. The F value is very high for the Hazardous work factor. This means that all three clusters are significantly different in hazardous work. Around 433 respondents with 48.1% of the respondents are in the Proper WPC (Workplace conditions) cluster. This means that around 50% of the people are happy with the working condition. Another 37% of the respondents are in hazardous cluster engaged hazardous nature of work. About 15% of the migrant workers are in Poor WPC cluster working in poor working conditions.

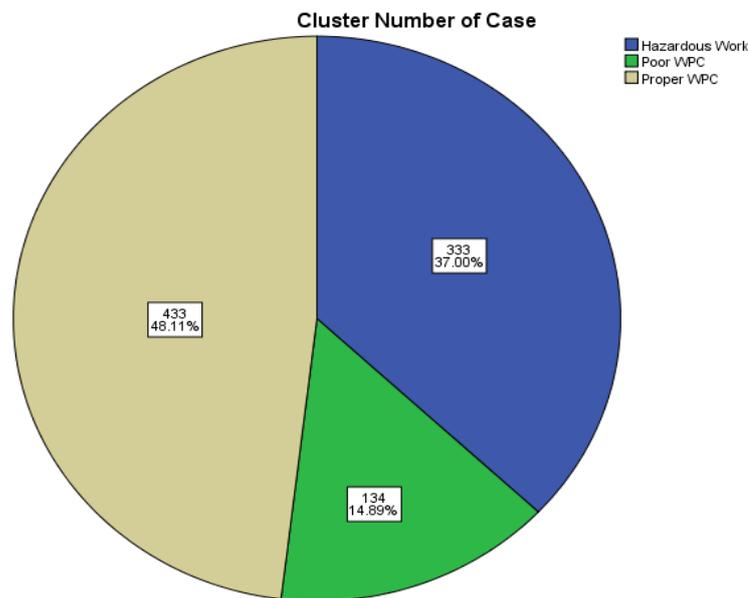


Figure 5.3. No. of cases in the Cluster

More number of people are working with proper working conditions. Less number of migrants are working in poor working conditions. Around 37% of the migrants are engaged in the hazardous nature of work which is mainly in manufacturing industries.

Table 5.13. Test of Association

Variables	Chi-Square Value	Dof	Sig. Value
Age	68.193	8	0.000
Native State	42.342	12	0.000
Religion	10.204	4	0.037
Monthly Income	34.625	4	0.000
Nature of Work	68.970	16	0.000
Type of Residence	74.534	8	0.000

The association between working condition cluster and socio-economic variables is tested by using Chi-square analysis. The significant values are less than 0.01 for Age, Native state, Monthly Income, and Nature of work. So, there is a significant association between age, native state, monthly income, nature of work and type of residence with working condition cluster at 99 percent level of confidence. Religion is having a significant association with working condition at 5 percent level of significance.

Table 5.14. Age and Workplace Condition

Age		Workplace Condition			Total
		Hazardous Work	Poor WPC	Proper WPC	
25 or less	Count	134	28	82	244
	%	40.2%	20.9%	18.9%	27.1%
26 to 30 years	Count	73	22	89	184
	%	21.9%	16.4%	20.6%	20.4%
31 to 35 years	Count	48	42	93	183
	%	14.4%	31.3%	21.5%	20.3%
36 to 40 years	Count	46	31	94	171
	%	13.8%	23.1%	21.7%	19.0%
More than 40 years	Count	32	11	75	118
	%	9.6%	8.2%	17.3%	13.1%
Total	Count	333	134	433	900
	%	100.0%	100.0%	100.0%	100.0%

Chi-Square analysis shows that there is an association between age and workplace conditions. The migrants who are having 25 or less years of age are working in Hazardous work. They are young so they are ready to take the risk. In the beginning, the migrants are given difficult and dangerous work. The migrants with the age of 31-35 years of age are

working under poor working conditions. They are not happy with the work environment and vacation and visit to native factors. The migrants with 40 and more years of age are working in the proper work environment. They are experienced and they are selective in choosing the work.

Table 5.15. Native State and Workplace Conditions

Native State		Workplace Condition			Total
		Hazardous Work	Poor WPC	Proper WPC	
Bihar	Count	80	29	106	215
	%	24.0%	21.6%	24.5%	23.9%
Odisha	Count	32	28	84	144
	%	9.6%	20.9%	19.4%	16.0%
North Eastern states	Count	42	17	72	131
	%	12.6%	12.7%	16.6%	14.6%
Uttar Pradesh	Count	48	22	56	126
	%	14.4%	16.4%	12.9%	14.0%
West Bengal	Count	54	9	52	115
	%	16.2%	6.7%	12.0%	12.8%
Jharkhand & Chhattisgarh	Count	44	25	36	105
	%	13.2%	18.7%	8.3%	11.7%
Other states	Count	33	4	27	64
	%	9.9%	3.0%	6.2%	7.1%
Total	Count	333	134	433	900
	%	100.0%	100.0%	100.0%	100.0%

The migrants from Odisha, Uttar Pradesh, Jharkhand and Chhattisgarh are working in poor working conditions. They have expressed that the workplace condition is not supportive, the vacation provided is not sufficient, and rest-pause is not enough. The migrants from West Bengal are involved in hazardous work. The migrants from the North-Eastern region have expressed happiness about workplace conditions. The people from the North-Eastern region are living for a long period so they know the nature of work and they are selective in choosing the work.

Table 5.16. Religion and Workplace Condition

Religion		Workplace Condition			Total
		Hazardous Work	Poor WPC	Proper WPC	
Muslim	Count	46	15	71	132
	%	13.8%	11.2%	16.4%	14.7%
Christian	Count	10	2	2	14
	%	3.0%	1.5%	0.5%	1.6%
Hindu	Count	277	117	360	754
	%	83.2%	87.3%	83.1%	83.8%
Total	Count	333	134	433	900
	%	100.0%	100.0%	100.0%	100.0%

The Muslim migrants are working in a place where there is proper working conditions are prevailing. The Christian migrants are engaged in hazardous work. The Hindu migrants are engaged in work where there is no proper working condition.

Table 5.17. Monthly Income and Workplace Condition

Monthly Income		Workplace Condition			Total
		Hazardous Work	Poor WPC	Proper WPC	
<15000	Count	177	55	139	371
	%	53.2%	41.0%	32.1%	41.2%
15000-24000	Count	119	62	224	405
	%	35.7%	46.3%	51.7%	45.0%
25000 and Above	Count	37	17	70	124
	%	11.1%	12.7%	16.2%	13.8%
Total	Count	333	134	433	900
	%	100.0%	100.0%	100.0%	100.0%

The migrants who are involved in hazardous work are getting a monthly salary of less than Rs.15000 which means they are getting very less salary. Economic theory says the people involved in hazardous work will be paid more because no one will be ready to do that work. Here it is showing different results because the young people without experience are involved

in hazardous work. Since they are young and without experience, they are paid less. Migrants who are getting Rs.15000 to Rs.24,000 and Rs.25,000 and above are working in a proper working environment.

Table 5.18. Nature of Work and Workplace Condition

Nature of Work		Workplace Condition			Total
		Hazardous Work	Poor WPC	Proper WPC	
Construction	Count	74	70	132	276
	%	22.2%	52.2%	30.5%	30.7%
Manufacturing	Count	155	37	183	375
	%	46.5%	27.6%	42.3%	41.7%
Health care	Count	18	3	18	39
	%	5.4%	2.2%	4.2%	4.3%
Education	Count	3	1	5	9
	%	0.9%	0.7%	1.2%	1.0%
Agriculture	Count	7	9	7	23
	%	2.1%	6.7%	1.6%	2.6%
Brick kiln	Count	10	8	17	35
	%	3.0%	6.0%	3.9%	3.9%
Hotels & Restaurants	Count	26	1	30	57
	%	7.8%	0.7%	6.9%	6.3%
Domestic work	Count	9	1	15	25
	%	2.7%	0.7%	3.5%	2.8%
Others	Count	31	4	26	61
	%	9.3%	3.0%	6.0%	6.8%
Total	Count	333	134	433	900
	%	100.0%	100.0%	100.0%	100.0%

The migrants who are working in construction sector feel that their working condition is poor. Normally they stay in the site itself. There will be a lot of work in progress on the site. There will be movement of material and there will not be a fixed path. So, there is every chance for poor working conditions. The migrants who are involved in agriculture are working in poor working conditions. The agricultural workers will be working in a field and the workplace will

be changed often. So, there is no question of having good working conditions. The brick kiln workers are also having a poor working environment. Migrant workers who are working in manufacturing industries are working in hazardous work. Migrant workers are working in an unorganised and small manufacturing unit. There is every possibility to have dangerous and difficult work in manufacturing industries. The migrants who are working in hotels are engaged in hazardous work. The migrant workers who are working in fast food are working near the stove which is again dangerous.

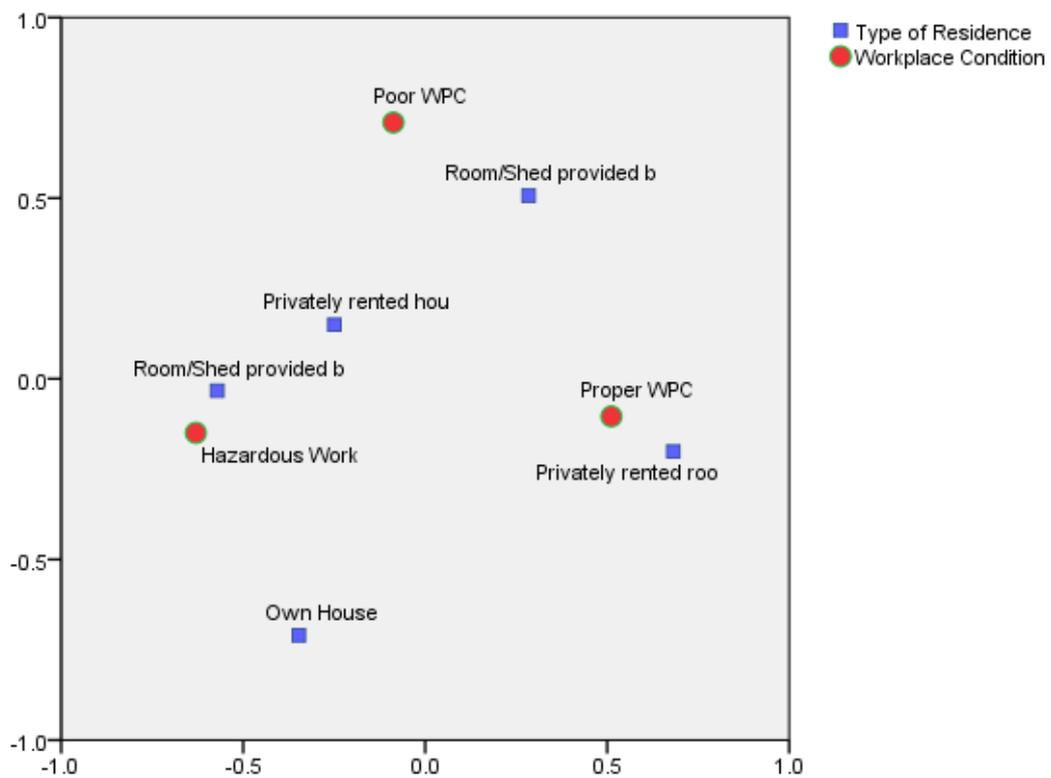


Figure 5.4. Type of Residence and Workplace Conditions

The migrants who are living in the shed provided by the employer within the worksite feel that they are having poor workplace conditions. The migrant workers who are living in a shed provided by the employer away from the worksite opine that they are working little better working conditions. The migrant workers who are staying in the privately rented room believe that they are working in proper working conditions. Thus, the type of residence and workplace conditions are directly associated.

The strength of association is medium for age and nature of work. So, the work environment is heavily dependent upon the nature of work and the age of the migrants. The young migrants are working in hazardous work and manufacturing industries are having hazardous nature of work. This association is strong and permanent.

Table 5.19. Strength of Association

Variables	Cramer's V	Sig. Value	Dof	Strength
Age	0.195	0.000	2	Medium
Native State	0.153	0.000	2	Small-Medium
Religion	0.075	0.037	2	Small
Monthly Income	0.139	0.000	2	Small-Medium
Nature of Work	.196	0.000	2	Medium

5.1.2. Statutory Benefits

Labour law is a state subject. To have uniform protection for all citizens, the central Govt. has enacted many labour laws. To start with, the central government has enacted the Workmen Compensation act in the year 1923 and many laws have been enacted after that. To protect migrant workers, it has enacted exclusively two acts such as Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, Unorganised Workers Social Security Act, 2008. EPF Act was enacted to build corpus based on subscriptions from employers and employees which will act as a social security measure after retirement. ESI act will provide medical, sickness benefits to the employees. Workmen Compensation act will provide compensation to the employees when there is an injury during employment and for occupational disease. Though the acts are enacted and they are useful but the question is to what extent it is implemented to all employees in general and what extent it is implemented to migrant workers in particular. To understand to what extent migrant workers are utilizing the benefits provided under these legislations this variable is introduced in this study.

Employees Provident Fund Scheme applies to all companies which are having more than 20 employees. Within one month, the company needs to register with EPFO. The employee's contribution is 12% and the employer should contribute equally. There is no limit on the salary. Approximately 53.4% of the migrants have stated that they do not have EPF and another 12.2% have stated that they do not know. So, a total of 65.6% of migrants do not have EPF. The employers have the opinion that some migrants are not allowing to deduct EPF from the salary. The employees should feel that they are getting the same amount of contribution from the employer also. UAN is a permanent number so transfer is easily possible. ESI facility applies to all factories and establishments having more than 10 employees and applicable to persons who are having a monthly income of less than Rs.21,000. The applicable companies are required to be registered and they have to file the return. The ESI benefits are

unemployment allowance, dependents benefits, disablement benefits, maternity, sickness, and medical benefits. Around 48.2% of the people have stated that they do not have ESI and another 13.2% of the migrants have stated that they do not know which means they do not have. So totally 61.4% of people do not have ESI. The majority of the migrant workers are getting a monthly salary of Rs.21,000 and less. Registration of unorganized and small establishments with ESIC and EPFO is not happening.

Table 5.20. Injury Compensation and Health Benefits

Injury	Frequency	Percent	Health Benefit Frequency	Percent
No	355	39.4	380	42.2
Yes	431	47.9	321	35.7
Total	786	87.3	701	77.9
System	114	12.7	199	22.1
	900	100.0	900	100.0

Workmen compensation applies to all employees working in mines, factories, plantations, construction establishments and oilfields. Migrant workers are working in factories and construction so workmen compensation applies to them. As per this act, the employer is liable to give compensation when there is an injury out of and in the course of employment and if there is an occupational disease. Around 47.9% of migrants say that employers are giving injury compensation. When there is any injury to the workers at the workplace, the employers are taking care of medical expenses that are termed as injury compensation. Around 35.7% of the workers have stated that they are having some health benefits. If the migrants are getting medical reimbursement, then that is called health benefit.

Table 5.21. Retirement Benefit and Social Security

Retirement Benefit	Frequency	Percent	Social Security Frequency	Percent
No	450	50.0	429	47.7
Yes	249	27.7	261	29.0
Total	699	77.7	690	76.7
System	201	22.3	210	23.3
	900	100.0	900	100.0

According to the International Labour Organization (ILO), social protection is a human right and is defined as “the set of policies and programs designed to reduce and prevent poverty

and vulnerability throughout the life cycle”. Till retirement, people will earn but after retirement, they need money to take care of their livelihood and to take care of medical expenses. So, the companies will give some corpus to the employees at the time of retirement. The corpus is built based on the contribution from employees. Most of the migrant workers are not having EPF. So, they will not be getting retirement corpus. Only 27.7% of the migrants say that their employers are giving retirement benefits. Around 29% of the migrants say that they have some kind of social security benefits.

The minimum is zero. Around 33.4% of the people do not have any statutory benefits. The maximum is 6. Around 6.2% of the migrants have all the benefits. Some migrants are working in a large organisation and they may be having all the benefits. The mode is zero. The majority of the people do not have any benefits. The Median is 1 and 50% of the migrants have either no scheme or only one scheme. The third quartile is 4 and 75% of migrants have zero to 4 schemes. Mean is 2. On an average migrant people have enjoyed benefits from two schemes.

Table 5.22. Workplace Statutory Benefits

No. of WPS	Frequency	Percent	Cumulative Percent	Benefit	Yes Percent
0.00	301	33.4	33.4	EPF	34.3
1.00	158	17.6	51.0	ESI	38.6
2.00	119	13.2	64.2	Injury Comp	47.9
3.00	88	9.8	74.0	Health	35.7
4.00	58	6.4	80.4	Retirement	27.7
5.00	30	3.3	83.8	Social Security	29.0
6.00	146	16.2	100.0		
Total	900	100.0			

Table 5.22 shows the number of statutory benefits available to migrant workers. Around 33.4% of the migrant workers do not have any statutory benefits. For the work they are doing, they are getting wages. Apart from that, they are getting any other benefits. When the work is disrupted, then what will they do? For example, during the Corona pandemic, there is no work for them so they have suffered for their livelihood. If they get infected by the coronavirus, where will they go for treatment when they do not have any health benefits? Another 17.6% of migrants have at least one scheme. Approximately 13.2% of migrants have availed benefits from two schemes. Injury Compensation is the predominant benefit which they are getting.

Table 5.23. Final Cluster Centers

	Cluster		
	1	2	3
EPF membership	.11	.24	.94
ESI membership	.14	.36	.92
Injury Compensation	.00	1.00	.90
Any form of health benefit	.12	.27	.94
Any form of retirement benefit	.09	.05	.91
Any form of social security	.13	.05	.89

To segment, the migrant workers based on the benefits availed by them the cluster analysis is performed. K-Means cluster analysis is used to segment the migrants into three categories. The final cluster table contains the mean values for each benefit under each cluster. The minimum value is zero and the maximum value is 1 for each benefit. The mean value for EPF is 0.11 in the first cluster which means the first cluster people do not have EPF membership. Likewise, the mean values are very less for all six benefits in the first cluster. The migrant workers in the first cluster have not availed any benefit. Hence the first cluster is called the No benefit availed cluster. In the second cluster, the Injury compensation is having a mean value of 1 and all others are having mean values less than 0.5. This cluster can be called as Injury compensation availed cluster. The mean values in the third cluster are more than 0.5 for all benefits. So, the third cluster can be called as all benefits availed cluster.

Table 5.24. Anova

	Cluster		Error		F	Sig.
	Mean Square	Df	Mean Square	Df		
EPF membership	51.191	2	.112	897	456.779	.000
ESI membership	43.899	2	.140	897	313.980	.000
Injury Compensation	102.420	2	.022	897	4649.495	.000
health benefit	50.723	2	.117	897	433.064	.000
Retirement benefit	56.665	2	.074	897	761.135	.000
Social security	51.353	2	.092	897	557.637	.000

The Anova table in the cluster analysis shows sig value as 0.000 for all six benefits. This means that all three clusters are significantly different in all six benefits. As the cluster is made out of these six benefits it can be concluded that all six benefits are significantly contributing to segment the migrants into three segments.

Table 5.25. Statutory Benefits -Cluster Frequency

	Frequency	Percent	Cumulative Percent
No	447	49.7	49.7
Injury	237	26.3	76.0
All	216	24.0	100.0
Total	900	100.0	

The cluster analysis will produce no. of cases in each cluster. To have a percentage of people in each cluster descriptive statistics is used. Around 50% of the people are in cluster 1 which is a no benefits cluster which means 50% of the migrants have not availed any benefits. Another 26.6% of the migrants are in cluster 1 which is a cluster contains migrants who have availed injury compensation. This means that 26.6% of the migrant workers have availed only injury compensation. Injury compensation is a common benefit availed by many migrants. When there is injury out the employment, the employers are taking care of medical treatment that is called Injury compensation by the migrants. About 24% of the migrants are in cluster 3 which is a all benefits cluster which means 24% of people have availed all the benefits.

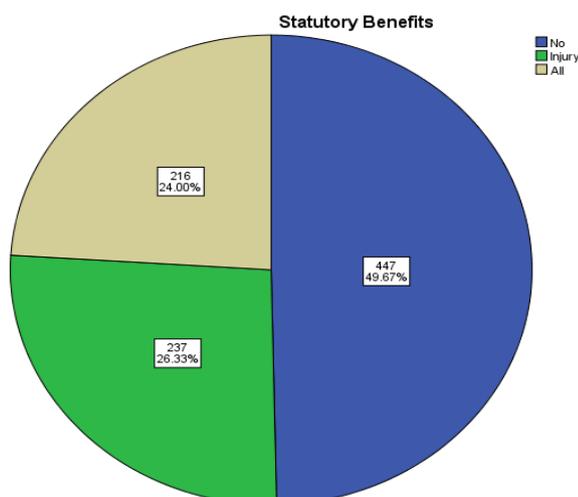


Figure 5.5. Statutory Benefits-No. of cases in the cluster

Around 50% of the migrant workers have not availed any statutory benefits. The existing labour laws and exclusive labour laws meant for migrant workers such as Inter-state Migrant Workers Act 1979 and Unorganised Workers Social Security Act 2008, do not create any impact on these people. The latest code Occupational Safety Health and Working Conditions Code 2019 is not having any impact on migrant workers. These acts are enacted by central Govt. and it is implemented by state Govt. The state governments are reluctant in implementing these acts. Another 24% of the migrants say that they are availed all the benefits.

Table 5.26. Test of Association

Variables	Chi-Square Value	Dof	Sig. Value
Nature of Work	120.445	16	0.000
State	57.256	4	0.000
Gender	18.126	2	0.000
Type of Residence	117.639	8	0.000
Working Hours	48.510	6	0.000
Years of Migrated life	27.494	6	0.000
Socio-Economic Class	152.483	4	0.000
Monthly Income	65.080	4	0.000
Native State	97.667	12	0.000
Age	54.085	8	0.000
Wages per day	45.506	6	0.000

The chi-square results are displayed in the test of association table. The level of significance depends upon the chi-square value and degrees of freedom. The degrees of freedom is calculated by $(r-1)*(c-1)$. The interpretation can be written by using the chi-square value or by using sig value. As the significant value is 0.000, Nature of work, State, Gender, Native State, Working Hours, Years of Migrated Life, Socio-Economic class, Monthly Income, and Age are associated with the level of statutory benefits availed. Associated means the change in one category of one variable results in a change in the category of another variable.

Table 5.27. Nature of Work and Statutory Benefits

Nature of Work		Statutory Benefits			Total
		No	Injury	All	
Construction	Count	173	49	54	276
	%	38.7%	20.7%	25.0%	30.7%
Manufacturing	Count	125	129	121	375
	%	28.0%	54.4%	56.0%	41.7%
Health care	Count	20	6	13	39
	%	4.5%	2.5%	6.0%	4.3%
Education	Count	7	0	2	9
	%	1.6%	0.0%	0.9%	1.0%
Agriculture	Count	20	3	0	23
	%	4.5%	1.3%	0.0%	2.6%
Brick kiln	Count	24	11	0	35
	%	5.4%	4.6%	0.0%	3.9%
Hotels & Restaurants	Count	23	15	19	57
	%	5.1%	6.3%	8.8%	6.3%
Domestic work	Count	23	1	1	25
	%	5.1%	0.4%	0.5%	2.8%
Others	Count	32	23	6	61
	%	7.2%	9.7%	2.8%	6.8%
Total	Count	447	237	216	900
	%	100.0%	100.0%	100.0%	100.0%

The construction workers have not availed any benefits. The construction workers are engaged on a temporary basis and work at the site. Once the project is over then the entire set-up is dismantled. So, the employers have not provided with any benefit. The labourers engaged in the manufacturing sector are getting injury compensation. If the industry is big, then they provide all the benefits. The agriculture workers are not getting any benefit. The workers engaged in the brick kiln are not getting any benefits.

Table 5.28. State and Statutory Benefits

State		Statutory Benefits			Total
		No	Injury	All	
Kerala	Count	179	87	34	300
	%	40.0%	36.7%	15.7%	33.3%
Karnataka	Count	109	86	105	300
	%	24.4%	36.3%	48.6%	33.3%
Tamilnadu	Count	159	64	77	300
	%	35.6%	27.0%	35.6%	33.3%
Total	Count	447	237	216	900
	%	100.0%	100.0%	100.0%	100.0%

The migrant workers working in Kerala are not getting any benefits, including ESI and PF. Kerala is a communist state but the migrant workers are not getting any benefits. The labour unions are fighting for the welfare of local people only. The workers in Karnataka are getting maximum benefits. The survey is majorly done in Bangalore. The employers in the city will try all the possibilities to escape from the penalty, so they are providing all facilities to the migrant workers. The migrant workers in Tamilnadu equally dispersed in No benefits and all benefits categories.

Table 5.29. Gender and Statutory Benefits

Gender		Statutory Benefits			Total
		No	Injury	All	
Male	Count	382	222	204	808
	%	85.5%	93.7%	94.4%	89.8%
Female	Count	65	15	12	92
	%	14.5%	6.3%	5.6%	10.2%
Total	Count	447	237	216	900
	%	100.0%	100.0%	100.0%	100.0%

Male migrant workers have availed of all the benefits; otherwise, they feel they are entitled to all benefits. The female migrant workers have not availed any benefits. The female migrant workers are engaged in domestic work, brick kiln and workers engaged in such industries have

not availed any benefits. The female migrant workers are very young and working on a temporary basis. In fact, female migrant workers require more benefits such as maternity benefits and they should be free from sexual harassment. All the committees set up by governments are talking about social security mainly security for female migrants. But all the processes have not created any impact.

Table 5.30. Age and Statutory Benefits

Age		Statutory Benefits			Total
		No	Injury	All	
25 or less	Count	117	93	34	244
	%	26.2%	39.2%	15.7%	27.1%
26 to 30 years	Count	81	49	54	184
	%	18.1%	20.7%	25.0%	20.4%
31 to 35 years	Count	79	45	59	183
	%	17.7%	19.0%	27.3%	20.3%
36 to 40 years	Count	95	26	50	171
	%	21.3%	11.0%	23.1%	19.0%
More than 40 years	Count	75	24	19	118
	%	16.8%	10.1%	8.8%	13.1%
Total	Count	447	237	216	900
	%	100.0%	100.0%	100.0%	100.0%

The migrant workers who are having 25 or less years of age have availed of Injury compensation only. The migrant workers who are having age between 26 and 30, 31 to 35, and 36- 40 years have availed all benefits. The migrant workers who are having age above 40 years have not availed any benefits. Social security benefits are mainly required for old people. The employers are addressing the requirement of needy people. The state governments will not be interested in providing security to the migrants so only the central government should act and create the required fund.

Table 5.31. Native State and Statutory Benefits

Native State		Statutory Benefits			Total
		No	Injury	All	
Bihar	Count	102	60	53	215
	%	22.8%	25.3%	24.5%	23.9%
Odisha	Count	46	31	67	144
	%	10.3%	13.1%	31.0%	16.0%
North Eastern states	Count	56	45	30	131
	%	12.5%	19.0%	13.9%	14.6%
Uttar Pradesh	Count	79	23	24	126
	%	17.7%	9.7%	11.1%	14.0%
West Bengal	Count	83	23	9	115
	%	18.6%	9.7%	4.2%	12.8%
Jharkhand & Chhattisgarh	Count	39	39	27	105
	%	8.7%	16.5%	12.5%	11.7%
Other states	Count	42	16	6	64
	%	9.4%	6.8%	2.8%	7.1%
Total	Count	447	237	216	900
	%	100.0%	100.0%	100.0%	100.0%

The migrants from Bihar, North-Eastern states, Jharkhand and Chhattisgarh have availed of Injury compensation only. The migrants from Uttar Pradesh and West Bengal have not availed any benefits. The migrants from Odisha have availed all the benefits. This association is significant at 99 percent level of confidence.

The migrant workers who are getting monthly wages of less than Rs.15,000 are getting only Injury compensation. The migrant workers who are earning a monthly income of Rs.15,000 to Rs.24,000 and Rs25000 and above have availed all the benefits. The ESI applies to people who are having a salary less than Rs.21,000 but that is not given to migrants who are getting less than Rs.15,000 salary but provided to migrants who are getting a salary of Rs.25000 and above. So, all implementation is based on the willingness of migrants to get benefits and their consent to allow deduction in their salary.

Table 5.32. Monthly Income and Statutory Benefits

Monthly Income		Statutory Benefits			Total
		No	Injury	All	
<15000	Count	209	113	49	371
	%	46.8%	47.7%	22.7%	41.2%
15000-24000	Count	195	104	106	405
	%	43.6%	43.9%	49.1%	45.0%
25000 and Above	Count	43	20	61	124
	%	9.6%	8.4%	28.2%	13.8%
Total	Count	447	237	216	900
	%	100.0%	100.0%	100.0%	100.0%

Table 5.33. Socio-Economic Class and Statutory Benefits

Socio-Economic Class		Statutory Benefits			Total
		No	Injury	All	
Low	Count	185	77	34	296
	%	41.4%	32.5%	15.7%	32.9%
Lower middle	Count	147	108	34	289
	%	32.9%	45.6%	15.7%	32.1%
Middle	Count	115	52	148	315
	%	25.7%	21.9%	68.5%	35.0%
Total	Count	447	237	216	900
	%	100.0%	100.0%	100.0%	100.0%

The migrants who think that they belong to a low socio-economic class have not availed any benefits. The migrants who are in the lower middle class have availed the injury compensation. The migrants who belong to the middle class have availed all the benefits. Since they have availed benefits, their economic class might have improved. When the socio-economic class improves, their requirement will improve and they expect something more. Since they want to maintain, they are ready to get salary deducted for contribution to EPF and ESI.

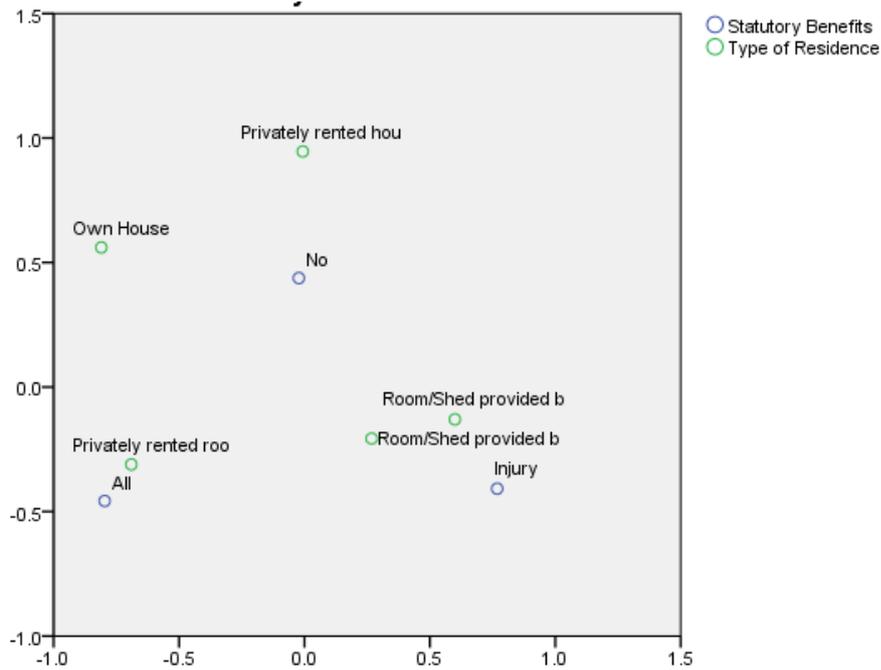


Figure 5.6. Statutory Benefits and Type of Residence

The migrant workers who are living in the shed provided by the employer within the worksite or away from the worksite, have availed of injury compensation. If they are living at the site then the employer will take responsibility for medical treatment. The migrant workers who are living in privately rented rooms have availed all statutory benefits. Thus, the type of residence is associated with statutory benefits availed.

Table 5.34. Years of Migrated Life and Statutory Benefits

Years of Migrated Life		Statutory Benefits			Total
		No	Injury	All	
1-2 Years	Count	172	106	53	331
	%	38.5%	44.7%	24.5%	36.8%
3-5 Years	Count	163	84	112	359
	%	36.5%	35.4%	51.9%	39.9%
6-10 Years	Count	91	33	39	163
	%	20.4%	13.9%	18.1%	18.1%
11 -25 Years	Count	21	14	12	47
	%	4.7%	5.9%	5.6%	5.2%
Total	Count	447	237	216	900
	%	100.0%	100.0%	100.0%	100.0%

The migrants who are having migrated life of 1-2 years are availing only Injury Compensation and migrants who are having migrated life of 3 to 5 years have availed all the benefits. The migrants who are working for the last 6-10 years have not availed any benefits. Though there is some association, there is no order. So, availing benefits depend upon the interest of the migrants and the attitude of the employers.

Table 5.35. Working Hours per day and Statutory Benefits

No. of Working Hours		Statutory Benefits			Total
		No	Injury	All	
Less than 8 hours	Count	34	25	0	59
	%	7.6%	10.5%	0.0%	6.6%
8 Hours	Count	224	73	96	393
	%	50.1%	30.8%	44.4%	43.7%
9 to 11 Hours	Count	85	49	42	176
	%	19.0%	20.7%	19.4%	19.6%
12 Hours or more	Count	104	90	78	272
	%	23.3%	38.0%	36.1%	30.2%
Total	Count	447	237	216	900
	%	100.0%	100.0%	100.0%	100.0%

Table 5.36. Strength of Association

Variables	Cramer's V	Sig, Value	Dof	Strength
Nature of Work	0.259	0.000	2	Medium
State	0.178	0.000	2	Small-Medium
Gender	0.142	0.000	1	Small
Working Hours	0.164	0.000	2	Small-Medium
Years of Migrated Life	0.124	0.000	2	Small-Medium
Socio-Economic Class	0.291	0.000	2	Medium-Large
Monthly Income	0.194	0.000	2	Medium
Native State	0.283	0.000	2	Medium-Large
Age	0.173	0.000	2	Small Medium
Type of Residence	0.256	0.000	2	Medium
Wages per day	0-.159	0.000	2	Small-Medium

The migrant workers who are working less than 8 hours a day are getting injury Compensations. The migrant workers who are working 8 hours a day are not getting any benefits. The majority of migrant workers who are working 9-11 years a day and 12 hours and more are getting only injury compensation.

The strength of association is tested by using Cramer's V. The level of strength depends upon Cramer's V value and corresponding degrees of freedom. Socio-Economic class and Native state have medium to large effects, Nature of Work, Monthly Income, and Type of Residence have a medium effect. Medium and large effects indicate that there is a strong association exists between those two variables. Strong association indicates permanent and consistent association.

5.1.3. Living Condition

There is a general perception that the working condition of migrant workers is very poor and the nature of job performed is dangerous. To know about the actual position the opinion of migrant workers is collected and analysed already. There is another perception that not only working condition but their living condition is also poor. More number of people are living in a single room. Most of them are staying in the worksite in the temporary shed. They do not have any material comfort and they do not have even adequate food. To know the actual position about their living conditions one construct is introduced in the study. The items included are the hygienic condition of their living place, hygienic condition of living community, adequacy and availability of food, availability of the home, money for immediate requirement, comfortable living with spouse and other relations, sufficient participation recreation. The opinion or satisfaction is measured on a five-point scale from very poor to very good. The result of satisfaction about living conditions is presented in the following table.

The mean value for the living condition of a person is 3.39 and the median is 4, the mode is 4 and the third quartile (75 percentile) is 4 and the first quartile is 3. Only 25% of the people have stated that the living condition is fair. The median is also 4 and 75% percentile is also 4 which means around 25% of the people have stated the living condition is good. As the median and mode is 4 it can be concluded that the migrant workers are happy with their living place. With respect to the Infrastructure, sanitation, and hygiene condition of their living community, the mean value is 3.36 but the median is 4 and the mode also 4. So, it can be stated that they are happy with the living condition of their community.

Table 5.37. Living Condition- Descriptive Statistics

	Mean	Median	Mode	Std. Dev	Percentiles		
					25	50	75
Health, sanitation, and hygiene of the living place	3.39	4.00	4.00	1.12	3.00	4.00	4.00
Infrastructure, sanitation, and hygiene of the living community	3.36	4.00	4.00	0.99	3.00	4.00	4.00
Adequacy and availability of food (preparation and consumption)	3.49	4.00	4.00	0.88	3.00	4.00	4.00
Satisfaction with material comforts (home, food, financial security)	3.39	4.00	4.00	0.94	3.00	4.00	4.00
Satisfaction with Spouse, close relations, and others	3.26	3.00	4.00	1.02	2.25	3.00	4.00
Satisfaction with participation in active recreation	3.28	3.00	4.00	1.04	3.00	3.00	4.00

Table 5.38. Final Cluster Centers

	Cluster							
	1		2		3		4	
Health, sanitation and hygiene of living place	4.28	I	4.22	II	2.81	III	2.11	IV
Infrastructure, sanitation and hygiene of the community you are living	3.92	II	4.13	I	3.02	III	2.16	IV
Adequacy and availability of food (preparation and consumption)	3.83	II	4.16	I	3.21	III	2.55	IV
Satisfaction with material comforts (home, food, financial security)	3.39	II	4.21	I	3.21	III	2.37	IV
Satisfaction with close relations with spouse or significant other	2.52	III	4.00	I	3.80	II	2.28	IV
Satisfaction with participation in active recreation	2.92	III	4.14	I	3.44	II	2.14	IV

Concerning to adequacy and availability of food (preparation and consumption), the mean value is 3.49 which is more than any other item. Comparatively, they are happier with the facility available for the preparation and consumption of food. With respect to the satisfaction of material comfort, the mean value is 3.39. The median and mode is 4, so they are happy with the material comfort. The migrants' satisfaction on the relation with the spouse, close relations and others, the mean value is 3.26 and 25 percentile is 2.5 and the median is 3. This means that the migrant workers are not that happy with their relation with spouse and their relatives. Migrants' satisfaction with active participation is not that encouraging because the median value is 3 only.

Cluster 1 has a high mean value for sanitation in the living place and the mean values are more than 3.5 for community living place and adequacy of availability of food. This cluster people are happy with the health, sanitary, and hygienic condition of living place. They are happy with the sanitary condition of the community living place. They are also happy with the availability of food in their living place. Simply these people are happy with the physical working condition and material comfort. So, this cluster of people can be called Physical and Materialistic happiness people. In cluster 2 the mean value is high for all 5 items except the living condition of own living place. The mean values are more than 4 which means that these cluster people are happy with all factors in living conditions. These people are happy with all conditions. So, they have expressed that they have proper condition in their place. In cluster 3 the "satisfaction on the relation with spouse and others" statement is having a mean value of 3.8 and mean value for satisfaction with participation in active recreation is also high. So, it can be stated that cluster three people are happy with societal conditions. In cluster 4 the mean values are lowest for all statements and the mean values are less than 3 for all statements. This means that people in this cluster are not happy with the living condition of their place. So, they have an opinion that they have poor living conditions.

Around 37% of the migrant workers are in proper living conditions cluster. These people are happy with all items which means they are happy with all aspects of living conditions. Another 20.3% of the migrants are in the societal happiness cluster. This cluster of people are happy with the relationship maintained with family members and others. The living condition includes societal relationships also. About 16.6% of the migrants are happy with physical and materialistic living conditions. Approximately 26% of the migrants feel that they are living in poor environmental conditions.

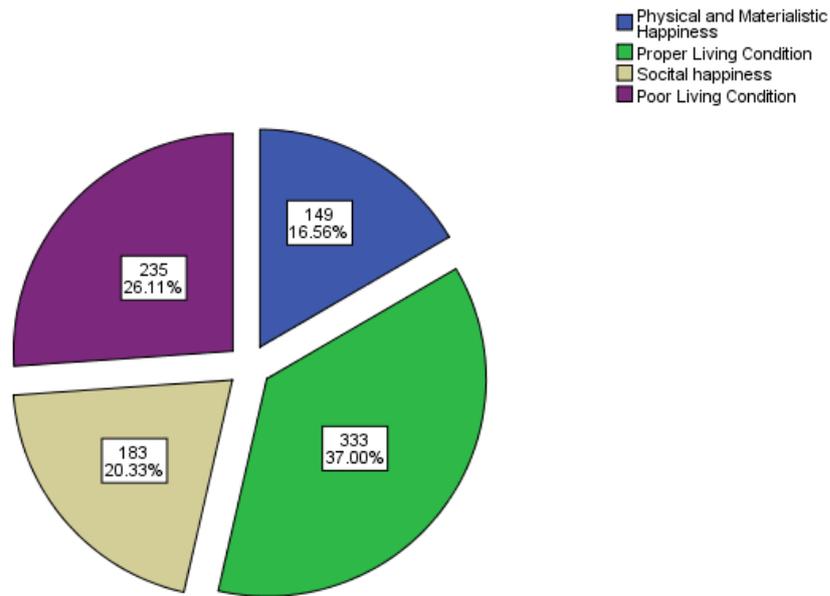


Figure 5.7. No. of cases in Living Conditions Cluster

The respondents are classified into four clusters. Based on the mean value of each item in the cluster, the clusters are named. The frequency analysis shows the number of migrants in each cluster. The major number of migrants are there in proper living conditions cluster. Less number of people are there in the Physical and Materialistic happiness cluster.

Table 5.39. Test of Association-Chi-Square Analysis Result

Variables	Chi-Square Value	Dof	Sig. Value	Result
Type of Residence	79.889	12	0.000	Associated
Workplace Condition	140.947	6	0.000	Associated
Statutory Benefits	203	6	0.000	Associated
Health Issues	64.742	6	0.000	Associated
The Medical Consultation	104.706	6	0.000	Associated

The chi-Square analysis is performed to find out the association between the living condition cluster and other categorical variables such as type of residence, workplace conditions, statutory benefits, Workplace Health issues, and the medical consultation cluster. The consolidated table of the required information of many chi-square test results is presented in the above table. The chi-square value is the calculated value. The significant value is based on degrees of freedom. If the significant value is less than 0.05 then it is concluded that the variables are associated. Associated means when there is a change in the category of one

variable, there will be a change in the category of another variable. Here the significant value is 0.000 which is less than 0.05 which means there is an association at 99% level of confidence.

Table 5.40. Type of Residence and Living Condition

Living Condition		Living Condition				Total
		Physical and Materialistic Happiness	Proper Living Condition	Societal happiness	Poor Living Condition	
Room/Shed at the worksite	Count	55	84	55	107	301
	%	36.9%	25.2%	30.1%	45.5%	33.4%
Room/Shed away from the worksite	Count	23	42	38	53	156
	%	15.4%	12.6%	20.8%	22.6%	17.3%
Privately rented room	Count	44	139	47	31	261
	%	29.5%	41.7%	25.7%	13.2%	29.0%
Privately rented house	Count	25	41	34	31	131
	%	16.8%	12.3%	18.6%	13.2%	14.6%
Own House	Count	2	27	9	13	51
	%	1.3%	8.1%	4.9%	5.5%	5.7%
Total	Count	149	333	183	235	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

The migrant workers who are staying in the shed provided by the employer in the worksite feel that they are living in poor conditions. The migrant workers who are staying in a shed provided by the employer away from the worksite also feel that they are living in poor living conditions. So, it can be concluded that migrant workers who are living in a shed have the opinion that they are living in poor living conditions. The migrant workers who are residing in the rented house are happy with societal conditions. They are living in a separate house so they are happily living with their spouse. The migrant workers living in a rented room feel that their living condition is proper. The workers living in own houses are happy with living condition in all aspects. So there is a relationship between the type of residence and living conditions.

Table 5.41. Working Condition and Living Condition

Living Condition		Workplace Condition			Total
		Hazardous Work	Poor WPC	Proper WPC	
Physical and Materialistic Happiness	Count	78	23	48	149
	%	23.4%	17.2%	11.1%	16.6%
Proper Living Condition	Count	88	22	223	333
	%	26.4%	16.4%	51.5%	37.0%
Societal happiness	Count	104	19	60	183
	%	31.2%	14.2%	13.9%	20.3%
Poor Living Condition	Count	63	70	102	235
	%	18.9%	52.2%	23.6%	26.1%
Total	Count	333	134	433	900
	%	100.0%	100.0%	100.0%	100.0%

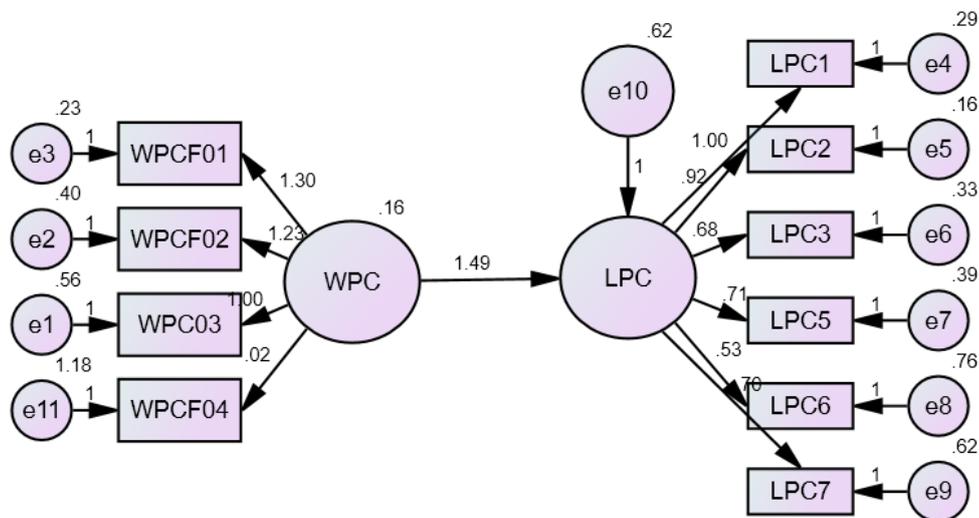


Figure 5.8. Workplace Conditions and Living place Conditions - Relationship

The migrant workers who feel that their working place condition is proper also feel that their living conditions are also proper. As most of the workers are living near the worksite if the worksite condition is good then their living condition also, may be good. The migrant workers who are working under poor working conditions feel that they are living in poor conditions. This means that the workplace condition and living conditions go together. The migrants who are involved in the hazardous nature of work are happy with the physical conditions of living place and societal conditions of living place.

Workplace conditions is having four factors and living place conditions is having seven items. From the chi-square analysis, it is noted that workplace conditions and living place conditions are associated. The path analysis is performed to find out the relationship between workplace conditions and living place conditions. The beta coefficient is 1.487 and the critical ratio is 9.968 and the probability value is 0.000. This means that workplace conditions and living place conditions are positively related. Most of the migrants are living within the site. So, when there is good workplace then living condition also improves. The beta is 1.49 when there is a one-unit change in WPC result in a 1.49 unit increase in LPC.

Table 5.42. Statutory benefits and Living Condition

Living Condition		Statutory Benefits			Total
		No	Injury	All	
Physical and Materialistic Happiness	Count	75	68	6	149
	%	16.8%	28.7%	2.8%	16.6%
Proper Living Condition	Count	115	55	163	333
	%	25.7%	23.2%	75.5%	37.0%
Societal happiness	Count	115	55	13	183
	%	25.7%	23.2%	6.0%	20.3%
Poor Living Condition	Count	142	59	34	235
	%	60.4%	24.9%	15.7%	26.1%
Total	Count	447	237	216	900
	%	100.0%	100.0%	100.0%	100.0%

The Chi-square analysis shows that living conditions and statutory benefits are associated (Chi-square value 203.403, Sig value 0.000). The migrants who are living in poor environmental conditions have not availed any statutory benefits. The migrants who are happy with physical and materialistic happiness have availed Injury compensation. The migrants who availed all the statutory benefits are happy with the living condition and stated the living condition is proper. The migrants who are happy with the societal condition also have not availed any statutory benefits such as ESI, Injury compensation, and social security schemes.

Table 5.43. Workplace health issues and Living Condition

Living Condition		Workplace Health issues			Total
		No Issues	Critically ill	BEA issues	
Physical and Materialistic Happiness	Count	76	52	21	149
	%	12.6%	28.7%	17.9%	16.6%
Proper Living Condition	Count	258	39	36	333
	%	42.9%	21.5%	30.8%	37.0%
Societal happiness	Count	133	20	30	183
	%	22.1%	11.0%	25.6%	20.3%
Poor Living Condition	Count	135	70	30	235
	%	22.4%	38.7%	25.6%	26.1%
Total	Count	602	181	117	900
	%	100.0%	100.0%	100.0%	100.0%

Table 5.44. Medical Consultation and Living Condition

Living Condition		Medical Consultation			Total
		Private Treatment	Govt. Dispensary	Home Remedies	
Physical and Materialistic Happiness	Count	32	24	93	149
	%	12.7%	18.5%	17.9%	16.6%
Proper Living Condition	Count	62	22	249	333
	%	24.7%	16.9%	48.0%	37.0%
Societal happiness	Count	81	22	80	183
	%	32.3%	16.9%	15.4%	20.3%
Poor Living Condition	Count	76	62	97	235
	%	30.3%	47.7%	18.7%	26.1%
Total	Count	251	130	519	900
	%	100.0%	100.0%	100.0%	100.0%

The migrants who are living in proper living conditions are not having any health problems. The migrants who are living poor living conditions and happy with only physical conditions are critically ill and have many health problems. The migrants who are living in

proper environmental conditions are not having any health issues. The migrants who are happy with societal conditions are happy social relations but living in poor physical environments so they have diseases such as Back pain, Allergy, and Eyestrain.

The migrants who are having physical and materialistic happy living conditions are visiting government dispensaries for treatment. The migrants who have poor living conditions are also visiting the government dispensary for treatment. The migrants who are living in poor living conditions may get many diseases so they may become seriously ill. The critically ill migrants are visiting government dispensaries for treatment. The migrants who are living in proper living conditions will not have any diseases. Whenever they get minor diseases, then they will approach pharmacies directly without consulting doctors. The migrants who are happy with societal happiness living conditions may get some diseases because of poor physical conditions. Whenever they get some diseases, they may approach private clinics for treatment.

Table 5.45. Strength of Association

Variables	Cramer's V	Approx. Sig	Dof	Strength
Type of Residence	0-.172	0.000	3	Medium
Workplace Conditions	0.280	0.000	2	Medium-Large
Statutory Benefits	0.336	0.000	2	Large
Health Issues	0.190	0.000	2	Medium
The Medical Consultation	0.241	0.000	2	Medium

It is already stated that type of residence, workplace conditions, statutory benefits, health issues, and medical consultations are associated with living conditions. It is also analysed how changes in one category resulted in changes in the category of another variable. The strength association can be judged by using Cramer's V value. The statutory benefits are having a very strong association with living conditions. The workplace conditions, type of residence, health issues, and medical consultations have a strong association with living conditions.

5.1.4. Work Place Health Issues

Major five health issues such as Cough, Back pain, Eyestrain, Allergy, Exhaustion are considered in this study. Each health issue is measured on a five-point scale. The migrant workers are asked to give how often they get health problems in the five-point scale such as never, rarely, sometimes, often, and always. The sugar patient will be a sugar patient forever. The person who is having BP will be having BP forever. But people will have cough rarely or often or sometimes or always. Similarly, the eyestrain, people will not be having continuously.

They may be getting eyestrain rarely or always. That is the reason, the existence of these health issues is measured on a five-point scale instead of yes or no type.

Table 5.46. Health Issues-Descriptive Statistics

	Mean	Median	Mode	Std. Dev	Percentiles		
					25	50	75
Cough	2.58	3.00	3.00	1.01	2.00	3.00	3.00
Back pain	2.8	3.00	3.00	1.13	2.00	3.00	3.00
Eye strain	2.43	3.00	3.00	1.11	1.00	3.00	3.00
Allergy	2.17	2.00	1.00	1.12	1.00	2.00	3.00
Exhaustion	2.55	2.00	2.00	1.27	2.00	2.00	3.00
Other Sickness	2.29	2.00	1.00	1.32	1.00	2.00	3.00

As the health issues are measured on a five-point scale it has become metric data. Since the data is collected in metric form mean can be estimated. The descriptive statistics for six health issues are presented in the above table. For Allergy the mode is 1 which means the majority of the people have stated that they get allergies very rarely. The mean values for Allergy and Other sickness are less than 2.5 and the median is also 2 so it can be stated that most people do not have Allergy or any other sickness. The mean value for Eyestrain is 2.42 which is less than 2.5 and the median value for Exhaustion is 2. Hence it can be stated that the majority of people do not have Eyestrain and Exhaustion also. The mean value is highest for Back pain with 2.79, and 23.9% of the migrants have stated that they get Back pain often or always, and 40% have stated that they get Back pain sometimes. Considering all these statistics it can be concluded that back pain is the most prevalent health issue among migrant workers.

Table 5.47. Cough, Back Pain, Eyestrain

	Cough		Back Pain		Eyestrain	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
Never	154	17.1	146	16.2	228	25.3
Rarely	218	24.2	179	19.9	218	24.2
Sometimes	432	48.0	360	40.0	352	39.1
Often	47	5.2	148	16.4	47	5.2
Always	49	5.4	67	7.4	55	6.1
Total	900	100.0	900	100.0	900	100.0

Around 48% of the migrants get cough sometimes and a very negligible number of people have cough often and always. The majority of migrants are having health issues at sometimes only. A sizeable number of people stated that they never had any health issues. Only a smaller number of migrants have stated that they get health issues often or always. This is a good sign but it should become zero that is the target.

Table 5.48. Cough, Back pain, Eyestrain- Frequency

	Cough		Back Pain		Eyestrain	
	Frequency	Percent	Frequency	Frequency	Percent	Frequency
No	372	41.3	325	36.1	446	49.6
Sometimes	432	48.0	360	40.0	352	39.1
Yes	96	10.7	215	23.9	102	11.3
Total	900	100.0	900	100.0	900	100.0

Around 41.3% of the migrant workers do not have cough and 48% of the migrant workers are getting cough at sometimes and only 10.7% of the people have cough which is less percentage only. Cough is a lung-based disease that they will get only when they do not have proper air circulation. The next disease is Back pain which people will get when they do the work continuously without a proper sitting position. Approximately 23.9% of the migrant workers are getting back pain often or always. The majority of the migrant workers are young if they are getting back pain means which is a matter of concern. This can be handled by changing the nature of work and changing the position of the work. People are getting the Eyestrain when they perform the work continuously for long hours and if they do the work by exposing themselves to risk. Only 11.3% of the migrant workers are getting eyestrain often or always and 49.6% of migrants do not have any eyestrain. They are not involved in any brain-related work. They are involved in physical work so they are getting back pain. They are not working in cotton, leather and chemical industries so they are not getting cough and lung-based diseases.

Around 66% of the migrant workers are not having any Allergic issues. Workers will get allergies only when they eat something unwanted. They are cooking themselves and eating something which they want only. Only 12.4% of the people have an allergic issue which is less number only. People will be exhausted when they work for long hours and if they do the physical and difficult work continuously.

Table 5.49. Allergy, Exhaustion and Other sicknesses

	Frequency	Percent	Exhaustion Frequency	Percent	Other Sickness - Frequency	Percent
No	594	66.0	493	54.8	601	66.8
Sometimes	194	21.6	203	22.6	115	12.8
Yes	112	12.4	204	22.7	184	20.4
Total	900	100.0	900	100.0	900	100.0

Around 22.7% of the people are getting exhausted often or always. This is something big number. Since the majority of the migrants are involved in physical work, they are getting exhausted. Approximately 20% of the migrant workers have some other sickness. Many people have not revealed the sickness.

Table 5.50. Health Issues -Overall Analysis

S. No	Health Issue	Yes	Sometimes	Mean	Rank
1	Cough	10.7%	48%	2.57	II
2	Back pain	23.9%	40%	2.79	I
3	Eyestrain	11.3%	39.1%	2.42	IV
4	Allergy	12.4%	21.6%	2.16	VI
5	Exhaustion	22.7%	22.6%	2.55	III
6	Other Sickness	20.4%	12.8%	2.29	V

The man value for Back pain is 2.79 and 24% of the migrants have back pain so the major problem based by the migrants is back pain. The mean value for Cough is 2.57 and only 10.7% of the migrants have Cough often or always but 48% of the people get a cough at times. So, Cough is the second health issue migrants are having. The third problem is Exhaustion and the fourth problem is Eyestrain and Allergy is the least prevalent health issue among the migrants.

