MIGRANT LABOURERS IN CONSTRUCTION SECTOR WITH SPECIAL REFERENCE TO EMPLOYMENT, INCOME AND SAVINGS PATTERN IN KERALA

Thesis submitted to the University of Calicut

For the award of the Degree of

Doctor of Philosophy in Commerce

By

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Under the supervision of

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Declaration

I, Uma.K., hereby declare that the thesis, titled "**Migrant labourers in construction sector with special reference to employment, income and savings pattern in Kerala**" submitted to the University of Calicut, for the award of Degree of Doctor of Philosophy in Commerce under the Faculty of Commerce and Management, is an independent research work done by me under the supervision and guidance of Dr. E.K. Satheesh, Professor and Dean, Department of Commerce and Management Studies, University of Calicut.

I also declare that this thesis contains no material which has been accepted for the award of any other degree or diploma of any University or Institutions and to the best of my knowledge and belief, it contains no material previously published by any other person, except where due reference are made in the text of the thesis.

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This is to certify that the thesis "**Migrant labourers in construction sector with special reference to employment, income and savings pattern in Kerala**" submitted to the University of Calicut for the award of the Degree of Doctor of Philosophy in Commerce, is a record of original work done by **Ms. Uma K.**, under my supervision and guidance and the thesis has not formed the basis for the award of any degree, diploma, associateship, fellowship or other similar title to any candidate in any University. She is allowed to submit the thesis to the University for evaluation.

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UMA K.

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List of Abbreviations

- AGFI - Adjusted Goodness of Fit
- ANOVA - Analysis of Variance
- CDS - Centre for Development Studies
- CFA - Confirmatory Factor Analysis
- CFI - Comparative Fit Index
- CSO - Central Statistical Organisation
- EFA - Exploratory Factor Analysis
- EUS - Employment and Unemployment Situation
- GDP - Gross Domestic Product
- GSDP - Gross State Domestic Product
- GFI - Goodness of Fit Index
- HDI - Human Development Index
- HDR - Human Development Report
- HSSC - Higher Secondary School Certificate
- ID - Identity Document
- IFI - Incremental Fit Index
- ILO - International Labour Organisation
- ISM - Inter State Migrant
- KMS - Kerala Migration Studies
- LPG - Liquefied Petroleum Gas
- NCO - National Code for Occupations
- NFI - Normed Fit Index
- NGO - Non- Government Organisation
- NSDP - Net State Domestic Product
- NRK - Non Resident Keralite
- NSS - National Sample Survey
- NSSO - National Sample Survey Organisation

- PGFI - Parsimony Goodness of Fit Index
- PS - Principal Status
- RFI - Relative Fit Index
- RMR - Root Mean Residual
- RMSEA - Root Mean Squared Error of Approximation
- RTI - Right to Information
- SEM - Structural Equation Model
- SLBC - State Level Banker's Committee
- SPSS - Statistical Package For The Social Sciences
- SS - Subsidiary Status
- SSLC - Secondary School Leaving Certificate
- TLI - Tucker Lewis Index
- UGC - University Grants Commission
- UN - United Nations
- UNDP - United Nations Development Programme
- UPS - Usual Principal Status
- UPSS - Usual Principal and Subsidiary Status
- WPR - Work Participation Rate or Worker Population Ratio

Chapter 1

INTRODUCTION

Contents

"Migration is an expression of the human aspiration for dignity, safety and better future. It is the part of the social fabric, part of our very make- up as a human family."- Ban Ki-Moon-

1.1 Introduction

Migrant labourers are those who move from their place of origin to another place within the country or outside the country with an objective to earn gainful employment. The generation of productive and gainful employment with decent working conditions, on an adequate scale to absorb our growing labour force must form a critical element in the strategy for inclusive growth. The basic weakness in our employment performance is the failure of the Indian economy to create sufficient amount of additional high quality employment to absorb the new entrants into the labour market and also facilitating the absorption of the surplus labour that currently exist in the agriculture sector, into higher wage, non agriculture employment. A successful transition to inclusive growth requires migration of surplus workers to other areas of productive and gainful employment in the organized or unorganized sector (Planning Commission, 2008).Migration is a common phenomenon all over the world since growth centers which generate demand for labourers often tend to concentrate in certain areas. They are mainly employed in unorganized informal sector. Migrant labourers are the most vulnerable and exploited among informal workers and have not received any attention in the labour policy in the States which are sources (origin) of supply of migrant workers- and most of them migrate to take up, some labour- intensive, low wage occupation (Priya Deshingkar, 2004)

1.2 Background of the study

Kerala has been one of the most favorite destinations of foreigners who were mainly attracted by spices, tourism, ayurveda and its rich cultural heritage giving an impression that it is more open than any other States in India. A much higher proportion of its produce had external market and a sizable part of its consumption came from rest of India and abroad. The last four decades have also seen a sizable proportion of its labour force exploring the globe for employment and the last two

decades have seen large migration of labour forces from other states of India into Kerala in search of work. The growing remittance flow into the Kerala economy has been one of the engines of growth of the economy (Economic Review, 2015).Kerala has witnessed two major transformations during the last four decades. Firstly, migration of labour to the Middle- East, the current stock of which is of the order of 22 lakh. Secondly, almost universal enrolment of children in schools and the elongation of the duration of education meant withdrawal of entry into the labour force in Kerala, or delayed entry. Those who come out of the educational system do not enter a number of sectors such as agriculture, construction and so on. The two processes together have created demand for labour in the Kerala economy which is being met by migrants from all over India (Economic Review, 2016). Thus the recent trend in the employment sector of Kerala shows large inflow of migrant labourers from other states such as West Bengal, Bihar, Odisha, Assam, Uttar Pradesh, Jharkhand, Chhattisgarh etc. Among the migrant labourers about 60 percentages are engaged in the construction industry.

Internal migration can play an important role in poverty reduction and it should not be controlled. We stress that even when migration is accumulative the costs of migration remain high. By underplaying and or ignoring the vast contribution that the migrant labour makes to the economy, governments escape the responsibility of providing them with adequate living conditions, minimum wages and freedom from exploitation and harassment (Priya Deshingkar, 2004). This issue must be considered for a serious study.

1.3 Statement of the problem

Kerala has now entered in a high growth regime triggered largely by the service and construction sectors. Construction industry as one of the major growth driver of the Kerala economy, as per Kerala perspective plan 2030, attracts migrant labourers from the backward regions of India to the labour market of Kerala; the employment, income and savings pattern, the attitude of the labourers towards present social environment and how the remittance helped to mitigate economic situation of the labourers can be considered for a serious study.

1.4 Scope and Significance of the Study

Kerala State faces acute shortage of manual labour. It is also in the phase of development. So there is high demand for labourers to carry out various activities and complete each activity on time. We can also see that the wage rate of Kerala is highest among the Indian States. Further the native labourers and casual labourers are also organized and have become formal in their working time, uniform wage rates and on other benefits. So many employers find it difficult to employ native workers. But the migrant labourers are easily available in the labour market of the State. In Kerala, the important activities in which migrants are employed are construction, (mainly of buildings), trade, personal services, restaurants and hotels. On the average, migrant labourers work for more than 8 hours a day and 25 days on an average per month. The wages paid to migrant labourers are lower than the prevailing wage rates paid to labourers belonging natives of Kerala. These labourers are ready to undertake dangerous, hazardous, hard and difficult jobs which native labourers are reluctant to do. Thus they help and contribute to the economic development of the State .The study covers the entire state with special significance to districts Calicut, Ernakulum, Trivandrum. There are no studies conducted so far regarding the determining factors affecting migration of the labourers in the construction (Building Site) labour market of Kerala as a whole, the working and living conditions of the labourers in the construction labour market of Kerala, employment, income and savings pattern of the migrant labourers in the construction labour market of Kerala, the magnitude and use of remittance in the home place and attitude of the migrant labourers towards present social environment.

1.5 Research Questions

1. Who are the people migrating and why and how do they migrates?
2. Does migration actually lead to securing gainful employment?
3. Do the migrants get income commensurate with their skills?
4. Do they able to save money?
5. Do they remit money to the native place and does the money is used in productive way?

6. Do the migrants able to save money from the income generated?
7. Do the migrant labourers have different attitude towards the present social environment?

1.6 Objectives of the Study

The main objective of the study migrant labourers in the construction sector of Kerala is as follows:

1. To understand the determinants of migration
2. To identify the variation in employment, income and savings across the socio- economic and socio-demographic groups.
3. To analyse the influence of income on savings pattern
4. To examine the magnitude of remittance and its use in home place.
5. To analyse whether the remittance helps to mitigate the economic situation.
6. To analyse the attitude of migrant labourers towards the present social environment.

1.7 Hypothesis

1. H_1: There exist significant association between reasons for migration of labourers among different socio-economic and socio-demographic groups.
2. H_1: There is significant difference in employment pattern of migrant labourers among different socio-economic and socio-demographic groups.
3. H_1: There is significant difference in income pattern of migrant labourers among different socio-economic and socio-demographic groups.
4. H_1: There is significant difference in savings pattern of migrant labourers among different socio-economic and socio-demographic groups.
5. $H_{1:}$ There is significant influence of income on savings pattern of migrant labourers.
6. H_1: There is significant difference in the magnitude of remittance of migrant labourers among different age groups.
7. H_1: There is significant difference in the attitude of migrant labourers towards the present social environment among the socio-economic and socio-demographic groups

1.8 Variables used for the study

The variables used by the researcher to fulfill the objectives are given in the table 1.1

Table 1.1 Variables used for the study

Determinants of migration	Socio-Demographic- Economic Variables
	Process of Migration
	Push and Pull factors in Migration
Employment pattern	Type of Construction Worker
	Skills
	Job Category
	Job Security
	Job Search
	Work Intensity
	Safety
	Social Protection
	Employer's Care
	Job Satisfaction
	Fair Treatment in Employment
	Opportunity for Growth
	Autonomy
	Opportunity to Use and Develop Human Capacity
Income Pattern	Monthly Income
	Income Adequacy
	Income Stability
Expenditure Pattern	Remittance
	Expenditure on Food & Accommodation
	Food Consumption Pattern
Remittance Pattern	Uses of Remittance
	Possession of Consumer Durables & Vehicles
	Housing Quality
	Housing Facilities

Savings pattern	Number of Respondents Having Bank Account
	Mode of Savings in Kerala
	Saving Regularity
	Saving Potential
Socio-Demographic Factors	Age
	Education
	Experience
	Languages Known
	Community
	Marital Status
	Origin State
	Work Status of The Respondent Before Migration
Socio-Economic Factors	Monthly Income of The Respondents Before Migration
	Family Size
	Number of Dependents
	Number of Earning Members
	Outstanding Debt
	Work Status of Family Member
	Household Monthly Income
	Family Type
	Ownership of Land
	Ownership of House
Attitude Towards Present Social Environment	Attitude Towards Cleanliness
	Attitude Towards Social Interaction
	Attitude Towards Family Responsibility
	Attitude Towards Social Status

1.9 Conceptual Framework

Conceptual framework of the study gives a clear structure of the theory on which a research work is based. It provides guidelines in determining what things to measure and what statistical relation should be analysed in a research. Theories are constructed in order to explain, predict and analyse relationships between variables of interest in the study. On the other hand, the conceptual framework gives specific directions by which the research will have to be undertaken. This section explains the theories underlying the relations and also explains the nature and direction of the relationships.

1.9.1 Determinants of Migration

The personal and regional factors that influence migration decision are known as the determinants of migration. The determinants of migration also include socio-demographic and economic factors. The process of migration which comes under the personal factors, on the other hand push& pull factors that comes under the regional factors in migration. The studies prove that psychological and information costs are likely to fall when there is greater access to family, friends and other previous migrants in the destination. Community of family and friends at the destination are often referred to as kinship network. Community of earlier migrants referred to as a migrant network. Access to these networks can greatly improve the efficiency of migration.

a) Demographic Factors

The migration decision of the individual differs with their socio-demographic background. The generally used socio-demographic variables are age, educational background, marital status and family background.

i. Age

The theoretical literature suggests that the propensity to migrate will decrease with age because the expected net present value from relocation will, due to greater duration of stay in the destination, be higher for younger persons (Becker,

Gary S., 1994). Migration propensities are much higher in the young working age than in the older age. Therefore, migration rate will be likely to be higher in areas where proportion of adults in the younger working age group is high (Zachariah. K.C, 2003). The analysis of unemployment rate of youth in Kerala and the origin states of the in migrant labourers in the usual principal and subsidiary status reveals that there is much higher unemployment rate among the youth (Age 15-29 years) in both source and destination states (see table 3.9)

ii. Educational Background

The educational background has no bearing with internal migration of construction workers. Those workers with just primary education or less; even illiterate will tend to migrate internally from labour surplus to labour deficit areas. But education is essential for increase in the income of the workers as well as the country. It is clear that all countries which have managed persistent growth in income have also had large increase in the education and training of their labour force (Becker, Gary S., 1994).

iii. Marital Status

Migration is selective of unmarried person. Migration rate is higher among single persons. The unmarried people tend to migrate more than married persons (Zachariah. K.C, 2003).

iv. Family Background

Family background include the variables like family size, number of dependents, number of girl child, number of earning members in the family, community to which the worker belongs, outstanding debt, work status of the family members and household monthly income.

b) Process of Migration

The migration process is affected by so many factors. The presence of these factors alone cannot contribute to the migration process. The studies reveal that

migration begets migration; one migration leads to another. Once migration reaches a certain level, past migration itself will be a major cause of future migration.

c) Push and Pull Factors in Migration

The motivational factors behind migration are termed as the push and pull factors. These factors are considered to be the causes of migration. The push factors are the negative factors in the place of origin and the pull factors are the positive factors in the destination.

1.9.2. Economic Factors

The basic motivation for migration to Kerala is economic. People move out of their state in search of employment, income and savings (i.e. financial security) in order to improve their and their families' immediate and long term standard of living. Thus we can observe larger migration from economically backward areas. The economic variables used for the study include ownership of land, house, monthly income of the respondent, employment & occupational status of the respondents before migration and the employment, income, expenditure and savings of the respondents in the destination.

1.9.2.1 Employment Pattern

The employment pattern of the workers includes the job in which the migrant construction workers are engaged. The study classifies the job profile of the migrant construction workers into two, i.e. daily workers and contract workers. Between these two job categories the workers are further sub-divided into skilled and unskilled category. The job category, experience, skill, community and language proficiency of the workers contribute towards job security, job search, work intensity, working condition, social protection, employers care, job satisfaction, fair treatment in employment, opportunity for growth, autonomy and opportunity to use & develop human capacity.

1.9.2.2. Income Pattern

The income pattern of the migrant measures not only the economic and social factors responsible for the process of migration but also indicates the success of migration. Migration is a livelihood improvement strategy for the poor persons. Migration helps to smooth seasonal income fluctuations, earns sufficient income for meeting household needs, earns extra cash to meet contingencies and helps to receive income regularly or increase disposable income (Priya Deshingkar, 2004). Thus the income pattern analyses the livelihood improvement through migration.

1.9.2.3 Expenditure Pattern

One of the important considerations for the livelihood improvement of the migrant can be ascertained from the study of the pattern of expenditure. A migrant's pattern of expenditure have special constituents such as remittance to native place, food expenditure in the destination, acquiring accommodation on long term or short term basis including payment of rent etc. The study thus determines the major items of expenditure and arrives at a clear picture about the level of economic satisfaction and economic well being which are essential for livelihood improvement.

1.9.2.4 Savings pattern

According to life cycle theory, when income is greater than consumption, savings occurs (Albert Ando, Franco Modigliani,1963). The usual pattern being to save is money left after expenses. There are three decisions about savings that household make: decision to save, how much to save and which savings method to use. Income and expenditure fluctuate over the lifecycle, savings or borrowings will occur to maintain the desired level of consumption. Borrowing will occur in the early years when income are lower; savings in the middle years when income peaks; and dissaving in retirement (Johnson, 1999). There are 8 main motives for individuals to save: precaution, fore-sight, calculation, improvement, independence, enterprise, pride and avarice (Keynes, 1936).In this study the respondents are asked about their mode of savings and asked to select the one that described their pattern. The statements were, put aside some money for savings on regular basis, save at

least 10% of monthly income; these were grouped in to shorter version 'Saving Regularity. Another set of statements include; I increases savings when I receive a wage increase, I am a kind of person who always looks to save money, I have financial plan for old age, I expect a better living standard in old age as a result of current savings; these were grouped in to shorter version 'Saving Potential'.

1.9.3. Human Capital

The acquired useful skills and knowledge of people can be termed as human capital. The great deal of consumption like direct expenditure on education, health and internal migration to take advantage of better job opportunities are clear example of investment in human capital. In case of both skilled and unskilled labourers investment in on-the-job training contribute much to the enhancement of human capital. Internal migration is essential for economic growth, young men and women are more migratory than older workers. The cost of such migration is considered to be human investment. Young people can expect higher return on migration than older people as a result of yield over a longer period. This is acceptable incase of education, training and migration of young people (Scultz, 1961). The study analyses how the skill of the migrants and internal migration helps in their livelihood improvement.

1.9.4. Attitude towards the present social environment

Attitude towards the present social environment describes how migrants feel at the time they actually lives in the social environment of Kerala. Some migrants tend to feel excited and enthusiastic in the present social environment, where as others anxious and nervous, and some others feel sluggish (Jennifer M George, 2009). The migrants are temporary in the present social environment; they consider themselves basically as sojourners and, therefore do not treat the destination as their home. This attitude makes so many differences in their priorities. The Kerala state have unique advantage over the origin state of migrants regarding the major socio-economic indicators (details are given in chapter 3) like HDI, literacy (including female literacy), house hold facilities etc. The present study here by analyses the attitude of migrants towards such a society and it analyses by attitude towards

cleanliness, family responsibility, social interaction and social status which are grouped into shorter version attitude towards present social environment. The study analyses the affective, cognitive and behavioral components of attitude that leads to the collective attitude towards present social environment.

1.10. Conceptual Model

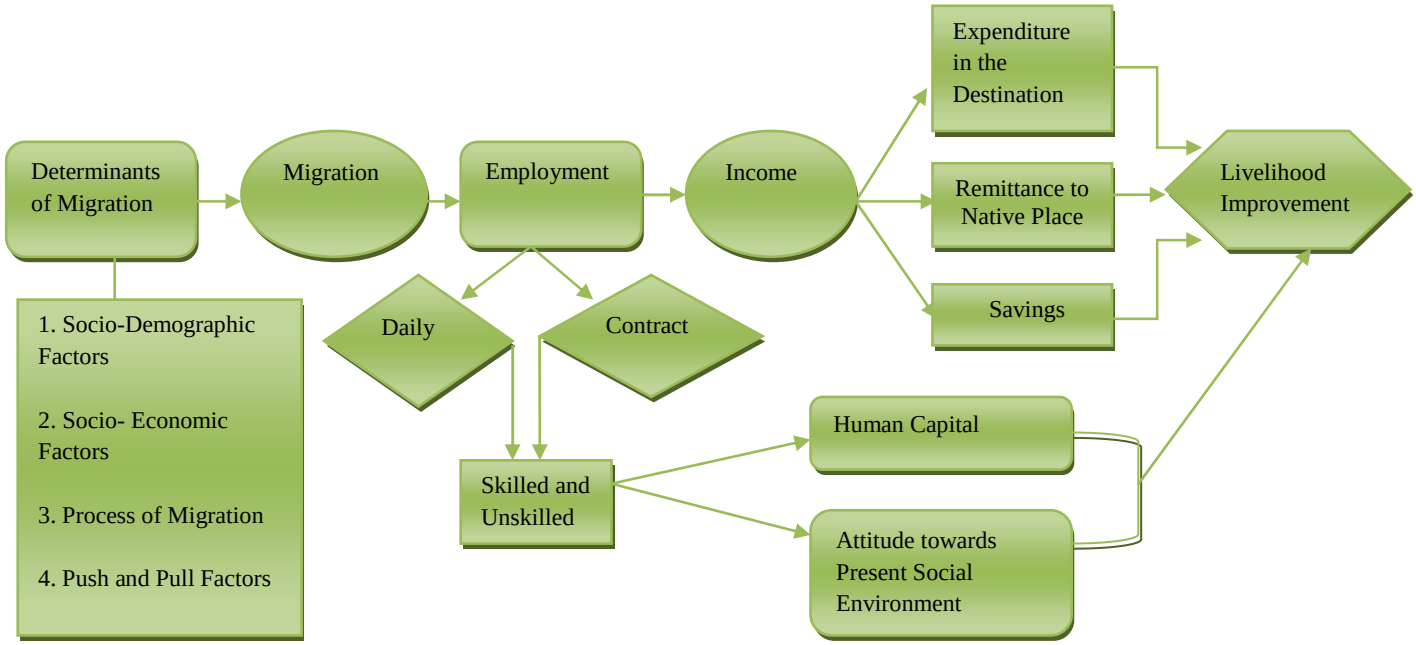

Figure 1.1 Conceptual model for the study

1.11. Concepts and Definition

Table 1.2 Concepts and Definition

Concepts	Definition
Migrant Labour	In-migrants from other states, flocking in Kerala for different types of activities involving manual labour, particularly in construction sector. It includes seasonal, circulating and temporary migrants, who are working on day-to-day basis, on regular contract basis and have completed at least one year in Kerala.
Net migration	The term net migration is used for both internal and external migrations. A negative net migration figure signifies that migration out of Kerala exceeds migration into Kerala resulting in a decline in population. A positive figure signifies that migration in to Kerala exceeds the migration out of Kerala, resulting in an increase. (Zachariah. K.C, 2003)
Construction Work	Construction, alteration, repair, restoration, maintenance, extension, demolition or dismantling of buildings.
Contract Worker	Workers those work with a contractor and have some assurance about regular employment
Daily Worker	Workers who seek daily employment by casual employers
Subsidiary Occupation	Job other than construction work.
Decent Work	The availability of decent and productive work in conditions of freedom, equity, security and human dignity.
Labour Force	Persons who were either 'working' (or employed) or 'seeking or available for work' (or unemployed) constituted the labour force. NSSO (2012)
Skill	The term skill is very loosely defined in this study. The definition is not based on whether the worker is skilled or not, rather the worker engaged in activities with some kind of skill or not. These skills are acquired by them through regular performance of the work.
Remittance	The money send home by migrant workers
Kinship Network	Community of family and friends at the destination.

Concepts	Definition
Migrant Network	Community of earlier migrants.
Poverty	Poverty certainly as defined by economists, describes as a state with respect to an absolute or relative norm (poverty line).
Job Security	Job security is an assurance that an individual will keep his or her job without the risk of becoming unemployed. Job security usually arises from the terms of contract of employment, collective bargaining agreement or labour legislation that prevent arbitrary termination, layoffs and lock outs. It may be affected by general economic conditions (Peter Sloane, 2013).
Job Search	1. Off-the-job search – A situation in which individuals have left their previous job and are searching for another job while unemployed or inactive. 2. On-the-job search- A situation in which workers search for another job while currently employed (Peter Sloane, 2013).
Work Intensity	Work intensity explores about wage workers' working time and nature of work activity (VarinderJain, 2008).
Working Conditions	Working condition measures through the enquiry about the safety measures and facilities available in the work place.
Social Protection	Social protection floors are nationally- defined sets of basic social security guarantees which secure protection aimed at preventing or alleviating poverty, vulnerability and social exclusion (source: www.ilo.org)
Employer's Care	Employer's care implies the concern, which the worker receives from his employer (VarinderJain, 2008).
Job Satisfaction	Job satisfaction will be more for workers who are older or more experienced and in occupations which require more occupational-specific training (Borjas, 1979)
Fair Treatment in Employment	Fair treatment in employment implies not only the dignity the worker perceive by doing their work but also the discrimination they experience at work place in terms of nature of work, employer's and co-workers treatment and working hours (VarinderJain, 2008).

Concepts	Definition
Opportunity for Growth	Opportunity to growth enquires about; job's potential in facilitating skill learning and improvement in job (VarinderJain, 2008).
Autonomy	Autonomy is captured through aspect related with decision- making (deciding about work and working time) and wage bargaining for getting desired wage (VarinderJain, 2008).
Opportunity to Use and Develop Human Capacity	Opportunity to use and develop human capacity enquires about; the workers improvement in social links (VarinderJain, 2008).

1.12. Research Methodology

a) Research Design

This study is descriptive in nature, because it describes the characteristics of the sample population namely, employment, income, savings pattern etc. of the migrant labourers as exist at present.

b) Sample Design

The basic idea of sampling is that by selecting some of the elements in population and then draw conclusion about the entire population. It is used when the population under study is large.

c) Population

Defined target population of the study consists of migrant labourers who are working in all building sites in Kerala.

d) Sampling Unit

The sampling unit of this survey is an individual, who is called as a 'migrant labour' who has been working in the building sites and completed at least one year during the period of the study.

e) Source List

The number of migrant labourers registered under the Interstate Migrant Workmen (regulation of Employment and Conditions of Service) Act, 1979, in each building sites in the three districts constituted the source list.

f) Sampling Method

The list of migrant labourers registered under the Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 were collected from the fourteen districts of Kerala through Right to Information Act (RTI).

From those lists, three districts where most number of construction workers registered; in the year 2015 was selected. Thus the researcher got three districts viz. Kozhikode, Ernakulum, Thiruvananthapuram as sample districts.

Then most number of construction workers registered building sites were selected from each district and from the building sites the researcher collected the muster roll of the workers. From the muster roll, the workers who have completed at least one year in their job were selected at random.

g) Sample Size

Optimum and adequate sample size is essential element of a good research work. But it is difficult to determine optimum sample size as it depends up on the universe, population and nature of the study.

Here the sample size is determined by using the following formula:

$$n = \frac{Z^2 \times \sigma^2}{e^2}$$

Where

n = size of sample

Z = the value of standard variety at given confidence level (it is 1.96 for a 95% Significance level)

σ = standard deviation of population estimated from trial sample.

e = acceptable error (the precision limit assumed as 0.18)

$$n = \frac{(1.96)^2 (2.23)^2}{(0.18)^2}$$

$$= 573$$

The sample size obtained for the study is 573. On the basis of law of inertia of large numbers and considering other factors time, cost etc, it has been raised to 600.

h) Sample Selection

From the three Corporations selected – Kozhikode, Ernakulum and Thiruvananthapuram, building sites are selected to get required number of sample. 200 samples are selected from each Corporation. In order to get the required number of sample, the number of interstate migrant workmen shown in the construction work in each building site registered in labour offices during the year 2015 has been taken as criteria.

i) Type and Sources of Data

Both secondary and primary data were used for the study.

❖ **Sources of Secondary Data**

The sources of secondary data are:

- Books
- Journals like Economic and Political Weekly, Kurukshetra, Journal of Rural Development, NIRD &PR, Hyderabad, Indian Journal of Labour Economics
- Publication of Ministry of Statistics and Programme Implementation, Government of India

- Publications of the Director of Economics and Statistics, Government of Kerala, Trivandrum.
- Publications of the Kerala State Planning Board, Trivandrum.
- Publications of Centre for Development Studies, Trivandrum.
- Publications of CSES, Kochi.
- Publications of Gulati Institute of Finance and Taxation, Trivandrum.
- Periodicals and Newspapers like Economic Times, Business Line, The Hindu etc.
- Ph.D These and Dissertations of different Universities
- Census India Reports and
- Various Websites.

❖ **Primary Data**

The primary data necessary for the study has been collected from migrants from other state flocking in Kerala particularly in construction of buildings carried out on own account basis or on a fee or contract basis, which is coming under National Industrial Classification (National Industrial Classification, 2008)), Section F, Construction, Division 41 Construction of Buildings (Central Statistical Organisation, Ministry of Statistics and Programme Implementation, Government of India, New Delhi, India). The primary data have been collected through an interview schedule designed to fulfill the objectives of the study. The employment, income, remittance, savings and attitude towards present social environment are examined by 5- point rating scales scored from (1) Strongly Disagree to (5) Strongly Agree and (1) Never to (5) Always. Higher scores indicates higher level of contribution towards employment, income, remittance, savings and attitude towards present social environment and vice versa.

j) Pilot Study

A pilot study was conducted on 100 labourers from various building sites of the state. On the basis of pilot study, the interview schedule was further refined and used for the final data collection.

k) Explanatory Factor Analysis (EFA)

Explanatory Factor Analysis (EFA) is normally used for scale refinement. The main step in EFA includes: Identify the items relevant with particular field from the literature then design a survey instrument to measure the identified items. With that survey instrument conduct a field survey. After that, perform EFA by varimax rotation, on the item responses in order to identify the main factors according to the factor loading on items. It is performed to identify the underlying factors or latent variables from a set of variables. The items are analysed by Principal Component Analysis (PCA) method in SPSS. In order to perform PCA, it is essential to analyse that the data is suitable for factor analysis.

l) Reliability Test

In order to test the reliability of the interview schedule a pilot study has been conducted with a sample size of 100 respondents and the responses are provided for reliability test with the help of Statistical Package for Social Sciences (SPSS). Then a pre-testing of the interview schedule is conducted by Cronbach's Alpha reliability test, in order to fix the reliability of the interview schedule developed for collecting primary data. In reliability analysis the alpha co-efficient was evaluated to find out the internal consistency of the scaled items. Reliability refers that the scale generates the same result if measurement are repeated. The Cronbach's alpha for all the statements was greater than 0.70. Therefore it is assumed that the interview schedule is reliable and eligible to be administered for the research.

m) Validity

In order to ensure the validity of the survey instrument, expert in the field of labour economics and migration studies were consulted to refine the instrument.

i. Content Validity

Interview schedule for the proposed study has been reviewed by a panel of experts and modification and suggestions were incorporated accordingly (Content Validity). The panel of experts also checked whether the instrument appears to measure what it supposed to measure (Face Validity). In present study the researcher made an effort to ensure whether the instrument contained the items to be measured in order to ensure face validity.

ii. Construct Validity

Construct validity is the appropriateness of inference made on the basis of observation or measurements. It is essential to the perceived overall validity of the test. Constructs are deliberately created by the researcher in order to compare the latent variables. There are two types of construct validity namely convergent validity and discriminant validity.

❖ **Convergent Validity**

Convergent validity tests establish whether responses to the questions are sufficiently correlated with the respective latent variables. Convergent validity is usually assessed based on the comparison of loadings calculated through a confirmatory factor analysis with a fixed value. Two criteria are recommended as the basis for concluding that a measurement model has acceptable convergent validity: p values associated with the loadings should be lower than 0.05 and loadings for indicators of all respective latent variables must be 0.5 or above for the convergent validity of a measure to be acceptable (Sonia Ketkar, 2012).

❖ **Discriminant Validity**

Discriminant validity tests verify whether responses from the respondents to the questions are either correlated or not with other latent variables. A measurement model has acceptable discriminant validity if the square root of the average variance extracted (AVE) for each latent variable is higher than any of the correlations

between the latent variable under consideration and any of the other latent variables in the measurement model (Larcker, 1981).

n) Confirmatory Factor Analysis (CFA)

CFA is considered to be an indispensable analectic tool for construct validation. The result of CFA gives compelling evidence for the convergent and discriminant validity of theoretical constructs. CFA offers very strong analytical framework for evaluating equivalence of measurement model across distinct groups (e.g., demographic groups such as sexes, races or cultures). CFA should be employed as a precursor to Structural Equation Models (SEM) that specifies structural relationships (e.g., regressions) among latent variables. SEM model consist of two major components: (1) measurement model, which specifies the number of factors, and relationship among indicator errors (i.e. a CFA model) and (2) structural model, which specifies various factors are related to another(e.g., direct or indirect effects, no relationship). CFA is often confined to analysis of variance –covariance structures. In this case, the aforementioned parameters (factor loadings, error variances and covariances, factor variances and covariances) are estimated (Timothy A Brown, 2012). In this study AMOS 20.0 is used for Confirmatory Factor Analysis.

o) Normality

The assumption that is required in statistical methods is that the observed variables are normally distributed. In order to test a set of variables follows multivariate normal distribution, it is required that each variable is individually to be normal. The SEM model follows the multivariate normality assumption for the estimation and testing, normality is essential for goodness-of-fit indices. In order to assume normality, statisticians are generally using skewness and kurtosis. Kurtosis relates to the peakedness of a distribution and skewness refers to the symmetry of a distribution. The distribution is said to be normal when the values of skewness and kurtosis are equal to zero, but there are few clear- cut standards for doing so. Some guidelines can be offered and the variables absolute values of univariate skewness indices greater than 3.0 are described as extremely skewed data sets on the other

hand, the absolute value of univariate kurtosis indices greater than 10.0 suggest a problem (Kline, 2011).

p) Tools of Data Collection

For collecting primary data an interview schedule has been developed. Simple category scale, multiple- choice single- response scale and simple rating scale are used for framing interview schedule.

q) Tools of Data Analysis and Presentation

Descriptive statistics like average, Standard Deviation and percentage were used for describing the primary data collected. Cross Tab and Chi-square test are used for assessing the determinants of migration. Independent sample t-test , One way ANOVA and Duncun Multiple Range Test (DMRT) for posthoc analysis (i.e. in order to know which mean differs with others) are used for measuring employment, income, remittance, savings pattern and attitude towards present social environment. SEM has been used to analyse the influence of income on savings pattern. Diagrams and graphs are used for presenting the tabulated data in a simplified manner.IBM SPSS Statistics 20 and IBM SPSS Amos 20.0 are the software used for data analysis.

1.13. Period of Study

The study conducted during the period of 2012-2018. The primary data for the study have been collected from the migrant labourers who have been working in the building sites in Kerala and completed at least one year during the period of February 2016 to May 2017.

1.14. Limitations of the Study

It has taken more than one year for collecting data from the migrant labourers so the time lag between first and last worker will cause certain changes in some figures.

The language is another barrier. The persons who know Hindi are more convergent to communicate with the researcher. The persons who know only mother tongue communicated with the researcher by a fellow worker who knows Hindi, acted as a translator between the worker and the researcher.

1.15. Chapter Scheme

Chapter 1: Introduction

The first chapter gives an introduction to the study, statement of problem, objectives of the study, scope and significance, hypothesis, definition of concepts, methodology, data collection, scheme of chapterisation, and limitations of the study.

Chapter 2: Review of Literature

The second chapter presents the review of relevant literature on migration theories, determinants of migration, socio-economic impact and migration, construction sector in India, human capital and attitude in livelihood improvement.

Chapter 3: In-migration to the labour market of Kerala- an overview

Third chapter presents a detailed description about the in-migration to the labour market of Kerala, the socio-economic perspective of Kerala and origin state of the migrant labourers, labour market in Kerala, wage rate of casual labourers, then labour migration: past at a glance, after that migrant labourers in Kerala and the implementation of legislation on migrant labour in Kerala.

Chapter 4: Determinants of Migration

Fourth chapter deals with the pre-migration scenario and determinants of migration to the construction labour market of Kerala.

Chapter 5: Employment, income, expenditure, remittance and savings pattern of the migrant labourers in Kerala

Fifth chapter shows post migration scenario, analysis of data and interpretation of migrant labourer's perception on employment, income, expenditure, remittance and savings pattern.

Chapter 6: Attitude towards present social environment.

Sixth chapter deals with analysis of data and its interpretation of migrant's attitude towards present social environment.

Chapter 7: Summary, findings and suggestions

The seventh chapter presents the summary, findings and suggestions of the study.

1.16. Conclusion

The chapter gives an overall picture of the research problem, scope, significance and methodology employed by the researcher for the study. It also provides representation of the population, sampling method, sample size, data collection methods, instruments, and the techniques for data analysis, chapter scheme and limitations of the research.

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Chapter 2

REVIEW OF LITERATURE

Contents

2.1 Introduction

Labour migration is a very common phenomenon that has existed in centuries back. It is the process of movement of people from their place of origin to another place, within the country or outside side the country in search of better employment. Even though migration is poverty reducing, it is a very tough situation. Migrant travel and live in very difficult condition. Labour migration is defined to be movement of people, individual or group from one place, region or country to another to take up employment in the place of destination. This can be free or forced and further can be temporary or permanent. Though Labour migration is as old as the human history, industrialization since the second half of 19th century accelerated the labour migration (George ,2005)

The review of literature on labour migration provides the different aspects of labour migration and the effect of migration on the migrant and their households. This chapter firstly provides a detail description on the theories of labour migration, determinants of migration, socio-economic impact and migration, construction sector in India and human capital and attitude in livelihood improvement.

2.2 Theories on Labour Migration

2.2.1 Classical Theories on Labour Migration

Adam Smith (1776) was the first economist to write on migration, in his enquiry in to the Nature and Causes of Wealth of Nations. Smith observed that the wage of labour vary more from place to place than the price of provisions. The rural / urban wage differential substantially exceeded the differential for commodity prices. Smith thus observed that migration is response to spatial disequilibrium in labour market and the main determinant to migration is the spatial difference in return to labour supply.

Malthus (1798) said that population when unchecked, increased in a geometric ratio and subsistence for man in an arithmetical ratio. He says that population, when unchecked, goes on doubling itself every twenty five years or incresae in a geometrical ratio.The rapid increase in the population will create a

situation of distress and many person will move from their place of origin; leaving their families, connections, friends, and native land to some unknown places, in the hope of some great advantages in the place to which they are going.Thus he comments that labour migration is voluntary in nature. The poor will be affected more in the situation of the population hike and be reduced to severe distress. The number of labourers being above the proportion of work in the market, the price of labour will tend toward a decrease, while tha price of provisions would at the same time tend to rise.The labourer therefore must work harder to earn the same as he did before. In every civilised state a class of proprietors and a calss of labourers must exist, and greater the number of proprietors, the smaller must be the number of labourers: a greater part of the society would be in the happy state of possessing property: and smaller part in the unhappy state of possessing no other property than their labour.

Ravenstein (1885) was the next person who made an important investigation about migration after Smith (1776) that extensively contributed to the determinants of migration it laid base for much research work that was to follow. He considered migration as a step-wise process. He used British Census data on nationality and residence along with vital statistics and immigration records to establish seven laws of migration. The summary of the law is as follows:(1) the great body of migrants move only to short distance and usually to large cities and great centre of commerce (2) cities that develop rapidly tend to be by migrants from neighboring rural areas and gaps arising in the rural population cause migration from more distant areas; (3) out-migration is inversely related to in-migration; (4) a major migration wave will generate a compensating counter- wave; (5) those migrating a long distance tend to move to large cities; (6)The natives of the towns are less migratory than those of the rural parts of the country ; and (7) females are more migratory than male.

Marx (1887) reflects that with the changing phase of industrial cycle generates a surplus labour force. The relative surplus population exist either in the form of wholly unemployed or partially employed. The capitalist production makes a structural change in the industry. The surplus population existing in the agriculture

sector then moves towards non-agricultural industries in towns namely construction industries, mines, rail road making etc. The agricultural labourer is therefore reduced to minimum wages. The increased form of industrial reserve army with in proportion of the active labour army generates a mass of surplus population and the surplus population always equilibrates the wages and cottage accommodation could not be obtained for all the labourers, huts were built in several places along the line of the works by the contractor. These huts possess no ventilation, nor drainage, besides were necessarily over crowded. There will not be proper sanitary facilities and they are prone to infectious diseases.

Marx postulates the term labour power or capacity for labour; which means the aggregate of those mental and physical capabilities existing in a human being, which he exercises whenever he produces a use value of any description. His means of subsistence must therefore be sufficient to maintain him in his normal state as a laboring individual. The consumption of labour power is at one and the same time the production of commodities and of surplus-value. This surplus-value is the difference between the value of the product and the value of the elements consumed in the formation of that product, in other words, of the means of production and labour power. In surplus value the labourer creates no value for himself; on the other hand he creates surplus value which, for the capitalist, has all the charms of creation out of nothing. The rate of surplus-value is therefore an exact expression for the degree of exploitation of labour power by capital, or of the labourer by the capitalist. In his example, the labourer works one half of the day for himself, the other half for the capitalist. He narrates the case of Scotch agricultural districts were wages are paid fortnightly or even monthly, in such situation the labourer has to buy on credit and the labourer must pay higher prices, and hence tied to the shop which gives him credit.

Hicks (1932) analysed that difference in net economic advantage, chiefly the difference in wages are the main causes of migration. (Barry R Chiswick, 2015)

Zipf (1946) hypothesized the volume of migration between two places will be in direct proportion to the product of the population of the two locations, and

inversely proportional to distance. This P(1)P(2)/D hypothesis- where P(1) is origin population, P(2) is destination population, and D is the difference between origin and destination came to known as the gravity model of migration. (Barry R Chiswick, 2015)

Lewis W.Arthur (1954) model of migration explains ecnomic development is happening through transfer of labour from labour surplus to labour deficit areas. The main sources from workers come from are subsistence agriculture, casual labour, pretty trade , domestic service doing wives and daughters in the household and increase of population. Mass migration of the unskilled labourers might rise output per head but its effect will keep the wages of the labourers to the subsistence level.

Ranis & Fei (1961) created an explanatory model of less developed economy's transition from stagnation to self sustaining growth. They developed this model considering Lewis model as a base point. The theory consist a four basic phases. First phase describes role of neglected agricultural sector. Second phase discuss the possibility of change in productivity of the agriculture sector. Third phase discuss change in the indusrial productivity and balanced growth criterian. fourth phase develops a precise mathematical formultion for the theory. Last phase integrate population growth as well as some real world complexities in the model and analyse the length of take off process. They consider that their study first begins with an economies first departure from quasi stagnation or the initiation of take off process.

2.2.2 Neo Classical Theories on Labour Migration

Sjaastad (1962) explained in his human investment theory, the costs and return to migration- both public and private- and to a limited extent, devise methods for estimating them. His effort is to determine the return to investment in migration rather than to relate rates of migration to income differentials.He also mention about migration does constitute a response to spatial earings differential; moreover this evidence is consistent with the hypotheses that migration is search for opportunities in higher paying occupations.The private costs of migration can be broken down in

to money and non-money costs. The former include the out- of- pocket expenses of movement, while the later include the forgone earings and the 'psychic' of costs of changing ones environment. He observes that more migration will take place if psychic costs were zero for every one. Return to migration canbe increased by occupational upgradation. He uses human capital concept and to view migration, training, and experience as investments in the human agent. If relative wages in an occupation is adversely affected locally, migration alone is sufficient. If the entire earning structure in an occupation is under stress and migration is feasible only if new skills are acuqired by the migrants.The rural outmigrants who are coming from agricultural occupation entering into urban occupation must acquire new skills.The investment in skill in rural occupations is concentrated in early years.The additional investment will provide large differential in current earnings.

Lee (1966) put forward a definition for migration that, " Migration is defined broadly as a permanent or semi-permanent change of residence, No distinction is placed up on the distance of the move or up on the voluntary or involuntary nature of the act, and no distinction is made between external and internal migration." No matter how short or how long, how easy or how difficult, every act of migration involves an origin, a destination, and an intervening set of obstacles. Among the intervening set of obstacles, we include the distance of the move as one that is always present.The factors which enter in to the decision to migrate and the process of migration may be summarised under the following headings as follows: factors associated with the area of origin, factors associated with the area of destination, intrvening obstacles and personal factors.In an economically progressive country, the difference among areas are accentuated by industrial develpoment and diffrerence among people by education. At he same time intervening obstacles of migration within the country are lessened by improving technology and by political design. We should there fore, expect to find heavy immigration to developed countries wher this is permitted and with in such countries a high rate of internal migration.

Jhon R Harris and Michael P Todaro (1970) put forward a two sector model for internal migration.Todaro's model of migration suggest that decision to migation depends up on two factors which are expected income differential in rural and urban areas and probability of securing employment in urban sector.

2.2.3 Modern Theories on Labour Migration

Scultz (1961) propounded human capital model of migration, he says that acquired knowledge and skills of the human being form the part of capital. This portion of the capital helps in the growth of economic system. The investment in human capital includes direct expenditure on education, health and internal migration to take advantage of better job opportunities. The difference in earnings is mainly due to difference in the investment of health and education. He found out in the data that most of the migratory farm workers in South America earn much less than North and West. Many of them does not have schooling, are in poor health are unskilled and have little ability to do useful work. It is evident that the difference in human investment will cause a high difference in earnings also. On the job earnings reduces the income of the workers at the beginning but later it increases. Young people who have at least twelve years of schooling will earn more than their old counter parts. He says that extra food in some countries has the attribute of "producer good" that increases labour productivity.

Greenwood (1985) discussed about various models of migration. A model is the abstract depiction and simplification of a complex real- world process, which may or may not be expressed mathematic ally.

2.3 Determinants of Migration

Ellis (2017) put forward a livelihood plat form for new policy thinking about national and international migration. The study provides connection between population mobility and livelihoods and it stresses on the crucial role of migration in diminishing vulnerability and reducing poverty in low income countries.

Deswal (2013) explored that the reason for migration is to fill the gap of seasonal income fluctuation. Such migration is mainly at shorter distance.

Varughese (2013) analysed on migratory decision, channel of migration, living conditions and other aspects relating to migration in India, Nepal and Bangladesh. The policy regulation and recommendations are made based on the study.

Yuko Tsujita (2012) studied the migration from Bihar, one of the most under developed state in India by paying attention to social class and landholdings. The study shows that Muslims are more migratory in nature. Migration is high among the landless and smaller land holders.

Chakravarty (2011) analysed rural-urban migration to Guwahati city and the relevance of Harris- Todaro model. The study analysed the magnitude of rural-urban migration to Guwahati city and socio-economic determinant of rural-urban migration, they found that total number of migrants to Guwahathi have been increasing at a steady rate from the census data maximum number of migrants to Guwahathi state comes from Bihar, then West Bengal, Uttar Pradesh, Rajastan, Andhra Pradesh and Punjab.

Korra V (2011) analysed the characteristics and magnitude of short duration migration by using census data. The study depicted the pattern of short term migration which helps to makes a comparison with that of primary studies on seasonal migration. The study found out that major short term migrants are male. Kerala also included in the short term migrant receiving state. The major reason for migration is found to be employment.

William Joe (2009) studied on 15 major states of India and found out that lower income states are the major senders of interstate migrants and higher income states are the major receivers of interstate migrants. The improvement in the economic status of the migrants depends up on the destination to which migration occurred. The disadvantaged categories in caste, education and residence also remain disadvantaged in the economic gain also. Longer duration of migration helps in poverty alleviation.

Castle (2008) suggested the possible characteristics of the conceptual frame work for migration. He claimed that migration provides for social change and questioned on the view that migration as a problem. He analysed the migratory process in the rapidly changing global scenario.

Saikia (2008) conducted a study to know the economic conditions of the in-migrant workers of Trivandrum district in Kerala; the study conducted a sample survey among 166 migrants in Trivandrum district. The study found out that the economic conditions of the in-migrant labourers are deplorable. There is no improvement in the savings and investment habit of these workers.

Kamala Marius (2008) studied the debt bondage, seasonal migration and alternative issues from Tamil Nadu. The paper reveals that the debt bondage in India often associated with seasonal migration and extreme poverty. Debt bondage is that an employee has an outstanding loan / advance from the employer in cash/in kind, due to this he/she or any other member of the family is forced to work for the same employer and credit as an element of control over the labour. The labour is paid less than market wages for the work done because of the loan or advance- exploitative working conditions including longer working hours and the labour lacks freedom to move and change employers due to the loan or advance and forced to sell the produce to the employer at a lower rate. Debt bondage causes to the weak enforcement of labour laws, of regular conditions of work contract and migrant labour. The study reveals that the worker should be reached in a position to bargain their advance in order to become free. The study also considers the NREGA as a safety net for the poorest people and seeks the urgent issues of bondage, hunger and rural distress. The need for a third organization to transfer the advance system also mentioned in the study.

Lakshwinder Singh (2007) analysed that migration and economic development are closely connected. The study points out that the workforce especially of poor households from the relatively poorer region tend to migrate more in search of better employment opportunities. The study reveals that Punjab state has been receiving higher amount of migrants since the ushering in of green revolution.

There is rural-rural, urban-rural, rural-urban and urban-urban migration in Punjab. The study found that the majority of the migrant workers (more than 90 percent) are casual labourers and are able to find work in agriculture only up to 50 days in a year and in the lean season they go back to their respective native place and some of them shift to the urban areas of Punjab.

Mohamed Kutty (2007) studied the income, employment of Tamil workers in Kerala with special reference to Malappuram District. The study found that migration to Kerala had led to the economic improvement of Tamil workers. The study disclosed that negative discrimination against migrants exist in the labour market of Kerala also. The study disclosed that, the employers are also of the view that Tamil workers have reduced employment opportunities as well as wage rates of local workers.

Amitabh Kundu (2007) argued that economic deprivation is the most critical factor for migration decision. The study analysed the pattern of migration in urban areas and the socio-economic relationship. The last two rounds of NSS data has been used for analysis, inference has been drawn with regard to interdependency and explanatory factors has been drawn on simple cross classification and poverty data across various socio-economic categories analysed logit regression analysis. It is being find out that motivation of migration is diverse and different based on the house hold characteristics, the poor house hold in urban area send out one or two adult members of the family in order to get outside support for livelihood improvement on the other hand in case of economically better-off strata migration, migration is often considered as the shifting of entire family.

S Irudaya Rajan (2007) opined that migration made a major difference in many Filipino families, 17 percent of the Filipino household received remittance from workers abroad and from these receipts 25 percent of the house hold spending are being met.

Sanjay K Hansda (2006) stated in the study employment and poverty in India during 1990s, that he observed in 14 out of the 17 major states an increasing trend of unemployment with declining poverty. The study found the reason as the

interstate remittance and remittance from abroad, which lead to reduction in poverty even when there is decelerated growth. The study also point out that the unorganized sector is the largest employer for the unskilled poor, along with continuous generation of employment.

Paula Kantor (2006) assessed that the decent work deficit in informal economy and found out that training can improve the pay levels and helps in accessing more regular work. He point out that underemployment is one reason for decent work deficit. Casual labourers need some formalisation of work through eligible non-monetary benefits like medical care, paid holidays etc.

Shiby.M.Thomas (2006) studied the economic impact of migration to the Middle East migration, a study of Malappuram district; the study discloses that the Middle East migration, which is termed as contract migration definitely has its impact on the labour market of home and host country. The purpose of this study is to find out the impact of migration on key variables of labour market like, labour supply, labour demand, and shortage of labour due to migration, wage change and labour replacement. A large inflow of other states people to menial job is a general situation seen in every part of state not only in gulf pocket. One reason for this is high wage rate in Kerala state compared to their native place and gulf migration has contributed to growth of wage rate. The observed increase in land price, wage rise and rise in the price of essential commodities are some negative impacts.

Justin Paul (2005) studied international migration and its impact. The study reviews the impact of migration on the development of state with emphasis on Kerala State in India. Also an attempt has been made to analyze the trends in monetary remittances of migrants from foreign countries. The study discloses that migrants contribute significantly to the development of the sending countries. The major portion of the workers migrated to gulf was construction workers including skilled workers like carpenters electrician etc. The major part of the remittance from gulf is spent by the household in the house construction and repair of the house and improvement of land. The lack of interest of young educated person to do manual work increased the wages in the construction and other manual jobs, which resulted

migration of Tamil workers to the construction sector of Kerala. The study also points out that the shortage of labour and increase in wage rate doesn't lead to capital intensive production technique.

George (2005) investigated on the problems and prospects of Kerala labour force in the Middle East. The study conducted on the angle of the employers, recruitment agencies and employees. The study suggests the need for skill up gradation for the workers to become successful in the international competition.

R Adeyemo (2005) examined the savings and investment pattern of cooperative farmers in Southwestern Nigeria. The data collected through structured questionnaire. The study found out that most of the cooperative farmers are illiterate men with an average age of 47. The unavailability of credit was the major problem of the cooperative farmers. The variables which affected the savings and investment pattern include income, loan repayment and money borrowed. The study suggested that adequate provision of loan funds to the farmers will enhance the investment and this also will increase their income and savings level.

B.Bhagat (2005) studied the conceptual issues in measurement of internal migration in India. The study states that both Census and NSS provides data relating to migration but NSS being a sample survey cannot be an alternative to the census, which provides information on the size of internal migration up to the district level and also the information about the characteristics such as the age structure, educational level and working status. Both these sources provide information only on life time migration not about seasonal and temporary migration as the timing and number of moves are not known.

Opel (2005) studied the internal labour migration in Afghanistan, it was conducted as a survey among 997 individuals in three cities; Kabul Hreat and Jalabad. It finds out that young adults are most likely to migrate, with the average age of population being 31.14 years. The majority of the respondents were married.

Tan Wang (2004) proposed a simple partial equilibrium model, in order to study the individuals migration decision. The study analysed that individual may

delay migratory decision till the conditions become favorable. The study also point out that the duration of waiting time is affected by number of factors like risk associated with wages in region of origin and destination and individuals attitude towards risk.

Priya Deshingkar (2004) stressed on the fact that internal migration can play an important role in poverty reduction and it should not be controlled. While there have been few formal efforts to estimate the economic contribution of the migrant labour. There are no formal data on the economic contribution of the migrant labour, guess estimates by the contractor, employers and policy makers are very high. The study revealed that according to one unnamed source nearly 90% of all construction work in India is carried out with migrant labour. Policy makers view migration as a problem posing threat to social and economic stability and therefore tried to control it, rather than viewing it as an important livelihood options for the poor.

K.C Zachariah (2004) analysed the employment, wages and working conditions of Indian workers in UAE. The study find out that largest share (36 percent) of the emigrant workers are engaged in unskilled and semi skilled in construction, production and service activities. The emigrants with primary and below secondary education are worked as unskilled and semiskilled workers. Majority of the workers work more than 8 hours a day and more than one tenth work 10 to 14 hours of the day. Majority of the Indian emigrant are living in workers camp and sharing the room with 4 to 6 person.

K.C.Zachariah (2003) analysed the dynamics of migration in Kerala by considering the dimensions, differentials and consequences. The study analysed the causes of migration by only considering the push factors of migration from Kerala. The study tried to find out the extent of relationship between the demographic and economic factors and migration. The study with regression analysis indicates that, there exists significant association between the population density as a demographic variable and migration. The study analysed the economic factors and migration and found that economic factors need not any longer play as much a role in the case of

out-migration as in the case of emigration, as part of out-migration itself may be sufficient to keep it going. The study also analysed the relationship between education and community in migration procedure and found that Muslims are least qualified and Syrian Christians are the most qualified. The scheduled caste emigrants and out migrants are much better qualified technically than the corresponding Muslim migrants.

Richard Anker (2003) identified the statistical indicators to measure decent work life as eleven measurement categories, which include: employment opportunities, unacceptable work, adequate earning and productive work, decent hours, stability and security of work, balancing work and family life, fair treatment in employment, social protection, social dialogue and work place relations, economic and social context of decent work. Decent work implies the existence of employment opportunities for all who are available and seeking work. He point out that the decent work implies the existence of employment opportunities for all who are available for and seeking work.

Ravi Srivastava S. S. (2003) studied the international and internal migration and its impact on economic growth, and poverty reduction in many parts of the country. The study found that the workers in the source areas lack suitable options for employment/ livelihood and there is some expectation of improvement in circumstances through migration. The improvement may be in the form of better employment or higher wages or incomes but also for maximizing family employment or smoothing of employment/income/consumption over the years.

Elena Ruiz Abril (2001) provided detailed citation of the Indian migration streams i.e. "internal migration stream". The study explains about short-term migration and class relations, short-term migration and gender relations, short-term migration and ethnicity, short-term migration and policy. The studies of the literature suggest that there should be proper policies to protect the migrants working and living conditions and should be properly implemented Indian research area.

Castles (2000) elaborated the history of labour migration, different types of migrants, causes of migration, trends of contemporary migration, settlement and ethnicity and migration as a challenge to the nation-state

Richard H (1998) studied the effect of internal and external migration on the rural asset accumulation in rural Pakistan. The study point out that the effect of remittance on rural asset accumulation depends up on the following questions: a) who migrate b) how much net income do migrant remit? and c) what are the marginal effect of these remittance on household consumption. The study here examined the first and third question. The study used five year panel data. The study uses Angus Deaton's utility model to assess household utility, remittance and investment. The study found that most households do not own physical asset in any year. The assumptions suggest that most people are not willing to scarify present consumption for sake of future asset accumulation. The model result shows that remittance income does not have positive and significant effect on each and every physical asset creation. Even though the remittance ie. external remittance have much more influence on accumulation of physical asset as it is treated as transitory income. The marginal propensity to invest transitory income is higher than for the total labour income. The study shows that from the stand point of investment external remittance have much impact on rural asset creation in Pakistan, The external remittance are mainly invested in irrigated and rain fed land and have statistically significant impact on the rural asset accumulation. On the other hand households receiving internal remittance treat such income as permanent and transitory income and which shall be used either for consumption or for investment.

Lucas (1997) elaborated on the internal migration and developing countries, he provides a detail picture of rural-urban migration. He made certain modification and extension to Harris- Todaro model. The study mentioned about rural development and the need to provide urban facilities in rural areas. The study also suggests certain needed policy frame work for increasing the quality of migration.

Huq-Hussain (1995) analysed the process of adjustment by poor female migrants coming to Dhaka in terms of economic motives such as their plan to work,

occupational involvement, work satisfaction, income earned, control over income and their role in the family economy, it point out that women are important contributors of family income and that without it, poor families could not survive in the city.

Christopher A Pissarides (1990) pointed out that the migration between region occurs as a result of the difference in wage and employment opportunities. Disequilibrium in unemployment is also considered as a reason for migration.

Maier(1985) stated that the migratory decision of a person depends up on the individuals degree of risk aversion an individual with low degree of risk aversion will migrate and on the other hand the individual with high degree of risk aversion will stay back. The friends and relative living in the selected region will provide cheap information, if they tend to be former migrants the 'friends and relative effects' cause to the migration i.e. called cumulative causation or cumulative effect on migration. The study also point out that migration rates are higher for the people in their early 20s and early 30s than all other age groups, as wage offers and expected returns are often defined with life time income and it is more for young people. The imperfect information will be a problem to the employers so that proper information channel shall be provided to communicate perfect information regarding required skill for each job.

Miron (1978) examined the migration behavior of the people and found that intolerance at home, quest for better standard of living or the ideological or religious belief are certain reason. He also point out the Sjaastad's point of view on migration that people that main cause of migration is the regional difference in the standard of living. The study uses David's job search model in order to analyse migration behavior. The dispersion of wages within the labour market is found to be main reason for migratory behavior.

Ralph E. Beals (1967) pointed out that an individual's decision to move from region i to region j depends not only on the opportunities in the two regions but also on opportunities in all other areas, and his knowledge on these opportunities. He may be best off in the region j, but many regions may be better for him than i. An

individual's decision to move is not presumably based on the average income, but on the income he can earn by his occupation and training. The urbanisation level of the destination region is important if migrants are especially attracted to towns and therefore regions containing large urban populations. Density of population may be serving as a push factor; density may be a measure of population pressure.

2.4 Socio-economic Impact and Migration

Zhao Ji-ying (2015) studied the employment status of migrant workers in Heilongjiang Province of China. The study conducted from December 2012 to June 2013 by conducting a survey among the new generation migrant workers of the province as the respondents. The study revealed that migrant workers are very less with growing age. The study analyzed that the income increase is the main reason for migrant workers to enter in to cities. The new generation migrant workers change their job frequently than old generation labourers for getting better income. The employment income of the migrant labour is higher than the reward on agricultural production. The education level of the worker determines the ability to become a self employed person. The study suggested developing multilevel social security system for the social development of migrant workers.

K C Zachariah (2015) reported in the Kerala Migration Survey, 2014 that there is a positive impact of emigration on the quality of life is provided by the number of consumer durables possessed by households with an NRK and without an NRK. The percentage of households possessing consumer durables such as a car, motor cycle, phone, television set, refrigerator are much higher among households without an NRK. The households with an NRK are more likely to possess a desirable level of consumer goods than households without an NRK. Such differential exist to a lesser extent among households with an ISM and those without an ISM.

Liji (2013) studied replacement migration in Kerala, it is a peripheral study on labour migration in Kerala, the study analysed the migration, consumption and remittance pattern of the labourers. The study has taken the sample respondent from Thrissur district.

Jose (2013) opined that agricultural wages and rural wages are real indicators of the living standards in the rural area. It provides vivid picture of living conditions of the people at the lowest social order. The study has been taken out the rural wages of various states from different NSS rounds i.e. from 55^{th} round onwards. It also analyses the variation in wages of both male and female in different states across the country and trend on increase and decrease in wage disparities over decades. The compound growth rate of wages through different survey years doesn't shows clear pattern but lower wages states have showed in above average rates. The study also point out the necessity to study the growth of SDP, demographic dividend, role of NREGP and social spending in determining rural wages.

Narayana D (2013) carried out an estimate of the domestic migrant labourers in Kerala. They conducted a train-based survey of the migrant labourers who were coming in and going out of the state. They suggested certain policy recommendation to government to manage the affairs of domestic migrant labourers in Kerala.

Mehra (2012) attempted to study the socio-economic background of the migrants, determinants, employment, income, socio-cultural way of life amongst migrants, consumption and remittance pattern of the migrants in the Ludhiana city. It is found that economic status of the migrant has been improved. Large family size of the migrants seemed to be one of the reasons for economic backwardness. The majority of the migrants are found to be illiterate. The workers expressed their liking to Punjabi music, language and food.

Kunal Keshri (2012) revealed that seasonal migration is main source of income in case of agriculturally lean season, it is a critical livelihood strategy for socially deprived groups, especially tribal people who lack employment in their place of origin. Bihar, west Bengal, Jharkhand, Gujarat, Madhya Pradesh and Nagaland have a high intensity of migration and also mentioned that all these states have a high portion SCs and STs. The ST category is more migratory than any other.

Borhade (2011) investigated on the health of internal labour migrants in India, they argued that internal migrants are often exposed to difficult and unsafe

conditions, face occupational hazards, live in poor conditions and lose their supportive family and societal structure. In addition their exclusion from several mainstream programmes including those on education and health leads to poor health status. In India there is no comprehensive policy on internal migration; there exist only fragmented policies. There exist high necessity to sensitizing and training of concerned policy makers and health stakeholders such as NGOs, employers association of migrants, insurance companies, financial institutions, academic institutions and health professionals involved with migrant's health needs to be done on large scale.

Meena.M (2011) conducted a study on the determinants and economic impact of rural labour out-migration among the migrant workers in Theni district. The study mainly aims to find out the economic impact of migration and the problems faced by the sample migrants. The study interviewed the labourers. The study inferred that migration decision is caused by economic reason. The study found that migration caused to a major change in the economic status of the labourers through higher income and savings.

Srivastava (2011) provided a detailed description on magnitude of migration, stream-wise migration, inter-state migration and its pattern, migration and urbanization, migration characteristics, pattern and characteristics of seasonal and circular migration, emerging challenges of migration policy. The study remarked that migration and growth will go hand-in-hand and proper development strategy to support the poor migrants is essential for growth and development.

Priya Deshingar (2011) analysed the linkage between migration and development through the NSS data for 2007-2008 (the 64th round), The study also conducted case studies among the low strata people like Adivasi's and found that less than 1% migrated internationally. The consumption pattern shows that migration satisfies their immediate consumption needs and helps in greater spending in health needs. The investment in education is considered by them as a risky investment with uncertain outcomes. The study suggested certain health and education policy in order to get a migration friendly approach and inclusive growth.

Bhagat (2011) pointed out that internal migration really contributed to the growth of Indian cities. In the light of census 2011 the study argues that migration is the main contributor towards urbanization. He argues that the reason for internal migration is regional disparity in the level of development. The main sectors in these internal migrants predominantly engaged are included as construction workers, domestic servants, mason, plumbers, electricians etc. Remittance considered being the main contributor towards the improvement in living conditions of the labourers. The study suggests that government policies should not hinter but should seek to facilitate internal migration and there should be an appropriate change in the attitude towards the process of migration and urbanization.

Tripathy (2011) opined that migrant labour from Bihar are spread from Kerala to Ladakh, migration provides buffer earning to the poor families. The study reveals that Bihar's agricultural economy is highly sustained and subsidised by the remittance send by the migrants.

Kumar (2011) examined the vulnerability of the interstate migrant labourers who are migrating from states in East India(West Bengal and Orissa), North India (Bihar, Uttar Pradesh and Uttarakhand) and North East (Assam and Manipur). He argues that due to limitations in portablity of entitlements the migrant labourers are not able to enjoy some of the benefits which they have received from the central and state government they have already enjoyed before migration.It is very difficult to reach out various schemes that have planned by the Kerala government, due to the temporary nature of their living and the language as one of the barrier.

Santhosh.K.V (2009) studied labour market and economic contribution of labourers in United Arab Emirates with special reference to Nonresident Keralites. This study tried to understand the working conditions satisfaction level of Nonresident Keralites workers in United Arab Emirates throws more light on pending problems faced by them. In broader terms, the study tries to explore the living conditions and satisfaction of workers in United Arab Emirates with special reference to Nonresident Keralites. The study also covers pay structure, safety level of workers, social life, method of money remittance to India, age and educational

factors. The efforts of educational agencies and its impact on working class are also analyses to judge if improvements are needed.

Castle (2000) viewed the causes of Asian migration are mainly based on economic point of view. The main aim of migration to maximise the individual income by moving from low wage to high wage economy thus migration helps in social transformation.

Johnson (1999) studied the saving pattern of the refugees from Asian countries of Vietnam and Laos to Canada, who are becoming as a growing group in the destination. Interview conducted with 649 Boat people (Chinese Vietnamese, ethnic Vietnamese and Laotians) who settled in Canada in between 1979-81. Among the respondents 80 percent reported that they save money and their usual pattern of savings is to save money left after paying expenses. Main reasons for saving are emergencies and education for children. The respondents mainly use non-traditional methods like bank account and Registered Retirement Scheme, which means that new comers has access to formal financial services and they are using it. In this study age and marital status are not significant for savings but higher education and satisfaction with income and employment has significance with savings. Ethnic differences provide differing result regarding saving practices.

Prakash (1998)examined the economic improvement of Kerala state due to the remittance of gulf migrants since 1970s.The gulf migration had improved the migrant households overall income, consumption expenditure, and helped in acquisition of assets and it resulted in the reduction of poverty in the state. The large inflow of remittances resulted in overall hike in land prices, construction materials and consumer goods, charges on health, education and in all walks of life. Gulf migration has resulted in reduction of unemployment in Kerala, and there occurred shortage in construction labourers and increased wages and promoted the migration of construction labourers to Kerala.

M P Subramanian (1997) analysed the migrant workers in Uduppi Taluk, and found that migrant workers are living in very vulnerable situation; the construction sector is the largest absorber of the migrant workers. These workers

have very few aspirations and don't have any long term planning, their concern for future is very low and it can be seen in their attitude towards schooling. 38 percent are not sending their children to schools, 14 percent are drop-outs and only 48 percent are in schools. Schooling beyond 10^{th} standard is rare in migrant community. It can be seen that caste and religious consciousness is dominant among migrant community.

Martin Browning (1996) investigated the household motive to save and it begins with the Keynes eight savings motives and explains that precaution motive is the most important motive among them. It also probes in to saving behavior and short-run and long-run consumption behavior. The study introduced a standard model which makes savings as a central point and income and consumption as residual.

Lewis (1994) investigated on the low income families financial decision making and found out that low income families non-traditional methods of financial management to maximize their limited financial resources. The study explained that families with low income lives in a constant state of crisis and stress as a result of in sufficient financial resources to support their basic needs, this situation definitely affect their savings behavior. When financial resources are scarce savings should not become a goal of low income families. The study analysed the differences in financial resources, financial and real assets, savings attitude, methods of savings, and demographic characteristics of low-income families from different regions in the United States. The head of the household or financially literate spouse were being interviewed. Chi-square test and regression analysis were being used. The study found out that there is significant difference between two regions (South and Non-south) and two demographic characteristics, namely age and race. The regression result of the study indicated that none of the individual variables are statistically significant for nominal and real saving equation. The study suggested that consumer educators, practitioners and policy makers who work with low income families may have to make different approaches based on the geographic region of the family.

Bennet (1937) explored on the method of measuring differences in national standard of living at a given period of time. Standard of living is a complex concept, which considered being the per capita quantum of human satisfaction and enjoyment. The study pointed out that the general measurement of standard of living is the family budget. The budget of the family is practically certain to fall in to two categories: they are expenditure on goods and services currently consumed; and there is savings or investment and its level is considered to be a general measurement of standard of living.

Keynes (1936) in the study the general theory of employment, interest and money introduced many concepts consumption function, the marginal propensity to consume and multiplier effect, liquidity preferences and the marginal efficiency of capital. It provides a great theoretical support to the concepts income, savings and investment. The liquidity preference explains the preference of people to set apart money according to certain priority. The study enlightens a profound way to economic policy making.

2.5 Construction sector in India

Rajeswaran (2015) studied about the socio-legal aspects of inter-state migrant workers in the construction industry in Chennai, the work mainly aimed to get an overview of the legal aspects of inter-state migrant workers in India. The study find out that the law of inter-state migration is not enough to protect the labourers and the labourers are unaware about the social security measures and labour laws related to the labourers. The labourers are exploited by everyone. The study suggests the need to amend the inter-state migrant labourer's law. The workers shall be protected from the evils of contracting. The study emphasis that the Act to enlarge the duties and responsibility of principal employer. The study establishes the necessity to form migrant labour board.

Fernandes (2012) analysed the social network of migrant labourers in the construction sector in Goa. The study provided up ward occupational mobility of the migrant labourers from casual labourers to self employed employers. The study analysed with social support network of self employed workers. The social network

of the migrant labourers with their place of birth to Goa is also attempted to detailed investigation

Pattanaik (2009) examined the reason why and how young migrant construction workers in urban unorganized sector had to come to work in tricity of Chandigargh, Panchkula and Mohali, how they live and spend their money. Based on the findings the article argues that Indian policy makers, with specific regard to urban organized sector, should take more adequate measures for the protection of the human rights of those migrant workers.

Abdul Navas (2008) studied the Impact of Kerala Building and Other construction workers Welfare fund Board on the construction workers in Kerala. The study disclosed that construction is a male dominated sector, especially for skilled work and female workers are employed in the sector only for unskilled work or as helpers. Wage discrimination to the women workers still exists in the sector and therefore this sector is not attractive to the female workers who want to undertake skilled work and upgrade their skill. In this study, an effort was also made to collect the opinion of the members regarding the adequacy of benefits they receive from the Board and majority of the members viewed that present amount of benefits are inadequate.

G.Gopikuttan (1990) examined the impact of housing boom on the housing related sectors of the Kerala economy and society. The increase in demand for housing pushed the price of factors of production and construction materials. On the other hand in case of labour the largest outflow of skilled labourers to gulf countries had resulted in hike in wages and inflow of labourers from neighboring states to Kerala.

2.6 Human Capital and Attitude in Livelihood Improvement

Jandhyala Viswanath (2009) studied the human capital contribution to economic growth in India; he point out that education not only imparts the knowledge but also changes the perception of the person towards themselves and the society around them. Education changes the attitude towards work, consumption

preferences, saving propensities, economic rationality, adaptability, innovativeness, flexibility, attitude towards family size and various social attitudes relevant from the economic point of view such as migration with in countries and internationally and towards more productive sectors in the economy resulting in rise in per capita income and GDP.

Varinder Jain (2008) Studied about wage workers exposure to insecurity as per the skill level and how debilitating is the impact of migration status and social class. The study is based on primary survey conducted among 300 selected wage workers from 125 establishments located in the unorganized manufacturing sector in the urban segment of Punjab. He draws main motivation to the study from the human capital literature of (Shultz, 1960; Becker 1962; Trzcinski and Randolph, 1991; and Trivedi, 2006), those which assigns enrichment of human capital in individuals due to its effect on their current and future wellbeing. The study points out that globalization brought both opportunities and challenge to Indian economy. Opportunities came for skilled workers due to skill biased growth and challenges emerges due to poor capital base of Indian economy besides the lack of suitable employment opportunities for large set of Indian population, generally women , SC/ST and rural masses. The study found that possession of skill acts as a shield against vulnerability by showing insecurity indices. The dependent variable measuring wage workers exposure to insecurity is inherently ordered with options one, (relatively insecure), two (moderately insecure) and three (severely insecure). Econometric technique 'Ordered Probit regression' enables the estimation of marginal effect of a change in independent variable (exposure to insecurity) on the dependent variable (skill possession). A significant inference derived from these marginal effects is that the improvement in skill level has a diverse shielding impact on wage workers differing across migration status and social class. The study reveals that an improvement in skill level has negligible impact on migrant SC/ST wage workers least exposure to various work related in securities where as the native non-SC/ST wage workers on the contrary, have relatively greater advantage in this respect. The study reveals that for attaining the desired outcome it remains as a challenge to the policy makers (who have the notion of inclusive growth, which

assigns due empowerment of deprived masses by way of imparting education and skill), as the result shows a skewed pattern in return to skill.

Rajiv Khandelwal (2007) examined how to upgrade migration through an innovative educational programme. He is the Director of Ajeevika Bureau, Udaipur, India. The study discloses that migration is a panacea for the poor tribal and non tribal people of Rajasthan. They migrate almost all parts of the unorganized sectors of the country for getting a living. The migrants' educational condition is very poor and it causes many type of exploitation. The labourers who are traditionally backward cannot able to come in the upward strata due to their poor education and lack of skill. The Ajeevika Bureau aims to create sustainable development for the poor migrant labourers from Southern Rajasthan by providing new opportunities to upgrade skills and find employment, and contribute to a skilled and confident migrant labour force which is able to negotiate higher returns in the labour market.

Ajzen (2005) defined that an attitude is a disposition to respond favorably or unfavorably to an object, person, institution or event. The different type of responses from which the attitude can be thus inferred include: cognitive responses, affective responses and conative responses. Cognitive responses of verbal nature reflects the perception or belief of, and thought about the attitude object, the second category of responses from attitudes can be inferred has to do with evaluations of and feelings towards, the atttiude object. The third category of responses of a conative nature are behavioral inclinations, intensions, commitments, and actions with respect to the attitude object. The study also explains about the format of Likert(1932) attitudinal scaling method. The positive items are scored from 5 (strongly agree) to 1 (strongly disagree). In the third chapter titled from dispositions and actions he explained the MODE model of Fazio, which posits that attitudes can be activated in one of two ways, in controlled or deliberative fashion or in automatic or spontaneous fashion.

Ajzen (1991) argued that behavioral achievement depend jointly on motivation and ability. In this study the author described about the theory of planned behavior and explained that there exist three conceptually independent determinants of intention. The author beautifully narrated that the first one as the attitude towards

behavior and which related with the persons favorable or unfavorable evaluation or appraisal of the behavior in question. The second factor included the social factor termed subjective norm, it means the perceived social pressure to perform or not to perform the behavior. The study also narrated that the theory of planned behavior deals with the antecedents of attitudes, subjective norms and perceived behavioral control. The theory also postulates that behavior is function of salient information, or beliefs relevant to the behavior. The study pointed out that people learn to favor behavior, which believe to have largely desirable consequences and form unfavorable attitudes towards behaviors which have undesirable consequences.

Ajzen (1987) explained about the attitude and behavior in persons. The study commented that numerous attitudes were assessed when a new social issue emerges and additional attitude domains were explored. The study futher explains that there exist little evidence to support stable underlying attitude within person, which influences both verbal expression and actions.

Garry S Becker (1986) emphasized that family behavior is the core part which determines the rise and fall of the families. Cultural and genetic endowments are automatically transferred from parents to their children and these will be the determinant of the rise and fall of the families.

Haley (1976) opined that schooling is a very good investment in human capital. If an individual has to increase his future disposable earnings, he has to increase the present human capital by using the existing human capital as an input. The proper time should be allotted in between time to earn and time in the investment in human capital. An income maximization type of human capital model has been developed and empirically tested. An estimate is made relating with human capital production function, the process of human capital depreciation, growth in earnings, estimate the rate of earnings with various levels of schooling and discount future earnings, the estimates were obtained by non-linear least squares and small sample properties.

Becker (1975) revealed that workers will increase their productivity through on-the-job training, the study pointed out that employees shall be willing to pay for

general training by receiving wages below their current productivity. If the firm gets more productivity, then it will be ready to pay outside the firm in the investment period by providing higher wages.

Thomas Johnson (1974) analysed the investment in human capital and growth in personal income by using time series of cross-sections in a single regression. It analysed the different rates of exogenous growth at different schooling level. The study found that the trends for middle aged workers that dominate in parameter estimate can't continue if monetary benefits to higher level of schooling are maintained.

Haley (1973) pointed out that the cost of investment in human capital is measured by the earnings which are foregone during the investment period. The study popounded a model of optimal human capital accumulation.

Bowels (1970) pointed out that migration is carried out to economic incentive; the benefit of migration is higher income in the destination or a more pleasant physical or social environment. The people with more education adapt more successfully to the economic disequilibrium.

2.7 Research Gap

The review of literature provides a great deal of information regarding labour migration and it also point out the unexplained research areas which needs further studies. The theories of migration provides support to both internal and international migration stream but the empirical studies which make use of NSSO and Census data doesn't provide a comprehensive picture about the determinants, consequences and impact of migration. The studies on the determinants of migration highlights that purpose of migration is basically economic, but the economic consequences of migration are not yet studied in depth. The major portion migration studies in Kerala are about international migration, there are only a few studies on internal migration. The majority of the international migrants are skilled labourers but on the other hand the large portions of internal migrants are poor and unskilled labourers. These labourers move from their home place in search of employment and improvement in

their livelihood. It is essential to study whether these labourers attained any economic improvement like those migrated internationally. Further there are only a few studies in India regarding the construction sector which provides employment to a large number of informal workers. It is essential to study the employment pattern of migrant labourers in construction sector, whether they are able to get decent working environment, safety measures, social protection, and opportunity to use and develop human capacity. It is necessary to study whether the labourers are getting adequate income and whether they have saving potential and saving regularity. It is also essential to study how the human capital and attitude of labourers will improve the livelihood of migrant labourers.

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Chapter 3

IN-MIGRATION TO THE LABOUR MARKET OF KERALA – AN OVERVIEW

Contents

3.1 Introduction

Migration means the movement of persons from one place to another or from the countries of origin to the countries of destination. It can be migration to other countries (emigration) and migration to other states in India (out-migration) and migration from other countries (immigration or return emigration) and from other states in India (in-migration and return-out migration). The present study is about the in-migration to the construction sector of Kerala, before moving to the analysis of the details of employment, income and savings pattern of the migrant labourers; it is worthwhile to probe to the in-migration to the labour market of Kerala. This chapter begins with the over view of the in-migration to the labour market of Kerala using the census, economic survey, economic review and NSSO data.