The migrant workers are classified into three segments based on six health issues faced by them. The health issues are Cough, Back pain, Eyestrain, Allergy, Exhaustion, and other sicknesses. The segmentation is done based on K-Means cluster analysis. The cluster center table which is the mean table derived from cluster analysis is presented above.

Table 5.51. Final Cluster Centers- Health Issues

	Cluster		
	1	2	3
Cough	.58	1.09	.64
Back pain	.57	1.54	1.43
Eye strain	.38	1.03	1.19
Allergy	.17	1.11	1.00
Exhaustion	.31	1.94	.61
Other Sickness	.18	1.97	.18

There are three levels such as 0,1 and 2. So, if the mean value is more than 1 then they possess the disease and if it is less than 1 they do not have the disease. The mean values in the first cluster are less than 1 for all diseases. So, people in the first cluster do not possess the disease. The migrant workers in the first cluster are no problem or no issues people. The mean values in the second cluster are more than 1 for all health issues which means they have all the issues. The migrants in the second cluster possess all kinds of issues. The mean value for Exhaustion and other sickness is more than 1.9 which means these people have more of those problems. The migrants in this group are called Critically Ill people. The mean values for Back pain, Eyestrain, and Allergy are more than 1 in the third cluster. People in this cluster have those three issues. This cluster can be designated as a BEA issues cluster.

Table 5.52. Anova – For Health issues Cluster

	Cluster		Error		F	Sig.
	Mean Square	Df	Mean Square	Df		
Cough	17.836	2	.388	897	46.015	.000
Back pain	84.811	2	.398	897	213.137	.000
Eye strain	51.362	2	.350	897	146.824	.000
Allergy	81.342	2	.318	897	255.852	.000
Exhaustion	185.774	2	.259	897	716.262	.000
Other Sickness	231.711	2	.143	897	1619.142	.000

Based on six health issues the migrants are segmented into three clusters by using cluster analysis. The Anova table in the cluster analysis shows that all six health issues are significant

(less than 0.05). The three clusters are significantly different in all six issues. Since the cluster is based on six issues it can be stated that all six health issues have played significant contribution in segmenting the migrant workers.

No issues cluster contains 67% of the migrants which means those many migrants do not have any health issues. Around 13% of migrants in the BEA cluster and 20% migrants are in the critically ill cluster. Only 13% of migrants have Back pain and eyestrain problems and 20% of migrants have many issues.

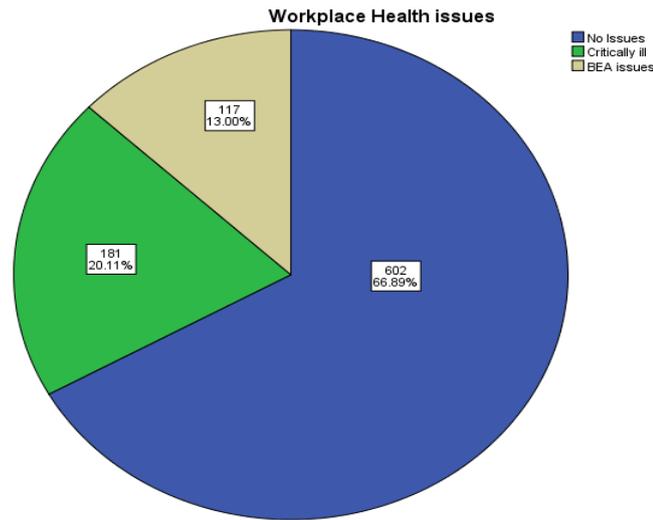


Figure 5.9. Workplace Health Issues- Cluster Frequency

Table 5.53. Test of Association

Variables	Chi-Square Value	Dof	Sig. Value
State	81.308	4	0.000
Gender	15.275	2	0.000
Age	72.964	8	0.000
Native State	67.501	12	0.000
Type of Residence	102.052	8	0.000
Monthly Income	25.290	4	0.000
Socio-Economic Class	38.496	4	0.000
Years of Migrated Life	40.061	6	0.000
Nature of Work	174.886	16	0.000
Working Hours	131.701	6	0.000
Wages per day	29.185	6	0.000
Statutory Benefits	61.255	4	0.000
Workplace Condition	8.002	4	0.091

The majority of migrants accounting for 66.89% of migrants do not have any health issues. It is good that many migrants do not have any problems. Next 20.11% of the migrants have many issues. This is a matter of concern. Most of the migrants are young so they have to take immediate steps to take treatment. Around 13% of migrants have back pain problems.

Test of association is done between two categorical variables by using Chi-square analysis. One categorical variable is the Workplace Health issues based cluster which is having three categories. Another categorical variable is all the study variables which are discussed in the earlier chapters. The null hypothesis for this analysis is there is no significant association between the two variables. If the significant value is less than 0.05 then the null hypothesis is rejected and it can be stated that there is an association. Here all the significant values are less than 0.05 which means there is a significant association. The change in the category of one variable will result in a change in the category of another variable. To know which particular category of one variable is associated with which particular category of another variable column percentage analysis is used.

Table 5.54. State and Health Issues

State		Workplace Health issues			Total
		No Issues	Critically ill	BEA issues	
Kerala	Count	150	106	44	300
	%	24.9%	58.6%	37.6%	33.3%
Karnataka	Count	226	27	47	300
	%	37.5%	14.9%	40.2%	33.3%
Tamilnadu	Count	226	48	26	300
	%	37.5%	26.5%	22.2%	33.3%
Total	Count	602	181	117	900
	%	100.0%	100.0%	100.0%	100.0%

The migrants living in Kerala are having many health issues. The number of medical colleges are less in Kerala. The migrants living in Karnataka are having Back pain, Eyestrain, and Allergy. Back pain is the most prevalent issue among the migrants and it is prevailing mainly among the migrants who are living in Karnataka. The migrants who are living in Tamilnadu are not having any health issues. The medical care system available in Tamilnadu is world-class level and the international standard medical care system is available at free of cost in Tamilnadu.

Table 5.55. Gender and Health Issues

Gender		Workplace Health issues			Total
		No Issues	Critically ill	BEA issues	
Male	Count	557	151	100	808
	%	92.5%	83.4%	85.5%	89.8%
Female	Count	45	30	17	92
	%	7.5%	16.6%	14.5%	10.2%
Total	Count	602	181	117	900
	%	100.0%	100.0%	100.0%	100.0%

Male migrants are not having any health issues. Male migrants are availing statutory benefits also. Female migrants are having many health issues. Female migrants have not availed of any statutory benefits such as ESI and EPF. They are going to the hospital also. So, they have many issues. Comparatively, females will have some health issues. That general trend is continuing for female migrants also.

Table 5.56. Age and Health Issues

Age		Workplace Health issues			Total
		No Issues	Critically ill	BEA issues	
25 or less	Count	186	31	27	244
	%	30.9%	17.1%	23.1%	27.1%
26 to 30 years	Count	140	19	25	184
	%	23.3%	10.5%	21.4%	20.4%
31 to 35 years	Count	129	27	27	183
	%	21.4%	14.9%	23.1%	20.3%
36 to 40 years	Count	89	59	23	171
	%	14.8%	32.6%	19.7%	19.0%
More than 40 years	Count	58	45	15	118
	%	9.6%	24.9%	12.8%	13.1%
Total	Count	602	181	117	900
	%	100.0%	100.0%	100.0%	100.0%

The migrants who are having age of 25 or less and 25 to 30 are not having any health issues. They are young and they are not exposed to work for a long period so they do not have any medical issues. The migrants with the age of 31 to 35 years are having some issues such as Allergy, Back pain. The migrants who are in the age of 36 to 40 years and more than 40 years are having many problems and they are called critically ill. So, the age is an important determinant of the health condition of migrants. After 40 years of age the migrants are leaving the working place because of deteriorating health condition.

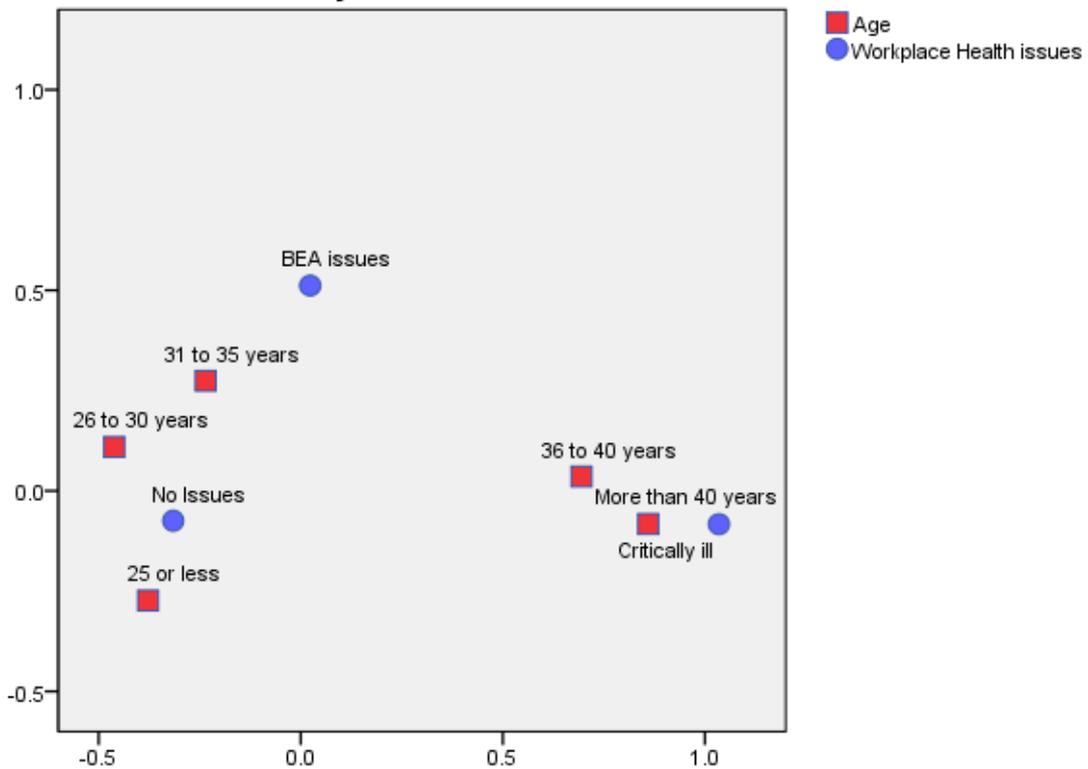


Figure 5.10. Age and Health issues

The migrants with an age of 25 years or less and 26 to 30 are associated with the No health issues category. Young people are not having any issues. The migrants with an age of 31 to 35 years are associated with the BEA health issues category. The migrants with an age of 36 to 40 years and more than 40 years are associated with the critically ill category.

Table 5.57. Type of Residence and Health Issues

Type of Residence		Workplace Health issues			Total
		No Issues	Critically ill	BEA issues	
Room/Shed at the worksite	Count	225	40	36	301
	%	37.4%	22.1%	30.8%	33.4%
Room/Shed away from the worksite	Count	107	22	27	156
	%	17.8%	12.2%	23.1%	17.3%
Privately rented room	Count	192	39	30	261
	%	31.9%	21.5%	25.6%	29.0%
Privately rented house	Count	52	66	13	131
	%	8.6%	36.5%	11.1%	14.6%
Own House	Count	26	14	11	51
	%	4.3%	7.7%	9.4%	5.7%
Total	Count	602	181	117	900
	%	100.0%	100.0%	100.0%	100.0%

Table 5.58. Socio-Economic Class and Health Issues

Socio-Economic Class		Workplace Health issues			Total
		No Issues	Critically ill	BEA issues	
Low	Count	171	81	44	296
	%	28.4%	44.8%	37.6%	32.9%
Lower middle	Count	181	67	41	289
	%	30.1%	37.0%	35.0%	32.1%
Middle	Count	250	33	32	315
	%	41.5%	18.2%	27.4%	35.0%
Total	Count	602	181	117	900
	%	100.0%	100.0%	100.0%	100.0%

The migrants who are staying in the shed provided by the employer do not have any issues. Since they are under the control of the employer, they are provided with health care facilities so they do not have any health issues. The migrants who are staying in the shed away from the worksite have BEA (Back pain, Eyestrain, and Allergy). The workers who are staying together in a rented room do not have any issues. The co-workers are putting pressure on them, so they

are going to the hospital and taking treatment. The migrants who are living in the rented house have many issues. Since they are spending more money on housing expenses, they are not interested to spend money on health care issues. So, they have many health issues.

The migrants who belong to a low socio-economic class are having many health issues. The migrants who are in the lower middle class also have many health issues. The migrants who think they belong to the middle class are not having any health issues. The lower section migrants are not taking treatment and continue to live with problems. People who have sufficient income are taking treatment and there are no medical issues for them. People who have issues should take treatment and get relieved from health issues.

Table 5.59. Nature of Work and Health Issues

Nature of Work		Workplace Health issues			Total
		No Issues	Critically ill	BEA issues	
Construction	Count	191	48	37	276
	%	31.7%	26.5%	31.6%	30.7%
Manufacturing	Count	266	56	53	375
	%	44.2%	30.9%	45.3%	41.7%
Health care	Count	30	7	2	39
	%	5.0%	3.9%	1.7%	4.3%
Education	Count	8	0	1	9
	%	1.3%	0.0%	0.9%	1.0%
Agriculture	Count	11	11	1	23
	%	1.8%	6.1%	0.9%	2.6%
Brick kiln	Count	4	27	4	35
	%	0.7%	14.9%	3.4%	3.9%
Hotels & Restaurants	Count	46	7	4	57
	%	7.6%	3.9%	3.4%	6.3%
Domestic work	Count	2	21	2	25
	%	0.3%	11.6%	1.7%	2.8%
Others	Count	44	4	13	61
	%	7.3%	2.2%	11.1%	6.8%
Total	Count	602	181	117	900
	%	100.0%	100.0%	100.0%	100.0%

The migrant workers who are working in hotels are not having any health issues. The migrants who are working in the construction and manufacturing sectors are having BEA (Back pain, Eyestrain, and Allergy) issues. Agriculture workers, Brick kiln, and domestic workers are having many health issues. The workers who are working in risk-prone activities and difficult work are not having many problems. So, it does not matter what kind of work they are doing. It is how much they are exposed to medical care is deciding the health issues of the migrant workers.

Table 5.60. Workplace Condition and Health Issues

Workplace Condition		Workplace Health issues			Total
		No Issues	Critically ill	BEA issues	
Hazardous Work	Count	227	66	40	333
	%	37.7%	36.5%	34.2%	37.0%
Poor WPC	Count	76	33	25	134
	%	12.6%	18.2%	21.4%	14.9%
Proper WPC	Count	299	82	52	433
	%	49.7%	45.3%	44.4%	48.1%
Total	Count	602	181	117	900
	%	100.0%	100.0%	100.0%	100.0%

Table 5.61. Statutory Benefits and Health issues

Statutory Benefits		Workplace Health issues			Total
		No Issues	Critically ill	BEA issues	
No	Count	268	116	63	447
	%	44.5%	64.1%	53.8%	49.7%
Injury	Count	144	56	37	237
	%	23.9%	30.9%	31.6%	26.3%
All	Count	190	9	17	216
	%	31.6%	5.0%	14.5%	24.0%
Total	Count	602	181	117	900
	%	100.0%	100.0%	100.0%	100.0%

The migrants who are working under poor working conditions are having BEA issues and sometimes they have become critically ill. The migrants who are working in proper working conditions are not having any health issues. This relationship is logical.

The migrants who have not availed any benefits are having many health issues and they have become critically ill. If they have ESI membership, then they can get free treatment and all medical benefits. The migrants who have availed all the statutory benefits are not having any issues. The migrants who have availed of Injury compensation have other diseases such as back pain and Allergy. This association will encourage the migrants to avail themselves of the benefits and they will allow the employer to deduct some contributions for ESI and EPF.

Table 5.62. Strength of Association

Variables	Crammer's V	Sig. Value	Dof	Strength
State	0.213	0.000	2	Medium
Gender	0.130	0.000	1	Small
Age	0.201	0.000	2	Medium
Native State	0.194	0.000	2	Medium
Type of Residence	0.238	0.000	2	Medium
Monthly Income	0.119	0.000	2	Small
Socio-Economic Class	0.146	0.000	2	Small-Medium
Years of Migrated life	0.149	0.000	2	Small-Medium
Working Hours	0.270	0.000	2	Medium
Wages per day	0.127	0.000	2	Small
Statutory benefits	0.184	0.000	2	Small-Medium

To find out the association between two category variables the Chi-Square analysis is used. To find out which category of one variable is associated with which category another variable column percentage method, adjusted residual method or correspondence analysis are used. To find out the strength of association Phi or Cramer's V method is used. For two-by-two category variables, Phi is used and for other variables, Cramer's V is used. When the strength of association is medium and large then the association is strong, consistent, and permanent. This association will exist for the long term. State, Age, Native State, Type of Residence, and working hours are having medium strength.

5.5 Medical Consultation

There is a general perception that the migrants are not going to the hospital and if they are sick then they are taking home remedies and taking treatment from an unregistered practitioner. The objective of this study is to find out the health care issues of migrant workers. In the earlier construct health issues faced by the migrant workers are studied. Here the focus is shifted to understand their perception, practice, and nature of medical consultation. Simply here questions are included to find out where they are taking medical treatment. Their perception and practice are measured with a five-point scale because some people follow particular practices always and some people may follow the particular practice at times. So, it cannot be categorized into Yes or No type.

Table 5.63. Medical Consultation

	Mean	Median	Mode	Std. Dev	Percentiles		
					25	50	75
Home remedies	2.84	3.00	3	1.29	2.00	3.00	4.00
Faith / traditional healer	2.50	3.00	3	1.29	1.00	3.00	3.00
Unregistered medical practitioner	2.09	2.00	1	1.31	1.00	2.00	3.00
Private doctor	2.44	2.00	1	1.36	1.00	2.00	3.00
Government dispensary / hospital	3.16	3.00	3	1.32	2.00	3.00	4.00
ESI clinic / hospital	2.26	2.00	1	1.407	1.00	2.00	3.00
No access to medical practitioner	2.05	1.00	1	1.345	1.00	1.00	3.00

In the five-point scale, the mean value for No access to a medical practitioner is 2.05 which means the migrants have access to a medical practitioner. The mode is 1 and the median is also 1 which means more than 50 percent of people said they never had a problem with access to a medical practitioner. The mean value for approaching the government hospital for a medical consultation is 3.16 which is the highest mean value among all items in the variable which means, that is the popular practice among the migrants. The mean values for a traditional healer, unregistered medical practitioner, private doctor, ESIC clinic are less than 2.5 which means the migrants do not have those practices. They take home remedies at times and most of the time approach Govt. hospitals. The mean value for ESI hospitals is very less which means the migrants do not have the practice of visiting ESI hospitals. The number of

ESI hospitals in existence is less and most of the migrant workers do not have ESI contribution also. So, they are not visiting the ESI hospitals.

Table 5.64. Medical Consultation – Overall frequency

S. No	Medical Consultation	Yes	%	Sometimes	%	No	%
1	Home Remedies	239	26.6	322	35.8	339	37.7
2	Traditional Healer	158	17.6	319	35.4	423	47.0
3	Unregistered MP	133	14.8	192	21.3	575	63.9
4	Private Doctor	191	21.2	226	25.1	483	53.7
5	Govt Dispensary	359	39.9	283	31.4	258	28.7
6	ESI Clinic	158	17.6	221	24.6	521	57.9
7	No Access	131	14.6	196	21.8	573	63.7

Around 39.9% of the migrant workers are using government dispensaries for taking treatment to their medical problems. Another 26.6% of the migrants are not visiting any clinic or hospitals and they approach medical stores directly without prescription. Approximately 21.2% of the migrants are visiting nearby private clinics whenever they have small illness. Around 66.3% of migrants have said No to no access to a medical system which means they have access to the medical system. Another 63.9% of the migrants have said no visit to the unregistered medical practitioner which is again good.

Table 5.65. Final Cluster Centres

	Cluster		
	1	2	3
Home remedies	2	4	3
Faith / traditional healer	3	4	2
Unregistered medical practitioner	3	4	1
Private doctor	3	4	2
Government dispensary / hospital	3	4	3
ESI clinic / hospital	1	4	2
No access to the medical practitioner	1	4	2

The cluster analysis is performed to classify the respondents into some groups. By using K means clustering the respondents are classified into three groups. Cluster 1 has low mean

values for ESI clinic and No access to a medical practitioner and home remedies which means the respondents under this cluster do not have those practice. The mean value for Faith in the traditional healer, unregistered medical practitioner, and the private doctor is 3 which means they follow this practice. So, in general we can call them as people who have the practice of approaching private doctors. Cluster 2 has high mean values for all practices. The mean value is 4 which means they have all practices. But most of the respondents have a practice of approaching government hospitals for treatment. So, the respondents in cluster 2 can be called as people who are going to Govt. hospital for treatment. The mean value for Home remedies and Govt. dispensary is more in cluster 3. But already cluster 2 is termed as Govt. hospital visitors. So, the respondents under cluster 3 can be termed as people who are taking home remedies for their illness. Home remedies mean homeopathy treatment.

Around 57.75 of the migrant workers are in cluster which is home remedies, so 57.75% of the migrants are taking home remedies for medical illness. Home remedies include taking homeopathy treatment and collecting tablets in the pharmacy without a prescription. Most of the migrants are young and they may not have many diseases and for their Cough, Allergy, head pain, body pain, and fever they simply take tablets from medical shops. Another 27.9% of the respondents are in cluster 1 which is private treatment cluster and they are taking treatment in a nearby clinic, Siddha doctors, and unregistered medical practitioners. Only 14.4% of the migrants are in cluster 2 which is Govt. dispensary cluster and they are visiting the government dispensary for their treatment. The migrants are visiting Govt. hospitals only when they get a serious disease.

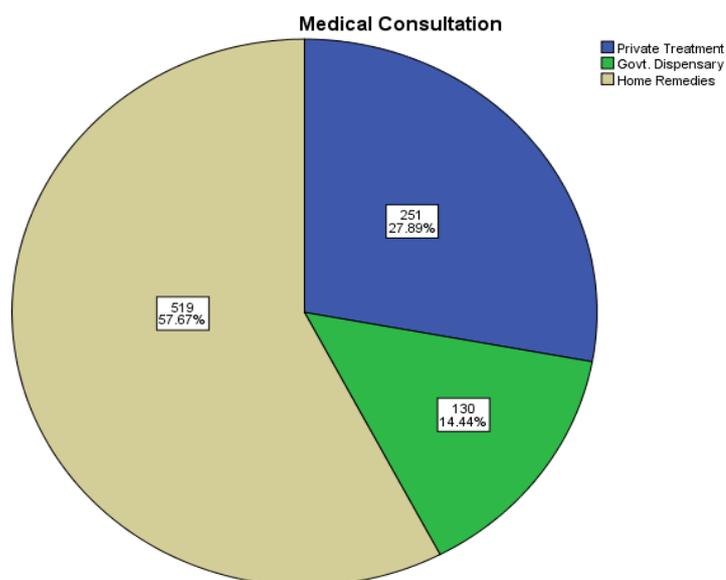


Figure 5.11. Medical Consultation

The majority of the respondents accounting for 57.6% are taking home remedies for their illness without visiting hospitals. Another 27.6% of the respondents are taking treatment in the nearby clinic. The respondents who are having the secret disease are taking treatment from Siddha doctors and unregistered medical practitioners. Only 14.4% of respondents are visiting government hospitals. The respondents are visiting government hospitals only they become seriously ill.

Table 5.66. Test of Association

Variables	Chi-Square Value	Dof	Sig. Value	Result
Health Issues	237.594	4	0.000	Associated
Workplace Condition	77.718	4	0.000	Associated
Nature of Work	187.354	16	0.000	Associated
Age	70.152	8	0.000	Associated
Type of Residence	74.860	8	0.000	Associated

Table 5.67. Age and Medical Consultation

Age		Medical Consultation			Total
		Private Treatment	Govt. Dispensary	Home Remedies	
25 or less	Count	101	16	127	244
	%	40.2%	12.3%	24.5%	27.1%
26 to 30 years	Count	49	19	116	184
	%	19.5%	14.6%	22.4%	20.4%
31 to 35 years	Count	42	24	117	183
	%	16.7%	18.5%	22.5%	20.3%
36 to 40 years	Count	24	47	100	171
	%	9.6%	36.2%	19.3%	19.0%
More than 40 years	Count	35	24	59	118
	%	13.9%	18.5%	11.4%	13.1%
Total	Count	251	130	519	900
	%	100.0%	100.0%	100.0%	100.0%

The Chi-square analysis is carried out to find out the association between medical consultations cluster with other variables. All the significant values are 0.000 which is less than 0.01 which means there is an association at 99% level of confidence. The medical

consultation is associated with health issues, workplace conditions, nature of work, age, and type of residence.

The young respondents who are having age less than 25 are taking treatment in private clinics. If the young respondents have hydroxyl problems and sex-related issues they approach only private and unregistered people. The migrants who are having 26 to 30 years and 31-35 years are taking treatment without visiting hospitals. They directly purchase OTC medicines in the medical stores. The migrants who are having 36 to 40 years and more than 40 years are approaching Govt. Dispensary for treatment. Older people may have some serious diseases so they visit government hospitals.

Table 5.68. Nature of Work and Medical Consultation

Nature of Work		Medical Consultation			Total
		Private Treatment	Govt. Dispensary	Home Remedies	
Construction	Count	74	27	175	276
	%	29.5%	20.8%	33.7%	30.7%
Manufacturing	Count	122	52	201	375
	%	48.6%	40.0%	38.7%	41.7%
Health care	Count	21	2	16	39
	%	8.4%	1.5%	3.1%	4.3%
Education	Count	4	0	5	9
	%	1.6%	0.0%	1.0%	1.0%
Agriculture	Count	2	10	11	23
	%	0.8%	7.7%	2.1%	2.6%
Brick kiln	Count	1	27	7	35
	%	0.4%	20.8%	1.3%	3.9%
Hotels & Restaurants	Count	10	1	46	57
	%	4.0%	0.8%	8.9%	6.3%
Domestic work	Count	4	9	12	25
	%	1.6%	6.9%	2.3%	2.8%
Others	Count	13	2	46	61
	%	5.2%	1.5%	8.9%	6.8%
Total	Count	251	130	519	900
	%	100.0%	100.0%	100.0%	100.0%

The migrants who are working in the construction sector are taking home remedies. They may be living within the site and the site may be located far away from town. So, they purchase medicine from pharmacies without consulting doctors. The migrants who are working in the manufacturing sector are taking private treatment. The migrants working in brick kiln, agriculture, and domestic work are taking treatment from government dispensary. The migrants working in hotels and fast foods are taking home remedies.

Table 5.69. Type of Residence and Medical Consultation

Type of Residence		Medical Consultation			Total
		Private Treatment	Govt. Dispensary	Home Remedies	
Room/Shed provided by the employer at the worksite	Count	103	25	173	301
	%	41.0%	19.2%	33.3%	33.4%
Room/Shed by the employer away from the worksite	Count	42	22	92	156
	%	16.7%	16.9%	17.7%	17.3%
Privately rented room	Count	62	32	167	261
	%	24.7%	24.6%	32.2%	29.0%
Privately rented house	Count	21	47	63	131
	%	8.4%	36.2%	12.1%	14.6%
Own House	Count	23	4	24	51
	%	9.2%	3.1%	4.6%	5.7%
Total	Count	251	130	519	900
	%	100.0%	100.0%	100.0%	100.0%

The migrant workers who are staying in a shed within the worksite are taking treatment in private clinics. The migrant workers who are staying shed away from the worksite and privately rented room are not visiting any clinics or hospitals rather they approach pharmacies and getting medicines when there are having some minor illnesses. The migrant workers who are living in rented houses are approaching government dispensaries for their treatment.

Table 5.70. Workplace Condition and Medical Consultation

Workplace Condition		Medical Consultation			Total
		Private Treatment	Govt. Dispensary	Home Remedies	
Hazardous Work	Count	140	39	154	333
	%	55.8%	30.0%	29.7%	37.0%
Poor WPC	Count	32	37	65	134
	%	12.7%	28.5%	12.5%	14.9%
Proper WPC	Count	79	54	300	433
	%	31.5%	41.5%	57.8%	48.1%
Total	Count	251	130	519	900
	%	100.0%	100.0%	100.0%	100.0%

Chi-square analysis shows that workplace conditions and medical consultation are associated. The column percentage in cross-tabulation reveals that the migrant workers who are working in a place where there is a proper working condition are not approaching Govt. dispensary for treatment. If they get any minor illness, they take OTC medicines in the medical stores. The migrants who are working in a workplace where there is poor working condition are approaching the government dispensary for treatment. The organizations themselves will compel the workers to visit government hospitals. The migrant workers who are engaged in hazardous work are visiting private clinics whenever there is some injury.

Table 5.71. Health Issues and Medical Consultation

Health Issues		Medical Consultation			Total
		Private Treatment	Govt. Dispensary	Home Remedies	
No Issues	Count	184	23	395	602
	%	73.3%	17.7%	76.1%	66.9%
Critically ill	Count	19	87	75	181
	%	7.6%	66.9%	14.5%	20.1%
BEA issues	Count	48	20	49	117
	%	19.1%	15.4%	9.4%	13.0%
Total	Count	251	130	519	900
	%	100.0%	100.0%	100.0%	100.0%

Health issues and medical consultation are two variables studied under the Health care of migrant workers. Table 5.71 shows the relationship between Health issues and Medical consultation. The chi-square analysis shows that there is a relationship between two variables.

The column percentage analysis in cross-tabulation shows how they are related. The migrant workers who are not having any big health issues take medicine from pharmacies whenever they get some minor illness such as headache and body pain and fever. The migrant workers who are seriously ill are approaching the government dispensary. The migrant workers who are having Back pain, Eyestrain and Allergy are approaching the nearby clinics. Only 14.4% of migrants are approaching government dispensary because only a limited number of people will have a serious illness.

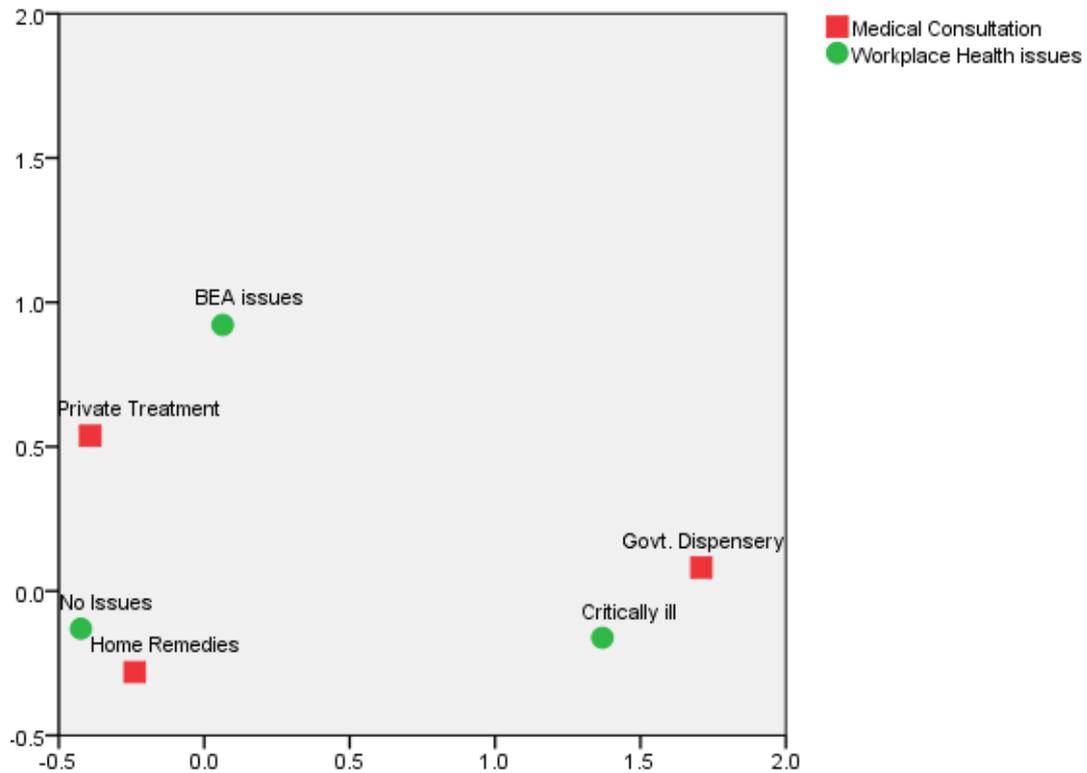


Figure 5.12. Correspondence diagram for Health Issues and Medical Consultation

As Medical consultation and Health Issues are two important variables, so the relationship between the two variables is further analysed by using correspondence analysis. The correspondence diagram shows that No issues migrants are associated with Home remedies. When the people are not having any big issues then they are taking medicines from pharmacies without consulting doctors for their minor illness. The migrants who are seriously ill with many diseases then they approach government dispensaries. The migrants are approaching nearby clinics whenever they have an allergy, back pain, and eyestrain.

Table 5.72. Strength of Association

Variables	Cramer's V	Approx. Sig	Dof	Strength
Health Issues	0.363	0.000	2	Large
Workplace Condition	0.208	0.000	2	Medium
Nature of Work	0.323	0.000	2	Large
Age	0.197	0.000	2	Medium
Type of Residence	0.204	0.000	2	Medium

Chi-Square analysis shows that medical consultation is associated with health issues, workplace conditions, nature of work, age, and type of residence at 99% level of confidence. Health issues and the Nature of work are associated with medical consultation and the strength of association is large and strong. The strength of association of workplace condition and age and type of residence is medium. The relationships of a medical consultation with discussed variables are very strong and reliable and permanent.

5.1.5. Factor Influencing Migration

People move from village to town mainly in search of earning opportunities and to avail better amenities such as good schools for the children. People who are in employment will move from one place to another place when there are transferred. People move from one country to another country to get better earning which is possible because of the difference in the exchange rate. The migration from one state to another is not happening because of some external force and they are taking the decision willingly and consciously. They may leave because of good earning potential and continuous employment. To understand the reasons for migration this variable is introduced in the study. Fifteen possible reasons are identified and included in the questionnaire. The data is collected by using a five-point scale. The migrants may have many reasons for migration, so multiple ticks are possible. When there are multiple reasons one reason may be most important and another may be less important so there is a necessity to have raking questions. The ranking scale will be an ordinal scale which is not amenable for many analyses so an interval rating scale is used. The data is collected by using a five-point Likert scale. The descriptive statistics for all 15 statements are presented in the following table.

Table 5.73. Factors influencing Migration- Descriptive Analysis

	Mean	Median	Mode	Std. Dev	Percentiles		
					25	50	75
Financial need of the family	4.04	4.00	4.00	0.98	4.00	4.00	5.00
For finding better job with better wages	4.03	4.00	4.00	0.86	4.00	4.00	5.00
For continuous and secured employment	3.83	4.00	4.00	1.02	3.00	4.00	5.00
Continuous drought, natural disaster in native	3.32	4.00	4.00	1.21	2.00	4.00	4.00
Lack of employment opportunities in the native	3.47	4.00	4.00	1.22	2.00	4.00	4.00
Lack of infrastructure and credit facilities in the native	3.35	3.00	4.00	1.20	2.00	3.00	4.00
Lack of agri-development programmes in the native	3.21	3.00	4.00	1.21	2.00	3.00	4.00
Lack of better educational and medical facilities in the native	2.90	3.00	2.00	1.13	2.00	3.00	4.00
Caste related issues in the native	2.63	2.00	2.00	1.2	2.00	2.00	4.00
Political uncertainties in the native	2.62	2.00	2.00	1.18	2.00	2.00	4.00
Medical facilities available here	2.89	3.00	4.00	1.25	2.00	3.00	4.00
Availability of quality education for children	2.82	3.00	4.00	1.29	2.00	3.00	4.00
Social climate prevalent here (eg. acceptance and equal treatment by local people)	3.01	3.00	4.00	1.22	2.00	3.00	4.00
Environmental conditions prevalent here (eg. less pollution)	2.85	3.00	4.00	1.22	2.00	3.00	4.00
Transportation and communication facilities available here	2.84	3.00	4.00	1.23	2.00	3.00	4.00

Descriptive table contains mean, median, mode, standard deviation, first quartile and third quartile. The statement pressing financial need of the family is having a mean value of 4.04 and mode, median, first quartile values of 4 which mean the majority of migrant workers agree with this factor which has motivated the people to migrate. Finding a better job with better wages is also having a mean value above 4. Securing continuous and secured employment is having a mean value of 3.83. These three reasons are having a 3rd quartile value of 5. This

means that a minimum of 25% of the people strongly agrees with these reasons. Caste-related issues in the native and political uncertainties in the native are having a median value of 2 which means more than 50% of them disagree with these reasons for migration. Descriptive statistics table indicate that employment-related factors are the most important factors for migration and caste-related and political-related factors are not important factors for migration.

Table 5.74. KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.813
Bartlett's Test of Sphericity	Approx. Chi-Square	7117.815
	Df	105
	Sig.	.000

Table 5.75. Communalities

	Initial	Extraction
Pressing financial needs of my family	1.000	.608
For finding better job with better wages	1.000	.765
For continuous and secured employment	1.000	.638
Continuous drought, natural disaster in native	1.000	.286
Lack of employment opportunities in the native	1.000	.771
Lack of infrastructure and credit facilities in the native	1.000	.792
Lack of Agri-development programmes in the native	1.000	.755
Lack of better educational and medical facilities in the native	1.000	.680
Caste related issues in the native	1.000	.809
Political uncertainties in the native	1.000	.803
Medical facilities available here	1.000	.734
Availability of quality education for children	1.000	.674
Social climate prevalent here (eg. acceptance and equal treatment by local people)	1.000	.810
Environmental conditions prevalent here (eg. less pollution)	1.000	.827
Transportation and communication facilities available here	1.000	.740

As there are 15 reasons included for data collection it is difficult to manage these many items when we go for the next analyses. So, it is better to reduce the items based on the

relationship that exists between them. For grouping of statements based on the relationship between them, factor analysis is preferred. To proceed with the analysis there should be a sufficient relationship. To find out the relationship and sufficiency of data KMO and Bartlett test are preferred. The KMO value is 0.813 which is more than 0.6 which means there is a sufficient correlation and the significant value in Bartlett's test is significant which means there is a significant relationship between items.

When the items are placed in groups, the extent of information extracted from items can be identified from the communalities table. The communalities are the sum of squares of loadings of each statement into different factors. If the communalities are more 0.5, then the extraction of the statement is good. Environmental conditions prevalent here is having communality as 0.827. This means after factor analysis, loss of information is very less for the statement. Continuous drought, natural disaster in native is having 0.286 as the communality. This statement is not properly represented in the groups after factor analysis.

Table 5.76. Total Variance Explained

Component	Initial Eigenvalues			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.044	26.960	26.960	3.184	21.227	21.227
2	3.638	24.255	51.215	3.067	20.449	41.676
3	1.810	12.066	63.281	2.367	15.779	57.455
4	1.200	8.001	71.282	2.074	13.827	71.282
5	.802	5.347	76.629			
6	.656	4.370	81.000			
7	.492	3.278	84.277			
8	.416	2.774	87.052			
9	.378	2.518	89.569			
10	.356	2.372	91.941			
11	.305	2.031	93.972			
12	.276	1.840	95.812			
13	.243	1.621	97.433			
14	.213	1.421	98.855			
15	.172	1.145	100.000			

There are fifteen statements used before factor analysis. After factor analysis, fifteen statements can be grouped into four factors. If four factors are used instead of 15 statements then 71.282% of the information will be extracted. The eigenvalue is the sum of squares of loadings of all statements in a particular factor. The Eigenvalue of the first factor is 4.044 and after rotation, it is 3.184. As there are 15 statements the total eigenvalue is 15. The eigenvalue of one factor divided by the total eigenvalue is the variance extracted. The variance extracted for the first factor is 21.227. Four factors are having Eigenvalues greater than 1. When four factors are selected then the variance extracted is 71.282%. If the cumulative variance extracted is above 50% then there is a sufficient extraction. Principle Component analysis is used for extraction.

Table 5.77. Rotated Component Matrix

	Component			
	1	2	3	4
Environmental conditions prevalent here (eg. less pollution)	.903			
Social climate prevalent here (eg. acceptance and equal treatment by local people)	.896			
Transportation and communication facilities are available here	.851			
Availability of quality education for children	.730			
Lack of infrastructure and credit facilities in the native		.870		
Lack of agri-development programs in the native		.829		
Lack of employment opportunities in the native		.829		
Lack of better educational and medical facilities in the native		.709		
Continuous drought, natural disasters in native				
Political uncertainties in the native			.859	
Caste related issues in the native			.821	
Medical facilities available here			.680	
For finding a better job with better wages				.864
Pressing financial needs of my family				.769
For continuous and secured employment				.746

Four statements are loaded into the first factor and second factor. Three statements are loaded into factors three and four. Varimax rotation is used to get the maximum variance extracted. Varimax rotation is considered as the best rotation as per Kaiser. The loading values which are less than 0.5 are suppressed. Statements are arranged according to the order of loading. The rotated component matrix explains what are the statements loaded under each factor and the size of loadings of each statement into the factor. Except for continuous drought, natural disasters in native, all other statements have higher loadings. Factor 1 contains four statements such as environmental conditions prevailing here, social climate, transport and communication facilities, and availability of quality education. Each statement is about specific conditions prevailing in the migrated state. So, this factor can be called in general as an Environment in the migrated state. The second factor contains statements relating to lack of infrastructure and credit facilities in the native state, lack of agri-development programs in native, lack of employment opportunities in native, and lack of education and medical facilities in the native state. All these statements are describing a lack of development opportunities in the native state. So, this factor can be called a lack of development opportunities in the native state. The third factor contains political uncertainties in the native state, caste-related issues in the native state, and poor medical facilities in the native. All these statements are related to the social and political environment prevailing in the native state. The fourth factor contains statements relating to better employment and better wages, pressing financial needs of the family, and continuous and secured employment. All are personal reasons. This factor can be called as employment and economic condition of the individual. Out of four factors two factors are relating to the native state and two factors are relating to the migrated state. Out of the two factors, one factor is relating to personal development, and another factor relating to the external environment.

Table 5.78. External Environment in Migrated State

	Mean	Median	Mode	Std. Dev	Percentiles		
					25	50	75
Environmental conditions prevalent here (eg. less pollution)	2.85	3	4	1.22	2	3	4
Social climate prevalent here (eg. acceptance and equal treatment by local people)	3.01	3	4	1.22	2	3	4
Transportation and communication facilities available here	2.84	3	4	1.23	2	3	4
Availability of quality education for children	2.82	3	4	1.29	2	3	4

The mean values for the three statements are around 2.8, the median is 3 and the mode is 4. So, all reasons are not very important reasons to migrate and it can also be stated that conditions in the migrated state are not discouraging the people to migrate.

Table 5.79. Lack of Development Opportunities in Native State

	Mean	Median	Mode	Std. Dev	Percentiles		
					25	50	75
Lack of infrastructure and credit facilities in the native	3.35	3	4	1.20	2	3	4
Lack of agri-development programmes in the native	3.21	3	4	1.21	2	3	4
Lack of employment opportunities in the native	3.47	4	4	1.22	2	4	4
Lack of better educational and medical facilities in the native	2.90	3	2	1.13	2	3	4

Lack of employment opportunities in the native state is having a mean value of 3.47 and median value 4 and mode 4 which means that this is one important reason for migration. Lack of employment is one reason, and if they want to start a business no credit facility is available, and if they want to get involved in agriculture no big improvement is happening in that also in the native state. If this is the condition in the native then what the people will do. So, they are forced to migrate in search of employment and meet their financial need.

Table 5.80. Political and caste issues in Native state

	Mean	Median	Mode	Std. Dev	Percentiles		
					25	50	75
Political uncertainties in the native	2.62	2.00	2.00	1.18	2.00	2.00	4.00
Caste related issues in the native	2.63	2.00	2.00	1.19	2.00	2.00	4.00
Medical facilities available here	2.89	3.00	4.00	1.25	2.00	3.00	4.00

Political uncertainties and caste-related issues in the native state are having a mean value of 2.6 and a median value of 2 which means these two reasons are not very important reasons to motivate the migrant workers to move from native state to other states.

Table 5.81. Job and Financial Need

	Mean	Median	Mode	Std. Dev	Percentiles		
					25	50	75
For finding better job with better wages	4.03	4.00	4.00	0.86	4.00	4.00	5.00
Pressing financial needs of my family	4.04	4.00	4.00	0.98	4.00	4.00	5.00
For continuous and secured employment	3.83	4.00	4.00	1.02	3.00	4.00	5.00

All three statements have a mean value around 4, median value 4, mode value, and third quartile 5 which means that all three statements are very important. All three are very important reasons for migration. The migrants need money to run the family and they get a better job only outside their state and the job outside is continuous and secured.

Table 5.82. Factor Influencing Migration

	Mean	Median	Mode	Std. Dev	Percentiles		
					25	50	75
Condition in Migrated State	2.88	3.00	4.00	1.06	2.00	3.00	4.00
Condition in native State	3.24	3.50	2.00	1.01	2.25	3.50	4.00
Political and Caste Issues	2.71	2.67	2.67	1.02	2.00	2.67	3.33
Job and Financial Need	3.97	4.00	4.00	0.77	3.67	4.00	4.33

Job and Financial need is having a mean value of 3.97 and median of 4 and a mode of 4 which means this is the most important reason for migration. The condition in a native state is having a mean value of 3.24 and a median is 3.5 which means that poor conditions in the native state are also a reason for migration. Political and cast issues in native are having a mean value of 2.71 and median is 2.67 which means this is not the important reason. The caste issues and political issues are not disturbing the migrant workers. The condition in the migrated state is having a mean value of 2.88 and a median is 3 which means this is not a very important reason for migration. So, the people are migrating to get a better job and get increased remuneration in migrated state and such employment opportunities are not available in the native state.

Table 5.83. Final Cluster Centres

	Cluster				
	1	2	3	4	5
Condition in Migrated State	-.38330	-.91832	-.21043	.35875	1.06695
Condition in native State	.66555	-1.03408	.65129	.51672	-.88932
Political and Caste Issues	1.40472	-.31002	-.90228	.35866	.04040
Job and Financial Need	.57230	-.38997	.46630	-1.50868	.41669

Based on factor score the respondents (migrant workers) are segmented by using k-means cluster analysis. The migrants are classified into five meaningful clusters. The factor scores are standardized scores. The mean value of the standardized score is zero. If the mean value of a particular factor in a particular cluster is positive then the cluster possesses that particular factor characteristic. Cluster 1 is having the highest positive mean value for political and caste-related issues. This means that the cluster 1 migrants have migrated because of caste-related issues in the native state of migrants. Cluster 1 is having a positive mean value for conditions in the native state and Job and Financial need. The cluster 1 people have migrated because of conditions in native, job and financial need and caste and political issues in native. Though they have all three characteristics, caste and political issues have a higher mean value which means the caste and political issues in the native state is the important factor that has influenced this cluster of people to migrate. The second cluster is having a negative mean value for all four factors. This means that cluster 2 people do not have any specific reason to migrate from one state to another state. Cluster 3 is having a positive mean value for the condition in the native state. The cluster 3 people have migrated because of the poor condition in the native. Cluster 4 is having a positive mean value for the condition in the native state, caste and political issues in the native state, and condition in the migrated state. This cluster is having a very high negative value for the job and financial need. Cluster 5 is having a very high positive mean value for the condition in migrated state and it is also having a positive mean value for the job and financial need. The first cluster, third cluster, and fifth cluster are having positive mean value for the Job and financial need. This means that all the people are having a job and financial need.

Table 5.84. Factors Influencing Migration - Cluster

	Frequency	Percent	Cumulative Percent
Political and Caste Related	152	16.9	16.9
Without Reasons	161	17.9	34.8
Conditions in Native State	248	27.6	62.3
PNM	146	16.2	78.6
Conditions in Migrated State	193	21.4	100.0
Total	900	100.0	

Around 27.6% of the migrants are in cluster 3 and they have moved because of conditions in native state. There are no remunerative employment opportunities, there are no credit facilities for doing business and agriculture activities are not profitable in the native state. Another 21% of the migrants in cluster 5 and these people have moved out of their state because of attraction in migrated state. About 17.9% of migrants are cluster 2 and these people have moved from their native state without any specific reasons. Some of the relatives are living in the migrated state by looking at them they have migrated. Around 16.2% of the migrants are in cluster 4 and these people have migrated because of political conditions in native state, poor employment opportunities in native state, attraction available in migrated state but not due to job and financial need.

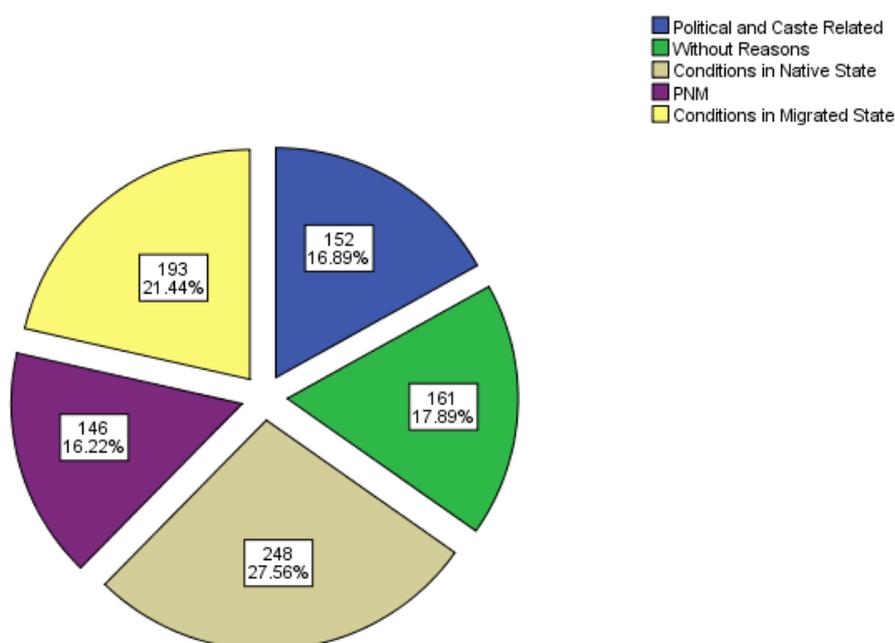


Figure 5.13. No. of cases in Factors influencing migration cluster

Comparatively more number of people (27.5%) have migrated because of the poor condition in the native state. Another 21.4% of people have migrated due to attraction from the migrated state. Approximately 17.9% of the migrants have migrated without any internal pressure and moved by looking at others.

Table 5.85. Test of Association-Chi-Square Analysis

Variables	Chi-Square Value	Dof	Sig. Value	Result
State	113.118	8	0.000	Associated
Age	108.769	16	0.000	Associated
Source of Influence	71.456	12	0.000	Associated
Native State	90.133	24	0.000	Associated
Workplace Conditions	168.370	8	0.000	Associated
Statutory Benefits	243.446	8	0.000	Associated
Health Issues	161.268	8	0.000	Associated
Medical Consultation	205.041	8	0.000	Associated
Living Condition	201.498	12	0.000	Associated

Cluster variable based on factor influencing migration is a category variable. Chi-Square analysis can be used to find the association between two variables. Association means whenever there is a change in the category of one variable will result in a change in the category of another variable. When the significance value is less than 0.5 it can be stated that there is an association. Here chi-square analysis is carried out between cluster variable based factors influencing migration and working conditions variables. The significant value is less than 0.05 for all the selected variables. State, age, and source of influence are having impact on factors which are influencing migration. The factors influencing migration are having an impact on workplace conditions, statutory benefits availed, health issues faced by them, medical consultation preferred by them, and living conditions.

The migrant workers who have migrated because of caste-related issues have settled in Tamilnadu. The migrant workers who have migrated because of no development opportunities in their native state have settled in Kerala. The migrant workers who have migrated because of employment conditions, societal conditions, and education opportunities in the migrated state have settled in Karnataka. Karnataka offers better development opportunities and it has good facilities also which attracts the migrant workers. Tamilnadu is not having any caste related and religion related issues.

Table 5.86. State and Factor Influencing Migration

Factors Influencing Migration		State			Total
		Kerala	Karnataka	Tamilnadu	
Political and Caste Related	Count	65	14	73	152
	%	21.7%	4.7%	24.3%	16.9%
Without Reasons	Count	47	58	56	161
	%	15.7%	19.3%	18.7%	17.9%
Conditions in Native State	Count	115	66	67	248
	%	38.3%	22.0%	22.3%	27.6%
PNM	Count	48	57	41	146
	%	16.0%	19.0%	13.7%	16.2%
Conditions in Migrated State	Count	25	105	63	193
	%	8.3%	35.0%	21.0%	21.4%
Total	Count	300	300	300	900
	%	100.0%	100.0%	100.0%	100.0%

Table 5.87. Age and Factor influencing migration

Factor Influencing Migration		Age					Total
		25 or less	26 to 30 years	31 to 35 years	36 to 40 years	More than 40 years	
Political and Caste Related	Count	18	19	30	55	30	152
	%	7.4%	10.3%	16.4%	32.2%	25.4%	16.9%
Without Reasons	Count	59	37	35	18	12	161
	%	24.2%	20.1%	19.1%	10.5%	10.2%	17.9%
Conditions in Native State	Count	98	43	44	28	35	248
	%	40.2%	23.4%	24.0%	16.4%	29.7%	27.6%
PNM	Count	34	41	23	24	24	146
	%	13.9%	22.3%	12.6%	14.0%	20.3%	16.2%
Conditions in Migrated State	Count	35	44	51	46	17	193
	%	14.3%	23.9%	27.9%	26.9%	14.4%	21.4%
Total	Count	244	184	183	171	118	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

The young migrant workers who are in the age of 25 or less have migrated without any reason or just by the influence of friends and relatives. The migrants who are having less than 25 years of age have migrated because of poor conditions in their native state. Some young people feel that the conditions prevailing in the native state are not conducive to develop and lead comfortable life so they move out of their state. Migrants who are having 36 to 40 years of age have migrated because of caste and political related issues in their native state. Migrants who are in the age group of 31 to 35 years have migrated because of favourable conditions prevailing in the migrated state. Migrants who have 26 to 30 years of age have migrated because of all reasons except job and financial need.

Table 5.88. ANOVA - Age

	F	Sig.
Condition in Migrated State	10.704	.000
Condition in native State	4.004	.003
Political and Caste Issues	17.380	.000
Job and Financial Need	5.390	.000

The analysis of variance is carried between age and factors influencing migration. The four factors influencing migration is taken as metric variable and age is taken as a factor variable. The analysis of variance result shows that there is a difference among different age categories in all the factors which are influencing migration.

Table 5.89. Age and Factor Influencing Migration

Age	N	Condition in Migrated State	Condition in native State	Political and Caste Issues	Job and Financial Need
25 or less	244	2.5195	3.2398	2.3402	4.0997
26 to 30 years	184	3.1087	3.1223	2.7989	3.7844
31 to 35 years	183	2.9385	3.0779	2.6175	3.9381
36 to 40 years	171	3.0249	3.3523	3.0838	4.0585
More than 40 years	118	2.9682	3.4746	2.9661	3.8983

The young migrants have low mean value for conditions prevailing migrated state has motivated migrants. As young people, they may not know the facilities available in the native place so it has not motivated them. The migrants who have age of 25 or less, 26 to 30 years, and 31 to 35 years have low mean value for conditions in the native state. The condition in the

native state has not motivated the young people to move from their native state and to a new place.

Table 5.90. Political and Caste Issues

Age	N	Subset for alpha = 0.05			
		1	2	3	4
25 or less	244	2.3402			
31 to 35 years	183		2.6175		
26 to 30 years	184		2.7989	2.7989	
More than 40 years	118			2.9661	2.9661
36 to 40 years	171				3.0838

The migrants who have 25 years of age or less are having a low mean value for political and caste-related issues. The migrants who are having 26 to 30 years of age and 31 to 35 years have a little higher mean value. The migrants who are having 36 to 40 years of age and more than 40 years of age have a higher mean value. The mean value high means the motivation of political and caste related issues are more.