3.2 In- migration to the Labour Market of Kerala- An Overview

Kerala has a unique place in the development map of the world, due to its bewildering nature of development model, which is widely known as 'the Kerala model of development'. The amazing achievements of Kerala in its social spheres namely health, education and land reforms are known as Kerala model. It is mainly because there is much equity in the distribution of means among the people. Kerala model suggests that carefully implemented policies stressing equal access to basic needs could improve people's lives without revolutions- red, green or industrial (Robin Jeffrey, 1992). Kerala model is defined as: A set of high material quality of life indicators coinciding with low per capita income, both distributed across nearly entire population of Kerala. A set of wealth and resources redistribution programs have largely brought about the high material quality of life indicators. High level of political participation and activism among ordinary people along with substantial number of dedicated leaders at all levels. Kerala's mass activism and committed cadre were able to function within a large democratic structure which their activism has served to reinforce (Richard W. Franke, 1999). Even though the Kerala model has certain achievements, it also faces certain threats from several quarters that are: an almost stagnant economy, widening gap between aspirations of the people and actual achievements, increasing economic polarisation, un bearable fiscal strain,

increasing threat of falling gulf remittance and return of "foreign" Malayalees, increasing bondage to the global economy, growing apathy to manual work, growing consumerism. In this situation there is increasing the inflow of migrant labourers, who cannot be provided with minimum facilities and who bring with them their unique cultures which are alien to Malayalees, and become the vital part of the economy; and such type of labour migration is depicted here.

3.3 Kerala and the Origin State of the Migrant Labourers- Socio- economic Perspective

Kerala has a geographical area of 38,863 Square Kilometers of the total land area of India, and accommodates 3 percent of the Indian population. The economic and social structure of Kerala has some distinctive feature and is thoroughly different from that of every other state in India. The macro level socio-economic indicators show the achievement of Kerala with that of other states (Table 3.1). The researcher checked the state of origin of the migrant labourers and Kerala on over 12 indicators ranging from population to percentage of households availing banking services. It would also be clear from the figures available that factors such as literacy rate and sex ratio of Kerala at par with some of the most advanced countries of the world.

Table 3.1: Major socio- economic indicators of Kerala and states of origin of the migrant labourers

Sl. No.	Indicators	Assam	Bihar	Jharkhand	Kerala	Odisha	Tamil Nadu	West Bengal	All India
Demographic Indicators									
1.	Population 2011 (in '000)	31206	104099	32988	33406	41974	72147	91276	1028737
2.	Population density 2011(per.sq.km,	398	1106	414	860	270	555	1028	368
	Percentage decadal growth rate of population(%)(2001-2011)	17.1	25.4	22.4	4.9	14.0	15.6	13.8	17.7
3.	Sex Ratio 2011 (Female per 1000 males)	958	918	948	1084	979	996	950	943

HDI									
4.	HDI Ranking 2014-15	16	21	19	1	22	8	13	-
Growth and per capita income at constant prices									
5.	GSDP (at constant prices)(%) 2014-15	7.9	13.0	12.5	7.3	6.0	6.9	Na	7.2
6.	Per capita income (%)(PCY) 2014-15	6.3	11.5	10.9	7.4	4.5	5.8	Na	5.8
Poverty Headcount Ratio									
7.	Poverty Head Count Ratio 2011-12 (Total)	31.9	33.7	36.9	7.1	32.6	11.3	19.9	21.9
Health Related									
8.	Total Life expectancy at birth(%)(2011-15)	64.7	68.4	67.2	75.2	66.9	71.0	70.5	68.3
9.	Infant Mortality Rates(%) (per 1000 live births) 2015	47	42	32	12	46	19	26	37
Literacy									
10.	Total Literacy Rate (%) (Census 2011)	73.2	63.8	67.6	93.9	73.5	80.3	77.1	74.0
11.	Female (%) (Census 2011)	67.3	53.3	56.2	92	64.4	73.9	71.2	65.5
12.	Male (%) (Census 2011)	78.8	73.4	78.5	96	82.4	86.8	82.7	82.1
Household facility in percentage									
13.	Toilet facility (Census 2011)	64.9	23.1	22.0	95.2	22.0	48.3	58.9	46.9
14.	House hold availing banking services (Census 2011)	44.1	44.4	54	74.2	45	52,5	48.8	58.7

Sources: Economic Survey, 2016-17

Kerala has first position in HDI ranking. The poverty head count ratio of Kerala is (7.1%), much less than the national average (21.9 %) (Table3.1).The growth of per capita income of Kerala witnessed a turn around after 1980s that continued to increase at a faster rate through the 2000's (see table: 3.6). The percentage contribution to the state's GDP (GSDP) is high in Bihar (13.0) 'and

second position to Jharkand (12.5%). Growth rate in GSDP- Agriculture is less in Kerala (0.7%) among all other states. It is high in West Bengal (3.26%) and for Bihar; it is (3%) second position among the states. But it is less comparing with the all-India rate (4.7%). Growth rate in GSDP- industry is highest in Kerala (18.41%).The main reason for this high growth is a rapid development in the construction industry. All India Growth rate in GSDP- industry is only (0.4%) only. Growth rate in GSDP- service is high (14.99%) in Bihar followed by Assam and it is (5.46 %) for Kerala (data.govin). The decadal growth rate of population (2001-2011) is high in Bihar i.e. (25.4%) and in Kerala it is (4.9%) and all-India average is (17.6%); we can see that the immediate effect of economic development is to cause population to grow; after some decades it begins to grow less rapidly (Lewis 1954). Population density (Per.Sq.Km.) is much higher among Bihar and West Bengal; 1106 and 1028 respectively. In Kerala population density is 860. Infant mortality rate is much higher in Assam and Orissa, 47, 42 respectively (per 1000 live births); it is higher than all- India average 37; for Kerala it is only 12 per thousand for Kerala. Total life expectancy is high in Kerala 75.2 percentage; all-India average is only 68.3 percentages. The total literacy rate is much higher in Kerala 93.9 percentage and national average is 74.0 percentages. Kerala has highest percentage in both households with latrine facility within premises and households availing banking services i.e. 95.2 and 74.2 percentages respectively (Table 3.1). Generation of gainful employment is essential to reduce the poverty among persons and raise their standard of living in a developing economy. The structural transformation towards industry and service sector will generate employment opportunities in manufacturing and other non-farm sector, education will reduce the dependency burden and increases the labour force participation.

Table 3.2: Sectoral Distribution of Gross State Domestic product (GSDP) of Kerala (Constant Prices) (in percentages)

Base Year: 2011-12

Years	Sectors		
	Primary	Secondary	Tertiary
2012-13	14.41	26.53	59.06
2013-14	13.29	26.33	60.38
2014-15(P)*	12.70	25.88	61.43
2015-16(Q)**	11.58	26.17	62.24

*Source: Economic Review 2015, 2016, Kerala State Planning Board, Thiruvananthapuram, * Provisional estimate ** Quick estimate.*

Table 3.3: Growth rate of various sectors of Kerala over previous years to the GSDP of Kerala (Constant prices)

Base Year: 2011-12

Years	Sectors		
	Primary	Secondary	Tertiary
2012-13	0.50	2.80	8.92
2013-14	-3.79	3.49	6.63
2014-15(P)	1.70	4.65	8.32
2015-16(Q)	-2.08	8.58	8.78

*Source: Economic Review 2015, 2016, Kerala State Planning Board, Thiruvananthapuram, * Provisional estimate ** Quick estimate.*

It can be analysed that Kerala economy is in the phase of structural transformation. The UN/CSO classified the entire economic activities into the following sectors and items. Primary sector includes agriculture (agriculture proper and live stock), forestry and logging, fishing, mining and quarrying. Secondary sector includes, manufacturing (registered & un registered), electricity, gas, water supply and construction. Tertiary sector includes transport, storage and communication, trade, hotels and restaurants, banking and insurance, real estate, ownership of dwelling and business, public administration and defense, other

services. The share of primary sector is constantly decreasing in the states income (Table 3.2). If we look at the annual sectoral growth rate of Kerala's Gross State Domestic product (GSDP), it can be seen that, secondary sector showed the growth rate of 8.58 percent in 2015-16, at constant prices and tertiary sector by 8.78 percent and primary sector by (-2.08 percent) (Table3.3). The push factor for the growth of the secondary sector is the growth in the manufacturing and construction sector. Growth of manufacturing and construction sector is 12.65 and 6.45 respectively (Economic Review, 2016). The construction industry of Kerala is one of the major growth engines of the state. This falls in the secondary sector and contributing a major portion to the GSDP of the state. The construction sector has two key segments: namely building falling in to the following category: residential, commercial, institutional and industrial; and infrastructure such as road, rail, dams, canals, airports, power system, telecommunication system, urban infrastructure including water supply, sewerage and drainage and rural infrastructure. The construction industry involves with around 31000 enterprises in 2011 and is the second largest provider of employment after agriculture (Planning Commission, 2013)

3.4 Characteristics of Labour Market in Kerala and Origin State of Migrant Labourers

The labour market is described by key indicators such as population, Labour Force Participation Rate (LFPR), Worker Population Ratio, Unemployment Rate, Employment Status, daily wage rates of casual labour. These indictors provide a clear understanding of the prevailing situation of labour supply, labour demand and structure of employment in the country. The important peculiarity of Indian job market is that the majority of the workers in India are in informal job market. There has been a shift from agriculture and allied activities to construction sector (Economic Review, 2016). The employment intensive growth in the secondary sector leads to the reduction in poverty.

Table 3.4: Population characteristics of Kerala

Characteristics	Units	1961	1971	1981	1991	2001	2011
Population	(in 000's)	16904	21347	25454	29011	31839	33388
Annual growth rate of population	Percentage	-	2.08	1.61	1.23	0.89	0.46
Population Density	Per Sq.KM	435	549	655	749	819	859
Urban population	Percentage	15.1	16.24	18.74	24.11	26	47.7
Sex Ratio	Females/1000 males	1022	1016	1032	1036	1058	1084
Literacy rate	Percentage	55.08	60.42	70.42	89.81	90.9	93.91
Per capita Income	Rupees	276	594	1508	4207	19951	47360

Source: Census of India 1961, 1971, 1981,1991,2001,2011 and Economic Review 2016

In the initial stages of economic development population grow at a more proportional rate and this subsequently reduce at less proportional (Lewis 1954). The population of Kerala is steadily decreasing from 1961 to 2011. The decadal growth rate of Kerala's population is estimated at 4.9 percent the lowest among Indian states where as the national rate of the growth of population during the last ten years is 17.6 percent. The population growth trend shows that Kerala is moving towards zero population growth rates or even negative population growth (Economic Review 2016). As per 2011 census the density of population in Kerala is 860 persons/sq.k.ms. It is much higher than that the all-India level of 382. The urban populace of Kerala has registered a huge growth over last decade as the number of towns in the state increased three times. Urbanisation, as measured by the share of urban population of the state, has shown a sharp increase from 25.96 per cent in 2001 to 47.72 per cent in 2011. The sex ratio of Kerala is 1084 has improved 26 points from 2001. The sex ratio of India is 943 in 2011. Kerala has highest effective literacy rate of 94 percent among Indian states as per 2011 census (Table 3.4).

Table 3.5: Labour Force Participation Rate (per 1000) for persons aged 15 years and above according to Usual Principal and Subsidiary Status Approach (ps+ss) for origin state of migrant labourers and Kerala, 2015-16 (per cent)

Rural + Urban				
Name of State/Trans All-India	Male	Female	Gender	Person
Assam	753	267	598	527
Bihar	781	185	462	507
Jharkhand	820	490	666	666
Kerala	717	314	704	505
Odisha	789	254	572	532
Tamil Nadu	758	415	561	585
West Bengal	813	220	420	525
All India	755	274	488	524

Source: Report on 5th annual EUS, 2015-16 (Labour Bureau)
(UPSS) = PS+SS = Principal + Subsidiary Status

Labour Force Participation Rate (LFPR) is defined as the number of persons in the labour force per 1000 persons. The LFPR derived shows that the proportion of the countries working age population that engages actively in the labour market, either by working or looking/ searching for work. It provides an indication of the relative size of the supply of labour available to engage in production of goods and services. Here the usual principal & subsidiary status approach is used to study the Labour Force Participation Rate (LFPR) for male, female, transgender and for all persons. This approach is the mixture of both the major time criterion and shorter time period (30 days or more in an economic activity). Thus people who have worked even for 30 days or more in an economic activity during the reference period of last twelve months is considered as employed under this approach. This approach is called as usual status approach. For Kerala Labour Force Participation Rate (LFPR) is less than that of the country in Usual Status i.e. 50.5 per cent. For all India, for all persons (Rural+ Urban) it is 52.4 per cent and all other origin states of the migrant labourers except Bihar, it is higher than national average and in Bihar, it is less because of the low female participation in labour force (Table 3.5). It means

that there is short in supply of labour in Kerala comparing to all other origin states of the migrant labourers in order to carry out production of goods and services. But in Kerala there is much participation of female and transgender in the labour force than national average.

Table 3.6: Worker Population Ratio (WPR) (per 1000) for persons aged 15 years and above according to Usual Principal and Subsidiary Status Approach (ps+ss) for origin state of migrant labourers and Kerala, 2015-16 (per cent)

Rural + Urban				
Name of State/ Trans All-India	Male	Female	Gender	Person
Assam	734	245	598	506
Bihar	746	178	462	484
Jharkhand	799	482	666	652
Kerala	690	237	450	452
Odisha	766	237	572	512
Tamil Nadu	736	393	496	563
West Bengal	790	205	420	507
All India	733	258	472	505

Source: Report on 5th annual EUS, 2015-16 (Labour Bureau),

(UPSS) = PS+SS = Principal + Subsidiary Status

Worker Population Ratio (WPR) is defined as the number of persons employed per 1000 persons for the specific age group. WPR based on the UPSS for Rural + Urban male and female is higher at Jharkhand 79.9 per cent and 48.2 per cent respectively. In case of gender wise classification of results, 69 per cent of males, 23.7 per cent of females and 45 per cent of the trans genders of the Kerala state, aged 15 years and above are employed based on UPSS otherwise usual status approach.WPR For Kerala for all persons is much lower for Kerala comparing with the origin states of the migrant labourers i.e.45.2 per cent. On the other hand national average is 50.5 per cent (Table 3.6). The main cause to it is considered as unemployment.

Table 3.7: Unemployment rate (per 1000) for persons aged 15 years and above according to Usual Principal and Subsidiary Status Approach (ps+ss) for origin state of migrant labourers and Kerala, 2015-16 (per cent)

Rural + Urban				
Name of State/ Trans All-India	Male	Female	Gender	Person
Assam	26	84	-	40
Bihar	45	39	-	44
Jharkhand	25	18	-	22
Kerala	37	245	361	106
Odisha	29	66	-	38
Tamil Nadu	29	54	116	38
West Bengal	28	68	-	36
All India	30	58	32	37

Source: Report on 5th annual EUS, 2015-16 (Labour Bureau

(UPSS) = PS+SS = Principal + Subsidiary Status

The third important factor of labour force is unemployment rate. The unemployment rate reflects the portion of labour force that was available for work during the given reference period but did not get work. Unemployment rate is defined as the number of persons/person- days unemployed per 1000 persons/ person- days in the labour force. It is the unutilized portion of the labour force. Thus it is the more refined indicator of the unemployment situation in the labour force than the proportion unemployed (PU), which merely the number of unemployed per thousand persons in the population as a whole. The unemployment rate is very high for Kerala i.e.10.6 per cent for all persons in both rural and urban area comparing with all-India figure 3.7 per cent. It is highest for rural and urban female 24.5 per cent (Table 3.7).

Table 3.8 Unemployment rate (per1000) of the youth in Kerala and origin states of the migrant labourers as per usual status (adjusted) approach

Name of the state	Rural		Person	Urban		Person
	Male	Female		Male	Female	
Assam	43	57	45	54	70	56
Bihar	27	82	32	45	165	56
Jharkhand	18	28	21	46	89	51
Kerala	31	142	68	27	139	61
Odisha	23	20	22	39	20	35
Tamil Nadu	21	19	20	21	45	27
West Bengal	28	24	27	43	64	68
All India	17	17	17	30	52	34

Source: Employment and unemployment situation in India, NSS 68th round, 2011-2012(Age 15 years and above)

To measure chronic unemployment, the usually unemployed excluding those employed in a subsidiary status (which is not less than 30 days) may be considered. The unemployment rates computed after making such adjustment (i.e. usual status adjusted) would in general, be expected smaller in magnitude than corresponding rates according to usual status (ps). To have an idea on the dimension of chronic unemployment in India, one would, therefore, like to examine the unemployment rates obtained according to usual status taking in to consideration of both principal and subsidiary statuses, that is rate according to usual status (adjusted)(NSS 68th Round). As per the survey of Employment and Unemployment situation in India, (NSS 68th Round), unemployment rate in usual status (adjusted) is high for all the origin states of the migrant labourers and Kerala state also. It is highest for rural male in Assam (4.3 per cent), followed by Kerala (3.1 Per cent) and West Bengal (2.8 per cent). The area wise data shows that unemployment rate is higher in urban areas of the origin state except for Kerala for all persons (Table 3.8). This is because most of the workers in all the origin states of the migrant labourers are mainly engaged in self employment in rural farm sector. Self employment is one of the main activities which reduce unemployment. In Kerala workers engaged in self

employment is much low comparing with the origin states of the migrant labourers and the workers are mainly in engaged in casual job (see table 3.12)

Table 3.9: Unemployment rate of youth in Kerala and origin states of migrant labourers as per UPSS approach

Name of the state	Rural			Urban		
	Male	Female	Person	Male	Female	Person
Assam	148	142	146	187	180	186
Bihar	81	197	94	114	434	148
Jharkhand	51	95	62	135	244	151
Kerala	97	474	217	84	371	180
Odisha	62	56	61	103	48	93
Tamil Nadu	76	63	72	66	139	86
West Bengal	77	62	73	117	177	132
All India	50	48	49	81	131	92

Source: Employment and Unemployment Situation in India, NSS 68th Round, 2011-2012(Age 15-29 Years)

There exists chronic unemployment among youth in both the origin states of the migrants and in Kerala (see table 3.9). In order to achieve economic development, it is essential that youth should be engaged in productive employment. As per the survey report unemployment rate is much higher among youth than the overall population for both the origin states of the migrant labourers and for the state of Kerala. The unemployment rate for youth in rural areas of Kerala is 21.7 per cent and 18.0 per cent for urban areas of Kerala. Similarly for Assam it is 14.6 per cent and 18.6 per cent respectively. The unemployment rate among female labour force is much higher than that of male labour force. The area wise unemployment rate among female and male in rural area is 47.4 percent 9.7 per cent respectively (Table 3.9). The unemployment is prevalent in these states because the youth lack adequate skill and work experience to carry out their work. In order to face the challenges the ongoing programmes for skill development and employment generation may be re structured to equip the youth for finding better employment opportunities (Economic Review, 2016).

Table 3.10: Number of Job Seekers in Kerala between 2005-2016

(in lakhs)

Year at the end of December	Below SSLC	SSLC and above	Total Work Seekers
2005	6.29	30.41	36.70
2006	6.37	32.20	38.57
2007	6.31	33.57	39.88
2008	6.21	35.23	41.44
2009	6.24	36.76	43.00
2010	5.94	37.16	43.10
2011	5.88	37.74	43.62
2012	5.98	39.01	44.99
2013	4.26	32.25	36.51
2014	3.81	32.40	36.21
2015	3.73	30.36	34.09
2016	3.47	29.20	32.67

Source: Economic Review, 2016

According to the Economic Review, 2016 published by Government of Kerala, the number of job seekers as per the live register in the employment exchange is 34.37 lakh persons (i.e. total of general work seekers 32.67 lakh and professional work seekers 1.7 lakh persons)(Table 3.10) on October 31, 2016. Eighty- Nine per cent of the job seekers have educational qualification SSLC and above, 6.87 lakh, HSC certificate holders, 2.01 lakh graduates, 13000 postgraduates are found among them.

The number of professionals and job seekers increased from 1.63 lakhs in 2015 to 1.70 lakhs as on 31.10.2016. The other information, the Economic Review provides are very brief paragraphs on the employment in the organised sector, employment in unorganized sector, self employment assistance scheme, unemployment assistance scheme and placement through employment exchanges in Kerala. The numbers given below each heading do not tell much about the

unemployment situation and its meaning for people. (Saradamoni, 1999) analyses that unemployment is not a situation about which anybody is happy. But there is middle and upper- middle class households which can afford to support the unemployed wards for relatively longer period. At the same time there are those holds for whom immediate employment is necessary for survival.

Table 3.11: Distribution (Per 1000) of workers aged 15 years and above by broad activity according to Usual Principal and Subsidiary Status approach (PS+SS) for the origin state of migrant labourers and Kerala, 2015-16 (per cent)

Name of the state/ all-India	Self employed	Wage/salaried employee	Contract worker	Casual labour
Assam	529	194	17	259
Bihar	483	93	35	390
Jharkhand	630	134	49	186
Kerala	270	254	31	445
Odisha	461	180	39	321
Tamil Nadu	255	235	29	482
West Bengal	394	117	47	442
All India	472	162	35	331

Source: Report on 5th annual EUS, 2015-16 (Labour Bureau)
(UPSS) = PS+SS = Principal + Subsidiary Status

Self-employed

"Person who operate their own farm or non-farm enterprises or are engaged independently in a profession or trade on own-account or with one or a few partners are considered as self-employed" (Report on 5th EUS, Labour Bureau, 2015-16). The survey result shows that under the usual principal and subsidiary status approach majority of the persons i.e. 47.2 per cent are reported to be self employed followed by 33.1 per cent as casual labour, 16.2 per cent wage /salary earner, 3.5 per cent as contract worker. Self employment is the major source of employment for all the origin states of the migrant labourers except West Bengal, Tami Nadu and

Kerala. As per the survey report 39.4 per cent in West Bengal are self employed, 27.0 per cent in Kerala are self employed, for Tamil Nadu it is 25.5 percent. In Odisha 46.1 per cent reported to be self employed, it is slightly lower than the national average 47.2 per cent. Among all other origin states Jharkhand reported to be the highest in self employed persons i.e. 63.0 per cent followed by Assam 52.9 per cent as self employed labour, 48.3 per cent in Bihar reported to be self employed (Table 3.11).

Regular salaried/wage employee

"Person working in other farm and non- farm enterprises (both house hold and non-household) and getting in return salary or wages on a regular basis (and not on the basis of daily or periodic renewal of work contract) are the regular salaried/wage employees" (Report on 5th EUS, Labour Bureau, 2015-16). Among the origin states of the migrant labourers and the destination state, Kerala (25.4 per cent) and Tamil Nadu (23.5 per cent) exhibit high levels of persons employed as regular wage/ salaried employee on the other hand the national average is 16.2 per cent. As per the survey report regular wage/salaried employee is much lower in Bihar (9.3 per cent), West Bengal (11.7 per cent) and Jharkhand (13.4 per cent), which is lower than the national average(16.2 per cent)(Table 3.11).

Contract worker

"A worker deemed to be employed as a contract worker when he/she is hired in connection with the work of an establishment by or through contractor. Contract workmen are indirect employee: person, who hired, supervised or remunerated by a contractor, who in turn is compensated by the establishment. Here the term contract worker includes workers whose work is governed by a contract agreement either in writing or oral directly by the establishment. More precisely, the workers hired by the establishment directly for a specific job and for specified period will also be categorised under the contract category of workers" (Report on 5th EUS, Labour Bureau, 2015-16). As per the survey report according to UPSS approach very small per cent of persons are employed as contract worker. Jharkhand and West Bengal

has employed 4.9 per cent and 4.7 per cent persons as contact worker and Assam employs 1.7 per cent as contract worker (Table 3.11).

Casual wage labour

"A person casually engaged in others farm or non-farm enterprises (both household and non-household) and getting in return wage according to the terms of the daily or periodic work is a casual wage labour" (Report on 5th EUS, Labour Bureau, 2015-16). Among the origin states of the in-migrant labourers and the destination state i.e. Kerala; Tamil Nadu has the highest 48.2 per cent of workers engaged in casual labour employment, followed by Kerala and West Bengal (44.5 per cent and 44.2 per cent) respectively (Table 3.11).

The self-employed person and casual labour together contributes to the major portion of work force in all the origin states of the migrant labourers and the destination state, i.e. Kerala. Self- employed and casual labour clubbed together is known as informal sector (Pais, 2002). Thus informal sector is the main contributor towards employment in India. The proportion of salaried persons with regular wages is much lower in all the origin states of the migrant labourers and for the destination state Kerala. Chandigarh has the highest 54.2 per cent of the workers employed on regular wage/salary basis while Bihar has lowest 9.7 per cent (EUS, 2015-16)

3.5 Wage Rate of Casual Labourers

In rural and urban areas among major states, the average daily wage rate for male workers is the highest in Kerala; in the entire five NSS Rounds .Classical economist Adam Smith(1776) states that "differences in net economic advantages, chiefly difference in wages are the main causes of migration". As compared to the other parts of the country, reported wage rate for both agricultural and non-agricultural workers of Kerala are high. The average wage rates per day of rural and urban casual labourers in operations other than public works is high for Kerala in all the five NSSO rounds(Table 3.12).

Table 3.12: Average Wages (Rs.) Per Day of Rural and Urban Casual Labourers In Operations Other Than Public Works (for male only) Among Major States and Kerala in 55th, 61st,64th, 66th and 68th rounds of NSSO Survey

States	Rural/ Urban	1999-2000* 55th round	2004-05 61st round	2007-08 64th round	2009-10 66th round	2011-12 68th round
Andhra Pradesh	Rural	40.67	50.30	81.69	115.41	167.65
	Urban	56.75	64.71	104.04	138.20	193.52
Assam	Rural	48.82	62.59	74.05	94.38	142.63
	Urban	70.95	73.73	81.18	115.65	193.52
Bihar	Rural	36.53	45.41	60.35	81.03	129.01
	Urban	50.26	54.65	66.5	94.04	159.40
Gujarat	Rural	43.91	52.80	68.53	87.31	115.77
	Urban	67.13	83.46	108.76	119.02	160.64
Haryana	Rural	62.65	75.26	103.48	146.08	202.38
	Urban	68.47	79.22	104.97	154.27	206.67
Karnataka	Rural	42.51	48.33	68.54	96.91	162.94
	Urban	61.01	80.75	112.70	123.03	192.24
Kerala	Rural	100.78	134.86	170.47	226.60	345.14
	Urban	102.35	137.00	170.98	237.42	335.76
Madhya Pradesh	Rural	30.15	38.58	53.79	74.46	107.63
	Urban	43.87	51.55	72.35	88.92	129.90
Maharashtra	Rural	41.32	47.37	63.99	86.01	133.69
	Urban	61.70	79.57	103.15	121.55	173.18
Odisha	Rural	31.14	42.29	55.56	81.00	123.57
	Urban	39.02	54.41	78.16	100.26	165.34
Punjab	Rural	65.86	75.14	100.74	133.46	202.35
	Urban	82.40	83.90	108.96	142.65	198.45
Rajasthan	Rural	55.19	64.33	85.29	132.29	167.58
	Urban	67.07	69.15	95.57	146.04	180.62
Tamil Nadu	Rural	60.20	70.45	101.70	132.14	196.65
	Urban	72.27	83.10	119.58	155.40	227.66
Uttar Pradesh	Rural	43.50	53.37	73.46	97.04	136.84
	Urban	51.13	63.99	90.27	109.30	145.23

West Bengal	Rural	44.60	49.88	68.83	87.76	123.92
	Urban	55.27	64.00	85.96	98.98	134.58
All-India	Rural	44.84	55.03	75.30	101.53	149.32
	Urban	62.26	75.10	104.63	131.92	182.04

Source: Figures for the year 1999-2000 are for the age groups five years and above; from NSS Report No.458: *Employment and Unemployment situation in India*, 1999-2000.Table 6.11; Figures for 2004-05 refer to average daily wages of casual workers in operations other than public works taken from NSS Report Number 515: *Employment and Unemployment Situation in India*, 2004-05, Statement 5.11.3. Figures for 2007-08 are wage earnings of rural casual workers for agricultural, public and non-public works and taken from NSS Report No. 531: *Employment and Unemployment Situation in India*: July 2007-June 2008, Statement 21.1. Figures for 2009-10 refer to wage earnings of rural casual labour engaged in works other than public works, and are from NSS Key Indicators of Employment and Unemployment in India, 2009-10, Table S39. Figures for the year 2011-12 are average daily wages of casual workers in operations of age 15-59 years engaged in works other than public works (activity status code: 51) and taken from NSS Report No. 554 : *Employment and Unemployment Situation in India*: July 2011-June 2012, Statement 5.15.3

The daily wage rate of casual labour is determined by the demand and supply of labour in the labour market. The daily wage rate for the casual labourers is high in the labour market of Kerala in all the five NSSO 55th, 61st, 64th, 66th and 68th rounds.(Table: 3.12). In the NSSO 68th round the daily wage rate of Kerala in rural and urban areas are rupees 345.14 and 335.76 respectively. The average daily wage rate is much higher in Kerala that attracts migrants to the state, especially where wage rates are very low.

Table 3.13: Average Daily Wage Rates for Skilled Workers in Kerala

Year	Average Daily Wage Rates	
	Carpenter	Mason
2004-05	199.23	194.08
2005-06	207.83	206.25
2006-07	226.33	226.5
2007-08	254.67	253.75
2008-09	297.83	295.58
2009-10	341.83	338.67
2010-11	418.50	415.00
2011-12	493.92	495.00

2012-13	573.25	563.42
2013-14	644.92	635.08
2014-15	705.08	707.75
2015-16	746.17	753.08

Source: Economic Review 2016

The average daily wage rates for skilled workers is raising four times over the years from 2004-05 to 2015-16(Table 3.13). The gulf migration is raising the cost of everything in Kerala including the wages of carpenter and masons. There is an argument that gulf migrants are spending their hard earned money in non-productive investment like houses (Saradamoni, 1999).

Table 3.14: Average Daily Wage Rates for Unskilled Workers in Kerala (Male only)

Year	Average Daily Wage Rates
2004-05	165.58
2005-06	166.39
2006-07	179.01
2007-08	195.97
2008-09	224.40
2009-10	260.11
2010-11	312.82
2011-12	373.06
2012-13	439.01
2013-14	499.6
2014-15	545.15
2015-16	586.06

Source: Economic Review 2016

There is a continuous increase in the wage rate of skilled and unskilled labourers in Kerala. In 2013-14 the wage rate of carpenter was Rs. 644.92 and it increased to Rs.705.08 in 2014-15 and to Rs.746.17 in 2015-16 (Table 3.13). In case of mason too, wages increased substantially since 2004-05. During 2015-16 wage of

mason was Rs. 753.08 against 707.75 in 2014-15 (Table 3.13). The same phenomenon was seen in the case of unskilled labourers also (Table 3.14) (Economic Review, 2016)

Table 3.15: Average Daily Wage rates for Non-agricultural Occupations in origin states of the migrants and Kerala

States	Carpenter	Mason	Construction workers
Assam	282.96	282.59	213.00
Bihar	294.78	331.74	224.35
Kerala	690.69	699.51	699.51
Orissa	289.29	308.85	202.93
Tamil Nadu	450.26	494.61	364.10
West Bengal	260.06	300.81	198.07
All-India[a]	315.83	350.91	247.41

Source: NSSO 2013

Note: - [a] The average daily wage rates at all-India level are derived by dividing the sum total of wages by number of quotations of all the states taken together.

High wage rate and high demand for casual labour continue to attract a huge number of migrant labourers from the hinterlands in different parts of India to Kerala. The remittances from other countries, especially Gulf countries, are the key growth engine for the state of Kerala. According to Kerala Migration Studies (KMS 2014), 2.4 million Keralites are working abroad. The inflows of NRI deposits increased by 24 percent from Rs. 109,603 crore in March 2015 to 135,603 crore in March 2016 according to SLBC (State Level Banker's Committee) data (Economic Review, 2016).The amounts of remittances send by the out-migrants residing abroad were substantially higher than the amount send by those residing in India. On an average during the last 365 days, a male out-migrant from rural areas and residing abroad had sent 4 times the amount of remittances send by out-migrant residing in India: while on an average nearly Rs.52000 was remitted by those residing abroad, the amount was nearly Rs.13000 for those residing in India (Migration in India 2007-2008,(64/10.2/2), NSS Report No.533, 2010). The Human Development

Report 2009 has noted that 'moving generally brings benefits, most directly in the form of remittances sent to immediate family members (Human Development Report 2009, Overcoming Barriers : Human Mobility and Development, 2009)

3.6 Labour Migration: Past at a Glance

This section provides a bird's eye view of labour migration from and to Kerala, the distribution of short-term migrants for Kerala & to the origin states of migrant labourers, industry of work of the short-term migrants as per NSS 64th round, the district wise and origin wise distribution of migrant workers in Kerala.

Table 3.16: A bird's eye view of Kerala & Migration

Period	Migration stream	Who migrates	Impact on the migrant household and source location
1834-1920	Emigration from Malabar to Mauritius, Burma, Malaya and Ceylon	Indentured labourers from Malabar and Travancore-Cochin to work in sugar plantations	Impoverished men and women who deserted by husbands, practicing prostitutes and Brahmin widows who were not permitted by tradition and custom to remarry were migrated
1901-1931	In-migration from Madras to Travancore-Cochin	Tamilians from Madras who were specially skilled in plantation work	It was a source of employment for them
During the second world war(1939- 1945)	Out-migration from Travancore –Cochin to beyond Western Ghats	Malayalis recruited for war related jobs as soldiers, military officers and civilian clerk	Job in the time of world war second
During the period of independence and Kerala formation (1947-1956)	Out-migration from Kerala-Delhi	Malayalis migrated to Delhi for military and civilian services	Employed in Regular salaried job.
1940s -1950s	Out-migration from Kerala to metropolitan cities of Mumbai, Kolkata, Chennai and Delhi	The educated Malayali youth	Employment in private sector

Period	Migration stream	Who migrates	Impact on the migrant household and source location
Since 1965 (i.e. Liberalisation of Immigration Law by President Kennedy in USA)	Emigration from Kerala to USA	Highly qualified persons in arts and science subjects, doctors and dentists, engineers and nurses	Substantial portion of the emigrants are settled in USA and enjoying the economic benefits accruing from the US citizenship
1973-1974 and 1979	Emigration from Kerala to Gulf countries	Un skilled and semi-skilled workers to work in the construction industry	Job opportunities for the person through the assistance of relatives and friends or agents of foreign employers
Between July and October 1996	Around 2000 Keralites were send out of the UAE (Government of Kerala, 1997)	Illegal emigrants were send out	Job loss to the persons
Census 2001	In-migration from Tamil Nadu to Kerala	Tamil workers as 'replacement migrants' and they work in farms and fields, industries, construction sites, business firms and other areas as skilled and unskilled workers	Job opportunities in the informal sectors of Kerala.

Source: Compiled by the researcher from various sources

The labour migration from Kerala has a long historical purview. During the period of British colonialism the Indian labourers indentured to work on European owned plantation from 1834 to 1920. The emigration of these labourers was mainly to the Caribbean Islands, Guyana, Mauritius, South and East Africa, Malaya, Burma, Ceylon and Fiji (Jain, 1975). This phase turned down with the end of indenture in 1920. There occurred a significant free migration between India and Ceylon, Southeast Asia and Africa and majority of the migrants were unskilled labours. (Ravi Srivastava, 2003).In the total plantation labour in Ceylon, Malayalis constituted only 5 per cent. Among the Malayalis, emigrants from the Malabar region outnumbered the combined total of those from Travancore and Cochin (Zachariah. K.C, 2003).

During the 90-year period from 1901-1991, Kerala experienced a systematic transition in its migration trend. From a net-gaining state in 1901, Kerala became a net losing state in the 1940s. The transition from net in-migration to net out-migration took place most probably with the outbreak of the Second World War beginning in 1939.During the war, a large number of Malayalis were recruited for war related jobs as soldiers, military officers and civilian clerk. During the period of independence in August 1947 and the formation of Kerala state(in November 1st 1956) opened up wide opportunities to Malayalis in rapidly expanding government in Delhi. The educated Malayali youth fully utilised the employment opportunities in private sector in the metropolitan cities of Mumbai, Kolkata, Chennai and Delhi. Out-migrant form Kerala in the first half of the twentieth century was mainly to neighboring states: Tamil Nadu and Karnataka. Next in order of importance was Maharashtra. By 1971, out migrants from Kerala were more spread out. The other major states which have attracted Kerala migrants are; Gujarat, Madhya Pradesh, New Delhi and Andaman and Nicobar Islands. West Bengal and Assam are the two other states which have become less attractive to Kerala out-migrants in recent years. After independence in India there is happening two distinct type of migration situation. The export of labour from India differed both in skill and destination. Persons with technical skill and professional expertise migrate to countries such as United State of America, Canada, United Kingdom, and Australia as permanent migrants (since the early 1960s), un skilled and semi skilled workers migrate to oil exporting countries of the middle east countries on temporary contracts, especially following the oil price increases of 1973-74 and 1979. There was a major inflow of the labourers to this region mainly from India and Pakistan. There are two major factors that influenced demand of South Asian workers. The first factor is that the demand outstripped the ability of the Arab countries to supply labour. The second factor is that South Asian workers accepted jobs and wages that Arab workers refused to take (Amjad, 1989). The period after 1979 witnessed the migration in these region and East Asian countries like Philippines, Thailand, Republic of Korea and other South Asian countries like Bangladesh and Sri Lanka. Majority of the portion of these workers is in the category of unskilled or semi skilled workers in

manual or clerical occupations. The movement of Indian workers to this region is a temporary migration. The migration has resulted in reduction of supply and increase in demand for certain category of workers, especially construction workers (Prakash, 1998). The shortage of construction workers began to be experienced since 1970s.This attributed to three reasons. First, the major share of workers migrated to Gulf are construction workers including skilled workers like carpenters, electricians etc. Second, good part of the remittances received from Gulf was spend by the house holds for constructing new houses, repairing houses, improving land etc, resulting in steep increase demand for construction workers. Third lack of interest of young people especially educated, to engage in manual work, this shortage of workers has increased wages of the construction workers and other categories of manual work, promoted the mobility of non construction workers into the construction sector, resulting the migration of Tamil workers into Kerala (Justin Paul, 2005).Interstate migration pattern between Kerala and Tamil Nadu has changed during the year (1970- 2001). Up to 1991 census, the number of out migrants from Kerala to Tamil Nadu exceeded the number of in- migrants from Tamil Nadu to Kerala (i.e. Kerala was net out migrating State), but as per 2001 census, the number of in migrants from Tamil Nadu (i.e. Kerala became net in -migrating state from Tamil Nadu). Further the percentage share of in- migrants of Tamil Nadu in total inter-state migrants of the Kerala state also showing a declining trend (Kakkakunnan, 2007). Now we can see a large inflow of migrant workers from other states such as West Bengal, Bihar, Odisha, Assam, Uttar Pradesh, Chhattisgarh and Jharkhand besides the neighboring states.

3.6.2 Short-term migrants

In NSS 64th round, information was collected regarding the short-term movement of the population, who had stayed away from village or town from a period of one month or more but less than six months during the last 365 days for employment or in search of employment.

Table 3.17: Distribution (per 1000) of short term migrants for Kerala and state of origin of migrant labourers

Rural/Urban Male/Female	Assam	Bihar	Kerala	Orissa	Tamil Nadu	West Bengal	All-India
Rural male	20	57	9	22	18	44	28
Rural female	2	1	1	5	5	4	5
Rural male+ female	12	30	5	13	11	24	17
Urban male	23	14	5	8	11	9	6
Urban female	2	1	1	0	3	2	1
Urban male+ female	14	7	3	4	7	6	4
Rural+ Urban Male	20	53	8	20	15	35	22
Rural+ urban Female	2	1	1	4	4	4	4
Rural + Urban Male+ female	12	28	4	12	9	20	13

Source: NSS Report No: 533: Migration in India: July, 2007-June, 2008; Published on 2010, Table 5.1.1

Short-term migrants are more in the origin states of the migrant workers. It is evident that short term migrants are less in Kerala than the origin states of the migrant labourers (Table: 3.21). Short term migrants among rural male are more in Bihar (57), West Bengal (44), Orissa (22), Assam (20) and Tamil Nadu (18).It can be observed that Short-term migration is prominent among the rural male from the origin state of the in-migrant labourers.