Table 5.91. Job and Financial Need

Age	N	Subset for alpha = 0.05		
		1	2	3
26 to 30 years	184	3.7844		
More than 40 years	118	3.8983	3.8983	
31 to 35 years	183	3.9381	3.9381	3.9381
36 to 40 years	171		4.0585	4.0585
25 or less	244			4.0997

The migrants who have less than 25 years of age have a high mean value for Job financial need. The young people might be interested in taking some job and they will be interested to earn some money for their family. The migrants with age of 36 to 40 years also have a high value. The migrants who are more than 40 years of age are having less mean value. The job and financial need is the important reason for migration from one state to another state. The different age category people have a different level of motivation on the job and financial need.

Table 5.92. Independent Samples T-Test

	Levene's Test for Equality of Variances		t-test for Equality of Means			
	F	Sig.	t	Df	Sig. (2-tailed)	Mean Difference
Condition in Migrated State	16.105	.000	1.574	898	.116	.18415
			1.762	120.291	.081	.18415
Condition in native State	.160	.689	-.151	898	.880	-.01671
			-.145	110.621	.885	-.01671
Political and Caste Issues	10.052	.002	-2.767	898	.006	-.31082
			-2.382	105.682	.019	-.31082
Job and Financial Need	3.550	.060	1.199	898	.231	.10174

To find out the relationship between gender and factors influencing migration independent sample t-test is applied. The significant values are greater than 0.05 for three factors and it is less than 0.05 only for political and caste-related factors. Political and caste-related factors have a different level of influence between males and females.

Table 5.93. Group Statistics

	Gender	N	Mean	Std. Deviation
Condition in Migrated State (Pull factor)	Male	808	2.8988	1.07677
	Female	92	2.7147	.93437
Condition in native State	Male	808	3.2333	1.00118
	Female	92	3.2500	1.05156
Political and Caste Issues	Male	808	2.6819	.99782
	Female	92	2.9928	1.20538
Job and Financial Need	Male	808	3.9785	.76896
	Female	92	3.8768	.78713

Conditions in the native state and Job and financial need are two important factors that have motivated the migrants to move from their native state. The mean value for male with respect to job and financial need is 3.97 and for female it is 3.87. The difference is small and

not significant. So, both male and female have the same level of job and financial need motivation to migrate. This means that both male and female have recognized the financial need of the family and to meet the financial need, both male and female want to have a job and in search of the job both genders are ready to migrate. Likewise, there is no difference between male and female in conditions in native state as a motivation factor. Both male and female have equally recognized the lack of opportunities in their native place for development. There is no possibility to get a lucrative, continuous and secured job in their native state. There is a difference between male and female in the level of motivation of political and caste issues factor. The mean value for female is 2.99 and for male it is 2.68. The female population does not like caste politics in their native state. The female migrants do not encourage caste and political behaviour in their native state. Caste-related issues in the native state motivate female more than male.

Table 5.94. Native State and Factors influencing Migration

Native State		Factor Influencing Migration					Total
		Political and Caste Related	Without Reasons	Conditions in Native State	PNM/No JFN	Conditions in Migrated State	
Bihar	Count	26	53	48	48	40	215
	%	17.1%	32.9%	19.4%	32.9%	20.7%	23.9%
Odisha	Count	24	25	25	19	51	144
	%	15.8%	15.5%	10.1%	13.0%	26.4%	16.0%
North Eastern states	Count	17	28	41	15	30	131
	%	11.2%	17.4%	16.5%	10.3%	15.5%	14.6%
Uttar Pradesh	Count	32	13	34	20	27	126
	%	21.1%	8.1%	13.7%	13.7%	14.0%	14.0%
West Bengal	Count	20	24	47	8	16	115
	%	13.2%	14.9%	19.0%	5.5%	8.3%	12.8%
Jharkhand & Chhattisgarh	Count	18	10	28	30	19	105
	%	11.8%	6.2%	11.3%	20.5%	9.8%	11.7%
Other states	Count	15	8	25	6	10	64
	%	9.9%	5.0%	10.1%	4.1%	5.2%	7.1%
Total	Count	152	161	248	146	193	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

The migrants from Bihar have migrated without any reason in general and without recognizing the job and financial need in particular. Many people have migrated from that state and their relatives who have settled earlier have influenced them to migrate. The migrants from Odisha have migrated by looking at the conditions in the migrated state. The facilities in the migrated state are better than native. The Odisha CM has taken many initiatives but that is sufficient to stop the people from migrating. The migrants from North-Eastern states also have moved without any internal pressure and only the external factors motivated them to migrate. The migrants from UP have moved because of caste and political issues. How long they will talk about caste. The caste name along with the name of the individual should be removed. The migrants from West Bengal have moved because of a lack of development activities in their native state. Once it was an industrialized state now it is not able to provide decent employment to its own people. The Jharkhand and Chhattisgarh people are migrating with the job and financial needs.

Table 5.95. Source of Influence and Factors Influencing Migration

Factors Influencing Migration		Source of Influence				Total
		Labour Contractor	Family Member	Relatives and Friends	Self-Initiative	
Political and Caste Related	Count	59	73	7	13	152
	%	16.9%	18.1%	7.7%	23.6%	16.9%
Without Reasons	Count	79	49	24	9	161
	%	22.6%	12.1%	26.4%	16.4%	17.9%
Conditions in Native State	Count	99	99	38	12	248
	%	28.3%	24.5%	41.8%	21.8%	27.6%
PNM	Count	71	60	5	10	146
	%	20.3%	14.9%	5.5%	18.2%	16.2%
Conditions in Migrated State	Count	42	123	17	11	193
	%	12.0%	30.4%	18.7%	20.0%	21.4%
Total	Count	350	404	91	55	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

People who are fed up with caste issues and political directionless moved out of their state on their own. Some migrant workers are moving from their state without any specific reasons and they are moved to a new state because of influence from relatives and friends. The friends

and friends are influencing the migrants to move out mainly by telling the poor conditions in their state. They do not have employment opportunities in their state and no credit to start their business and no new initiatives in the agriculture to make agriculture profitable to them in their state. When some of the family members live in the migrated state then they know the facilities available to them and they communicate the same thing to other family members and make them to move out from their native state. Some migrant workers may not have job and financial need such people are motivated by the labour contractors to move out from their state.

Table 5.96. Impact of Migration and Factors Influencing Migration

Factors Influencing Migration		Impact of Migration			Total
		Financial and Social Empowerment	Positively Impacted	Negative Impact	
Political and Caste Related	Count	42	45	65	152
	%	16.9%	10.2%	31.1%	16.9%
Without Reasons	Count	55	56	50	161
	%	22.2%	12.6%	23.9%	17.9%
Conditions in Native State	Count	86	138	24	248
	%	34.7%	31.2%	11.5%	27.6%
PNM	Count	35	55	56	146
	%	14.1%	12.4%	26.8%	16.2%
Conditions in Migrated State	Count	30	149	14	193
	%	12.1%	33.6%	6.7%	21.4%
Total	Count	248	443	209	900
	%	100.0%	100.0%	100.0%	100.0%

The migrant workers who have moved out just like that without any reason feel that there is no change in living conditions, financial position, and societal conditions. The migrants who have moved out not for job needs and financial requirements and have moved because of caste issues have not attained any significant change in their life patterns. The migrants who have moved because of facilities available in the migrated state feel that there is a positive change in their life on living conditions and financial position. The migrants who have moved out because of a lack of development opportunities in the native state could achieve some significant change in their financial position.

Table 5.97. Workplace Conditions and Factors Influencing Migration

Factor Influencing Migration		Workplace Condition			Total
		Hazardous Work	Poor WPC	Proper WPC	
Political and Caste Related	Count	43	24	85	152
	%	12.9%	17.9%	19.6%	16.9%
Without Reasons	Count	92	41	28	161
	%	27.6%	30.6%	6.5%	17.9%
Conditions in Native State	Count	133	26	89	248
	%	39.9%	19.4%	20.6%	27.6%
PNM/Without Job Need	Count	28	30	88	146
	%	8.4%	22.4%	20.3%	16.2%
Conditions in Migrated State	Count	37	13	143	193
	%	11.1%	9.7%	33.0%	21.4%
Total	Count	333	134	433	900
	%	100.0%	100.0%	100.0%	100.0%

The migrant workers who have moved from their native state by looking at the political and caste conditions in their state are working in a proper working condition. The migrant workers who have moved by looking at facilities in the migrated state are also working in good working conditions. They know the transport facilities, communication facilities, medical and educational facilities available in the migrated state. So, they find a suitable job where they can get good facilities and land up in a job where there is a good working condition. The migrant workers who have moved without any reason and especially without a job and financial need end up working in a place where there is no good working condition. The migrant workers who have changed their state by looking at the state of affairs of their state end up working in work which is hazardous in nature. They want to do some job and ultimately landed up in hazardous nature of work.

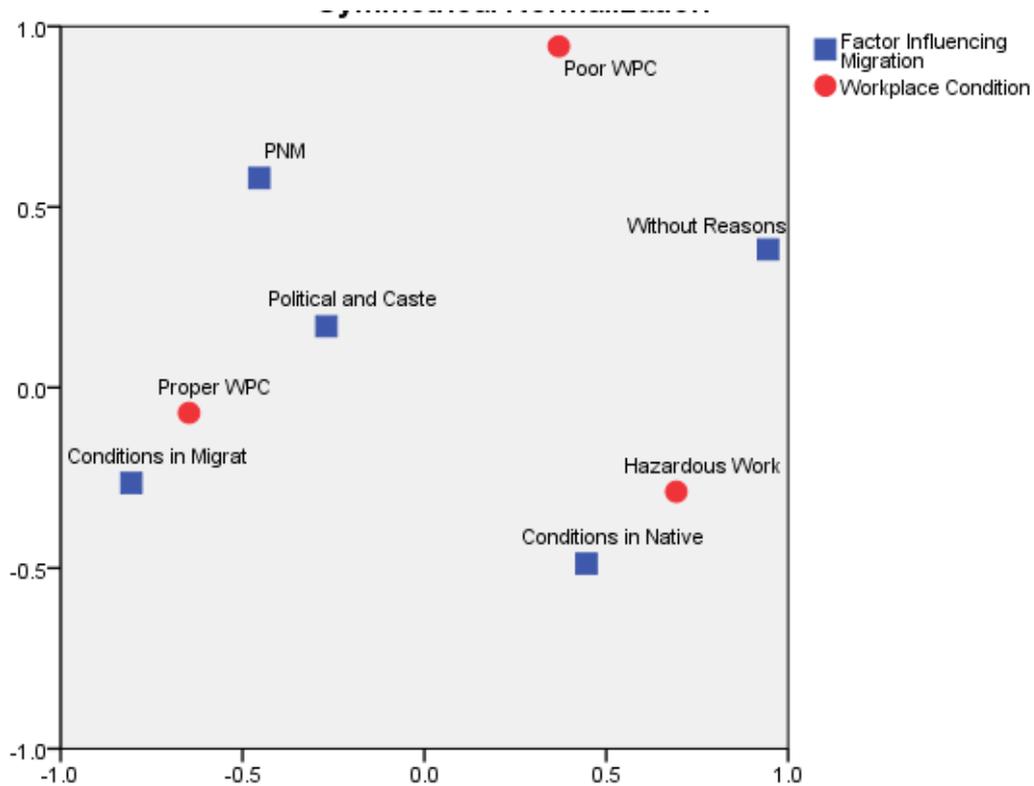


Figure 5.14. Correspondence diagram for Workplace conditions

Table 5.98. Statutory Benefits and Factors Influencing Migration

Factor Influencing Migration		Statutory Benefits			Total
		No	Injury	All	
Political and Caste Related	Count	109	31	12	152
	%	24.4%	13.1%	5.6%	16.9%
Without Reasons	Count	91	54	16	161
	%	20.4%	22.8%	7.4%	17.9%
Conditions in Native State	Count	119	96	33	248
	%	26.6%	40.5%	15.3%	27.6%
PNM/Without Job and Financial need	Count	72	41	33	146
	%	16.1%	17.3%	15.3%	16.2%
Conditions in Migrated State	Count	56	15	122	193
	%	12.5%	6.3%	56.5%	21.4%
Total	Count	447	237	216	900
	%	100.0%	100.0%	100.0%	100.0%

Conditions in the native state and Job and financial need are the two important factors that have motivated the migrants to move from their native state. The migrants who move after realizing the bad condition in their native state are ready to work whatever the nature of work. In the process, they end up getting involved in hazardous work. The migrants who have migrated by looking at the opportunities available in the migrated state know the facilities available in the migrated state and they get settled in a work where there is proper working condition.

The migrant workers who have migrated by knowing the facilities and infrastructure and employment opportunities in the migrated state are availing all statutory benefits. They know the facilities available in the migrated place so they are enjoying all the facilities. The migrant workers who have migrated without any specific reasons and without a job and financial requirement and by looking at the conditions in the native state have availed only the injury benefit. The migrant workers who have changed their location due to political and caste issues have not availed any statutory benefits.

Table 5.99. Health Issues and factor Influencing Migration

Factor Influencing Migration		Workplace Health issues			Total
		No Issues	Critically ill	BEA issues	
Political and Caste Related	Count	58	76	18	152
	%	9.6%	42.0%	15.4%	16.9%
Without Reasons	Count	135	6	20	161
	%	22.4%	3.3%	17.1%	17.9%
Conditions in Native State	Count	143	63	42	248
	%	23.8%	34.8%	35.9%	27.6%
PNM	Count	104	29	13	146
	%	17.3%	16.0%	11.1%	16.2%
Conditions in Migrated State	Count	162	7	24	193
	%	26.9%	3.9%	20.5%	21.4%
Total	Count	602	181	117	900
	%	100.0%	100.0%	100.0%	100.0%

The migrant workers who have migrated just like that along with others without any big motivation do not have any health issues. The migrants who have migrated by looking at the conditions of migrated state are also do not have any health issues. The migrants who have

migrated because of caste and political issues are suffering from many diseases after the migration. The migrant workers who have migrated because of poor development opportunities in their native state have BEA (Back pain, Eyestrain, and Allergy) issues.

Table 5.100. Living Condition and Factors Influencing Migration

Living Conditions		Living Condition				Total
		Physical and Materialistic Happiness	Proper Living Condition	Societal happiness	Poor Living Condition	
Political and Caste Related	Count	27	28	19	78	152
	%	18.1%	8.4%	10.4%	33.2%	16.9%
Without Reasons	Count	20	36	52	53	161
	%	13.4%	10.8%	28.4%	22.6%	17.9%
Conditions in Native State	Count	55	95	59	39	248
	%	36.9%	28.5%	32.2%	16.6%	27.6%
PNM	Count	23	40	29	54	146
	%	15.4%	12.0%	15.8%	23.0%	16.2%
Conditions in Migrated State	Count	24	134	24	11	193
	%	16.1%	40.2%	13.1%	4.7%	21.4%
Total	Count	149	333	183	235	900
	%	100.0%	100.0%	100.0%	100.0%	100.0%

The migrants who have migrated because of the employment conditions, social climate, facilities available in the migrated state are living in the proper living condition in the migrated state. They know the facilities available and they have utilized the facilities available. The migrants who have migrated because of caste-related and political-related issues are living in a poor condition. The migrants who have migrated without any specific push are happily living with spouse and participating in recreation activities. The migrants who have migrated because of poor development possibilities in the native state are happy with the physical living condition.

Table 5.101. Strength of Association

Variables	Cramer's V	Approx. Sig	Dof	Strength
State	0.251	0.000	2	Medium
Age	0.174	0.000	4	Medium
Source of Influence	0.163	0.000	3	Medium
Native State	0.158	0.000	4	
Workplace Conditions	0.306	0.000	2	Large
Statutory Benefits	0.369	0.000	2	Large
Health Issues	0.299	0.000	2	Medium-Large
Medical Consultation	0.338	0.000	2	Large
Living Condition	0.273	0.000	3	Large
Impact of Migration	0.296	0.000	2	Medium-Large

The association between two categorical variables is tested by using chi-square analysis. Whatever variables associated with factors influencing migration is already identified and discussed. Associated two categories is identified by using the column percentage method. The strength of association can be tested with Cramer's V value and respective degrees of freedom. The degrees of freedom is calculated by using $\min((r-1), (c-1))$. Cramer's V, respective sig. value and degrees of freedom and strength of association are presented in the above table. Workplace conditions, statutory benefits availed by migrants, medical consultation, and living conditions are associated with factors influencing migration heavily. All the associations discussed are medium and large. This indicates that the association discussed is very strong and reliable and permanent. These associations will not change in the recent future.

5.1.6. Migrants Rights

Human rights are rights we have simply because we exist as human beings. They are not granted by any state. These universal rights are inherent to us all. Migrant workers are human beings so they have these rights. Human rights are the basic rights and freedoms that belong to every person in the world, from birth until death. These basic rights are based on shared values like dignity, fairness, equality, respect, and independence. These values are defined and protected by law. Apart from human rights, being Indian citizens we have Fundamental Rights which is guaranteed to every citizen irrespective of wherever they live. Indian Constitution has provided Directive Principles of State policy which is the duty of government to provide certain things to every citizen. Apart from this, there exists Rule of Law. The Rule of law states that the law is the same for everybody starting from the President of India to the ordinary citizen of India. Irrespective of all these things certain migrant workers are living with the feeling that they are discriminated, and not treated equally. They have a fear of attack, fear of arbitrary arrest. They feel that if one or two migrants have committed a crime and that is reflected on everybody. They also think that they will be expelled from the organisation and send to their native place at any time. But slowly this trend is reducing and the employers feel that migrant workers are inevitable to continue their production. To understand the present state of mind of migrant workers 'Migrant Rights' variable is included in the study. Thirteen statements are used to measure the rights enjoyed by the migrants and the threats faced by them. It is also measured with a five-point scale because some people might enjoy right at a lesser level and some other people might possess that right at a higher level. The Yes or No type question cannot be used because it cannot be stated that they have not enjoyed or enjoyed. The descriptive statistics for all 13 statements are presented in the following table.

Table 5.102. Migrants Rights – Descriptive Statistics

	Mean	Median	Mode	Std. Dev	Percentiles		
					25	50	75
I am continuously facing threat to my life here	2.09	2	2	1.1	1	2	3
I am treated equally like others without any kind of discrimination	2.59	2	2	1.25	2	2	4
I am always under the threat of arbitrary arrest and detention	2.18	2	2	1.07	1	2	3
I am always under the threat of torture and inhuman treatment	2.22	2	2	1.11	1	2	3
I am continuously forced to go back to my native place	2.25	2	2	1.12	1	2	3
I am always under a fear that we will be collectively expelled from here	2.33	2	2	1.11	2	2	3
There is a threat to have a family and maintain relationships	2.45	2	2	1.05	2	2	3
I am continuously exploited by my employer	2.61	2	2	1.10	2	2	4
I am provided with social security schemes	2.9	3	4	1.12	2	3	4
I have accessibility to quality health care facilities without any discrimination	3.22	3	4	1.1	2	3	4
Children of our community have access to free education in government schools	3.1	3	4	1.17	2	3	4
I am free to move within the territory	3.26	3	4	1.16	2	3	4
As a community I can enjoy my culture, and practice my religion and use my language	3.42	4	4	1.1	3	4	4

The mean value for cultural rights is 3.42. The median value and mode value are also 4 which means the migrants are enjoying this right. The right to practice any Religion and Cultural Right is given in the constitution itself. They live as a group and they use their language among themselves. They also follow their culture within their group. The locals are not putting any restrictions on that. The extent of usage of this right depends upon the size of

the group. In fact, some of the local shop owners have learned Hindi and talking with migrants in Hindi. The mean value for free to move within the territory is 3.26 and the median is 3 and the mode is 4. This means that they are enjoying this right also to some extent. Within their group, there is complete mobility and they are also moving from one place to another place without any fear. The statement I have accessibility to quality health care facilities without any discrimination is having 3.22. As the Govt. hospitals are meant for everybody, they are freely going there and taking treatment there. The mean value for I am facing a continuous threat to my life is 2.09 which is the lowest which means they do not have any threat to life. The third quartile value is 3 which means 75% of the people are below 3. The mean value for fear of arbitrary arrest and detention is 2.18. This indicates that they do not have this fear. The local police are arresting only the people who have committed the crime. All the negative statements are having less mean value. This means that they do not have a threat to life and there is no discrimination. They have access to treatment in Govt. hospitals and children have access to education in Govt. schools. Instead of using all 13 statements for further analysis, the statements can be grouped by using factor analysis.

Table 5.103. KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.855
Bartlett's Test of Sphericity	Approx. Chi-Square	6269.443
	Df	78
	Sig.	.000

As there are 13 statements used to find out the level of rights enjoyed by the migrants, it is better to analyse is there any group of rights in existence? To group the statements into factors the factor analysis is used. To group the statements into factors there should be sufficient correlation among the statements. To find out the correlation among the matrix and sufficiency of correlation KMO and Bartlett test are used. The KMO value is 0.825 and the Bartlett test of sphericity is significant. This means that there is a sufficient correlation and the data is adequate to perform the factor analysis.

Table 5.104. Communalities

	Initial	Extraction
I am continuously facing threat to my life here	1.000	.663
I am treated equally like others without any kind of discrimination	1.000	.649
I am always under the threat of arbitrary arrest and detention	1.000	.803
I am always under the threat of torture and inhuman treatment	1.000	.805
I am continuously forced to go back to my native place	1.000	.759
I am always under a fear that we will be collectively expelled from here	1.000	.744
There is a threat to have a family and maintain relationships	1.000	.570
I am continuously exploited by the employer	1.000	.404
I am provided with social security schemes	1.000	.736
I have accessibility to quality health care facilities without any discrimination	1.000	.596
Children of our community have access to free education in government schools	1.000	.497
I am free to move within the territory	1.000	.689
Free to enjoy culture, practice religion, and use any language	1.000	.671

When the statements are grouped into factors, they should be sufficiently represented and sufficiently extracted. The communalities show the extent of extraction of each statement. It is the summated squared value of the extraction of each statement into different factors. The communality value for the statement I am always under the threat of torture and inhuman treatment is 0.805. This means that 80% of the information from that statement is extracted when it is put under some group. The communality for the statement I am continuously exploited by the employer is 0.404 which means only 40% is extracted when it is put under some group. The accepted communality value is 50%.

Table 5.105. Total Variance Explained

Component	Initial Eigen values			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5.143	39.559	39.559	4.977	38.283	38.283
2	2.222	17.092	56.651	2.092	16.090	54.373
3	1.221	9.393	66.044	1.517	11.671	66.044
4	.935	7.192	73.235			
5	.724	5.570	78.805			
6	.604	4.645	83.450			
7	.438	3.367	86.817			
8	.408	3.138	89.955			
9	.355	2.729	92.684			
10	.339	2.609	95.293			
11	.264	2.034	97.327			
12	.223	1.716	99.043			
13	.124	.957	100.000			

The total variance extracted table shows that 13 statements can be grouped under three factors. When the statements are grouped under three factors and if only three factors are considered for future analysis then only 66% of the information will be extracted. The initial Eigenvalue for the first factor is 5.143 and after rotation, the Eigenvalue is 4.977. The total Eigenvalue of 13 factors is 13 and the Eigenvalue of the first factor is 4.977 which is 38% of the total 13. The Eigenvalue of the second and third factors are 2.092 and 1.517 respectively. The eigenvalue of all other factors is less than 1. For Extraction Principal Component Analysis is used. The cumulative variance extracted by three factors is 66% which is more than 50%. So, these three factors are considered for further analysis.

Table 5.106. Rotated Component Matrix

	Component		
	1	2	3
I am always under the threat of torture and inhuman treatment	.895		
I am always under the threat of arbitrary arrest and detention	.894		
I am continuously forced to go back to my native place	.868		
I am always under a fear that we will be collectively expelled from here	.855		
I am continuously facing threats to my life here	.814		
There is a threat to have a family and maintain relationships	.742		
I am continuously exploited by my employer	.581		
I have accessibility to quality health care facilities without any discrimination		.743	
I am provided with social security schemes		.729	
Children of our community have access to free education in government schools		.667	
Along with my community, I can enjoy my culture, declare and practice my religion and use my language		.649	
I am free to move within the territory			.793
I am treated equally like others without any kind of discrimination			.681

The statement I am always under the threat of torture and inhuman treatment is extracted maximum when it is placed under factor 1. The factor loading for that is 0.895. The factor loading of the statement I am always under the threat of arbitrary arrest and detention is 0.894. The statements which are loaded under each group are arranged separately. The statements are ordered according to their size of loading. The statement which is having higher loading is placed first. The statement which is having more loading into a particular factor will have more weightage in deciding the characteristics of that factor. Sometimes the naming of a particular factor will be done based on the first factor. Seven statements are placed under group 1 and four factors are put under factor 2 and 2 statements are included under factor 3. The statements which are placed under group 1 are, I am always under the threat of torture and inhuman treatment and I am always under the threat of arbitrary arrest and detention. All the

statements under group 1 are related to the negative aspect of migrant rights. So, factor 1 can be called as “No Rights”. The statements that are included under factor 2 are, I have accessibility to quality health care facilities without any discrimination, and Children of our community have access to free education in government schools. The statements are related to health care benefits, social security, the right to education, freedom of religion. So, this factor can be called as Right to Freedom and Benefits. The statements included under factor 3 are I am free to move within the territory and I am treated equally like others without any kind of discrimination. So, this factor can be called as Right to Equality and Mobility.

Table 5.107. No Rights

	Mean	Median	Mode	Std. Dev	%tile 25	50	75
Threat of torture and inhuman treatment	2.22	2	2	1.11	1	2	3
Facing threat to my life here	2.09	2	2	1.1	1	2	3
Threat of arbitrary arrest and detention	2.18	2	2	1.07	1	2	3
Forced to go back to my native place	2.25	2	2	1.12	1	2	3
Fear of Collective expulsion	2.33	2	2	1.11	2	2	3
Threat to family	2.45	2	2	1.05	2	2	3
Exploited by my employer	2.61	2	2	1.10	2	2	4

Table 5.108. Right to Freedom and Benefits

	Mean	Median	Mode	Std. Dev	Percentiles		
					25	50	75
Accessibility to quality health care	3.22	3.00	4.00	1.09	2.00	3.00	4.00
Access to free education in government schools	3.1	3.00	4.00	1.17	2.00	3.00	4.00
Provided with social security schemes	2.9	3.00	4.00	1.12	2.00	3.00	4.00
Freedom of culture, the practice of religion, and use of language	3.42	4.00	4.00	1.1	3.00	4.00	4.00

There are seven items (statements) included under the No Rights factor. All are negative aspects of rights. The mean value for facing threat to life is 2.09 and the median is 2 and third quartile 3. So, 75% of the people have preferred less than 3 which is a neutral perception. This

means that majority of the people do not have fear, a threat to the family, arbitrary arrest, and exploitation by the employer. The mean values for all the statements are less than 3 and the third quartile value is 3. So, the people do not have a negative right. This means that they enjoy human rights.

The mean value for freedom of culture, the practice of religion is 3.42 and the Median and Mode values are 4 which means that people are enjoying this right. The mode value for all the statements is 4 which means that migrant workers are enjoying this right. The mean values for all the items are less than 3.5 and more than 3 for three items which means they enjoy these rights to some extent and not to the full level. The mean value for the statement “Provided with social security schemes” is less than 3 which means they are not provided with social security schemes. In the overall perspective, the migrants are not enjoying the fundamental rights to the guaranteed level.

Table 5.109. Right to Equality and Mobility

	Mean	Median	Mode	Std. Dev	Percentiles		
					25	50	75
Treated equally without any discrimination	2.6	2.00	2.00	1.25	2.00	2.00	4.00
Free to move within the territory	3.26	3.00	4.00	1.16	2.00	3.00	4.00

The statement free to move is having a mean value of 3.26 and a mode value of 4 so it can be stated that migrant workers have the freedom to move. The mean value of the statement treated equally without discrimination is 2.6 and the median and mode values are 2. So, it cannot be stated that the migrant workers enjoy this right.

Table 5.110. Migrant Rights – Descriptive analysis of factors

	Mean	Median	Mode	Std. Dev	Percentiles		
					25	50	75
No Right	2.30	2	2	0.89	1.61	2	2.86
Right to Freedom and Benefits	3.16	3.25	4	0.80	2.75	3.25	4
Right to Equality and Mobility	2.93	3	2	0.97	2	3	3.5

The mean value for the right to freedom is 3.16 and the median is 3.25. This means that the migrant workers enjoy the right to freedom to some extent. The right to freedom of education, religion, culture, and the use of languages is a fundamental right. The migrants do

not enjoy this fundamental right to the expected level. The no rights factor is having a mean value of 2.3 which is very less which means they enjoy human rights. The mean value for the right to equality and mobility is 2.93. The migrant workers enjoy the right to mobility but they do not enjoy the right to equality to the required level. In entire India, nepotism and regionalism are in practice in every respect.

Table 5.111. Final Cluster Centers

	Cluster		
	1	2	3
No Rights	-.91436	.22207	.37772
Right to Freedom and Benefits	.04230	-.97919	.79790
Right to Equality and Mobility	1.07129	-.40586	-.31996

The migrant workers are classified into different segments based on the level of three rights enjoyed by them. The factor score is a standardized score. The mean value of the standardized score is zero. If the average score is positive then the cluster possesses that particular right. By using K-means cluster analysis the migrant workers are classified into three clusters. Cluster 1 has a high positive value for the Right to mobility and equality and they have minus value for No rights and very less value for the Right to freedom. So, cluster 1 can be designated as the Right to mobility and equality cluster. The migrant workers under this cluster enjoy the right to mobility and equality. Cluster 2 is having a positive value for No Rights and negative values for the other two factors. Cluster 2 can be called as No Rights cluster. The migrants under this cluster enjoy human rights. Cluster 3 is having a high positive value for the Right to freedom and Benefits and a negative value for the right to equality. No rights factor is also having positive value. This cluster can be called as Right to freedom and benefits cluster. The cluster 3 migrants enjoy the right to freedom and benefits. They also have human rights. They have both fundamental rights and human rights.

Cluster 1 which is the Right to Equality and mobility is having 226 respondents accounting for 25.1% of respondents. No Rights cluster contains 34.1% of respondents. The major chunk of respondents does not have any rights including human rights. Around 40.7% of the respondents are in cluster 3 which is the Right to freedom and benefits. It is noticed that the majority of the migrants are in the right to freedom cluster.

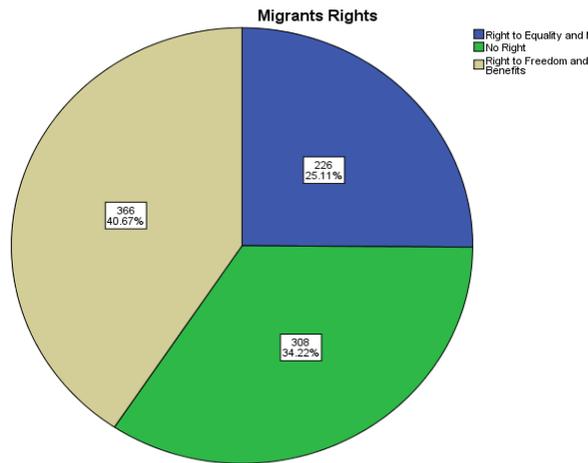


Figure 5.15. No of cases in Migrants Rights Cluster

Around 40.6% of the people have the right to freedom and benefits and another 25.11% of the migrant’s right to equality and mobility. Approximately 34% of the respondents have a low mean value for all rights and comparatively higher mean value no rights related statements.

Table 5.112. Test of Association

Variables	Chi-Square Value	Dof	Sig. Value	Result
State	40.869	4	0.000	Associated
Nature of Work	64.885	16	0.000	Associated
Gender	3.781	2	0.151	Not Associated
Age	46.818	8	0.000	Associated
Education	46.897	6	0.000	Associated
Health Issues	26.390	4	0.000	Associated
Statutory Benefits	86.885	4	0.000	Associated
Workplace Conditions	135.424	4	0.000	Associated
Native State	47.092	12	0.000	Associated
Impact of Migration	80.947	4	0.000	Associated

To find out the factor influencing migrant’s rights and how the rights possessed by them is having an impact on their life chi-square analysis is carried out. Chi-square analysis is used because the cluster variable based migrant’s right is a category variable and demographic variables and employment background variables are also categorical variables. Chi-square analysis result shows that all the variables except gender are significantly associated. The association is significant at 99% level of confidence. Association means the change in category of one variable will result in change in category of another variable.

Table 5.113. State and Migrant Rights

State		Migrants Rights			Total
		Right to Equality and Mobility	No Right	Right to Freedom and Benefits	
Kerala	Count	97	108	95	300
	%	42.9%	35.1%	26.0%	33.3%
Karnataka	Count	61	77	162	300
	%	27.0%	25.0%	44.3%	33.3%
Tamilnadu	Count	68	123	109	300
	%	30.1%	39.9%	29.8%	33.3%
Total	Count	226	308	366	900
	%	100.0%	100.0%	100.0%	100.0%

Table 5.114. Native State and Migrants Rights

Native State		Migrants Rights			Total
		Right to Equality and Mobility	No Right	Right to Freedom and Benefits	
Bihar	Count	61	67	87	215
	%	27.0%	21.8%	23.8%	23.9%
Odisha	Count	22	44	78	144
	%	9.7%	14.3%	21.3%	16.0%
North Eastern states	Count	38	36	57	131
	%	16.8%	11.7%	15.6%	14.6%
Uttar Pradesh	Count	25	59	42	126
	%	11.1%	19.2%	11.5%	14.0%
West Bengal	Count	46	41	28	115
	%	20.4%	13.3%	7.7%	12.8%
Jharkhand & Chhattisgarh	Count	18	39	48	105
	%	8.0%	12.7%	13.1%	11.7%
Other states	Count	16	22	26	64
	%	7.1%	7.1%	7.1%	7.1%
Total	Count	226	308	366	900
	%	100.0%	100.0%	100.0%	100.0%

The migrants who are settled in Tamilnadu do not have rights. They have a fear of discrimination, arbitrary arrest, fear of threat to life, and exploitation by the employer. Local people's dominance is more in Tamilnadu. The migrants living in Kerala are having the right to equality and mobility. They have the freedom to move within their territory and they feel they are treated equally. Kerala people want migrants to be there to take care of the work because most of them are living in Gulf countries. Migrants living in Karnataka are having the right to freedom to practice their religion and use their language and right to education and the right to get free treatment

The migrants from Bihar have the right to equality and mobility. Bihar people are living in all states and all the places. So, they have mobility and they also move from one place to another place based on necessity. The migrants from Odisha have the right to freedom and benefits. They have freedom of religion, language, education, health care, and social security. The migrants from North-Eastern states and West Bengal have the freedom to mobility and equality. Most of these people are living in Kerala and migrants in Kerala are enjoying the right to equality and mobility. The migrants from Uttar Pradesh do not have any rights. The migrants from Chhattisgarh and Jharkhand are having freedom of religion and social security benefits.

Table 5.115. Age and Migrants Rights

Age		Migrants Rights			Total
		Right to Equality and Mobility	No Right	Right to Freedom and Benefits	
25 or less	Count	87	88	69	244
	%	38.5%	28.6%	18.9%	27.1%
26 to 30 years	Count	53	55	76	184
	%	23.5%	17.9%	20.8%	20.4%
31 to 35 years	Count	32	73	78	183
	%	14.2%	23.7%	21.3%	20.3%
36 to 40 years	Count	24	52	95	171
	%	10.6%	16.9%	26.0%	19.0%
More than 40 years	Count	30	40	48	118
	%	13.3%	13.0%	13.1%	13.1%
Total	Count	226	308	366	900
	%	100.0%	100.0%	100.0%	100.0%

The migrants who are having 25 or less years of age and 26 to 30 years are having the right to mobility and right to equality. The young people will be interested in moving from one place to another place. The young people might be getting equal treatment also. The migrants who are having 31 to 35 years of age are not much interested in rights. They want to get settled somewhere and they are not worried about their rights. The migrants who are 36 to 40 years of age are enjoying the right to freedom and benefits. After a certain age, they want to give education to their children and they need medical treatment and they want social security schemes also.

Table 5.116. Educational Qualification and Migrant Rights

Educational Qualification		Migrants Rights			Total
		Right to Equality and Mobility	No Right	Right to Freedom and Benefits	
No formal education	Count	55	89	61	205
	%	24.3%	28.9%	16.7%	22.8%
Primary education	Count	74	113	85	272
	%	32.7%	36.7%	23.2%	30.2%
High school	Count	67	72	145	284
	%	29.6%	23.4%	39.6%	31.6%
HSS or above	Count	30	34	75	139
	%	13.3%	11.0%	20.5%	15.4%
Total	Count	226	308	366	900
	%	100.0%	100.0%	100.0%	100.0%

The migrant workers who do not have any formal education and have only primary education have no rights. People who do not have education and do not have awareness about their rights are not able to enforce their rights. The migrant workers who have completed high school or HSC feel that they have the right to freedom and benefits. They know their fundamental right and human rights and they know how to enforce those rights.

Table 5.117. Nature of Work and Migrants Rights

Nature of Work		Migrants Rights			Total
		Right to Equality and Mobility	No Right	Right to Freedom and Benefits	
Construction	Count	77	115	84	276
	%	34.1%	37.3%	23.0%	30.7%
Manufacturing	Count	95	107	173	375
	%	42.0%	34.7%	47.3%	41.7%
Health care	Count	9	7	23	39
	%	4.0%	2.3%	6.3%	4.3%
Education	Count	1	4	4	9
	%	0.4%	1.3%	1.1%	1.0%
Agriculture	Count	8	4	11	23
	%	3.5%	1.3%	3.0%	2.6%
Brick kiln	Count	3	23	9	35
	%	1.3%	7.5%	2.5%	3.9%
Hotels & Restaurants	Count	18	12	27	57
	%	8.0%	3.9%	7.4%	6.3%
Domestic work	Count	0	17	8	25
	%	0.0%	5.5%	2.2%	2.8%
Others	Count	15	19	27	61
	%	6.6%	6.2%	7.4%	6.8%
Total	Count	226	308	366	900
	%	100.0%	100.0%	100.0%	100.0%

The migrant workers working in the construction sector do not have any rights. The migrant workers who are working in brick kiln and involved in domestic work do not have any rights. The construction sector, brick kiln activities, and domestic works are highly unregulated, so no rule is enforced and migrants who are working there are not enjoying any rights. The migrant workers who are working in the manufacturing sector and factories and health care sector are enjoying the right to freedom and benefit. The factories and hospitals are required to follow statutory requirements. So, health care facilities, social security schemes are extended to migrants who are working there.

Table 5.118. Workplace Conditions and Migrant Rights

Workplace Conditions		Migrants Rights			Total
		Right to Equality and Mobility	No Right	Right to Freedom and Benefits	
Hazardous Work	Count	142	101	90	333
	%	62.8%	32.8%	24.6%	37.0%
Poor WPC	Count	14	80	40	134
	%	6.2%	26.0%	10.9%	14.9%
Proper WPC	Count	70	127	236	433
	%	31.0%	41.2%	64.5%	48.1%
Total	Count	226	308	366	900
	%	100.0%	100.0%	100.0%	100.0%

The migrants who are working in poor working conditions feel that they do not have any rights. They feel that there exist exploitation, inhuman treatment, and fear of life. The migrant workers who feel there is good working condition but the work they involved is hazardous believe that they have right to mobility and equality. The migrant workers who are working in proper working conditions feel that they have the right to freedom and benefits. Once they feel they have right they will make an effort to organize themselves to enforce certain benefits.

Table 5.119. Statutory Benefits and Migrant Rights

Statutory Benefits		Migrants Rights			Total
		Right to Equality and Mobility	No Right	Right to Freedom and Benefits	
No	Count	124	179	144	447
	%	54.9%	58.1%	39.3%	49.7%
Injury	Count	62	98	77	237
	%	27.4%	31.8%	21.0%	26.3%
All	Count	40	31	145	216
	%	17.7%	10.1%	39.6%	24.0%
Total	Count	226	308	366	900
	%	100.0%	100.0%	100.0%	100.0%

The migrants who are not having any rights are not enjoying any statutory benefits. They are not enjoying any benefit that is the reason they feel they are exploited, discriminated against, not given equal treatment, and there exists a threat to life. The migrants who are enjoying all the benefits such as ESI, social security schemes, and accident benefit schemes feel that they have freedom for religion and getting health care, and possess social security rights.

Table 5.120. Health Issues and Migrants Rights

Health Issues		Migrants Rights			Total
		Right to Equality and Mobility	No Right	Right to Freedom and Benefits	
No Issues	Count	168	181	253	602
	%	74.3%	58.8%	69.1%	66.9%
Critically ill	Count	25	88	68	181
	%	11.1%	28.6%	18.6%	20.1%
BEA issues	Count	33	39	45	117
	%	14.6%	12.7%	12.3%	13.0%
Total	Count	226	308	366	900
	%	100.0%	100.0%	100.0%	100.0%

Table 5.121. Impact of Migration and Migrants Rights

Migrants Rights		Impact of Migration			Total
		Financial and Social Empowerment	Positively Impacted	Negative Impact	
Right to Equality and Mobility	Count	76	134	16	226
	%	30.6%	30.2%	7.7%	25.1%
No Right	Count	101	102	105	308
	%	40.7%	23.0%	50.2%	34.2%
Right to Freedom and Benefits	Count	71	207	88	366
	%	28.6%	46.7%	42.1%	40.7%
Total	Count	248	443	209	900
	%	100.0%	100.0%	100.0%	100.0%

The migrants who are not having any rights are critically ill. They are not enjoying free treatment and having a fear of life, so they are having many health issues. The migrants who

are having a right to equality and mobility are having BEA issues. They are moving from one place to another and they are not enjoying any benefits.

The migrant workers who feel that they have the right to freedom and benefits have the opinion that the migration has resulted in positive change in their life. They feel that there is a positive change in working conditions, living conditions, financial position, and social development. The migrant workers, who are not having any right, feel that the migration has resulted in a negative change in their life. The migrant workers who have the right to equality and mobility have an opinion that migration has resulted in an increase in income and social security.

Table 5.122. Strength of Association

Variables	Cramer's V	Approx . Sig	Dof	Strength
Nature of Work	0.190	0.000	2	Medium
Age	0.161	0.000	2	Small-Medium
Education	0.161	0.000	2	Small-Medium
Health Issues	0.121	0.000	2	Small
Statutory Benefits	0.220	0.000	2	Medium
Workplace Conditions	0.274	0.000	2	Medium-Large
Native State	0.162	0.000	2	Small-Medium
Impact of Migration	0.212	0.000	2	Medium
State	0.151	0.000	2	Small-Medium

Whenever there is an association, it is better to find the strength of association also. The strength of association can be estimated by using Cramer's V and relative degrees of freedom. When the strength is medium and large then it is presumed that the association is strong and if the strength is large then the association is very strong. Medium and large associations indicate that the association is permanent and reliable.

5.1.7. Benefits from Government Bodies

The Central Govt. has initiated certain schemes for the up-liftment of the entire population irrespective of location. So, these schemes apply to migrant workers also. Now there is a question of what extent the migrant workers have used these schemes. To find out this, twelve statements are framed with a five-point scale starting from strongly disagree to strongly agree.

Each statement is meant to solicit the opinion on the level of usage of each scheme by the migrant workers. The migrant workers might have used some schemes rarely and some schemes often so yes or no option is not possible. To capture the level of usage the five-point scale is used.

Table 5.123. Benefits Received from Govt. Initiative- Descriptive Statistics

	Mean	Median	Mode	Std. Dev	Percentiles		
					25	50	75
I receive Integrated Child Development Services (ICDS) for children's nutrition and education	1.88	2	1	1.02	1	2	2
I receive ICDS for pregnant / new mother	1.98	2	1	1.09	1	2	3
I receive schooling up to elementary level under Right to Education for my children	2.10	2	1	1.16	1	2	3
My children at school receive mid-day-meals	2.14	2	1	1.21	1	2	3
I avail the benefits of Public Distribution System (PDS)	2.47	2	1	1.37	1	2	4
I receive health services in public dispensaries and hospitals in urban centres	2.76	3	2	1.3	2	3	4
I receive necessary services from local bodies	2.58	2	2	1.10	2	2	3
I have availed the benefits of Pradhan Mantri Jan Dhan Yojana (PMJDY)	2.25	2	2	1.12	1	2	3
I am covered under health scheme Pradhan Mantri Jan Arogya Yojana (PMJAY)	2.35	2	1	1.26	1	2	4
I am covered under Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) life insurance scheme	2.33	2	1	1.27	1	2	4
I am covered under Pradhan Mantri Suraksha Bima Yojana (PMSBY) accident insurance scheme	2.25	2	1	1.23	1	2	3
I am covered under Atal Pension Yojana / Swavalamban Yojana pension scheme	2.28	2	1	1.256 93	1	2	3

Integrated Child Development Services (ICDS) scheme is the world's largest community-based program. The scheme is targeted at children up to the age of 6 years, pregnant and lactating mothers, and women 16–44 years of age. The scheme is aimed to improve the health, nutrition, and education (KAP) of the target community. Launched on 2nd October 1975, the scheme has completed 25 years of its operational age. The mean value for ICDS scheme is

1.88 and the median is 2, which means 50% of the people have never used this scheme. The third quartile value for children ICDS is 2 which means 75 of the migrant workers have not used. The mode for ICDS is 1 which means more number of people strongly disagree on the usage of ICDS. This indicates that the migrant workers have not used ICDS. Though it is a prominent and powerful scheme, the migrant workers have not utilized the scheme.

The Right of Children or Free and Compulsory Education Act or Right to Education Act (RTE), is an Act of the Parliament of India, which prescribes free and compulsory education for children between 6 and 14 in India under Article 21a of the Indian Constitution. It requires all private schools to reserve 25% of seats for children (to be reimbursed by the state as part of the public-private partnership plan). Kids are admitted into private schools based on economic status or caste-based reservations. It also prohibits all unrecognized schools from practice and makes provisions for no donation or capitation fees and no interview of the child or parent for admission. The Act also provides that no child shall be held back, expelled, or required to pass a board examination until the completion of elementary education. There is also a provision for special training of school drop-outs to bring them up to par with students of the same age. The mean value for the usage of Right to Education is 2.10 which is less than 2.5 and the median is 2 and the third quartile is 3 which means 75 of the people have not used Right to Education. In Tamilnadu, there is a PDS that applies to all and in Kerala, there is a Targeted PDS that applies to specified people. People need to have a ration card to avail benefits under PDS, many migrants do not possess ration cards because the local government will not give ration cards to them. The central Govt. is thinking of giving one nation one ration card which will help them to avail the benefits from PDS where ever they go. The mean value for the usage of PDS is 2.47, the mode is 1 and the median is 2 and the third quartile is 4. Since the third quartile is 4 the mean value is away from the median. As the median is 2 which means 50% of the people are not using PDS. The third quartile is 4 which indicates some people are using. Normally some migrant workers borrow ration cards from local people and collect rice in the ration shop.

The mean value for the usage of a public dispensary is 2.76 and the median is 3, the mode is 2 and the third quartile is 4. As the third quartile is 4 which means people are using Govt. dispensary for treatment. Among all 12 statements, the mean value is the highest for this statement (usage of public dispensary). The public dispensary is open to all and anybody can take treatment here. So, migrant workers are also using public dispensary to take treatment.

Pradhan Mantri Jan-Dhan Yojana (PMJDY) is National Mission for Financial Inclusion to ensure access to financial services, namely, a basic savings & deposit accounts, remittance,

credit, insurance, pension in an affordable manner. Under this one basic savings bank account is opened for the unbanked person. There is no requirement to maintain any minimum balance in PMJDY accounts. Interest is earned on the deposit in PMJDY accounts. Rupay Debit card is provided to PMJDY account holder. Accident Insurance Cover of Rs.1 lakh (enhanced to Rs. 2 lakhs to new PMJDY accounts opened after 28.8.2018) is available with a RuPay card issued to the PMJDY account holders. An overdraft (OD) facility up to Rs.10,000 to eligible account holders is available. PMJDY accounts are eligible for Direct Benefit Transfer (DBT), Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY), Pradhan Mantri Suraksha Bima Yojana (PMSBY), Atal Pension Yojana (APY), Micro Units Development & Refinance Agency Bank (MUDRA) scheme. The mean value for PMJDY is 2.25 and median and mode is 2 and the third quartile is 3 which means that 75% of the migrants are not using it. This is a popular scheme and it is meant for everybody. Anybody can open an account anywhere. But the migrants have not used this. The Bank people should approach migrants and make them open this account. The third quartile for PMJAY and PMJJBY is 4 which means some migrants have used these schemes. For schemes Atal Pension and PMSBY the first quartile, second quartile, and third quartile values are 1, 2, and 3 respectively. This indicates that people are not using these schemes.

The mean values for all schemes are less than 3 which means the usage of the schemes is very less. The third quartile for many schemes is 3 which means that 75% of the migrants are not using the schemes. All are very useful schemes and meant for all people to bring inclusion in the economy but the usage is less.

Table 5.124. KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.815
Bartlett's Test of Sphericity	Approx. Chi-Square	7343.756
	Df	66
	Sig.	.000

Factor analysis is nothing but a grouping of statements that are related. The correlation is a measure that describes the relationship between two statements. To decide the adequacy of data to perform factor analysis there is a need to find out the overall relationship among the matrix (all statements). KMO and Bartlett's test of sphericity are the two tests that are available to decide the suitability of data for factor analysis. The KMO value is 0.815 and Bartlett's test of Sphericity is significant which shows the data is adequate to perform factor analysis. This

indicates that there is a sufficient correlation among the data so the grouping of statements is possible.

Table 5.125. Communalities

	Initial	Extraction
I receive Integrated Child Development Services (ICDS) for children's nutrition and education	1.000	.738
I receive ICDS for pregnant / new mother	1.000	.763
I receive schooling up to elementary level under Right to Education for my children	1.000	.745
My children at school receive mid-day-meals	1.000	.683
I avail the benefits of Public Distribution System (PDS)	1.000	.651
I receive health services in public dispensaries and hospitals in urban centres	1.000	.738
I receive necessary services from local bodies	1.000	.761
I have availed the benefits of Pradhan Mantri Jan Dhan Yojana (PMJDY)	1.000	.517
I am covered under health scheme Pradhan Mantri Jan Arogya Yojana (PMJAY)	1.000	.809
I am covered under Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) life insurance scheme	1.000	.886
I am covered under Pradhan Mantri Suraksha Bima Yojana (PMSBY) accident insurance scheme	1.000	.835
I am covered under Atal Pension Yojana / Swavalamban Yojana pension scheme	1.000	.804

The communalities table explains the percentage of variance extracted from each statement. The communality for PMJJBY is 0.886 which means 88.6% of the data is extracted when that statement is placed into factor (group). The communalities for all the statements are greater than 0.5 which means the data extracted is more than what is left. When the statements are grouped the information lost is not very significant. So, factor analysis can be used and statements can be included for factor analysis. No statement is disturbing the grouping.

Table 5.126. Total Variance Explained

Component	Initial Eigenvalues			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.099	34.158	34.158	3.693	30.778	30.778
2	3.663	30.527	64.684	2.766	23.048	53.826
3	1.169	9.740	74.424	2.472	20.599	74.424
4	.707	5.894	80.319			
5	.555	4.622	84.941			
6	.396	3.300	88.242			
7	.373	3.112	91.353			
8	.352	2.935	94.288			
9	.234	1.954	96.242			
10	.188	1.566	97.809			
11	.143	1.193	99.001			
12	.120	.999	100.000			

Three factors are having Eigenvalues greater than 1. The eigenvalue is the sum of the squares of loadings of statements in a particular factor. The total Eigenvalue of 12 factors is 12. When the factors are having Eigenvalues more than 1 which means the other 9 factors are having Eigenvalues less than 1. The Eigenvalue for the first factor before rotation is 4.099 and after rotation, it is 3.693. The Eigenvalue of a particular factor divided by total which is 12 is the % of variance explained. The percentage of variance explained by the first factor is 30.778 after rotation. The percentage of variance explained by the second factor is 23.048 and the percentage variance explained by the third factor is 20.599. The cumulative percentage of variance explained by the three factors is 74.424. The three factors alone explain 74% which is more than 50%. Three factors itself sufficient to explain the maximum features of data. So, three factors can be retained to explain the nature of all 12 statements.

Table 5.127. Rotated Component Matrix

	Component		
	1	2	3
I am covered under Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) life insurance scheme	.941		
I am covered under Pradhan Mantri Suraksha Bima Yojana (PMSBY) accident insurance scheme	.912		
I am covered under health scheme Pradhan Mantri Jan Arogya Yojana (PMJAY)	.895		
I am covered under Atal Pension Yojana / Swavalamban Yojana pension scheme	.892		
I have availed the benefits of Pradhan Mantri Jan Dhan Yojana (PMJDY)	.506		
I receive ICDS for pregnant/new mother		.868	
I receive Integrated Child Development Services (ICDS) for children's nutrition and education		.841	
I receive schooling up to elementary level under Right to Education for my children		.749	
My children at school receive mid-day-meals		.664	
I receive necessary services from local bodies			.847
I receive health services in public dispensaries and hospitals in urban centers			.839
I avail the benefits of Public Distribution System (PDS)			.651

KMO has explained that the present data is sufficient to perform factor analysis. Otherwise, KMO says there is sufficient correlation in existence in the data to perform factor analysis. The variance explained table explains that the 12 statements can be grouped into three factors. The component matrix table explains the statements included in each factor. To increase the loadings of each statement into factors the orthogonal rotation is used. Among the various rotations, Kaiser has stated that Varimax is the better rotation method. The Varimax rotation maximizes the variance extracted from each statement. The rotated component matrix table shows that 5 statements can be grouped under the first factor and four statements can be grouped under factor 2 and 3 statements can be placed under factor 3. The factor loading of statement PMJJBY is 0.941 into the first factor. PMJJBY statement is 94 percent extracted

when it is placed under group 1. The variance extracted is more than 50% when it is placed under factor 1. The factor loading of the other four statements is also more than 0.5. The statements or schemes loaded in the first factor are centrally sponsored schemes. So, the first factor can be generally called as centrally sponsored schemes or simply Central Schemes. The ICDS schemes and Right to Education and Noon Meal schemes are included under the second factor. So, the second factor can be called as Mother and Children Schemes. The factor loading of the ICDS scheme is 0.868 which is more than 0.5 and factor loadings of other statements are also more than 0.5. The statements loaded under factor 3 are related to the local body, public dispensary, and PDS. All three statements or schemes are related to local body and state governments. So, the third factor can be called as Local Schemes. The factor loading of local body benefit is 0.847. Factor loadings of all three schemes are more than 0.5. By using factor analysis, all 12 statements or statements relating to schemes can be broadly grouped into three factors namely Central Schemes, Children and mother related schemes, and Local Schemes.

Table 5.128. Final Cluster Centres

	Cluster		
	1	2	3
Central Schemes	.60911	-.77026	.38580
Mother and Children Schemes	-.73490	-.16293	1.28701
Local Schemes	.43110	-.55630	.29093

To classify the respondents K-Means clustering technique is used. Migrant workers are classified into three groups. The final cluster centre table shows the mean value of each factor under each cluster. The factor score is used for classification. The factor score is a standardized value. The mean value for the standardized score is 0. If the mean value is positive then the respondents under that cluster possess that factor characteristics. Cluster 1 is having a positive value for Central Schemes and Local Schemes which means the people under this cluster have availed benefits under Central and Local Schemes. All three factors have negative values under Cluster II. This means that the respondents in Cluster II have not availed benefits under any scheme. So, cluster II can be called as No Benefits Cluster. In cluster 3 the mean value for the factor Mother and Children Schemes is 1.28 which is more than the mean values of the other two schemes. This means that people under this cluster have availed schemes related to children and mothers.