Industry of work of the short term migrants

It is very interesting to analyse the industry in which short-term migrants are working. It can be analysed that; in which industries short-term migrant labourers are employed in large numbers.

Table 3.18: Per 1000 distribution of short term migrants by industry of work during 2007-08.

All- India

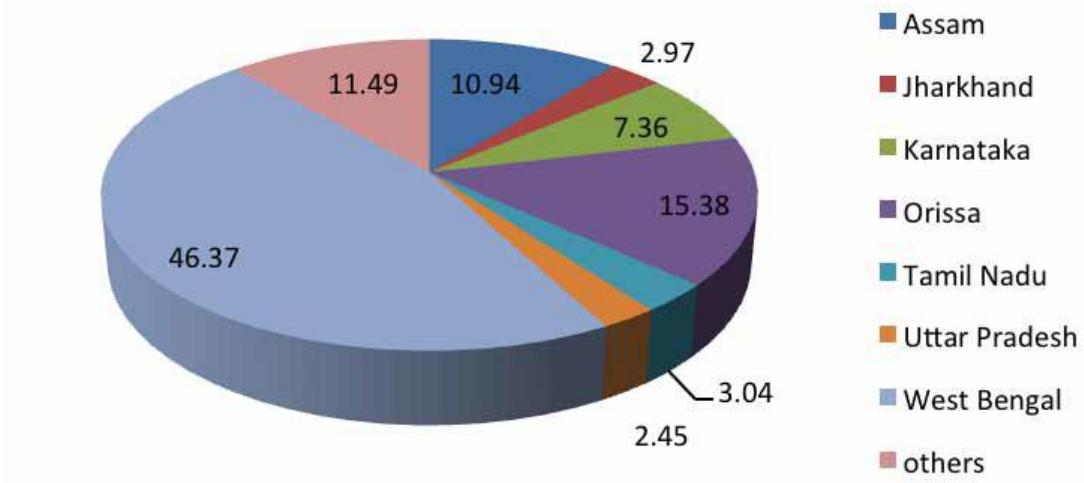
	Rural			Urban		
Broad industry division of work	Male	Female	Person	Male	Female	Person
Agriculture, etc.(01-05)	200	453	236	112	206	126
Mining& quarrying (10-14)	13	8	13	7	3	6
Manufacturing, (15-37)	172	139	168	261	255	260
Electricity, water and gas (40-41)	1	3	2	3	5	4
Construction(45)	**429**	**336**	**416**	**278**	**108**	**252**
Trade, hotel and restaurant (50-55)	83	10	73	200	76	181
Transport (60-64)	66	5	57	58	3	49
Other services (65-99)	35	46	37	82	344	122
Non- agricultural (10-99)	800	547	764	888	794	874
All(01-99)	1000	1000	1000	1000	1000	1000

Source: NSS Report No: 533: Migration in India: July, 2007-June, 2008; Published on 2010, Statement 5.5

Here the discussion has been restricted to short term migrants from rural areas only. It may be noted that construction (NIC 2004 code 45), agriculture (NIC 2004 codes 01-05) and manufacturing (NIC 2004 codes 15-37) together absorbed nearly 80 percent of all male and 93 percent of female short term migrant workers from rural areas. Of all the rural male short term migrant workers nearly 43 were engaged in construction while agriculture and manufacturing employed nearly 20 percent and 17 percent of male short term migrant workers, respectively. Nearly 45 percent of female short term migrant workers were engaged in agriculture, while construction and manufacturing employed 34 percent and 14 percent of female short term migrant workers, respectively (NSSO 2008).

3.6.3 Migrant Labourers in Kerala

Kerala is witnessing a large inflow of migrant labourers from the state like West Bengal, Bihar, Assam, Orissa, Jharkhand and UP other than the neighboring states like Tamil Nadu and Karnataka. The state has emerged as a promising land for the migrants from North and North Eastern states. Longest migration corridors have been emerged between these states and Kerala, even district wise migration corridors being generated between these states and Kerala through kinship and social network. These labourers have been employed in almost all informal sectors of the state agriculture, construction, hotel and restaurant, manufacturing and trade. Among these labourers, 60 per cent are engaged in construction sector, 8 per cent in manufacturing, 7 per cent under hotels and restaurants, 2 per cent each under agriculture and trade and the remaining 21 per cent engaged in other activities (Economic Review, 2016).

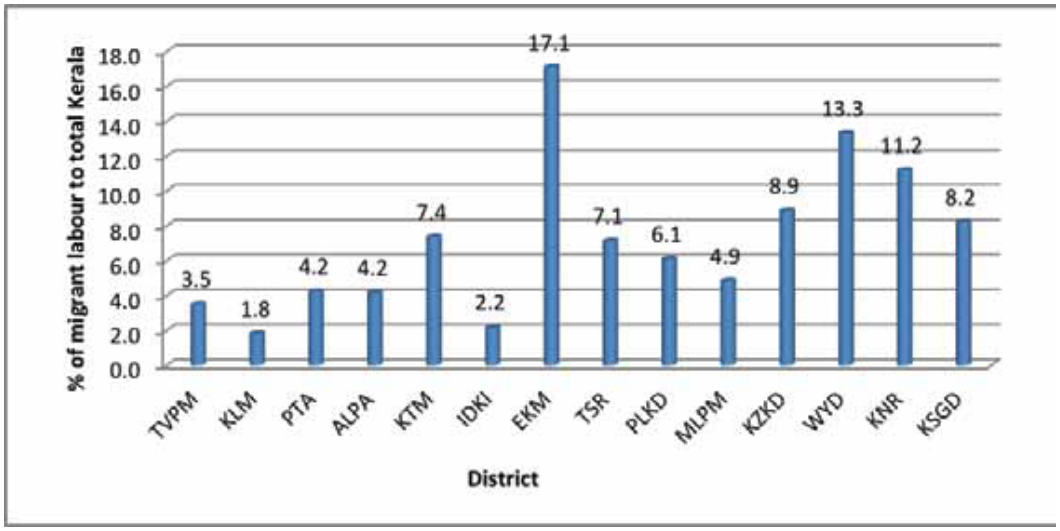


Source: Economic Review, 2016

Figure 3.1: Origin wise interstate migrant workers in Kerala

The survey report shows that out of the total interstate migrant workers in Kerala 46 per cent are from West Bengal, followed by Orissa 15 per cent and Assam

10 percent, Karnataka has 7 per cent, Tamil Nadu 3 per cent, Jharkhand and Uttar Pradesh 2.45 per cent.



Source, Economic Review, 2016

Figure 3.2 : District Wise ISM Workers in Kerala Percentage

The district wise distribution of interstate migrant workers shows that 17 percent of the workers are located in Ernakulum followed by Wayanad 13 per cent and Kannur 11 per cent.

3.7 Implementation of Legislation on Migrant Labour in Kerala

There exist a number of labour laws that guarantees the rights of migrant construction workers for decent working conditions and minimum wages. The most prominent among them are the Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act,1979. The act provides for the adequate and safe working conditions to the migrant labourers in the destination place. The act states that the migrant labourers should be protected by certain other labour laws which include Workmen's Compensation Act, 1923, Payment of Wages Act, 1936, Industrial Disputes Act, 1947, Factories Act, 1948, Minimum Wage Act, 1948, Mines Act, 1952, Contract Labour (Regulation and Abolition) Act, 1970, and Equal Remuneration Act, 1976.

3.7.1 The Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979.

The most important Act regarding inter-state migrant labourers is the Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979. The Act regulates the employment of inter-state migrant labourers and provide for their conditions of service. The Act provides for equal wage should be provided for migrant labourers and others for similar kind of jobs. The Act is applicable to establishment and contractors who are employing five or more employees. The minimum wage shall be ensured for the inter-state migrant labourers under the Minimum Wage Act, 1948. Wages to the migrant labourers shall be paid in cash. The migrant labourers shall be provided displacement allowance at the time of recruitment, an amount of fifty per cent of monthly wages or seventy five rupees whichever is higher. The displacement allowance should be in addition to the all amount payable to migrant labourers. The contractor is liable to pay journey allowance to the labourers to travel from his place of residence in his state to the working place in other state. The workers are also eligible for wages in that period. The contractors should ensure suitable working condition for the labourers. The contractors should provide suitable residential accommodation for the labourers during the period of employment. Medical facilities should be provided at free of cost. Protective clothing and all security measures should be provided for the employees. In case of fatal accident or serious bodily injury to workman the contractor should report to specified authorities of both the states also next-of-kin of the workman. Every principal employer and every contractor shall maintain register and records of the migrant labourers, such as the nature of job performed by the workmen, hours of work, the rate of wage provided for the workmen. Every contactor and principal employer who has been employing migrant labourers should be registered under the respective registering authority. It is the duty of the contractor to issue photo affixed pass book to every worker containing every aspect relating to the work of the migrant labourers, including the period of employment, payment and allowances.

Table: 3.19 Number of Contractors and Workers Registered under Interstate Migrant Workers Act 1979(in the sample districts)

	2014		2015		2016	
	Contractors	Workers	Contractors	Workers	Contractors	Workers
Kozhikode	12	353	35	1179	30	949
Ernakulum	55	3741	40	2617	64	2135
Thiruvanantha-puram	41	1540	35	573	29	1659

Source: Data from respective labour offices.

The data regarding the registration of interstate migrant labourers shows a declining trend. This shows that majority of the contractors does not register the interstate migrant labourers completely. There is a huge under reporting by the contractors regarding the employment of inter-state migrant labourers.

Table 3.20: The Number of Contractors Employing Construction Workers Registered Under Inter State Migrant Workers Act , 1979 (in the sample districts)

	2014		2015		2016	
	Contractors	Workers	Contractors	Workers	Contractors	Workers
Kozhikode	12	353	25	728	23	754
Ernakulum	29	1699	27	2096	50	1849
Thiruvananthapuram	34	1224	34	555	26	1509

Source: Data from respective labour offices.

It is evident from the data that majority of the contractors and workers are registered works in the construction industry. The construction industry employs the 95 per cent of inter-state migrant labourers who are coming to Kerala.

3.7.2 The Contract Labour (Regulation and Abolition) Act, 1970

The migrant labourers are employed as contract labour in the majority of the industries; therefore they also come under the purview of Contract Labour

(Regulation and Abolition) Act, 1970.The Act is applicable to those establishment, in which twenty or more workmen are employed. The contractor required to provide certain facilities to the workmen like, sufficient supply of wholesome drinking water, a sufficient number of latrines and urinals, washing facilities and first aid facilities. The contractor is also required to provide canteen facilities, if the work regarding the employment of the contract labour continues for more than six months and where the number of such contract labour exceeds hundred. The facility shall be provided to the contract labour with in sixty days of the commencement of the rules of employing contract labour.

3.7.3 The Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act,1996.

The Act regulates the building and construction workers employment and conditions of service and mainly aimed to provide safe and healthy working condition to the workers employed in the construction sector. As per this Act every state government shall constitute a board for the welfare of building workers and the state government shall be able to form certain welfare scheme for the labourers working in the state. The Kerala Government introduced a welfare scheme for the inter-state migrant workers through Kerala and Building and other construction workers welfare fund board. It came in to force on 29th March of 2010. The migrant labour that pays an annual contribution of Rs. 30 gets registered under the scheme titled 'Inter State Migrant Workers Welfare Scheme', each worker gets a membership card after registering in the scheme. Under this scheme a financial assistance of Rs.50000 in case of death of the member shall be provided to the dependents. If a member becomes incapable of undertaking jobs for more than six months due to accidents or chronic diseases, he is eligible to get a special assistance of up to Rs.10000. Each registered migrant worker would get up to Rs. 10,000 as healthcare assistance for in-patient care in empanelled hospitals in case of accidents or chronic diseases. Though, the worker is eligible to get only Rs. 50 per day and the maximum limit fixed per episode of disease is Rs. 2000. The workers who have registered in the scheme continuously for five years are also eligible to enjoy a retirement benefit

of Rs. 1000 per year subject to a minimum of Rs.5000 and a maximum of Rs. 15000 (Government of Kerala, 2010).The number of inter-state migrant labourers registered under the inter-state migrant workers welfare scheme, 2010 as on 31st March 2017 is 54,366 persons and those who availed the benefits are 101 persons (Government of Kerala, 2017). The district wise information regarding the registration of the inter-state migrant labourers from various states has been shown in the Annexure 2. In 2013, the Labour and Rehabilitation Department of Government of Kerala conducted a study, in order to understand the situation of migrant labourers in the state; the study provided an estimate of migrant workers and provided certain recommendations for policy formation. In the year 2017 the Department of Labour and Skills in connection with International Labour Organisation, conducted a stakeholders consultation on labour migration to Kerala. The Government of Kerala launched an insurance scheme 'Aawaz' and 'Apna Ghar' project, which aims at developing a hygiene and safe rental accommodation for the migrant labourers in Kerala.

3.8 Conclusion

Kerala economy is now going through structural changes. The share of agriculture to the GSDP of Kerala is decreasing; tertiary sector or service sector and secondary sector which include construction industry show an increasing trend. Percentage contribution of construction sector of Kerala to GSDP of Kerala is much higher than the percentage contribution of construction sector of all-India to the GDP of the country (Kerala, Gross Domestic Product of Kerala and India from 2004-05 to 2011-12 (Base year 2004-05), 2013). The population characteristics of Kerala indicate rapid urbanization, high literacy and sex ratio and low growth in population. In case of Labour Force Participation Rate, it is much lower than all other origin states of the in-migrant labourers. Kerala has a less Worker Population Ratio (WPR) comparing with national ratio due to high unemployment rate. The wage rate of Kerala is comparatively very high regarding major states of the country. There is high demand for construction labourers in Kerala due to the construction boom in the state. In case the high wage rate attracts labourers from all

over the country to Kerala. NRI deposits which coming to Kerala as remittances from emigrants contribute to the growth engine of Kerala. Kerala attracts a large number of short-term migrants from West Bengal, Orissa, Bihar, Assam and Tamil Nadu. These short term migrants are mainly engaged in the construction industry. The labour legislation which ensures the good working and living conditions of migrant labourers include: The Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979; but the contractors should not register the workers properly in accordance with the Act. The other major legislations are the Contract Labour (Regulation and Abolition) Act, 1970, the Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996. It mainly concerned with the safety and welfare of workers. Separate boards are formed under the Act for framing various welfare schemes for the labourers. The Kerala Government introduced a welfare scheme for the inter-state migrant workers through Kerala and Building and other construction workers welfare fund board, on May 1st of 2010. The number of inter-state migrant labourers registered under the inter-state migrant workers welfare scheme, 2010 as on 31st March 2017 is 54,366 persons and those who availed the benefits are 101 persons (Government of Kerala, 2017). Kerala government is being strated an insurance scheme 'Aawaz' and 'Apna Ghar' project, which aims at developing a hygiene and safe rental accommodation for the migrant labourers in Kerala.

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Chapter 4

DETERMINANTS OF MIGRATION

Contents

4.1 Introduction

The in-migration to the labour market of Kerala has been explained in detail in the previous chapter. Generally, the basic motivation for migration is mainly economic in all over the world. The main sources from which the workers come from are: subsistence agriculture, casual labour, petty trade and domestic service doing wives and daughters in the household. Mass migration of the unskilled labourers might raise output per head but its effect will keep the wages of the labourers to the subsistence level (Arthur, 1954). Thus people move from one place to another in search of better employment opportunities and income and economic security. Migration is primarily undertaken to improve the standard of living of the migrant's and their kith and kin on a sustainable basis. The field survey conducted during the course of this study aims at obtaining a comprehensive view of determinants of migration and the consequences to the migrant in terms of economic and socio-cultural changes.

In this chapter determinants of migration from the worker's origin place to Kerala are analysed with their socio-demographic-economic background, process of migration and push and pull factors in migration. Thus the present chapter has three sections. Section A analyses the socio-demographic-economic background which caused to the migration, the Section B deals with the process of migration i.e. the migration network which facilitated towards migration and the Section C concerned with push and pull factors included in the migration procedure.

Section A: Socio-demographic-economic background of the respondents which caused to migration

In this section first of all discussed the socio-demographic and economic profile of the respondents which caused to migration, then the socio-demographic and economic factors which are associated with migration are identified and measured the strength of their association in detail:

4A.1 Socio-demographic-economic profile of the respondents which caused to migration

It explains the economic factors like monthly income of the respondents before migration, family size, number of dependents and number of earning members in the household, then outstanding debt and work status of family members that caused to migration of the respondents. The demographic factors like marital status, community and state & districts which are considered to be the determinants of migration of the respondents are also explained here.

4A.1.1 Monthly Income of the Respondents before Migration

It is worthwhile to understand the per head monthly income of the migrants before migration. This is however subject to slight fluctuations in price level extending over a period of a few years from 2007-2016 which accounts from more than 83 percent respondents of the survey.

Table 4.1: Monthly Income of the Respondents before Migration

Monthly Income (in Rs.)	Frequency	Percentage
Student/unemployed	296	48.3
Reported as "subsistence income"	256	43.7
<2000	16	2.7
2001-3000	18	3.0
3001-4000	14	2.3
Total	600	100.0

Source: Field Survey

Out of the 600 respondents, 43.7 percent reported that their monthly income before migration was only subsistence income, whereas 48.3 percent represented as student/ unemployed and doesn't have any income. The remaining 8 percent migrant labourers reported to come under the monthly income group ranging from Rs.1000-4000 as shown in table 4.1. It is evident from the table that propensity to migrate increases in lower income groups in the migrant's state of origin.

4A.1.2 Family Size

Another influencing factor which determines migration is the respondent's family size. The classification of the respondent on the basis of family size involves six categories. The table 4.2 indicates 53 percent of the respondents were from families with up to eight members and remaining 47 percent from families with more than eight members.

Table 4.2: Family Size Wise Classification of Respondents

Family size	Frequency	Percentage
Up to 2	12	2.00
3-4	57	9.50
5-6	93	15.50
7-8	155	25.83
9-10	147	24.50
11 & above	136	22.66
Total	**600**	**100.0**

Source: Field Survey

4A.1.3 Number of Dependents

Number of dependents is defined as number of dependents at the time of migration. In general migration is mainly under taken to improve the lively hood of the migrant and their dependents. Table 4.3 indicates that there is high dependency ratio among migrants. 98 percent of the respondents have up to 7 dependents.

Table 4.3: Number of Dependents Wise Classification of Respondents

No. of dependents	Frequency	Percentage
0	7	1.2
1	34	5.7
2	106	17.7
3	177	29.5
4	108	18.0

No. of dependents	Frequency	Percentage
5	59	9.8
6	58	9.7
7	40	6.7
8	5	0.8
9	4	0.7
10+	2	0.3
Total	**600**	**100.0**

Source: Field Survey

4A.1.4. Number of Earning Members

Number of earning members in the respondents' family is an important indicator which determines the income level and financial status of the respondents. Here the number of earning member included in the study as a variable and it is given in the table 4.4

Table 4.4: Number of Earning Members Wise Classification of Respondents

No. of Earning Members	Frequency	Percentage
0	115	19.2
1	142	23.7
2	125	20.8
3	158	26.3
4	28	4.7
5	19	3.2
6	1	.2
7	12	2.0
Total	**600**	**100.0**

Source: Field Survey

It is evident from the table 4.4 that 19.2 percent of the respondents belong to families having no earning member, 23.7 percent with one earning member then 20.8 percent with two earning members and 26.3 percent with three earning members. The remaining 10 percent belong to families with four or more earning members. It is obtained that most of the respondents belong to single or no earning member which reveals the low financial status of the respondents.

4A.1.5. Marital Status

Marital status is considered as an important demographic factor that influences the migration decision. On the basis of marital status the respondents were classified into two groups i.e. married and unmarried.

Here marital status is defined as the marital status at the time of migration. Marital status of the respondents is given in the table 4.5

Table 4.5: Marital Status Wise Classification of Respondents

Marital Status	Frequency	Percentage
Married	69	11.5
Unmarried	531	88.5
Total	600	100.0

Source: Field Survey

The above table shows that 11.5 percent of the respondents are married and 88. 5 percent of the respondents are unmarried at the time of migration.

4A1.6. Outstanding Debt

Outstanding debt is considered as one of the important factor that motivates people to migrate and improve livelihood. Therefore, it is essential to classify the respondents based on their outstanding debt and table 4.6 depict the same.

Table 4.6: Outstanding Debt-wise Classification of Respondents

Outstanding debt	Frequency	Percentage	Mean(Rs.)	SD
Nil	452	75.3	2155	4986
1000-10000	114	19.0		
10000-20000	25	4.16		
20000-30000	7	1.16		
30000-40000	2	0.33		
Total	**600**	**100.0**		

Source: Field Survey

In the above table, it is observed that 75.3 percent of the respondents have no outstanding debt. For 19 percent of the respondents, the amount of outstanding debt range was Rs. 1000 to Rs. 10000 and 4.16 percent of the respondents have outstanding debt ranging from Rs.10000 to Rs. 20000. The remaining 1.49 percent of the respondents has outstanding debt ranging between Rs. 30000 to Rs. 40000. Average outstanding debt of the respondents was Rs. 2155 with S.D of Rs. 4986.

4A.1.7. Community

Community is another important demographic variable used in the analysis of determinant of migration. Here respondents were classified in to different categories as forward caste (FC), other backward caste (OBC) and schedule caste/tribe (SC/ST). Community wise classification of the respondents is presented in table 4.7.

Table 4.7: Community Wise Classification of Respondents

Community	Frequency	Percentage
FC	6	1.0
OBC	123	20.5
SC/ST	471	78.5
Total	**600**	**100**

Source: Field Survey

In the above table, it is observed that majority, 78.5 percent of the respondents belong to SC/ST category and 20.5 percent belong to OBC category and only 1 .0 percent belong to the forward caste (FC). It can be inferred that respondents belonging to SC/ST and OBC category tend to migrate more.

4A.1.8. State and District

The state and district wise classification of in-migrant labourers shows the availability of the workers on the basis of state and district.

Table 4.8: State and District Wise Classification of Respondents

Original State	Original District	Frequency	Percentage
West Bengal	24 North Pargana	6	01.0
	Birbhum	1	0.16
	Burdwan	14	02.3
	Cooch Bihar	11	01.8
	Dukshin Dinajpur	3	00.5
	Jalpaiguri	191	31.8
	Murshidabad	14	02.3
	Nadia	124	20.7
	Uttar Dinajpur	7	01.2
Orissa	Bhadrak	19	03.2
	Cuttack	2	00.3
	Ganjam	15	02.5
	Khandamal	12	02.0
	Khordha	37	06.2
	Rayagada	60	10.0
Assam	Darang	3	00.5
	Golghat	4	00.7
	Moirabari	1	00.2
	Nagon	12	02.0
	Sonithpur	19	3.17
Bihar	East Champaran	1	00.2
	Patna	7	01.2
	Samastipur	4	00.7
	Saran	16	02.7
	Vaisali	8	01.3
Tamil Nadu	Dindigal	1	00.2
	Madurai	1	00.2
	Salem	1	00.2
	Trichi	1	00.2
Jharkhad	Dumka	1	00.2
	Kolhan	2	00.3
Total		**600**	**100.0**

Source: Field Survey

The table 4.8 shows that out of the 600 respondents 61 percent are from West Bengal followed by Orissa 24 percent and Assam 11 percent. Bihar has 5.3 percent, Tamil Nadu 1 percent and Jharkhand 0.5 percent. Workers from West Bengal are mainly belongs to Jalpaiguri, Nadia, Burdwan, Murshidabad, Uttar Dinajpur, Dakshin Dinajpur, Cooch Bihar and Birbhum. Much of the workers from Orissa belong to the districts, Rayagada, Khordha, Bhadrak, Ganjam, Khandamal and Cuttack. Assam state has workers from Sonithpur, Saran, Nagon, Golghat, Patna, Samastipur, Darang and Moira bari. Bihar has workers from Saran, Vaisali, East Champaran and Patna. Workers from Tamil Nadu belong to Salem, Trichi, Madurai and Dindigal. Workers from Jharkhand belong to Dumka and Kolhan.

4A.1.9. Work Status of Family Members

The work statuses of the immediate family members also form a basis for the determinant of migration of the workers. The lower work status of the family members may induce to migrate in order to improve the economic conditions of the family.

Table 4.9: Work Status of the Family Member Wise Classification of Respondents

Relation with Respondent	Self employed	Agricultural labour	Non agricultural labour	House hold duties	House hold duties + productive activities for household use	Did not work owing to sickness	Died
Father	83 (14.48%)	44 (7.68%)	252 (43.98%)	0 (0.0%)	164 (27.33%)	30 (5.24%)	27 (4.5%)
Mother	0 (0.0%)	0 (0.0%)	0 (0.0%)	291 (48.74%)	306 (51.60%)	0 (0.0%)	3 (0.5%)
Wife	0 (0.0%)	0 (0.0%)	0 (0.0%)	36 (17.91%)	165 (82.09%)	0 (0.0%)	0 (0.0%)

Source: Field Survey

Note: Figures in parentheses indicate percentage to total of respective categories.

From the above table 4.9, it is revealed that 43.98 percent of fathers were casual labour in non-farm sector (non agricultural labour). Self employed among fathers formed only 14.48 percent and those not in labour forces constituted 32.57 percent. Fathers who were casual labour in farm sector (agricultural labour) were formed 7.68 percent. The remaining 5.24 percent did not work owing to sickness. Mothers who attended house hold duties and was also engaged in productive activities for house hold use formed 51.60 percent and the remaining 48.74 percent engaged only in house hold duties. In case of wives 82.09 percent were attended domestic duties and was also engaged in productive activities for household use and 17.91 of the wives were engaged in domestic duties only. 4.5 percent of the fathers and 0.5 percent of the mothers were died. All across the categories of close relationships figured prominently in the not in labour force category, which includes attended to domestic activities and was also engaged in productive activities for household use, attended to house hold duties only and did not work owing to sickness.

4A.1.10. Household Monthly Income

Monthly income of the household is the very important characteristic which determines the financial capacity of the family. So monthly income wise classification of the respondents is essential and is given in table 4.10.

Table 4.10: Monthly Household Income Wise Classification of Respondents

Monthly Income	Frequency	Percentage
Nil	115	19.2
Reported as “Subsistence income”	213	35.5
Reported as “Don’t Know”	119	19.8
1000-5000	46	7.67
5000-10000	59	9.83
10000-15000	34	5.67
15000-20000	14	2.33
Total	**600**	**100.0**

Source: Field Survey

Note: Figures in parentheses indicate percentage to total of respective categories.

Out of the 600 respondents, 35.5 percent of the respondents reported their monthly household income as subsistence level. About 19.8 percent of the respondents reported that they don't know about their household monthly income. 19.2 respondents have no earning members at home. The average monthly income (excluding migrants) of 25.5 percent respondents for which information is available is Rs. 2177 with SD of Rs. 4379 and it was ranging from Rs.1000 to Rs. 20000.

4A.2 Socio-demographic-economic factors associated with migration

The studies in the literature related to migration reveals that determinant of migration vary with migrant's socio-demographic and economic background. Hence, the study examined the socio-demographic and economic factors affecting the determinants of migration. For the purpose of detailed analysis, socio-demographic variables such as age and education then economic variables like respondents work status before migration, property holdings and family type are considered under study.

For the purpose of identifying socio-demographic and economic factors related to determinants of migration in the pre-migration stage, the researcher used frequency, percentage, cross table analysis of the age & work status before migration, age & educational attainment. The chi-square test was used to analyse whether there exist any significant association between migrant's family type and ownership of property and also proposed a hypothesis including two sub hypotheses for the study. Those are as follows:

H_1 There exist a significant association between socio-economic factors and migration.

H_{1a} There exists a significant association between migrant's type of family ownership of land in the native place.

H_{1b} There exist significant associations between migrant's type of family and ownership of house in the native place.

4A.2.1. Hypotheses Testing- Determinants of Migration

To study the determinants of migration among the migrants in Kerala, their pre-migration stage is analysed with the socio-economic variables, namely type of family and property holdings before migration. The results of hypothesis testing are given below:

4A.2.1.1 Ownership of Land and Type of Family

An important component of the survey was the association between the ownership of the property by the respondents prior to migration and the search of employment outside their own home state (Yuko Tsujita, 2012). This is particularly relevant for understanding the socio-economic background of the migrants. Here the property is defined as the property owned by the migrants

Table 4.12: Ownership of Land by the Respondents in Native Place and Type of Family

Ownership of Land	Type of Family		
	Joint	Nuclear	Total
Owning land	109 (30%)	78 (32.9%)	187 (31.2%)
Not owning land	254 (70%)	159 (67.1%)	413 (68.8%)
Total	363 (100%)	237 (100%)	600 (100%)
Pearson Chi-Square=.556, df=1, p=.456			

Source: Field Survey

Note: Figures in parentheses indicate percentage to total of respective categories.

The table 4.12 shows that among the 600 respondents 68.8 percent did not own land before migration and remaining 31.2 percent own land prior to migration. The family background of the respondents shows that 60.5 percent of the respondents belonged to joint family. Among the respondents from the joint family only 30 percent own land and remaining 70 percent of the respondents did not own

land prior to migration as per the table 4.12. Among the respondents from nuclear family only 32.9 percent persons own land prior to migration and 67.1 percent respondents did not own land prior to migration.

The survey did not establish any association between type of family and ownership of land in the origin state. Since the chi-square test reveals the p value as 0.456. The study failed to support hypothesis $H_{1a.}$ It can be seen that there is large scale migration from both joint and nuclear family. It is as a result of acute financial distress and unemployment in the origin states of the migrant labourers.

4A.2.1.2 Ownership of House and Type of Family

Other important factors to analyse the socio-economic background of the migrants are ownership of house and type of family. On the basis of ownership of house respondents within type of family are classified in to two groups i.e. respondents own a house and did not own a house.

Table 4.13: Type of Family and Ownership of House by the Respondents before Migration

Ownership of house	Type of family		
	Joint	Nuclear	Total
Owning a house	339 (93.4%)	184 (77.6%)	523 (87.2%)
Not owning a house	24 (6.6%)	53 (22.4%)	77 (12.8%)
Total	363 (100%)	237 (100%)	600 (100%)
Pearson Chi-Square=31.801, df=1, p=.000			

Source: Field Survey

Note: Figures in parentheses indicate percentage to total of respective categories.

From the above table 4.13, it can be inferred that among the 600 respondents 87.2 percent own house before migration and remaining 12.8 percent did not own house prior to migration. The family background of the respondents shows that 60.5 percent of the respondents belonged to joint family. Among the respondents from the joint family 93.4 percent own house and remaining 6.6 percent of the

respondents did not own house prior to migration. Among the respondents from nuclear family 77.6 percent persons own house prior to migration and 22.4 percent respondents did not own house prior to migration.

There exist significant association between type of family and ownership of house in the origin state. Since the chi-square test reveals the p value as 0.000. The study concludes that the ownership of house before migration have much association with the type of family of the migrants and supports $H_{1b.}$

4A.2.2 Socio-demographic and economic factors related to determinants of migration

Here the cross table analysis of age & work status and age & educational attainment of the respondents have done. The results are given below:

4A.2.2.1 Age and Work Status of the Respondents before Migration

The work status of the respondents and their age prior to migration is considered to be an important measure, which facilitate the movement of persons. The main aim to collect this information is to identify the economic reason behind migratory instinct. This input is collected through the sample survey conducted among the 600 migrant construction labourers from the Kerala state.

Out of the 600 respondents 50 percent were found to be already employed as against 48.3 percent, who did not have any previous employment. The remainders were self-employed and unpaid family worker, as shown in Table 4.11. While analysing the work status among the migrants, it was found that non agricultural labour accounted for 32.2 percent. Agricultural labour accounted for 17.8 percent. The self-employed person accounted only 0.7 percent. The majority belongs to younger age group 16-25 years.

Table 4.11: Age and Work Status of the Respondents before Migration

Status before migration	Age Category					
	11-15	16-20	21-25	26-30	31 and above	Total
Self-employed	0 (0%)	1 (0.3%)	0 (0%)	0 (0%)	3 (18.75%)	4 (0.7%)
Unpaid family worker	0 (0%)	6 (1.6%)	0 (0%)	0 (0%)	0 (0%)	6 (1%)
Agricultural Labour	5 (11.9%)	45 (12.4%)	39 (30.5%)	12 (24%)	6 (37.5%)	107 (17.8%)
Non Agricultural Labour	1 (2.4%)	106 (29.1%)	47 (36.7%)	32 (64%)	7 (43.75%)	193 (32.2%)
Unemployed	0 (0%)	119 (32.7%)	42 (32.8%)	6 (12%)	0 (0%)	167 (27.8%)
Student	36 (85.7%)	87 (29.3%)	0 (0.0%)	0 (0%)	0 (0%)	123 (20.5%)
Total	42 (100%)	364 (100%)	128 (100%)	50 (100%)	16 (100%)	600 (100%)

Source: Field Survey

Note: Figures in parentheses indicate percentage to total of respective categories.

The table 4.11 reveals that there is high unemployment among the migrant labourers. It was further observed that majority (50 percent) of the migrant labourers are engaged in casual labour in the pre- migration stage and such jobs are highly temporary in nature and therefore contributed to job insecurity and low wages. It also indicates that the respondent's work status before migration differs with respondent's age.

Here the age is defined as the age at the time of migration. The age group of 11-15 a major portion, 85.7 percent attended educational institution or not in labour force. For instance, 32.7 percent of the respondents of the age group 16-20 were unemployed, 29.1 percent respondents worked as casual labour in non agricultural sector i.e. non agricultural labour and 12.4 percent of the respondents worked as casual labour in the farm sector i.e. agricultural labour. Yet another interesting feature of the migrant work status is that 36.7 percent of the respondents in the age group 21-26 were worked as casual labour in non-farm sector. 32.8 percent were unemployed, 30.5 percent were employed as casual labour in farm sector. It is equally significant that out

of the 32 respondents of the age group of 26-30, which recorded as 64.0 percent; were employed as casual labour in non-farm sector and 24.0 percent were employed as casual labour in farm sector and then 12 percent were unemployed. Out of the 600 respondents 16 persons were in the age group of 31 and above. Out of these 16 respondents 7 persons were engaged in casual labour in non-farm sector. 6 persons were employed as casual labour in farm sector and remaining 3 persons were working in household enterprise as own account worker or treated as self-employed.

4A.2.2.2 Age and Educational Attainment

Age is considered to be one of the important determinants of migration. From the earlier studies, it can be understood that tendency to migrate is high among the young people and level of education is considered to be another important factor that influences migration decision. People with less educational qualification in the younger age group find it difficult to attain economically sustainable jobs and tend to migrate more.

Here age and educational status is defined as the age at the time of migration and educational status at the time of migration.

Table 4.14: Age and Educational Attainment of the Respondents at the Time of Migration

Age of migration (in years)	Educational Status						
	Illiterate	Can read and write	Up to primary	Up to Middle School	Up to Secondary	Up to degree	Total
11-15	0 (0%)	0 (0%)	42 (20.8%)	0 (0%)	0 (0%)	0 (0%)	42 (7%)
16-20	92 (57.1%)	71 (60.2%)	124 (61.4%)	18 (42.9%)	35 (74.5%)	24 (80%)	364 (60.7%)
21-25	43 (26.7%)	41 (34.7%)	12 (5.9%)	14 (33.3%)	12 (25.5%)	6 (20%)	128 (21.3%)
26-30	23 (14.3%)	0 (0%)	18 (8.9%)	9 (21.4%)	0 (0%)	0 (0%)	50 (8.3%)
31 and above	3 (1.9%)	6 (5.1%)	6 (3%)	1 (2.4%)	0 (0%)	0 (0%)	16 (2.6%)
Total	161 (100%)	118 (100%)	202 (100%)	42 (100%)	47 (100%)	30 (100%)	600 (100%)

Source: Field Survey

Note: Figures in parentheses indicate percentage to total of respective categories.

The above table 4.14 indicates that the age group16-25 was predominant among the migrants. Out of the 600 respondents, 82 percent belonged to this age group. This clearly indicates the propensity of migration is higher among the younger generation. The age group of 11-15 belongs to the up to primary educational category. Out of the 600 respondents 26.83 percent were illiterate and 33.66 percent having primary school education. Only 5 percent have higher secondary qualification.

Section B: Process of migration

The process of migration explains the actual chain of migration which facilitates migration procedure. The previous studies suggest that migrants always rely on the kinship with migrants who had already established themselves at the destination for accommodation, to find job or secure financial and other supports during an initial period of adjustment in the new place. These kinship ties between potential migrants and migrants already at destinations reduce the costs and lower the risk to migrants as well as increase the return from migration. Hence the study analyses determinants of migration relating to the process of migration in order to confirm that the determinants of migration independently related to the process of migration

For the purpose of identifying the determinants of migration related to process of migration, the researcher used cross tabulation and proposed a hypothesis to test the significant association between marital status of the migrants and frequency to visit native place.

4B.1 Type of Construction Workers and the Channel of Migration

The type of construction workers are considered to be an important factor in the channel of migration (D Narayana, 2013). The study reflects the channel of migration of the daily and contract workers in the Table 4.15.

Table 4.15 Daily and Contract Construction Workers and the Channel of Migration

Channel of migration	Daily workers	Contract workers	Total
Single	0 (.0%)	30 (5.7%)	30 (5.0%)
Group	0 (.0%)	6 (1.1%)	6 (1.0%)
Family	0 (.0%)	77 (14.6%)	77 (12.8%)
Friends	71 (100.0%)	416 (78.6%)	487 (81.2%)
Total	71 (100.0%)	529 (100.0%)	600 (100.0%)

Source: Field Survey

Note: Figures in parentheses indicate percentage to total of respective categories.

The table 4.15 indicates that the 100.0% of the daily workers came through their friends, in case of contract workers 78.0% came through friends and 14.0% through family and remaining through single or group.

4B.2 Age of the migrants and the channel of migration

Migration is selective of the working age population. The younger persons are more likely to migrate than older population (K.C.Zachariah, 2003).The study here by indicated the age (at the time of migration) of the migrant workers and their channel of migration.

Table 4.16 Age of the migrants and the channel of migration

Channel of migration	Age category					
	16- 20	21-25	26-30	31-35	36 and above	Total
Single	0 (0.0%)	6 (2.6%)	17 (8.4%)	0 (0.0%)	7 (36.8%)	30 (5.0%)
Group	0 (0.0%)	3 (1.3%)	0 (0.0%)	0 (0.0%)	3 (15.8%)	6 (1.0%)
Family	0 (0.0%)	0 (0.0%)	47 (23.2%)	30 (38.5%)	0 (0.0%)	77 (12.8%)
Friends	70 (100.0%)	221 (96.1%)	139 (68.5%)	48 (61.5%)	9 (47.4%)	487 (81.2%)
Total	70 (100.0%)	230 (100.0%)	203 (100.0%)	78 (100.0%)	19 (100.0%)	600 (100.0%)

Source: Field Survey

Note: Figures in parentheses indicate percentage to total of respective categories.

The above table 4.16 shows that 100% of the migrants in the age category 16-20 came through their friends, 96% of the migrants of the age category 21-25 came through friends. 68.5% of the age category 26-30 came through their friends and 23.2 % of them came through any of the family members, 8.4% came alone. In case of 31-35 age category 61.5% came through friends and the remaining 38.5% came through any of the family members. While 47.4 % of the age category 36 and above came through friends, 15.8% came through group of villagers remaining 36. 8% came alone.

4B.3 Languages known by the migrants and the Channel of migration

Having family and friends already at the destination could reduce the stress associated with migration and significantly reduce language barrier in the destination (Douglas S Massey, 1993).Hence the study presents a table to determine the connection between the languages known by the migrants and their channel of migration.

Table 4.17 Languages known by the migrants and the Channel of migration

Channel of Migration	Languages Known			
	Mother tongue only	Hindi and mother tongue	Multilingual	Total
Single	6 (33.3%)	0 (0.0%)	24 (16.1%)	30 (5.0%)
Group	0 (0.0%)	6 (1.4%)	0 (0.0%)	6 (1.0%)
Family	0 (0.0%)	71 (16.4%)	6 (4.0%)	77 (12.8%)
Friends	12 (66.7%)	356 (82.2%)	119 (79.9%)	487 (81.2%)
Total	18 (100.0%)	433 (100.0%)	149 (100.0%)	600 (100.0%)

Source: Field Survey

Note: Figures in parentheses indicate percentage to total of respective categories.

The table 4.17 shows that majority of the persons who knows mother tongue only (66.7%) came with their friends. Persons who came in single, majority are multilingual. The total of 30 persons came in single, 80% are multilingual.

4B.4 Year of migration by the respondent and the channel of migration

Migration occurs gradually over time. Once it starts, it develops momentum and migratory flows may increase even as wage differentials narrow (Carington. W.J, 1996). So the present study draws a table to present the association between the year of migration by the migrants and the channel of migration.

Table 4.18 Year of migration by the respondent and the channel of migration

Way of migration	Year Category			
	1998-2004	2005-2010	2011-2016	Total
Single	1 (1.9%)	28 (12.3%)	1 (0.3%)	30 (5.0%)
Group	0 (0.0%)	3 (1.3%)	3 (0.9%)	6 (1.0%)
Family	2 (3.7%)	57 (25.1%)	18 (5.6%)	77 (12.8%)
Friends	51 (94.4%)	139 (61.2%)	297 (93.1%)	487 (81.2%)
Total	54 (100.0%)	227 (100.0%)	319 (100.0%)	600 (100.0%)

Source: Field Survey

Note: Figures in parentheses indicate percentage to total of respective categories.

The table 4.18 shows that over the year's migratory flow increases. There is an increase in the total number of migrants from the year category 1998-2004 to 2011-2016 as 54 to 319. In the year category1998-2004, 94.4% of the migrants came through friends and the remaining through any of the family members or alone. In the year category 2005-2010, 61.2% of the migrants came through friends, 25.1% persons came through any of the family member remaining 1.3% person came in groups and 12.3% came alone. In the year category 2011-2016, 93.1% of the migrants came through friends; 5.6% through any of the family members and the remaining came through either in group or alone.

4B.5 Original State of the migrants and their channel of migration

Migration tends to follow geographic channels and low-moving-cost for individuals. The moving cost decreases with the number of migrants already settled in the destination (Carington. W.J, 1996).Hence the present study furnished a table to show the data with regard to the original state of the migrant and their channel of migration.

Table 4.19 Original State of the migrants and their channel of migration

Channel of Migration	Original state						
	West Bengal	Orissa	Assam	Bihar	Tamil Nadu	Jharkhand	Total
Single	10 (2.7%)	9 (6.2%)	2 (5.1%)	5 (13.9%)	4 (66.7%)	0 (0.0%)	30 (5.0%)
Group	3 (0.8%)	3 (2.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	6 (1.0%)
Family	22 (5.9%)	46 (31.9%)	8 (20.5%)	1 (2.8%)	0 (0.0%)	0 (0.0%)	77 (12.8%)
Friends	337 (90.6%)	86 (59.7%)	29 (74.4%)	30 (83.3%)	2 (33.3%)	3 (100.0%)	487 (81.2%)
Total	372 (100%)	144 (100%)	39 (100%)	36 (100%)	6 (100%)	3 (100%)	600 (100%)

Source: Field Survey

Note: Figures in parentheses indicate percentage to total of respective categories.

From the above table 4.19, it can be interpreted that 90.6% of labourers from West Bengal are migrated through friends. The 59.7 % of the labourers from the state of Orissa migrated through friends, 31.9% through any of the family members and a minor portion through single and group. The 74.4% of the migrant labourers from the state of Assam migrated though friends, 20.5% through any of the family members. 83.3% of the migrant labourers from the state of Bihar migrated through friends, 13.9 % came single and 2.8 % came through any of the family member. 66.7% of the migrant labourers from the state of Tamil Nadu came single and 33.3% came through friends. The 100% of the migrant labourers from Jharkhand are migrated through friends.

4B.6 Year of migration and original state of the migrants

The current wave of migration which gathered momentum during the early 1990s is new both in terms of quantity as well as source. Earlier migrations to Kerala were mostly from the neighboring states of Tamil Nadu and Andhra Pradesh (D Narayana, 2013). Hence the present study depicts a table to analyse the association between year of migration and the original state of the migrant labourers.

Table 4.20 Year of migration and original state of the migrants

Year of migration	Original state						
	West Bengal	Orissa	Assam	Bihar	Jharkhand	Tamil Nadu	Total
1998-2004	34 (9.1%)	2 (1.4%)	1 (2.6%)	7 (19.5%)	0 (0.0%)	3 (50%)	47 (7.8%)
2005-2010	110 (18.3%)	53 (8.8%)	12 (2.0%)	13 (2.1%)	3 (100%)	3 (50%)	194 (32.3%)
2011-2016	228 (61.3%)	89 (61.8%)	26 (66.0%)	16 (44.4%)	0 (0.0%)	0 (0.0%)	359 (59.3%)
Total	372 (100%)	144 (100%)	39 (100%)	36 (100%)	3 (100%)	6 (100%)	600 (100%)

Source: Field Survey

Note: Figures in parentheses indicate percentage to total of respective categories.

From the above table 4.20, it can be interpreted that 100% of the labourers from Tamil Nadu came during the year 1998-2004 and 2005-2010. The majority of the labourers (i.e. 91.6%.) from West Bengal, Orissa, Assam, Bihar and Jharkhand came to Kerala during the year 2005-2010 and 2011-2016.

4B.7 Type of construction workers and accommodation

The nature of accommodation of the migrants largely depends up on their type of work (D Narayana, 2013). Hence the present study presents a table to determine the connection between the type of construction workers and accommodation.

Table 4.21 Type of construction workers and accommodation

Type of construction worker	Accommodation				
	Shared rented	Temporary accommodation at construction site	Labour camp	Accommodation provided by the employer	Total
Daily	65 (32.2%)	6 (7.8%)	0 (0.0%)	0 (0.0%)	71 (11.8%)
Contract	137 (67.8%)	71 (92.2%)	273 (100%)	48 (100%)	529 (88.2%)
Total	202 (100%)	77 (100%)	273 (100%)	48 (100%)	600 (100%)

Source: Field Survey

Note: Figures in parentheses indicate percentage to total of respective categories.

From the above table 4.21, it can be interpreted that the migrants who are living in labour camp and in the accommodation provided by the employer's are 100% contract workers. The migrants living in temporary accommodation at construction sites are 92.2% contract workers. The study consists of 88.2% of the migrants as contract workers and 11.8% as daily workers. The migrants who are living in the shared rented house include 67.8% contract workers and 32.2% are daily workers.

4B.8 Channel of migration and time to get first job

Kinship network reduces the risk of migrating. Kinship network influences the house hold labour decisions by serving 'migration insurance' i.e. insurance against 'income loss at destination' (Douglas S Massey, 1993)

Table 4.22 Channel of migration and time to get first job

Time to get first job	Channel of migration				
	Single	Group	Family	Friends	Total
Within days	6 (20.0%)	6 (100.0%)	77 (100.0%)	487 (100.0%)	576 (96.0%)
Within weeks	24 (80.0%)	0 (0.0)%	0 (0.0%)	0 (0.0%)	24 (4.0%)
Total	30 (100.0%)	6 (100.0%)	77 (100.0%)	487 (100.0%)	600 (100.0%)

Source: Field Survey

Note: Figures in parentheses indicate percentage to total of respective categories.

From the above table 4.22, it can be interpreted that 100% of the migrants who came either through group, family and friends got their first job within days and 80% of the migrants came single got their first job within weeks.

4B.9 Marital status of the migrants and frequency to visit native place

The individuals with well established kinship- network at home will experience high psychological costs from leaving behind family and friends while they decide to migrate (Ralph E.Beals, 1967). Hence the present study proposed a hypothesis to measure the association between the marital status and frequency of visit to the native place.

H_{1c} There exist a significant association between the marital status of the migrants and frequency to visit native place.

Table 4.23 Chi-square test for association between Marital Status of the migrants and Frequency to Visit Native Place

Frequency of visit to native place	Marital status of the in-migrants		
	Unmarried	Married	Total
Every six months	24 (6.0%)	130 (65.3%)	154 (25.7%)
Annually	294 (73.3%)	39 (19.6%)	333 (55.5%)
Whenever there is a need	83 (20.7%)	30 (15.1%)	113 (18.8%)
Total	401 (100.0%)	199 (100.0%)	600 (100.0%)
Pearson Chi-Square=253.856, df=2, p=.000			

Source: Field Survey

Note: Figures in parentheses indicate percentage to total of respective categories.

From the above table 4.23, it can be inferred that among the unmarried migrants 73.3% visit their native place annually, 6% migrants visit their native place in every six months and remaining 20.7% visit their native place whenever there is a need. Among the married migrants 65.3% visit their native place in every six months, 19.6% visit home annually and the remaining 15.1% visit their native place whenever there is a need. There exist significant association between the marital status and frequency of visit to the native place by the migrant labourers since the chi-square test reveals p-value as 0.000.

Section C: Push and Pull Factors in Migration

Migration is caused by negative factors (push factors) in the place of origin as well as positive factors (pull factors) in the place of destination. An analysis of the determinants of migration would therefore, be incomplete, if it was confined to factors at the place of origin or at the place of destinations alone (K.C.Zachariah, 2003). Hence the present study analyses the push and pull factors in migration.

4C.1 Push Factors

Push factors are the negative factors that push out the persons from their native places. The details about the study which analyses the push factors which are contributing to the migration towards Kerala are given below. The study first of all validates the scales used

4C.1.1 Exploratory Factor Analysis (EFA) - Push Factors

In order to identify the naturally occurring "Push Factors" all 26 statements were subjected to a factor analysis.

Table 4.24 KMO and Bartlett's Test- Push Factors

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.670
Bartlett's Test of Sphericity	Approx. Chi-Square	46947.665
	Df	325
	Sig.	.000

Source: Field Survey

The Kaiser-Meyer-Olkin Measure of Sampling Adequacy was 0.670 and the Bartlett Test of Sphericity was significant ($p<0.001$) with a Chi Square value of 46947.665 with 325 degrees of freedom which was considered to be good for further analysis and provided support for the factorisation (Table 4.24).

Table 4.25 below provides the details of each factor along with items contributing it with component loadings for each item.

Table 4.25

Rotated Component Matrix- Push Factors

Variables	Rotated Component Matrix[a]							
	Indicators/ Statements	Component						
		1	2	3	4	5	6	7
Lack of employment	Lack of liking job	.994						
	Longer working hours	.994						
	No regular employment	.994						
	No working conditions	.991						
	Heavy work load	.986						
	No openings	.983						
Agro-ecological conditions	No suitable land for cultivation		.989					
	Drought in land		.979					
	Low agricultural productivity		.977					
	No proper irrigation facilities		.973					
	Fall in agricultural commodity price		.961					
Social conflict	Poor health institutions			.990				
	Absence of educational facilities			.989				
	Discrimination according to caste			.986				
	Conflict with employer			.985				
Low income	No sufficient wages				.989			
	Discrimination in payment				.988			
	No proper distribution of wages				.986			
	High expense compared with income				.976			

Variables	Rotated Component Matrix[a]							
	Indicators/ Statements	Component						
		1	2	3	4	5	6	7
Family conflict	Higher dependency ratio					.988		
	Household pressure					.988		
	Family dispute					.982		
Indebtedness	No repayment of debt						.994	
	Heavy debt on asset						.994	
Land availability	Not having land							.988
	sold out land							.988
	Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization.							
	a. Rotation converged in 5 iterations.							

Source: Field Survey

4C.1.2 Factor Name, Variance and Reliability Analysis of Push Factors

Explained Variance and reliability of rotated factors as obtained from the output of factor analysis (Table 4.26) shows adequate reliability for extracted factors

Table 4.26 Reliability Analysis -Push Factors

Factor	Variance	Reliability (Cronbach's Alpha)	Factor Name
1	22.716	0.997	Lack of employment
2	18.608	0.991	Agro-ecological Conditions
3	15.179	0.993	Low income
4	15.054	0.995	Social conflict
5	11.414	0.997	Family conflict
6	7.654	0.981	Land availability
7	7.549	0.998	Indebtedness

Source: Field Survey

Seven factors were extracted from factor analysis. The next step was to conduct a confirmatory factor analysis for the 'Push Factor' construct identified.

4C.1.3 Missing Values and Outliers

The Principal Component Analysis (PCA) performed found out that data were free from missing values and outliers. Outliers are the far laying values for some of the measured variables in comparison with the majority of the objects. Missing values are the missing elements/objects in the data (I Stanimirova, 2007).

4C.1.4 Confirmatory Factor Analysis (CFA) - Push Factors

The data were found free from missing values and outliers; therefore CFA for push factors was performed and got model fit indices.

Table 4.27: Model fit Indices- Push Factors

Model fit	Values	
	Obtained	**Recommended**
CMIN/DF	**2.97**	**<5**
RMR	0.052	<0.05
GFI	0.899	>0.9
AGFI	0.908	>0.9
PGFI	0.712	>0.9
NFI	0.908	>0.9
RFI	0.901	>0.9
IFI	0.890	>0.9
TLI	0.914	>0.9
CFI	0.920	>0.9
RMSEA	0.071	<0.08

Source: Field Survey

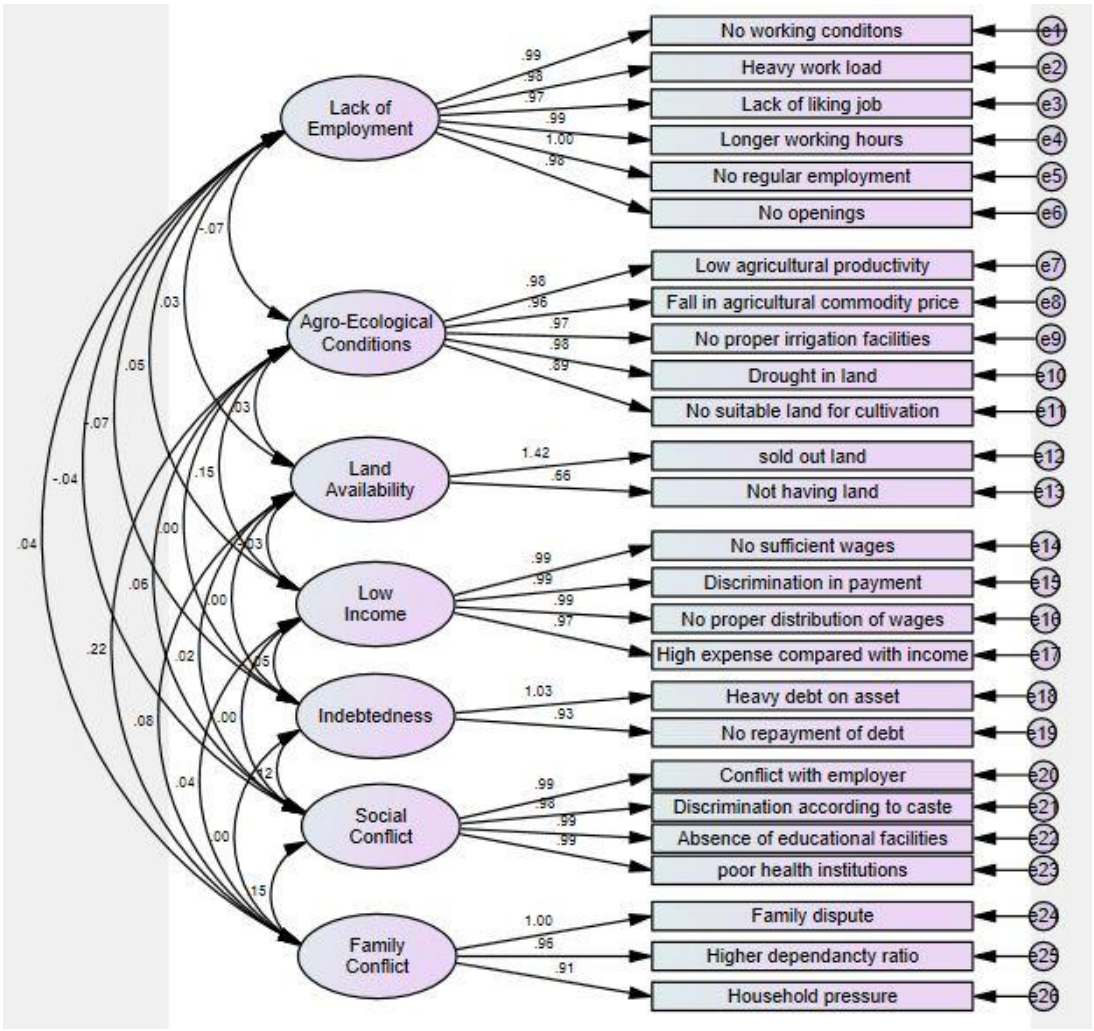

Figure 4.1 Confirmatory Factor Analysis- Push Factor

The measurement model was found to be good fitting model with recommended indices as given in Table 4.27. All the paths shown in the model are significant as critical ratios were above 1.96 (Figure 4.1).

4C.1.5 Validation of the scale- Push Factor

To ensure that the instrument developed to measure "Push Factor" was indeed measuring the construct, the goodness of measures was assessed by testing the validity of the instrument. Validation tests such as convergent and discriminant validity were conducted. The detailed analysis is given below.

Table 4.28 Factor loadings and p values – Push Factors

	Estimate	P
No working conditions←- Lack of employment	0.99	<0.001
Heavy work load←- Lack of employment	0.98	<0.001
Lack of liking job←- Lack of employment	0.97	<0.001
Longer working hours←- Lack of employment	0.99	<0.001
No regular employment ←- Lack of employment	0.99	<0.001
No openings ←- Lack of employment	0.98	<0.001
Low agricultural productivity←- Agro-ecological conditions	0.98	<0.001
Fall in agricultural commodity price←- Agro-ecological conditions	0.98	<0.001
No proper irrigation facilities←- Agro-ecological conditions	0.97	<0.001
Drought in land←- Agro-ecological conditions	0.98	<0.001
No suitable land for cultivation ←- Agro-ecological conditions	0.89	<0.001
Sold out land ←- Land availability	0.99	<0.001
Not having land←- Land availability	0.66	<0.001
No sufficient wages←- Low income	0.99	<0.001
Discrimination in payment←- Low income	0.99	<0.001
No proper distribution of wages←- Low income	0.99	<0.001
High expense compared with income ←- Low income	0.97	<0.001
Heavy debt on asset ←- Indebtedness	0.99	<0.001
No repayment of debt←- Indebtedness	0.93	<0.001
Conflict with employer←- Social conflict	0.99	<0.001
Discrimination according to caste←- Social conflict	0.99	<0.001
Absence of educational facilities←- Social conflict	0.99	<0.001
Poor health institutions ←- Social conflict	0.99	<0.001
Family dispute ←- Family conflict	0.99	<0.001
Higher dependency ratio ←- Family conflict	0.96	<0.001
House hold pressure ←- Family conflict	0.91	<0.001

Source: Field Survey

In the study, the factor loadings associated with the latent variables ranged between 0.66 and 0.99 as shown in Table 4.28 and hence it was reasonable to assume that the measurement model for the construct "Push factor" has acceptable convergent validity.

Table 4.29 Average Variance Extracted and Inter Construct Correlation-Push Factors

Factors	AVE	Correlation	
Lack of employment	0.97	Lack of employment ↔ Agro-ecological conditions	-.041
Agro-ecological conditions	0.94		
Land availability	0.78	Lack of employment ↔Land availability	.016
Low income	0.96	Lack of employment ↔ Low income	.044
Indebtedness	0.94	Lack of employment ↔ Indebtedness	-.098
Social conflict	0.98	Lack of employment ↔Social conflict	-.035
Family conflict	0.89	Lack of employment ↔ Family conflict	.034
		Agro-ecological conditions ↔ Land availability	.013
		Agro-ecological conditions ↔ Low income	.104
		Agro-ecological conditions ↔ Indebtedness	-.004
		Agro-ecological conditions ↔ Social conflict	.038
		Agro-ecological conditions ↔ Family conflict	.160
		Land availability↔ Low income	-.021
		Land availability↔ Indebtedness	-.004
		Land availability↔ Social conflict	.011
		Land availability↔ Family conflict	.054
		Low income↔ Indebtedness	.079
		Low income↔ Social conflict	.001
		Low income↔ Family conflict	.038
		Indebtedness↔ Social conflict	.176
		Indebtedness↔ Family conflict	.000
		Social conflict ↔ Family conflict	.135

Source: Field Survey

Discriminant validity for push factors were confirmed by examining correlations among the constructs. As a rule of thumb, a 0.85 correlation or higher indicates poor discriminant validity in structural equation modeling (Larcker, 1981). None of the correlations among variables were above 0.85 (Table 4.29).The results suggested adequate discriminant validity of the measurement. In addition, to confirm discriminant validity, the inter construct correlation were calculated and compared with average variance extracted. All the Average variance extracted (AVE) estimates were larger than the squared inter construct correlation estimates (Table 4.29). Therefore it was confirmed discriminant validity.

4C.1.6 Normality Analysis – Push Factors

The normality analysis has been done firstly through One-Sample Kolmogrov-Smirnov Test and if there is no significant correlation among variables, normality is assessed through skewness and kurtosis.

Table 4.30 One-Sample Kolmogrov- Smirnov Test- Push Factors

Variables	Statements/ Indicators	N	Std. Deviation	Sig
Lack of employment	No working conditions	600	.000	0.000
	Heavy work load	600	.711	0.000
	Lack of liking job	600	.140	0.000
	Longer working hours	600	.901	0.000
	No regular employment	600	.000	0.000
	No openings in industrial sector	600	.000	0.000
Agro-ecological conditions	Low agricultural productivity	600	.508	0.000
	Fall in agricultural commodity price	600	.508	0.000
	No proper irrigation facilities	600	.466	0.000
	Drought in land	600	.317	0.000
	No suitable land for cultivation	600	.564	0.000
Land availability	Sold out land	600	.457	0.000
	Not having land	600	.755	0.000
Low income	No sufficient wages	600	.000	0.000
	Discrimination in payment	600	.437	0.000
	No proper distribution of wages	600	.000	0.000
	High expense compared with income	600	.341	0.000

Variables	Statements/ Indicators	N	Std. Deviation	Sig
Indebtedness	Heavy debt on asset	600	.349	0.000
	No repayment of debt	600	.349	0.000
Social conflict	Conflict with employer	600	.171	0.000
	Discrimination according to caste	600	.425	0.000
	Absence of educational facilities	600	.171	0.000
	poor health institutions	600	.383	0.000
Family conflict	Family dispute	600	.171	0.000
	Higher dependency ratio	600	1.172	0.000
	Household pressure	600	.947	0.000
	Valid N (List wise)	600		0.000

Source: Field Survey

Analysis for univariate normality done using Kolomogorov- Smirnov test with Lillefors significance correction revealed that none of the variables are normally distribute (Table 4.30). In order to assume normality, skewness and kurtosis are commonly used by the statisticians. Skewness refers to the symmetry of a distribution whereas kurtosis relates to the peakedness of a distribution.

Table 4.31: Skewness and Kurtosis –Push Factor

Variables	Statements/ Indicators	N	Std. Deviation	Skewness		Kurtosis	
		Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Lack of employment	No working conditions	600	.541	0.128	.100	.199	.199
	Heavy work load	600	.711	-.984	.100	.942	.199
	Lack of liking job	600	.140	-1.874	.100	1.408	.199
	Longer working hours	600	.901	-.666	.100	-.437	.199
	No regular employment	600	.768	.962	.100	.694	.199
	No openings	600	.439	.892	.100	.991	.199

Variables	Statements/ Indicators	N	Std. Deviation	Skewness		Kurtosis	
		Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Agro-ecological conditions	Low agricultural productivity	600	.508	1.804	.100	1.424	.199
	Fall in agricultural commodity price	600	.508	1.804	.100	1.424	.199
	No proper irrigation facilities	600	.466	.654	.100	1.892	.199
	Drought in land	600	.317	-.919	.100	.168	.199
	No suitable land for cultivation	600	.564	.684	.100	1.881	.199
Land availability	sold out land	600	.457	2.147	.100	1.294	.199
	Not having land	600	.755	.410	.100	.032	.199
Low income	No sufficient wages	600	.597	.385	.100	.098	.199
	Discrimination in payment	600	.437	-1.117	.100	-.755	.199
	No proper distribution of wages	600	.483	1.008	.100	.772	.199
	High expense compared with income	600	.341	-.524	.100	1.612	.199
Indebtedness	Heavy debt on asset	600	.349	.154	.100	1.378	.199
	No repayment of debt	600	.349	.154	.100	1.378	.199
Social conflict	Conflict with employer	600	.171	.524	.100	.612	.199
	Discrimination according to caste	600	.425	-.242	.100	-.458	.199
	Absence of educational facilities	600	.171	.524	.100	1.612	.199
	poor health institutions	600	.383	1.685	.100	.841	.199
Family conflict	Family dispute	600	.171	2.524	.100	1.612	.199
	Higher dependency ratio	600	1.172	.929	.100	-.895	.199
	Household pressure	600	.647	-.469	.100	-.120	.199

Source: Field Survey

In this study, all the variables fall under the skewness value of 3 and kurtosis value of 10 (Table 4.31), inferring skewness and kurtosis were not problematic in this research. Hence, parametric test can be used.

4C.1.7 Push Factors in Migration

Push factors are the negative factors that push out the persons from their native place. Below the study analyses the push factors which are contributing to the migration towards Kerala.

Table 4.32 Push Factors in Migration

Push Factors	N	Mean	Std.Deviation
Lack of employment opportunity	600	23.0000	1.42831
Agro ecological conditions	600	9.8583	2.01868
Land availability	600	4.5467	.97437
Low income	600	15.6833	.52617
Indebtedness	600	4.1800	.69887
Social conflict	600	9.0017	.67510
Family conflict	600	8.2300	1.85639

Source: Field Survey

The table 4.32 reveals that the push factor; lack of employment opportunity have a high mean score of 23 with Standard Deviation 1.43 and low income have a mean score of 15.68 with Standard Deviation 0.53. Among the push factors indebtedness have a lowest mean score of 4.18 with standard deviation 0.69.

4C.2 Pull Factors

Pull factors are the positive factors that attract the persons to the destination. Below the study analyses the pull factors which are contributing to the migration towards Kerala.

4C.2.1 Exploratory Factor Analysis (EFA) - Pull Factors

In order to identify the naturally occurring "pull factors" all fifteen statements were subjected to a factor analysis.

Table 4.33 KMO and Bartlett's Test- Pull Factors

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.663
Bartlett's Test of Sphericity	Approx. Chi-Square	11347.172
	df	105
	Sig.	.000

Source: Field Survey

The Kaiser-Meyer-Olkin Measure of Sampling Adequacy was 0.663 and the Bartlett Test of Sphericity was significant ($p<0.001$) with a Chi Square value of11347.172 with 105 degrees of freedom which was considered to be good for further analysis and provided support for the factorisation (Table 4.33).

Table 4.34 below provides the details of each factor along with items contributing it with component loadings for each item.

Table 4.34

Rotated Component Matrix- Pull Factors

	Rotated Component Matrix[a]					
Variables	Indicators/ Statements	Component				
		1	2	3	4	5
Better employment opportunity	Job availability for family member	.964				
	Presence of friends and relatives	.953				
	Better job opportunity	.944				
	Easy to get job	.933				
Skill of work	Previous experience		.983			
	Skill development in short period		.975			
	No experience needed		.973			

	Rotated Component Matrix[a]					
Variables	Indicators/ Statements	Component				
		1	2	3	4	5
Security of job	More secured for entire life			.963		
	Came with pre arrangement			.962		
	Continuous and regular job			.935		
Nature of job	Very easy to learn job				.984	
	Better working conditions				.979	
Higher wages	Higher wages paid					.807
	Advance will be paid by owner					.694
	Proper distribution of wages					.636
	Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization.					
	a. Rotation converged in 5 iterations.					

Source: Field Survey

Explained Variance and reliability of rotated factors as obtained from the output of factor analysis (Table 4.35) shows adequate reliability for extracted factors

Table 4.35 Reliability Analysis- Pull Factors

Factor	Variance	Reliability (Cronbach's Alpha)	Factor Name
1	24.307	0.965	Better employment opportunity
2	19.363	0.721	Higher wages
3	18.625	0.963	Nature of job
4	13.163	0.960	Security of job
5	10773	0.981	Skill of work

Source: Field Survey

Five factors were extracted from factor analysis. The next step was to conduct a confirmatory factor analysis for the 'pull factors' construct identified.

4C.2.2 Confirmatory Factor Analysis (CFA) - Pull Factors

The data were found free from missing values and outliers then CFA was performed for pull factors and got model fit indices.

Table 4.36 Model fit Indices- Pull Factors

Model fit	Values	
	Obtained	Recommended
CMIN/DF	**0.31**	**<5**
RMR	0.07	<0.05
GFI	0.901	>0.9
AGFI	0.910	>0.9
PGFI	0.589	>0.9
NFI	0.910	>0.9
RFI	0.904	>0.9
IFI	0.906	>0.9
TLI	0.934	>0.9
CFI	0.940	>0.9
RMSEA	0.05	<0.08

Source: Field Survey

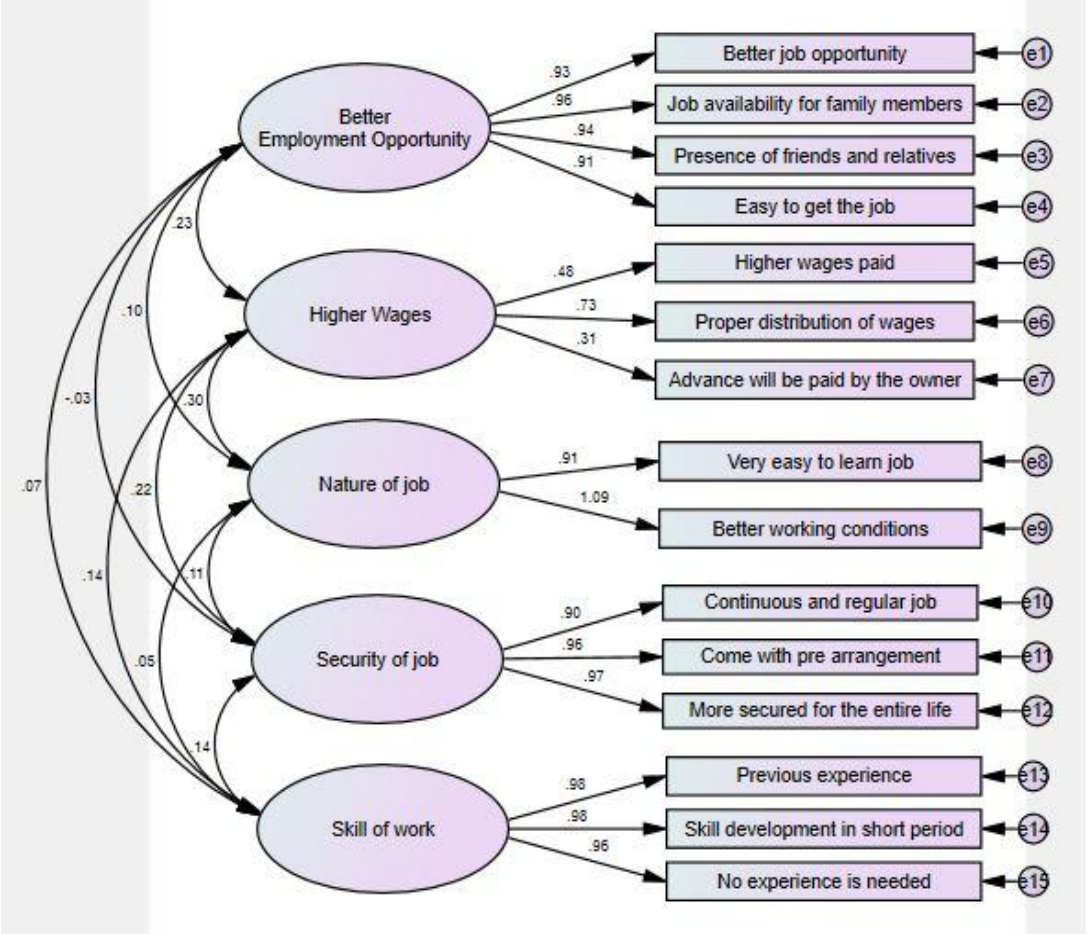

Figure 4.2 Confirmatory Factor Analysis- Pull Factor

The measurement model was found to be good fitting model with recommended indices as given in Table 4.36 All the paths shown in the model are significant as critical ratios were above 1.96 (Figure 4.2).

4C.2.3 Validations of the Scale- Pull Factors

To ensure that the instrument developed to measure "pull factors" was indeed measuring the construct, the goodness of measures was assessed by testing the validity of the instrument. Validation tests such as convergent and discriminant validity were conducted. The detailed analysis is given below.

Table 4.37 Factor loadings and p values – Pull Factors

	Estimate	P
Better job opportunity <--- Better employment opportunity	0.93	<0.001
Job availability for family members <--- Better employment opportunity	0.96	<0.001
Presence of friends and relatives <--- Better employment opportunity	0.94	<0.001
Easy to get the job <--- Better employment opportunity	0.91	<0.001
Higher wages paid <--- Higher wages	0.49	<0.001
Proper distribution of wages <--- Higher wages	0.73	<0.001
Advance will be paid by the owner <--- Higher wages	0.81	<0.001
Very easy to learn job <--- Nature of job	0.91	<0.001
Better working conditions <--- Nature of job	1.09	<0.001
Continuous and regular job <--- Security of job	0.90	<0.001
More secured for the entire life <--- Security of job	0.96	<0.001
Came with pre- arrangement<--- Security of job	0.97	<0.001
Previous experience <--- Skill of work	0.98	<0.001
Skill development in short period <--- Skill of work	0.98	<0.001
No experience is needed <--- Skill of work	0.96	<0.001

Source: Field Survey

In the study, the factor loadings associated with the latent variables were acceptable as shown in Table 4.37 and hence it was reasonable to assume that the measurement model for the construct "pull factors" has acceptable convergent validity.

Table 4.38 Average Variance Extracted and Inter construct correlation- Pull Factors

Factors	AVE	Correlation	
Better Employment Opportunity	0.93	Better Employment Opportunity ↔ Higher Wages	0.23
Higher Wages	0.54		
Nature of job	0.95	Better Employment Opportunity ↔ Nature of job	0.10
Security of job	0.94	Better Employment Opportunity ↔ Security of job	-0.03
Skill of work	0.97	Better Employment Opportunity ↔ Skill of work	0.07
		Higher Wages ↔ Nature of job	0.30
		Higher Wages ↔ Security of job	0.22
		Higher Wages ↔ Skill of work	0.14
		Nature of job ↔ Security of job	0.11
		Nature of job ↔ Skill of work	0.05
		Security of job ↔ Skill of work	0.14

Source: Field Survey

None of the correlations among variables were above 0.85, the reference value (Table 4.38).The results suggested adequate discriminant validity of the measurement. In addition, to confirm discriminant validity, the inter construct correlation were calculated and compared with average variance extracted. All of the Average Variance Extracted (AVE) estimates were larger than the squared inter construct correlation estimates (Table 4.38). Therefore it was confirmed discriminant validity.

4C.2.4 Normality Analysis – Pull Factors

The normality analysis has been done firstly through One-Sample Kolmogrov-Smirnov Test and if there is no significant correlation among variables, normality is assumed through skewness and kurtosis. The normality analysis for pull factors are given below:

Table 4.39 One-Sample Kolmogrov- Smirnov Test- Pull Factors

Variables	Statement/ Indicators	N	Std. Deviation	Sig.
Better employment opportunity	Better job opportunity	600	.448	0.000
	Better information about job	600	.387	0.000
	Job availability for family members	600	.809	0.000
	presence of friends and relatives	600	.808	0.000
	Easy to get job	600	.100	0.000
Higher wages	Higher wages paid	600	.498	0.000
	proper distribution of wages	600	.100	0.000
	Advance will be paid by owner	600	.790	0.000
Nature of job	very easy to learn job	600	.792	0.000
	Better working conditions	600	.487	0.000
Security of job	Continuous and regular job	600	.142	0.000
	Came with pre arrangement	600	.501	0.000
	More secured for entire life	600	.517	0.000
Skill of job	Previous experiences	600	.960	0.000
	Skill development in short period	600	.863	0.000

Source: Field Survey

Analysis for univariate normality done using Kolomogorov- Smirnov test with Lillefors significance correction revealed that none of the variables are normally distributed (Table 4.39).

Table 4.40 Skewness and Kurtosis- Pull Factors

Variables	Descriptive Statistics					
	Statements/ Indicators	N	Skewness		Kurtosis	
		Statistic	Statistic	Std. Error	Statistic	Std. Error
Better employment opportunity	Better job opportunity	600	-.001	.100	-.001	.199
	Better information about job	600	.641	.100	.325	.199
	Job availability for family members	600	-.442	.100	.283	.199
	presence of friends and relatives	600	-.050	.100	.312	.199
	Easy to get job	600	1.874	.100	1.817	.199
Higher wages	Higher wages paid	600	.188	.100	-.971	.199
	proper distribution of wages	600	.874	.100	1.817	.199
	Advance will be paid by owner	600	-.286	.100	.776	.199
Nature of job	Very easy to learn job	600	-.273	.100	.791	.199
	Better working conditions	600	-.522	.100	-.829	.199
Security of job	Continuous and regular job	600	.008	.100	1.404	.199
	Come with pre arrangement	600	-.787	.100	.227	.199
	More secured for entire life	600	.487	.100	-.670	.199
Skill of work	Previous experiences	600	.579	.100	-.912	.199
	Skill development in short period	600	-.087	.100	-.397	.199

Source: Field Survey

In this study, all the variables fall under the kurtosis value of 3 and skewness value of 10, inferring kurtosis and skewness were not problematic in this research. Hence, parametric test can be used (Table 4.40).

4C.2.5 Pull Factors in Migration

Pull factors are the positive factors that attract the persons to the destination. Below the study analyses the pull factors which are contributing to the migration towards Kerala.

Table 4.41 Pull Factors in Migration

Pull Factors	N	Mean	Std.Deviation
Better employment opportunity	600	20.2067	1.43319
Higher wages	600	12.4183	.99077
Nature of job	600	7.1883	.91338
Security of job	600	11.1300	.80468
Skill of work	600	6.2300	1.20257

Source: Field Survey

The table 4.41 reveals that the pull factor; better employment opportunity have scored a high mean value of 20.20 with Standard Deviation 1.43 and higher wages scored a mean value of 12.41 with Standard Deviation 0.99. Among the pull factors skill of work scored a lowest mean score of 6.23 with standard deviation 1.20.