Out of 900 respondents, 314 respondents are placed in the Central and Local scheme cluster. A maximum of 361 people accounting for 40.1% of the respondents are placed under

the No benefits cluster. Around 25% of the respondents are placed under Mother and Children related schemes cluster. This indicates that the maximum number of people have not availed any benefits from schemes.

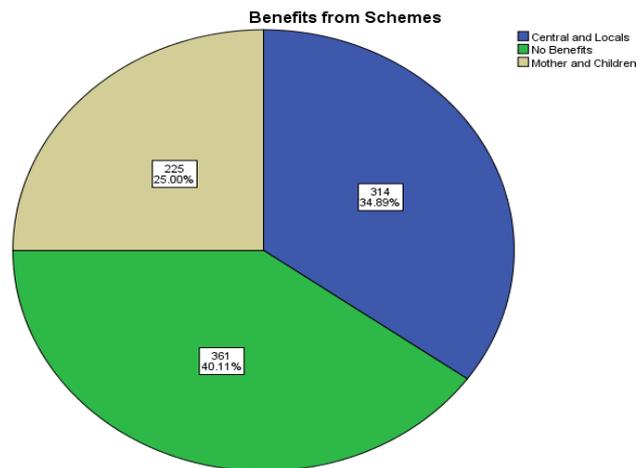


Figure 5.16. No. of Cases in each Benefits Cluster

Around 25% of the respondents have availed children and mother related schemes and another 34% of the respondents have availed both Central and Local Schemes and approximately 40% of the respondents have not availed any schemes.

Table 5.129. Test of Association

Variables	Chi-Square Value	Dof	Sig. Value	Result
State	85.432	4	0.000	Associated
Education	91.122	6	0.000	Associated
Family Size	30.536	6	0.000	Associated
Native State	74.446	12	0.000	Associated
Type of Residence	56.633	8	0.000	Associated
Monthly Income	76.889	4	0.000	Associated
Socio-Economic Class	91.129	4	0.000	Associated
Nature of Work	53.041	16	0.000	Associated
Workplace Conditions	25.252	4	0.000	Associated
Statutory Benefits	94.996	4	0.000	Associated
Health Issues	53.338	4	0.000	Associated
Living Conditions	115.301	6	0.000	Associated
Impact of Migration	42.379	4	0.000	Associated
Migrant Rights	82.655	4	0.000	Associated

Test of association is done between two categorical variables by using Chi-square analysis. One categorical variable is a cluster variable derived from benefits received from schemes which is having three categories. Another categorical variable is all the other variables that are discussed in the earlier chapters. The null hypothesis for this analysis is, there is no significant association between the two variables. If the significant value is less than 0.05 then the null hypothesis is rejected and it can be stated that there is an association. Here all the significant values are less than 0.05 which means there is a significant association. The change in the category of one variable will result in a change in the category of another variable. To know which particular category of one variable is associated with which particular category of another variable, column percentage analysis is used.

Table 5.130. State and Benefits from Schemes

State		Benefits from Schemes			Total
		Central and Locals	No Benefits	Mother and Children	
Kerala	Count	59	140	101	300
	%	18.8%	38.8%	44.9%	33.3%
Karnataka	Count	162	82	56	300
	%	51.6%	22.7%	24.9%	33.3%
Tamilnadu	Count	93	139	68	300
	%	29.6%	38.5%	30.2%	33.3%
Total	Count	314	361	225	900
	%	100.0%	100.0%	100.0%	100.0%

The migrants settled in Tamilnadu have not enjoyed any benefits such as central schemes, local schemes and schemes meant for children and pregnant mothers. Migrant workers in Tamilnadu do not have rights also. Though in Tamilnadu PDS is available to all, it is provided only to cardholders. The ration cards are not provided to migrant workers in Tamilnadu. Migrants in Karnataka have the right to freedom and benefits and they enjoy both central schemes and local govt. schemes. Migrant workers in Kerala have availed benefits from the right to education act and ICDS schemes.

Table 5.131. Native State and Benefits from Schemes

Native State		Benefits from Schemes			Total
		Central and Locals	No Benefits	Mother and Children	
Bihar	Count	62	81	72	215
	%	19.7%	22.4%	32.0%	23.9%
Odisha	Count	69	54	21	144
	%	22.0%	15.0%	9.3%	16.0%
North Eastern states	Count	44	63	24	131
	%	14.0%	17.5%	10.7%	14.6%
Uttar Pradesh	Count	35	75	16	126
	%	11.1%	20.8%	7.1%	14.0%
West Bengal	Count	44	33	38	115
	%	14.0%	9.1%	16.9%	12.8%
Jharkhand & Chhattisgarh	Count	42	23	40	105
	%	13.4%	6.4%	17.8%	11.7%
Other states	Count	18	32	14	64
	%	5.7%	8.9%	6.2%	7.1%
Total	Count	314	361	225	900
	%	100.0%	100.0%	100.0%	100.0%

The migrant workers from Bihar, West Bengal, Jharkhand, and Chhattisgarh have availed benefits from ICDS schemes and benefits meant for children. The migrant workers from Odisha have availed benefits from both central schemes and local government schemes. The migrant workers from the North Eastern States and Uttar Pradesh have not availed any benefits from any schemes.

The migrant workers who do not have any formal education and who have only primary education have not received any benefits. The migrant workers who do not have proper education feel that they do not have any rights. They do not have awareness about rights and benefits. Hence, they are not able to enforce their rights and they are not getting benefits also. The migrant workers who have completed high school or HSC qualifications have availed benefits from central schemes and local schemes.

Table 5.132. Educational Qualification and Benefits from Schemes

Educational Qualification		Benefits from Schemes			Total
		Central and Locals	No Benefits	Mother and Children	
No formal education	Count	29	116	60	205
	%	9.2%	32.1%	26.7%	22.8%
Primary education	Count	84	129	59	272
	%	26.8%	35.7%	26.2%	30.2%
High school	Count	125	77	82	284
	%	39.8%	21.3%	36.4%	31.6%
HSS or above	Count	76	39	24	139
	%	24.2%	10.8%	10.7%	15.4%
Total	Count	314	361	225	900
	%	100.0%	100.0%	100.0%	100.0%

Table 5.133. Family Size and Benefits from Schemes

Family Size		Benefits from Schemes			Total
		Central and Locals	No Benefits	Mother and Children	
3 or less	Count	36	84	67	187
	%	11.5%	23.3%	29.8%	20.8%
4 Members	Count	81	90	53	224
	%	25.8%	24.9%	23.6%	24.9%
5 Members	Count	88	79	48	215
	%	28.0%	21.9%	21.3%	23.9%
More than 5 members	Count	109	108	57	274
	%	34.7%	29.9%	25.3%	30.4%
Total	Count	314	361	225	900
	%	100.0%	100.0%	100.0%	100.0%

The migrant workers who are having 3 or less than 3 family members feel they have availed benefits meant for mothers and children. The migrant workers who have 4 family members, 5 family members, and more than 5 family members have availed benefits on the schemes offered by both Central govt. and State government.

Table 5.134. Monthly Income and Benefits from Schemes

Monthly Income		Benefits from Schemes			Total
		Central and Locals	No Benefits	Mother and Children	
<15000	Count	79	207	85	371
	%	25.2%	57.3%	37.8%	41.2%
15000-24000	Count	175	127	103	405
	%	55.7%	35.2%	45.8%	45.0%
25000 and Above	Count	60	27	37	124
	%	19.1%	7.5%	16.4%	13.8%
Total	Count	314	361	225	900
	%	100.0%	100.0%	100.0%	100.0%

The migrant workers who are having a monthly income of less than Rs.15,000 have not availed of any benefits from any schemes. They have less experience and less education, so they do not have awareness and feel that they are not eligible for any benefits. The migrant workers who are having monthly incomes between Rs.15,000 to Rs.24,000 and Rs.25,000 and above have availed benefits from central schemes and local government schemes.

Table 5.135. Socio-Economic Class and Benefits from Schemes

Socio-Economic Class		Benefits from Schemes			Total
		Central and Locals	No Benefits	Mother and Children	
Low	Count	65	159	72	296
	%	20.7%	44.0%	32.0%	32.9%
Lower middle	Count	79	129	81	289
	%	25.2%	35.7%	36.0%	32.1%
Middle	Count	170	73	72	315
	%	54.1%	20.2%	32.0%	35.0%
Total	Count	314	361	225	900
	%	100.0%	100.0%	100.0%	100.0%

The migrant workers who belong to the low economic class have not availed of any benefits from any schemes. The migrant workers who belong to the lower middle socio-economic class have availed benefits from ICDS schemes and free education and noon meal schemes. The migrant workers who are in the middle socio-economic class have availed benefits from central schemes and local govt. schemes.

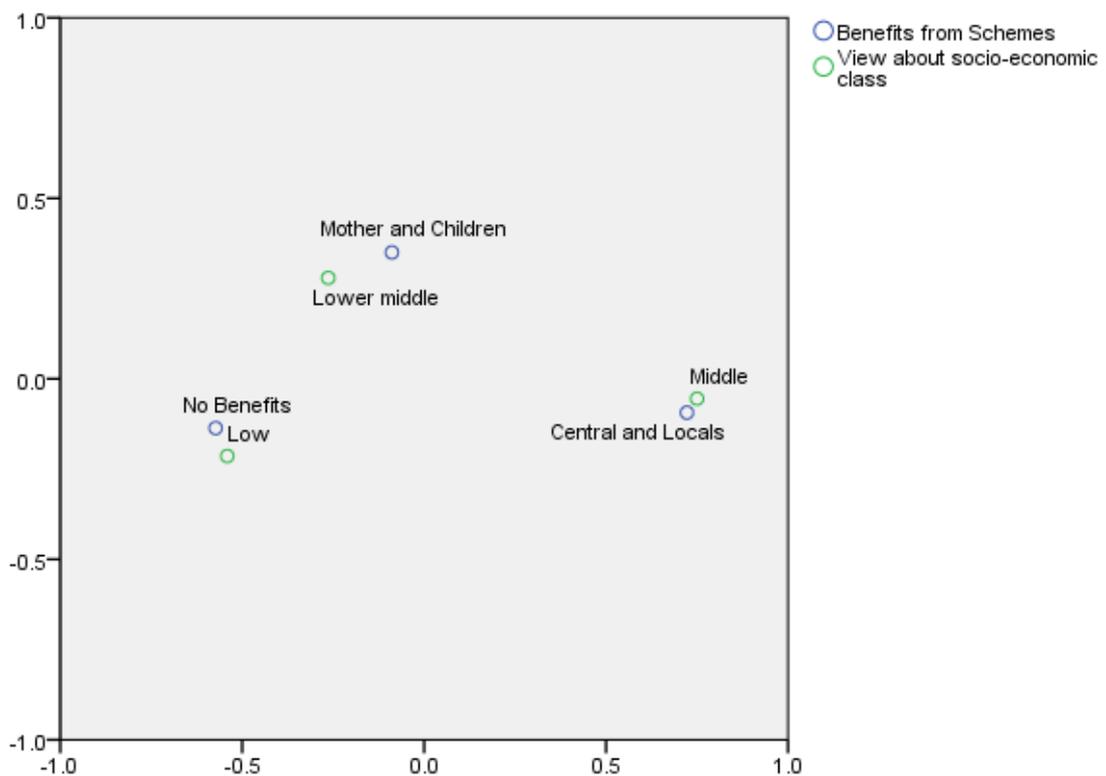


Figure 5.17. Correspondence diagram for Socio-Economic Class

The migrant workers who are in low socio-economic class have not availed any benefits. The migrant workers who are in the lower middle socio-economic class have availed schemes meant for mother and children. The migrant workers who belong to the middle socio-economic class have availed benefits from central and local governments. Actually, the lower economic class people should avail themselves more benefits. But lower-level people feel they do not have any rights in the migrated state and they are not availing any benefits. The mean values for most of the schemes are less than 3 which means the people are using many schemes. The awareness level about the schemes is very less that is the reason for not using the schemes. Some migrant workers say that they have not heard about the schemes. The awareness is poor, especially among the lower strata people.

Table 5.136. Working place Conditions and Benefits from Schemes

Workplace Conditions		Benefits from Schemes			Total
		Central and Locals	No Benefits	Mother and Children	
Hazardous Work	Count	117	138	78	333
	%	37.3%	38.2%	34.7%	37.0%
Poor WPC	Count	27	76	31	134
	%	8.6%	21.1%	13.8%	14.9%
Proper WPC	Count	170	147	116	433
	%	54.1%	40.7%	51.6%	48.1%
Total	Count	314	361	225	900
	%	100.0%	100.0%	100.0%	100.0%

The migrant workers who have not received any benefits, feel that, they are working in poor working conditions. They have not received any benefit that is the reason they feel they are working in poor working conditions. The migrant workers who have enjoyed benefits from central government schemes and state government schemes have stated that they are working in proper working conditions.

Table 5.137. Living Conditions and Benefits from Schemes

Living Conditions		Benefits from Schemes			Total
		Central and Locals	No Benefits	Mother and Children	
Physical and Materialistic Happiness	Count	46	54	49	149
	%	14.6%	15.0%	21.8%	16.6%
Proper Living Condition	Count	175	87	71	333
	%	55.7%	24.1%	31.6%	37.0%
Societal happiness	Count	63	73	47	183
	%	20.1%	20.2%	20.9%	20.3%
Poor Living Condition	Count	30	147	58	235
	%	9.6%	40.7%	25.8%	26.1%
Total	Count	314	361	225	900
	%	100.0%	100.0%	100.0%	100.0%

The migrant workers who have not availed of any benefits feel that they are working in poor living conditions. The migrants who availed benefits from mother and children related schemes feel that their physical living condition is good and societal condition is not that satisfactory. The migrant workers who have enjoyed benefits from central government schemes and state government schemes have the opinion that they are living in proper living conditions.

Table 5.138. Statutory Benefits and Benefits from Schemes

Statutory Benefits		Benefits from Schemes			Total
		Central and Locals	No Benefits	Mother and Children	
No	Count	113	222	112	447
	%	36.0%	61.5%	49.8%	49.7%
Injury	Count	70	87	80	237
	%	22.3%	24.1%	35.6%	26.3%
All	Count	131	52	33	216
	%	41.7%	14.4%	14.7%	24.0%
Total	Count	314	361	225	900
	%	100.0%	100.0%	100.0%	100.0%

Table 5.139. Impact of Migration and Benefits from Schemes

Impact of Migration		Benefits from Schemes			Total
		Central and Locals	No Benefits	Mother and Children	
Financial and Social Empowerment	Count	66	120	62	248
	%	21.0%	33.2%	27.6%	27.6%
Positively Impacted	Count	196	135	112	443
	%	62.4%	37.4%	49.8%	49.2%
Negative Impact	Count	52	106	51	209
	%	16.6%	29.4%	22.7%	23.2%
Total	Count	314	361	225	900
	%	100.0%	100.0%	100.0%	100.0%

The migrant workers who have not availed any benefits from central schemes such as PMJDY, PMJJBY, Atal pension, and state government schemes such as PDS and RTE have not enjoyed benefits in any labour laws also. The migrant workers who have enjoyed only injury benefits have enjoyed benefits from children and mother-related schemes. The migrant workers who have all statutory benefits have availed benefits from central and state schemes.

The migrant workers who have not received any benefits from any schemes feel that the migration has not resulted in any benefits. The migrant workers who have received benefits from central schemes and state schemes, feel that the migration has resulted in some positive impact in their life. Therefore, the benefits received from schemes have a positive impact on their perception about the impact of migration.

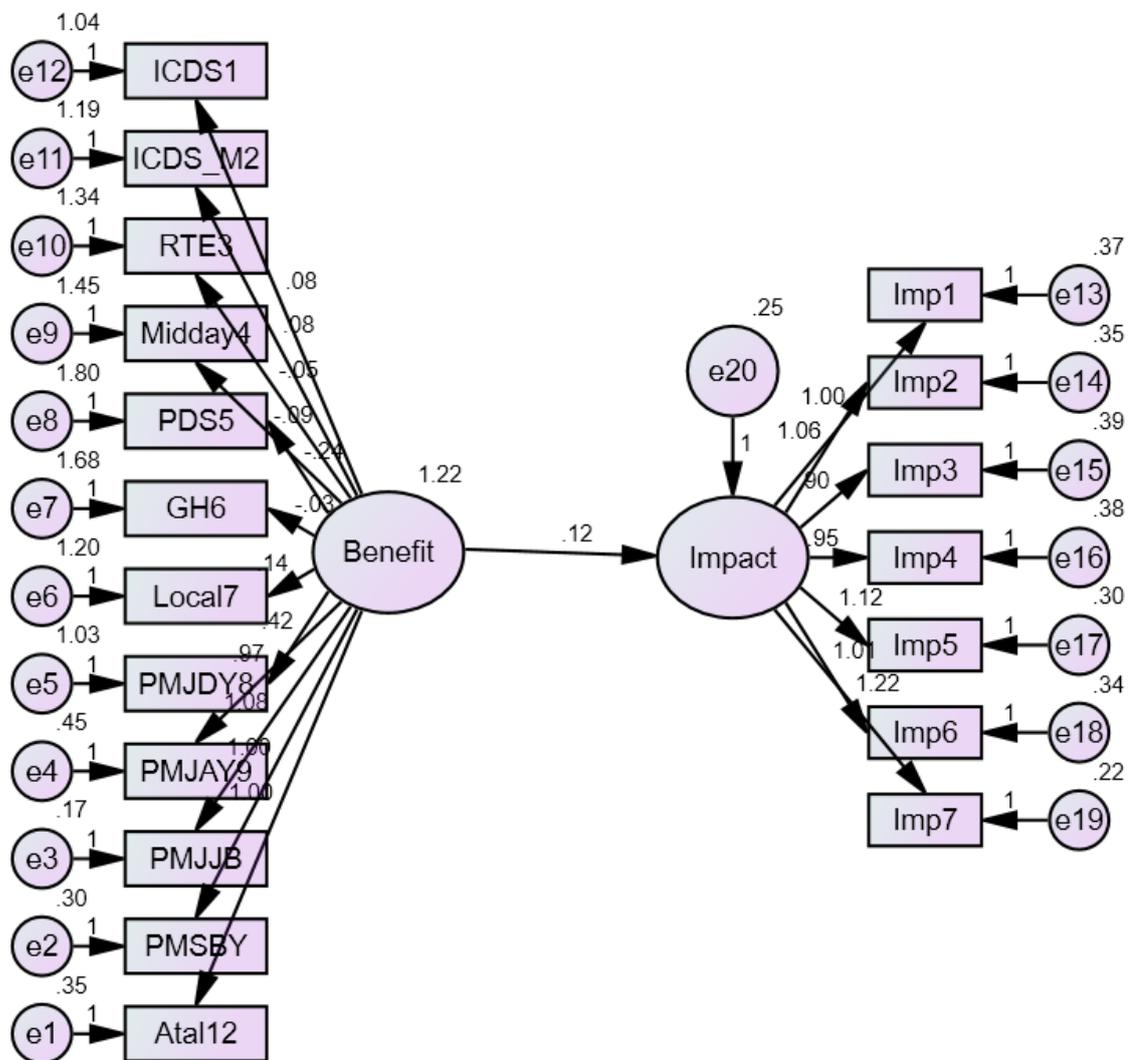


Figure 5.18. Benefits to Impact

The benefits construct is having 12 items and the impact construct is having 7 items. The path analysis diagram shows that there is an impact of benefits received on the impact of migration. The estimate is 0.119 (approx. 0.12) the Critical Ratio is 6.809 and the probability

value is 0.000. As the probability value is 0.000 it can be stated that benefits are having an impact on migration impact. The estimate value is positive which means if the benefits received is more than their impact on the living condition, working condition, social relationship, remuneration is increasing.

Table 5.140. Migrant Rights and Benefits from Schemes

Benefits from Schemes		Migrants Rights			Total
		Right to Equality and Mobility	No Right	Right to Freedom and Benefits	
Central and Locals	Count	59	77	178	314
	%	26.1%	25.0%	48.6%	34.9%
No Benefits	Count	96	173	92	361
	%	42.5%	56.2%	25.1%	40.1%
Mother and Children	Count	71	58	96	225
	%	31.4%	18.8%	26.2%	25.0%
Total	Count	226	308	366	900
	%	100.0%	100.0%	100.0%	100.0%

The migrant workers who do not have any rights have not enjoyed any benefits. The people have not availed any benefits that may be the reason to say no rights. The migrant workers who have the right to mobility and equality feel that they have enjoyed benefits from ICDS and free education. The migrant workers who are having the right to freedom and benefits have enjoyed benefits provided by the central government such as PMSBY, PMJJBY, PMJAY, PMJDY and Atal pension. Thus, rights and benefits are correlated.

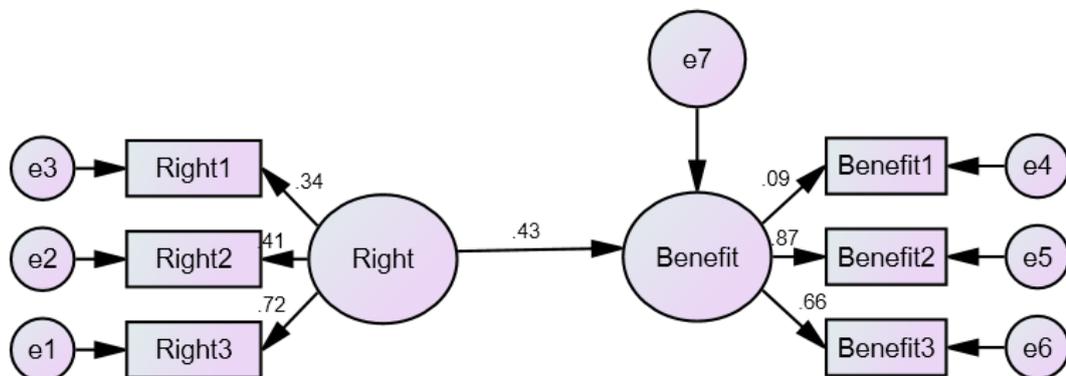


Figure 5.19. Migrant Rights and Benefits Relationship

The variable Migrant Rights is having three factors and the variable Benefits from schemes are also having three factors. By using chi-square analysis, it is identified that both rights and

benefits are related. The extent of the relationship is demonstrated by using path analysis. The standardized path co-efficient is 0.43 and the probability value is 0,023. This means that they are significantly related.

Table 5.141. Strength of Association

Variables	Cramer's V	Approx. Sig	Dof	Strength
State	0.218	0.000	2	Medium
Education	0.225	0.000	2	Medium
Family Size	0.130	0.000	2	Small-Medium
Native State	0.203	0.000	2	Medium
Type of Residence	0.177	0.000	2	Medium
Monthly Income	0.207	0.000	2	Medium
Socio Economic Class	0.225	0.000	2	Medium
Nature of Work	0.172	0.000	2	Medium
Workplace Conditions	0.118	0.000	2	Small
Statutory Benefits	0.230	0.000	2	Medium
Health Issues	0.173	0.000	2	Medium
Living Conditions	0.253	0.000	2	Medium
Impact of Migration	0.153	0.000	2	Small-Medium
Rights	0.214	0.000	2	Medium

The association between two categorical variables is tested by using chi-square analysis. Whatever variables associated with benefits from schemes are already identified and discussed. Whatever two categories are associated is identified by using the column percentage method. The strength of association can be tested with Cramer's V value and respective degrees of freedom. Degrees of freedom is $\min((r-1), (c-1))$. Cramer's V, respective sig. value and degrees of freedom and strength of association are presented in the above table. When the strength is medium and large then it is presumed that the association is strong and if the strength is large then the association is very strong. Medium and large associations indicate that the association is permanent and reliable.

5.1.8. Impact of Migration

The migrant workers might have migrated from their native place to other states for some reason. The reasons are analysed under the variable factors influencing migration. It is important to know the present position of migrated labourers after their migration. It is also

crucial to know the change that has happened in their earnings, living conditions, physical and social security after their migration. To understand this, the impact of the migration variable (Construct) is introduced in this study. The items included are relating to changes in condition in housing, living conditions, working conditions, remunerations, physical security, social security, and overall change. The opinion is collected in four levels viz better here, worse here, no change, and difficult to say.

Table 5.142. Housing, Living Condition, and Working Condition

	Housing		Living Condition		Working Condition	
Housing	Frequency	Percent	Frequency	Percent	Frequency	Percent
Better here	465	51.7	470	52.2	537	59.7
Worse here	190	21.1	199	22.1	164	18.2
No change	109	12.1	120	13.3	138	15.3
Difficult to say	136	15.1	111	12.3	61	6.8
Total	900	100.0	900	100.0	900	100.0

Around 51 % of the people have stated that housing condition is better here when compared to their native state. Another 21.1% of the respondents say that the housing condition is worse here in the migrated state. Most of the people are living in a worksite where the condition is not that great, irrespective of that more than half of the migrants have expressed their happiness about their present housing condition. The living condition describes the surrounding place near to their house. Around 52.2% of the migrant workers have expressed their happiness about their living condition and 22% of the migrants have stated that living condition is worse here when compared to their native place. The satisfaction about living conditions is more or less similar to satisfaction about housing. Around 59.7% of the migrant workers have stated that working condition is better here and 18.2% of the migrants have stated that the working condition is worse here in the migrated state. In the overall perspective, the majority of the migrants feel the housing facility, living conditions are better here when compared to their native and approximately one-fifth of the people have expressed their dissatisfaction.

Table 5.143. Remuneration and Physical Security

	Remuneration/Earnings			The feeling of Physical Security		
	Frequency	Percent	Cumulative Percent	Frequency	Percent	Cumulative Percent
Better here	556	61.8	61.8	424	47.1	47.1
Worse here	167	18.6	80.3	205	22.8	69.9
No change	111	12.3	92.7	171	19.0	88.9
Difficult to say	66	7.3	100.0	100	11.1	100.0
Total	900	100.0		900	100.0	

Around 61.8% of the migrants have expressed that the remuneration and earnings are better here. Most of the migrants are migrating mainly to get better remuneration and earnings. The result shows that they are getting better remuneration. Around 47.1% of the migrants feel that physical security is better here. Southern states are peace-loving states. Though they are outsiders and they are taking away the employment opportunities of locals even then they do not have any physical threat to their life. Rowdies and Goondas are limited in southern states.

Table 5.144. Freedom from social constraints and Overall

	Freedom from Social Constraints			Overall		
	Frequency	Percent	Cumulative Percent	Frequency	Percent	Cumulative Percent
Better here	445	49.4	49.4	534	59.3	59.3
Worse here	184	20.4	69.9	171	19.0	78.3
No change	156	17.3	87.2	86	9.6	87.9
Difficult to say	115	12.8	100.0	109	12.1	100.0
Total	900	100.0		900	100.0	

Around 49.4% of the migrants have the feeling that freedom from social constraints is better here. In Tamilnadu and Kerala discrimination based on caste and religion will not there. The caste conflict and religious conflict will be very less and political uncertainties are also not there. This eliminates the social constraints. The migrants have come from different states with different backgrounds, so there is every possibility to have social constraints. But 50% of the migrants feel that they do not have social constraints here. In the overall perspective,

59.3% of the migrants feel that they are better here. So, in every aspect, the migrants feel better here. This is the effect of migration. Around only 20 percent of people are not happy in every aspect. So, it can be concluded that migration has resulted in some positive effects on the life of migrants.

Table 5.145. Final Cluster Centres

	Cluster		
	1	2	3
Housing	-.17	.88	-.34
Living Conditions	-.23	.94	-.41
Working Conditions	.23	.84	-.28
Remuneration	.42	.84	-.43
Physical Security	.17	.71	-.67
Social Security	.29	.68	-.55
Overall	.45	.90	-.71

Better here is coded as 1 and worse here is coded as -1 and no change and difficult to say is coded as 0. The cluster analysis is performed by using the K-means cluster algorithm and asked to segment into three groups. The mean values are positive in cluster 2 so cluster 2 can be christened as positively impacted people. The mean values are negative in cluster 3 which means they are having the feeling that migration has resulted in a negative change. So, they can be termed as negatively impacted people. In cluster 1, items relating to housing and living conditions have negative mean values and the other five items have positive mean values. Since many people have the opinion that migration has resulted in positive change in remuneration and social security, this cluster can be called the Financial and Social empowered segment.

Around 49.2% of the respondents are in cluster which is classified as Positively impacted migrants. Earlier in the frequency analysis also, it is observed that around 50% of the migrants have stated that the situation is better here. Another 23.2% of the migrants are in cluster 3 which is categorized as negatively impacted migrants. This also goes similarly with frequency analysis. About 27.6% of the people are placed in cluster 1 which is financially and socially improved segment.

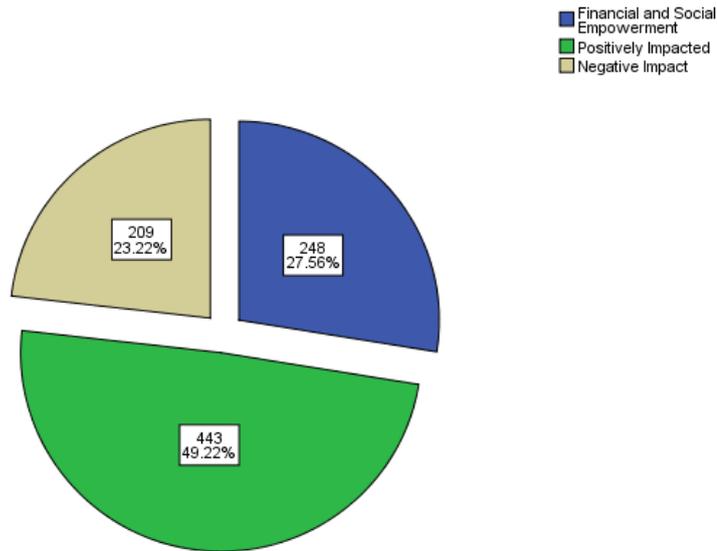


Figure 5.20. No. of cases in each cluster

The majority of the migrants are placed in positively impacted cluster. Another 27.56% of the migrants are placed in the financially and socially empowered segment and 23% of the migrants feel that the situation after the migration is worse here.

Table 5.146. Test of Association

Variables	Chi-Square Value	Dof	Sig. Value	Result
Living Condition	181.164	6	0.000	Associated
Medical Consultation	128.364	4	0.000	Associated
Health Issues	58.344	4	0.000	Associated
Statutory Benefits	157.344	4	0.000	Associated
Workplace Conditions	116.627	4	0.000	Associated
State	7.878	4	0.096	Not Associated
Age	53.280	8	0.000	Associated

Chi-square analysis is carried out to find out the association between the impact of migration with living conditions, medical consultation, and health issues. Chi-square analysis indicates that the state is not having any association with the impact of migration. Hence, it cannot be stated that migrants settled in one state feel that because of migration there is an impact on their life. All other variables are associated with impact of migration cluster. As the significant value is 0.000 it can be stated that there is a significant association at 99% level of confidence. Association signifies that change in the category of particular variable results in a change in the category of another variable. To understand further how the category of one variable is associated with category another variable, column percentage method is adopted.

Table 5.147. Living Condition and Impact of Migration

Living Condition		Impact of Migration			Total
		Financial and Social Empowerment	Positively Impacted	Negative Impact	
Physical and Materialistic Happiness	Count	46	66	37	149
	%	18.5%	14.9%	17.7%	16.6%
Proper Living Condition	Count	56	248	29	333
	%	22.6%	56.0%	13.9%	37.0%
Societal happiness	Count	69	76	38	183
	%	27.8%	17.2%	18.2%	20.3%
Poor Living Condition	Count	77	53	105	235
	%	31.0%	12.0%	50.2%	26.1%
Total	Count	248	443	209	900
	%	100.0%	100.0%	100.0%	100.0%

The migrants who are living in good living conditions feel that the migration has resulted in positive change in their life. The migrant workers who are living in poor living conditions feel that the migration has resulted in a negative impact. The migrant workers who are having good physical living conditions and materialistic comfort feel that the migration has resulted in a change in remuneration and improvement in social security. The migrant workers who are satisfied with relationships with their spouse and participation in recreation activities feel that the migration has resulted in positive changes in financial condition and social security.

Table 5.148. Medical Consultation and Impact of Migration

Medical Consultation		Impact of Migration			Total
		Financial and Social Empowerment	Positively Impacted	Negative Impact	
Private Treatment	Count	88	99	64	251
	%	35.5%	22.3%	30.6%	27.9%
Govt. Dispensary	Count	38	22	70	130
	%	15.3%	5.0%	33.5%	14.4%
Home Remedies	Count	122	322	75	519
	%	49.2%	72.7%	35.9%	57.7%
Total	Count	248	443	209	900
	%	100.0%	100.0%	100.0%	100.0%

It is already noticed that the migrants who are not having many health issues are taking treatment by directly approaching medical shops without consultation. Such people feel that migration has resulted in a positive impact on their life. They do not have any health issues so they may be happy. The critically ill migrants who are having many health issues are taking treatment from Govt. dispensary and such people are not happy after migration. They feel that all the health issues have come after migrating to this place so they are not happy after migration. They feel the condition is worse here. The migrants who are having small issues such as back pain are taking treatment by visiting private clinics and such people are happy with remuneration and social and physical security prevailing here. Therefore, medical consultation is also having an association with the impact of migration.

Table 5.149. Health Issues and Impact of Migration

Health Issues		Impact of Migration			Total
		Financial and Social Empowerment	Positively Impacted	Negative Impact	
No Issues	Count	170	327	105	602
	%	68.5%	73.8%	50.2%	66.9%
Critically ill	Count	34	69	78	181
	%	13.7%	15.6%	37.3%	20.1%
BEA issues	Count	44	47	26	117
	%	17.7%	10.6%	12.4%	13.0%
Total	Count	248	443	209	900
	%	100.0%	100.0%	100.0%	100.0%

The migrant workers who do not have any health issues feel that the migration has resulted in positive change in their life. The migrant workers who are having all health issues including back pain, eyestrain, cough, and allergy have the opinion that the migration has resulted in a negative change in their life. They feel that the condition is worse here. The migrant workers who have BEA diseases feel that the migration has resulted in some change in their life. They are getting a better salary now and have social security. Thus, the health issues have a direct effect on the impact of migration.

Table 5.150. Statutory Benefits and Impact of Migration

Statutory Benefits		Impact of Migration			Total
		Financial and Social Empowerment	Positively Impacted	Negative Impact	
No	Count	147	172	128	447
	%	59.3%	38.8%	61.2%	49.7%
Injury	Count	89	85	63	237
	%	35.9%	19.2%	30.1%	26.3%
All	Count	12	186	18	216
	%	4.8%	42.0%	8.6%	24.0%
Total	Count	248	443	209	900
	%	100.0%	100.0%	100.0%	100.0%

The migrants who have availed all statutory benefits such as ESI, PF, Social security schemes have the feeling that migration has resulted in positive change in their life. The migrants who have not availed any benefit have the opinion that the migration has resulted in a negative change in their life. The migrant workers who have availed only injury compensation feel that migration has resulted in a change in their earnings and in physical security and social security.

Table 5.151. Workplace Conditions and Impact of Migration

Workplace Conditions		Impact of Migration			Total
		Financial and Social Empowerment	Positively Impacted	Negative Impact	
Hazardous Work	Count	100	172	61	333
	%	40.3%	38.8%	29.2%	37.0%
Poor WPC	Count	50	14	70	134
	%	20.2%	3.2%	33.5%	14.9%
Proper WPC	Count	98	257	78	433
	%	39.5%	58.0%	37.3%	48.1%
Total	Count	248	443	209	900
	%	100.0%	100.0%	100.0%	100.0%

The migrants who are working in proper working conditions and happy with working conditions believe that the situation is better after migration. They feel that migration has

brought in changes in housing, living conditions, earnings, physical security, and social security. The migrant workers who are working in poor working conditions feel that after migration the situation is worse here. The migration has resulted in a negative impact. The migrant workers who feel that the working condition is proper, have the opinion that the migration has given some social security, life security, and good earnings. Thus, the working condition is having a direct and positive relationship with the impact of migration.

Table 5.152. Age and Impact of Migration

Age		Impact of Migration			Total
		Financial and Social Empowerment	Positively Impacted	Negative Impact	
25 or less	Count	98	112	34	244
	%	39.5%	25.3%	16.3%	27.1%
26 to 30 years	Count	39	110	35	184
	%	15.7%	24.8%	16.7%	20.4%
31 to 35 years	Count	51	90	42	183
	%	20.6%	20.3%	20.1%	20.3%
36 to 40 years	Count	35	74	62	171
	%	14.1%	16.7%	29.7%	19.0%
More than 40 years	Count	25	57	36	118
	%	10.1%	12.9%	17.2%	13.1%
Total	Count	248	443	209	900
	%	100.0%	100.0%	100.0%	100.0%

The migrant workers who are having 25 or less years of age feel that the migration has resulted in some positive change. The young people who might have migrated very recently are satisfied with the remuneration, physical security, social security, and overall change in conditions. These people are mainly satisfied with earnings and remuneration. They have migrated to have better earning and they are happy with that. The migrant workers who are having 26 to 30 years of age are happy with all conditions. The migrant workers who are having 36 to 40 years of age and more than 40 years of age are not happy with the change that has happened in their life. The expectation of old people is more and the migration is not able to meet that.

Table 5.153. Strength of Association

Variables	Cramer's V	Approx. Sig	Dof	Strength
Living Condition	0.317	0.000	2	Large
Medical Consultation	0.267	0.000	2	Medium
Health Issues	0.180	0.000	2	Medium
Statutory Benefits	0.296	0.000	2	Medium-Large
Workplace Conditions	0.255	0.000	2	Medium
Age	0.172	0.000	2	Medium

The strength of association is measured with the help of Cramer's V and degrees of freedom. If Cramer's V is 0.07 then the strength is small and 0.21 is medium and 0.35 is large for 2 degrees of freedom. Chi-square analysis indicated the presence of association. Once there is an association it is better to find out the strength also to understand the extent of association. Once the strength is medium and large then it is presumed that the association is strong and permanent and reliable. All the tested variables have medium and large associations with the impact of migration.

5.1.9. Conclusion

In this chapter variables relating to the objectives of this study are discussed. To understand the workplace conditions thirteen statements are included and analysed with factor and cluster analysis. Next as a labour, migrant workers are entitled to certain benefits. Six benefits are included and opinion is collected. To know about the nature of the place of living, the living condition variable is included. One important focus of the study is the health issues of migrant workers. Six specific health issues applicable to factory workers are discussed. Back pain is the most prevalent issue for migrant workers. The practice of medical consultation to resolve health issues is also explored. They are approaching a government dispensary when they are seriously ill. To understand the root cause of migration the factors influencing migration is studied in detail by incorporating 15 statements. Job and financial need is the important motivating factor which has motivated migrant workers to move from their state. Another focus area is migrant's rights where the availability of human rights and fundamental rights are examined with 13 statements. the study result shows the migrant workers are not using the benefits given by the union government. The impact of migration is also studied. The majority of the migrants feel that the migration has resulted in a positive change in their housing conditions and financial conditions.

5.2. Firm Profile, Employer's Profile and Impediments for Providing Social Security and Health Care Benefits

5.2.1. Introduction

The main focus of this study is to elucidate the social security and health care issues faced by migrant workers. When the study is about social security and health problems faced by the migrant workers it is imperative to know about the impediments in providing such facilities. To understand impediments the opinion is collected from employers of migrant workers. To have a deeper understanding of the impediments it is necessary to understand different kinds of issues faced by different kinds of employers. For that purpose, the details of firms and some details about the employers are also collected. The impediments may come from the employees' side by the way of non-cooperation in providing documents for registration, not allowing the employer to deduct statutory deductions. The local Govt. should extend hospital facilities to migrants also. The employer should not worry about the extra money they spend to provide health care amenities. Though migrant workers are coming from other states they are Indians. They are helping the local Govt. by contributing their labour. Most of the migrant workers are involved in physical work for which they need to have required physical health. As a stress-relieving measure, they are taking pan products, gutka and liquor, which affect their health. So, extending all health care facilities to them is very much essential.

5.2.2. Firm Profile

To understand what kind of companies having difficulties in implementing statutory requirements, the details of companies are also collected. The details collected are the state in which companies are located, no. of branches the firm is having, type of work in which the companies are engaged, age of the firm, type of ownership of the organisation, whether the firm is registered or not, and the number of migrant workers employed.

Table 5.154. State

State	Frequency	Percent	Cumulative Percent
Tamil Nadu	60	33.3	33.3
Karnataka	60	33.3	66.7
Kerala	60	33.3	100.0
Total	180	100.0	

As per the sampling design, the data is collected from the employers of three southern states. It was decided to give equal representation to all three states. Out of one hundred and eighty samples, sixty samples are taken from Tamil Nadu, Karnataka and Kerala. There is no clear information available to explain whether each state is distinctive in employing migrant workers. The population of migrant workers in each is not exactly known. So, proportionate representation is not given.

Around 6.7% of the firms have two branches. Less than ten percent of the firms have more than two branches. So, most of the firms that have employed migrant workers are a single entity, unitary and they do not have any other branches. The established firms and firms which are having many branches can attract local labourers and small firms and firms that do not have any branches are depending more on migrant workers.

Table 5.155. Type of Work/Business

	Frequency	Percent	Cumulative Percent
Construction	46	25.6	25.6
Manufacturing	88	48.9	74.4
Hotels & Restaurants	18	10.0	84.4
Health Care	3	1.7	86.1
Agriculture	2	1.1	87.2
Brick Kiln	3	1.7	88.9
Domestic Work	6	3.3	92.2
Shopping Complex	7	3.9	96.1
Security Service	1	.6	96.7
Others	6	3.3	100.0
Total	180	100.0	

The majority (48%) of the firms which have employed migrant workers are in the manufacturing sector and 25% are construction companies. Only 10% of companies that have employed migrant workers are hotels & restaurants. Around 3.9% of employers are shopping complex owners who have employed migrant workers. The other category represents firms from health care, agriculture, security service and domestic work etc., Manufacturing sector offers more number of jobs to migrant workers. From the beginning, the migrant workers are working in construction activities and factories (manufacturing). In recent times the migrant workers are involved in agriculture also.

Table 5.156. Type of Work/Business

	Frequency	Percent	Cumulative Percent
Construction	46	25.6	25.6
Manufacturing	88	48.9	74.4
Hotels & Restaurants	18	10.0	84.4
Others	28	15.6	100.0
Total	180	100.0	

To perform cross-tabulation adequate samples are required for each category. So, construction industries, manufacturing industries, hotels and restaurants are retained as separate categories. All others industries are merged and placed under the other category lists. In future analysis, the type of industries will have only four categories.

Table 5.157. Age of the Firm

	Frequency	Percent	Cumulative Percent
Less than 1 year	8	4.4	4.4
1 to 5 years	17	9.4	13.9
6 to 10 years	54	30.0	43.9
11 to 15 years	55	30.6	74.4
More than 15 years	46	25.6	100.0
Total	180	100.0	

Around 30.6% of the firms are in existence for 11 to 15 years. Another 30% of the firms are doing business for 6 to 10 years. About 25% of the firms are more than 15 years old. Moreover, 10% of the firms which have employed migrant workers are 1 to 5 years old. Only 5% of firms are less than one year old. Around 85% of companies are in the business for 6 years and more and 55% of the companies are having a life of 11 years and more. So, rather than new companies, only old companies have employed migrant workers.

The number of limited companies is minimal when compared to sole trader. Apart from that, limited companies can easily attract local people. So, only sole traders and partnership firms are employing and depending upon migrant workers. Around 76% of the firms which

have employed migrant workers are sole traders. The remaining 24% of the firm are partnership firms that have employed migrant workers are considered for the study.

Table 5.158. Registered Entity

	Frequency	Percent	Cumulative Percent
Yes	122	67.8	67.8
No	28	15.6	83.3
Under Process	3	1.7	85.0
Not aware	18	10.0	95.0
Not Applicable	9	5.0	100.0
Total	180	100.0	

Sole traders need not be registered. There is no compulsory for partnership firms also to get registered. LLP and limited companies need to be registered. The firms which are using migrant workers should report that information to the labour office. Most of the firms (67%) that have employed migrant workers are registered and 15% of the firm are not registered. Some of the firm's registration is under process and very few employers have the opinion that registration does not apply to them.

The average number of migrant workers working in the firm is 31. So, they have become a major work force in any particular organisation. Thirty-one per company is not an ordinary number. The median is 16 and around 50% of firms have 16 and less number of migrants. The maximum number of migrant workers in a firm is 200. Three companies have 200 workers and another 5 companies have 150 employees. The minimum is 1 and 5 firms have only one migrant worker in their muster roll. The mode is 10 and 19 companies accounting for 10.6% of companies have 10 migrants in their workforce.

The minimum migrant worker is 1 per company. The median is 16. The first quartile is 8 and the third quartile is 45. The companies which are having more than 90 are considered as outliers.

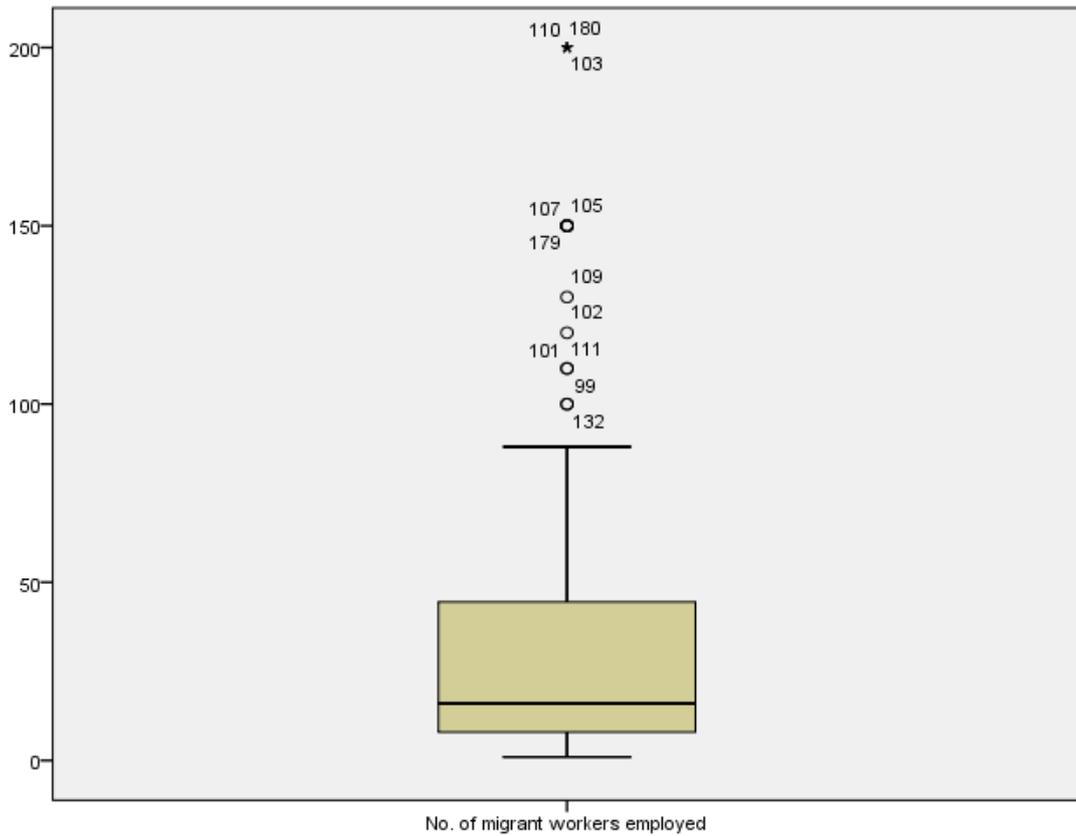


Figure 5.21. Box Plot for No. of Migrant workers Employed

Table 5.159. No. of Migrant Workers

	Frequency	Percent	Cumulative Percent
1-5	34	18.9	18.9
6-20	75	41.7	60.6
21-50	50	27.8	88.3
51-200	21	11.7	100.0
Total	180	100.0	

The majority of the firms (41.7%) have employed 6 to 20 migrant workers. Another 28% of the firm employed 21-50 migrant workers. Around 12% of the firm provided employment as high as 51-200 migrant workers. Only 19% of companies have employed 1 to 5 migrant workers. Nowadays, number of companies using migrant workers has increased substantially. The number of employees employed per company is also increased. They are now employed in all kinds of business.

5.2.3. Owners/Proprietor Profile

The purpose of this chapter is to know the facilities provided to migrant workers and the reasons or hindrances for not providing certain required facilities. To know about what kind of employers are facing more hindrances, the information about employers is also collected. The information collected about employers are gender, age of the employer, education and designation of employers.

Table 5.160. Gender

	Frequency	Percent	Cumulative Percent
Male	169	93.9	93.9
Female	11	6.1	100.0
Total	180	100.0	

Around 94% of firm owners who have employed migrant workers are male. The majority of the businesses are managed by male members. Still, Indian businesses are dominated by men. So, the majority of the owners employed migrant workers are also male.

The minimum age of the employer is 26 years. At a young age, people have become entrepreneurs. The median age is 42 and 57.8% of the employers have an age of 42 and less years. The mode is 45. The majority of the people have an age of 45 years and 23 people, accounting for 12.8% of the employers have an age of 45 years. The average age of the employer is 42 years.

Table 5.161. Age of Employer

	Frequency	Percent	Cumulative Percent
26-35 Years	45	25.0	25.0
36-45 Years	88	48.9	73.9
46-60 Years	47	26.1	100.0
Total	180	100.0	

Table 5.161 shows that half of the employers who have employed migrant workers are in the age group of 36-45 years. Middle-aged employers are more. Another 26% of employers are having more than 45 years of age. The remaining 25% of the employers are having 26-35

years of age. The data about age is collected in metric form (actual age in years) and it is converted into three categories as stated above for future analysis.

Table 5.162. Educational Qualification

	Frequency	Percent	Cumulative Percent
No formal education	7	3.9	3.9
HSC or less	28	15.6	19.4
Diploma	65	36.1	55.6
Under Graduate	57	31.7	87.2
Post Graduate	23	12.8	100.0
Total	180	100.0	

The majority of the (36%) employers are doing business after completing a diploma. The majority of the employers are involved in contract business. After completing the diploma, they have started a construction business. Around 31% of firm owners hold a UG degree. Nowadays, most people start a business after having a minimum college degree. Out of the remaining 16% are having higher secondary level education and 12% have a post-graduate degree. Less than 4% do not have any formal education. So, most employers are educated. Earlier people who do not have an education will start the business. Nowadays, people start a business after obtaining good education.

Table 5.163. Designation

	Frequency	Percent	Cumulative Percent
MD/Director	11	6.1	6.1
GM/DGM	10	5.6	11.7
Owner/Partner	59	32.8	44.4
Manager/Engineer	39	21.7	66.1
Supervisor/In-Charge	32	17.8	83.9
Contractor	29	16.1	100.0
Total	180	100.0	

Table 5.163 shows that the majority (32.8%) of the respondents are firm owners and partners. Around 11% of the businesses are managed by GM, DGM, MD and Director. Around

20% of respondents are manager/engineer of the firm have provided information. They are the manager actively managing the business and managing the migrant workers. Another 17.8% of the respondents are supervisors/In-charge and another 16.1% of the respondents are contractors involved in construction activities who employed migrant workers.

The minimum experience of the employer is 1 year and 5 employers' accounting for 2.8% are having experience of 1 year. The data is collected at random. The young employers are also considered for the survey. The median is 10 years and 51.7% of the employers are having experience of 10 years and less. The mode is 10 and a maximum of 23 employers' accounting for 12.8% are having experience of 10 years. The average experience is 12.88 years and the maximum is 40 years of experience. Only 2 respondents are having 40 years of experience. After 30 years of experience, only 2 people have 40 years of experience.

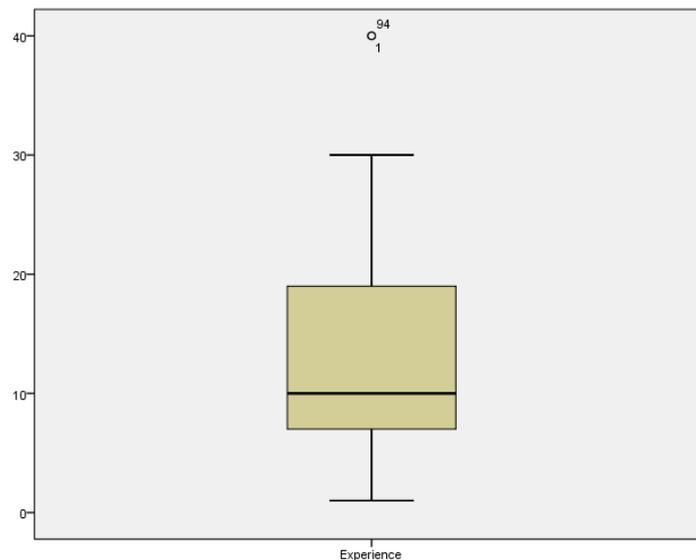


Figure 5.22. Years of Experience

The minimum experience is 1 year and the maximum experience is taken as 30 years. Eight employers are having 30 years of experience. The forty years of experience is considered an outlier. The first respondent and 94th respondents are having 40 years of experience. The first quartile is 7 and median is 10 and the third quartile is 19.

The years of experience is collected as metric variable as discussed above. For future analysis, it is categorised into 4 categories. The table shows that the majority of the respondents (34.4%) have 11-20 years of experience. Another 31% of respondents have experience of 6-10 years. About 20% of employers have 1-5 years of experience and 14% have 21-40 years of experience.

Table 5.164. Years of Experience

	Frequency	Percent	Cumulative Percent
1-5 Years	36	20.0	20.0
6-10 Years	57	31.7	51.7
11-20 Years	62	34.4	86.1
21-40 Years	25	13.9	100.0
Total	180	100.0	

5.2.4. Information Related to Migrant Workers

Employers are using migrant workers in their organisations. The employers are asked to give information about the state from which they employed the migrant workers and how they are recruiting them and how long they are using migrant workers in their organisation.

Native State

Migrant workers are coming from Northern states to southern states. Migrant workers are migrating from UP and Bihar because the income disparity is very high there. Some employers might prefer people from a specific state. So, the analysis of the native state of migrant workers is important.

Table 5.165. Native State

	Frequency	Percent	Cumulative Percent
Uttar Pradesh	26	14.4	14.4
Bihar	65	36.1	50.6
Jharkhand	25	13.9	64.4
Chhattisgarh	5	2.8	67.2
Odisha	9	5.0	72.2
West Bengal	22	12.2	84.4
North Eastern	19	10.6	95.0
Others	9	5.0	100.0
Total	180	100.0	

Table 5.165 clearly shows that many firms employ migrant workers from Bihar, followed by Uttar Pradesh only. Cumulatively half of the firms depend upon these two states for manpower resources. It indicates that firms of Dravidian States are over-relying on the workforce of Hindi States. Maybe, at some point in time, it will create a crippling effect on these companies' production once these migrant workers leave these states under one pretext or other like ethnic strife, pandemic run away, political resentment etc. Therefore, it is necessary to develop an economic shock absorber like local manpower training to tackle such adverse economic situations as entrepreneurship is a very risky endeavour in a developing economy like India. After Hindi belt States, Firms recruit migrant workers from West Bengal and the North-Eastern States as they constitute more than 20%. It is a good number to go for minute study to understand what type of firms depends on these migrant workers as the economic situation of these states is highly backward and entirely different as West Bengal is still relying on agricultural activities for sustenance and the North East States are mainly hosting cottage industries.

Table 5.166. Test of Association

Variables	Chi-Square Value	Dof	Sig. Value
State	22.295	12	0.034
Type of Work	34.077	18	0.012
Age of the Firm	26.825	24	0.313
No. of Migrant Workers	21.623	18	0.214

Test of association is carried out to reveal the relationship between native state and select four characteristics of firms and test results are listed in Table 5.166. Table 5.166 values show that the significant value is less than 0.05 for State and Type of Work. So, the test of association reveals that there is a significant relationship exists between the native state and the type of work. However, further analysis shows that the significant value is more than 0.05 for Age of the Firm and No. of Migrant Workers. So, the test of Association reveals that there is no significant relationship exists between them.