4.2 Conclusion

In order to understand the determinants of migration among the migrant labourers, this chapter analysed the pre-migration state of the migrant labourers through socio-demographic-economic factors associated with migration, process of migration and push and pull factors in migration. The result of the analysis supports the fact that the low financial capacity of the migrant labourers in their origin states is the main contributing factors toward migration to Kerala. From the analysis, it is revealed that low income and the household pressure are the main determinant of the migration. It can be seen that the migrants has low asset holdings and low educational background and SC/ST community dominates among them. The next chapter deals with employment, income and savings pattern of the migrant labourers in Kerala.

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Chapter 5

EMPLOYMENT, INCOME, EXPENDITURE, SAVINGS AND REMITTANCE PATTERN OF MIGRANT LABOURERS IN KERALA

Contents

5.1 Introduction

One of the main reasons for In-migration in Kerala is the good working habitat the sate provides among many other factors. The cause of the migration, the determinant factors are studied and analysed in the previous chapter. To answer the research questions of the study like a) Does migration actually lead to securing gainful employment? b) Do the migrants get income commensurate with their skills? c) Do they remit money to the native place and does the money is used in productive way? And d) Do the migrants able to save money from the income generated? It is needful to study and analyse the employment, income, expenditure, remittance and savings pattern of the migrant's objective wise. For the purpose the researcher selected three districts of Kerala were largely migrants are located- Kozhikode, Ernakulum and Thiruvanathapuram. And the analysis was undertaken by collecting samples from 600 respondents equally divided among three districts i.e. 200 from each. The details of the building sites, were labourers are working, availed from the respective labour offices from the districts were the migrants labourers are registered under the Interstate Migrant Workmen (regulation of Employment and Conditions of Service) Act, 1979.

5.2 Profile of the workers

The profile of the workers shows the details of the workers regarding their age group, work status, nature of work, types of work, mode of recruitment, accommodation type, medical facility availing, possession of ID cards, frequency to visit native place, preference towards Kerala. Knowledge about social welfare schemes of Kerala government, knowledge about labour laws and their future plan regarding settling in Kerala.

5.2.1 Age composition of the workers

Table 5.1: Age wise classification of workers

Age category	Frequency	Percentage
15-25	300	50.0
26-35	281	46.8
Above 36	19	3.2
Total	600	100.00

Source: Field survey

5.2.2 Work Status of the Respondents

Table 5.2: Work status of the Respondents

Work status	Frequency	Percentage
Daily	71	11.8
Contract	529	88.2
Total	**600**	100.0

Source: Field survey

5.2.3 Nature of Work the Respondents

Table 5.3: Nature of work of the Respondents

Nature of work	Frequency	Percentage
Skilled	204	34.0
Unskilled	396	66.0
Total	**600**	**100.0**

Source: Field survey

5.2.4 Type of Work of the Respondent

Table 5.4: Type of Work of the Respondents

Type of work	Frequency	Percentage
Stone mason	57	9.5
Assistant shuttering carpenter	12	2.0
Plasterer	12	2.0
Bulldozer operator	6	1.0
Dumper operator	6	1.0
Helper bar bender	76	12.7
Helper mason	35	5.8
Building and construction labourers others	396	66.0
Total	**600**	**100.0**

Source: Field survey

5.2.5 Mode of Recruitment of the Respondents

Table 5.5 : Mode of Recruitment

Mode of Recruitment	Frequency	Percentage
Self enquiry	24	4.0
Agents	12	2.0
Friends and relatives	558	93.0
Direct recruitment by company	6	1.0
Total	**600**	**100.0**

Source: Field survey

5.2.6 Accommodation Type of the Respondents

Table 5.6: Accommodation Type of the Respondents

Accommodation type	Frequency	Percentage
Shared rented	202	33.7
Temporary accommodation at construction site	77	12.8
Labour camp	273	45.5
Accommodation provided by employer	48	8.0
Total	**600**	**100.0**

Source: Field survey

5.2.7 Medical Facility Availed by the Respondents

Table 5.7 : Medical Facility Availed by the Respondents

Medical facility	Frequency	Percentage
Government hospital	291	48.5
Co-operative hospital	137	22.8
Medical facility provided by employer	172	28.7
Total	**600**	**100.0**

Source: Field survey

5.2.8 Frequency of Visiting Native Place by the respondents

Table 5.8: Frequency of Visiting Native Place by the respondents

Frequency of visiting native place	Frequency	Percentage
Every six months	154	25.7
Annually	333	55.5
Whenever there is a need	113	18.8
Total	**600**	**100.0**

Source: Field survey

5.2.9 Possession of ID Cards by the Respondents

Table 5.9 : Possession of Identity Cards by the Respondents

Possession of Identity Cards	Frequency	Percentage
Voters ID	345	57.5
Both AAdhar & Voters ID	194	32.3
Only AAdhar	13	2.16
Others	48	08.0
Total	**600**	**100.0**

Source: Field survey

5.2.10 Preference towards Kerala by the respondents

Table 5.10: Preference towards Kerala by the respondents

Preference	Frequency	Percentage
Yes	600	100.0
No	0	0.0
Total	**600**	**100.0**

Source: Field survey

5.2.11 Awareness about social welfare schemes of Kerala Government by the Respondents

Table 5.11: Awareness about social welfare schemes of Kerala Government by the Respondents

Awareness about social welfare schemes	Frequency	Percentage
No	594	99.0
Yes	6	01.0
Total	**600**	**100.0**

Source: Field survey

5.2.12 Awareness about Labour Laws

Table 5.12: Awareness about Labour Laws by the Respondents

Awareness about labour laws	Frequency	Percentage
No	**600**	**100.0**
Yes	**0**	**0.0**
Total	**600**	**100.0**

Source: Field survey

5.2.13 Future plan regarding settling in Kerala by the Respondents

Table 5.13: Future plan regarding settling in Kerala by the Respondents

Future plan regarding settling in Kerala	Frequency	Percentage
No	**588**	**98.0**
Un decided	**12**	**2.0**
Total	**600**	**100.0**

Source: Field survey

5.3 Employment Pattern

The employment pattern of the workers are explained by the work in which the migrant construction workers are occupied. The study classifies the job profile of the migrant construction workers into two, i.e. daily workers and contract workers. Between these two job categories the workers are further classified in to skilled and unskilled category. The job category, experience, skill, community and language proficiency of the workers contribute towards job security, job search, work intensity, working condition, social protection, employers care, job satisfaction, fair treatment in employment, opportunity for growth, autonomy and opportunity to use & develop human capacity. Hence how these factors contribute to the well being of labourers are explained here:

5.3.1 Exploratory Factor Analysis (EFA) - Employment Pattern

In order to identify the naturally occurring "Employment Pattern" all the sixty three statements were subjected to a factor analysis.

Table 5.14: KMO and Bartlett's Test- Employment Pattern

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.810
Bartlett's Test of Sphericity	Approx. Chi-Square	76969.764
	df	460
	Sig.	.000

Source: Field Survey

The Kaiser-Meyer-Olkin Measure of Sampling Adequacy was 0.810 and the Bartlett Test of Sphericity was significant ($p<0.001$) with a Chi Square value of 76969.735 with 460 degrees of freedom which was considered to be good for further analysis and provided support for the factorisation (Table 5.14).

Table 5.15 below provides the details of each factor along with items contributing it with component loadings for each item.

Table 5.15 : Rotated Component Matrix- Employment Pattern

Variables	Rotated Component Matrix[a]										
	Component										
	1	2	3	4	5	6	7	8	9	10	11
Opo_gr2	.955										
Oppo_gr6	.945										
Oppo_gr7	.944										
Oppo_gr3	.936				'/\						
Oppo_gr_5	.916										
Oppo_gr1	.915										
Oppo_gr_4	.907										
Oppo_gr8	.906										

Variables	Rotated Component Matrix[a]										
	Component										
	1	2	3	4	5	6	7	8	9	10	11
Safe_3		.939									
Safe_1		.927									
safe_7		.906									
safe_5		.905									
Safe_2		.899									
Safe_4		.897									
safe_6		.893									
work_inten7			.953								
work_inten5			.925								
work_inten6			.865								
Work_inten1			.851								
Work_inten4			.841								
work_inten3			.804								
work_inten8			.800								
work_inten2			.651								
Fair_1				.979							
Fair_5				.970							
Fair_6				.963							
Fair_3				.906							
Fair_4				.853							
Fair_2				.831							
Job_sat5					.871						
Job_sat2					.864						
Job_sat4					.864						
Job_sat1					.861						
Job_sat3					.859						
Job_sat6					.858						
Job_sear1						.970					

Variables	Rotated Component Matrix[a]										
	Component										
	1	2	3	4	5	6	7	8	9	10	11
Job_sear3						.947					
Job_sear5						.931					
Job_sear4						.910					
Job_sear2						.813					
Social_pro1							.977				
Social_pro3							.976				
Social_pro4							.975				
Social_pro2							.969				
Oppo_cp4								.948			
Oppo_cp2								.945			
Oppo_cp3								.945			
Oppo_cp1								.939			
Job_security2									.960		
Job_security3									.957		
Job_security1									.938		
Job_security4									.925		
Autonomy1										.980	
Autonomy2										.977	
Autonomy3										.968	
Emp_care2											.978
Emp_care1											.978
Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization.											
a. Rotation converged in 7 iterations.											

Source: Field Survey

Table 5.16: Name of the variables and related statements

Variables	Statements/Indicators
Job security	My job will last for a year
	My job will last for more than one year
	I get advance notice of job termination to find an alternative job
	I perceive my job as a temporary one
Job search	I perceive high chance of getting another job similar to current one
	I know different firms in the same labour market offering different wages for the same labourers
	I search job within the local labour market collecting a number of wage offers.
	I am willing to take chance of leaving the current job and search for another.
Work intensity	I always have to stay at the work place during the night.
	I have to work more than 14hours a day.
	I don't get sufficient interval during working hours
	I have to work on Sundays also.
	I experience un affordable overtime
	I have to work during illness
	I have to work under strained working postures
	I have the job responsibilities of lifting heavy objects
Working conditions	I get sufficient drinking water facilities in the working place
	I get clean toilet and sanitation facilities in the work place
	I get sufficient conveyance system to travel from and to the working place
	I get sufficient canteen facilities in the work place
	I get sufficient first aid facilities in the work place
	I get adequate time for sleeping
	I get adequate safety and protection in the work site. (Personal safety equipments helmet, gloves, safety goggles, masks, safety belt, safety net, safety sheet, working at height, other precautions etc.)
Social protection	My employer provides proper medical facilities
	I get insurance benefit from the employer
	I get more non- monetary benefits from the employer. (PF, Bonus, pension etc.)
	I get additional emoluments for (festivals, illness, emergencies etc.)

Variables	Statements/Indicators
Employer's care	I get appreciation from the employer for good performance
	I am able to discuss my personal matters with my employer.
Job satisfaction	I get wage in proportion with my skill
	I feel prestige and satisfaction in doing the work
	I get wages regularly
	I get sufficient overtime benefits
	I get weekend holidays
	I feel there is proper grievance handling system in the organization.
Fair treatment in employment	I feel that there is no discrimination in nature of work performed.
	I feel that there is proper understanding with my employer
	I feel reverence gratitude towards my employer
	I feel that there is no ill treatment by the employer.
	I feel that here is congenial atmosphere to work with.
	I feel there is only limited hours of work
Opportunity for growth	I get sufficient training to perform the job
	I get sufficient opportunity to upgrade my skills to perform the construction job.
	I experience that the job done by me enrich my skills.
	I get sufficient opportunities to promote as mason
	I wear clothes similar to natives
	I understands local language
	I acquired the ability to use smart phone
	I acquired the ability to use FB and Whatsapp
Autonomy	I decide the nature of job to be performed by me.
	I fix the time for my work.
	I bargain for the sufficient amount of wage for my work.
Opportunity to use and develop human capacity	I am able to communicate in local language with my employer
	I am able to maintain a good relationship with my employer.
	I enquire about the work related matters through WhatsApp
	I share the work related matters through FB

Source: Field Survey

5.3.2 Factor Name, Variance and Reliability Analysis of Employment Pattern

Explained Variance and reliability of rotated factors as obtained from the output of factor analysis (Table 5.17) shows adequate reliability for extracted factors

Table 5.17 : Reliability Analysis- Employment Pattern

Factor	Variance	Reliability (Cronbach's Alpha)	Factor Name
1	12.492	0.980	Growth opportunity
2	11.736	0.983	Working condition
3	10.889	0.933	Work Intensity
4	9.751	0.970	Fair treatment
5	9.106	0.985	Job satisfaction
6	8.218	0.964	Job search
7	6.920	0.993	Social protection
8	6.796	0.991	Ability utilisation
9	6.386	0.965	Job security
10	5.105	0.981	Autonomy
11	3.763	0.997	Employer's care

Source: Field Survey

Eleven factors were extracted from factor analysis. The next step was to conduct a confirmatory factor analysis for the 'Employment' construct identified.

5.3.3 Confirmatory Factor Analysis (CFA) - Employment Pattern

The data were found free from missing values and outliers, and then the researcher performed CFA. The measurement model and model fit indices are given below:

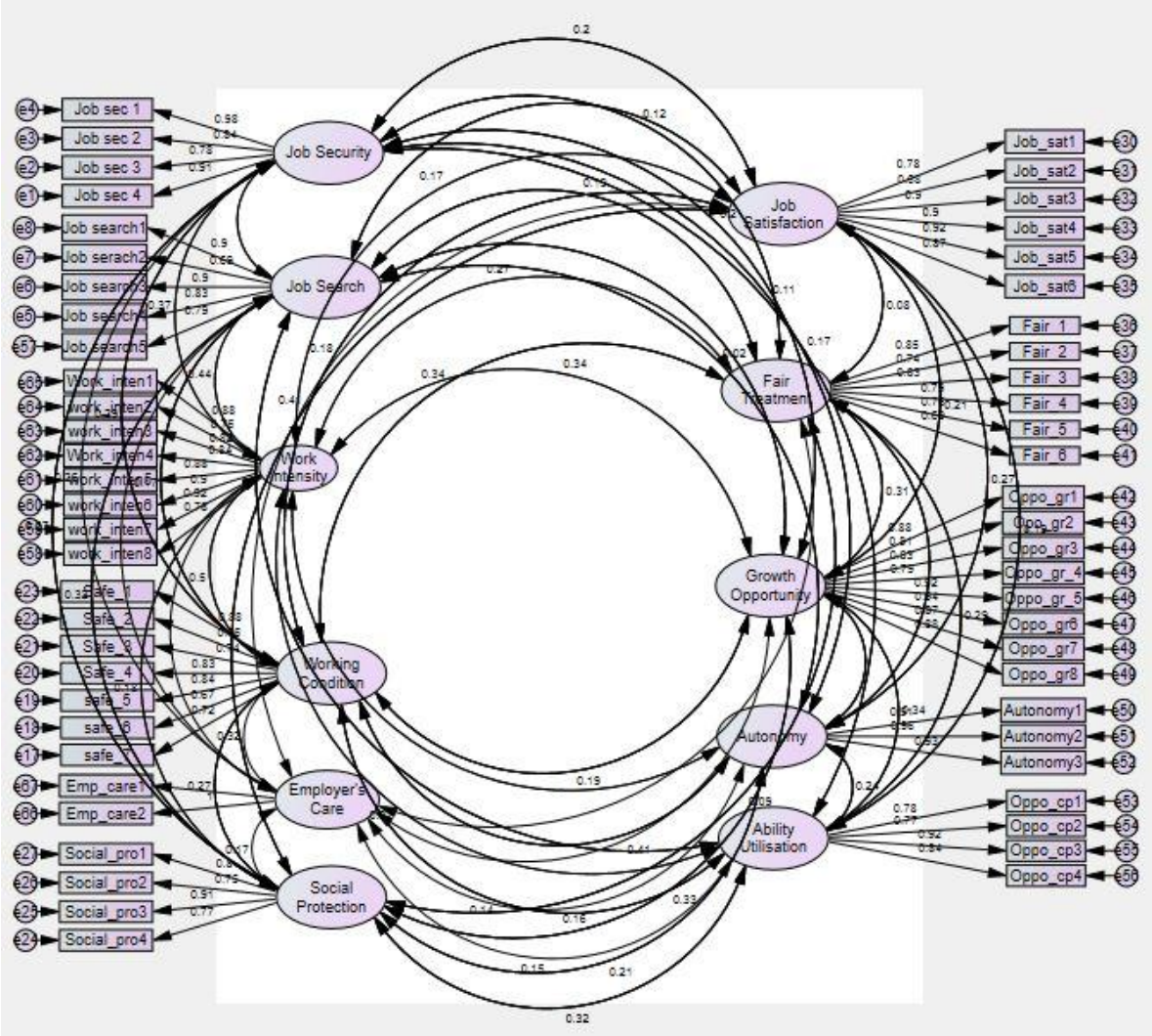

Fig 5.1: Measurement model for employment

Table 5.18: Model fit Indices – Employment Pattern

Model fit	Values	
	Obtained	**Recommended**
CMIN/DF	**0.267**	**<5**
RMR	0.03	<0.05
GFI	0.918	>0.9
AGFI	0.934	>0.9
PGFI	0.918	>0.9
NFI	0.920	>0.9
RFI	0.920	>0.9
IFI	0.921	>0.9
TLI	0.936	>0.9
CFI	0.939	>0.9
RMSEA	0.03	<0.08

Source: Field Survey

The measurement model was found to be good fitting model with recommended indices as given in Table 5.18. All the paths shown in the model are significant as critical ratios were above 1.96 (Figure 5.1).

5.3.4 Validation of the scale "Employment Pattern"

To ensure that the instrument developed to measure "employment pattern" was indeed measuring the construct, the goodness of measures was assessed by testing the validity of the instrument. Validation tests such as convergent and discriminant validity were conducted. The detailed analysis is given below.

Table 5.19: Factor loadings and p values for "Employment Pattern"

Indicators	Estimate	p
Opo_gr2 <---growth opportunity	0.78	<0.001
Oppo_gr6 <--- growth opportunity	0.68	<0.001
Oppo_gr7 <--- growth opportunity	0.91	<0.001
Oppo_gr3 <--- growth opportunity	0.82	<0.001
Oppo_gr_5<--- growth opportunity	0.84	<0.001
Oppo_gr1 <--- growth opportunity	0.86	<0.001
Oppo_gr_4<--- growth opportunity	0.78	<0.001
Oppo_gr8<--- growth opportunity	0.69	<0.001
Safe_3<---working condition	0.88	<0.001
Safe_1<--- working condition	0.95	<0.001
safe_7<--- working condition	0.94	<0.001
safe_5<--- working condition	0.83	<0.001
Safe_2<--- working condition	0.84	<0.001
Safe_4<--- working condition	0.88	<0.001
safe_6<--- working condition	0.90	<0.001
work_inten7<---work intensity	0.88	<0.001
work_inten5<--- work intensity	0.76	<0.001
work_inten6<--- work intensity	0.84	<0.001
Work_inten1<--- work intensity	0.94	<0.001
Work_inten4<--- work intensity	0.88	<0.001
work_inten3<--- work intensity	0.90	<0.001
work_inten8<--- work intensity	0.92	<0.001
work_inten2<--- work intensity	0.78	<0.001
Fair_1<---fair treatment	0.88	<0.001
Fair_5<--- fair treatment	0.69	<0.001
Fair_6<--- fair treatment	0.91	<0.001
Fair_3<--- fair treatment	0.77	<0.001
Fair_4<--- fair treatment	0.59	<0.001
Fair_2<--- fair treatment	0.56	<0.001

Indicators	Estimate	p
Job_sat5<---job satisfaction	0.78	<0.001
Job_sat2<--- job satisfaction	0.81	<0.001
Job_sat4<--- job satisfaction	0.84	<0.001
Job_sat1<--- job satisfaction	0.77	<0.001
Job_sat3<--- job satisfaction	0.68	<0.001
Job_sat6<--- job satisfaction	0.82	<0.001
Job_sear1<---job search	0.90	<0.001
Job_sear3<--- job search	0.69	<0.001
Job_sear5<--- job search	0.83	<0.001
Job_sear4<--- job search	0.79	<0.001
Job_sear2<--- job search	0.74	<0.001
Social_pro1<---social protection	0.68	<0.001
Social_pro3<--- social protection	0.86	<0.001
Social_pro4<--- social protection	0.88	<0.001
Social_pro2<--- social protection	0.92	<0.001
Oppo_cp4<---ability utilisation	0.78	<0.001
Oppo_cp2<--- ability utilisation	0.64	<0.001
Oppo_cp3<--- ability utilisation	0.55	<0.001
Oppo_cp1<--- ability utilisation	0.58	<0.001
Job_sta2<---job security	0.98	<0.001
Job_Stab3<--- job security	0.84	<0.001
Job_stab1<--- job security	0.78	<0.001
Job_stab4<--- job security	0.91	<0.001
Autonomy1<---autonomy	0.88	<0.001
Autonomy2<--- autonomy	0.82	<0.001
Autonomy3<--- autonomy	0.87	<0.001
Emp_care2<---employment care	0.78	<0.001
Emp_care1<---employment care	0.91	<0.001

Source: Field Survey

In the study, the factor loadings associated with the latent variables ranged between 0.55 and 0.98 as shown in Table 5.19 and hence it was reasonable to assume that the measurement model for the construct "employment" has acceptable convergent validity.

Table 5.20: Average Variance Extracted and Inter construct correlation-Employment pattern

Factors	AVE	Correlation			
Job security	0.82	Job security	↔	Job search	0.38
Job search	0.84	Job security	↔	Work intensity	0.27
Work intensity	0.76	Job security	↔	Working condition	0.44
Working condition	0.80	Job security	↔	Employment care	0.27
Employer's care	0.74	Job security	↔	Social protection	0.32
Social protection	0.88	Job security	↔	Job satisfaction	0.45
Job satisfaction	0.76	Job security	↔	Fair treatment	0.51
Fair treatment	0.81	Job security	↔	Growth opportunity	0.33
Growth opportunity	0.88	Job security	↔	Autonomy	0.19
Autonomy	0.90	Job security	↔	Ability utilisation	0.02
Ability utilisation	0.91	Job search	↔	Work intensity	0.06
		Job search	↔	Working condition	0.12
		Job search	↔	Employment care	0.35
		Job search	↔	Social protection	0.11
		Job search	↔	Job satisfaction	0.23
		Job search	↔	Fair treatment	0.08
		Job search	↔	Growth opportunity	0.33
		Job search	↔	Autonomy	0.34
		Job search	↔	Ability utilisation	0.17
		Work intensity	↔	Working condition	0.19
		Work intensity	↔	Employment care	0.24
		Work intensity	↔	Social protection	0.27
		Work intensity	↔	Job satisfaction	0.38

Factors	AVE	Correlation			
		Work intensity	↔	Fair treatment	0.11
		Work intensity	↔	Growth opportunity	0.37
		Work intensity	↔	Autonomy	0.06
		Work intensity	↔	Ability utilisation	0.33
		Working condition	↔	Employment care	0.41
		Working condition	↔	Social protection	0.09
		Working condition	↔	Job satisfaction	0.11
		Working condition	↔	Fair treatment	0.33
		Working condition	↔	Growth opportunity	0.32
		Working condition	↔	Autonomy	0.42
		Working condition	↔	Ability utilisation	0.44
		Employer's care	↔	Social protection	0.30
		Employer's care	↔	Job satisfaction	0.04
		Employer's care	↔	Fair treatment	0.08
		Employer's care	↔	Growth opportunity	0.11
		Employer's care	↔	Autonomy	0.01
		Employer's care	↔	Ability utilisation	0.02
		Social protection	↔	Job satisfaction	0.21
		Social protection	↔	Fair treatment	0.20
		Social protection	↔	Growth opportunity	0.13

Factors	AVE	Correlation			
		Social protection	↔	Autonomy	0.34
		Social protection	↔	Ability utilisation	0.32
		Job satisfaction	↔	Fair treatment	0.04
		Job satisfaction	↔	Growth opportunity	0.06
		Job satisfaction	↔	Autonomy	0.09
		Job satisfaction	↔	Ability utilisation	0.07
		Fair treatment	↔	Growth opportunity	0.32
		Fair treatment	↔	Autonomy	0.45
		Fair treatment	↔	Ability utilisation	0.44
		Growth opportunity	↔	Autonomy	0.42
		Growth opportunity	↔	Ability utilisation	0.32
		Autonomy	↔	Ability utilisation	0.24

Source: Field Survey

Discriminant validity was confirmed by examining correlations among the constructs. As a rule of thumb, a 0.85 correlation or higher indicates poor discriminant validity in structural equation modeling. None of the correlations among variables were above 0.85 (Table 5.20). The results suggested adequate discriminant validity of the measurement. In addition, to confirm discriminant validity, the inter construct correlation were calculated and compared with average variance extracted. All variance extracted (AVE) estimates were larger than the squared inter construct correlation estimates (Table 5.20). Therefore it was confirmed discriminant validity.

5.3.5 Normality Analysis – Employment Pattern

The normality analysis has been done firstly through One-Sample Kolmogrov-Smirnov Test and if there is no significant correlation among variables, then skewness and kurtosis are used.

Table 5.21: One-Sample Kolmogrov- Smirnov Test- Employment pattern

Indicators	N	Mean	Std. Deviation	Sig.
Job_sec1	600	4.71	.511	0.000
Job_sec2	600	4.71	.479	0.000
Job_sec3	600	4.71	.478	0.000
Job_sec4	600	4.71	.498	0.000
Job_sear1	600	3.99	.220	0.000
Job_sear2	600	3.98	.264	0.000
Job_sear3	600	3.99	.227	0.000
Job_sear4	600	3.98	.248	0.000
Job_sear5	600	3.98	.238	0.000
Work_inten1	600	2.03	.222	0.000
work_inten2	600	2.04	.338	0.000
work_inten3	600	2.02	.237	0.000
Work_inten4	600	2.02	.244	0.000
work_inten5	600	2.03	.211	0.000
work_inten6	600	2.03	.240	0.000
work_inten7	600	2.02	.207	0.000
work_inten8	600	2.03	.266	0.000
Safe_1	600	3.65	.572	0.000
Safe_2	600	3.66	.577	0.000
Safe_3	600	3.66	.575	0.000
Safe_4	600	3.64	.602	0.000
safe_5	600	3.66	.606	0.000
safe_6	600	3.65	.598	0.000
safe_7	600	3.66	.591	0.000
Social_pro1	600	3.33	1.121	0.000
Social_pro2	600	3.35	1.118	0.000
Social_pro3	600	3.34	1.114	0.000
Social_pro4	600	3.35	1.115	0.000
Emp_care1	600	4.00	.208	0.000

Indicators	N	Mean	Std. Deviation	Sig.
Emp_care2	600	4.00	.208	0.000
Job_sat1	600	3.73	.490	0.000
Job_sat2	600	3.73	.482	0.000
Job_sat3	600	3.73	.475	0.000
Job_sat4	600	3.72	.489	0.000
Job_sat5	600	3.72	.490	0.000
Job_sat6	600	3.71	.499	0.000
Fair_1	600	4.00	.212	0.000
Fair_2	600	3.99	.227	0.000
Fair_3	600	3.99	.212	0.000
Fair_4	600	3.99	.258	0.000
Fair_5	600	4.00	.216	0.000
Fair_6	600	4.00	.220	0.000
Oppo_gr1	600	2.13	.481	0.000
Opo_gr2	600	2.12	.440	0.000
Oppo_gr3	600	2.12	.446	0.000
Oppo_gr_4	600	2.12	.460	0.000
Oppo_gr_5	600	2.12	.453	0.000
Oppo_gr6	600	2.12	.442	0.000
Oppo_gr7	600	2.11	.443	0.000
Oppo_gr8	600	2.13	.469	0.000
Autonomy1	600	3.34	.537	0.000
Autonomy2	600	3.35	.529	0.000
Autonomy3	600	3.34	.539	0.000
Oppo_cp1	600	2.45	.836	0.000
Oppo_cp2	600	2.44	.839	0.000
Oppo_cp3	600	2.45	.836	0.000
Oppo_cp4	600	2.45	.838	0.000

Source: Field Survey

Analysis for univariate normality done using Kolomogorov- Smirnov test with Lillefors significance correction revealed that none of the variables are normally distributed. Therefore skewness and kurtosis are used.

Table 5.22: Skewness and Kurtosis- Employment pattern

	N	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Job_stab1	600	4.71	.511	-0.176	.100	1.949	.199
Job_sta2	600	4.71	.079	-0.427	.100	.155	.199
Job_Stab3	600	4.71	.078	-0.438	.100	.199	.199
Job_stab4	600	4.71	.498	-.866	.100	1.278	.199
Job_sear1	600	3.99	.220	-1.630	.100	1.986	.199
Job_sear2	600	3.98	.264	-.869	.100	1.876	.199
Job_sear3	600	3.99	.227	-.245	.100	1.955	.199
Job_sear4	600	3.98	.248	-.267	.100	1.234	.199
Job_sear5	600	3.98	.238	-.277	.100	1.237	.199
Work_inten1	600	2.03	.222	1.325	.100	1.581	.199
work_inten2	600	2.04	.338	.348	.100	1.083	.199
work_inten3	600	2.02	.237	1.511	.100	1.158	.199
Work_inten4	600	2.02	.244	1.623	.100	.934	.199
work_inten5	600	2.03	.211	1.902	.100	2.540	.199
work_inten6	600	2.03	.240	1.420	.100	1.901	.199
work_inten7	600	2.02	.207	1.363	.100	1.800	.199
work_inten8	600	2.03	.266	.869	.100	.574	.199
Safe_1	600	3.65	.572	-.427	.100	.840	.199
Safe_2	600	3.66	.577	-.409	.100	.966	.199
Safe_3	600	3.66	.575	-.456	.100	.902	.199
Safe_4	600	3.64	.602	-.392	.100	.936	.199
safe_5	600	3.66	.606	-.293	.100	.884	.199
safe_6	600	3.65	.598	-.556	.100	.859	.199
safe_7	600	3.66	.591	-.478	.100	.737	.199
Social_pro1	600	3.33	1.121	-.186	.100	-.332	.199
Social_pro2	600	3.35	1.118	-.211	.100	-.546	.199
Social_pro3	600	3.34	1.114	-.216	.100	-.652	.199

	N	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Social_pro4	600	3.35	1.115	-.219	.100	-.533	.199
Emp_care1	600	4.00	.208	-.901	.100	1.880	.199
Emp_care2	600	4.00	.208	-.901	.100	1.880	.199
Job_sat1	600	3.73	.490	-.914	.100	.914	.199
Job_sat2	600	3.73	.482	-.742	.100	-.866	.199
Job_sat3	600	3.73	.475	-.733	.100	-.973	.199
Job_sat4	600	3.72	.489	-.930	.100	1.298	.199
Job_sat5	600	3.72	.490	-.912	.100	.793	.199
Job_sat6	600	3.71	.499	.128	.100	.883	.199
Fair_1	600	4.00	.212	-.710	.100	.666	.199
Fair_2	600	3.99	.227	.987	.100	.111	.199
Fair_3	600	3.99	.212	.022	.100	.432	.199
Fair_4	600	3.99	.258	.471	.100	.697	.199
Fair_5	600	4.00	.016	.259	.100	.131	.199
Fair_6	600	4.00	.108	.252	.100	.40	.199
Oppo_gr1	600	2.13	.481	.165	.100	.56	.199
Opo_gr2	600	2.12	.440	.071	.100	.243	.199
Oppo_gr3	600	2.12	.46	.804	.100	.658	.199
Oppo_gr_4	600	2.12	.460	.048	.100	.193	.199
Oppo_gr_5	600	2.12	.453	.039	.100	.108	.199
Oppo_gr6	600	2.12	.442	.004	.100	.008	.199
Oppo_gr7	600	2.11	.443	.015	.100	.031	.199
Oppo_gr8	600	2.13	.469	.510	.100	.875	.199
Autonomy1	600	3.34	.037	.365	.100	.049	.199
Autonomy2	600	3.35	.029	.440	.100	-.492	.199
Autonomy3	600	3.34	.009	.350	.100	.071	.199
Oppo_cp1	600	2.45	.216	1.452	.100	.378	.199
Oppo_cp2	600	2.44	.229	1.434	.100	.383	.199
Oppo_cp3	600	2.45	.086	1.452	.100	.378	.199
Oppo_cp4	600	2.45	.128	1.440	.100	.339	.199

Source: Field Survey

In this study, all the variables fall under the kurtosis value of 10 and skewness value of 3, inferring kurtosis and skewness are not problematic in this research. Hence, parametric test can be used.

5.4 Employment, income and savings across the socio-economic-demographic groups

The main aim of the study is to identify the variation in employment, income and savings across the socio- economic groups. Empirical studies revealed that internal migration can be viewed as an investment decision in which the individual compares the benefits and costs of movement. The employment status is closely related with income and which will affect the savings pattern (Johnson, 1999). The difference in income is the main factor which causes towards migration. In this study the employment pattern measures the job security, job search, work intensity, safety at work, social protection, employer's care, job satisfaction, fair treatment in employment, opportunity to growth, autonomy and opportunity to use and develop human capacity.

In order to find out the employment, income and savings pattern, the researcher divided the second research objectives in to three:

1. Variation in employment pattern across the socio- economic and socio-demographic groups.
2. Variation in income pattern across the socio- economic and socio-demographic groups.
3. Variation in savings pattern across the socio-economic and socio-demographic groups.

The variation in the employment pattern was tested by the following hypotheses;

5.4.1 Hypothesis Testing – Employment Pattern

H_{2a} There exist significant difference between the daily and contract worker with respect to Employment Pattern.

H_{2b} There exist significant difference among Experience Group with respect to Employment Pattern.

H_{2c} There exist significant difference between Skilled and Unskilled workers with respect to employment pattern

H_{2d} There exist significant difference among the languages known by the workers with respect to employment pattern.

H_{2e} There exist significant difference among the community of the workers with respect to employment pattern.

Table 5.23: t test for significant difference between the Daily and Contract Construction Workers with respect to Employment Pattern

Employment Pattern	Type of construction worker				t value	p value
	Daily		Contract			
	Mean	SD	Mean	SD		
Job Security	9.0000	.00000	15.9887	.55380	106.257	<0.001**
Job Search	19.9577	.20260	15.4537	1.31937	72.413	<0.001**
Work Intensity	20.7465	.84038	20.9962	1.77738	1.979	0.049*
Working Condition	13.0000	.00000	27.9887	.10599	1190.683	<0.001**
Social Protection	6.0000	.00000	12.0227	.14904	340.262	<0.001**
Employer's Care	5.0845	.28013	5.9811	1.48593	12.340	<0.001**
Job Satisfaction	23.0000	.00000	22.5066	1.02268	11.096	<0.001**
Fair Treatment in Employment	24.0000	.00000	24.0000	.90453	.000	1.000
Opportunity for growth	19.6761	1.97683	22.6805	5.08023	9.324	<0.001**
Autonomy	6.1690	.56025	7.3422	1.91142	11.023	<0.001**
Opportunity to use and Develop Human Capacity	10.0000	.00000	11.2590	2.44078	11.864	<0.001**

Source: Field Survey

Note: 1. ** denotes significant @ 1% level
2. * denotes Significant @ 5% level

Since p value is less than 0.01, the null hypothesis is rejected at 1% level of significance with regarded to job security, job search, working condition, social protection, employers care, job satisfaction, opportunity for growth, autonomy, opportunity to use and develop human capacity connected with the employment pattern. Hence there is significant difference between the daily and contract workers with respect to job security, job search, working condition, social protection, employer's care, job satisfaction, opportunity for growth, autonomy, opportunity to use and develop human capacity are connected with the employment pattern. Based on the mean score, the contract workers have better opinion on job security, working condition, social protection, opportunity to growth, autonomy and opportunity to use and develop human capacity and daily workers have better opinion on job search only. In the case of employer's care and job satisfaction daily and contract workers have same opinion.

Since p-value is less than 0.05, the null hypothesis is rejected at 5% level with regarded to work intensity. Hence there is significant difference between daily and contract workers with respect to work intensity. Based on mean score (daily-20.7465, contract-20.992) the workers opinion on work intensity is as far as same.

There is no significant difference between the daily and contract workers with respect to fair treatment in employment, since p-value is greater than 0.05.

Table 5.24: ANOVA for significant difference among Experience group with respect to Employment pattern

Employment pattern	Experience Group(in years)					F-value	p-value
	1-2	3-5	6-10	11-15	Above 15		
Employer's Care	5.02[a] (.48)	5.51[b] (1.28)	6.32[c] (1.61)	6.46[c] (1.47)	6.37[c] (1.11)	28.73	<0.001**
Job Satisfaction	22.19[a] (1.09)	22.71[b] (0.62)	22.69[b] (1.28)	22.05[b] (0.22)	22.48[b] (0.50)	11.03	<0.001**
Opportunity for Growth	19.77[a] (2.15)	20.37[a] (4.14)	25.17[b] (4.95)	23.14[b] (5.60)	22.07[c] (3.93)	38.48	<0.001**
Autonomy	6.16[a] (0.56)	6.41[a] (1.19)	8.27[b] (2.14)	7.57[b] (1.91)	7.48[c] (1.71)	43.51	<0.001**
Opportunity to use and Develop Human Capacity	9.97[a] (.64)	10.41[a] (1.91)	11.81[a] (2.58)	12.27[b] (2.85)	10.51[b] (0.89)	27.06	<0.001**

Source: Field Survey

Note: 1. The value within bracket refers to SD
2. ** denotes significant @ 1% level
3. Different alphabet among experience group in years denotes significant @ 5% level using Duncun Multiple Range Test (DMRT)

Since p-value is less than 0.01, the null hypothesis is rejected at 1% level with regard to Employers Care, Job Satisfaction, Opportunity for Growth, Autonomy and Opportunity to use & Develop Human Capacity of employment pattern. Hence there is significant difference among experience group with respect to employment pattern. Based on Duncan Multiple Range Test (DMRT) the experience groups of 1-2 years significantly differ from experience group of 3-5, 6-10, 11-15 and above 15 years of experience @ 5% level of significance with regard to employment care. In job satisfaction, the experience group of 1-2 years significantly differ with all other group of experience (3-5, 6-10, 11-15 and above 15 years of experience)@ 5% level. Also in case of opportunity for growth and

autonomy in the employment pattern the experience group of 1-2 and 3-5 years significantly differ from 6-10 and 11-15 years. These experience groups significantly differ from above 15years of experience group @ 5%level of significance. But there is no significant difference among experience group of 1-2 years, 3-5 years& 6-10 years with respect to opportunity to use and develop human capacity. But these experience groups significantly differ from the groups of 11-15 & above 15 years of experience for the same variable @ 5% level of significance.

Table 5.25: t test for significant difference between the skilled and unskilled Construction Workers with respect to employment Pattern

Employment Pattern	Type of construction worker				t value	p value
	Skilled		Unskilled			
	Mean	SD	Mean	SD		
Job Security	15.82	1.46	14.82	2.58	6.04	<0.001**
Job Search	15.93	1.81	16.01	1.96	0.46	0.644
Work Intensity	20.82	2.21	21.03	1.35	1.23	0.217
Working Condition (safe and healthy)	27.52	2.54	25.53	5.56	6.01	<0.001**
Social Protection	11.82	1.01	11.04	2.24	5.83	<0.001**
Employer's Care	7.45	1.13	5.06	0.69	27.66	<0.001**
Job Satisfaction	22.59	1.11	22.54	0.89	0.59	0.551
Fair Treatment in Employment	24.17	1.01	23.90	0.73	3.33	<0.001**
Opportunity for growth	28.15	3.40	19.32	2.01	34.01	<0.001**
Autonomy	9.22	1.74	6.16	0.62	24.29	<0.001**
Opportunity to use and Develop Human Capacity	13.26	2.84	10.00	0.65	16.17	<0.001**

Source: Field Survey

Note: 1. ** denotes significant @ 1% level
2. * denotes Significant @ 5% level

Since p value is less than 0.01, the null hypothesis is rejected at 1% level of significance with regarded to job security, working condition, social protection, employer's care, fair treatment in employment, opportunity for growth, autonomy, opportunity to use and develop human capacity connected with the employment pattern. Hence there is significant difference between the skilled and un skilled workers with respect to job security, working condition, social protection, employers care, fair treatment in employment, opportunity for growth, autonomy, opportunity to use and develop human capacity that are connected with the employment pattern. Based on the mean score, the skilled workers have better opinion on job security, working condition, social protection, employer's care, fair treatment in employment, opportunity to growth, autonomy and opportunity to use and develop human capacity. Based on mean score (skilled-11.82, unskilled-11.04) the skilled workers have better opinion on social protection.

There is no significant difference between the skilled and unskilled workers with respect to job search, work intensity and job satisfaction fair treatment in employment, since p-value is greater than 0.05.

Table 5.26: ANOVA for significant difference among Languages known by the workers with respect to Employment pattern

Employment Pattern	Languages known			F-value	p-value
	Mother tongue only	Mother tongue and Hindi	Multilingual		
Job Security	14.93[a] (2.68)	15.03[a] (2.36)	15.40[a] (2.11)	2.59	0.058
Job Search	18.00[c] (2.06)	15.70[a] (1.86)	16.58[b] (1.77)	23.87	<0.001**
Work Intensity	22.67[b] (2.43)	20.90[a] (1.65)	20.96[a] (1.62)	9.67	<0.001**
Working Condition (safe and healthy)	25.50[a] (5.75)	26.06[a] (5.04)	26.75[a] (4.09)	1.33	0.265

Employment Pattern	Languages known			F-value	p-value
	Mother tongue only	Mother tongue and Hindi	Multilingual		
Social Protection	11.00[a] (2.30)	11.25[a] (2.03)	11.52[a] (1.64)	1.25	0.285
Employer's Care	6.00[ab] (1.46)	5.66[a] (1.29)	6.49[b] (1.63)	20.07	<0.001**
Job Satisfaction	23.00[b] (0.00)	22.54[a] (0.82)	22.60[a] (1.37)	2.08	0.126
Fair Treatment in Employment	24.00[a] (0.00)	23.92[a] (0.70)	24.24[a] (1.18)	8.30	<0.001**
Opportunity for growth	23.00[a] (4.45)	21.22[a] (4.27)	25.46[b] (5.36)	48.08	<0.001**
Autonomy	7.67[b] (2.43)	6.71[a] (1.46)	8.58[c] (2.06)	70.65	<0.001**
Opportunity to use and Develop Human Capacity	10.67[a] (2.43)	10.93[a] (2.07)	11.57[a] (1.90)	4.80	<0.001**

Source: Field Survey

Note: 1. The value within bracket refers to SD
2. ** denotes significant @ 1% level
3. Different alphabet among the different languages known category denotes significant @ 5% level using Duncun Multiple Range Test (DMRT)

Since p value is less than 0.01, the null hypothesis is rejected at 1% level of significance with regarded to job search, work intensity, employer's care, fair treatment in employment, opportunity for growth, autonomy, opportunity to use and develop human capacity connected with the employment pattern. Hence there is significant difference between th e languages known by the workers with respect to job search, work intensity, employer's care, fair treatment in employment, opportunity for growth; autonomy and opportunity to use & develop human capacity are connected with the employment pattern. The workers who knows mother tongue only have high mean score on job search and work intensity. On the other hand the workers who know multi- languages have better opinion on employer's care, fair treatment, opportunity to growth, autonomy and opportunity to use & develop

human capacity. Based on Duncun Multiple range Test (DMRT), the group of workers those who know mother tongue only is significantly differ with the workers who knows both mother tongue &Hindi and multi- languages with respect to job search and work intensity. In case of employer's care, fair treatment and opportunity to use and develop human capacity have no significant difference among all the languages known groups. The languages known by first group (mother tongue only) is significantly different from second and third group (mother tongue & Hindi and multilingual) with regarded to opportunity to growth @ 5% level. In case of autonomy there is significant difference among the workers those who coming under all the three languages known categories @ 5% level. The worker who knows multi-languages is better in case of autonomy.

There is no significant difference between the language known group with respect to job security, working condition, social protection and job satisfaction since p-value is greater than 0.05.

Table 5.27: ANOVA for significant difference among community of the workers with respect to Employment pattern

Employment Pattern	Community				F-value	p-value
	FC	BC	SC	ST		
Job Security	16.01^{b} (0.21)	16.02^{b} (1.05)	15.45^{ab} (1.83)	14.49^{a} (2.87)	15.21	<0.001**
Job Search	14.20^{a} (0.10)	15.63^{b} (1.94)	15.64^{b} (1.51)	16.47^{b} (2.08)	12.12	<0.001**
Work Intensity	19.00^{a} (0.00)	20.73^{bc} (2.24)	20.44^{b} (1.72)	21.54^{c} (1.10)	22.43	<0.001**
Working Condition (safe and healthy)	28.10^{b} (0.75)	27.95^{b} (0.21)	26.92^{ab} (3.87)	24.78^{a} (6.16)	15.74	<0.001**
Social Protection	12.00^{b} (0.00)	12.09^{b} (0.29)	11.57^{ab} (1.54)	10.71^{a} (2.46)	17.69	<0.001**
Employer's Care	4.23^{a} (1.46)	6.73^{c} (1.67)	6.14^{c} (1.65)	5.29^{b} (0.58)	42.37	<0.001**

Employment Pattern	Community				F-value	p-value
	FC	BC	SC	ST		
Job Satisfaction	22.00[a] (0.00)	22.51[ab] (1.76)	22.43[ab] (0.64)	22.70[b] (0.58)	3.83	<0.001**
Fair Treatment in Employment	24.00[a] (0.00)	24.00[a] (1.88)	24.00[a] (0.00)	24.00[a] (0.000	0.00	1.000
Opportunity for growth	21.43[a] (1.88)	26.48[c] (4.19)	23.99[b] (5.48)	19.04[a] (1.39)	122.86	<0.001**
Autonomy	6.00[a] (0.00)	9.00[c] (2.05)	7.56[b] (1.79)	6.09[a] (0.60)	117.18	<0.001**
Opportunity to use and Develop Human Capacity	10.37[a] (0.13)	12.48[b] (2.77)	11.65[b] (2.83)	10.04[a] (0.30)	45.00	<0.001**

Source: Field Survey

Note: 1. The value within bracket refers to SD
2. ** denotes significant @ 1% level
3. Different alphabet among community denotes significant @ 5% level using Duncun Multiple Range Test (DMRT)

Since p value is less than 0.01, the null hypothesis is rejected at 1% level of significance with regarded to Job Security, Job Search, work intensity, working condition, social protection, employer's care, job satisfaction, opportunity for growth, autonomy and opportunity to use & develop human capacity connected with the employment pattern. Hence there is significant difference between the community of the workers with respect to job security, job search, work intensity, working condition, social protection, employer's care, job satisfaction, opportunity for growth, autonomy, opportunity to use and develop human capacity are connected with the employment pattern. The workers who belong to Scheduled Caste and Scheduled Tribe community have lowest mean score on job security, working condition and social protection. Regarding job search and work intensity workers belonging to Scheduled Tribe community have highest mean score. With regard to Employers Care and Job Satisfaction Forward Caste have lowest mean score, on the other hand relating to Employer's Care Backward caste have highest mean score and Scheduled Tribe community have better opinion regarding job satisfaction. With

regard to opportunity to growth, autonomy and opportunity to use and develop human capacity, Backward Caste have better opinion, on the other hand Scheduled Tribe have least mean score regarding Autonomy and Opportunity to use & develop human capacity. Based on Duncun Multiple range Test (DMRT), the Forward Caste is significantly different from Backward Caste, Scheduled Caste and Scheduled Tribe with regard to Job Search, Work Intensity and Employer's Care at 5% level of significance. In the case of Job Security and Employer's Care, the community category Scheduled Tribe is statistically differs from Backward Caste and Forward Caste @5% level. Based on this analysis, the community category of both Forward and Backward Caste are significantly differs from Scheduled Tribe. But in the case of Job Satisfaction, statistical difference found between Forward Caste and Scheduled Tribe. The Employment Pattern of Opportunity to Growth, Autonomy and Opportunity to Use & Develop Human Capacity are statistically significant @ 5% level among the community category of Forward Caste and Scheduled Tribe to Backward Caste and Scheduled Caste.

There is no significant difference between the community category of workers with respect to fair treatment in employment, since p-value is greater than 0.05.

5.5 Income Pattern

Income pattern measures the amount earned by the respondent have adequacy and stability. Income adequacy covers five questions, enquiring in to income sufficiency, increase in disposable income, extra cash to meet contingencies, smooth seasonal income fluctuations and able to lend money. Income stability covers two questions, enquiring into receive income regularly and no variability in income. The monthly income earned by each job category is also measuring along with this.

5.5.1 Exploratory Factor Analysis (EFA) - Income Pattern

In order to identify the naturally occurring "Income Pattern" all 7statements were subjected to a factor analysis.

Table 5.28: KMO and Bartlett's Test- Income Pattern

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.791
Bartlett's Test of Sphericity	Approx. Chi-Square	6175.412
	df	21
	Sig.	.000

Source: Field Survey

The Kaiser-Meyer-Olkin Measure of Sampling Adequacy was 0.791 and the Bartlett Test of Sphericity was significant ($p<0.001$) with a Chi Square value of 6175.412 with 21 degrees of freedom which was considered to be good for further analysis and provided support for the factorisation (Table 5.28).

Table 5.29 below provides the details of each factor along with items contributing it with component loadings for each item.

Table 5.29: Rotated Component Matrix- Income Pattern

Variables	Rotated Component Matrix[a]		
	Indicators/ Statements	Component	
		1	2
Income Adequacy	Earning is sufficient for meeting the household needs	.980	.031
	It increases disposable income	.965	-.037
	Extra cash to meet contingencies	.953	.060
	Smooth seasonal income fluctuations	.950	.002
	Become able to lend money	.947	.007
Income Stability	Receive income regularly	.017	.962
	No variability in income	.008	.962
	Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization.		
	a. Rotation converged in 3 iterations.		

Source: Field Survey

5.5.2 Factor Name, Variance and Reliability Analysis of Income Pattern

Explained Variance and reliability of rotated factors as obtained from the output of factor analysis (Table 5.30) shows adequate reliability for extracted factors

Table 5.30 :Reliability Analysis – Income Pattern

Factor	Variance	Reliability (Cronbach's Alpha)	Factor Name
1	65.969	0.978	Income Adequacy
2	26.504	0.912	Income Stability

Source: Field Survey

Two factors were extracted from factor analysis. The next step was to conduct a confirmatory factor analysis for the 'Income Pattern' construct identified.

5.5.3 Confirmatory Factor Analysis- Income Pattern

The data were found free from missing values and outliers and hence CFA was performed and got model fit indices. The model fit indices and measurement model obtained are given below:

Table 5.31: Model fit Indices- Income Pattern

Model fit	Values	
	Obtained	**Recommended**
CMIN/DF	**0.179**	**<5**
RMR	0.04	<0.05
GFI	0.912	>0.9
AGFI	0.930	>0.9
PGFI	0.802	>0.9
NFI	0.916	>0.9
RFI	0.919	>0.9
IFI	0.914	>0.9
TLI	0.935	>0.9
CFI	0.934	>0.9
RMSEA	0.04	<0.08

Source: Field Survey

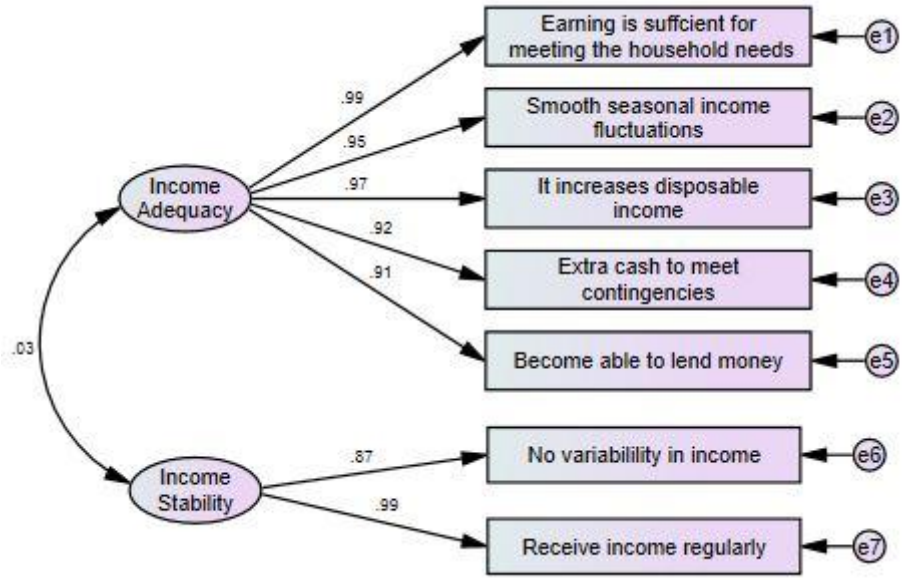

Fig 5.2 Measurement model for income pattern

The measurement model was found to be good fitting model with recommended indices as given in Table 5.31. All the paths shown in the model are significant as critical ratios were above 1.96 (Figure 5.2).

5.5.4 Validation of the scale "Income Pattern"

To ensure that the instrument developed to measure "Income Pattern" was indeed measuring the construct, the goodness of measures was assessed by testing the validity of the instrument. Validation tests such as convergent and discriminant validity were conducted. The detailed analysis is given below.

Table 5.32: Factor loadings and p values for "Income Pattern"

	Estimate	P
Sufficient Earnings<--- Income Adequacy	0.99	<0.001
Smooth Seasonal Income<--- Income Adequacy	0.95	<0.001
Increase disposable income<--- Income Adequacy	0.97	<0.001
Extra cash to meet contingency<--- Income Adequacy	0.92	<0.001
Able to lend money <--- Income Adequacy	0.91	<0.001
No variability in Income <--- Income Stability	0.87	<0.001
Income regularity <--- Income Stability	0.99	<0.001

Source: Field Survey

In the study, the factor loadings associated with the latent variables ranged between 0.87 and 0.99 as shown in Table 5.33 and hence it was reasonable to assume that the measurement model for the construct "Income Pattern" has acceptable convergent validity.

Table 5.33 Average Variance Extracted and Inter construct correlation-Income pattern

Factors	AVE	Correlation	
Income adequacy	0.94	Income adequacy ↔ Income stability	0.03
Income stability	0.93		

Source: Field Survey

Discriminant validity was confirmed by examining correlations among the constructs. As a rule of thumb, a 0.85 correlation or higher indicates poor discriminant validity in structural equation modeling. None of the correlations among variables were above 0.85 (Table 5.33). The results suggested adequate discriminant validity of the measurement. In addition, to confirm discriminant validity, the inter construct correlation were calculated and compared with average

variance extracted. All variance extracted (AVE) estimates were larger than the squared inter construct correlation estimates (Table 5.33). Therefore it was confirmed discriminant validity.

5.5.5 Normality Analysis –Income Pattern

The normality analysis has been done firstly through One-Sample Kolmogrov-Smirnov Test and if there is no significant correlation among variables, normality is assumed through skewness and kurtosis.

Table 5.34: One-Sample Kolmogrov- Smirnov Test- Income pattern

Variables		N	Mean	Std. Deviation	Sig
Income adequacy	Earning is sufficient for meeting the household needs	600	3.65	.572	0.000
	Smooth seasonal income fluctuations	600	3.66	.577	0.000
	It increases disposable income	600	3.66	.575	0.000
	Extra cash to meet contingencies	600	3.64	.602	0.000
	become able to lend money	600	3.66	.606	0.000
Income stability	No variability in income	600	4.00	.208	0.000
	Receive income regularly	600	4.00	.245	0.000

Source: Field Survey

Analysis for univariate normality done using Kolomogorov- Smirnov test with Lillefors significance correction revealed that none of the variables are normally distributed (Table 5.34).

To assume normality, skewness and kurtosis are commonly used by the statisticians. Skewness refers to the symmetry of a distribution whereas kurtosis relates to the peakedness of a distribution.

Table 5.35: Skewness and Kurtosis- Income pattern

Variables		N	Mean	Std. Deviation	Skewness		Kurtosis	
		Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Income adequacy	Earning is sufficient for meeting the household needs	600	3.65	.572	-1.427	.100	1.040	.199
	Smooth seasonal income fluctuations	600	3.66	.577	-1.409	.100	1.066	.199
	It increases disposable income	600	3.66	.575	-1.456	.100	1.202	.199
	Extra cash to meet contingencies	600	3.64	.602	-1.392	.100	.936	.199
	Become able to lend money	600	3.66	.606	-1.293	.100	1.084	.199
Income stability	No variability in income	600	4.00	.208	-1.901	.100	41.880	.199
	Receive income regularly	600	4.00	.245	-2.046	.100	30.598	.199

Source: Field Survey

In this study, all the variables fall under the kurtosis value of 10 and skewness value of 3, inferring kurtosis and skewness were not problematic in this research (Table 5.35). Hence, parametric test can be used.

1. The variation in the income pattern was tested by the following hypotheses:

5.5.6 Hypothesis Testing – Income Pattern

H_{3a} There exist significant difference between daily and contract workers with respect to income pattern

H_{3b} There exists significant difference among experience group with respect to income pattern.

H_{3c} There exist significant difference among the job category with respect to monthly income.

Table 5.36: t test for significant difference between the Daily and Contract Construction Workers with respect to Income Pattern

Income Pattern	Type of construction worker				t value	p value
	Daily		Contract			
	Mean	SD	Mean	SD		
Income Adequacy	20.00	.0000	18.00	2.91	15.47	<0.001**
Income Stability	8.00	.0000	8.00	.46	0.06	0.945

Source: Field Survey
Note: 1. The value within bracket refers to SD
2. ** denotes significant @ 1% level

Since p value is less than 0.01, the null hypothesis is rejected at 1% level of significance with regarded to income adequacy connected with the income pattern. Hence there is significant difference between the daily and contract workers with

respect to income adequacy connected with the income pattern. Based on the mean score, the daily workers have better opinion on income adequacy.

There is no significant difference between the daily and contract workers with respect to income stability, since p-value is greater than 0.05.

Table 5.37: ANOVA for significant difference among Experience group with respect to Income pattern

Income pattern	Experience(in years)					F-value	p-value
	1-2	3-5	6-10	11-15	Above 15		
Income Adequacy	19.35[a] (2.16)	18.82[bc] (2.96)	18.21[b] (2.93)	16.68[a] (2.31)	17.33[a] (2.64)	18.43	<0.001**
Income Stability	7.98[ab] (.17)	8.04[b] (.37)	8.02[b] (.41)	7.98[ab] (.60)	7.85[a] (.76)	1.31	0.264

Source: Field Survey

Note: 1. The value within bracket refers to SD
2. ** denotes significant @ 1% level
3. Different alphabet among experience group in years denotes significant @ 5% level using Duncun Multiple Range Test (DMRT)

Since p value is less than 0.01 the null hypothesis is rejected at 1% level with respect to income adequacy of income pattern. Hence there is significant difference among experience group with respect to income adequacy. Based on Duncan Multiple Range Test (DMRT), the experience group of 1-2 years significantly differs with the experience groups of 3-5 & 6-10 years at 5% level, with regard to income adequacy.

There is no significant difference among income stability with experience group. Since p value is greater than 0.05, the null hypothesis is accepted at 5% level with regarded to income stability.

Table 5.38: ANOVA for significant difference among Job Category with respect to monthly income

	Job Category									
	Stone mason	Assistant shuttering carpenter	Plasterers	Bulldozer operator	Dumper operator	Helper Bar bender	Helper mason	Building construction labourers	F-value	p-value
Monthly Income	16099.22^{cd}	15620.00^{c}	15452.66^{bc}	17333.33^{d}	14086.66^{b}	15392.31^{bc}	14903.31^{bc}	12015.54^{a}		
	(1662.56)	(1046.76)	(592.78)	(1986.62)	(974.04)	(1589.74)	(1779.20)	(1866.12)	78.78	<0.001**

Source: Field Survey

Note: 1. The value within bracket refers to SD
2. ** denotes significant @ 1% level
3. Different alphabet among job category denotes significant @ 5% level using Duncun Multiple Range Test (DMRT)

Table indicates that average monthly income is highest (Rs.17333) for the bulldozer operator with standard deviation 1986.62. Average monthly income for stone mason is Rs. 16099 with standard deviation 1662.56 and for assistant shuttering carpenter; it is Rs.15620 with standard deviation 1046.76. For plasterer it is Rs.15453, with standard deviation 592.78. The average monthly income is the lowest for the mere building and construction workers, who do not possess any skill and it is Rs.12016, with standard deviation 1866.12. There exists significant difference in the average monthly income of the various skill level workers, since p-value is less than 0.05..Average monthly income of the migrant construction labourers varies with their job category. Study reveals that high income earned by bulldozer operator followed by stone mason, assistant shuttering carpenter and stone mason. These job categories possess high skill and thus earn high monthly income. Based on Duncan Multiple Range Test (DMRT), the job category building and construction labourers and bull dozer operator significantly differ with other job category with regard to monthly income.

5.6 Expenditure Pattern

5.6.1 Monthly Expenditure of the respondents in the destination

Table 5.39: Monthly Expenditure of the respondents in the destination

Expenditure items	Mean (in Rs.)	SD
Food	2691.00	393.88
Pan, tobacco and intoxicants	126.75	158.28
Entertainment	3.50	24.77
Personal care and effects	19.00	50.43
Toilet articles	74.17	57.41
Sundry articles	49.88	74.35
Conveyance	13.00	79.63
House rent	346.67	476.30
Medical expenses	24.30	84.32
Clothing and bedding	0.00	0.00
Mobile phone recharging	255.17	54.57
Total	**3603.33**	**1453.94**
Monthly income	**13220.02**	**2454.94**
Monthly remittance	**8764.33**	**1595.71**

Source: Field Survey

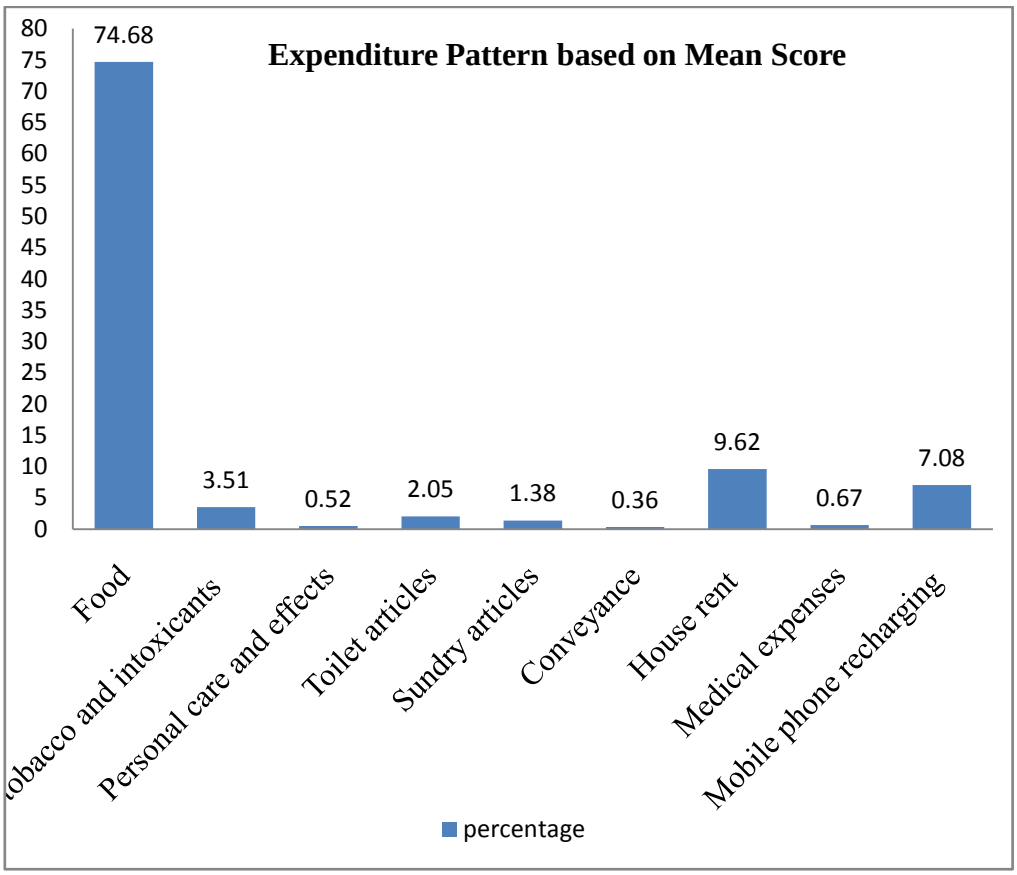

Figure 5.3 Expenditure Pattern based on Mean Score

The figure 5.3 shows that major expense for the migrant labourers are incurring for food 74.68 percent based on the mean score, then for rent of the house 9.62, for mobile phone recharging 7.08, for pan etc. 3.51.

5.6.2 Food Consumption

Table 5.40: Food consumption pattern of the Respondents

Food item	All Days (Always)	Often	Occasionally	Rarely	Never
Rice and rice products	600 (100.0)	-	-	-	-
Wheat and wheat products	582 (97.0)	18 (3.0)	-	-	-
Pulses	582 (97.0)	18 (3.0)	-	-	-
Milk, curd, ghee	-	6 (1.0)	529 (88.2)	65 (10.8)	-
Ice cream	-	-	24 (4.0)	576 (96.0)	-
Cake	-	-	24 (4.0)	576 (96.0)	-
Meat: Chicken ,beaf, mutton	-	-	446 (74.3)	154 (25.7)	-
Fish: expensive varieties	-	-	446 (74.3)	154 (25.7)	-
Fish: Cheap varieties	-	576 (96.0)	24 (4.0)	-	-
Eggs	-	303 (50.50	208 (34.7)	89 (14.8)	-
Vegetables: expensive varieties	-	-	600 (100.0)	-	-
Vegetables: cheap varieties	576 (96.0)	24 (4.0)	-	-	-
Fruits: Expensive varieties	-	-	24 (4.0)	576 (96.0)	-
Fruits: Plantains and banana	-	-	113 (18.8)	487 (81.2)	-
Sugar	582 (97.0)	18 (3.0)	-	-	-
Coffee and Tea	535 (89.2)	65 (10.8)	-	-	-
Health drinks: Horlicks, Complan etc.	-	303 (50.50)	267 (44.5)	30 (5.0)	-
Soft Drinks: Pepsi, Coca cola etc.	-	392 (65.3)	154 (25.7)	54 (9.0)	-

Source: Field Survey

Note: Figures in parentheses indicate percentage to total of respective categories.

It is evident from the above table 5.40 that 100 percent of the migrant labourers are consuming rice and rice products daily. 95 percent of them intake three meals a day, the items they all day consume include rice and rice products, wheat and wheat product, pulses, vegetables of cheap varieties, sugar, coffee or tea. 88% reported that they rarely use milk and milk products, 74.3 % of the labourers reported that they occasionally use chicken, mutton or beaf.

5.7 Savings Pattern

The savings pattern analyses the respondents having bank account, the mode of savings in Kerala, the descriptive comparison of savers and non-savers with their demographic variables and the saving regularity and saving potential.

5.7.1 Saving Regularity

It refers to tendency of saving on a regular basis. A person may save regularly a fixed amount (regular fixed saver), save regularly, but not a fixed amount i.e. depends up on his financial situation (regular flexible saver) save money only when there is surplus (irregular saver) could not save due to financial constraints (no money no savings) do not save since they prefer to enjoy life now (non saver). This regularity of savings affect savings pattern (Johnson, 1999).

5.7.2 Saving Potential

It refers to saving frequency and resourcefulness in old age. It analyses whether the individual has potential to save, this also affects saving pattern.

5.7.3 Respondents Having Bank Account

Table 5.41 Respondents Having Bank Account

Bank A/C	Frequency	Percentage
Yes	538	89.7
No	62	10.3
Total	**600**	**100.0**

Source: Field Survey

The table 5.41 reveals that 89.7 % have bank account and 10.3 don't possess bank account.

5.7.4 Mode of savings in Kerala

Table 5.42 Mode of Savings in Kerala

Mode of savings	Frequency	Percentage
Commercial Bank	95	15.8
Co-operative Bank	16	2.7
No Savings	489	81.5
Total	**600**	**100**

Source: Field Survey

Table 5.42 reveals that 15.8 percent of the respondents have account in commercial banks, 2.7 percent have bank account in the co-operative bank, which are generated though the construction companies they are working. The majority 81.5 percent do not have bank account. These 18.5 reported that they have somewhat savings in their accounts here.

5.7.5 Comparison of savers and non-savers

Table 5.43: Descriptive Comparison of Savers (N=489) and Non-Savers (N=111)

Characteristics	Saver		Non Saver		Total	
	Number	Percentage	Number	Percentage	Number	Percentage
Community						
FC	1	0.2	5	0.8	6	1.0
BC	43	7.2	80	13.3	123	20.5
SC	45	7.5	165	27.5	123	20.5
ST	22	3.7	239	39.8	489	81.5
Total	**111**	**18.5**	**489**	**81.5**	**600**	**100**
Education	**Number**	**Percentage**	**Number**	**Percentage**	**Number**	**Percentage**
Illiterate	42	7.0	119	19.8	161	26.8

Can read and write	11	1.8	107	17.8	118	19.7
Up to primary	31	5.2	171	28.5	202	33.7
Up to middle school	3	0.5	39	6.5	42	7.0
Up to Secondary	6	1.0	41	6.8	47	7.8
Up to Degree	18	3.0	12	2.0	30	5.0
Total	**111**	**18.5**	**489**	**81.5**	**600**	**100**
Type of construction worker	**Number**	**Percentage**	**Number**	**Percentage**	**Number**	**Percentage**
Daily	0	0.0	71	11.8	71	11.8
Contract	111	18.5	418	69.7	529	88.2
Total	**111**	**18.5**	**489**	**81.5**	**600**	**100**
Skill	**Number**	**Percentage**	**Number**	**Percentage**	**Number**	**Percentage**
Skilled	71	11.8	133	22.2	204	34.0
Unskilled	40	6.7	356	59.3	489	81.5
Total	**111**	**18.5**	**489**	**81.5**	**600**	**100**
Job category						
Stone mason	18	3.0	39	6.5	57	9.5
Assistant shuttering carpenter	5	8.0	7	1.2	12	2.0
Plasterers	7	1.2	5	0.8	12	2.0
Bulldozer operator	6	1.0	0	0.0	6	1.0
Dumper operator	2	0.3	4	0.7	6	1.0
Helper bar bender	29	4.8	47	7.8	76	12.7
Helper mason	4	0.7	31	5.2	35	5.8
Building construction labourers and others	40	6.7	356	59.3	396	66.0
Total	**111**	**18.5**	**489**	**81.5**	**600**	**100**

Marital status						
Married	58	9.7	141	23.5	199	33.2
Not married	53	8.8	348	58.0	401	66.8
Total	**111**	**18.5**	**489**	**81.5**	**600**	**100**
Age	**Number**	**Percentage**	**Number**	**Percentage**	**Number**	**Percentage**
15-25	33	5.5	267	44.5	300	50.0
26-35	74	12.3	207	34.5	281	46.8
Above 36	4	0.7	15	2.5	19	3.2
Total	**111**	**18.5**	**489**	**81.5**	**600**	**100**
Languages known	**Number**	**Percentage**	**Number**	**Percentage**	**Number**	**Percentage**
Mother tongue only	5	0.8	13	2.2	18	3.0
Mother tongue and Hindi	66	11.0	367	61.2	433	72.2
Multilingual	40	6.7	109	18.2	149	24.8
Total	**111**	**18.5**	**489**	**81.5**	**600**	**100**
Monthly income	**Number**	**Percentage**	**Number**	**Percentage**	**Number**	**Percentage**
8000-9999	0	0.0	56	9.3	56	9.3
10000-12999	31	5.2	205	34.2	236	39.3
13000-15999	29	4.8	196	32.7	225	37.5
Above 16000	51	8.5	32	5.3	83	13.8
Total	**111**	**18.5**	**489**	**81.5**	**600**	**100**
Outstanding debt	**Number**	**Percentage**	**Number**	**Percentage**	**Number**	**Percentage**
Nil	90	15.0	362	60.3	452	75.3
1000-10000	17	2.8	97	16.2	114	19.0
10000-20000	2	0.3	23	3.8	25	4.2
20000-30000	1	0.2	6	1.0	7	1.2
30000-40000	1	0.2	1	0.2	2	0.3
Total	**111**	**18.5**	**489**	**81.5**	**600**	**100**

Source: Field Survey

5.7.6 Exploratory Factor Analysis (EFA) - Savings Pattern

In order to identify the naturally occurring "Savings pattern" all six statements were subjected to a factor analysis.

Table 5.44 KMO and Bartlett's Test- Savings Pattern

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.678
Bartlett's Test of Sphericity	Approx. Chi-Square	3443.189
	df	15
	Sig.	.000

Source: Field Survey

The Kaiser-Meyer-Olkin Measure of Sampling Adequacy was 0.678 and the Bartlett Test of Sphericity was significant ($p<0.001$) with a Chi Square value of 3443.189 with 15 degrees of freedom which was considered to be good for further analysis and provided support for the factorisation (Table 5.44).

Table 5.45 below provides the details of each factor along with items contributing it with component loadings for each item.

Table 5.45 Rotated Component Matrix- Savings Pattern

Variables	Rotated Component Matrix[a]		
	Statement/ Indicators	Component	
		1	2
Saving potential	Financial plan for old age	.935	-.121
	Increase savings	.907	.207
	Better living standards in old age	.902	-.149
	Always save	.863	.348
Saving regularity	Save regularly	.049	.936
	Save 10% of monthly income	.024	.918
	Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization.		
	a. Rotation converged in 3 iterations.		

Source: Field Survey

5.7.7 Factor Name, Variance and Reliability Analysis of Savings Pattern

Explained Variance and reliability of rotated factors as obtained from the output of factor analysis (Table 5.46) shows adequate reliability for extracted factors

Table 5.46 Reliability Analysis- Savings Pattern

Factor	Variance	Reliability (Cronbach's Alpha)	Factor Name
1	54.295	0.924	Saving potential
2	31.998	0.864	Saving regularity

Source: Field Survey

Seven factors were extracted from factor analysis. The next step was to conduct a confirmatory factor analysis for the 'savings pattern' construct identified.

5.7.8 Confirmatory Factor Analysis (CFA) - Savings Pattern

The data were found free from missing values and outliers, and then CFA has been performed. The model fit indices and measurement model of savings pattern are given below:

Table5.47: Model fit Indices- Savings Pattern

Model fit	Values	
	Obtained	Recommended
CMIN/DF	**2.87**	**<5**
RMR	0.04	<0.05
GFI	0.910	>0.9
AGFI	0.908	>0.9
PGFI	0.901	>0.9
NFI	0.912	>0.9
RFI	0.911	>0.9
IFI	0.907	>0.9
TLI	0.909	>0.9
CFI	0.924	>0.9
RMSEA	0.04	<0.08

Source: Field Survey

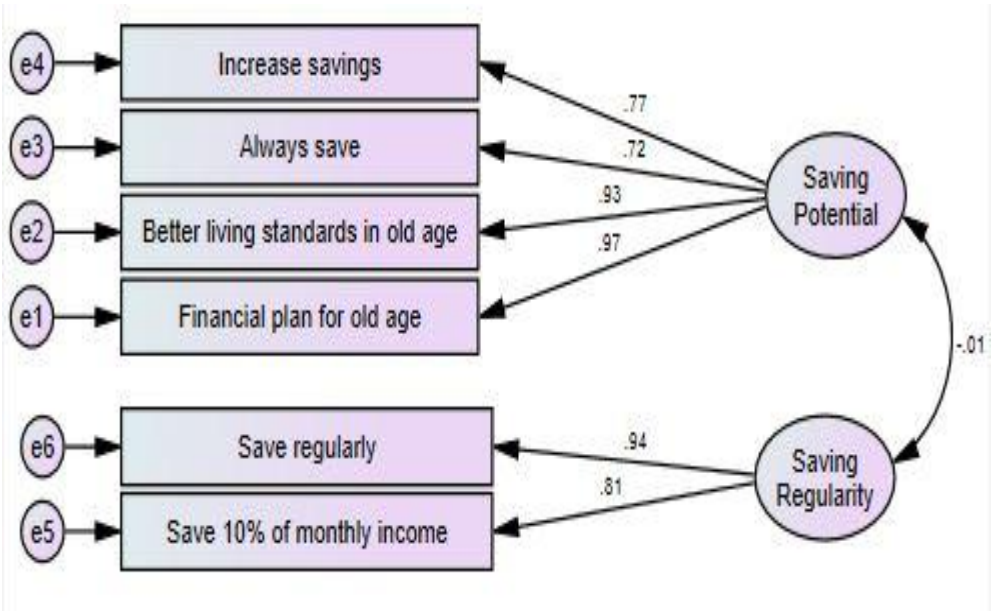

Fig: 5.4 Measurement model for 'savings pattern'.

The measurement model was found to be good fitting model with recommended indices as given in Table 4. All the paths shown in the model are significant as critical ratios were above 1.96.

5.7.9 Validation of the scale "Savings Pattern"

To ensure that the instrument developed to measure "savings pattern" was indeed measuring the construct, the goodness of measures was assessed by testing the validity of the instrument. Validation tests such as convergent and discriminant validity were conducted. The detailed analysis is given below.

Table 5.48: Factor loadings and p values for "Saving Pattern"

Indicators	**Estimate**	**p**
FP old <--- Saving potential	.973	<0.001
Living std old <--- Saving potential	.929	<0.001
Save always <--- Saving potential	.718	<0.001
Save increase <--- Saving potential	.772	<0.001
Save10 % <--- Saving regularity	.810	<0.001
Save regular <--- Saving regularity	.942	<0.001

Source: Field Survey

In the study, the factor loadings associated with the latent variables ranged between 0.71 and 0.97 as shown in Table 5.48 and hence it was reasonable to assume that the measurement model for the construct "savings pattern" has acceptable convergent validity.

Table 5.49: Average Variance Extracted and Inter construct correlation- Savings pattern

Factors	AVE	Correlation	
Saving potential	0.85	Saving potential ↔ Saving regularity	-.01
Saving regularity	0.88		

Source: Field Survey

None of the correlations among variables were above 0.85 (Table 5.49). The results suggested adequate discriminant validity of the measurement. In addition, to confirm discriminant validity, the inter construct correlation were calculated and compared with average variance extracted. All variance extracted (AVE) estimates were larger than the squared inter construct correlation estimates (Table 5.49). Therefore it was confirmed discriminant validity.

5.7.10 Normality Analysis – Savings Pattern

The normality analysis has been done firstly through One-Sample Kolmogrov-Smirnov Test and if there is no significant correlation among variables, normality is assumed through skewness and kurtosis.

Table 5.50: One-Sample Kolmogrov- Smirnov Test- Savings pattern

Variables	Statements/ Indicators	N	Mean	Std. Deviation
Saving regularity	Save regularly	600	2.09	.450
	Save 10% of monthly income	600	2.06	.482
Saving potential	Increase savings	600	2.44	.563
	Always save	600	2.46	.573
	Better living standards in old age	600	2.60	.491
	Financial plan for old age	600	2.55	.498

Source: Field Survey

Analysis for univariate normality done using Kolomogorov- Smirnov test with Lillefors significance correction revealed that none of the variables are normally distributed.