Table 5.167. State and Native State

		State			Total
		Tamil Nadu	Karnataka	Kerala	
Uttar Pradesh	Count	8	13	5	26
	%	13.3%	21.7%	8.3%	14.4%
Bihar	Count	21	27	17	65
	%	35.0%	45.0%	28.3%	36.1%
Jharkhand	Count	6	10	9	25
	%	10.0%	16.7%	15.0%	13.9%
Chhattisgarh	Count	3	1	1	5
	%	5.0%	1.7%	1.7%	2.8%
Odisha	Count	3	3	3	9
	%	5.0%	5.0%	5.0%	5.0%
West Bengal	Count	8	1	13	22
	%	13.3%	1.7%	21.7%	12.2%
North Eastern	Count	6	4	9	19
	%	10.0%	6.7%	15.0%	10.6%
Others	Count	5	1	3	9
	%	8.3%	1.7%	5.0%	5.0%
Total	Count	60	60	60	180
	%	100.0%	100.0%	100.0%	100.0%

Table 5.167 is a cross-tabulation between State in which firms are located and migrant workers' Native State. For this study, Bihar, Odisha, North East States, Uttar Pradesh, West Bengal, Jharkhand & Chhattisgarh are considered as the Native States. Firms in Karnataka employ migrant workers from Uttar Pradesh, Bihar and Jharkhand. Firms in Kerala give jobs to migrant workers of West Bengal and the North-Eastern States. The employers in Tamilnadu employ all the migrants irrespective of their native state.

Table 5.168. Type of Work and Native State

Native State		Type of work				Total
		Construction	Manufacturing	Hotels & Restaurants	Others	
Uttar Pradesh	Count	9	13	2	2	26
	%	19.6%	14.8%	11.1%	7.1%	14.4%
Bihar	Count	13	43	4	5	65
	%	28.3%	48.9%	22.2%	17.9%	36.1%
Jharkhand	Count	5	14	3	3	25
	%	10.9%	15.9%	16.7%	10.7%	13.9%
Chhattisgarh	Count	2	1	1	1	5
	%	4.3%	1.1%	5.6%	3.6%	2.8%
Odisha	Count	2	5	1	1	9
	%	4.3%	5.7%	5.6%	3.6%	5.0%
West Bengal	Count	10	4	2	6	22
	%	21.7%	4.5%	11.1%	21.4%	12.2%
North Eastern	Count	3	5	4	7	19
	%	6.5%	5.7%	22.2%	25.0%	10.6%
Others	Count	2	3	1	3	9
	%	4.3%	3.4%	5.6%	10.7%	5.0%
Total	Count	46	88	18	28	180
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 5.168 is a cross-tabulation between the Type of Work that firms carry out and migrant workers' Native State. The main concern for any firm is how to match the workplace requirements with migrant workers' skillsets. It is not uncommon that certain geography fosters a certain type of skillsets for survival which is specific to its geography. So, when a person decides to migrate for one reason or other, he is forced to do matchmaking of his skillset with workplace requirements. Based on his opinion of himself, he opts for a certain type of works based on the call of firms. It gives out the underlying trouble of skillset-job matchmaking. So, it is good to know the demand for skillsets from firms and migrant workers' ability to fulfil such demands. Construction sector firms employ migrant workers from Uttar Pradesh and West Bengal. Manufacturing sector firms use migrant workers from Bihar. Hotels & Restaurants sector firms give jobs to migrant workers of Jharkhand and Chhattisgarh.

Table 5.169. Strength of Association

Variables	Cramer's V	Approx. Sig	Dof	Strength
State	0.249	0.034	2	Medium
Type of Work	0.251	0.012	3	Medium-Large

The strength of association test uses Cramer's V and degrees of freedom for decision making. Table 5.169 shows the association strength between native state preferred by firms and study variables such as the state in which firms are located and type of work in which firms are engaged. The strength of the association of Native State with the state is medium. The strength of association of Native State with Type of Work is Medium-Large. Medium and large associations indicate that associations stated in the earlier discussion are strong and permanent and consistent.

Sources of Recruitment

Every employer requires people to execute the task. They can take local people or migrant people. On one side we are talking about unemployment and another side, the employers feel they are not getting adequate people. Nowadays, most employers feel that migrant workers are advantageous over local people. Having decided to take migrant people, they need to know where they will get the migrant people. Organised sectors can approach formal recruitment companies, but the unorganized sector employers cannot afford to approach formal recruitment agencies. There are no formal recruitment agencies available that are mainly dealing with migrant workers. So, there is a question of how the employers are getting migrant workers to get the job done.

Table 5.170. Sources of Recruitment

	Frequency	Percent	Cumulative Percent
Through agents	108	60.0	60.0
Through advertisements	24	13.3	73.3
Directly approached by them	35	19.4	92.8
Directly approached them	13	7.2	100.0
Total	180	100.0	

Table 5.170 shows a clear underlying phenomenon that approximately two in three migrant workers are recruited through agents only. It is a very important finding of this study. From the labour relationship perspective, it shows that migrant workers are at the disposal of recruitment agents rather than employers. It will hurt the employees' morale as they will be treated as a disposable entity and not as a building block of the firm and stakeholders of the firm. It is common in labour unions to understand that labourers cannot get a good salary through negotiation and collective bargaining without a strong and healthy company. In migrant workers' case, such bonding is severed in the first step itself. Another important finding of the study is that approximately 20% of workers directly approach their employers and get a job. It is quite an interesting one. Though they are migrants, they have the mental ability and wherewithal to approach their employers. Table 5.170 shows that most of the firm (60%) employs migrant worker through agents. Some of the firms (19%) have employed labourers when the migrant workers have directly approached them. Around 7% of employers have recruited migrant workers by directly visiting their place of living.

Table 5.171. Test of Association

Variables	Chi-Square Value	Dof	Sig. Value
State	12.809	6	0.046
No. of Migrant Workers	10.678	9	0.298
Age of the Employer	15.863	6	0.015
Years of Experience	19.957	9	0.018
Gender	2.187	3	0.535
Education	10.231	12	0.598
Type of Work	20.982	9	0.013
Age of the Firm	14.294	12	0.282
Designation	34.788	15	0.003
Native State	45.287	18	0.000

Test of association is carried out to reveal the relationship between Sources of Recruitment and select few characteristics of firms such as State, No. of Migrant Workers, Age of the Employer, Years of Experience, Gender, Education, Type of Work, Age of the Firm, Designation and Native State and test results are listed in Table. Table 5.171 values show that the significant value is less than 0.05 for State, Age of the Employer, Years of Experience, Type of Work, Designation and Native State. So, the Test of Association reveals that there is a significant relationship exists between them. However, further analysis shows that the

significant value is more than 0.05 for No. of Migrant Workers, Gender, Education and Age of the Firm. So, the Test of Association reveals that there is no significant relationship exists between them.

Table 5.172. State and Sources of Recruitment

Sources of Recruitment		State			Total
		Tamil Nadu	Karnataka	Kerala	
Through agents	Count	37	37	34	108
	%	61.7%	61.7%	56.7%	60.0%
Through advertisements	Count	10	9	5	24
	%	16.7%	15.0%	8.3%	13.3%
Directly approached by them	Count	12	6	17	35
	%	20.0%	10.0%	28.3%	19.4%
Directly approached them	Count	1	8	4	13
	%	1.7%	13.3%	6.7%	7.2%
Total	Count	60	60	60	180
	%	100.0%	100.0%	100.0%	100.0%

Table 5.173. Type of Work and Sources of Recruitment

Sources of Recruitment		Type of work				Total
		Construction	Manufacturing	Hotels & Restaurants	Others	
Through agents	Count	22	65	10	11	108
	%	47.8%	73.9%	55.6%	39.3%	60.0%
Through advertisements	Count	5	9	3	7	24
	%	10.9%	10.2%	16.7%	25.0%	13.3%
Directly approached by them	Count	13	9	4	9	35
	%	28.3%	10.2%	22.2%	32.1%	19.4%
Directly approached them	Count	6	5	1	1	13
	%	13.0%	5.7%	5.6%	3.6%	7.2%
Total	Count	46	88	18	28	180
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Firms in Tamil Nadu are mainly recruiting migrant workers through agents and advertisements. Firms in Karnataka recruit their migrant employees through agents as well as

by approaching them directly. Firms in Kerala are getting their migrant workers when the employees contact the firms for work. So, gate hiring is happening more in Kerala. Agents located in Industrial towns such as Tirupur and Coimbatore play a very active role in Tamilnadu.

Firms engaged in the construction sector get their employees mainly through approaching the employees directly. The construction firms might require employees to start the activities. However, before starting their activities, it may not be visible to the outside. So, they are forced to approach the migrants. Companies involved in manufacturing activities are getting their migrant workers mainly through agents. The manufacturing companies are relatively big and they require more people. So, gate hiring and approaching labourers one by one is a relatively difficult task so they are forced to approach agents who are having a list of migrants. The firms which are not having a considerable number of migrant workers are grouped and named as other categories. As they do not require many migrants, they approach migrants directly whenever they require.

Table 5.174. Age of the Employer and Sources of Recruitment

Sources of Recruitment		Age of Employer			Total
		26-35 Years	36-45 Years	46-60 Years	
Through agents	Count	31	52	25	108
	%	68.9%	59.1%	53.2%	60.0%
Through advertisements	Count	8	13	3	24
	%	17.8%	14.8%	6.4%	13.3%
Directly approached by them	Count	6	13	16	35
	%	13.3%	14.8%	34.0%	19.4%
Directly approached them	Count	0	10	3	13
	%	0.0%	11.4%	6.4%	7.2%
Total	Count	45	88	47	180
	%	100.0%	100.0%	100.0%	100.0%

Employers who have 26 and 35 years of age recruit their required migrant workers through agents and advertisements. They are young and relatively they have less experience and they may not know where migrant workers are located and they may not know how to attract them so they prefer to go indirect methods. Employers who are between the age of 36 and 45 years are recruiting their employees by directly approaching them. Once they grow, they get experience and they may know the characteristics of employees so they directly go to the

labourers' locality and bring the required labourers. Employers who are between the age of 46 and 60 years recruit their employees whenever migrant workers approach them for the job. When the company is in existence for a longer period, then labourers might know about the company. So, whenever migrant workers require a job, they may approach the company directly.

Table 5.175. Designation and Sources of Recruitment

Designation		Sources of Recruitment				Total
		Through agents	Through advertisement	They approached	We approached them	
MD/Director	Count	6	2	0	3	11
	%	5.6%	8.3%	0.0%	23.1%	6.1%
GM/DGM	Count	9	1	0	0	10
	%	8.3%	4.2%	0.0%	0.0%	5.6%
Owner/Partner	Count	30	12	14	3	59
	%	27.8%	50.0%	40.0%	23.1%	32.8%
Manager/Engineer	Count	29	3	4	3	39
	%	26.9%	12.5%	11.4%	23.1%	21.7%
Supervisor/In-Charge	Count	23	3	4	2	32
	%	21.3%	12.5%	11.4%	15.4%	17.8%
Contractor	Count	11	3	13	2	29
	%	10.2%	12.5%	37.1%	15.4%	16.1%
Total	Count	108	24	35	13	180
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Firms that are managed by managers and engineers are recruiting their employees through agents. They are employees and they will not take the risk of approaching the wrong labourers. The companies managed by partners and General Managers are taking the people by giving some form of advertisement. They may distribute notices and pamphlets. Contractors recruit the workers when workers approach them. When the site of contractors is known, then the migrant workers will approach them.

Table 5.176. Native State and Sources of Recruitment

Native State		Sources of Recruitment				Total
		Through agents	Through advertisements	They approached	We approached	
Uttar Pradesh	Count	15	3	3	5	26
	%	13.9%	12.5%	8.6%	38.5%	14.4%
Bihar	Count	47	6	8	4	65
	%	43.5%	25.0%	22.9%	30.8%	36.1%
Jharkhand	Count	21	1	3	0	25
	%	19.4%	4.2%	8.6%	0.0%	13.9%
Chhattisgarh & Odisha	Count	7	4	2	1	14
	%	6.5%	16.7%	5.7%	7.7%	7.8%
West Bengal	Count	8	3	9	2	22
	%	7.4%	12.5%	25.7%	15.4%	12.2%
North Eastern	Count	9	5	4	1	19
	%	8.3%	20.8%	11.4%	7.7%	10.6%
Others	Count	1	2	6	0	9
	%	0.9%	8.3%	17.1%	0.0%	5.0%
Total	Count	108	24	35	13	180
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Firms that recruit their employees through agents mainly recruit them from Bihar and Jharkhand. The migrants from Bihar and Jharkhand will register their names with the private agencies. Firms that recruit their employees through advertisements recruit them from Chhattisgarh & Odisha and the North Eastern States. Firms that recruit their employees through a direct call from employees use the migrants from West Bengal. Usually, the people from West Bengal have the habit of approaching the employer directly. Firms that recruit their employees through their efforts recruit them from Uttar Pradesh. The migrants from UP are lazy and they will go to work when the employers approach them.

Firms that have 1-5 years of experience mainly get employees through advertisements. Firms which are having 6-10 years of experience find their employees through agents. Firms that have more than 21 years of experience has the option of selecting their employees by contacting them directly or whenever migrant workers contact them for a job. The employers with less experience have to depend upon agents or they have to go for advertisement because they may not know the location of migrants.

Table 5.177. Years of Experience and Sources of Recruitment

Sources of Recruitment		Years of Experience				Total
		1-5 Years	6-10 Years	11-20 Years	21-40 Years	
Through agents	Count	22	40	36	10	108
	%	61.1%	70.2%	58.1%	40.0%	60.0%
Through advertisements	Count	9	7	4	4	24
	%	25.0%	12.3%	6.5%	16.0%	13.3%
Directly approached by them	Count	5	6	17	7	35
	%	13.9%	10.5%	27.4%	28.0%	19.4%
Directly approached them	Count	0	4	5	4	13
	%	0.0%	7.0%	8.1%	16.0%	7.2%
Total	Count	36	57	62	25	180
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 5.178. Strength of Association

Variables	Cramer's V	Approx. Sig	Dof	Strength
State	0.189	0.046	2	Medium
Age of the Employer	0.210	0.015	2	Medium
Years of Experience	0.192	0.018	3	Medium
Type of Work	0.197	0.013	3	Medium
Designation	0.254	0.003	3	Medium-Large
Native State	0.290	0.000	3	Large

The strength of association test uses Cramer's V and degrees of freedom for decision making. Table 5.178 shows the strength of association between Sources of Recruitment and study variables such as State, Age of the Employer, Years of Experience, Type of Work, Designation and Native State. The strength of association of Sources of Recruitment with State, Age of the Employer, Years of Experience, and Type of Work is medium. The strength of association of Sources of Recruitment with Designation is Medium-Large. The strength of association of Sources of Recruitment with Native State is large.

Years of Employment

At present, in entire south India, politicians, entrepreneurs, the local workforce and the general public are talking about migrant workers. Though the concept of migrant workers has come to the centre stage in recent times, it is prevalent for quite some time back. There is another

issue raised against migrant workers is that they are rolling stock and they will not stick to a particular organisation for the long term. To know about the tenure of migrant’s employment, the “How long are the migrants employed with you?” question is asked to the employer.

Table 5.179. Years of Employment

	Frequency	Percent	Cumulative Percent
Less than 1 year	21	11.7	11.7
1 to 4 years	44	24.4	36.1
5 to 9 years	50	27.8	63.9
10 to 19 years	43	23.9	87.8
20 years and above	22	12.2	100.0
Total	180	100.0	

Table 5.179 shows that 24.4% of firms have the practice of employing migrant workers for 1 to 4 years and another 27.8% of the employers have employed migrant workers for 5 to 9 years. About 23.9% of the firm owners have stated that they are using migrant workers for the last 10 to 19 years. Approximately 12% of firms employed migrant workers for more than 20 years. Hence, the practice of employing migrant workers is not new. Earlier they have employed them in few numbers. Now that practice has taken a new turn and the entrepreneurs have employed migrants in all fields and with large numbers.

Table 5.180. Test of Association

Variables	Chi-Square Value	Dof	Sig. value
Type of Work	21.778	12	0.040
Registered Entity	9.642	4	0.047
Age of the Employer	18.313	8	0.019
Age of the Firm	116.682	16	0.000
Education	28.068	16	0.031
Designation	40.172	20	0.002
Years of Experience	30.432	12	0.002
Native State	41.749	24	0.014

Table 5.180 shows that there is a significant association between years of employment of the migrant workers and age of the firm, designation and year of experience of employers at

99 percent level of confidence. Furthermore, a significant association is also seen between the years of employment of migrant workers with the type of work in which they are employed, firm registration, age and education level of employer and native state of migrant workers at 95 percent level of confidence. The nature of association and extent of association is explained in the following analysis.

Table 5.181. Type of Work and Years of Employment

Years of Employment		Type of work				Total
		Construction	Manufacturing	Hotels & Restaurants	Others	
Less than 1 year	Count	1	13	4	3	21
	%	2.2%	14.8%	22.2%	10.7%	11.7%
1 to 4 years	Count	7	24	6	7	44
	%	15.2%	27.3%	33.3%	25.0%	24.4%
5 to 9 years	Count	16	26	1	7	50
	%	34.8%	29.5%	5.6%	25.0%	27.8%
10 to 19 years	Count	18	16	3	6	43
	%	39.1%	18.2%	16.7%	21.4%	23.9%
20 years and above	Count	4	9	4	5	22
	%	8.7%	10.2%	22.2%	17.9%	12.2%
Total	Count	46	88	18	28	180
	%	100.0%	100.0%	100.0%	100.0%	100.0%

The majority of the migrant workers are working in hotels & restaurants during their initial years of migration and they continue that up to 4 years. The migrant workers who are coming from their native state first they search job in the hotels. Usually, when uneducated people move from one place to another, they get into hotels for employment. Now that practice is extended to migrant workers. The migrant workers with 5 to 9 years of experience are working in the construction field. The majority of migrants who are having experience of 10 to 19 years are not engaged in the field of construction, manufacturing and hotel & restaurants and working in the brick kiln, health care and education sectors. Migrants who are having more than 20 years of experience are interested to work in hotels & restaurants. In the manufacturing sector, all the kinds of experienced migrants are working. In the Hotel industry, the people with minimum experience are working as servers and more experienced people are working as masters.

Table 5.182. Age of the Firm and Years of Employment

Years of Employment		Age of the firm					Total
		Less than 1 year	1 to 5 years	6 to 10 years	11 to 15 years	More than 15 years	
Less than 1 year	Count	6	5	6	3	1	21
	%	75.0%	29.4%	11.1%	5.5%	2.2%	11.7%
1 to 4 years	Count	2	8	20	8	6	44
	%	25.0%	47.1%	37.0%	14.5%	13.0%	24.4%
5 to 9 years	Count	0	3	23	16	8	50
	%	0.0%	17.6%	42.6%	29.1%	17.4%	27.8%
10 to 19 years	Count	0	1	4	25	13	43
	%	0.0%	5.9%	7.4%	45.5%	28.3%	23.9%
20 years and above	Count	0	0	1	3	18	22
	%	0.0%	0.0%	1.9%	5.5%	39.1%	12.2%
Total	Count	8	17	54	55	46	180
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 6.182 shows that migrant workers who are in their initial years of working experience are working in newly established firms with less than one year of age. The migrant workers with 1 to 4 years of experience are working in those firms having an age of 1 to 5 years. Migrant workers who have 5 to 9 years of experience are working in those firms having an age of 6 to 10 years. The migrant workers who have experience of 10 to 19 years are working in those firms having an age of 11 to 15 years. More than 20 years of experienced migrant workers are working in well-established firms having an age of 15 years of market experience. The age of the firm and years of employment are directly related. The firms with limited years of existence have employed migrants for a limited period. The firms with more years of existence have the practice of employing migrants for a longer period. This shows that the migrants are employed for a longer period. So, employment of migrant is a continuous and permanent behaviour among employers.

Table 5.183. Registered Entity and Years of Employment

Years of Employment		Registered Entity		Total
		No	Yes	
Less than 1 year	Count	2	19	21
	%	3.4%	15.6%	11.7%
1 to 4 years	Count	12	32	44
	%	20.7%	26.2%	24.4%
5 to 9 years	Count	16	34	50
	%	27.6%	27.9%	27.8%
10 to 19 years	Count	20	23	43
	%	34.5%	18.9%	23.9%
20 years and above	Count	8	14	22
	%	13.8%	11.5%	12.2%
Total	Count	58	122	180
	%	100.0%	100.0%	100.0%

Table 5.184. Age of the Employer and Years of Employment

Years of Employment		Age of Employer			Total
		26-35 Years	36-45 Years	46-60 Years	
Less than 1 year	Count	7	9	5	21
	%	15.6%	10.2%	10.6%	11.7%
1 to 4 years	Count	20	17	7	44
	%	44.4%	19.3%	14.9%	24.4%
5 to 9 years	Count	7	30	13	50
	%	15.6%	34.1%	27.7%	27.8%
10 to 19 years	Count	6	22	15	43
	%	13.3%	25.0%	31.9%	23.9%
20 years and above	Count	5	10	7	22
	%	11.1%	11.4%	14.9%	12.2%
Total	Count	45	88	47	180
	%	100.0%	100.0%	100.0%	100.0%

The majority of firms that employed migrant workers for less than 1 year, 1 to 4 years, 5 to 9 years are registered firms. Whereas the majority of firms that employed migrant workers

for 10 to 19 years and more than 20 years are unregistered firms. The unregistered firms have had the practice of employing migrant workers for many years. Now the Govt. is asking the entrepreneurs who are employing migrant workers to register. Now the companies are expected to inform Govt. whenever they employ migrants. Since they are registering employment, they are also registering their firm name.

Table 5.184 shows that majority of firms that employed migrant workers for both less than 1 year, and 1 to 4 years are managed by young employers having an age of 26 to 35 years. Whereas the majority of firms that have employed migrant workers for 5 to 9 years are managed by employers who are having ages of 36 to 45 years. The firms that have employed migrant workers for 10 to 19 years and more than 20 years are managed by entrepreneurs who are having age 46 to 60 years. Young firms have had the practice of employing migrant workers for the last few years. Older firms are using migrant workers for many years. Hence there is a direct relationship between the age of the employer and years of employment of migrant workers.

Table 5.185. Education and Years of Employment

Years of Employment		Educational Qualification					Total
		No formal education	HSC or less	Diploma	Under Graduate	Post Graduate	
Less than 1 year	Count	1	3	2	7	8	21
	%	14.3%	10.7%	3.1%	12.3%	34.8%	11.7%
1 to 4 years	Count	3	6	16	12	7	44
	%	42.9%	21.4%	24.6%	21.1%	30.4%	24.4%
5 to 9 years	Count	1	6	19	19	5	50
	%	14.3%	21.4%	29.2%	33.3%	21.7%	27.8%
10 to 19 years	Count	0	8	21	12	2	43
	%	0.0%	28.6%	32.3%	21.1%	8.7%	23.9%
20 years and above	Count	2	5	7	7	1	22
	%	28.6%	17.9%	10.8%	12.3%	4.3%	12.2%
Total	Count	7	28	65	57	23	180
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

From the above table, it can be observed that the majority of the firms that have employed migrant workers for less than 1 year are managed by employers who have completed post-graduate qualifications. Whereas, the majority of the firm owners who have employed migrant

workers for both 1 to 4 years and 20 years and more do not have any formal education. The firm owners who have employed migrant workers for 5 to 9 years have a UG degree. The firm owners who have employed migrant workers for 10 to 19 years possess an education of Diploma. People who do not have any formal education have started the practice of employing migrant workers quite some time back. Now the educated people have realised that employing migrant workers is advantageous and they have started employing them in recent times. Thus, there is an inverse relationship between years of employment of migrants and the educational qualification of an employer.

Table 5.186. Years of Experience and Years of Employment

Years of Employment		Years of Experience				Total
		1-5 Years	6-10 Years	11-20 Years	21-40 Years	
Less than 1 year	Count	8	4	6	3	21
	%	22.2%	7.0%	9.7%	12.0%	11.7%
1 to 4 years	Count	16	15	11	2	44
	%	44.4%	26.3%	17.7%	8.0%	24.4%
5 to 9 years	Count	2	21	20	7	50
	%	5.6%	36.8%	32.3%	28.0%	27.8%
10 to 19 years	Count	7	12	18	6	43
	%	19.4%	21.1%	29.0%	24.0%	23.9%
20 years and above	Count	3	5	7	7	22
	%	8.3%	8.8%	11.3%	28.0%	12.2%
Total	Count	36	57	62	25	180
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 5.186 shows that the majority of firms that have employed migrant workers for less than 1 year, 1 to 4 years, are run by employers having experience of 1 to 5 years. Whereas the majority of firm owners who have employed migrant workers for 5 to 9 years are having experience of running a firm for 6 to 10 years. The firm owners who have employed migrant workers for 10 to 19 years have experience managing the firm for 11 to 20 years. The employers who have employed migrant workers for the last 20 years and more are having experience of running the firm for 21 to 40 years in the market.

Table 5.187. Designation and Years of Employment

Designation		Years of Employment					Total
		Less than 1 year	1 to 4 years	5 to 9 years	10 to 19 years	20 years and above	
MD/Director	Count	2	0	4	4	1	11
	%	9.5%	0.0%	8.0%	9.3%	4.5%	6.1%
GM/DGM	Count	0	4	1	3	2	10
	%	0.0%	9.1%	2.0%	7.0%	9.1%	5.6%
Owner/Partner	Count	8	17	15	12	7	59
	%	38.1%	38.6%	30.0%	27.9%	31.8%	32.8%
Manager/Engineer	Count	8	12	9	6	4	39
	%	38.1%	27.3%	18.0%	14.0%	18.2%	21.7%
Supervisor/In-Charge	Count	2	11	10	3	6	32
	%	9.5%	25.0%	20.0%	7.0%	27.3%	17.8%
Contractor	Count	1	0	11	15	2	29
	%	4.8%	0.0%	22.0%	34.9%	9.1%	16.1%
Total	Count	21	44	50	43	22	180
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 5.187 shows that the majority of the respondents who are having a designation of both MD/Directors, Manager/Engineer are having the practice of employing migrant workers for the last 1 year. The employers who play a role as Owners/partners have the practice of employing migrant workers for the last 1 to 4 years. The companies which are managed by Supervisor/In-Charge are having the practice of using migrant workers for the last 20 years and more for their labour requirements. The companies which are managed by contractors are having the practice of employing migrant workers for the last 10 to 19 years.

Table 5.188 shows that most of the migrant workers who are coming from Uttar Pradesh, Bihar and North-eastern states are working in firms for 5 to 9 years. The majority of the migrant workers from Jharkhand are working for 1 to 4 years. The majority of migrant workers from Chhattisgarh & Odisha are working in the firms for less than 1 year. The majority of the migrant workers from West Bengal are working in firms for 10 to 19 years. Migrants from Odisha, Chhattisgarh and Jharkhand are employed for the last few years. Whereas people from UP, Bihar and West Bengal are employed here for a longer period.

Table 5.188. Native State and Years of Employment

Native State		Years of Employment					Total
		Less than 1 year	1 to 4 years	5 to 9 years	10 to 19 years	20 years and above	
Uttar Pradesh	Count	3	7	10	5	1	26
	%	14.3%	15.9%	20.0%	11.6%	4.5%	14.4%
Bihar	Count	5	14	22	15	9	65
	%	23.8%	31.8%	44.0%	34.9%	40.9%	36.1%
Jharkhand	Count	5	11	4	1	4	25
	%	23.8%	25.0%	8.0%	2.3%	18.2%	13.9%
Chhattisgarh & Odisha	Count	2	4	3	4	1	14
	%	9.5%	9.1%	6.0%	9.3%	4.5%	7.8%
West Bengal	Count	4	1	4	12	1	22
	%	19.0%	2.3%	8.0%	27.9%	4.5%	12.2%
North Eastern	Count	1	5	6	5	2	19
	%	4.8%	11.4%	12.0%	11.6%	9.1%	10.6%
Others	Count	1	2	1	1	4	9
	%	4.8%	4.5%	2.0%	2.3%	18.2%	5.0%
Total	Count	21	44	50	43	22	180
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 5.189. Strength of Association

Variables	Cramer's V	Approx. Sig	Dof	Strength
Type of Work	0.201	0.040	3	Medium
Registered Entity	0.231	0.047	1	Small-Medium
Age of the employer	0.226	0.019	2	Medium
Age of the Firm	0.403	0.000	4	Large
Education	0.197	0.031	4	Medium
Designation	0.236	0.005	4	Large
Years of Experience	0.237	0.002	3	Medium-Large
Native State	0.241	0.014	4	Large

The strength of association is displayed in the table and is interpreted using Cramer's V. The strength of association of year of employment with the age of firm, designation, and native state is large. The strength of association of year of employment with the year of experience

is medium to large. The strength of association of year of employment with the type of work, age of employer, education is medium. The strength of association of year of employment with the registered entity is small to medium. If the strength of association is medium and large then the association is permanent and it will be there whenever the study is conducted again. Perception about Migrant Workers

The employers are asked to give their perception about certain exclusive features of employing migrant workers. The migrants are going to work along with local people so there is a question about giving equal treatment. The migrant workers are coming from different places, so the employers are expected to provide accommodation hence the additional cost is involved in employing migrants. The employers are expected to register details about migrant workers in the labour office.

Table 5.190. Staying Intention

	Frequency	Percent	Cumulative Percent
Never	8	4.4	4.4
Rarely	4	2.2	6.7
Sometimes	39	21.7	28.3
Often	79	43.9	72.2
Always	50	27.8	100.0
Total	180	100.0	

There is an opinion about migrant workers that they will not work for a long period. The employers asked to give their opinion about the willingness of migrant workers to work for a long period. The Majority of the employers (43.9%) feel that migrant workers are willing to continue their employment with the present employer. Another 27.8% of the employers expressed that, migrant workers are always ready to continue which is a very positive statement. Some of them wish to continue for some time (21.7%). They may continue till the situation changes. Limited people say that the migrant workers will not continue in their present job. The mean value is 3.88 which means the migrant workers are ready to continue in their present job.

Table 5.191. Additional Cost of Employment

	Frequency	Percent	Cumulative Percent
Never	51	28.3	28.3
Rarely	51	28.3	56.7
Sometimes	44	24.4	81.1
Often	16	8.9	90.0
Always	18	10.0	100.0
Total	180	100.0	

The majority of the employers (28%) say that there is no additional cost required for employing the migrant workers. These employers adjudge the additional cost involved in providing accommodation in migrant workers' salaries. Another 28% of the employers say that rarely some additional cost is involved. Around 24.4% of employers say that on some occasions extra cost is incurred to employ migrant workers. The mean value is 2.44 on the five-point scale. This means that there is no additional cost involved in employing migrant workers. Normally the employers will provide accommodation facilities but that is provided within the site so the employers feel that there is no additional cost. They are not providing any extra facilities to migrant workers and whatever is provided to the local labourers is provided to them.

Table 5.192. Risk in Employment

	Frequency	Percent	Cumulative Percent
Never	21	11.7	11.7
Rarely	51	28.3	40.0
Sometimes	74	41.1	81.1
Often	27	15.0	96.1
Always	7	3.9	100.0
Total	180	100.0	

The majority of firm owners (41.1%) say that sometimes there is some risk involved in employing migrant workers. Another 28.3 percent of the employers say that rarely some risk involved in employing migrant workers. They never go on strike. They do not create any

problems within the campus. Outside the working area also they do not create any problem. Rarely, they indulge in some criminal activities. Limited numbers of employers say that there is substantial risk involved in the employment of migrant workers. The mean value is 2.71 which means there is no much risk involved in employing migrant workers.

Table 5.193. Equity of Treatment

	Frequency	Percent	Cumulative Percent
Never	6	3.3	3.3
Rarely	31	17.2	20.6
Sometimes	29	16.1	36.7
Often	40	22.2	58.9
Always	74	41.1	100.0
Total	180	100.0	

The majority of the employers (41.1%) treat migrant workers as equal to locals always. Another 22.2 percent of the employers say that they treat both employees equally very often. Equal treatment is very important than giving any facilities. Another 16.1 percent of the firm owners say that sometimes they treat migrants like local employees. Less than 4 percent of firm owners feel that they never treat migrants like locals. The mean value is 3.81 which means they treat both migrants and locals equally.

Table 5.194. Efficiency of Migrants

	Frequency	Percent	Cumulative Percent
Never	37	20.6	20.6
Rarely	29	16.1	36.7
Sometimes	51	28.3	65.0
Often	35	19.4	84.4
Always	28	15.6	100.0
Total	180	100.0	

Around 20.6% of the employers feel that migrant workers are never efficient when compared to local employees. Another 15.6% of employers say that migrant workers are always efficient. Migrant workers are used to work more than ten hours a day because they

are either staying inside or near to the working place whereas local workers are leaving the workplace on time because they have to travel to reach their home. The majority of the employers (28.3%) say that the migrant workers are efficient at times. The migrant workers are learning the skill of work because they have to survive.

Table 5.195. Descriptive Statistics

	Mean	Median	Mode	Std. Deviation	Percentiles		
					25	50	75
Staying Intention	3.88	4	4	0.987	3	4	5
Additional Cost of Employment	2.44	2	1a	1.265	1	2	3
Risk in Employment	2.71	3	3	0.989	2	3	3
Equity of Treatment	3.81	4	5	1.238	3	4	5
Efficiency of Migrants	2.93	3	3	1.344	2	3	4

The mean value for staying intention is 3.88 and median is 4 and the upper quartile is 5 which means that the employers feel that the migrant workers are willing to continue in the present job. The mean value for the additional cost of employment is 2.44 and the median is 2 and a maximum of 51 employers given options 1 and 2. It is a multi-model case and the minimum mode value is reported which is 1. The upper quartile is itself only 3. Hence it can be stated that there is no additional cost involved in employing migrant workers. The mean value for risk in employment is 2.71.

The median and mode are 3 and the upper quartile is also 3. So, the employers feel that there is a minimum risk involved in employing migrant workers. The mean value for the equity of treatment is 3.81, the median is 4 and the mode is 5. The employers have the feeling that they are treating both locals and migrants equally. The mean value for the efficiency of migrants is 2.93 and median 3, the mode is 3, the first quartile is 2 and the fourth quartile is 4. Hence it cannot be concluded that the migrant workers are efficient than local workers.

There is a relationship between staying intention and Equity in treatment. When the employers treat the migrant workers on par with local people, then the migrant workers will continue to work in the organisation. The additional cost involved in the employment of migrant workers is related to the risk in employment and efficiency of migrants.

Table 5.196. Relationship

		Staying Intention	Additional Cost of Employment	Risk in Employment	Equity of Treatment	Efficiency of Migrants
Staying Intention	Correlation	1	.081	.000	.310**	.116
	Sig. (2-tailed)		.277	.996	.000	.120
Additional Cost of Employment	Correlation	.081	1	.276**	.073	.195**
	Sig. (2-tailed)	.277		.000	.332	.009
Risk in Employment	Correlation	.000	.276**	1	-.101	.263**
	Sig. (2-tailed)	.996	.000		.178	.000
Equity of Treatment	Correlation	.310**	.073	-.101	1	.301**
	Sig. (2-tailed)	.000	.332	.178		.000
Efficiency of Migrants	Correlation	.116	.195**	.263**	.301**	1
	Sig. (2-tailed)	.120	.009	.000	.000	
	N	180	180	180	180	180

The employers who say that there is an additional cost involved in the employment of migrant workers feel that there is a risk involved in employing migrant workers. They also feel that migrant workers are more efficient. Since they feel that migrant workers are efficient, they are ready to spend additional money and ready to bear the risk also. There is a relationship between risk in employment and the efficiency of migrants. As they are efficient, the employers are ready to take an extra risk also. Equity in treatment is related to the efficiency of migrants. When the employers treat the migrants and locals equally, then they will work efficiently.

Table 5.197. Age of the Employer and Perception

	F	Sig.
Staying Intention	1.972	.142
Additional Cost of Employment	.833	.437
Risk in Employment	.241	.786
Equity of Treatment	.032	.968
Efficiency of Migrants	.052	.949

The ANOVA result shows that there is no significant difference among the different age groups of employers in the mean values of Staying Intention, an additional cost of employment, risk in employment, equity of treatment and Efficiency of migrants. The

significance values are more than 0.05 and the F values are less than 3 which means that the null hypothesis cannot be rejected. The different age group of employers does not have any different opinion on staying intention of migrant workers. All the employers, irrespective of their age feel that they are giving equal treatment. All the employers are having the same feeling that the efficiency of migrants is not better than locals.

Table 5.198. Years of Experience

	F	Sig.
Staying Intention	1.658	.178
Additional Cost of Employment	4.763	.003
Risk in Employment	.473	.702
Equity of Treatment	3.112	.028
Efficiency of Migrants	1.734	.162

As the significance values are more than 0.05 and the F values are less than 3 which means that there is no significant difference among the employers with different years of experience on their opinion on staying intention of migrant workers, the risk involved in employing migrant workers, the efficiency of migrants compared to local employees. But in the case of Additional cost of employment and equity of treatment, the F values are 4.763 and 3.112, respectively. Hence the difference is noticed in the opinion of employers of migrant workers.

Table 5.199. Equity in Treatment

Years of Experience	N	Subset for alpha = 0.05	
		1	2
21-40 Years	25	3.56	
1-5 Years	36	3.61	
11-20 Years	62	3.65	
6-10 Years	57		4.21

The overall mean value for the equity of treatment is more than 3.5 which means the employers treat the migrant workers equally on par with local employees. The employers who are having 6-10 years of experience have a higher mean value than other experienced category employers. Experienced employers have experience in dealing with people and they know that giving equal treatment is very important, so they are very much particular in giving respect to employees and equity in treatment.

Table 5.200. Additional Cost

Years of Experience	N	Subset for alpha = 0.05	
		1	2
11-20 Years	62	1.97	
21-40 Years	25		2.56
6-10 Years	57		2.72
1-5 Years	36		2.72

The overall mean value for the additional cost involved in employing migrant workers is less than 3 which means there is no significant additional cost involved. The employers who have experience of more than 11 years feel that there is no additional cost involved in employing migrant workers. Employers who have less experience feel that there is little extra cost involved in employing migrant workers. Employers will develop knowledge and technique to manage costs when they get more experience.

Table 5.201. No. of Migrant Workers

	F	Sig.
Staying Intention	1.507	.214
Additional Cost of Employment	4.704	.003
Risk in Employment	.766	.515
Equity of Treatment	3.145	.027
Efficiency of Migrants	2.595	.054

As the significance values are more than 0.05 and the F values are less than 3, so there is no significant difference among the employers who are using different numbers of migrant workers concerning their opinion on staying intention of migrant workers, the risk involved in employing migrant workers, the efficiency of migrants compared to local employees. But in the case of Additional cost of employment and equity of treatment, the F values are 4.704 and 3.145, respectively. Hence the difference is noticed in the opinion of employers of migrant workers.

Table 5.202. Additional Cost

No. of Migrant Workers	N	Subset for alpha = 0.05	
		1	2
51-200	21	1.52	
21-50	50		2.50
6-20	75		2.52
1-5	34		2.74

The overall mean value for the additional cost involved in employing migrant workers is less than 3 which means there is no significant additional cost involved. The employers who have employed more than 51 migrant workers feel that there is no additional cost involved in employing migrant workers. Employers who have employed limited workers feel that there is little extra cost involved. When there are more workers, then the fixed cost will be distributed which will result in the reduction of cost. So, the employers who have employed more migrant workers feel that there is no additional cost involved. Since they feel that there is no additional cost involved they have employed more migrant workers.

Table 5.203. Equity of Treatment

No. of Migrant Workers	N	Subset for alpha = 0.05	
		1	2
51-200	21	3.29	
1-5	34	3.47	3.47
6-20	75		3.93
21-50	50		4.06

The overall mean value for the equity of treatment is more than 3.5 which means the employers treat the migrant workers equally on par with local employees. The firms that are having 1-5 migrant workers have a mean value of 3.47 and the mean values are increasing when the number of migrant workers increased. Therefore, if you want to have more migrant workers in your firm then you are expected to treat them equally on par with local employees. When the number of employees goes beyond 200 then employers will lose their focus on every employee and will try to have a standard operating procedure.

Table 5.204. Type of Work

	F	Sig.
Staying Intention	1.139	.335
Additional Cost of Employment	.509	.677
Risk in Employment	1.149	.331
Equity of Treatment	.759	.519
Efficiency of Migrants	1.793	.150

The ANOVA result shows that there is no significant difference among the employers who are engaged in a different type of activities in the mean values of staying intention, the additional cost of employment, risk in employment, equity of treatment and efficiency of migrants. The significance values are more than 0.05 and the F values are less than 3 which means that the null hypothesis cannot be rejected. The different types of employers do not have any different opinions on the staying intention of migrant workers. All the employers, irrespective of the type of business they are involved feel that they are giving equal treatment. All the employers are having the same feeling that the efficiency of migrants is not better than locals.

Measures to Retain

Nowadays, the demand for migrant workers is increased. Employers in all fields prefer to employ migrant workers. The main reasons for the rise in demand are 1) They work without taking leave 2) They work for more hours with comparatively less salary 3) They do not fight with the employers because of communication problems. Nowadays the employers are taking many measures to retain them. The main requirement of migrant workers is the phone to talk to their family members so the employers are doing free recharge for the migrant's phone. In Ludhiana of Punjab state, they are giving long leave to go to their native place during the Chat festival. The most important requirement of migrant workers is accommodation facilities. So, most employers are providing a place to stay for them either within the workplace or away from the workplace.

Table 5.205. Measures to Retain Migrants

	Frequency	Percent	Cumulative Percent
Fair wages	50	27.8	27.8
Decent shelter	52	28.9	56.7
Subsidized food	27	15.0	71.7
Healthcare facilities	23	12.8	84.4
Transport facilities	12	6.7	91.1
Access to Education	2	1.1	92.2
Access to Govt. schemes	1	.6	92.8
Training	13	7.2	100.0
Total	180	100.0	

Around 29 percent of the employers are trying to provide decent shelter to retain the migrant workers. As accommodation is the most important requirement for the migrated people to stay, the majority of the firms provide decent shelter to retain the migrant workers. This facility is given from the beginning and it is not new. Earlier the local people were hesitant to give their houses to migrants but now they prefer to give them. The employees will compare one employer with another employer based on the salary they give. So, 28 percent of employers are trying to provide fair wages to attract and retain migrant workers. Migrant workers who are working in fairly big manufacturing companies are getting subsidized food and healthcare facilities. Some employers are also providing transport facilities, training, access to govt., schemes and access to education.

Table 5.206. Test of Association

Variables	Chi-Square Value	Dof	Sig. Value
State	12.972	10	0.225
No. of Migrant Workers	25.938	15	0.039
Age of Employer	15.305	10	0.121
Years of Experience	16.010	15	0.381
Gender	2.823	5	0.727
Education	31.561	20	0.048
Type of Work	20.023	15	0.171
Age of the Firm	29.837	20	0.073

Above table 5.206 shows the Pearson Chi-Square test result and it can be noticed that $X(15) = 25.938$, $p = 0.039$ and $X(20) = 31.561$, $p = 0.048$. This indicates that the result is a statistically significant association for the Number of migrant workers and Education at the p-value is less than the preferred significance level of 0.05 (5%). Similarly $X(20) = 29.837$, $p = 0.073$ states there is an association in age of the firm at the p-value is less than our chosen significance level $\alpha = 0.1$ (10%).

Table 5.207. Age of the Firm and Measures to Retain

Measures to Retain		Age of the firm					Total
		Less than 1 year	1 to 5 years	6 to 10 years	11 to 15 years	More than 15 years	
Fair wages	Count	2	4	17	8	19	50
	%	25.0%	23.5%	31.5%	14.5%	41.3%	27.8%
Decent shelter	Count	1	2	14	23	12	52
	%	12.5%	11.8%	25.9%	41.8%	26.1%	28.9%
Subsidized food	Count	2	4	8	9	4	27
	%	25.0%	23.5%	14.8%	16.4%	8.7%	15.0%
Healthcare facilities	Count	3	4	8	6	2	23
	%	37.5%	23.5%	14.8%	10.9%	4.3%	12.8%
Transport facilities	Count	0	0	4	5	3	12
	%	0.0%	0.0%	7.4%	9.1%	6.5%	6.7%
Education/Training	Count	0	3	3	4	6	16
	%	0.0%	17.6%	5.6%	7.3%	13.0%	8.9%
Total	Count	8	17	54	55	46	180
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Employers take significant steps to attract employees based on the firm's age or experience. Among the companies which are in business for more than fifteen years, 41 percent of the companies pay fair wages and 13 percent of companies give education or training to their employees to retain migrant workers. Similarly, among the firms with eleven to fifteen years of experience, 42 percent of firms provide decent shelter and 9 percent of firms offer transportation facilities to migrant workers to retain them. Among firms with less than one year of experience, 25 percent of firms provide subsidised food and 38 percent of the firms extend healthcare facilities to migrant workers. Food and healthcare are two basic needs of employees, hence even new or start-up firms are trying to provide those two facilities. The companies that are in existence for eleven years or more are providing fair wages, decent

shelter, transport facilities, education or training to the employees because they may have sufficient cash flow to fulfil the employees' requirements.

Table 5.208. No. of Workers and Measures to Retain

Measures to Retain		No. of Migrant Workers				Total
		1-5	6-20	21-50	51-200	
Fair wages	Count	14	26	8	2	50
	%	41.2%	34.7%	16.0%	9.5%	27.8%
Decent shelter	Count	9	21	18	4	52
	%	26.5%	28.0%	36.0%	19.0%	28.9%
Subsidized food	Count	6	10	7	4	27
	%	17.6%	13.3%	14.0%	19.0%	15.0%
Healthcare facilities	Count	1	7	11	4	23
	%	2.9%	9.3%	22.0%	19.0%	12.8%
Transport facilities	Count	0	6	3	3	12
	%	0.0%	8.0%	6.0%	14.3%	6.7%
Education/Training	Count	4	5	3	4	16
	%	11.8%	6.7%	6.0%	19.0%	8.9%
Total	Count	34	75	50	21	180
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 5.208 indicates that the firms that are having one to five employees (41%) and 6 to 20 (35%) give fair wages to retain the migrant employees. The small firms will not have the facilities and capital to provide any other amenities other than giving fair wages. The firms which are having 21 to 50 migrant workers with them give decent shelter (36%) and healthcare facilities (22%) to motivate and retain migrant workers with them. The companies which are having more than 51 migrant workers give subsidised food (19%), transportation (14%), and education training (19%). The firms that are having a larger number of migrant workers provide extra and different measures to retain them.

Table 5.209 shows the relationship between the educational qualification of employers and steps taken by them to retain migrant workers. Employers with no formal education provide decent shelter (43%) to attract migrant workers. Employers with HSC educational qualification provides fair wages (43%) and educational or training (18%) to retain the employees. Employers with undergraduate qualifications provide subsidized food (25%) to attract and retain migrant workers. Employers, who are having postgraduate qualifications give healthcare facilities (22%), transport facilities (17%) to their employees.

Table 5.209. Education and Measures to Retain

Measures to Retain		Educational Qualification					Total
		No formal education	HSC or less	Diploma	Under Graduate	Post Graduate	
Fair wages	Count	1	12	14	16	7	50
	%	14.3%	42.9%	21.5%	28.1%	30.4%	27.8%
Decent shelter	Count	3	3	27	14	5	52
	%	42.9%	10.7%	41.5%	24.6%	21.7%	28.9%
Subsidized food	Count	1	5	7	14	0	27
	%	14.3%	17.9%	10.8%	24.6%	0.0%	15.0%
Healthcare facilities	Count	1	2	7	8	5	23
	%	14.3%	7.1%	10.8%	14.0%	21.7%	12.8%
Transport facilities	Count	0	1	5	2	4	12
	%	0.0%	3.6%	7.7%	3.5%	17.4%	6.7%
Education/Training	Count	1	5	5	3	2	16
	%	14.3%	17.9%	7.7%	5.3%	8.7%	8.9%
Total	Count	7	28	65	57	23	180
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 5.210. Strength of Association

Variables	Cramer's V	Approx. sig	Dof	Strength
No. Of Migrant Workers	0.219	0.039	3	Medium-Large
Employers Education	0.209	0.048	4	Medium-Large
Age of the Firm	0.204	0.073	4	Medium-Large

Cramer's V is used to find out the strength of association. Here the number of migrant workers, employers education and age of the firm have medium to large strength of association. Medium to large strength of association means the association is not only significant but also strong and permanent.

Stress Relieving Measures

The migrant workers are coming from different states and living in a place where culture, language and practices are different. Most of the migrant workers are living alone without family and their educational level is also less. They will not participate in any local festivals and cultural activities. They work for long hours and are involved in physical work. Hence, there is every chance to have stress but they do not have any stress-relieving mechanisms. So,

they end up taking liquor and kutka products. Here the information is collected from employers regarding stress-relieving measures taken by them.

Table 5.211. Stress Relieving Measures

	Frequency	Percent	Cumulative Percent
On-time disbursement of wages	61	33.9	33.9
Weekly off	56	31.1	65.0
Familiarizing with work	26	14.4	79.4
Celebrating cultural programs	23	12.8	92.2
Teaching local languages and cultures	7	3.9	96.1
Access to counselling	7	3.9	100.0
Total	180	100.0	

Table 5.211 shows that 34 percent of employers provide one-time disbursement of wages to the migrant workers to keep them free from money-related stress. Another 30 percent of employers provide weekly off to the migrant workers to be away from work stress. Around 14.4 percent of the employers say that they are taking steps to familiarize the work, which will make them handle the work easily. Another 12.8 percent of the employers are celebrating cultural programs. Only less than 5 percent of the employers are teaching local languages, conducting cultural programs and conducting counselling as stress-relieving measures.

5.2.5. Impediments

The focus of this study is to trace out the issues involved in the implementation of social security schemes and health care facilities to migrant workers. To understand the issues, it is essential to know the reasons for not implementing or impediments for implementing the social security schemes. The impediments may come from the employee side or the government may not be giving the required support and from the employer side. The employee may not provide documents and they may be reluctant to visit the hospitals. The employer may not have awareness and may not have money and the required infrastructure.

Table 5.212. Not Providing Documents

	Frequency	Percent	Cumulative Percent
Strongly disagree	14	7.8	7.8
Disagree	15	8.3	16.1
Neither agree or disagree	69	38.3	54.4
Agree	47	26.1	80.6
Strongly agree	35	19.4	100.0
Total	180	100.0	

Table 5.212 shows that 38 percent of the employers say that they neither agree nor disagree with the lack of support from the migrant workers in providing documents. Around 26 percent of employers of the firm agree with the statement that migrant workers are not providing documents and another 19 percent of the employers are strongly agree with that opinion. Less than 10 percent of firm owners disagree with that opinion. From the overall perspective, the employers have an opinion that the migrant workers are not providing documents and that is the reason for not providing Govt. granted social security measures to them and not registering with the labour office. Like these 19 statements are used to measure the impediments to implement social security schemes.

Table 5.213. Impediments in implementing social security measures - Descriptive analysis

	Mean	25% tile	Media n	75% tile
Not Providing documents	3.41	3	3	4
Not allowing Deductions	3.31	2	4	4
Not Realized the Importance	3.78	3	4	4.75
Not aware of the schemes/benefits	3.31	2	4	4
Not aware of the statutory requirements	3.26	2	4	4
Expertise not Available	2.84	2	3	4
No Infrastructure facilities	2.81	2	3	4
Complicated Procedure	3.55	3	4	4
High Cost	3.3	2	3	4
No support from Government agencies.	3.19	2	3	4
No documents for Female	3.62	3	4	4
Communication Barriers	3.63	3	4	4
Cultural differences	3.5	3	4	4
Healthcare providers' attitude	3.53	3	3.5	4
Limited access to the available information.	3.54	3	4	4
Unfamiliarity	3.46	3	4	4
Distrust	3.56	3	4	4
Fear of stigmatisation and prejudice.	3.45	3	4	4
Fear of deportation	3.65	3	4	4

The mean value for the statement “Not realized the importance” is 3.78 which is the highest among all statements. The median is 4 and the third quartile is 4.75 which means the employers agree with this statement. They do not know the utility of providing social security measures and they do not know the implications they will face if the measures are not implemented. The statement “Fear of deportation” is having a mean of 3.65 and the median is 4 which means the migrants are not visiting the hospital and not availing of health care facilities because of fear of deportation. Some migrants due to their bad habits have some diseases which they do not want to reveal to others. They think that if they reveal they may be isolated. The statement

“No infrastructure facilities” is having a mean value of 2.81 which is the lowest among all statements. This means that the employers do not agree with the statement which further means that they believe that they have infrastructure facilities. The third quartile value for this statement is 4 which mean more than 25 percent of the people agree with the statement. Around 27.2 percent of the people agree with the statement and 6.7 percent of the employers strongly agree with the statement. Though the majority do not agree with the statement, some significant portion of the employer feels that they do not have the infrastructure to provide facilities. The statements which are having a mean value 3.5 or a median value 4 can be considered as barriers in providing health care facilities and social security measures to the migrant workers. The statements are 1) Not Realized the Importance 2) Complicated Procedure 3) No documents for Female 4) Communication Barriers 5) Cultural differences 6) Healthcare providers’ attitude 7) Limited of access to available information 8) Distrust 9) Fear of deportation. Though there are 19 statements used to study the impediments, all the statements may not be distinctive and there may exist some relationship among the statements. Based on the relationship, the statements can be grouped. The grouping of statements is done through factor analysis.

Principle component analysis (PCA) is a technique used to reduce the dimensionality of a dataset, by transforming the large set of variables into a smaller set of components that increase the interpretability and minimises information loss. In this study, PCA is used to transform the variables of impediments faced by the employers of migrant workers into a set of components that could help in interpreting the impediments in a better and an efficient way.

Table 5.214. Test of Sampling Adequacy

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.781
Bartlett's Test of Sphericity	Approx. Chi-Square	1506.695
	Df	171
	Sig.	.000

The Kaiser-Meyer-Olkin (KMO) test measures the sampling adequacy of the dataset for performing the PCA. As the KMO value ranges between 0 and 1, a value closer to 1 indicates that the sample is adequate to perform the PCA. In this test, the KMO value is 0.781, which implies that the PCA would be useful for interpreting the impediments. Bartlett’s Test of Sphericity is used to verify that the dataset is suitable for performing PCA to explain the

variables through the set of components. A p-value less than 0.05 (for 95% level of significance) indicates that the dataset is suitable for PCA. In this test, the p-value is 0 and thus, the dataset is suitable for PCA.

Table 5.215. Total Variance Explained

Component	Initial Eigenvalues			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5.232	27.536	27.536	3.998	21.041	21.041
2	2.810	14.790	42.326	2.306	12.137	33.178
3	1.872	9.851	52.177	2.205	11.603	44.781
4	1.521	8.005	60.182	2.125	11.186	55.967
5	1.272	6.695	66.876	2.073	10.909	66.876
6	.843	4.434	71.311			
7	.789	4.151	75.462			
8	.685	3.608	79.070			
9	.545	2.868	81.938			
10	.534	2.809	84.747			
11	.484	2.549	87.296			
12	.424	2.231	89.527			
13	.404	2.129	91.655			
14	.371	1.953	93.608			
15	.310	1.630	95.239			
16	.282	1.482	96.721			
17	.261	1.374	98.095			
18	.217	1.143	99.238			
19	.145	.762	100.000			

The table given above shows the details of the variances explained by the components extracted through PCA. Initially, the number of components would be equal to the number of variables used in the test. The variances explained by the initial components are given under the column Initial Eigenvalues. In this study, five components are extracted. The extracted components are rotated using the varimax rotation that maximises the sum of the squared loadings. The five components explain 66.876% of the total variance in the dataset.

Table 5.216. Rotated Component Matrix

	Component				
	1	2	3	4	5
Distrust	.725				
Cultural differences	.723				
Healthcare providers' attitude	.717				
Fear of deportation	.716				
Fear of stigmatisation and prejudice.	.695				
Limited access to the available information.	.667				
Unfamiliarity	.591				
Communication Barriers	.512				
No documents for Female	.462				
High Cost		.802			
Complicated Procedure		.749			
No support from Government agencies.		.691			
Not Providing documents			.795		
Not Realized the Importance			.776		
Not allowing Deductions			.731		
Not aware of the schemes/benefits				.888	
Not aware of the statutory requirements				.883	
No Infrastructure facilities					.773
Expertise not Available					.766

Table 5.216 shows the rotated component matrix with the loadings of the individual variables into the components. The loadings of the first nine variables are high in the first components. Likewise, each set of variables are having high loading with the specific components than other components. Loadings less than 0.4 are compressed that is the reason the loadings of particular statements in other components are not visible. Based on the types of statements loaded into the components, the components are named, Psychosomatic Impediments, Affordability Impediments, Complacent Impediments, Awareness Impediments and Infrastructure Impediments. In place of the 19 variables, the five components are useful to draw better inferences on the impediments faced by the migrant workers.

Table 5.217. Psychosomatic Impediments

	Mean	Median	Mode	Std. Deviation	Percentiles		
					25	50	75
No documents for Female	3.62	4.00	3	0.917	3.00	4.00	4.00
Communication Barriers	3.63	4.00	4	1.019	3.00	4.00	4.00
Cultural differences	3.50	4.00	4	0.937	3.00	4.00	4.00
Healthcare providers' attitude	3.53	3.50	3	0.893	3.00	3.50	4.00
Limited access to the available information.	3.54	4.00	4	0.874	3.00	4.00	4.00
Unfamiliarity	3.46	4.00	4	1.090	3.00	4.00	4.00
Distrust	3.56	4.00	4	0.905	3.00	4.00	4.00
Fear of stigmatisation and prejudice.	3.45	4.00	4	0.929	3.00	4.00	4.00
Fear of deportation	3.65	4.00	4	0.942	3.00	4.00	4.00

There are nine statements loaded under psychosomatic impediments. All statements are related to the psychological aspects of migrant workers. The mean values for all the statements are more than 3. The median values for eight statements are 4. Hence it can be concluded that the employers are agreed to all statements. Nothing can be implemented without the cooperation of the employers. Cooperation is expected in providing documents and allowing PF and ESI deductions. The employees will cooperate only when they like or they should have the right attitude towards health care workers. The employees will develop a positive attitude only when the health care workers treat them well by giving equal treatment. The employers are agreed with the statement that female migrants do not have documents in their name as they live with male partners or relatives. The employers also feel that there are communication and language barriers in providing health care facilities for migrant workers. The cultural differences that exist with migrant workers are acting as a hindrance in deciding which type of facility can be provided. The health care providers are also not showing equity in dealing with migrant workers which develop distrust among the migrant workers towards health care providers. The migrants have limited access to information which make them unfamiliar with the health care system. Migrants show reluctance to seek attention because of fear of stigmatisation and prejudice and also show reluctance to seek attention because of fear of

deportation due to their health status. All these factors are acting as impediments in providing health care facilities to migrants.

Table 5.218. Affordability

	Mean	Median	Mode	Std. Deviation	Percentiles		
					25	50	75
Complicated Procedure	3.55	4.00	4	1.090	3.00	4.00	4.00
High Cost	3.30	3.00	4	1.128	2.00	3.00	4.00
No support from Government agencies.	3.19	3.00	3	1.114	2.00	3.00	4.00

The employers feel that the process involved in registering the migrants for Govt. benefits is complicated. They have a neutral opinion on the cost involved in registering the migrants for Govt. benefits are very high. The employers also have a neutral opinion on getting enough support from Government agencies.

Table 5.219. Complacent Impediments

		Mean	SD
1	Lack of support from the workers in providing necessary documents.	3.41	1.128
2	The workers are not willing for appropriate deductions towards social security schemes.	3.31	1.021
3	The workers don't realize the importance of social security schemes.	3.78	1.224

The mean value for all three statements is around 3.5. Hence, it can be stated that the employers agree with all three statements. They feel that there is a lack of support from workers in providing documents. The workers are not willing for appropriate deductions towards social security schemes. The workers have not realized the importance of social security schemes. All these factors are acting as impediments to provide social security schemes.

Table 5.220. Awareness Impediments

		Mean	SD
1	We are not aware of the schemes/benefits available.	3.31	1.21
2	We are not aware of the statutory requirements.	3.26	1.24

The employers have a neutral opinion on not being aware of the schemes/benefits available and not aware of the statutory requirements. They are not fully aware of schemes and they are not aware of consequences for not implementing the schemes and that is the reason for not implementing social security measures.

Table 5.221. Infrastructure Impediments

		Mean	SD
1	We don't have sufficient human expertise.	2.84	1.159
2	We don't have the necessary infrastructure facilities.	2.81	1.227

The employers do not agree with “we don't have sufficient human expertise” and “we don't have necessary infrastructure facilities”. The employers feel that they have infrastructure facilities and sufficient human expertise.

Table 5.222. Impediments

	Mean	Median	Mode	Std. Deviation	Percentiles 25	50	75
Psychosomatic	3.5481	3.6111	4	0.63743	3.2222	3.6111	4
Affordability	3.3481	3.5	3.67	0.90849	3	3.5	4
Complacent	3.5	3.3333	3	0.91576	3	3.3333	4.3333
Awareness	3.2861	3.5	4	1.15916	2.5	3.5	4
Infrastructure	2.825	3	3	1.03632	2	3	3.5

Table 5.222 shows the summary statistics of the component extracted using PCA. The Psychosomatic factor and complacent factors are having mean values of more than 3.5. The employers feel that these two problems are in existence in providing health care facilities to migrant workers. Psychosomatic is the psychological problem of migrants and Complacent is the laziness attitude of migrants by not providing documents. Both problems are coming from migrants. The median value for affordability is 3.5 which means this problem is also in existence to some extent. The cost involved in providing facilities and complicated procedure for registration is acting as barriers. The median value for awareness is also 3.5. The employer cannot say that they do not know the statutory requirements. The mean value for Infrastructure is less than 3 which means that the employers feel that they do not have any infrastructure problem in implementing health care schemes.

Based on the components of impediments faced, the migrant workers are clustered using the k-means clustering, and the result of the clustering is shown in table 5.223.

Table 5.223. Final Cluster Centre

	Cluster					
	1	Rank	2		3	
Psychosomatic	3.76	I	3.21	III	3.51	II
Affordability	3.84	I	3.17	II	2.84	III
Complacent	3.80	I	3.00	III	3.45	II
Awareness	3.71	II	4.45	I	1.96	III
Infrastructure	3.67	I	1.87	III	2.39	II
	3.756	I	3.14	II	2.83	III

The property of the clustering is that within the clusters, the individuals are homogenous and between the clusters, the individuals are heterogeneous. Here, the first cluster consists of employers facing high psychosomatic, affordability and complacent impediments. So, the first cluster can be called a high problematic cluster. The second cluster is characterised by employers facing high awareness impediments and low infrastructure impediments. They have low awareness and they do not have infrastructure problems. Therefore, this cluster can be called a low awareness cluster. The third cluster is characterised by the employers having low affordability problems and low awareness problems. The ranking of the components among the clusters indicates the severity of the impediments. Based on the ranks of the impediment components in the clusters, the clusters are named, highly problematic cluster, low awareness cluster and affordable cluster. The employers under the highly problematic cluster are facing major impediments and are to be given more focus. The migrant workers under the low awareness cluster face impediments in terms of less awareness of the schemes, benefits and statutory provisions available to them. The employers under the affordable cluster do not have any affordability issues.

Table 5.224. ANOVA for segmentation

	Cluster		Error		F	Sig.
	Mean Square	Df	Mean Square	df		
Psychosomatic	4.032	2	.365	177	11.037	.000
Affordability	17.817	2	.633	177	28.130	.000
Complacent	8.681	2	.750	177	11.574	.000
Awareness	88.603	2	.358	177	247.714	.000
Infrastructure	52.808	2	.489	177	107.904	.000

The ANOVA is performed to test whether the cluster centres are significantly different from the means of the rest of the observations. The results of the ANOVA are shown in table 5.224. The p-value for all the clusters is 0.000, which indicates that the difference between the cluster centres and the mean of the rest of the observations. Thus, the clusters are meaningful in explaining the different types of impediments faced by migrant workers in them.

Around 43.3 percent of the employers are there in the Highly Problematic cluster. These employers feel that they have a psychosomatic problem, affordability issues and complacent problem in implementing social security schemes. Another 22.8 percent of the employers have low awareness. These employers have stated that they have little awareness about social security schemes to be provided to the migrants. Approximately 34 percent of the employers feel that they do not have any infrastructure problem in implementing health care schemes for migrants.

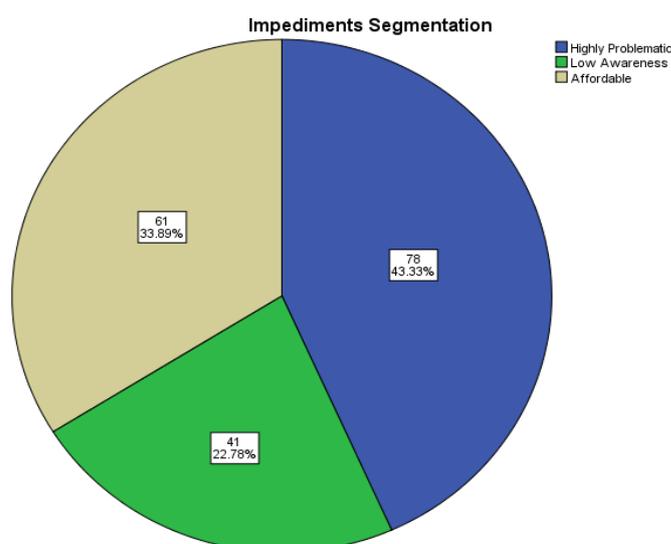


Figure 5.23. Impediments Cluster- No of cases

Around 43 percent of the employers feel that they have many problems in implementing health care schemes t migrant workers. About 33 percent of employers have an opinion that they are affordable to implement the health care schemes. Another 22 percent of employers have low awareness about schemes to be implemented for migrant workers.

Table 5.225. State and Impediments

	F	Sig.
Psychosomatic	4.906	.008
Affordability	1.559	.213
Complacent	5.800	.004
Awareness	4.921	.008
Infrastructure	1.669	.191

Analysis of variance is carried out with state as factor variable and five components (factors) of impediments as dependent variables. As the significant values are less than 0.05, the employers of different states have a difference in their opinion in Psychosomatic problems, Complacent issues and Awareness about social security schemes.

Table 5.226. State and Psychosomatic Issues

State	N	Subset for alpha = 0.05	
		1	2
Karnataka	60	3.4333	
Tamil Nadu	60	3.4574	
Kerala	60		3.7537

The overall mean for the Psychosomatic problem is 3.5 but for Kerala, it is 3.75 and for Karnataka, it is 3.43. The employers of Kerala have significantly high-level psychosomatic problems than employers of Karnataka and Tamilnadu.

Table 5.227. Complacent problem and State

State	N	Subset for alpha = 0.05	
		1	2
Tamil Nadu	60	3.3000	
Karnataka	60	3.3833	
Kerala	60		3.8167

The overall mean for the complacent factor is 3.5 but for Kerala, it is 3.81 and for Tamilnadu and Karnataka, it is 3.3 and 3.38, respectively. The employers of Kerala face comparatively more complacent problems than the employers of Tamilnadu and Karnataka. Thus, the employers of Kerala feel that the migrant workers are not proving documents and not allowing to deduct the statutory deductions in the salary.

Table 5.228. Awareness problem and State

State	N	Subset for alpha = 0.05	
		1	2
Tamil Nadu	60	3.0250	
Karnataka	60	3.1833	
Kerala	60		3.6500
Sig.		.446	1.000

The overall mean for Awareness is 3.28 and for Tamilnadu and Karnataka, it is 3.0 and 3.18, respectively. The mean value of Kerala on awareness problems is 3.65 which is higher than the mean value of the other two states. This means that the employers of Kerala feel that they have awareness problems about social security schemes to be provided to migrant workers.

Table 5.229. Test of Association

Variable	Chi-Square Value	Dof	Sig. Value
State	9.786	4	0.044
Type of Work	23.725	6	0.001
Age of the Firm	22.878	8	0.004
Type of Ownership	1.633	2	0.422
Registered Entity	5.834	2	0.054
No. of Migrant Workers	32.205	6	0.000
Gender	0.702	2	0.704
Age of the Employer	4.476	4	0.345
Education	45.255	8	0.000
Designation	27.712	10	0.002
Years of Experience	12.523	6	0.051
Native State	36.477	12	0.000
Sources of Recruitment	27.457	6	0.000
Years of Employment	23.986	8	0.002

The above table 5.229 presents the result of test of association performed to examine the association between Impediments and firms', and employers' characteristics, that include state, Type of Work, Age of the Firm, Type of Ownership, Registered Entity, No. of Migrant Workers, Gender, Age of the Employer, Education, Designation, Years of Experience, Native State, Sources of Recruitment, and Years of Employment. From the table 5.229, it is inferred that demographic variables such as state, Type of Work, Age of the Firm, No. of Migrant Workers, Education, Designation, Native State, Sources of Recruitment, Years of Employment evidenced significant relationship with impediments, ($p < 0.05$).

Table 5.230. State and Impediments

State		Impediments Segmentation			Total
		Highly Problematic	Low Awareness	Affordable	
Tamil Nadu	Count	20	13	27	60
	%	25.6%	31.7%	44.3%	33.3%
Karnataka	Count	24	14	22	60
	%	30.8%	34.1%	36.1%	33.3%
Kerala	Count	34	14	12	60
	%	43.6%	34.1%	19.7%	33.3%
Total	Count	78	41	61	180
	%	100.0%	100.0%	100.0%	100.0%

The employers in Tamilnadu feel that they are affordable because they have low values for poor infrastructure and complicated procedure and they feel that there is no hindrance for the implementation of health care schemes to migrant workers. The employers from Karnataka also feel that they are affordable to implement schemes. The employers from Kerala feel that the migrants are not interested and not supporting which is the reason for not implementing schemes for migrant workers.

Table 5.231. Type of Work and Impediments

Type of Work		Impediments Segmentation			Total
		Highly Problematic	Low Awareness	Affordable	
Construction	Count	21	1	24	46
	%	26.9%	2.4%	39.3%	25.6%
Manufacturing	Count	32	29	27	88
	%	41.0%	70.7%	44.3%	48.9%
Hotels & Restaurants	Count	9	3	6	18
	%	11.5%	7.3%	9.8%	10.0%
Others	Count	16	8	4	28
	%	20.5%	19.5%	6.6%	15.6%
Total	Count	78	41	61	180
	%	100.0%	100.0%	100.0%	100.0%

The employers who are in construction activities feel that they are affordable and they do not have any infrastructure issues in implementing health care and social security schemes. They will be developing all infrastructures in the place of construction and they feel health care facilities can also be created. The entrepreneurs who are in the manufacturing sector have low awareness and that is the reason for not providing social security schemes. The entrepreneurs who have responded are having small firms and that is the reason for their low awareness. The owners of hotels and restaurants feel that the migrants are not cooperating and not visiting hospitals because of psychological fear and that is the reason for not providing health care facilities to them.

Table 5.232. Age of the Firm and Impediments

Age of the Firm		Impediments Segmentation			Total
		Highly Problematic	Low Awareness	Affordable	
Less than 1 year	Count	2	5	1	8
	%	2.6%	12.2%	1.6%	4.4%
1 to 5 years	Count	4	9	4	17
	%	5.1%	22.0%	6.6%	9.4%
6 to 10 years	Count	23	11	20	54
	%	29.5%	26.8%	32.8%	30.0%
11 to 15 years	Count	23	8	24	55
	%	29.5%	19.5%	39.3%	30.6%
More than 15 years	Count	26	8	12	46
	%	33.3%	19.5%	19.7%	25.6%
Total	Count	78	41	61	180
	%	100.0%	100.0%	100.0%	100.0%

The employers who are having a business for the last one year and 1 to 5 years are not aware of social security schemes and statutory requirements to be met concerning the migrant workers. This is logical because in the initial period they will be interested in establishing and surviving and might not have devoted time to learn social security schemes and that is the reason for not providing schemes to the employees. The owners of firms who are in existence for 11 to 15 years feel that they are affordable and they do not have any infrastructure issues in implementing health care schemes. The business people who are in business for more than 15 years feel that irrespective of their long years of existence not able to implement because the workers are not cooperating because of their psychological problems.

Table 5.233. Registered Entity and Impediments

Registered Entity		Impediments Segmentation			Total
		Highly Problematic	Low Awareness	Affordable	
No	Count	30	7	21	58
	%	38.5%	17.1%	34.4%	32.2%
Yes	Count	48	34	40	122
	%	61.5%	82.9%	65.6%	67.8%
Total	Count	78	41	61	180
	%	100.0%	100.0%	100.0%	100.0%

The owners of registered firms feel that low awareness about health care schemes and statutory requirements are the reasons for not implementing social security schemes. The employers of unregistered entities feel that poor cooperation from the migrant workers is the reason for not implementing health care schemes.

Table 5.234. No. of Migrant Workers and Impediments

No. of Migrant Workers		Impediments Segmentation			Total
		Highly Problematic	Low Awareness	Affordable	
1-5	Count	27	5	2	34
	%	34.6%	12.2%	3.3%	18.9%
6-20	Count	32	15	28	75
	%	41.0%	36.6%	45.9%	41.7%
21-50	Count	13	18	19	50
	%	16.7%	43.9%	31.1%	27.8%
51-200	Count	6	3	12	21
	%	7.7%	7.3%	19.7%	11.7%
Total	Count	78	41	61	180
	%	100.0%	100.0%	100.0%	100.0%

The owners of companies which are having 1 to 5 migrant workers feel that the non-cooperation of migrant workers is the reason for the non-implementation of social security schemes to migrant workers. The entrepreneurs who are having 6 to 20 migrant workers feel

that they do not have any infrastructure issues in implementing health care schemes. The employers who are having more than 21 migrant workers in their muster roll feel that they have limited awareness about statutory requirements.

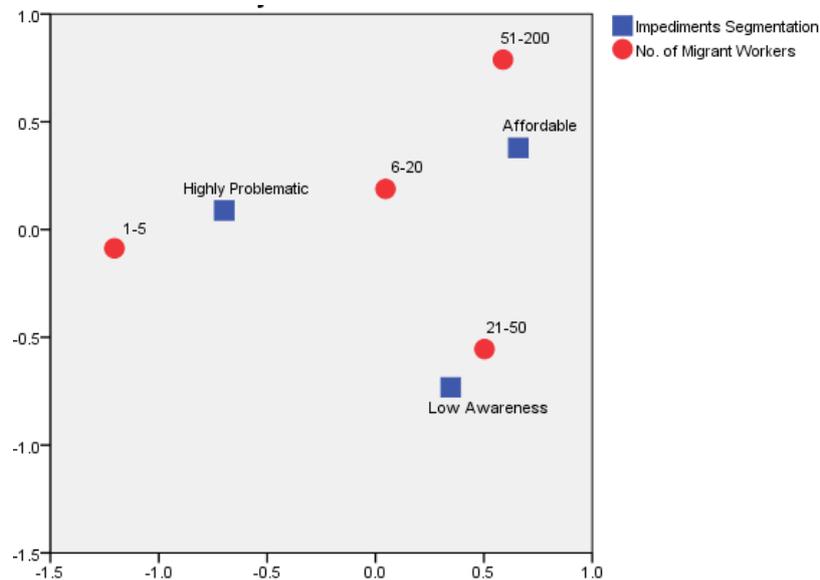


Figure 5.24. No. of Migrant Workers and Impediments

The correspondence diagram shows that the employers having 1 to 5 migrant workers feel that they have many problems like non-cooperation from migrant workers in implementing health care schemes. The firm owners who are having 6 to 20 migrant workers feel that they are affordable and they do not have any infrastructure problems in implementing health care facilities. The firm owners who are having more than 21 employees feel that they have limited awareness about statutory requirements.

Table 5.235. Education and Impediments

Education		Impediments Segmentation			Total
		Highly Problematic	Low Awareness	Affordable	
No formal education	Count	2	0	5	7
	%	2.6%	0.0%	8.2%	3.9%
HSC or less	Count	15	2	11	28
	%	19.2%	4.9%	18.0%	15.6%
Diploma	Count	30	7	28	65
	%	38.5%	17.1%	45.9%	36.1%
Under Graduate	Count	26	16	15	57
	%	33.3%	39.0%	24.6%	31.7%
Post Graduate	Count	5	16	2	23
	%	6.4%	39.0%	3.3%	12.8%
Total	Count	78	41	61	180
	%	100.0%	100.0%	100.0%	100.0%

The employers who do not have formal educational qualification feel that they do not have any infrastructure issues including monetary requirements to provide social security schemes to migrant workers. The employers who are having HSC qualification feel that the non-cooperation of migrant workers is the reason for not implementing schemes. The employers who are having Graduate and Post Graduate qualification feel that they have limited knowledge about the schemes which is the reason for not providing facilities to employees. The educated people say that they are not aware which is very much unfortunate. It is a diplomatic answer by educated people to escape from implementing the schemes.

The companies which are managed by MD or Director or Partner have stated that there are no infrastructure or affordability problems in implementing social security schemes. The companies which are managed by GM/DGM/Manager/Engineers have an opinion that they have limited awareness which is the reason for not providing facilities to the workers. GM/Managers are also employees and they are expected to know what has to be done otherwise, they are responsible. The firm managed by Supervisor and Contractors feels that the non-cooperation of migrant workers which is because of their psychological fear is the reason for not providing facilities to them.

Table 5.236. Designation and Impediments

Designation		Impediments Segmentation			Total
		Highly Problematic	Low Awareness	Affordable	
MD/Director	Count	5	1	5	11
	%	6.4%	2.4%	8.2%	6.1%
GM/DGM	Count	2	5	3	10
	%	2.6%	12.2%	4.9%	5.6%
Owner/Partner	Count	20	12	27	59
	%	25.6%	29.3%	44.3%	32.8%
Manager/Engineer	Count	15	15	9	39
	%	19.2%	36.6%	14.8%	21.7%
Supervisor/In-Charge	Count	16	8	8	32
	%	20.5%	19.5%	13.1%	17.8%
Contractor	Count	20	0	9	29
	%	25.6%	0.0%	14.8%	16.1%
Total	Count	78	41	61	180
	%	100.0%	100.0%	100.0%	100.0%

Table 5.237. Years of Experience and Impediments

Years of Experience		Impediments Segmentation			Total
		Highly Problematic	Low Awareness	Affordable	
1-5 Years	Count	19	7	10	36
	%	24.4%	17.1%	16.4%	20.0%
6-10 Years	Count	20	15	22	57
	%	25.6%	36.6%	36.1%	31.7%
11-20 Years	Count	22	18	22	62
	%	28.2%	43.9%	36.1%	34.4%
21-40 Years	Count	17	1	7	25
	%	21.8%	2.4%	11.5%	13.9%
Total	Count	78	41	61	180
	%	100.0%	100.0%	100.0%	100.0%

The employers who have experience of 1 to 5 years feel that the non-cooperation of migrant workers by not proving documents, not allowing any contribution deductions are the reason for not providing welfare schemes to employees. The employers who have experience of 6 to 10 years, and 11 to 20 years have stated that they have limited awareness about statutory schemes which is the reason for not providing welfare schemes to the employees.

Table 5.238. Native State and Impediments

Native State		Impediments Segmentation			Total
		Highly Problematic	Low Awareness	Affordable	
Uttar Pradesh	Count	9	6	11	26
	%	11.5%	14.6%	18.0%	14.4%
Bihar	Count	20	17	28	65
	%	25.6%	41.5%	45.9%	36.1%
Jharkhand	Count	6	13	6	25
	%	7.7%	31.7%	9.8%	13.9%
Chhattisgarh & Odisha	Count	7	2	5	14
	%	9.0%	4.9%	8.2%	7.8%
West Bengal	Count	16	2	4	22
	%	20.5%	4.9%	6.6%	12.2%
North Eastern	Count	13	1	5	19
	%	16.7%	2.4%	8.2%	10.6%
Others	Count	7	0	2	9
	%	9.0%	0.0%	3.3%	5.0%
Total	Count	78	41	61	180
	%	100.0%	100.0%	100.0%	100.0%

The employers who have employed migrant workers from Bihar and Uttar Pradesh feel that they are affordable to implement the social security schemes. The employers who have taken people from Jharkhand feel that they have limited awareness which is the reason for not implementing the social security measures. The firm owners who have recruited migrant workers from Chhattisgarh, Odisha, West Bengal, and North Eastern states feel that they are not able to implement the schemes because the migrant workers have not cooperated due to their psychological fear.

Table 5.239. Sources of Recruitment and Impediments

Sources of Recruitment		Impediments Segmentation			Total
		Highly Problematic	Low Awareness	Affordable	
Through agents	Count	36	37	35	108
	%	46.2%	90.2%	57.4%	60.0%
Through advertisements	Count	11	0	13	24
	%	14.1%	0.0%	21.3%	13.3%
Directly approached by them	Count	22	3	10	35
	%	28.2%	7.3%	16.4%	19.4%
Directly approached them	Count	9	1	3	13
	%	11.5%	2.4%	4.9%	7.2%
Total	Count	78	41	61	180
	%	100.0%	100.0%	100.0%	100.0%

Table 5.240. Years of Employment and Impediments

Years of Employment		Impediments Segmentation			Total
		Highly Problematic	Low Awareness	Affordable	
Less than 1 year	Count	7	12	2	21
	%	9.0%	29.3%	3.3%	11.7%
1 to 4 years	Count	18	14	12	44
	%	23.1%	34.1%	19.7%	24.4%
5 to 9 years	Count	23	7	20	50
	%	29.5%	17.1%	32.8%	27.8%
10 to 19 years	Count	20	5	18	43
	%	25.6%	12.2%	29.5%	23.9%
20 years and above	Count	10	3	9	22
	%	12.8%	7.3%	14.8%	12.2%
Total	Count	78	41	61	180
	%	100.0%	100.0%	100.0%	100.0%

The employers who are recruiting migrant workers through agents feel that they have limited awareness about statutory requirements. The employers who have recruited through advertisements feel that they are affordable to implement any schemes. They can manage

monetary requirements and they have required human expertise. The firm owners who have taken migrant workers by approaching them directly feel that they are not able to implement the welfare schemes because of poor cooperation from employees due to their psychological fear.

Table 5.240 provide the results of cross-tabulation between years of employment and impediments segmentation. Low awareness impediment is strongly noticeable in less than one-year category and one to four years of employment category i.e. 29.3 percent and 34.1 percent. The employers who have employed migrant workers for less than 1 year and 1 to 4 years are having low awareness and that is the reason for not implementing health care schemes. They have less experience because of that they have less awareness and that lead to poor implementation of social security schemes for migrant workers. Whereas, affordability is extensively high in the rest of the categories of employment namely, 5 to 9 years with 32.8 percent, 10 to 19 years with 29.5 percent and 20 years and above accounting to 14.8 percent. The employers who have employed migrant workers for a longer period have developed infrastructure and human expertise to build affordability to implement social security schemes for migrant workers.

Table 5.241. Strength of Association

Variables	Cramer's V	Approx. Sig	Dof	Strength
State	0.165	0.044	2	Small-Medium
Type of Work	0.257	0.001	2	Medium
Age of the Firm	0.252	0.004	2	Medium
Registered Entity	0.180	0.054	1	Small
No. of Migrant Workers	0.299	0.000	2	Medium
Education	0.355	0.000	2	Large
Designation	0.277	0.002	2	Medium
Years of Experience	0.187	0.051	2	Small-Medium
Native State	0.318	0.000	2	Large
Sources of Recruitment	0.276	0.000	2	Medium
Years of Experience	0.258	0.002	2	Medium

The strength of the association table is displaying the results of the association between impediments and other demographics variables such as state, type of work, age of firm, registered entity, and no. of migrant workers, education, designation, years of experience,

native state, sources of recruitment, and years of experience. The impediments with the type of work, age of firm, no. of migrant workers, designation, and sources of recruitment have a medium effect. Education and Native state are having a large effect association with impediments cluster. State and years of experience of employers have small to medium effects. If the strength of association is medium and large then the association is permanent and it will be there whenever the study is conducted again.

Conclusion

The focus of this study is to find issues involved in availing rights and getting health care facilities by migrant workers. The opinion is collected not only from migrant workers but also from employers of migrant workers. The employers are asked to give their perception about migrant workers and impediments faced by them in providing health care facilities and social security measures to migrant workers. The majority of the employers feel that migrant workers are willing to continue their employment with the present employer. They also feel that there is no additional cost involved in employing migrant workers. Normally the employers will provide accommodation facilities but that is provided within the site so the employers feel that there is no additional cost involved. They are not providing any extra facilities to migrant workers and whatever is provided to the local labourers is provided to them. Employers opine that there is no much risk involved in employing migrant workers. They never go on strike. They do not create any problems within the campus. Most of them have stated that they treat both migrants and locals equally. There is a relationship between staying intention and Equity in treatment. When the employers treat the migrant workers on par with local people, then the migrant workers will continue to work in the organisation. The additional cost involved in the employment of migrant workers is related to the risk in employment and efficiency of migrants. The employers who say that there is an additional cost involved in the employment of migrant workers feel that there is a risk involved in employing migrant workers. They also feel that migrant workers are more efficient. Since they feel that migrant workers are efficient, they are ready to spend additional money and ready to bear the risk also. There is a relationship between risk in employment and the efficiency of migrants. As they are efficient, the employers are ready to take an extra risk also. Equity in treatment is related to the efficiency of migrants. When the employers treat the migrants and locals equally, then they will work efficiently. The majority of the employers are trying to provide decent shelter to retain the migrant workers. As accommodation is the most important requirement for the migrated people to stay, the majority of the firms provide decent shelter to retain the migrant workers. The employees will compare

one employer with another employer based on the salary they give. So, employers are trying to provide fair wages to attract and retain migrant workers. Migrant workers who are working in fairly big manufacturing companies are getting subsidized food and healthcare facilities. Some employers are also providing transport facilities, training, access to govt., schemes and access to education to retain migrant workers. The employers are trying to provide one-time disbursement of wages to the migrant workers to keep them free from money-related stress. The employers also provide weekly off to the migrant workers to be away from work stress.

The majority of the employers do not know the utility of providing social security measures and they do not know the implications they will face if the measures are not implemented. The migrants are not visiting the hospital and not availing of health care facilities because of fear of deportation. Some migrants due to their bad habits, have some diseases which they do not want to reveal to others. They think that if they reveal they may be isolated. The factors that can be considered as barriers in providing health care facilities and social security measures to the migrant workers are 1) The employer have not realized the importance 2) Complicated procedure of registration 3) No documents for female 4) Communication barriers 5) Cultural differences 6) Healthcare providers' attitude 7) Distrust 8) Fear of deportation. Finally, it can be stated that the employers have positive opinion about migrant workers.

Chapter 6

Conclusion

6.1 Major Findings

The purpose of this study is to identify the problems and issues faced by the migrant workers with respect to working conditions, statutory benefits availed in the migrated state, living conditions, work place health issues, quality of medical consultation, migrant rights, and benefits received from the government agencies. The statistical techniques like mean analysis, descriptive analysis, Chi-Square test, Cluster analysis, Correspondence Analysis, Factor Analysis (EFA), and Structural Equation Modelling (SEM) are employed for carrying out the data analysis.

6.1.1 Workplace conditions

To get the details about the workplace condition of migrant workers, 13 statements, each describing one aspect of the job (work) environment, are included in the study. The statements “The work I am doing is spoiling my physical condition” and “The work I am doing is difficult and dangerous” have mean values less than 3, which means all the workers are not involved in dangerous and difficult work. The mean value is highest for drinking water facilities. It means that almost all the companies are providing drinking water facilities inside their working place. The statement “the support received from the boss and colleagues” is having a high mean value which indicates that boss and colleagues may be locals but they are cooperating with the migrant workers. The mean value for sufficient breaks and regular vacation is a little less than 3.5. The employers can think of extending the break by another 5 or 10 minutes and providing one regular vacation. Workplace conditions are divided into four components namely work environment, vacation facility provided, basic amenities given and hazardous nature of work. By using K-means cluster analysis the migrant workers are classified into migrants involved in Hazardous work (333 labourers), migrants working in Poor Working conditions (134 labourers) and migrants working in Proper Working conditions (433 labourers).

Table 6.1. Relationship between Workplace condition and demographics

WPC / Demographic Variables	Hazardous Work (37%)	Poor WPC (15%)	Proper WPC (48%)
Age	25 or less years	31-35 years	40 and more years
Native State	West Bengal	Odisha, Uttar Pradesh, Jharkhand and Chhattisgarh	North-Eastern region
Religion	Christian	Hindu	Muslim
Monthly Income	less than Rs.15000		Rs.15000 to Rs.24,000 and Rs.25,000 and above
Nature of work		construction sector, agricultural, brick kiln	
Type of resident		Shed provided by the employer	Privately rented room

Migrants of 25 or less years of age are working in difficult and dangerous work. As they are young, they are ready to take the risk. In the beginning, the migrants are given difficult and dangerous work. The migrants with 31-35 years of age feel that they are working in poor working conditions because they are not happy with the work environment and vacation given to visit their native place. The migrants with 40 and more years of age are working in proper working conditions because they are experienced and they are selective in choosing the work.

The migrants from the North-Eastern region have expressed happiness about workplace conditions as they are living for a long period and they are selecting the right place to work. The migrants from West Bengal are involved in hazardous work. The migrants from Odisha, UP, Chhattisgarh are working in poor working conditions.

The migrants who are involved in hazardous work are getting a monthly salary of less than Rs.15000. Migrants who are working in proper working conditions are getting Rs.15000 to Rs.24,000 and Rs.25,000 and above. The migrants who are working in hazardous working conditions are getting less salary. Economic theory says that people involved in hazardous work will be paid more because no one will be ready to do that work. Here the finding is

different because the young people without experience are involved in hazardous work. Since they are young and without experience, they are paid less irrespective of the nature of work.

The migrants who are working in construction sector feel that their working condition is poor. The migrants who are working in the agricultural field and brick kiln workers are also working in a poor working environment. Migrant workers are working in an unorganised and small manufacturing unit, so there is every possibility to have dangerous and difficult work in manufacturing industries. The migrants who are working in fast food are working near the stove, which is again dangerous.

The migrants who are living in the shed provided by the employer within the worksite feel that they have poor workplace conditions. The migrant workers who are living in a shed provided by the employer away from the worksite opine that they are working little better working conditions. The migrant workers who are working in the privately rented rooms believe that they are working in proper working conditions. Therefore, the work environment is heavily dependent upon the nature of work, type of residence, and the experience of the migrants.

6.1.2 Statutory Benefits

To protect labourers, Central Govt. has enacted exclusively two acts. i.e., EPF Act and ESI Act. Out of 900 migrant workers, approximately 53.4 percent of the migrants have stated that they do not have EPF and another 12.2 percent have stated that they do not know. So, a total of 65.6 percent of migrants do not have Employees Provident Fund. The employers have stated that some migrants are not allowing to deduct EPF from the salaries due to a lack of awareness. Around 48.2 percent of the people have stated that they do not have ESI and another 13.2 percent of the migrants have stated that they do not know. So, a totally of 61.4 percent of people do not have ESI. Registration with ESIC is compulsory for workers who are getting a monthly salary of Rs.21,000 and less but the registration with ESIC and EPFO is not happening. Around 47.9 percent of migrants say that employers are giving injury compensation. When there is any injury to the workers, the employers are taking care of medical expenses and they are termed as injury compensation. Around 35.7 percent of the workers have stated that they are having some medical reimbursement from their employers. EPF, ESI, Injury Compensation, Health, retirement and social security schemes are the statutory benefits considered for the study. Around 6.2 percent of the migrants have all the benefits, 33.4 percent of the migrant workers do not have any statutory benefits. Another 17.6 percent of migrants have at least one scheme.

Approximately 13.2 percent of migrants have two schemes. Injury Compensation is the predominant benefit which they are getting.

Migrant workers are classified into three groups, namely the No benefit availed cluster (447 people), Injury compensation availed cluster (237 people) and all benefits availed cluster (216 people).

Table 6.2 Relationship between Statutory benefits availed and demographic variables

Statutory benefits / Demographic Variables	No benefit availed (50%)	Injury compensation availed (26%)	All benefits availed (24%)
Age		25 or less years	Between 26 and 30, 31 to 35, and 36- 40 years
Native State	Uttar Pradesh and West Bengal	Bihar, North-Eastern states, Jharkhand and Chhattisgarh	Odisha
Monthly Income		Less than Rs.15,000	15,000 to Rs.24,000 and Rs25000 and above
Nature of work	Construction, Agriculture, Brick kiln workers	Manufacturing sector	
Type of resident		Shed provided by the employer within the worksite or away from the worksite	Privately rented room
State	Kerala, Tamilnadu		Karnataka, Tamilnadu
Gender	Female		Male
Working hours per day	8-9 hours	Less than 8 Hours, 9-11 hours a day and 12 hours and more	
Years of Migrated life	6-10 years	1-2 years	3 to 5 years
Socio-economic class	Low	Lower middle	Middle

The construction workers are engaged on a temporary basis and work on the site. Once the project is over, then the entire set up is dismantled. So, the employers are not providing any benefit to the migrant workers engaged in the construction sector. The labourers engaged in the manufacturing sector are getting injury compensation. However, the workers engaged in agriculture and brick kiln are not getting any sort of benefits.

Kerala is a communist state but the migrant workers are not getting any benefits. The labour unions are fighting for the welfare of local people only. In Karnataka, the employers in the city will try all the possibilities to escape from the penalty, so they are providing all facilities to the migrant workers.

Migrants of 25 or less years of age have availed the Injury compensation only. The migrant workers who are having age between 26 and 30, 31 to 35, and 36- 40 years of age have availed all benefits. Social security benefits are mainly required for old people but the migrant workers having age above 40 years have not availed any benefits.

The migrants from Odisha have availed all the benefits. The migrants from Bihar, North-Eastern states, Jharkhand and Chhattisgarh have availed of Injury compensation. The migrants from Uttar Pradesh and West Bengal have not availed any benefits.

Male migrant workers have availed of all benefits. On the other side, the female migrant workers are engaged in domestic work, Brick kiln and workers engaged in such industries have not availed any benefits. In fact, they require more benefits, such as maternity benefits and they should be free from sexual harassment. All the committees constituted by both central and state governments are talking about social securities, mainly security to female migrants. But all the processes have not created any impact.

The migrant workers who are living in the shed provided by the employer, within the worksite or away from the worksite, have availed the injury compensation. The employer will take responsibility for the medical treatment of migrant workers who are living in the shed provided by the employer. The migrant workers who are living in the privately rented rooms have availed all statutory benefits. Thus, the type of residence is associated with statutory benefits availed.

The low socio-economic class migrants have not availed any benefits. The migrants who are in the lower middle class have availed only the injury compensation. Availing benefits depend upon the interest of the migrants and the attitude of the employers. The middle-class migrants have availed all the benefits that resulted in the improvement of their economic class. When the socio-economic class improves, their requirement will rise and they expect

something more. Since they want to maintain their status, they are ready to get their salary deducted for contribution to EPF and ESI.

The migrant workers who are earning a monthly income of Rs.15,000 to Rs.24,000 and Rs.25000 and above have availed all the benefits. The ESI applies to people who are having a salary less than Rs.21,000 but that is not given to migrants who are getting less than Rs.15,000 salary, but provided to migrants who are getting a salary of Rs.25000 and above. The migrants who are having migrated life of 1-2 years are availing only Injury Compensation and migrants who are having migrated life of 3 to 5 years have availed all the benefits. The migrants who are working for the last 6-10 years have not availed any benefits. So, all implementation is based on the willingness and interest of migrants to get benefits and their consent to allow deduction in their salary. Social security benefits are mainly required for old people. The employers are addressing the requirement of needy people. The state Govt. will not be interested in providing security to the migrants, so only the central government should act and create the required fund. The number of statutory benefits availed by the migrants is highly dependent upon the nature of work, socio-economic class, monthly income, native state, type of residence and level of awareness among the migrants.

6.1.3 Living Conditions

To get the details about the Living conditions of migrant workers, various items like the hygienic condition of their living place, hygienic condition of living community, adequacy and availability of food, availability of the home, money for immediate requirement, comfortable living with spouse and other relations, the sufficiency of participation in recreation are included.

The mean value for the living condition of a person is 3.39 showing migrant workers are happy with conditions in their living place. The infrastructure, sanitation, and hygiene condition of their living community have the mean value of 3.36 concluding that they are happy with the living condition of their community. Concerning adequacy and availability of food (preparation and consumption), the mean value is 3.49, comparatively, they are happier with the facility available for the preparation and consumption of food. With respect to the satisfaction of material comfort, the mean value is 3.39, so they are happy with the material comfort. The migrant satisfaction on the relation with the spouse, close relations and others, the mean value is 3.26 showing that they are not that happy with their relation with spouse and their relatives. Migrants' satisfaction with active participation in recreation is not that encouraging because the median value is 3 only.

Migrant workers are classified into four segments, namely “Physical and Materialistic happiness migrant” (149 workers), accounting for 16.6 percent of the migrant workers. Around 37 percent of the workers are in “proper living Condition people” (333 workers) cluster and another 20.3 percent of the migrants are in “Societal happiness people cluster” (183 workers) and approximately 26 percent of the migrants are living in poor environmental conditions and they are segmented as “Poor living condition people” (235 workers).

Table 6.3 Relationship between Living Condition and Demographics

Living condition / Demographic variables	Physical & Materialistic happiness (17%)	Proper living Condition (37%)	Societal happiness (20%)	Poor living condition (26%)
Type of resident		Rented room, own house	Rented house	Shed provided by the employer at/ away from the worksite
Working Condition	Hazardous	Proper WPC	Hazardous	Poor WPC
Statutory benefits	Injury compensation	All	Not availed	Not availed
Workplace health issues		Not having	Back pain, Allergy, and Eyestrain	Critically ill
Medical Consultation	Government dispensary	OTC purchase from Pharmacies	Private clinics	Government dispensary

Migrant workers who are living in a shed away from worksite have the opinion that they are living in poor living conditions. The migrant workers who are residing in the rented house are happily living with their spouses. The migrant workers living in a rented room feel that their living condition is proper.

As most of the workers are living near the worksite, if the worksite condition is good, then their living condition may also be good and vice versa. The workplace condition and living conditions go together. Most of the migrants are living within site. So, when there is good workplace, then living condition also improves. The migrants who are involved in the hazardous nature of work are happy with the physical conditions and societal conditions of living place.

The migrants who are happy with physical and materialistic happiness have availed Injury compensation. The migrants who availed all the statutory benefits are happy with the living condition and stated the living condition is proper. The migrants who are living in poor environmental conditions have not availed any statutory benefits such as ESI, Injury compensation, and social security schemes.

The migrants who are living in proper living conditions are not having any health problems. The migrants who are living in poor living conditions are critically ill and have many health problems. The migrants who are living in proper environmental conditions are not having any health issues. The migrants who are happy with societal conditions are happy social relations but living in poor physical environments, so they have diseases such as Back pain, Allergy, and Eyestrain.

The migrants who are having physical and materialistic happy living conditions are visiting government dispensaries for treatment. The migrants who have poor living conditions are also visiting the government dispensary for treatment. The migrants who are living in poor living conditions may get many diseases, so they may become seriously ill. The critically ill migrants are visiting government dispensaries for treatment. The migrants who are living in proper living conditions will not have any diseases.

The statutory benefits are having a very strong association with living conditions. The workplace conditions, type of residence, health issues, and medical consultations are highly affecting the living conditions of migrants.

6.1.4 Work Place Health Issues

Major five health issues such as Cough, back pain, Eyestrain, Allergy and Exhaustion are considered. The mean values for Allergy, Eyestrain, Exhaustion and Other sickness are less than 2.5, so it can be stated that people get allergies, Eyestrain, Exhaustion or any other sickness rarely. But migrants have stated that they get back pain often or always as the mean value is highest. Back pain is the most prevalent health issue among migrant workers, followed by cough, exhaustion Eyestrain and allergies.

The segmentation is done based on K-Means cluster analysis. There are three levels namely, no issue cluster contains 67 percent of the migrants (602 people), 20 percent migrants (181 people) have all the issues and they are called critically ill people and around 13 percent of migrants (117 people) are in BEA (Back pain, Eyestrain, and Allergy) issues cluster.

Table 6.4 Relationship between Health issues and demographics

Health issues / Demographic Variables	No issue peoples (67%)	Critically ill people (20%)	BEA issue (13%)
Age	25 or less and 25 to 30	36 to 40 years and more than 40 years	31 to 35 years
Nature of work	Hotels,	Agriculture workers, Brick kiln, and Domestic workers	Construction and Manufacturing
Type of resident	Shed provided by the employer, rented room	Own house	Shed away from the worksite
State	Tamilnadu	Kerala	Karnataka
Gender	Male	Female	
Workplace condition	Proper WPC	Poor WPC	Poor WPC
Statutory Benefits	Availed all	Not availed	Injury compensation
Socio-economic class	Middle	Low, lower middle	

The migrants living in Kerala are having many health issues. The number of medical colleges is less in Kerala. Back pain is the most prevalent issue among the migrants and it is mainly among the migrants who are living in Karnataka. The medical care system available in Tamilnadu is world-class level and the international standard medical care system is available at free of cost in Tamilnadu result in no health issues among workers.

Male migrants are availing statutory benefits and do not have health issues. Female migrants have not availed any statutory benefits such as ESI and EPF. So, they have many health issues.

The migrants who are having ages of 25 or less and 25 to 30 are young and they are not exposed to work for a long period so they do not have any medical issues. The migrants with the age of 31 to 35 years are having some issues such as Allergy, Back pain. So, age is the important determinant of the health condition of migrants. After 40 years, the migrants are leaving their jobs because of deteriorating health conditions.

The migrants who are staying in the shed provided by the employer are under the control of the employer, they are provided with health care facilities, so they do not have any health issues. The migrants who are staying in the shed away from the worksite have BEA issues. The workers who are staying together in rented rooms do not have any issues. The co-workers who are staying together are putting pressure on migrants, so they are going to the hospital and taking treatment. Hence they do not have health issues. The migrants who are living in the rented houses have many health issues.

The migrants who belong to a low or lower middle socio-economic class are having many health issues. The lower section migrants are not taking treatment and continue to live with problems. People who have some incomes are taking treatment and there are no medical issues for them. People who have issues should take treatment and get relieved from health issues.

The migrant workers who are working in hotels are not having any health issues. The migrants who are working in the construction and manufacturing sectors are having BEA (Back pain, Eyestrain, and Allergy) issues. Agriculture workers, Brick kiln, and domestic workers are having many health issues.

The migrants who are working under poor working conditions are having BEA issues and sometimes they have become critically ill. The migrants who are working in proper working conditions are not having any health issues.

The migrants who have not availed any benefits are having many health issues and they have become critically ill. If they have ESI membership, they will get free treatment and medical benefits. So, if they have any issues, they will approach and they will get cured. The migrants who have availed all the statutory benefits are not having any issues.

The health issues of migrants are heavily dependent upon the state, age, native state, type of residence, socio-economic class, and working hours of the labourers.

6.1.5 Medical Consultation

To understand the perception, practice, and nature of medical consultation taken by migrant workers, the medical consultation variable is included and their opinion is collected. More than 50 percent of people said they never had a problem with access to a medical practitioner. The

mean value for approaching the Govt. hospital is 3.6 which means, that it is a popular practice among the migrants as 39.9 percent prefer it. The mean values for a traditional healer, usage of an unregistered medical practitioner, private doctor, ESIC clinic are less than 2.5 which means the migrants do not have these practices. Another 26.6 percent of the migrants are not visiting any clinic or hospitals and approach medical stores directly without prescription. Classification of migrants reveals that approximately 21.2 percent of the migrants are visiting nearby private clinics whenever they have a small illness. Around 66.3 percent of migrants have said No to no access to a medical system which means they have access to the medical system. Another 63.9 percent of the migrants have said no visit to the unregistered medical practitioner.

Table 6.5. Relationship between Medical Consultation and demographics

Medical Consultation / Demographic Variables	Private treatment (28%)	Govt. Dispensary (14%)	Home remedies (58%)
Age	Less than 25 years	36 to 40 years and more than 40 years	26 to 30 years and 31-35 years
Nature of work	Manufacturing sector	Brick kiln, Agriculture, and Domestic work	Construction, Hotels and fast foods sector
Type of resident	Shed within the worksite	Rented houses	Shed away from the worksite and privately rented room
Workplace Condition	Hazardous	Poor WPC	Proper WPC
Health Issues	BEA issues	Critically ill	No issues

The young respondents who are having age less than 25 years are taking treatment in private clinics. If the young respondents have hydroxyl problems and sex-related issues, they approach only private and unregistered people. The migrants who have 26 to 30 years of age and 31-35 years of age are directly purchasing OTC medicines in the medical stores. Older people may have some serious diseases, so they visit government hospitals.

The migrants who are working in the construction and manufacturing sector may be living within the site and the site may be located far away from town. So, they purchase medicine

from pharmacies without consulting doctors. The migrants working in the brickkiln, agriculture, and domestic work are taking treatment from government dispensaries.

The migrant workers who are staying in a shed at or away from the worksite and privately rented room are not visiting any clinics or hospitals rather they approach pharmacies and getting medicines when there are some minor illnesses. The migrant workers who are living in rented houses are approaching government dispensaries for their treatment.

The migrant workers who are working in a place where there is a proper working condition are not approaching dispensary for treatment. If they get any minor illness, they take OTC medicines in the medical stores. The migrants who are working in a workplace where there is poor working condition are approaching the government dispensary for treatment. The migrant workers who are engaged in hazardous work are visiting private clinics whenever they get an injury.

The migrant workers who are seriously ill are approaching the government dispensary. The migrant workers who are not having any big health issues take medicine from pharmacies whenever they get some minor illness such as headache and body pain and fever. The migrant workers who are having Back pain, Eyestrain and Allergy are approaching the nearby clinics.

Health issues, nature of work, workplace conditions, age and type of residence are highly impacting the decision taken by migrant workers regarding medical consultation.

6.1.6 Factor Influencing Migration

The migration from one state to another is not happening because of some external force, but the workers are taking the decision willingly. They may leave their place because of good earning potential and continuous employment in the migrated place.

Pressing financial need of the family has a mean value of 4.04 which has motivated the people to migrate. Finding a better job with better wages is also having a mean value above 4. Securing continuous and secured employment is having a mean value of 3.83. These three reasons are having a 3rd quartile value of 5. This means that these three factors are important reasons for migration. Caste-related issues in the native and political uncertainties in the native have a median value of 2 which means more than 50 percent of them disagree with these reasons for migration. Employment-related factors are the most important factors for migration and caste-related and political-related factors are not important factors for migration. After factor analysis, fifteen reasons are grouped into four factors such as environmental conditions prevailing in the migrated state, conditions prevailing in the native state, political and caste issues in native state and job and financial need.

Around 27.6 percent of the migrants have moved because of conditions in their native state. There are no remunerative employment opportunities, there are no credit facilities for doing business and agriculture activities are not profitable in the native state. Another 21 percent of the migrants have moved out of their state because of attraction in the migrated state. About 17.9 percent of migrants have moved from their native state without any specific reasons. Some of the relatives are living in the migrated state and by looking at them, they have migrated. Around 16.2 percent of the migrants have migrated because of political conditions in their native state, poor employment opportunities in their native state, attraction available in migrated state but not due to job and financial need.

Table 6.6. Relationship between factor influencing migration and demographics

Factor influencing Migration / Demographic Variables	Condition in Migrated State	Condition in native State	Political and Caste Issues	Job and Financial Need
Age	31 to 35 years	25 years or less	36 to 40 and more years	25 years or less and 31 to 35 years
State	Karnataka	Kerala	Tamilnadu	
Workplace Conditions	Proper WPC	Hazardous	Hazardous	Proper WPC
Statutory Benefits	Availing all	Injury benefit	Not availed	
Health Issues	No issue	BEA issue	Critically ill	
Living Condition	Proper living condition	Happy with the physical living condition	Poor living condition	
Native State	Odisha	West Bengal	Uttar Pradesh	Jharkhand and Chhattisgarh
Gender	Both	Both	Female	Both
Source of Influence	Family members	Relatives and friends	On their own	Labour contractors
Impact of Migration	Positive change	Significant change	No change	Financial and Social Empowerment

The migrant workers who have migrated because of no development opportunities in their native state have settled in Kerala. The migrant workers who have migrated because of employment conditions, societal conditions, and education opportunities in the migrated state have settled in Karnataka because this state offers better development opportunities and it has good facilities also that attract the migrant workers. The migrant workers who have migrated because of caste-related issues have settled in Tamilnadu.

The migrants who are having less than 25 years of age have migrated because of poor conditions in their native state. Some young people feel that the conditions prevailing in the native state are not conducive to develop and lead a comfortable life, so they move out of their state. Migrants who have 36 to 40 years of age have migrated because of caste and political related issues in their native states. Migrants who are in the age group of 31 to 35 years have migrated because of favourable conditions prevailing in the migrated state.

Both males and females have recognized the financial need of the family and to meet the financial need, they are ready to migrate. The female migrants do not encourage caste and political behaviour in their native state.

The migrants from Bihar and North-Eastern states have migrated without any reason in general and without recognizing the job and financial need in particular. The migrants from Odisha have migrated by looking at the conditions in the migrated state. The migrants from UP have moved because of caste and political issues. The migrants from West Bengal have moved because of a lack of development activities in their native state. The Jharkhand and Chhattisgarh people are migrating with the job and financial needs.

The migrants who have move because of caste issues have not attained any significant change in their life patterns. The migrants who have moved out because of facilities available in the migrated state and lack of development opportunities in the native state could achieve some significant change in their financial position.

Knowing about the transport facilities, communication facilities, medical and educational facilities available in the migrated state, workers can get good facilities and land up in a job where there is a good working condition. The migrant workers, who have changed their state by looking at the state of affairs of their native state, are ready to do any work, end up working in good working conditions but the work involved is hazardous.

The migrant workers who have migrated by knowing the facilities and infrastructure and employment opportunities in the migrated state are availing all statutory benefits. The migrant workers who have changed their location due to political and caste issues have not availed any statutory benefits.

The migrant workers, who have migrated by looking at the conditions of the migrated state, do not have any health issues. The migrants who have migrated because of caste and political issues are suffering from many diseases.

The migrants who have migrated because of the employment conditions, social climate, facilities available in the migrated state know the facilities available and they have utilized the facilities available. The migrants who have migrated because of poor development possibilities in the native state are happy with the physical living condition. The migrants who have migrated because of caste related issues are living in a poor condition.

Workplace conditions, statutory benefits availed by migrants, a medical consultation and living conditions are associated with factors influencing migration heavily.

6.1.7 Migrants Rights

Thirteen statements are used to understand the present situation of migrant workers concerning Migrant Rights. The mean value for cultural rights is 3.42. The median value and mode value are also 4 which means the migrants are enjoying cultural rights. The right to practice any Religion and Cultural Right is clearly given in the constitution. The locals are not putting any restrictions on that. The mean value for free to move within the territory is 3.26 and the median is 3 and the mode is 4. It means that they are enjoying free movement. The statement “I have accessibility to quality health care facilities without any discrimination” is having a mean value of 3.22. As the Govt. hospitals are meant for everybody, they are freely going there and taking treatment. The mean value for “I am facing a continuous threat to my life is 2.09” which means they do not have any threat to life. The mean value for the fear of arbitrary arrest and detention is 2.18. This indicates that they do not have a fear of arbitrary arrest and detention. The local police are arresting only the people who have committed the crime. All the negative statements are having less mean value. This means that they do not have a threat to life and there is no discrimination. They have access to Govt. hospitals and children have access to education in Govt. schools. The thirteen statements are grouped into three factors no rights, right to freedom and benefits and right equality and mobility.

The migrants are divided into three clusters. Cluster 1 which is the Right to Equality and mobility is having 226 respondents accounting for 25.1 percent of respondents. No Rights cluster contains 34.1 percent of respondents. Considerable number of respondents do not have any rights including human rights. Around 40.7 percent of the respondents are in cluster 3 which is the Right to freedom and benefits. It is noticed that the majority of the migrants are in the right to freedom cluster.

Table 6.7 Relationship between Migrant Rights and demographics

Migrant Rights / Demographic Variables	No Rights (34%)	Right to Freedom and Benefits (41%)	Right to Equality and Mobility (25%)
Age	31-35 years	36-40 years	25 or less years and 26 to 30 years
Native State	Uttar Pradesh	Odisha, Chhattisgarh and Jharkhand	Bihar, North-Eastern states and West Bengal
Educational Qualification	Primary education	High school education and HSC and above	
Nature of work	Construction, Brick kiln and Domestic work	Manufacturing, factories and health care sectors	
State	Tamilnadu	Karnataka	Kerala
Workplace condition	Poor WPC	Proper WPC	Hazardous Work
Statutory Benefits	Not availed	All availed	
Health issues	Critically ill		BEA issues
Impact of Migration	Negative change	Positive change	Financial and Social Empowerment

The migrants who are having 25 or less years of age and 26 to 30 years are having the right to equality and mobility. Young people feel that they have the right to move freely and getting equal treatment also. The migrants who have 31 to 35 years of age feel that they do not have rights and there is to get settled somewhere and not worried about their rights.

The migrants who are settled in Tamilnadu do not have rights and have a fear of discrimination, arbitrary arrest, fear of threat to life, and exploitation by the employer. The migrants living in Kerala have the freedom to move within their territory and they feel they are treated equally. Migrants living in Karnataka have the right to freedom to practice their religion and use their language and right to education and the right to get free medical treatment.

People from North-Eastern states, West Bengal and Bihar, have the right to equality and mobility because they are living in all states. The migrants from Odisha have freedom of religion, language, education, health care, and social security. The migrants from Uttar Pradesh do not have any rights. The migrants from Chhattisgarh and Jharkhand are having freedom of religion and social security benefits.

Uneducated people do not have awareness about their rights and are not able to enforce their rights. The migrant workers who have HSC and above know their fundamental rights and human rights and they know how to enforce those rights.

The migrant workers working in the construction sector do not have any rights. The migrant workers who are working in brick kilns and involved in domestic work do not have any rights. The construction sector, brick kiln activities, and domestic works are highly unregulated, so no rule is enforced and migrants who are working there are not enjoying any rights. The migrant workers who are working in the manufacturing sector and factories and health care sector are enjoying the right to freedom and benefit. The factories and hospitals are required to follow statutory requirements. So, health care facilities, social security schemes are extended to migrants who are working there.

The migrant workers working in poor working conditions feel that there is exploitation, inhuman treatment, and fear of life. The migrant workers who are working in proper working conditions feel that they have the right to freedom and benefits.

The migrants who are not having any rights are not enjoying any statutory benefits provided in labour laws. The migrants who are enjoying all the benefits such as ESI, social security schemes and accident benefit schemes feel that they have freedom for religion and getting health care and social security rights.

The migrant workers who feel that they have the right to freedom and benefits feel that there is a positive change in working conditions, living conditions, financial position, and social development and vice versa.

The migrant rights are heavily dependent upon the nature of work, statutory benefits, age, workplace condition, and level of education of migrant workers.

6.1.8 Benefits from Govt. Bodies

The Central Govt. has initiated certain schemes for the upliftment of the entire population irrespective of their location. So, these schemes apply to migrant workers also. To find out the extent of usefulness of these schemes, for the migrant workers, twelve statements representing twelve schemes are used for data collection.

Integrated Child Development Services (ICDS) scheme is the world's largest community-based program but 75 percent of the migrant workers have not used it. Though it is a prominent and powerful scheme, the migrant workers have not utilized the scheme. Right to Education Act prescribes free and compulsory education for children between 6 and 14 in India under Article 21a of the Indian Constitution. It requires all private schools to reserve 25 percent of seats for children based on economic status or caste-based reservations. However, 75 percent of the people have not used the Right to Education. The median is 2 for the usage of PDS, which means 50 percent of the people are not using PDS. The third quartile is 4 which indicates some people are using. Normally some migrant workers borrow ration cards from local people and collect rice in the ration shop. The mean value for the usage of a public dispensary is 2.76 which is the highest among all the statements. The public dispensary is open to all and anybody can take treatment here, so migrant workers are also using public dispensary.

The mean value for PMJDY is 2.25 and median and mode is 2, and the third quartile is 3, which means that 75 percent of the migrants are not using it. This is a popular scheme and it is meant for everybody. Anybody can open an account anywhere. But the migrants have not used this. The third quartile for PMJAY and PMJJBY is 4, which means some migrants have used these schemes. For schemes Atal Pension and PMSBY the first quartile, second quartile and third quartile values are 1,2 and 3, respectively. This indicates that people are not using these schemes. The mean values for all schemes are less than 3 which means the usage of the schemes is very less. The third quartile for many schemes is 3 which means 75 percent of the migrants are not using the schemes. All are very useful schemes and meant for all people to bring inclusion in the economy but the usage is less. By using factor analysis, the schemes are divided into central schemes, mother and children related schemes and local schemes.

The migrant workers are classified into three groups based on usage of schemes using cluster analysis. Around 314 respondents have availed benefits under Central and Local Schemes and 361 respondents have not availed any benefits under any scheme and 225 respondents have availed schemes related to children and mothers.

Table 6.8 Relationship between Benefits from Govt. bodies and demographics

Govt. Benefits / Demographic Variables	Central and Schemes (35%)	Mother and Children Schemes (25%)	No benefits (40%)
Family Size	4 or more	3 or less	
Native State	Odisha	Bihar, West Bengal, Jharkhand, and Chhattisgarh	North eastern states and Uttar Pradesh
Monthly Income	Rs.15,000 and above		less than Rs.15,000
Socio-Economic Class	Middle	Lower middle	Low
Workplace Conditions	Proper WPC		Hazardous and Poor WPC
Living Conditions	Proper living condition	Physical and Materialistic Happiness	Poor living condition
State	Karnataka	Kerala	Tamil Nadu
Educational Qualification	high school education and HSC and above		No formal education and primary education
Statutory Benefits	All availed	Injury benefits	Not availed
Impact of Migration	Positive change		No impact
Migrant Rights	Right to freedom and benefits	Right to mobility and equality	No benefits

The migrants settled in Tamilnadu have not enjoyed any benefits from central schemes, local schemes and schemes meant for children and pregnant mothers. In Tamilnadu, PDS is available to all, but that is not provided to migrant workers in Tamilnadu because they do not have ration cards. Migrants in Karnataka have the right to freedom and benefits and they enjoy both central schemes and local govt. schemes. Migrant workers in Kerala have availed benefits from the right to education and ICDS schemes.

The migrant workers who do not have any formal education and have only primary education have not received any benefits due to a lack of awareness about rights and benefits. They are not able to enforce their rights and they are not getting benefits also.

The migrant workers who are having a monthly income of less than Rs.15,000 have not availed of any benefits from any schemes and they feel they are not eligible for any benefits.

The lower economic class people should avail more benefits. However, lower-level people feel they do not have any rights in the migrated state and they are not availing any benefits. Some migrant workers say that they have not heard about the schemes. The awareness is poor, especially among the lower strata people.

The migrants who availed benefits from mother and children related schemes feel that their physical living condition is good and societal condition is not that satisfactory.

The migrant workers who have not availed any benefits from central schemes such as PMJDY, PMJJBY, Atal pension, and state government schemes such as PDS and RTE have not enjoyed benefits in any labour laws also. The benefits received from schemes have a positive impact on their perception of the impact of migration.

The nature of benefits received by the migrant workers is determined by their native state, education, state, type of residence, monthly income, socio-economic class, nature of work, statutory benefits, health issues, living conditions and rights of migrant workers.

6.1.9 Impact of Migration

It is important to know the present position of migrated labourers after their migration. It is also crucial to know the change that has happened in their earnings, living conditions, physical and social security after their migration. For the same, the impact of the migration variable (Construct) is introduced in this study.

Around 51 percent of the people have stated that housing condition is better here when compared to their native state. Most of the people are living in a worksite where the condition is not that great irrespective of that more than half of the migrants have expressed their happiness about their present housing condition. The living condition describes the surrounding place near to their house. Around 52.2 percent of the migrant workers have expressed their happiness about their living conditions. The satisfaction about living conditions is more or less similar to satisfaction about housing. Around 59.7 percent of the migrant workers have stated that working condition is better here in the migrated state. In the overall perspective majority of the migrants feel that the housing facility, living conditions are better

here when compared to their native and approximately one-fifth of the people have expressed their dissatisfaction.

Around 61.8 percent of the migrants have expressed that the remuneration and earnings are better here in the migrated state. Most of the migrants are migrating mainly to get better remuneration and earnings. The result shows that they are getting better remuneration. Around 47.1 percent of the migrants feel that physical security is better here in the migrated state. Southern states are peace-loving states. Though they are outsiders and they are taking away the employment opportunity of locals, they do not have any physical threat to their life. Around 50 percent of the migrants feel that they do not have social constraints here. In the overall perspective, 59.3 percent of the migrants feel that they are better here in the migrated state. So in every aspect, the migrants feel better here. Around only 20 percent of people are not happy in every aspect. So it can be stated that migration has resulted in some positive effects on the life of migrants.

The migrants are grouped into 3 segments namely, Financial and Social Empowered workers (248 workers), Positively Impacted people (443 workers) and Negative Impact people (209 workers).

Table 6.9. Relationship between Impact of Migration and demographics

Impact of Migration / Demographic Variables	Positively Impacted (49%)	Negative Impact (23%)	Financial and Social Empowerment (28%)
Age	25 or less years, 26 to 30 years	36 to 40 years and more	30 or less years,
Living Condition	Good living condition, societal benefits	Poor living condition	Physical and materialistic comfort
Health issues	No issues	critically ill	BEA issues
Medical Consultation	Home remedies	Govt. dispensary	Private clinics
Workplace condition	Proper WPC	Poor WPC	Hazardous
Statutory Benefits	All availed	Not availed	Injury compensation

The migrants who are living in good living conditions are satisfied with their relationships with their spouses and participation in recreation activities. The migrant workers who have poor living conditions feel that the migration has resulted in a negative impact. The migrant workers who have good physical living conditions and materialistic comfort feel that the migration has resulted in a change in remuneration and improvement in social security.

The migrants who are not having many health issues feel that migration has resulted in a positive impact on their life. The critically ill migrants feel that all the health issues have come after coming here, so they are not happy after migration. They feel the condition is worse here in the migrated state. The migrants who are having small issues such as back pain are taking treatment by visiting private clinics and such people are happy with remuneration and social and physical security prevailing here. Therefore, medical consultation is also having an association with the impact of migration.

The migrants who are working in proper working conditions feel that migration has brought in changes in housing, living conditions, earnings, physical security, and social security. The migrant workers who feel that the working condition is OK and are involved in hazardous work feel that the migration has given some social security, life security, and good earnings, proving that the working condition is having a direct and positive relationship with the impact of migration.

The migrant workers who have 25 or less years of age feel that the migration has resulted in some positive change. The young people who might have migrated very recently are satisfied with the remuneration, physical security, social security, and overall change in conditions. The migrant workers who are having 26 to 30 years of age are happy with all conditions. The migrant workers who are having 36 to 40 years of age and more than 40 years of age are not happy with the change that has happened in their life. The expectation of older people is comparatively more and the migration is not able to meet that.

Living conditions, nature of medical consultations, health issues, statutory benefits received, workplace conditions and age of the migrants are having an impact on the level of satisfaction derived from migration.

6.2 Recommendations

- 1) The mean value of the statements “The work I am doing is spoiling my physical condition” and “The work I am doing is difficult and dangerous” are less than 3, and the two statements are negative type of statements which means that the majority of the people are not involved in hazardous work. Around 7.9 percent of the people strongly

agree with the first statement and 9 percent strongly agree with the second statement. A considerable number of people are agreed (41.4 % and 36.2%) with those two statements. Though they are not the majority, a significant number of people are involved in dangerous work. Around 30.7 percent of migrants are involved in construction activities and another 41.7 percent of the migrants are involved in manufacturing activities. Construction activities and manufacturing activities involve some kind of risk element. However, the migrant workers are not able to recognize the risk element involved in their work. So, the employer should ask to use safety equipment when they are at the workplace.

- 2) The mean value for the statement “I have drinking water facilities in my workplace” is 3.96 and the mean value for the statement “I have toilet facilities in my workplace” is 3.77. This means that the majority of the people are happy with the drinking water facilities and toilet facilities provided in the workplace. Around 1.2 percent of the people strongly disagree and 8.3 percent of people disagree with drinking water facilities. Regarding toilet facilities, 4.1 percent of the people strongly disagree and 10.2 percent of the people disagree with toilet facilities. Drinking water facilities and toilet facilities are two common and most important and non-compromising requirements. Though the majority of the people are happy, still there is some level of unhappiness that exists. Comparatively the unhappiness is more for toilet facilities. Providing a drinking water facility is very easy. Toilet facility requires the construction of two separate rooms for males and females and have to provide water connection. It requires cleaning also. The municipal authorities or local authorities should ensure that there should not be any building left without toilet facilities. They also ensure that the toilets are properly cleaned and disinfected.
- 3) Among the 13 statements relating to working conditions, the statement “I am provided with a regular vacation” has the lowest mean value of 3.38. Every migrant worker is interested in visiting their native place at least once a year. To make migrant workers happy, it is advisable to provide one vacation per year. In Punjab, the employers are allowing the migrants to visit their native place during the Chat festival. If the vacation is decided in advance, both employers and migrants will be happy. If they provide vacation with a salary then the migrant workers will be happier. The mean value for the statement “I have sufficient breaks during my working hours” is 3.43 which is also very less. So, the employers can think of increasing rest-pause. In certain places, limited time

- is given for lunch break. The working hours of 8 hours per day include 1 hour for a lunch break. So the companies can give a one-hour lunch break to the migrant workers.
- 4) Employees Provident Fund Scheme applies to all companies which are having more than 20 employees. Within one month, the company needs to register with EPFO. The employee contribution is 12 percent and the employer should contribute equally. There is no limit on the salary. Approximately 53.4 percent of the migrants have stated that they do not have EPF and another 12.2 percent have stated that they do not know. So, a total of 65.6 percent of migrants do not have EPF. Almost all companies which are having specific offices are contributing towards PF. EPF is not provided to workers engaged in the unorganised sector. It is not provided to both local workers and migrant workers. The employers have the opinion that some migrants are not allowing to deduct EPF from the salary. The employees should feel that they are getting the same amount of contribution from the employer also. Universal Account Number (UAN) is a permanent number, so the transfer is easily possible. The employees should be educated that this account is permanent and can be transferred easily.
 - 5) ESI facility applies to all factories and establishments having more than 10 employees and applies to persons who are having a monthly income of less than Rs.21,000. The applicable companies are required to be registered and they have to file the return. The ESI benefits are unemployment allowance, dependents benefits, disablement benefits, maternity, sickness, and medical benefits. Around 48.2 percent of the people have stated that they do not have ESI and another 13.2 percent of the migrants have stated that they do not know, which means they do not have. So, in total, 61.4 percent of people do not have ESI. The majority of the migrants are getting a monthly salary of Rs.21,000 and less. So, it is applicable to all migrant workers. But the registration of unorganized and small establishments with ESIC and EPFO is not happening. The ESI hospitals should visit the migrant workers living place and they should conduct health camps and ask the migrant workers to register with ESI. The factory inspector should visit all the places and he should ensure that all labour laws are implemented.
 - 6) The state government will not be interested in implementing welfare measures for migrant workers, and they may feel that the migrant workers are outsiders. So, the central government must take initiatives for the welfare of migrant workers. The central government should not only stop just enacting the act, and it has also to take measures to implement it. The central government can appoint welfare officers in places where more migrant workers are living. As per the direction of the central government, every

migrant worker should register with the state labour office. The central government should establish an exclusive office and appoint a welfare officer and that officer should take care of the welfare of migrant workers.

- 7) Around 37.3 percent of migrant workers accessed their present employment through labour contractors. Only less than 2 percent of the people are recruited through advertisements. It shows that more jobs are provided by the labour contractors. Advertisement does not play a role in connecting with migrant workers, reflecting the absence of any formal system. Nowadays, labour contractors play a vital role in bringing people from other states. The central government should create an employment exchange mainly meant for migrant workers. The migrant workers can register whenever they require a job. The employers in South India are interested in employing migrant workers but they have a problem in identifying the required people. If they are provided with contact details, they can approach them easily.
- 8) Integrated Child Development Services (ICDS) scheme is the world's largest community-based program. The mean value for the ICDS scheme is 1.88 and the third quartile value is 2 which mean 75 of the migrant workers have not used it. It indicates that the migrant workers have not used ICDS. Though it is a prominent and powerful scheme, the migrant workers have not utilized the scheme. The activists who are involved in the implementation of ICDS should ensure that children of migrant workers are also included in this scheme.
- 9) The Right of Children to Free and Compulsory Education Act or Right to Education Act (RTE), insist to provide free and compulsory education for children between 6 and 14. The mean value for the usage of Right to Education is 2.10 which is less than 2.5 and the median is 2 and the third quartile is 3 which mean 75 of the people have not used Right to Education. Around 31.4 percent of migrants say that their children have never attended the school and 8 percent of migrants say that their children have attended school earlier but now they have dropped their education. Kendra Vidyalaya schools in India are giving preference to children of central government employees. They should also give preference to children of migrant workers. They should admit the children of migrant workers under the RTE Act. The central government can think of fixing some quota for the children of migrant workers in K.V. and Navodaya schools. The K.V. and Navodaya school headmasters should visit migrant workers' living places and should encourage them to send their children to schools.

- 10) In Tamilnadu, there is a PDS that applies to all and in Kerala, there is a Targeted PDS that applies to specified people. People need to have a ration card to avail benefits under PDS. Many migrants do not possess ration cards because the local government will not give ration cards to them. The mean value for the usage of PDS is 2.47, the mode is 1 and the median is 2, which means 50 percent of the people are not using PDS. One nation one ration card (ONORC) will be useful to the migrant workers to avail benefits under PDS. The central government should reimburse whatever benefits are given to migrant workers under PDS. They should send the material in advance so that the state government will not feel the burden.
- 11) Pradhan Mantri Jan-Dhan Yojana (PMJDY) is National Mission for Financial Inclusion to ensure access to financial services, namely, basic savings & deposit accounts, remittance, credit, insurance, pension in an affordable manner. Under this one basic savings bank account is opened for the unbanked person. The mean value for PMJDY is 2.25 and median and mode is 2 and the third quartile is 3 which mean that 75 percent of the migrants are not using it. It is a popular scheme and it is meant for everybody. Anyone can open an account anywhere. But the migrants have not used this opportunity. The Bank employees should approach migrants and make them to open their account. The nationalised banks are under the control of the central government. So, the central government should direct banks to approach all migrant workers to open PMJDY account. The government should give targets to banks on coverage of migrant workers.
- 12) For schemes Atal Pension and PMSBY, the first quartile, second quartile and third quartile values are 1,2 and 3, respectively. This indicates that migrant workers are not using these schemes. The agencies which are involved in the implementation of these schemes should target migrant workers and employers of migrant workers. The employers should encourage the migrant workers to join in these schemes. The problem is that most employers do not have awareness about the schemes. Though there is no benefit to insurance agents, they should be given with target on these schemes also and some indirect benefits can be given to them.
- 13) “Job and Financial need” has a mean value of 3.97 and median of 4 and a mode of 4 which means this is the most important reason for migration. The condition in a native state is having a mean value of 3.24 and a median is 3.5 which mean that this is another reason for migration. So, the people are migrating to get a better job and get increased remuneration in migrated state and such employment opportunities are not available in

the native state. The migrants from UP move because of involvement of caste and political issues in their everyday life . How long they will talk about caste. The caste name, along with the name of the individual, should be removed. The migrants from West Bengal have moved because of a lack of development activities in their native state. Once it was an industrialized state, but now it is not able to provide decent employment to its own people. West Bengal government should take steps to increase employment opportunities. The government should provide credit facilities to young people to start a business. To make India a developed country, every state should have to be developed. Every state government should create employment opportunities in their own state and should ask the employers to provide preference to people who are moving out for employment. The employers in the native state should provide decent wages to attract and retain people. Every state should think of mass entrepreneurship. The Government should take the initiative to turn labour to entrepreneurs.

- 14) The mean value for the usage of ESI hospital is very less which means the migrants do not have the practice of visiting ESI hospital. The number of ESI hospitals in existence is less and most of the migrant workers do not have ESI contribution also. The ESI hospital authorities should conduct health check-up camps in the places where migrant workers are living. For further follow up the migrant workers may be asked to visit ESI hospitals. This is the successful practice adopted by Aravind Eye Hospital, Madurai in Tamilnadu. ESI hospital doctors should advise the migrant workers to have ESI contribution so that they avail not only health care benefits but also all the benefits available under ESI.
- 15) The mean value is highest for back pain among the migrants is 2.79 and 23.9 percent of them stated that they get back pain often or always, whereas 40 percent have stated that they get back pain sometimes. After considering all these statistics, it can be concluded that back pain is the most prevalent form of health issue among migrant workers. People will get back pain when they work continuously without proper seating arrangement. The majority of the migrant workers are youngsters and if they are facing back pain issues at a young age means this is a matter of concern. The working condition should be improved and proper seating arrangement should be provided to reduce the back pain. If possible, the employer should change the nature of work on a rotational basis. The employers should advise the workers to visit government hospitals to take treatment in the early stage itself.

- 16) Around 57.75 of the migrant workers are taking home remedies for medical illnesses. Home remedies include taking homoeopathy treatment and collecting tablets in the pharmacy without a prescription. Most of the migrants are young and they may not have many diseases and for their Cough, Allergy, head pain, body pain, they simply take tablets from medical shops without prescription. Around 27.9 percent of the respondents are taking treatment in a nearby clinic, Siddha doctors, and unregistered medical practitioners. Only 14.4 percent of the migrants are visiting the government dispensary. The migrants are visiting hospitals only when they get a serious disease. The mean value for the usage of a public dispensary is 2.76 and the median is 3, the mode is 2 and the third quartile is 4. As the third quartile is 4 which means some people are using Government dispensary for treatment. The public dispensary is open to all and anybody can take treatment there. So, migrant workers should use public dispensaries to take treatment.
- 17) The employers are asked to give opinions on “Lack of support from the workers in providing necessary documents”, “The workers are not willing for appropriate deductions towards social security schemes”, “The workers don’t realize the importance of social security schemes”. The mean values for all three statements are around 3.5. Hence, it can be stated that the employers agree with all three statements. They feel that there is a lack of support from workers in providing documents. The workers are not willing for appropriate deductions for social security schemes. The workers have not realized the importance of social security schemes. All these factors are acting as impediments to take benefits from available social security schemes. So the migrant workers should cooperate with the employers by providing necessary documents. They should allow the employers to deduct the statutory requirements in their salary. So that they can avail the statutory benefits.
- 18) There is an opinion about migrant workers that they will not work for a long period. The employers asked to give their opinion about the willingness of migrant workers to work for a long period. The Majority of the employers (43.9%) feel that migrant workers are willing to continue their employment with the present employer. Another 27.8 percent of the employers expressed that, migrant workers are always ready to continue, which is a very positive statement. The mean value is 3.88 which means that the migrant workers are ready to continue work in their present job. Around 29 percent of the employers are trying to provide decent shelter to retain the migrant workers. As accommodation is the most important requirement for the migrated people to stay, the

majority of the firms provide decent shelter to retain the migrant workers. The employees will compare one employer with another employer based on the salary they give. So, 28 percent of employers are trying to provide fair wages to attract and retain migrant workers. Migrant workers who are working in fairly big manufacturing companies are getting subsidized food and healthcare facilities. Some employers also provide transport facilities, training, access to govt., schemes and access to education. So, the migrant workers are ready to work for a long period. Employers are also interested in utilizing their labour. Employers should continue to provide decent shelter and fair wages to retain them in work for a longer period. Employers should not forget that fair and equal treatment is the most important factor to retain them.

- 19) Around 50 percent of the migrant workers have not availed any statutory benefits. The existing labour laws and exclusive labour laws meant for migrant workers, such as the Inter-State Migrant Workmen Act, 1979 and the Unorganised Workers' Social Security Act, 2008, do not create any impact on these people. The latest code Occupational Safety Health and Working Conditions Code 2019 does not impact migrant workers. These acts are enacted by central Government and it is implemented by State Government. The State Governments are reluctant in implementing these acts. There is no use in simply enacting various acts. There should be some implementing agencies.
- 20) The Central Government through its rural housing scheme Pradhan Mantri Awas Yojana Gramin (PMAY-G) is thinking of providing housing facilities to migrant workers. They say that employers can avail loans from banks to provide housing facilities to migrant workers. Already entrepreneurs have a debt burden, so taking further loan make no sense for them. Tamilnadu government has Samuthuvapuram schemes in which they construct the group of houses and give them to all community people free of cost. The Central government can ask the State Government to allot few houses to migrant workers. The Central Government should reimburse all expenses meant for those houses.

6.3 Conclusion

The concept of migrant worker is old in the perceptive of international economics. The movement of labour from village to urban is quite often. In recent decade, the frequency of inter-state migration is comparatively higher than village to urban migration. The availability of official records about details of migrant workers is not that encouraging. That has motivated the investigator to include the socio-economic profile of migrant workers as one of his

objectives. The demographic variables included are the State in which they are living, Gender, Age, Education, Marital Status, Native State, Mother Tongue, Family Size and Number of inmates living with them. The economic variables included are Monthly Income, Family Income, Others Income, Housing expenses, Food expenses, Health care expenses, expenses for children education, Monthly Savings, Distance from the workplace, Mode of Travel, Usage of Remittances and Years of migrated life. The societal variables included are the Educational status of Children, Type of Residence, Socio-Economic class, Nature of Migration and Pressure group or Source of influence to migrate. Socio-economic variables decide the characteristics and behaviour of any person. Around 27 socio-economic variables are studied. The importance of the variables is explained first and then frequency analysis is carried out. Chi-square analysis is used to find out the association between two variables. Most of the chi-square analysis has resulted in a significant association. The cross-tabulation analysis has produced very interesting and noteworthy findings. The strength of association is also analysed with the help of Cramer's V. In many places, it is noticed that the strength of association is medium and large. A medium and large strength of association indicates that the association stated is reliable and permanent and this association will be true in the long run also. From the study findings, it is clear that socio-economic variables are very powerful variables in the migrant worker's study.

Employment background variables are used to know about practices prevailing in employment migrant workers. The variables used are Sources of Information or sources of recruitment, type of engagement, Nature of Job Contract, Nature of Work, present occupier, the skills required, working hours per day, wage per day, frequency of wages payment, receipt of the lump-sum advance, chances for acquiring skill, termination of present job and joining in the new job. As the study is about labourers, these variables have become basic and important variables. To understand the distribution of migrant workers, first frequency analysis is used. To understand the association among employment variables, chi-square analysis is used. Most of the chi-square analysis has resulted in a significant association which has given significant insight into the nature of employment of migrant workers. The strength of association is also analysed with the help of Cramer's V. In many places, it is noticed that the strength of association is medium and large.

Some of the important findings derived after analysis is that 37.3 percent of migrant workers accessed their present employment through labour contractors. Labour contractors are playing a very active role in bridging the gap between labourers and employers. The majority (51.4 percent) of migrant workers are engaged on a day-to-day basis. Prominently 36.7 percent of migrant workers are engaged in casual employment and without any written contract. The

manufacturing sector has attracted the majority (41.7 percent) of the migrant workers and around 30.7 percent of migrant workers are working in the construction field. The average working hour per day is 9 hours. Around 50.2 percent of workers are working 8 hours and less. Another 29.1 percent of workers are working 12 hours per day. There is a general opinion that migrant workers are working more hours. However, that is not true in all cases. The minimum wage per day is Rs.200 and the maximum wages per day is Rs.1000 and the average wage per day is Rs.555. The investigator has noticed that both employers and migrants are mostly happy with the wages paid and received. Close to 45 percent of migrant workers are getting their wages on a monthly basis. Most of the manufacturing companies will be interested in paying their wage monthly. In the construction sector, the standard form of payment system is weekly.

The purpose of this study is to identify the problems and issues faced by the migrant workers concerning working conditions, statutory benefits, living conditions, workplace health issues, quality of medical consultation, migrant rights, and benefits received from the government agencies. All the workers are not involved in dangerous and difficult work. All the companies are providing drinking water facilities inside their working place. The boss and colleagues may be locals but they are cooperating with the migrant workers. The migrant workers are interested in having an extended lunch break and one regular vacation to visit their native place. Around 48.1 percent of the respondents are in the Proper WPC (Workplace conditions) and 37 percent of the respondents are involved in hazardous work and only 15 percent of the migrant workers are working in poor working conditions. As labour, the migrant workers are entitled to have certain benefits under labour laws. Around 65.6 percent of migrants do not have Employees Provident Fund and 61.4 percent of people do not have ESI. Registration with ESIC is compulsory for workers who are getting a monthly salary of Rs.21,000 and less but the registration with ESIC and EPFO is not happening. Around 47.9 percent of migrants say that employers are giving injury compensation. When there is any injury to the workers, the employers afford their medical expenses that are termed as injury compensation. Only around 6.2 percent of the migrants have availed all the six benefits and 33.4 percent of the migrant workers do not have any statutory benefits. Injury Compensation is the predominant benefit which they are getting.

Migrant workers are happy with the conditions in their living place. They are happy with the infrastructure, sanitation, and hygiene conditions of their living community. Migrants are happier with the facility available for the preparation and consumption of food. Migrants' satisfaction with active participation in recreation is not that encouraging.

One important focus of the study is the health issues of migrant workers. Six specific health issues applicable to factory workers are discussed. Back pain is the most prevalent issue for migrant workers. The practice of medical consultation to resolve health issues is also explored. They often visit government dispensaries when they are seriously ill. To understand the root cause of migration, the factors influencing migration is studied in detail by incorporating 15 statements. Job and financial need are important motivating factors that motivate migrant workers to move from their state. Another focus area is migrant's rights, where the availability of human rights and fundamental rights are examined with 13 statements. Migrants are enjoying cultural rights. The right to practice any Religion and Cultural Right is given in the constitution. The locals are not putting any restrictions on that. Migrants have the freedom to move anywhere. As the Government hospitals are meant for everybody so they often go there and taking treatment freely. They do not have any threat to life and do not have a fear of arbitrary arrest, detention and e and discrimination. Children of migrants have access to education in Govt. schools. Around 25.1 percent of respondents have the Right to Equality and mobility and 34.1 percent of migrants do not have any rights and 40.7 percent of the respondents have the Right to freedom and benefits. It is noticed that the majority of the migrants are having the right to freedom.

The Central Government has initiated certain schemes for the upliftment of the entire population irrespective of their location. So, these schemes apply to migrant workers also. Integrated Child Development Services (ICDS) scheme is the world's largest community-based program but 75 percent of the migrant workers have not used it. Right to Education Act prescribes free and compulsory education for children between 6 and 14 in India under Article 21a of the Indian Constitution. However, 75 percent of the people have not used the Right to Education. Around 50 percent of the people are not using PDS and 75 percent of the migrants are not using PMJDY. Anybody can open a PMJDY account anywhere but the migrants have not used this. Migrant workers are not using Atal Pension and PMSBY schemes. Around 25 percent of the respondents have availed children and mother related schemes and another 34 percent of the respondents have availed both Central and Local Schemes and approximately 40 percent of the respondents have not availed any benefits.

It is also crucial to know the change that has happened in their earnings, living conditions, physical and social security after their migration. Around 51 percent of the people have stated that housing condition is better here when compared to their native state and 52.2% of the migrant workers have expressed their happiness about their living conditions and around 59.7% of the migrant workers have stated that working condition is better here in the migrated state.

In the overall perspective majority of the migrants feel that the housing facility, living conditions are better here when compared to their native. Around 61.8 percent of the migrants have expressed that the remuneration and earnings are better here in the migrated state. Most of the migrants are migrating mainly to get better remuneration and earnings and they are getting better remuneration. Around 47.1 percent of the migrants feel that physical security is better here in the migrated state and they do not have any physical threat to their life. In the overall perspective, 59.3 percent of the migrants feel that they are better here in the migrated state. So in every aspect, the migrants feel better here. Around only 20 percent of people are not happy in every respect. So it can be stated that migration has resulted in some positive effects on the life of migrants. Based on the findings, 20 recommendations are given. This study is comprehensive and has covered all possible variables. The sample size is adequate and every step has been taken to minimize the sampling error. The study has produced noteworthy findings that will contribute to the existing body of literature and helpful in promoting further research on migrant workers.

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Survey Questionnaire - 1

Questionnaire for NHRC Project at Pondicherry University, Pondicherry

Identifying Human Rights Issues and Problems and Developing Policy Framework for Providing Social Security and Healthcare to Migrant Workers

Dear Migrant Workers/Employers,

The purpose of this NHRC project is to study the human rights issues and problems faced by the migrant workers and to identify the impediments in providing social security and healthcare benefits to the migrant workers. The final presentation of the survey/data will be in a consolidated/ summarized report format and not with individual details. The data is being collected solely for the academic and research processes. Your responses will be kept confidential. Most of the questions are multiple choices, from which please mark your most preferred option and mention your comment for the rest of the enquiries. Please give your response to all questions.

Thank you

With regards,
Dr.R.Kasilingam,
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Identifying Human Rights Issues and Problems and Developing Policy Framework for Providing Social Security and Healthcare to Migrant Workers

I. SOCIO-ECONOMIC BACKGROUND

- 1) Gender: Male Female
- 2) Age: _____ (years)
- 3) Educational qualification:
 - No formal education
 - Primary education
 - High school
 - HSS/PUC
 - Diploma
 - Degree
- 4) Marital status: Married Unmarried
- 5) Family size (including parents and kids): _____
- 6) How many of your family members are living with you now? _____ members
- 7) Educational status of children in the age group of 5 to 14 years, if any:
 - Never attended school
 - Attended but now dropped
 - Enrolled now
- 8) Mother Tongue: _____
- 9) Native State: _____
- 10) District: _____
- 11) Religion: _____
- 12) Type of residence:
 - Room/shed provided by the employer at the work site
 - Room/shed provided by the employer away from the work site
 - Privately rented room
 - Privately rented house
 - Own house
 - Provided by Govt.
 - Others, specify _____
- 13) Distance between work place & place of stay:
 - Work site less than 1 km
 - 1 to 3 km 3 to 5 km
 - More than 5 km
- 14) How do you reach the work place?
 - By walk Bicycle
 - Shared-vehicle Public transport
 - Company transport
- 15) Your monthly income: Rs. _____
- 16) Monthly income of the family: Rs. _____
- 17) Expenses incurred in per month:
 - a) Housing: Rs. _____
 - b) Food: Rs. _____
 - c) Healthcare: Rs. _____
 - d) Education of children: Rs. _____
 - e) Other expenses: Rs. _____
- 18) How do you spend your remittances?
 - Purchased or leased land
 - Purchased other farm or nonfarm equipment
 - Improvement in housing
 - Purchased consumer durables
 - Repayment of debt and credit from money lenders/informal sources
 - Higher level of consumption especially during the lean season
 - Higher expenditure on children's education and health
 - Others, specify _____
- 19) Approximate monthly savings: Rs. _____
- 20) How do you view your socio-economic class?
 - low lower middle middle
 - upper middle high class
- 21) Time since migration: _____ years
- 22) I migrated: alone along with family
- 23) Who influenced your decision to migrate?
 - Labour contractor
 - Family member
 - Others, specify _____
 - No one else
- 24) How did you access your present employment?
 - Own-effort/self-initiative
 - Through acquaintances/relatives
 - Through labour contractor
 - Directly approached the employer
 - Approached by the employer
 - Advertisements
 - Others, specify _____

II. EMPLOYMENT BACKGROUND

- 25) Nature of work:
 Contract basis Day-to-day basis
- 26) Type of contract, if any:
 Casual employment with no written contract
 Regular employment with no written contract
 Regular employment with written contract for less than a year
 Regular employment with written contract for more than a year
 Others, specify _____
- 27) Type of work:
 Construction Manufacturing
 Health care Education
 Agriculture Brick kiln
 Hotels & Restaurants Domestic work
 Others, specify _____
- 28) Who is your present employer?
 Firm owner
 Contractor
 Manager/Project Manager
- 29) Type of skill required for the present job:
 Unskilled Semi-skilled
 Skilled Highly skilled
- 30) No. of working hours per day: _____ hours
- 31) Approximate wages per day: Rs. _____
- 32) Nature of payment:
 Daily Weekly Fort-night
 Monthly Occasionally
 Lump sum amount at the time of contract
- 33) I receive lump-sum advance payment:
 not received any
 to settle my debts
 to fund pressing family needs
 to save for the future
 to fund a new business in my native
- 34) What you need to do to take up another employment opportunity?
 Can readily join without notice to the present employer
 Would need to give notice to the present employer
 Would need to clear debt and advances
 Can't join easily because of higher debt burden
 Highly impossible
- 35) Rate the chance of acquiring better skills in your current work and moving up in your profession:
 very poor poor fair
 good very good

III. WORK PLACE CONDITIONS, FACILITIES, BENEFITS, & PROBLEMS

36) **Work place condition:** Please give your level of agreement to the following statements related to your work place condition using a five-point scale.

1 – strongly disagree, 2 – disagree, 3 – neither agree nor disagree, 4 – agree and 5 – strongly agree

		1	2	3	4	5
1	I receive adequate support from my boss/supervisor					
2	I receive adequate support from my co-workers					
3	I am provided with all safety measures in my work place					
4	Number of hours I work here is similar to other work places					
5	I have sufficient breaks during my working hours					
6	I receive sufficient guidance/training to do my work					
7	I have drinking water facilities in my work place					
8	I have toilet facilities in my work place					
9	I have weekly-off as part of my working contract					
10	I am provided with regular vacation					
11	I am allowed to visit my native place when need arises					
12	The work I am doing is spoiling my physical condition					
13	The work I am doing is difficult and dangerous					

37) **Workplace statutory benefits:** Are you entitled for the following benefits at your workplace?
(Please tick the appropriate box)

Type of entitlement	Yes	No	Don't know
EPF membership			
ESI membership			
Injury compensation			
Any form of health benefit			
Any form of retirement benefit			
Any form of social security			

38) **Workplace health issues:** Do you have any of the following work-related sickness?
(Please tick the appropriate box)

Type of sickness	Never	Rarely	Sometimes	Often	Always
Cough					
Back pain					
Eye strain					
Allergy					
Exhaustion					
Other sickness, specify _____					

39) **Whom do you consult in the event of your sickness?** (Please tick the appropriate box)

Medical consultation	Never	Rarely	Sometimes	Often	Always
Home remedies					
Faith/traditional healer					
Unregistered medical practitioner					
Private doctor					
Government dispensary/hospital					
ESI clinic/hospital					
No access to medical practitioner					

IV. LIVING CONDITIONS

40) Please rate the following statements related to your present living conditions using a five-point scale: 1 – very poor, 2 – poor, 3 – fair, 4 – good and 5 – very good.

	1	2	3	4	5
Health, sanitation and hygiene of your living place					
Infrastructure, sanitation and hygiene of the community you are living					
Adequacy and availability of food (preparation and consumption)					
Satisfaction with material comforts (home, food, financial security)					
Satisfaction with close relations with spouse or significant other					
Satisfaction with participation in active recreation					

41) Compare the following conditions of the present location with the native place location:

Impact of migration on	Better here	Worse here	No change	Difficult to say
Housing				
Other living conditions				
Working condition				
Remuneration/earning				
Feeling of physical security				
Freedom from social constraints				
Overall				

V. FACTORS INFLUENCING MIGRATION

42) Please give your level of agreement to the following statements related to your decision to migrate using a five-point scale.

1 – strongly disagree, 2 – disagree, 3 – neither agree nor disagree, 4 – agree and 5 – strongly agree

		1	2	3	4	5
1	I migrated because of the pressing financial needs of my family					
2	I migrated for finding better job with better wages					
3	I migrated for continuous and secured employment					
4	Continuous drought, natural disaster in my area forced me to migrate					
5	Lack of employment opportunities in my area forced me to migrate					
6	Lack of infrastructure and credit facilities in my area forced me to migrate					
7	Lack of agri-development programmes in my area forced me to migrate					
8	Lack of better educational and medical facilities in my area forced me to migrate					
9	Caste related issues in my area forced me to migrate					
10	Political uncertainties in my area forced me to migrate					
11	Medical facilities available here motivated me to migrate					
12	Availability of quality education for children motivated me to migrate					
13	Social climate prevalent here (eg. acceptance and equal treatment by local people) motivated me to migrate					
14	Environmental conditions prevalent here (eg. less pollution) motivated me to migrate					
15	Transportation and communication facilities available here motivated me to migrate					

VI. MIGRANT RIGHTS

43) Please give your level of agreement to the following statements related to your rights using a five-point scale.

1 – strongly disagree, 2 – disagree, 3 – neither agree nor disagree, 4 – agree and 5 – strongly agree

		1	2	3	4	5
1	I am continuously facing threat to my life here					
2	I am treated equally like other without any kind of discrimination					
3	I am always under the threat of arbitrary arrest and detention					
4	I am always under the threat of torture and inhuman treatment					
5	I am continuously forced to go back to my native place					
6	I am always under a fear that we will be collectively expelled from here					
7	There is threat to have a family and maintain relationships					
8	I am continuously exploited by my employer					
9	I am provided with social security schemes					
10	I have accessibility to quality health care facilities without any discrimination					
11	Children of our community has access to free education in Government schools					
12	I am free to move within the territory					
13	Along with my community I can enjoy my culture, declare and practice my religion and use my language					

VII. BENEFITS FROM GOVERNMENT BODIES/SCHEMES/LEGAL FRAMEWORK

44) Please give your level of agreement to the following statements related to the benefits you availed from Government schemes/bodies using a five-point scale.

1 – strongly disagree, 2 – disagree, 3 – neither agree nor disagree, 4 – agree and 5 – strongly agree

		1	2	3	4	5
1	I receive Integrated Child Development Services (ICDS) for children's nutrition and education					
2	I receive ICDS for pregnant/new mother					
3	I receive schooling up to elementary level under Right to Education for my children					
4	My children at school receive mid-day-meals					
5	I avail the benefits of Public Distribution System (PDS)					
6	I receive health services in public dispensaries and hospitals in urban centres					
7	I receive necessary services from local bodies					
8	I have availed the benefits of Pradhan Mantri Jan Dhan Yojana (PMJDY)					
9	I am covered under health scheme Pradhan Mantri Jan Arogya Yojana (PMJAY)					
10	I am covered under Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) life insurance scheme					
11	I am covered under Pradhan Mantri Suraksha Bima Yojana (PMSBY) accident insurance scheme					
12	I am covered under Atal Pension Yojana / Swavalamban Yojana pension scheme					

Survey Questionnaire-2

Questionnaire for NHRC Project at Pondicherry University, Pondicherry

**Impediments in Providing Social Security and Healthcare Benefits and
Implementing the Laws Relating to Migrant Workers: Employers'
Perspective**

Dear Migrant Workers/Employers,

The purpose of this NHRC project is to study the human rights issues and problems faced by the migrant workers and to identify the impediments in providing social security and healthcare benefits to the migrant workers. The final presentation of the survey/data will be in a consolidated/ summarized report format and not with individual details. The data is being collected solely for the academic and research processes. Your responses will be kept confidential. Most of the questions are multiple choices, from which please mark your most preferred option and mention your comment for the rest of the enquiries. Please give your response to all questions.

Dr. R Kasilingam
Professor/Principal Investigator- NHRC Project
Thank you

With regards,
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Impediments in Providing Social Security and Healthcare Benefits and Implementing the Laws Relating to Migrant Workers: Employers' Perspective

FIRM PROFILE

1. Name of the firm (optional): _____
2. Place: _____ district of _____ state.
3. No. of branches/locations, if any: _____
4. Type of work/business:
 Construction Manufacturing Hotels & Restaurants Health care
 Education Agriculture Brick Kiln Domestic work
 Shopping Complex Security service Shops Others specify _____
5. Age of the firm in years:
 less than 1 1 to 5 6 to 10 11 to 15 more than 15
6. Type of ownership: Proprietor Partnership
7. Is the firm registered?
 Yes No Under process Not aware Not applicable
8. No. of migrant workers employed in the firm: _____

OWNER/PROPRIETOR PROFILE

9. Gender: Male Female
10. Age: _____ years
11. Educational qualification:
 No formal education HSC or less Diploma Under graduate
 Post graduate Others, specify _____
12. Designation: _____
13. Experience: _____ years

INFORMATION RELATED TO MIGRANT WORKERS

14. Where are the migrant workers from?
 Uttar Pradesh Bihar Jharkhand Chhattisgarh Odisha
 West Bengal Tamilnadu North-eastern Others, specify _____
15. How do you get the migrant workers?
 Through agents Through advertisements Directly approached by them
 Directly approached them Others, specify _____
16. How long are the migrants employed with you?
 Less than 1 year 1 to 4 years 5 to 9 years 10 to 19 years 20 years & above
17. Are the migrant workers willing to continue their employment with you?
 Never Rarely Sometimes Often Always
18. Does extra cost involve in employing a migrant worker?
 Never Rarely Sometimes Often Always
19. Do you see any risk in employing a migrant worker?
 Never Rarely Sometimes Often Always
20. Do you treat the migrants like locals?
 Never Rarely Sometimes Often Always

21. Are the migrants efficient than the locals?
 Never Rarely Sometimes Often Always
22. What measures do you take to retain the migrant workers with you?
 Fair wages Decent shelter Subsidized food Healthcare facilities
 Transport facilities Access to Education Access to Govt. schemes
 Training Others, specify _____.
23. What measures do you take to keep the migrants stress free?
 On-time disbursement of wages Weekly-off Familiarizing with work
 Celebrating cultural programs Teaching local language & cultures
 Access to counselling Others, specify _____

Objective 8: To identify/highlight the impediments in providing social security and healthcare benefits and implementing the laws relating to migrant workers from employers' perspective;

24. Impediments in providing social security and healthcare benefits and implementing the laws relating to migrant workers:

Please give your level of agreement on the following statements. 1 – Strongly disagree, 2 – Disagree, 3 – Neither agree or disagree, 4 – Agree and 5 – Strongly agree.

Impediments	1	2	3	4	5
Lack of support from the workers in providing necessary documents.					
The workers are not willing for appropriate deductions towards SS schemes.					
The workers don't realize the importance of SS schemes.					
We are not aware of the schemes/benefits available.					
We are not aware of the statutory requirements.					
We don't have sufficient human expertise.					
We don't have necessary infrastructure.					
The process involved in registering the migrants for Govt. benefits is complicated.					
The cost involved is very high.					
We don't get enough support from Government agencies.					
Female migrants do not have documentation in their name as they live with male partners or relatives.					
Communication and language barriers are there in providing health care facilities.					
Migrants cultural differences act as barriers to health care services.					
Healthcare providers' attitude hinders health care access to migrants.					
Migrants limited or lack of access to available information.					
Migrants unfamiliarity with the healthcare system.					
Migrants distrust in the healthcare providers.					
Migrants reluctance to seek attention because of fear of stigmatisation and prejudice.					
Migrants reluctance to seek attention because of fear of deportation due to their health status.					

Objective 9: To study ways and means for overcoming the problems of migrant workers and to recommend suggestions for the effective and better implementation of laws providing protection and social security measures to migrant workers.

25. What kind of support you expect from Government to provide better working/living conditions to migrant workers?

***** **Thank You** *****

Annexure III Survey Questionnaire in Hindi

मानवाधिकार के मुद्दों एवं समस्याओं की पहचान करना तथा प्रवासी श्रमिकों को सामाजिक सुरक्षा और स्वास्थ्य सेवा प्रदान करने के लिए नीतिगत संरचना का विकास करना

I. सामाजिक आर्थिक पृष्ठभूमि

- 1) लिंग: पुरुष महिला
- 2) आयु: _____ (वर्ष)
- 3) शैक्षणिक योग्यता :
 - अशिक्षित / कोई औपचारिक शिक्षा नहीं
 - प्राथमिक शिक्षा
 - माध्यामिक शिक्षा
 - उच्चतर माध्यमिक शिक्षा
 - डिप्लोमा
 - डिग्री (स्नातक)
- 4) वैवाहिक स्थिति: विवाहित अविवाहित
- 5) परिवार का आकार (माता-पिता और बच्चों सहित): _____
- 6) आपके परिवार के कितने सदस्य अभी आपके साथ रह रहे हैं? _____ सदस्य
- 7) 5 से 14 वर्ष के बच्चों की शैक्षिक स्थिति, यदि कोई हो:
 - कभी स्कूल नहीं गए
 - स्कूल गए परंतु बीच में छोड़ दिया
 - अभी दाखिला लिया है
- 8) मातृ भाषा: _____
- 9) मूल निवासी (राज्य का नाम): _____
- 10) जिला: _____
- 11) धर्म: _____
- 12) निवास का प्रकार:
 - कार्य स्थल पर नियोक्ता द्वारा प्रदान किया कमरा / शेड
 - नियोक्ता द्वारा कार्य स्थल से दूर प्रदान किया कमरा / शेड
 - निजी तौर पर लिया गया किराए का कमरा
 - निजी तौर पर लिया गया किराए का मकान
 - अपना मकान
 - सरकार द्वारा प्रदान किया गया
 - अन्य (निर्दिष्ट करें) _____
- 13) काम की जगह और रहने की जगह के बीच की दूरी:
 - कार्य स्थल 1 कि. मी. से कम
 - 1 से 3 कि.मी. 3 से 5 कि.मी.
 - 5 कि. मी. से ज्यादा
- 14) आप अपने कार्य स्थल पर कैसे पहुँचते हैं?
 - चल कर साइकिल
 - साइज़ा वाहन सार्वजनिक परिवहन
 - कंपनी के वाहन
- 15) आपकी मासिक आय: रु. _____
- 16) परिवार की मासिक आय: रु. _____
- 17) प्रति माह में होने वाले खर्च
 - a) आवास: रु. _____
 - b) भोजन: रु. _____
 - c) स्वास्थ्य सेवाएं: रु. _____
 - d) बच्चों की शिक्षा: रु. _____
 - e) अन्य खर्च: रु. _____
- 18) आप अपनी आजीविका से होने वाली बचत कैसे खर्च करते हैं?
 - जमीन खरीदी या लीज पर लेना
 - अन्य कृषि या गैर-कृषि उपकरण की खरीद
 - आवास में सुधार कार्य
 - उपभोक्ता उपयोग की वस्तुओं की खरीद
 - धन उधारदाताओं / अनौपचारिक स्रोतों से लिए गए ऋण की वापसी
 - उपभोग का उच्च स्तर विशेष रूप से मंदी के दौरान
 - बच्चों की शिक्षा और स्वास्थ्य पर अधिक व्यय
 - अन्य (निर्दिष्ट करें) _____
- 19) अनुमानित मासिक बचत: रु. _____
- 20) आप अपने सामाजिक-आर्थिक वर्ग को कैसे देखते हैं?
 - निम्न वर्ग निम्न मध्यम वर्ग मध्यम वर्ग
 - उच्च मध्यम वर्ग उच्च वर्ग
- 21) प्रवास किए हुए कितना समय हो गया: _____ वर्ष
- 22) मैंने प्रवास किया था: अकेले परिवार के साथ
- 23) आपके प्रवास के फैसले को किसने प्रभावित किया?
 - श्रम ठेकेदार
 - परिवार के सदस्य
 - अन्य (निर्दिष्ट करें) _____
 - कोई और नहीं
- 24) आपने अपने वर्तमान रोजगार को कैसे प्राप्त किया?
 - स्वयं के प्रयास से / स्वयं के पहल से
 - परिचितों / रिश्तेदारों के माध्यम से
 - श्रम ठेकेदारों के माध्यम से
 - सीधे नियोक्ता को संपर्क किया
 - नियोक्ता की ओर से संपर्क किया
 - विज्ञापन
 - अन्य, निर्दिष्ट करें _____

II. रोजगार की पृष्ठभूमि

- 25) कार्य की प्रकृति:
- अनुबंध के आधार पर दैनिक मजदूरी आधार पर
- 26) अनुबंध का प्रकार, यदि कोई हो:
- आकस्मिक रोजगार, बिना किसी लिखित अनुबंध के
- नियमित रोजगार, बिना लिखित अनुबंध के
- नियमित रोजगार, एक वर्ष से कम समय के लिए लिखित अनुबंध के साथ
- नियमित रोजगार, एक वर्ष से अधिक समय के लिए लिखित अनुबंध के साथ
- अन्य, निर्दिष्ट करें _____
- 27) कार्य का प्रकार:
- निर्माण-कार्य उत्पादन-कार्य
- स्वास्थ्य सेवा शिक्षा
- कृषि ईट भट्टा
- होटल और रेस्तरां घरेलू कार्य
- अन्य, निर्दिष्ट करें _____
- 28) आपका वर्तमान नियोक्ता कौन है?
- फर्म के मालिक
- ठेकेदार
- प्रबंधक / परियोजना प्रबंधक
- 29) वर्तमान नौकरी के लिए अपेक्षित कौशल का प्रकार:
- अकुशल अर्धकुशल
- कुशल अतिकुशल
- 30) प्रतिदिन काम के घंटों की संख्या: _____ घंटे
- 31) प्रति दिन अनुमानित मजदूरी: रु. _____
- 32) भुगतान का स्वरूप:
- प्रतिदिन साप्ताहिक पाक्षिक
- मासिक समय समय पर
- अनुबंध के समय एकमुश्त राशि
- 33) मुझे एकमुश्त अग्रिम भुगतान प्राप्त होता है:
- कोई प्राप्त नहीं हुआ
- मेरे ऋणों का निपटान करने के लिए
- परिवार की जरूरतों को पूरा करने के लिए
- भविष्य के लिए बचाने के लिए
- मेरे मूल निवास में एक नए व्यवसाय को निधि देने के लिए
- 34) रोजगार के अन्य अवसरों को ग्रहण करने के लिए आपको निम्नलिखित में से क्या करना पड़ेगा?
- वर्तमान नियोक्ता को बिना नोटिस दिए सहजता से नियुक्त हो सकते हैं
- वर्तमान नियोक्ता को नोटिस देने की आवश्यकता होगी
- ऋण और पहले से ली गई राशि चुकाने की आवश्यकता होगी
- अत्यधिक ऋण के बोझ के कारण आसानी से नियुक्त नहीं हो सकते हैं
- 35) अपने वर्तमान कार्य में बेहतर कौशल प्राप्त करने और अपने पेशे में आगे बढ़ने की संभावना को मूल्यांकित करें:
- बहुत खराब खराब पर्याप्त
- अच्छा बहुत अच्छा

III. कार्य स्थल की स्थिति, सुविधाएं, लाभ, संबंध और प्रावधान

36) कार्य स्थल की स्थिति: कृपया 5 अंकीय पैमाने का प्रयोग करते हुए अपने कार्य स्थल की स्थिति से संबंधित निम्नलिखित कथनों से आप किस सीमा तक सहमत हैं, बताएं।

1 - पूर्णतः असहमत, 2 - असहमत, 3 - अनिश्चित (तटस्थ राय), 4 - सहमत, 5 - पूर्णतः सहमत

		1	2	3	4	5
1	मुझे अपने बॉस / पर्यवेक्षक से पर्याप्त सहायता मिलती है					
2	मुझे अपने सहकर्मियों से पर्याप्त समर्थन मिलता है					
3	मुझे अपने कार्य स्थल पर सभी सुरक्षा उपाय प्रदान किए गए हैं					
4	मेरे द्वारा यहां काम करने की काम के घंटों की संख्या अन्य कार्य स्थलों के समान है					
5	मुझे अपने काम के दौरान पर्याप्त ब्रेक मिलते हैं					
6	मुझे अपना काम करने के लिए पर्याप्त मार्गदर्शन / प्रशिक्षण मिलता है					
7	मेरे कार्य स्थल में पीने के पानी की सुविधा उपलब्ध है					
8	मेरे कार्य स्थल में शौचालय की सुविधा उपलब्ध है					
9	मेरे कार्य-अनुबंध के अनुसार मुझे साप्ताहिक अवकाश प्राप्त होता है					
10	मुझे नियमित अवकाश प्रदान किया जाता है					
11	जरूरत पड़ने पर मुझे अपने मूल निवास स्थान पर जाने की अनुमति है					
12	मैं जो काम कर रहा हूँ वह मेरी शारीरिक स्थिति को खराब कर रहा है					
13	मैं जो काम कर रहा हूँ वह मुश्किल और खतरनाक है					

37) कार्यस्थल वैधानिक लाभ: क्या आप अपने कार्यस्थल पर निम्नलिखित लाभों के लिए हकदार हैं? (कृपया उपयुक्त बॉक्स पर सही का निशान लगाएं)

पात्रता का प्रकार	हां	नहीं	पता नहीं
ई पी एफ सदस्यता			
ई एस आई सदस्यता			
चोट का मुआवजा			
किसी भी प्रकार का स्वास्थ्य लाभ			
किसी भी प्रकार का सेवानिवृत्ति परिलाभ			
किसी भी प्रकार की सामाजिक सुरक्षा			

38) कार्यस्थल के स्वास्थ्य संबंधी मुद्दे: क्या आपको निम्नलिखित में से कोई भी कार्य संबंधित बीमारी है? (कृपया उपयुक्त बॉक्स पर सही का निशान लगाएं)

बीमारी का प्रकार	कभी नहीं	कदाचित	कभी-कभी	प्रायः	हमेशा
खांसी					
पीठ दर्द					
आंख पर जोर					
एलर्जी					
थकावट					
अन्य बीमारी, उल्लिखित करें _____					

39) आप अपनी बीमारी की स्थिति में किससे सलाह लेते हैं? (कृपया उपयुक्त बॉक्स पर सही का निशान लगाएं)

चिकित्सा परामर्श	कभी नहीं	कदाचित	कभी-कभी	प्रायः	हमेशा
घरेलू उपचार					
आस्था / पारंपरिक उपचारक					
अपजीकृत चिकित्सक					
निजी चिकित्सक					
सरकारी औषधालय / अस्पताल					
ईएसआई क्लिनिक / अस्पताल					
चिकित्सक तक पहुँच नहीं है					

IV. रहन-सहन की परिस्थितियां

40) कृपया 5 अंकीय पैमाने का प्रयोग करते हुए आपके जीवन निर्वाह (रहन-सहन) की वर्तमान परिस्थितियों से संबंधित निम्नलिखित कथनों से आप किस सीमा तक सहमत हैं, बताएं।

1 - बहुत खराब, 2 - खराब, 3 - पर्याप्त, 4 - अच्छा, 5 - बहुत अच्छा

	1	2	3	4	5
आपके रहने की जगह की स्वास्थ्य, स्वच्छता और स्वास्थ्यकारिता					
आप जिस समुदाय में रह रहे हैं, उसका बुनियादी ढांचा, स्वच्छता और स्वास्थ्यकारिता					
भोजन की पर्याप्तता और उपलब्धता (तैयारी और उपभोग)					
भौतिक सुख (घर, भोजन, वित्तीय सुरक्षा) से संतुष्टि					
जीवनसाथी अथवा अन्य महत्वपूर्ण व्यक्तियों के साथ संबंध से संतुष्टि					
सक्रिय मनोरंजन के साधन में आपकी भागीदारी से संतुष्टि					

41) वर्तमान स्थान की निम्नलिखित स्थितियों की तुलना अपने मूल स्थान से करें:

प्रवास का प्रभाव	यहां बेहतर है	दोनों जगह समान है	यहां ज्यादा खराब है	कहना मुश्किल है
आवास				
जीवन निर्वाह की अन्य परिस्थितियां				
कार्य स्थितियां				
पारिश्रमिक/ आमदनी				
शारीरिक सुरक्षा की भावना				
सामाजिक बाधाओं से मुक्ति				
कुल मिलाकर				

V. प्रवासन को प्रभावित करने वाले कारक

42) कृपया 5 अंकीय पैमाने का प्रयोग करते हुए आपके प्रवास के निर्णय से संबंधित निम्नलिखित कथनों से आप किस सीमा तक सहमत हैं, बताएं।

1 - पूर्णतः असहमत, 2 - असहमत, 3 - अनिश्चित/तटस्थ राय, 4 - सहमत, 5 - पूर्णतः सहमत

		1	2	3	4	5
1	मैंने अपने परिवार की आर्थिक जरूरतों के दबाव के कारण पलायन किया					
2	मैंने बेहतर वेतन के साथ बेहतर नौकरी पाने के लिए पलायन किया					
3	मैंने निरंतर और सुरक्षित रोजगार के लिए पलायन किया					
4	मेरे क्षेत्र में लगातार सूखे, प्राकृतिक आपदा ने मुझे पलायन करने के लिए मजबूर किया					
5	मेरे क्षेत्र में रोजगार के अवसरों की कमी ने मुझे पलायन करने के लिए मजबूर किया					
6	मेरे क्षेत्र में बुनियादी सुविधाओं और ऋण सुविधाओं की कमी ने मुझे पलायन करने के लिए मजबूर किया					
7	मेरे क्षेत्र में कृषि-विकास कार्यक्रमों की कमी ने मुझे पलायन करने के लिए मजबूर किया					
8	मेरे क्षेत्र में बेहतर शैक्षणिक और चिकित्सा सुविधाओं के अभाव ने मुझे पलायन करने के लिए मजबूर किया					
9	मेरे क्षेत्र में जाति से संबंधित मुद्दों ने मुझे पलायन करने के लिए मजबूर किया					
10	मेरे क्षेत्र में राजनीतिक अनिश्चितताओं ने मुझे पलायन करने के लिए मजबूर किया					
11	यहां उपलब्ध चिकित्सा सुविधाओं ने मुझे प्रवास के लिए प्रेरित किया					
12	बच्चों के लिए गुणवत्तापूर्ण शिक्षा की उपलब्धता ने मुझे प्रवास के लिए प्रेरित किया					
13	यहां विद्यमान सामाजिक वातावरण (जैसे स्थानीय लोगों की स्वीकार्यता और समान व्यवहार) ने मुझे प्रवास करने के लिए प्रेरित किया					
14	यहाँ विद्यमान पर्यावरणीय परिस्थितियाँ (जैसे कम प्रदूषण) ने मुझे प्रवास करने के लिए प्रेरित किया					
15	यहां उपलब्ध परिवहन और संचार सुविधाओं ने मुझे प्रवास के लिए प्रेरित किया					

VI. प्रवासियों के अधिकार

43) कार्य स्थल की स्थिति: कृपया 5 अंकीय पैमाने का प्रयोग करते हुए अपने अधिकारों से संबंधित निम्नलिखित कथनों से आप किस सीमा तक सहमत हैं, बताएं।

1 - पूर्णतः असहमत, 2 - असहमत, 3 - अनिश्चित (तटस्थ राय), 4 - सहमत, 5 - पूर्णतः सहमत

		1	2	3	4	5
1	यहां लगातार मेरी जान को खतरा बना हुआ हूं					
2	मेरे साथ बिना किसी तरह के भेदभाव के अन्य लोगों जैसा व्यवहार किया जाता है					
3	मुझे हमेशा मनमानी गिरफ्तारी और नजरबंदी का भय रहता है					
4	मैं हमेशा यातना और अमानवीय व्यवहार के खतरे में हूं					
5	मुझे अपने मूल स्थान पर वापस जाने के लिए लगातार मजबूर किया जाता है					
6	मैं हमेशा इस डर में रहता हूं कि हमें सामूहिक रूप से यहां से निकाल दिया जाएगा					
7	यहां परिवार और रिश्ते बनाए रखने के लिए खतरा है					
8	मेरे नियोक्ता द्वारा मेरा लगातार शोषण किया जा रहा है					
9	मुझे सामाजिक सुरक्षा की योजनाएं प्रदान की गई हैं					
10	मेरी पहुंच बिना किसी भेदभाव के गुणवत्तापूर्ण स्वास्थ्य देखभाल सुविधाओं तक है					
11	हमारे समुदाय के बच्चों को सरकारी स्कूलों में मुफ्त शिक्षा उपलब्ध है					
12	मैं इस क्षेत्र में आवाजाही के लिए स्वतंत्र हूं					
13	अपने समुदाय के साथ मैं अपनी संस्कृति का आनंद ले सकता हूं, अपने धर्म की घोषणा और अभ्यास कर सकता हूं तथा अपनी भाषा का प्रयोग कर सकता हूं					

VII. सरकारी निकायों / योजनाओं / कानूनी ढांचों से लाभ

44) कार्य स्थल की स्थिति: कृपया 5 अंकीय पैमाने का प्रयोग करते हुए सरकारी योजनाओं / निकायों से प्राप्त लाभों से संबंधित निम्नलिखित कथनों से आप किस सीमा तक सहमत हैं, बताएं।

1 - पूर्णतः असहमत, 2 - असहमत, 3 - अनिश्चित (तटस्थ राय), 4 - सहमत, 5 - पूर्णतः सहमत

		1	2	3	4	5
1	मुझे बच्चों के पोषण और शिक्षा के लिए एकीकृत बाल विकास सेवा (आई सी डी एस) प्राप्त है					
2	मुझे गर्भवती / नई माताओं के लिए आई.सी.डी.एस प्राप्त होता है					
3	मुझे शिक्षा के अधिकार के तहत अपने बच्चों के लिए प्राथमिक स्तर तक स्कूली शिक्षा प्राप्त होती है					
4	स्कूल में मेरे बच्चों को मिड-डे-मील मिलता है					
5	मैं सार्वजनिक वितरण प्रणाली (पी.डी.एस.) का लाभ उठाता हूं					
6	मुझे शहरी केंद्रों में सार्वजनिक औषधालयों और अस्पतालों में स्वास्थ्य सेवाएं प्राप्त होती हैं					
7	मुझे स्थानीय निकायों से आवश्यक सेवाएँ प्राप्त हैं					
8	मैंने प्रधानमंत्री जन धन योजना (पी.एम.जे.डी.वाई.) का लाभ उठाया है					
9	मैं स्वास्थ्य योजना प्रधानमंत्री जन आरोग्य योजना (पी.एम.जे.ए.वाई) के अंतर्गत आता हूं					
10	मैं प्रधानमंत्री जीवन ज्योति बीमा योजना (पी.एम.जे.जे.वाई) जीवन बीमा योजना के अंतर्गत आता हूं					
11	मैं प्रधानमंत्री सुरक्षा बीमा योजना (पी.एम.जे.बी.वाई) दुर्घटना बीमा योजना के अंतर्गत आता हूं					
12	मैं अटल पेंशन योजना / स्वावलंबन योजना पेंशन योजना के अंतर्गत आता हूं					

Annexure IV Survey Questionnaire in Tamil

புலம்பெயர்ந்த தொழிலாளர்களுக்கு சமூக பாதுகாப்பு மற்றும் சுகாதார நலன்களை வழங்குவதற்கும், அவர்கள் தொடர்பான சட்டங்களை அமல்படுத்துவதற்கும் உள்ள தடைகள்: நிறுவன உரிமையாளர்களின் பார்வை

I. நிறுவனம் தொடர்பான தகவல்

1. நிறுவனத்தின் பெயர்: _____
2. இடம்: _____ மாவட்டம்: _____ மாநிலம்: _____
3. கிளைகள் / இருப்பிடங்களின் எண்ணிக்கை, ஏதேனும் இருந்தால்: _____
4. வேலை / வணிக வகை:
 - கட்டுமானம் உற்பத்தி ஹோட்டல்கள் மற்றும் உணவகங்கள்
 - சுகாதாரப் பாதுகாப்பு கல்வி நிறுவனம்
 - விவசாயம் செங்கல் சூளை வீட்டு வேலை
 - வணிக வளாகங்கள் பாதுகாப்பு சேவைகள் கடைகள்
 - மற்றவை, குறிப்பிடவும் _____
5. தொடங்கப்பட்ட ஆண்டு: _____
6. நிறுவனத்தின் உரிமையின் வகை: ஒரே உரிமையாளர் கூட்டாண்மை
7. நிறுவனம் பதிவு செய்யப்பட்டுள்ளதா?
 - ஆம் இல்லை முயற்சிகள் நடக்கின்றன
 - விழிப்புணர்வு இல்லை பொருந்தாது
8. நிறுவனத்தில் பணிபுரியும் தொழிலாளர்களின் எண்ணிக்கை: _____
9. புலம்பெயர்ந்த தொழிலாளர்களின் எண்ணிக்கை: _____
10. உங்கள் நிறுவனத்தில் புலம்பெயர்ந்த தொழிலாளர்கள் பணியாற்றுகிறார்கள் என்று அரசாங்க நிறுவனங்களுக்கு அறிவித்தீர்களா?
 - ஆம் விழிப்புணர்வு இல்லை பொருந்தாது
11. புலம்பெயர்ந்த தொழிலாளர்களின் விவரங்களை நீங்கள் பராமரிக்கிறீர்களா?
 - ஆம் விழிப்புணர்வு இல்லை பொருந்தாது

II. புலம்பெயர்ந்த தொழிலாளர்கள் தொடர்பான தகவல்

12. புலம்பெயர்ந்த தொழிலாளர்கள் எங்கிருந்து வருகிறார்கள்? (பொருந்தினால் 1 பெட்டிக்கு மேல் டிக் செய்யவும்)
 - உத்தரபிரதேசம் பீகார் ஜார்க்கண்ட் சத்தீஸ்கர் ஒடிசா
 - மேற்கு வங்கம் தமிழ்நாடு வட கிழக்கு மாநிலங்கள்
 - மற்றவை, குறிப்பிடவும் _____
13. புலம்பெயர்ந்த தொழிலாளர்களை எவ்வாறு பெறுவீர்கள்?
 - முகவர்கள் மூலம் விளம்பரங்கள் மூலம் அவர்கள் நேரடியாக எங்களை அணுகினர்
 - நாங்கள் அவர்களை நேரடியாக அணுகினோம் மற்றவை குறிப்பிடவும், _____
14. நீங்கள் எவ்வளவு காலம் புலம்பெயர்ந்த தொழிலாளர்களைப் பயன்படுத்துகிறீர்கள்? _____ ஆண்டுகள்.
15. உள்ளூர் தொழிலாளர்களையும் புலம்பெயர்ந்த தொழிலாளர்களையும் பின்வரும் அளவுருக்களில் ஒப்பிடுங்கள். இருபுறமும் பொருத்தமான ஒரு பெட்டியை டிக் செய்யவும்.
(1-ஒருபோதும் இல்லை, 2-அரிதாக, 3-சில நேரங்களில், 4-பெரும்பாலும், 5-எப்போதும்).

உள்ளூர் தொழிலாளர்கள்					அளவுருக்கள்	புலம்பெயர்ந்தவர்கள்				
5	4	3	2	1		1	2	3	4	5
					சரியான நேரத்தில் வேலைக்கு வருகிறார்கள்					
					அதிக நேரம் வேலை செய்கிறார்கள்					
					திறமையான வேலை செய்கிறார்கள்					
					உற்பத்தித்திறன் அதிகம்					
					மிகவும் அடிபணிந்தவர்கள்					
					பயன்படுத்துவதில் செலவு குறைவு					

பின்வரும் கேள்விகளுக்கு பொருத்தமான ஒரு பெட்டியை டிக் (✓) செய்யவும்

16. புலம்பெயர்ந்த தொழிலாளர்கள் உங்களுடன் தங்கள் வேலையைத் தொடரத் தயாரா?
 இல்லை அரிதாக சில நேரங்களில் பெரும்பாலும் எப்போதும்
17. புலம்பெயர்ந்த தொழிலாளியை வேலைக்கு அமர்த்துவதில் கூடுதல் செலவு உள்ளதா?
 இல்லை அரிதாக சில நேரங்களில் பெரும்பாலும் எப்போதும்
18. புலம்பெயர்ந்த தொழிலாளியை வேலைக்கு அமர்த்துவதில் ஏதேனும் ஆபத்து உள்ளதா?
 இல்லை அரிதாக சில நேரங்களில் பெரும்பாலும் எப்போதும்
19. புலம்பெயர்ந்தோரை உள்ளூர்வாசிகளைப் போல நடத்துகிறீர்களா?
 இல்லை அரிதாக சில நேரங்களில் பெரும்பாலும் எப்போதும்
20. புலம்பெயர்ந்த தொழிலாளர்கள் உள்ளூர் மக்களை விட திறமையானவர்களா?
 இல்லை அரிதாக சில நேரங்களில் பெரும்பாலும் எப்போதும்
21. புலம்பெயர்ந்த தொழிலாளர்களை உங்களுடன் தக்க வைத்துக் கொள்ள நீங்கள் என்ன நடவடிக்கைகள் எடுக்கிறீர்கள்? (பொருந்தினால் 1 பெட்டிக்கு மேல் டிக் (✓) செய்யவும்)
 நியாயமான ஊதியங்கள் நல்ல தங்குமிடம் மானிய உணவு சுகாதார வசதிகள்
 போக்குவரத்து வசதிகள் கல்வி பெறுவதற்கு உதவுதல்
 அரசாங்க திட்டங்களைப் பெறுவதற்கு உதவுதல் வேலை திறன்களை மேம்படுத்த பயிற்சி
 மற்றவை, குறிப்பிடவும் _____
22. புலம்பெயர்ந்தோரை மன அழுத்தமில்லாமல் இருக்க நீங்கள் என்ன நடவடிக்கைகள் எடுக்கிறீர்கள்? (பொருந்தினால் 1 பெட்டிக்கு மேல் டிக் (✓) செய்யவும்)
 சரியான நேரத்தில் ஊதியங்களை வழங்குதல் வாராந்திர விடுமுறை
 வேலையை பரிச்சய படுத்துதல் கலாச்சார நிகழ்ச்சிகளைக் கொண்டாடுதல்
 உள்ளூர் மொழி மற்றும் கலாச்சாரங்களை கற்பித்தல்
 ஆலோசனை பெற உதவுதல் மற்றவை, குறிப்பிடவும் _____
23. புலம்பெயர்ந்த தொழிலாளர்களுக்கு சமூக பாதுகாப்பு மற்றும் சுகாதார நலன்களை வழங்குவதற்கும், அவர்கள் தொடர்பான சட்டங்களை அமல்படுத்துவதற்கும் உள்ள பின்வரும் தடைகளுக்கு உங்கள் உடன்பாட்டை தெரிவிக்கவும்.
 (1 - கடுமையாக உடன்படவில்லை, 2 - உடன்படவில்லை, 3 - ஒப்புக்கொள்ளவோ உடன்படவோ இல்லை, 4 - ஒப்புக்கொள்கிறேன், 5 - கடுமையாக ஒப்புக்கொள்கிறேன்)

எண்	இடையூறுகள்	1	2	3	4	5
1	தேவையான ஆவணங்களை வழங்குவதில் தொழிலாளர்களின் ஆதரவு இல்லாமை.					
2	சமூக பாதுகாப்பு திட்டங்களுக்கு தேவையான பொருத்தமான சம்பள பிடித்ததுக்கு தொழிலாளர்கள் தயாராக இல்லை.					
3	சமூக பாதுகாப்பு திட்டங்களின் முக்கியத்துவத்தை தொழிலாளர்கள் உணரவில்லை.					
4	கிடைக்கும் திட்டங்கள் / நன்மைகள் குறித்து எங்களுக்குத் தெரியாது.					
5	சட்டரீதியான தேவைகள் குறித்து எங்களுக்குத் தெரியாது.					
6	எங்களிடம் போதுமான மனித நிபுணத்துவம் இல்லை.					
7	எங்களிடம் தேவையான உள்கட்டமைப்பு வசதிகள் இல்லை.					
8	அரசாங்க நலன்களுக்காக புலம்பெயர்ந்தோரை பதிவு செய்வதில் உள்ள செயல்முறை சிக்கலானது.					
9	அரசாங்க நலன்களுக்காக புலம்பெயர்ந்தோரை பதிவு செய்வதில் உள்ள செலவு மிக அதிகம்.					
10	அரசாங்க நிறுவனங்களிலிருந்து எங்களுக்கு போதுமான ஆதரவு கிடைக்கவில்லை.					

எண்	இடையூறுகள்	1	2	3	4	5
11	பெண் குடியேறியவர்கள் தங்கள் கணவர் அல்லது உறவினர்களுடன் வசிப்பதால் அவர்களின் பெயரில் ஆவணங்கள் இல்லை.					
12	சுகாதார வசதிகளை வழங்குவதில் தொடர்பு மற்றும் மொழி தடைகள் உள்ளன.					
13	புலம்பெயர்ந்தோர் கலாச்சார வேறுபாடுகள் சுகாதார சேவைகளுக்கு தடைகளாக செயல்படுகின்றன.					
14	சுகாதார வழங்குநர்களின் அணுகுமுறை புலம்பெயர்ந்தோருக்கான சுகாதாரப் பாதுகாப்பு அணுகலைத் தடுக்கிறது.					
15	புலம்பெயர்ந்தோர் குறைந்த அல்லது கிடைக்கக்கூடிய தகவல்களை அணுக முடியாதது.					
16	புலம்பெயர்ந்தோர் சுகாதார அமைப்பு பற்றி அறிமுகமில்லாதவர்கள்.					
17	புலம்பெயர்ந்தோர் சுகாதார வழங்குநர்கள் மீது அவநம்பிக்கை கொண்டுள்ளனர்.					
18	களங்கம் மற்றும் தப்பெண்ணம் குறித்த பயம் காரணமாக புலம்பெயர்ந்தோர் கவனத்தைத் தேட தயங்குகிறார்கள்.					
19	புலம்பெயர்ந்தோர் தங்கள் உடல்நிலை காரணமாக தங்கள் சொந்த இடத்திற்கு திருப்பி அனுப்பப்படுவார்கள் என்ற அச்சம் காரணமாக கவனத்தைத் தேட தயங்குகிறார்கள்.					
20	தற்போதுள்ள சமூக பாதுகாப்பு மற்றும் சுகாதார நலன்களுடன் புலம்பெயர்ந்தோர் வசதியாக உள்ளனர்.					

24. புலம்பெயர்ந்த தொழிலாளர்களுக்கு சிறந்த வேலை / வாழ்க்கை சூழலை வழங்க அரசாங்க நிறுவனங்களிடமிருந்து நீங்கள் என்ன வகையான ஆதரவை எதிர்பார்க்கிறீர்கள்?

***** நன்றி *****

Annexure V Survey Questionnaire in Malayalam

സാമൂഹ്യ സുരക്ഷയും ആരോഗ്യ ആനുകൂല്യങ്ങളും നൽകുന്നതിലും കുടിയേറ്റ തൊഴിലാളികളുമായി ബന്ധപ്പെട്ട നിയമങ്ങൾ നടപ്പിലാക്കുന്നതിലുമുള്ള തടസ്സങ്ങൾ: തൊഴിലുടമകളുടെ കാഴ്ചപ്പാടിൽ.

സ്ഥാപന പ്രൊഫൈൽ :

1. സ്ഥാപനത്തിന്റെ പേര് (ഓപ്ഷണൽ): _____
 2. സ്ഥലം: _____ ജില്ല: _____ സംസ്ഥാനം: _____
 3. ശാഖകളുടെ / സ്ഥാനങ്ങളുടെ എണ്ണം ഉണ്ടെങ്കിൽ: _____
 4. ജോലി / ബിസിനസ് തരം:
 - നിർമ്മാണം ഉത്പാദനം ഹോട്ടലുകളും റെസ്റ്റോറന്റുകളും ആരോഗ്യ പരിരക്ഷ വിദ്യാഭ്യാസം കൃഷി ബ്രിക്ക് കിൽ വീട്ടുജോലി മറ്റുള്ളവ, വ്യക്തമാക്കുക _____
 5. ആരംഭിച്ച വർഷം: _____
 6. സ്ഥാപനത്തിന്റെ ഉടമസ്ഥാവകാശ തരം: ഏക കടയുടമ പങ്കാളിത്തം
 7. സ്ഥാപനം രജിസ്റ്റർ ചെയ്തിട്ടുണ്ടോ?
 - അതെ ഇല്ല പ്രക്രിയയിലാണ് അറിയില്ല ബാധകമല്ല
 8. സ്ഥാപനത്തിൽ ജോലി ചെയ്യുന്ന തൊഴിലാളികളുടെ എണ്ണം: _____
 9. കുടിയേറ്റ തൊഴിലാളികളുടെ എണ്ണം: _____
 10. നിങ്ങളുടെ സ്ഥാപനത്തിലെ കുടിയേറ്റ തൊഴിലാളികളുടെ തൊഴിൽസംബന്ധിച്ച് നിങ്ങൾ സർക്കാർ ഏജൻസികളെ അറിയിച്ചിട്ടുണ്ടോ?
 - അതെ അറിയില്ല ബാധകമല്ല
 11. കുടിയേറ്റ തൊഴിലാളികളുടെ വിവരങ്ങൾ നിങ്ങൾ പരിപാലിക്കുന്നുണ്ടോ?
 - അതെ അറിയില്ല ബാധകമല്ല
- മൈഗ്രന്റ് തൊഴിലാളികളുമായി ബന്ധപ്പെട്ട വിവരങ്ങൾ**
12. കുടിയേറ്റ തൊഴിലാളികൾ എവിടെ നിന്ന് വരുന്നു? (ബാധകമെങ്കിൽ 1 ബോക്സിൽ കൂടുതൽ ടിക്ക് ചെയ്യുക)
 - ഉത്തർപ്രദേശ് ബീഹാർ ജാർഖണ്ഡ് ഛത്തീസ്ഗാർ ഓഡീഷ് പശ്ചിമ ബംഗാൾ തമിഴ്നാട് വടക്ക്-കിഴക്ക് മറ്റുള്ളവ, വ്യക്തമാക്കുക _____
 13. കുടിയേറ്റ തൊഴിലാളികളെ നിങ്ങൾക്ക് എങ്ങനെ ലഭിക്കും?
 - ഏജന്റുമാർ വഴി പരസ്യങ്ങളിലൂടെ അവരെ നേരിട്ട് സമീപിച്ചു
 - നേരിട്ട് അവരെ സമീപിച്ചു മറ്റുള്ളവ, വ്യക്തമാക്കുക _____

14. നിങ്ങൾ എത്ര കാലമായി കുടിയേറ്റ തൊഴിലാളികളെ ജോലി ചെയ്യിക്കുന്നു?__
വർഷമായി.

15. ഇനിപ്പറയുന്ന പാരാമീറ്ററുകളിൽ കുടിയേറ്റ തൊഴിലാളികളെ പ്രാദേശിക തൊഴിലാളികളുമായി ഉചിതമായ ബോക്സിൽ ഒരു ടിക്ക് ഉപയോഗിച്ച് താരതമ്യം ചെയ്യുക (1-ഒരിക്കലും -, 2-അപൂർവ്വമായി, 3- ചിലപ്പോൾ, 4- പലപ്പോഴും, 5-എല്ലായ്പ്പോഴും)

പ്രാദേശിക തൊഴിലാളികൾ					പാരാമീറ്റർ	കുടിയേറ്റ തൊഴിലാളികൾ				
5	4	3	2	1		1	2	3	4	5
					കൃത്യസമയത്ത് റിപ്പോർട്ട് ചെയ്യുന്നു					
					കൂടുതൽ മണിക്കൂർ ജോലി ചെയ്യുക					
					വിദഗ്ധ ജോലി ചെയ്യുക					
					വളരെ ഉൽപാദനക്ഷമത					
					വളരെ വിധേയമാണ്					
					ജോലിയിൽ കുറഞ്ഞ ചെലവ്					

16. നിങ്ങളുമായി ജോലി തുടരാൻ കുടിയേറ്റ തൊഴിലാളികൾ തയ്യാറാണോ?

- ഒരിക്കലും അപൂർവ്വമായി ചിലപ്പോൾ പലപ്പോഴും എല്ലായ്പ്പോഴും

17. ഒരു കുടിയേറ്റ തൊഴിലാളിയെ ജോലി ചെയ്യിക്കുന്നതിൽ അധിക ചിലവ് ഉൾപ്പെടുന്നുണ്ടോ?

- ഒരിക്കലും അപൂർവ്വമായി ചിലപ്പോൾ പലപ്പോഴും എല്ലായ്പ്പോഴും

18. ഒരു കുടിയേറ്റ തൊഴിലാളിയെ ജോലി ചെയ്യിക്കുന്നതിൽ എന്തെങ്കിലും അപകടമുണ്ടോ?

- ഒരിക്കലും അപൂർവ്വമായി ചിലപ്പോൾ പലപ്പോഴും എല്ലായ്പ്പോഴും

19. കുടിയേറ്റക്കാരോട് നിങ്ങൾ നാട്ടുകാരെപ്പോലെയാണോ പെരുമാറുന്നത്?

- ഒരിക്കലും അപൂർവ്വമായി ചിലപ്പോൾ പലപ്പോഴും എല്ലായ്പ്പോഴും

20. കുടിയേറ്റ തൊഴിലാളികൾ നാട്ടുകാരേക്കാൾ കാര്യക്ഷമരാണോ?

- ഒരിക്കലും അപൂർവ്വമായി ചിലപ്പോൾ പലപ്പോഴും എല്ലായ്പ്പോഴും

21. കുടിയേറ്റ തൊഴിലാളികളെ നിങ്ങളോടൊപ്പം നിലനിർത്താൻ നിങ്ങൾ എന്ത് നടപടികളാണ് സ്വീകരിക്കുന്നത്? (ബാധകമെങ്കിൽ 1 ബോക്സിൽ കൂടുതൽ ടിക്ക് ചെയ്യുക)

- ന്യായമായ വേതനം മാന്യമായ അഭയം സബ്സിഡി ഭക്ഷണം ആരോഗ്യ പരിരക്ഷാ സൗകര്യങ്ങൾ ഗതാഗത സൗകര്യങ്ങൾ വിദ്യാഭ്യാസത്തിലേക്കുള്ള പ്രവേശനം സർക്കാരിലേക്കുള്ള പ്രവേശനം സ്കീമുകൾ പരിശീലനം മറ്റുള്ളവ, വ്യക്തമാക്കുക

22. കുടിയേറ്റക്കാരെ സമ്മർദ്ദരഹിതമായി നിലനിർത്താൻ നിങ്ങൾ എന്ത് നടപടികളാണ് സ്വീകരിക്കുന്നത്? (ബാധകമെങ്കിൽ 1 ബോക്സിൽ കൂടുതൽ ടിക്ക് ചെയ്യുക)

- കൃത്യസമയത്ത് വേതനം വിതരണം ചെയ്യുക പ്രതിവാരം ഓഫാണ് ജോലിയുമായി പരിചയം സാംസ്കാരിക പരിപാടികൾ ആഘോഷിക്കുന്നു പ്രാദേശിക ഭാഷയും സംസ്കാരങ്ങളും പഠിപ്പിക്കുക കൗൺസിലിംഗിലേക്കുള്ള പ്രവേശനം മറ്റുള്ളവ, വ്യക്തമാക്കുക

23.: സാമൂഹ്യ സുരക്ഷയും ആരോഗ്യ ആനുകൂല്യങ്ങളും നൽകുന്നതിലും കുടിയേറ്റ തൊഴിലാളികളുമായി ബന്ധപ്പെട്ട നിയമങ്ങൾ നടപ്പാക്കുന്നതിലുമുള്ള തടസ്സങ്ങൾ (ഇനിപ്പറയുന്ന പ്രസ്താവനകളിൽ നിങ്ങളുടെ കരാറിന്റെ നില നൽകുക). 1 - ശക്തമായി വിയോജിക്കുന്നു 2 - വിയോജിക്കുന്നു, 3 - സമ്മതിക്കുകയോ വിയോജിക്കുകയോ ഇല്ല, 4 - സമ്മതിക്കുകയും ഒപ്പം 5 - ശക്തമായി സമ്മതിക്കുന്നു.

തടസ്സങ്ങൾ		1	2	3	4	5
1	ആവശ്യമായ രേഖകൾ നൽകുന്നതിൽ തൊഴിലാളികളുടെ പിന്തുണയുടെ അഭാവം.					
2	സാമൂഹ്യ സുരക്ഷാ പദ്ധതികൾക്ക് ഉചിതമായ കിഴിവുകൾ നൽകാൻ തൊഴിലാളികൾ തയ്യാറല്ല.					
3	സാമൂഹ്യ സുരക്ഷാ പദ്ധതികളുടെ പ്രാധാന്യം തൊഴിലാളികൾക്ക് മനസ്സിലാകുന്നില്ല					
4	ലഭ്യമായ പദ്ധതികളെക്കുറിച്ചും ആനുകൂല്യങ്ങളെക്കുറിച്ചും					

	ഞങ്ങൾക്ക് അറിയില്ല.					
5	നിയമപരമായ ആവശ്യകതകളെക്കുറിച്ച് ഞങ്ങൾക്ക് അറിയില്ല.					
6	ഞങ്ങൾക്ക് വേണ്ടത്ര മാനുഷിക വൈദഗ്ദ്ധ്യം ഇല്ല.					
7	ഞങ്ങൾക്ക് ആവശ്യമായ അടിസ്ഥാന സൗകര്യങ്ങളില്ല.					
8	കുടിയേറ്റക്കാരെ സർക്കാരിനായി രജിസ്റ്റർ ചെയ്യുന്ന പ്രക്രിയ. ആനുകൂല്യങ്ങൾ സങ്കീർണ്ണമാണ്.					
9	ഗവൺമെന്റിനായി കുടിയേറ്റക്കാരെ രജിസ്റ്റർ ചെയ്യുന്നതിലെ ചെലവ്. ആനുകൂല്യങ്ങൾ വളരെ ഉയർന്നതാണ്					
10	.സർക്കാർ ഏജൻസികളിൽ നിന്ന് ഞങ്ങൾക്ക് വേണ്ടത്ര പിന്തുണ ലഭിക്കുന്നില്ല					
11	പുരുഷ പങ്കാളികളുമായോ ബന്ധുക്കളുമായോ താമസിക്കുന്നതിനാൽ സ്ത്രീ കുടിയേറ്റക്കാർക്ക് അവരുടെ പേരിൽ രേഖകളില്ല.					
12	ആരോഗ്യ പരിരക്ഷാ സൗകര്യങ്ങൾ നൽകുന്നതിൽ ആശയവിനിമയവും ഭാഷാ തടസ്സങ്ങളും ഉണ്ട്					
13	കുടിയേറ്റക്കാരുടെ സാംസ്കാരിക വ്യത്യാസങ്ങൾ ആരോഗ്യ പരിരക്ഷാ സേവനങ്ങൾക്ക് തടസ്സമായി പ്രവർത്തിക്കുന്നു.					
14	ആരോഗ്യ സംരക്ഷണ ദാതാക്കളുടെ മനോഭാവം കുടിയേറ്റക്കാർക്കുള്ള ആരോഗ്യ പരിരക്ഷയെ തടസ്സപ്പെടുത്തുന്നു.					
15	കുടിയേറ്റക്കാർക്ക് പരിമിതമോ ലഭ്യമായ വിവരങ്ങളിലേക്ക് പ്രവേശനത്തിന്റെ അഭാവമോ.					
16	ആരോഗ്യസംരക്ഷണ സംവിധാനവുമായി പരിചയമില്ലാത്ത കുടിയേറ്റക്കാർ.					
17	.ആരോഗ്യ സംരക്ഷണ ദാതാക്കളിൽ കുടിയേറ്റക്കാർക്ക് അവിശ്വാസം					
18	കളങ്കപ്പെടുത്തലും മുൻവിധിയും ഭയന്ന് കുടിയേറ്റക്കാർ ശ്രദ്ധ തേടാൻ വിമുഖത കാണിക്കുന്നു.					
19	ആരോഗ്യസ്ഥിതി കാരണം നാടുകടത്തപ്പെടുമെന്ന ഭയം കാരണം					

	കുടിയേറ്റക്കാർ ശ്രദ്ധ തേടാൻ മടിക്കുന്നു.					
20	നിലവിലുള്ള സാമൂഹിക സുരക്ഷയും ആരോഗ്യ പരിരക്ഷാ ആനുകൂല്യങ്ങളും കുടിയേറ്റക്കാർക്ക് സുഖകരമാണ്.					

24. കുടിയേറ്റ തൊഴിലാളികൾക്ക് മെച്ചപ്പെട്ട തൊഴിൽ / ജീവിത സാഹചര്യങ്ങൾ നൽകാൻ സർക്കാർ ഏജൻസികളിൽ നിന്ന് എന്ത് തരത്തിലുള്ള പിന്തുണയാണ് നിങ്ങൾ പ്രതീക്ഷിക്കുന്നത്?

***** നന്ദി*****

ಸಾಮಾಜಿಕ ಭದ್ರತೆ ಮತ್ತು ಆರೋಗ್ಯ ಪ್ರಯೋಜನಗಳನ್ನು ಒದಗಿಸುವಲ್ಲಿನ
ಅಡೆತಡೆಗಳು ಮತ್ತು ವಲಸೆ ಕಾರ್ಮಿಕರಿಗೆ ಸಂಬಂಧಿಸಿದ ಕಾನೂನುಗಳನ್ನು
ಅನುಷ್ಠಾನಗೊಳಿಸುವುದು: ಉದ್ಯೋಗದಾತರ ದೃಷ್ಟಿಕೋನ

FIRM PROFILE

ಸಂಸ್ಥೆಯ ವಿವರ

1. ಸಂಸ್ಥೆಯ ಹೆಸರು (ಐಚ್ಛಿಕ): _____
2. ಸ್ಥಳ: _____ ಜಿಲ್ಲೆ: _____ ರಾಜ್ಯ: _____
3. ಶಾಖೆಗಳು / ಸ್ಥಳಗಳ ಸಂಖ್ಯೆ, ಯಾವುದಾದರೂ ಇದ್ದರೆ: _____
4. ಕೆಲಸದ ಪ್ರಕಾರ / ವ್ಯವಹಾರ:
 - ನಿರ್ಮಾಣ
 - ಉತ್ಪಾದನೆ
 - ಹೋಟೆಲ್‌ಗಳು ಮತ್ತು ರೆಸ್ಟೋರೆಂಟ್‌ಗಳು
 - ಆರೋಗ್ಯ ರಕ್ಷಣೆ ಶಿಕ್ಷಣ
 - ಕೃಷಿ
 - ಇಟ್ಟಿಗೆ ಗೂಡು om ದೇಶೀಯ ಕೆಲಸ
 - ಇತರೆ, _____
5. ಪ್ರಾರಂಭದ ವರ್ಷ: _____
6. ಸಂಸ್ಥೆಯ ಮಾಲೀಕತ್ವದ ಪ್ರಕಾರ:
 - ಏಕೈಕ ಮಾಲೀಕ
 - ಪಾಲುದಾರಿಕೆ
7. ಸಂಸ್ಥೆಯನ್ನು ನೋಂದಾಯಿಸಲಾಗಿದೆಯೇ?
 - ಹೌದು
 - ಇಲ್ಲ
 - ಪ್ರಕ್ರಿಯೆಯಲ್ಲಿದೆ
 - ಅರಿವಿಲ್ಲ
 - ಅನ್ವಯಿಸುವುದಿಲ್ಲ
8. ಸಂಸ್ಥೆಯಲ್ಲಿ ಕೆಲಸ ಮಾಡುವ ಕಾರ್ಮಿಕರ ಸಂಖ್ಯೆ: _____
9. ವಲಸೆ ಕಾರ್ಮಿಕರ ಸಂಖ್ಯೆ: _____
10. ನಿಮ್ಮ ಸಂಸ್ಥೆಯಲ್ಲಿ ವಲಸೆ ಕಾರ್ಮಿಕರ ಉದ್ಯೋಗದ ಬಗ್ಗೆ ನೀವು ಸರ್ಕಾರಿ ಸಂಸ್ಥೆಗಳಿಗೆ ಮಾಹಿತಿ ನೀಡಿದ್ದೀರಾ?
 - ಹೌದು
 - ಅರಿವಿಲ್ಲ
 - ಅನ್ವಯಿಸುವುದಿಲ್ಲ
11. ನೀವು ವಲಸೆ ಕಾರ್ಮಿಕರ ವಿವರಗಳನ್ನು ನಿರ್ವಹಿಸುತ್ತೀರಾ?
 - ಹೌದು
 - ಅರಿವಿಲ್ಲ
 - ಅನ್ವಯಿಸುವುದಿಲ್ಲ

INFORMATION RELATED TO MIGRANT WORKERS

ವಲಸೆ ಕೆಲಸಗಾರರಿಗೆ ಸಂಬಂಧಿಸಿದ ಮಾಹಿತಿ

12. ವಲಸೆ ಕಾರ್ಮಿಕರು ಎಲ್ಲಿಂದ ಬಂದಿದ್ದಾರೆ? (ಅನ್ವಯವಾಗಿದ್ದರೆ 1 ಕ್ಕಿಂತ ಹೆಚ್ಚು ಪೆಟ್ಟಿಗೆಯನ್ನು ಟಿಕ್ ಮಾಡಿ)

ಉತ್ತರ ಪ್ರದೇಶ ಬಿಹಾರ ಹಾರಿಜಾನ್ ಹತ್ತಿ ತ್ರಿಪುರಾ ದೆಹಲಿ ಇತರ

ಪಶ್ಚಿಮ ಬಂಗಾಳ ತಮಿಳುನಾಡು ಈಶಾನ್ಯ ಇತರ, _____ ಅನ್ನು ನಿರ್ದಿಷ್ಟಪಡಿಸಿ

13. ನೀವು ವಲಸೆ ಕಾರ್ಮಿಕರನ್ನು ಹೇಗೆ ಪಡೆಯುತ್ತೀರಿ?

Agents ಏಜೆಂಟರ ಮೂಲಕ ads ಜಾಹೀರಾತುಗಳ ಮೂಲಕ ಅವರು ನೇರವಾಗಿ ಸಂಪರ್ಕಿಸುತ್ತಾರೆ

ಅವರನ್ನು ನೇರವಾಗಿ ಸಂಪರ್ಕಿಸಿದೆ ಇತರರು, _____ ಸೂಚಿಸಿ

14. ನೀವು ಎಷ್ಟು ದಿನ ವಲಸೆ ಕಾರ್ಮಿಕರನ್ನು ನೇಮಿಸಿಕೊಳ್ಳುತ್ತಿದ್ದೀರಿ? _____ ವರ್ಷಗಳು.

15. ದಯವಿಟ್ಟು ವಲಸೆ ಕಾರ್ಮಿಕರನ್ನು ಸ್ಥಳೀಯ ಕಾರ್ಮಿಕರೊಂದಿಗೆ ಕೆಳಗಿನ ನಿಯತಾಂಕಗಳಲ್ಲಿ ಸೂಕ್ತವಾದ ಪೆಟ್ಟಿಗೆಯಲ್ಲಿ ಟಿಕ್ ಮೂಲಕ ಹೋಲಿಸಿ (1-ಎಂದಿಗೂ, 2-ಅಪರೂಪವಾಗಿ, 3-ಕೆಲವೊಮ್ಮೆ, 4-ಆಗಾಗ್ಗೆ, 5-ಯಾವಾಗಲೂ).

ಸ್ಥಳೀಯ ಕಾರ್ಮಿಕರು					ನಿಯತಾಂಕ	ವಲಸೆ ಕಾರ್ಮಿಕರು				
5	4	3	2	1		1	2	3	4	5
<input type="checkbox"/>	ಸಮಯಕ್ಕೆ ವರದಿ ಮಾಡಲಾಗುತ್ತಿದೆ	<input type="checkbox"/>								
<input type="checkbox"/>	ಹೆಚ್ಚು ಗಂಟೆಗಳ ಕೆಲಸ ಮಾಡಿ	<input type="checkbox"/>								
<input type="checkbox"/>	ನುರಿತ ಕೆಲಸ ಮಾಡಿ	<input type="checkbox"/>								
<input type="checkbox"/>	ಬಹಳ ಉತ್ಪಾದಕ	<input type="checkbox"/>								
<input type="checkbox"/>	ಬಹಳ ವಿಧೇಯ	<input type="checkbox"/>								
<input type="checkbox"/>	ಉದ್ಯೋಗದಲ್ಲಿ ಕಡಿಮೆ ಖರ್ಚು	<input type="checkbox"/>								

16. ವಲಸೆ ಕಾರ್ಮಿಕರು ನಿಮ್ಮೊಂದಿಗೆ ತಮ್ಮ ಉದ್ಯೋಗವನ್ನು ಮುಂದುವರಿಸಲು ಸಿದ್ಧರಿದ್ದಾರೆಯೇ?

ಎಂದಿಗೂ ವಿರಳವಾಗಿ ಕೆಲವೊಮ್ಮೆ ಆಗಾಗ್ಗೆ ಯಾವಾಗಲೂ

17. ವಲಸೆ ಕಾರ್ಮಿಕರನ್ನು ನೇಮಿಸಿಕೊಳ್ಳಲು ಹೆಚ್ಚುವರಿ ವೆಚ್ಚವು ಒಳಗೊಳ್ಳುತ್ತದೆಯೇ?

ಎಂದಿಗೂ ವಿರಳವಾಗಿ ಕೆಲವೊಮ್ಮೆ ಆಗಾಗ್ಗೆ ಯಾವಾಗಲೂ

18. ವಲಸೆ ಕಾರ್ಮಿಕರನ್ನು ನೇಮಿಸಿಕೊಳ್ಳುವಲ್ಲಿ ನಿಮಗೆ ಏನಾದರೂ ಅಪಾಯವಿದೆಯೇ?

ಎಂದಿಗೂ ವಿರಳವಾಗಿ ಕೆಲವೊಮ್ಮೆ ಆಗಾಗ್ಗೆ ಯಾವಾಗಲೂ

19. ನೀವು ವಲಸಿಗರನ್ನು ಸ್ಥಳೀಯರಂತೆ ನೋಡಿಕೊಳ್ಳುತ್ತೀರಾ?

ಎಂದಿಗೂ ವಿರಳವಾಗಿ ಕೆಲವೊಮ್ಮೆ ಆಗಾಗ್ಗೆ ಯಾವಾಗಲೂ

20. ವಲಸೆ ಕಾರ್ಮಿಕರು ಸ್ಥಳೀಯರಿಗಿಂತ ದಕ್ಷರಾಗಿದ್ದಾರೆಯೇ?

ಎಂದಿಗೂ ವಿರಳವಾಗಿ ಕೆಲವೊಮ್ಮೆ ಆಗಾಗ್ಗೆ ಯಾವಾಗಲೂ

21. ವಲಸೆ ಕಾರ್ಮಿಕರನ್ನು ನಿಮ್ಮೊಂದಿಗೆ ಉಳಿಸಿಕೊಳ್ಳಲು ನೀವು ಯಾವ ಕ್ರಮಗಳನ್ನು ತೆಗೆದುಕೊಳ್ಳುತ್ತೀರಿ? (ಅನ್ವಯವಾಗಿದ್ದರೆ 1 ಕ್ಕಿಂತ ಹೆಚ್ಚು ಪೆಟ್ಟಿಗೆಯನ್ನು ಟಿಕ್ ಮಾಡಿ)

ನ್ಯಾಯಯುತ ವೇತನಗಳು ಯೋಗ್ಯವಾದ ಆಶ್ರಯ ಸಬ್ಸಿಡಿ ಆಹಾರ ಆರೋಗ್ಯ ಸೌಲಭ್ಯಗಳು

Facilities ಸಾರಿಗೆ ಸೌಲಭ್ಯಗಳು Education ಶಿಕ್ಷಣಕ್ಕೆ ಪ್ರವೇಶ Gov ಸರ್ಕಾರಕ್ಕೆ ಪ್ರವೇಶ ಯೋಜನೆಗಳು

ತರಬೇತಿ ಇತರರು, _____ ಅನ್ನು ಸೂಚಿಸಿ.

22. ವಲಸಿಗರನ್ನು ಒತ್ತಡರಹಿತವಾಗಿಡಲು ನೀವು ಯಾವ ಕ್ರಮಗಳನ್ನು ತೆಗೆದುಕೊಳ್ಳುತ್ತೀರಿ? (ಅನ್ವಯವಾಗಿದ್ದರೆ 1 ಕ್ಕಿಂತ ಹೆಚ್ಚು ಪೆಟ್ಟಿಗೆಯನ್ನು ಟಿಕ್ ಮಾಡಿ)

Wages ವೇತನದ ಸರಿಯಾದ ಸಮಯ ವಿತರಣೆ ವಾರಕ್ಕೊಮ್ಮೆ-ಕೆಲಸದಲ್ಲಿ ಪರಿಚಿತತೆ

Cultural ಸಾಂಸ್ಕೃತಿಕ ಕಾರ್ಯಕ್ರಮಗಳನ್ನು ಆಚರಿಸುವುದು local ಸ್ಥಳೀಯ ಭಾಷೆ ಮತ್ತು ಸಂಸ್ಕೃತಿಗಳನ್ನು ಕಲಿಸುವುದು

Counsel ಸಮಾಲೋಚನೆಗೆ ಪ್ರವೇಶ ಇತರರು, _____ ಅನ್ನು ನಿರ್ದಿಷ್ಟಪಡಿಸಿ

ಕಾರ್ಮಿಕರಿಗೆ ಸಂಬಂಧಿಸಿದ ಕಾನೂನುಗಳನ್ನು ಅನುಷ್ಠಾನಗೊಳಿಸುವಲ್ಲಿನ ಅಡೆತಡೆಗಳು:

ದಯವಿಟ್ಟು ಈ ಕೆಳಗಿನ ಹೇಳಿಕೆಗಳಲ್ಲಿ ನಿಮ್ಮ ಒಪ್ಪಂದದ ಮಟ್ಟವನ್ನು ನೀಡಿ.

1 - ಬಲವಾಗಿ ಒಪ್ಪುವುದಿಲ್ಲ, 2 - ಒಪ್ಪುವುದಿಲ್ಲ, 3 - ಒಪ್ಪುವುದಿಲ್ಲ ಅಥವಾ ಒಪ್ಪುವುದಿಲ್ಲ, 4 - ಒಪ್ಪುತ್ತೇನೆ ಮತ್ತು 5 - ಬಲವಾಗಿ ಒಪ್ಪುತ್ತೇನೆ.

	ಅಡೆತಡೆಗಳು	1	2	3	4	5
1	ಅಗತ್ಯ ದಾಖಲೆಗಳನ್ನು ನೀಡುವಲ್ಲಿ ಕಾರ್ಮಿಕರ ಬೆಂಬಲ ಕೊರತೆ.					
2	ಸಾಮಾಜಿಕ ಭದ್ರತಾ ಯೋಜನೆಗಳ ಬಗ್ಗೆ ಸೂಕ್ತ ಕಡಿತೆಗೆ ಕಾರ್ಮಿಕರು ಸಿದ್ಧರಿಲ್ಲ.					
3	ಸಾಮಾಜಿಕ ಭದ್ರತಾ ಯೋಜನೆಗಳ ಮಹತ್ವವನ್ನು ಕಾರ್ಮಿಕರು ಅರಿಯುವುದಿಲ್ಲ.					
4	ಲಭ್ಯವಿರುವ ಯೋಜನೆಗಳು / ಪ್ರಯೋಜನಗಳ ಬಗ್ಗೆ ನಮಗೆ ತಿಳಿದಿಲ್ಲ.					
5	ಶಾಸನಬದ್ಧ ಅವಶ್ಯಕತೆಗಳ ಬಗ್ಗೆ ನಮಗೆ ತಿಳಿದಿಲ್ಲ.					
6	ನಮಗೆ ಸಾಕಷ್ಟು ಮಾನವ ಪರಿಣತಿ ಇಲ್ಲ.					
7	ನಮಗೆ ಅಗತ್ಯ ಮೂಲಸೌಕರ್ಯ ಸೌಲಭ್ಯಗಳಿಲ್ಲ.					
8	ಸರ್ಕಾರಕ್ಕೆ ವಲಸಿಗರನ್ನು ನೋಂದಾಯಿಸುವ ಪ್ರಕ್ರಿಯೆ. ಪ್ರಯೋಜನಗಳು ಸಂಕೀರ್ಣವಾಗಿದೆ.					
9	ಸರ್ಕಾರಕ್ಕೆ ವಲಸಿಗರನ್ನು ನೋಂದಾಯಿಸುವ ವೆಚ್ಚ. ಪ್ರಯೋಜನಗಳು ತುಂಬಾ ಹೆಚ್ಚು.					
10	ಸರ್ಕಾರಿ ಸಂಸ್ಥೆಗಳಿಂದ ನಮಗೆ ಸಾಕಷ್ಟು ಬೆಂಬಲ ದೊರೆಯುವುದಿಲ್ಲ.					
11	ಸ್ತ್ರೀ ವಲಸಿಗರು ಪುರುಷ ಪಾಲುದಾರರು ಅಥವಾ ಸಂಬಂಧಿಕರೊಂದಿಗೆ ವಾಸಿಸುತ್ತಿರುವುದರಿಂದ ಅವರ ಹೆಸರಿನಲ್ಲಿ ದಾಖಲೆಗಳಿಲ್ಲ.					
12	ಆರೋಗ್ಯ ಸೌಲಭ್ಯಗಳನ್ನು ಒದಗಿಸುವಲ್ಲಿ ಸಂವಹನ ಮತ್ತು ಭಾಷೆಯ ಅಡೆತಡೆಗಳು ಇವೆ.					
13	ವಲಸಿಗರ ಸಾಂಸ್ಕೃತಿಕ ಭಿನ್ನತೆಗಳು ಆರೋಗ್ಯ ಸೇವೆಗಳಿಗೆ ಅಡೆತಡೆಗಳಾಗಿ ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತವೆ.					
14	ಆರೋಗ್ಯ ಪೂರೈಕೆದಾರರ ವರ್ತನೆ ವಲಸಿಗರಿಗೆ ಆರೋಗ್ಯ ರಕ್ಷಣೆಗೆ ಅಡ್ಡಿಯಾಗುತ್ತದೆ.					
15	ವಲಸಿಗರು ಸೀಮಿತ ಅಥವಾ ಲಭ್ಯವಿರುವ ಮಾಹಿತಿಯ ಪ್ರವೇಶದ ಕೊರತೆ.					
16	ಆರೋಗ್ಯ ವ್ಯವಸ್ಥೆಯಲ್ಲಿ ಪರಿಚಯವಿಲ್ಲದ ವಲಸಿಗರು.					
17	ಆರೋಗ್ಯ ಪೂರೈಕೆದಾರರಲ್ಲಿ ವಲಸಿಗರು ಅಪನಂಬಿಕೆ ಹೊಂದಿದ್ದಾರೆ.					

18	ಕಳಂಕ ಮತ್ತು ಪೂರ್ವಾಗ್ರಹದ ಭಯದಿಂದಾಗಿ ವಲಸಿಗರು ಗಮನ ಸೆಳೆಯಲು ಹಿಂಜರಿಯುತ್ತಾರೆ.						
19	ವಲಸಿಗರು ತಮ್ಮ ಆರೋಗ್ಯ ಸ್ಥಿತಿಯ ಕಾರಣದಿಂದಾಗಿ ಗಡೀಪಾರು ಮಾಡುವ ಭೀತಿಯಿಂದ ಗಮನ ಸೆಳೆಯಲು ಹಿಂಜರಿಯುತ್ತಾರೆ.						
20	ಅಸ್ತಿತ್ವದಲ್ಲಿರುವ ಸಾಮಾಜಿಕ ಭದ್ರತೆ ಮತ್ತು ಆರೋಗ್ಯ ಸೌಲಭ್ಯಗಳೊಂದಿಗೆ ವಲಸಿಗರು ಆರಾಮವಾಗಿರುತ್ತಾರೆ.						

24. ವಲಸೆ ಕಾರ್ಮಿಕರಿಗೆ ಉತ್ತಮ ಕೆಲಸದ / ಜೀವನ ಪರಿಸ್ಥಿತಿಗಳನ್ನು ಒದಗಿಸಲು ಸರ್ಕಾರಿ ಸಂಸ್ಥೆಗಳಿಂದ ನೀವು ಯಾವ ರೀತಿಯ ಬೆಂಬಲವನ್ನು ನಿರೀಕ್ಷಿಸುತ್ತೀರಿ?

***** ಧನ್ಯವಾದಗಳು*****