Table: 5.51: Skewness and Kurtosis- Savings pattern

Variables	Statements/ Indicators	N	Mean	Std. Deviation	Skewness		Kurtosis	
		Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Saving regularity	Save regularly	600	2.09	.450	.699	.100	1.797	.199
	Save 10% of monthly income	600	2.06	.482	.892	.100	1.580	.199
Saving potential	Increase savings(Savings potential)	600	2.44	.563	.524	.100	-.945	.199
	Always save	600	2.46	.573	.467	.100	-.935	.199
	Better living standards in old age	600	2.60	.491	-.402	.100	-.844	.199
	Financial plan for old age	600	2.55	.498	-.215	.100	-.960	.199

Source: Field Survey

In this study, all the variables belong to 'savings pattern' fall under the kurtosis value of 10 and skewness value of 3, inferring kurtosis and skewness were not problematic in this research. Hence, parametric test can be used.

2. The variation in the savings pattern was tested by the following hypotheses:

5.7.11 Hypothesis Testing- Savings Pattern

H_{4a} There exist significant difference between daily and contract workers with respect to savings pattern.

H_{4b} There exist significant difference between skilled and unskilled workers with respect to savings pattern.

H_{4c} There exist significant difference between the job category of workers with respect to savings pattern

H_{4d} There exist significant differences among experience group with respect to savings pattern.

H_{4e} There exist significant difference among the number of dependents category with respect to savings pattern.

H_{4f} ` There exist significant difference among the number of girl child category with respect to savings pattern.

H_{4g} There exist significant difference between married and un married workers with respect to savings pattern.

Table 5.52: t test for significant difference between the Daily and Contract Construction Workers with respect to Savings Pattern

Savings Pattern	Type of construction worker				t value	p value
	Daily		Contract			
	Mean	SD	Mean	SD		
Saving Regularity	4.00	.0000	4.16	0.93	4.06	<0.001**
Saving Potential	11.57	1.12	9.83	1.91	11.01	<0.001**

Source: Field Survey
Note: ** denotes significant @ 1% level

Since p value is less than 0.01, the null hypothesis is rejected at 1% level of significance with regarded to saving regularity and saving potential connected with the savings pattern. Hence there is significant difference between the daily and contract workers with respect to saving regularity and saving Potential connected with the savings pattern. Based on the mean score, the contract workers have better opinion on saving regularity. In case, based on mean score daily workers have better opinion on saving potential.

Table 5.53 t test for significant difference between the Skilled and Unskilled Construction Workers with respect to Savings Pattern

Savings Pattern	Type of construction worker				t value	p value
	Skilled		Unskilled			
	Mean	SD	Mean	SD		
Saving Regularity	4.44	1.41	3.98	0.23	4.56	<0.001**
Saving Potential	9.76	1.76	10.18	1.98	2.62	.009**

Source: Field Survey
Note: ** denotes significant @ 1% level

Since p value is less than 0.01, the null hypothesis is rejected at 1% level of significance with regarded to saving regularity and savings potential connected with

the savings pattern. Hence there is significant difference between the skilled and unskilled workers with respect to saving regularity and saving potential connected with the savings pattern. Based on the mean score, the skilled workers have better opinion on saving regularity. In case, based on mean score unskilled workers have better opinion on saving potential.

Table 5.54: ANOVA for significant difference among Job Category with respect to Savings Pattern

Savings Pattern	Job Category									
	Stone mason	Assistant shuttering	Plasterers	Bulldozer operator	Dumper operator	Helper Bar bender	Helper mason	Building construction	F-value	p-value
Saving Regularity	4.33^{bc}	4.00^{b}	7.66^{d}	7.67^{d}	2.33^{a}	3.94^{b}	4.57^{c}	3.98^{b}	114.92	<0.001**
Saving Potential	9.00^{bc}	9.50^{c}	8.00^{b}	14.00^{e}	6.00^{a}	9.44^{c}	12.34^{d}	10.18^{c}	26.48	<0.001**

Source: Field Survey

Note: 1. The value within bracket refers to SD
2. ** denotes significant @ 1% level
3. Different alphabet among job category denotes significant @ 5% level using Duncun Multiple Range Test (DMRT)

Since p value is less than 0.01, the null hypothesis is rejected at 1% level with regard to saving regularity and saving potential of the savings pattern; hence there is significant difference among the job category. Based on Duncun Multiple range Test (DMRT), dumper operator is significantly differs with all other job category, but there is no significant difference with stone mason, assistant shuttering carpenter, helper bar bender, helper mason and building construction labourers at 5% level with respect to saving regularity. In case, plasterer and bulldozer operator shows significant difference with all other job category with respect to saving regularity.

In case of saving potential, bulldozer operators and helper mason significantly differ from all other job category. The job category stone mason,

assistant shuttering carpenter, plasterer, helper bar bender, building construction labourers significantly differ from the job category dumper operator @ 5% level of significance.

Table 5.55: ANOVA for significant difference among Experience group with respect to Savings pattern

Savings Pattern	Experience(in years)					F-value	p-value
	1-2	3-5	6-10	11-15	Above 15		
Saving Regularity	3.99^{ab} (.08)	4.30^{c} (1.08)	4.26^{bc} (1.20)	3.95^{a} (.35)	4.07^{abc} (.26)	4.51	0.001**
Saving Potential	11.53^{c} (1.25)	10.31^{b} (1.88)	9.92^{b} (2.06)	8.54^{a} (.87)	8.48^{a} (.50)	60.33	<0.001**

Source: Field Survey

Note: 1. The value within bracket refers to SD
2. ** denotes significant @ 1% level
3. Different alphabet among experience group in years denotes significant @ 5% level using Duncun Multiple Range Test (DMRT)

Since p value is less than 0.01, the null hypothesis is rejected at 1% level with regard to saving regularity and saving potential of the savings pattern; hence there is significant difference among the experience group. Based on Duncun Multiple range Test (DMRT), the experience group of 1-2 years is significantly differs with the experience group of 3-5 years, but there is no significant difference with 6-10, 11-15 and above 15 years of experience group at 5% level with respect to saving regularity. In case of 3-5 years of experience group shows significant difference with 11-15 years.

In case of saving potential, the experience group of 1-2 years is significantly differ from all other group of experience (3-5,6-10,11-15 and above 15 years). The experience groups of 3-5 and 6-10 years are significantly differing from the groups of 11-15 and above 15 years @ 5% level of significance.

Table 5.56: ANOVA for significant difference among Number of dependents category with respect to Savings pattern

Savings Pattern	Dependent Numbers				F-value	p-value
	Below 3	3-4	4-5	Above 5		
Saving Regularity	4.25^{b} (1.07)	4.02^{ab} (0.67)	4.03^{ab} (0.55)	3.98^{a} (0.33)	4.13	0.006**
Saving Potential	10.37^{b} (1.83)	10.14^{b} (2.03)	9.98^{b} (1.95)	9.01^{a} (1.70)	14.71	<0.001**

Source: Field Survey

Note: 1. The value within bracket refers to SD
2. ** denotes significant @ 1% level
3. Different alphabet among number of dependents denotes significant @ 5% level using Duncun Multiple Range Test (DMRT)

Since p value is less than 0.01, the null hypothesis is rejected at 1% level with regard to saving regularity and saving potential connected with the savings pattern, hence there is significant difference among the number of dependents category. Based on Duncun Multiple range Test (DMRT), the number of dependents below 3 category, significantly differ with Above 5 category, but there is no significant difference with 3-4, 4-5 and above 5 number of dependents category at 5% level with respect to saving regularity

In case of saving potential, the number of dependents above 5 category significantly differ from all other categories @ 5% level of significance.

Table 5.57: ANOVA for significant difference among Number of Girl Child category with respect to Savings pattern

Savings Pattern	Number of Girl Child			F-value	p-value
	Below 1	1-2	Above 2		
Saving Regularity	4.15[a] (0.91)	4.04[a] (0.29)	4.05[a] (0.39)	0.48	0.619
Saving Potential	10.27[a] (1.89)	8.21[b] (0.84)	8.00[b] (0.00)	40.85	<0.001**

Source: Field Survey

Note: 1. The value within bracket refers to SD
2. ** denotes significant @ 1% level
3. Different alphabet among number of girl child denotes significant @ 5% level using Duncun Multiple Range Test (DMRT)

Since p value is less than 0.01, the null hypothesis is rejected at 1% level with regard to saving potential connected with the savings pattern, hence there is significant difference among the workers having girl child category. Based on Duncun Multiple range Test (DMRT), the number of girl child below 1 category, significantly differ with 1-2 and Above 2 category at 5% level with respect to saving potential.

Table 5.58: t test for significant difference between the Married and Un married Construction Workers with respect to Savings Pattern

Savings Pattern	Type of construction worker				t value	p value
	Married		Unmarried			
	Mean	SD	Mean	SD		
Saving Regularity	4.08	0.66	4.26	1.17	2.01	.045*
Saving Potential	10.92	1.61	8.27	1.08	23.84	<0.001**

Source: Field Survey

Note: ** denotes significant @ 1% level
* denotes significant @ 5% level

Since p value is less than 0.01, the null hypothesis is rejected at 1% level of significance with regarded to saving potential connected with the savings pattern. Hence there is significant difference between the married and unmarried workers with respect to saving potential connected with the savings pattern. Based on the mean score, the married workers have better opinion on saving potential.

Since p-value is less than 0.05, the null hypothesis is rejected at 5% level with regarded to saving regularity. Hence there is significant difference between married and unmarried workers with respect to saving regularity. Based on mean score (Married-4.08, Unmarried-4.26) the workers opinion on saving regularity is as far as same.

In order to find out the influence of income on savings pattern, the third research objective; the researcher used the following structural equation model.

5.7.12 Hypothesis Testing – Influence of Income on Savings Pattern

H_{5a} There exist significant influence of income on savings pattern of migrant labourers.

5.7.13 Structural Equation Model

Before moving on to the structural model analysis, it is necessary to understand the structural model path diagram. SEM is actually the graphical equivalent of its mathematical representation whereby a set of equations relates dependent variables to their explanatory variables.

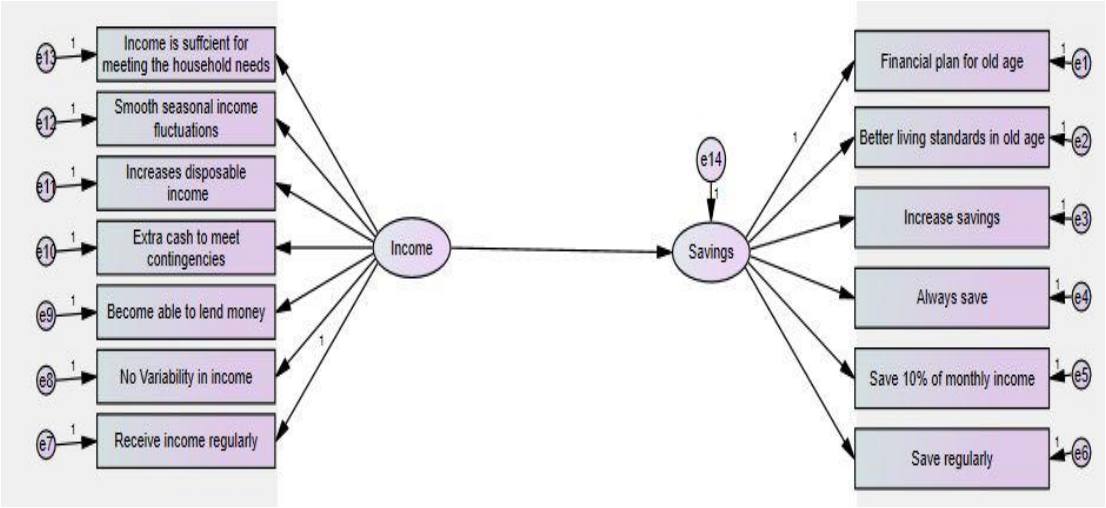

Fig 5.5: Hypothesized model for the Study

In reviewing the model presented in figure 5.5, it can be seen that there are 2 unobserved latent factors and 13 observed variables. These 13 observed variables function as indicators of their respective underlying latent factors and each observed variable is associated with an error term (i.e. e1 – e14). Errors associated with observed variables represent measurement error, which reflects on their adequacy in measuring the related underlying factors.

Certain symbols are used in path diagrams to denote hypothesized processes involving the entire system of variables. In particular, one-way arrows represent structural regression coefficients and thus indicate the impact of one variable on another. In the figure 5.5, for example, the unidirectional arrow pointing toward the endogenous factor 'savings' implies that the exogenous factor 'income' causes 'savings'.

Likewise the seven unidirectional arrows leading from 'income' to each of the seven observed variables; suggest that these score values are each influenced by their respective underlying factors. The six unidirectional arrows leading from 'savings' to each of the six observed variables; suggest that these score values are each influenced by their respective underlying factors. As such these path coefficients represent the magnitude of expected change in the observed variables for every change in the related latent variable (or factor).

The one-way arrows pointing from the enclosed error terms (e1 – e13) indicate the impact of measurement error on the observed variables, and from the residual (e14), the impact of error in the prediction of 'savings'.

5.7.14 Testing of structural Model

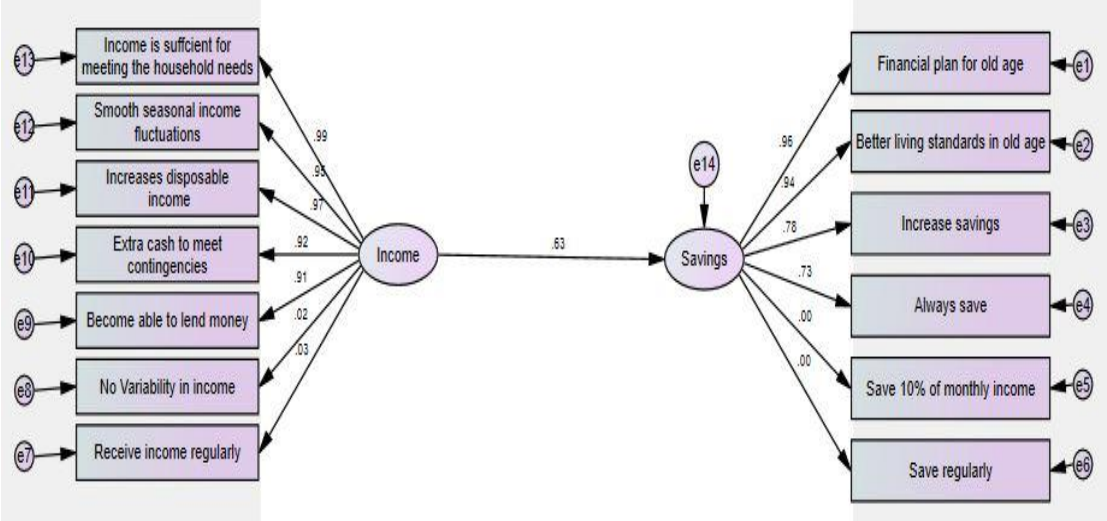

Fig 5.6: Testing of hypothesized model

Table 5.59:Model Fit Indices – SEM model

Fit Indices	RMR	GFI	AGFI	PGFI	NFI	RFI	IFI	TLI	CFI	RMSEA
Obtained	.006	.921	.907	.898	.911	.907	.901	.904	.915	.041
Recommended	<.05	>.9	>.9	>.9	>.9	>.9	>.9	>.9	>.9	<.05

Source: Field Survey

The results shown in the table 5.59 provide a quick overview of the model fit. Goodness of Fit Index (GFI) obtained is 0.921 as against the recommended value of above 0.90, The Adjusted Goodness of Fit Index (AGFI) is 0.907 as against the recommended value of above 0.90 as well. The Normed Fit Index (NFI), Relative Fit Index (RFI), Comparative Fit Index (CFI), Tucker Lewis Index (TLI) are 0.911, 0.907, 0.915, 0.904 respectively as against the recommended level of above 0.90.

RMSEA is 0.041 and is well below the recommended limit of 0.05, and Root Mean Square Residual (RMR) is also well below the recommended limit of 0.02 at 0.006. This can be interpreted as meaning that the model explains the correlation to within an average error of 0.006 (Bentler, 1990). Hence the model shows an overall acceptable fit.

By analysing the path diagram (Figure 5.6), the beta coefficient value is 0.63, p value is less than 0.001, the nature of relationship is positive. Hence, the null hypothesis rejected, implying that there exist significant positive relationship between income and savings. It is concluded that every one unit change in income would results 0.63 unit increase in savings.

5.8 Remittance Pattern

In order to find out the magnitude of remittance and its use in home place, the researcher divided the fourth research objective in to two:

1. Variation in magnitude of remittance among the age groups.

2. The descriptive analysis of use of remittance by the respondents.

The variation in remittance pattern was tested by the following hypothesis

5.8.1 Hypothesis Testing – Remittance Pattern

H_{6a} There exist significant difference among age group of the respondents with respect to the magnitude of remittance.

Table 5.60 ANOVA for significant difference among age group of the respondents with respect to amount of remittance.

Age group	Remittance (in Rs.)	F-value	p-value
15-25	8426.67[a] (1325.57)	26.09	0.000**
26-35	8991.46[a] (1727.44)		
36 and above	10736.84[b] (1521.77)		

Source: Field Survey

Note: 1. The value within bracket refers to SD
2. ** denotes significant @ 1% level
3. Different alphabet among age group in years denotes significant @ 5% level using Duncun Multiple Range Test (DMRT)

Since p value is less than 0.01, the null hypothesis is rejected at 1% level with regard to amount of remittance connected with the age group of the respondents, hence there is significant difference among the workers in different age category. Based on Duncun Multiple range Test (DMRT), the age category 36 and above, significantly differ with 15-25 and 26-35 age category at 5% level with respect to amount of remittance.

5.8.2 Descriptive Analysis of Uses of Remittance

This part describes in what ways the respondents and their family used the remittance in the native place and how far the remittance helps to mitigate the economic situation of the respondents and their family members.

Table 5.61: Uses of Remittance

Sl. No.	Particulars	Used
1.	Daily consumption needs	600 (100.0)
2.	Pay for education/training of household members	529 (88.2)
3.	Repayment of debt	411 (68.5)
4.	Purchase of land	6 (1.0)
5.	Finance marriage, ceremony	488 (81.3)
6.	Construction/ renovation of house	570 (95.0)
7.	Money lending (other than mortgage in land)	6 (1.0)
8.	Working capital for farming	143 (23.8)
9.	Purchase of small(agricultural implements, pump set and equipments)	137 (22.8)
10.	Capital expenditure on land improvement (terracing, bunding, irrigation etc.)	137 (22.8)
11.	Medical expenditure	522 (87.0)
12.	Bank Deposit	538 (89.6)

Source: Field Survey

Note: Figures in parentheses indicate percentage to total of respective categories.

The remittances are mainly used for the purpose of daily consumption (100%), 88.2 percent people used for education of their children or siblings and 68.5 percent person used the remittance for repayment of loan. Only one percentage used their remittance to purchase land. 81 percent migrants reported that their remittance

used for finance to marriage. 95 percent of the migrants reported that they used the remittance to construction or renovation of the house. Only one percent used remittance for money lending purpose. 23.8 percent migrants used the remittance to working capital for farming. 22.8% used remittance for purchasing small agricultural implements. 22.8% used the remittance for capital expenditure on land improvement. 87 % used remittance for medical expense. 89.6 % persons used the remittance for bank deposit.

5.8.3 Remittance Role in Mitigating Economic Situation

In order to analyse whether the remittance helps to mitigate economic situation, the fifth research objective; the researcher used the following descriptive analysis: the possession of consumer durables and vehicles, housing quality, and housing facility of the migrants before and after migration.

Table 5.62: Possession of consumer durables and vehicles

Items	Before migration		After migration	
	Number	Percent	Number	Percent
Motor car	0	0	0	0
Motor cycle	6	1.0	36	6.0
Mobile phone ordinary	24	4.00	582	97.0
Smart phone	0	0	134	22.3
TV Black &White	6	1.0	0	0
TV Colour	0	0	145	24.2
Radio	39	6.	214	35.7
Water pump	72	12.0	72	12.0
Sewing machine	0	0	30	5.0
Refrigerator	0	0	0	0
Washing machine	0	0	0	0
Fan	6	1.0	255	42.5
Mixer grinder	0	0	0	0
Gas stove	0	0	18	3.0

Items	Before migration		After migration	
	Number	Percent	Number	Percent
Clock	0	0	6	1.0
Iron box	0	0	0	0
Stereo	0	0	0	0
Watch	0	0	24	4.0
Cycle	10	1,6	71	11.8
Sofa	0	0	0	0
Truck	0	0	0	0
Taxi	0	0	0	0

Source: Field Survey

The relation between possessions of consumer durables and vehicles before and after migration indicates the improvement in the economic situation of the labourers. Table 5.62 indicates that 97% of the migrants reported that they possess mobile phone after migration. Then 22.3 percent possess smart phone, 24.3 percent possess colour TV, 35.7 percent possess radio, 12 percent possess water pump, 5 percent sewing machine, 43 percent electric fan, 3 percent gas stove, and 11 percent wrist watch. This is an indicator of economic improvement.

Table 5.63 Housing Quality

Quality	Before migration		After migration	
	Number	Percent	Number	Percent
Very good	0	0	0	0
Good	6	1.0	84	14.0
Poor	458	76.3	493	82.3
Kutcha	107	17.8	72	12

Source: Field Survey

It is common observation that one of the first thing that a migrant does is to improve the quality of his housing. This is done in several ways: by making improvements or additions to the existing houses, purchase of buildings or building new houses. It is observed that out-migration to a lesser extent will contribute to

improve the quality of housing conditions of the migrant family. After migration 14 percent migrants reported their house has been turned to good quality. 82.3 percent reported that their house remain in poor quality. 12 percent of the migrants reported that their house remain very poor condition (kutcha)

Table 5.64: Housing Facilities

Facility	Before migration		After migration	
	Number	Percent	Number	Percent
Electrification	363	60.5	493	82.2
Toilets	394	65.7	517	86.2
Cooking fuel (LPG)	0	0	18	3.0

Source: Field Survey

Migration had its effect in not only in the quality of the overall house but also in the facilities in it. Here the researcher has taken three common items for analysis of impact of migration- electrification, toilet facility and cooking fuel. It is obtained that from 60.5 percent of the houses were already electrified and it increase to 82.2 percent after migration.

65.7 percent of the migrants reported that they have toilet facility in the household before migration; it has been increased to 86.2 percent after migration. It is obtained that there is no migrant family uses LPG as cooking fuel before migration. After migration only 3 percent turned to use LPG as cooking fuel.

5.9 Conclusion

The employment pattern reveals the activity in which the migrant labourers are engaged. It include the type of worker (daily, contract), their skill category i.e. skilled or unskilled and the work in which they are engaged. These work categories are analyzed with their socio-demographic-economic variables and with their work related variables; job security, job search, work intensity, working condition, social protection, employers care, job satisfaction, fair treatment in employment, opportunity for growth, autonomy and opportunity to use and develop human

capacity. The workers income, remittance and savings are analysed with their socio-demographic-economic variables. The workers expense, use of remittance, possession of consumer durables and vehicles, housing quality and housing facility are analysed for the workers as a whole in the present chapter.

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Chapter 6

ATTITUDE OF MIGRANT LABOURERS TOWARDS THE PRESENT SOCIAL ENVIRONMENT

Contents

6.1 Introduction

This chapter evaluates the attitude of the sample migrants with regard to the present social environment. The researcher intended to get the feedback of the migrants with regard to the present social environment, which includes the attitude towards cleanliness then attitude towards social interaction, which includes how they interact with their immediate society in which they are living in the destination place, then the migrants attitude towards family responsibility (Johnson,1999), that involves their attitude towards education and attitude towards women. It measures their attitude towards the education of girl child and attitude towards work status of mother and wife, which can improve the livelihood prospects of future generation (Hoddinott, 1994). Finally the attitude towards social status in the native place, by possessing more consumer durable and other producers goods and the ability to spend more in family ceremonies and also includes change in attire and home structure..

The affective components of attitudes reflect the positive feelings, sentiments and sensation aroused by the present social environment.eg: Like food pattern of natives.

The behavioral components of attitude comprise the action part, and that of cleanliness includes; bathing, hand washing, drinking boiled water etc., social interaction includes having friendship with natives, attend the festivals of natives etc., family responsibility behavioral pattern includes spending on education of children/ siblings especially girl child, supporting family though remittance and thus helps in mother and wife stay away from doing menial job, allowing mother or wife to engage in non-domestic work and by enhancing the view about women. Social status includes changing dressing pattern, change the structure of house by seeing more things due to migration and purchasing more consumer durables and other producers goods as a status symbol in the native place and changing consumption pattern and spending more on family ceremonies as a status symbol among friends and relatives.

The cognitive component consist of individuals whole information set knowledge, belief, opinion, perception and thought regarding present social environment, which he has matured during his own experience and interaction with environment. The cognitive component is important because it helps to determine the frame of reference with in which behavioral decisions are made. It represents an evaluation of benefits and deterrents associated with cleanliness, social interaction, family responsibility and social status (Ajzen, 2005).

The cognitive component of attitude towards present social environment predicts their related behavior like bathing, hand washing, drinking boiled water, family responsibility, social status and interaction with natives. It includes personal belief or moral obligation or responsibility to perform, or refuse to perform certain behavior. The performance of most of the behavior depends at least to some degree on non-motivational factors as availability of requisite opportunities and resources (Ajzen,1991).

The attitude of the sample migrants towards migration was measured with the help of a 5 point attitude scale having 16 statements related with the present social environment.

6.2 Exploratory Factor Analysis (EFA) - Attitude of Migrant Labourers towards the Present Social Environment

In order to identify the naturally occurring "attitude of migrant labourers towards the present social environment" all sixteen statements were subjected to a factor analysis.

Table 6.1 KMO and Bartlett's Test- Attitude of Migrant Labourers towards Present Social Environment

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.804
Bartlett's Test of Sphericity	Approx. Chi-Square	17638.744
	df	120
	Sig.	.000

Source: Field Survey

The Kaiser-Meyer-Olkin Measure of Sampling Adequacy was 0.804 and the Bartlett Test of Sphericity was significant ($p<0.001$) with a Chi Square value of 17638.744 with 120 degrees of freedom which was considered to be good for further analysis and provided support for the factorisation (Table 6.1).

Table 6.2 below provides the details of each factor along with items contributing it with component loadings for each item.

Table 6.2 Rotated Component Matrix- Attitude of Migrant Labourers towards Present Social Environment

Variables	Rotated Component Matrix[a]				
	Statements/ Indicators	Component			
		1	2	3	4
Attitude towards cleanliness	Clean hand with soap-Toilet	.957			
	bath	.948			
	Clean hand with soap before-food	.948			
	Clean hand with soap after-food	.938			
	Drink boiled water	.932			
Attitude towards family responsibility	Like mother/ wife working in non domestic work		.963		
	Able to spend on the education of girl child		.961		
	Mother/ wife- stopped working on menial job		.953		
	Able to spend more on education		.933		
Attitude towards social status	Change in social status in native place			.914	
	Change house structure			.910	
	Change dressing pattern			.845	
	Change in SS among friends and relatives			.799	

Variables	Rotated Component Matrix[a]				
	Statements/ Indicators	Component			
		1	2	3	4
Attitude towards social interaction	Attend festivals of native				.966
	Having friends among natives				.966
	Like food pattern of natives				.963
	Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization.				
	a. Rotation converged in 5 iterations.				

Source: Field Survey

6.3 Factor Name, Variance and Reliability Analysis – Attitude Migrant Labourers towards Present Social Environment

Explained Variance and reliability of rotated factors as obtained from the output of factor analysis (Table 6.3) shows adequate reliability for extracted factors.

Table 6.3 Reliability Analysis- Attitude towards Present Social Environment

Factor	Variance	Reliability (Cronbach's Alpha)	Factor Name
1	29.890	0.982	Attitude towards cleanliness
2	23.910	0.990	Attitude towards education and woman
3	18.902	0.881	Attitude towards social change
4	18.486	0.993	Attitude towards natives

Source: Field Survey

Four factors were extracted from factor analysis. The next step was to conduct a confirmatory factor analysis for the 'attitude of migrant labourers towards present social environment' construct identified.

6.4 Confirmatory Factor Analysis (CFA) - Attitude of Migrant Labourers towards Present Social Environment

The data were found free from missing values and outliers, and then has been performed by the researcher. The measurement model and model fit indices are given below:

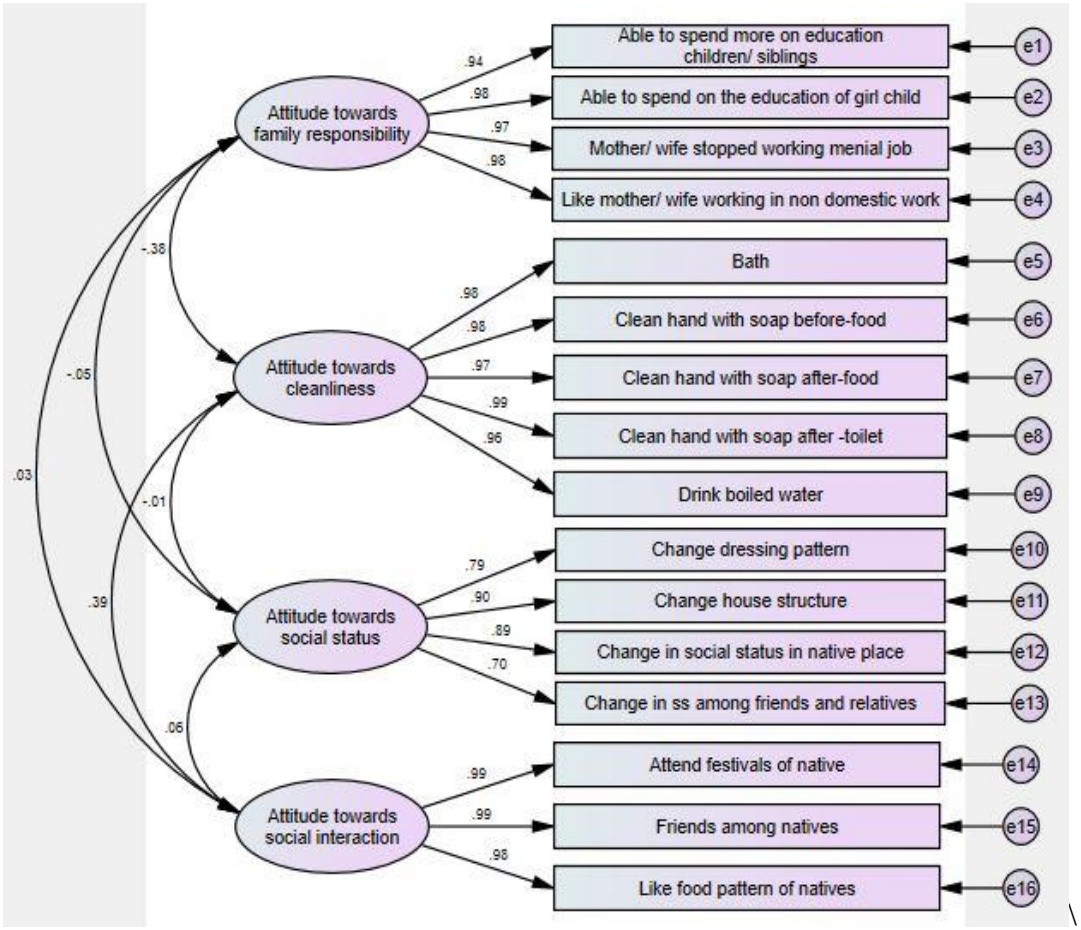

Fig 6.1: **Measurement model for attitude of migrant labourers towards present social environment**

Table 6.4: Model fit Indices - Attitude of migrant labourers towards present social environment

Model fit	Values	
	Obtained	**Recommended**
CMIN/DF	**0.228**	**<5**
RMR	0.131	<0.05
GFI	0.898	>0.9
AGFI	0.906	>0.9
PGFI	0.902	>0.9
NFI	0.909	>0.9
RFI	0.911	>0.9
IFI	0.913	>0.9
TLI	0.920	>0.9
CFI	0.920	>0.9
RMSEA	0.05	<0.08

Source: Field Survey

The measurement model was found to be good fitting model with recommended indices as given in Table 6.4. All the paths shown in the model are significant as critical ratios were above 1.96.

6.5 Validation of the scale "attitude of migrant labourers towards present social environment"

To ensure that the instrument developed to measure "attitude of migrant labourers towards present social environment" was indeed measuring the construct, the goodness of measures was assessed by testing the validity of the instrument. Validation tests such as convergent and discriminant validity were conducted. The detailed analysis is given below.

Table 6.5 Factor loadings and p values for "attitude of migrant labourers towards present social environment"

Indicators	Estimate	P
Spend Ed<---Attitude towards education and woman	.942	<0.001
Spend G Ed<--- Attitude towards education and woman	.981	<0.001
Stop menial<--- Attitude towards education and woman	.965	<0.001
Like non domestic<--- Attitude towards education and woman	.975	<0.001
Bath<--- Attitude towards cleanliness	.985	<0.001
Clean BF food<--- Attitude towards cleanliness	.978	<0.001
Clean AF food<--- Attitude towards cleanliness	.970	<0.001
Clean AF Toilet<--- Attitude towards cleanliness	.986	<0.001
Drink boiled<--- Attitude towards cleanliness	.958	<0.001
Change DRP<--- Attitude towards social change	.788	<0.001
Change HS Stru <--- Attitude towards social change	.901	<0.001
Change SS Nativ<--- Attitude towards social change	.895	<0.001
Change SS Fr<--- Attitude towards social change	.704	<0.001
Attend Na FEs<--- Attitude towards natives	.992	<0.001
Friend Native<--- Attitude towards natives	.991	<0.001
Like food<--- Attitude towards natives	.984	<0.001

Source: Field Survey

In the study, the factor loadings associated with the latent variables ranged between 0.704 and 0.992 as shown in Table 6.5 and hence it was reasonable to assume that the measurement model for the construct "attitude of migrant labourers towards present social environment" has acceptable convergent validity.

Table 6.6: Average Variance Extracted and Inter Construct Correlation-Attitude of Migrant Labourers towards Present Social Environment

Factors	AVE	Correlation	
Attitude towards family responsibility	0.97	Attitude towards education and women<--> Attitude towards cleanliness	-.381
Attitude towards cleanliness	0.98	Attitude towards education and women <--> Attitude towards social change	-.050
Attitude towards social change	0.82	Attitude towards education and women<--> Attitude towards natives	.027
Attitude towards natives	0.99	Attitude towards cleanliness<--> Attitude towards social change	-.014
		Attitude towards cleanliness <--> Attitude towards natives	.391
		Attitude towards social change<--> Attitude towards natives	.056

Source: Field Survey

Discriminant validity was confirmed by examining correlations among the constructs. As a rule of thumb, a 0.85 correlation or higher indicates poor discriminant validity in structural equation modeling. None of the correlations among variables were above 0.85 (Table 6.6). The results suggested adequate discriminant validity of the measurement. In addition, to confirm discriminant validity, the inter construct correlation were calculated and compared with average variance extracted. All Average variance extracted (AVE) estimates were larger than

the squared inter construct correlation estimates (Table 6.6). Therefore it was confirmed discriminant validity.

6.6 Normality Analysis of Attitude of Migrant Labourers towards Present Social Environment

The normality analysis has been done firstly through One-Sample Kolmogrov-Smirnov Test and if there is no significant correlation among variables, then skewness and kurtosis are used.

Table 6.7: One-Sample Kolmogrov- Smirnov Test- Attitude of Migrant Labourers towards Present Social Environment

Variables	Statements/Indicators	N	Mean	Std. Deviation	Sig.
Attitude towards family responsibility	Able to spend more on education	600	4.09	.650	0.000
	Able to spend on the education of girl child	600	4.10	.641	0.000
	Stopped working menial job	600	4.09	.659	0.000
	Like mother/ wife working in non domestic work	600	4.10	.642	0.000
Attitude towards cleanliness	Bath	600	2.90	.459	0.000
	Clean hand with soap before-food	600	2.91	.460	0.000
	Clean hand with soap after-food	600	2.90	.462	0.000
	Clean hand with soap- After Toilet	600	2.91	.460	0.000
	Drink boiled water	600	2.90	.467	0.000
Attitude towards social status	Change dressing pattern	600	3.98	.223	0.000
	Change house structure	600	3.98	.191	0.000
	Change in social status in native place	600	3.98	.173	0.000
	Change in SS among friends and relatives	600	3.98	.226	0.000
Attitude towards social interaction	Attend festivals of native	600	3.15	.965	0.000
	Friends among natives	600	3.14	.962	0.000
	Like food pattern of natives	600	3.14	.965	0.000

Source: Field Survey

Analysis for univariate normality done using Kolomogorov- Smirnov test with Lillefors significance correction revealed that none of the variables are normally distributed.

To assume normality, skewness and kurtosis are commonly used by the statisticians. Skewness refers to the symmetry of a distribution whereas kurtosis relates to the peakedness of a distribution. A distribution is said to be normal when the values of skewness and kurtosis are equal to zero. However, there are few clear guidelines about how much non-normality is problematic. It is suggested that absolute values of univariate skewness indices greater than 3.0 seem to describe extremely skewed data sets. Regarding kurtosis, there appears that kurtosis index greater than 10.0 may suggest a problem (Kline, 2011).

Table 6.8: Skewness and Kurtosis- Attitude of Migrant Labourers towards Present Social Environment

Statement/Indicators	N	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Able to spend more on education	600	4.09	.650	-.273	.100	.250	.199
Able to spend on the education of girl child	600	4.10	.641	-.127	.100	-.445	.199
Stopped working menial job	600	4.09	.659	-.310	.100	.273	.199
Like mother/ wife working in non domestic work	600	4.10	.642	-.132	.100	-.451	.199
Bath	600	2.90	.459	-.375	.100	.396	.199
Clean hand with soap before-food	600	2.91	.460	-.344	.100	1.422	.199
Clean hand with soap after-food	600	2.90	.462	-.356	.100	.337	.199
Clean hand with soap- After-Toilet	600	2.91	.460	-.344	.100	.422	.199
Drink boiled water	600	2.90	.467	-.435	.100	.584	.199
Change dressing pattern	600	3.98	.223	-.014	.100	.499	.199

Statement/Indicators	N	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Change house structure	600	3.98	.091	-1.844	.100	.204	.199
Change in social status in native place	600	3.98	.173	-1.795	.100	.950	.199
Change in SS among friends and relatives	600	3.98	.226	-1.664	.100	.741	.199
Attend festivals of native	600	3.15	.565	-.300	.100	-.816	.199
Friends among natives	600	3.14	.362	-.288	.100	-.529	.199
Like food pattern of natives	600	3.14	.465	-.290	.100	-.820	.199

Source: Field Survey

In this study, all the variables fall under the kurtosis value of 10 and skewness value of 3, inferring kurtosis and skewness were not problematic in this research (Kline, 2011). Hence, parametric test can be used.

6.7 Hypothesis Testing

The attitude of migrants towards the present social environment were studied by taking the socio-economic-demographic variables such as age, religion, education, marital status, size of the family, family type, employment status before migration. The significant difference between these socio-economic-demographic variables and the attitude of the migrant labourers are analysed with the help of independent sample t-test and one way ANOVA as under:

1. H_7: There is significant difference in the attitude of migrant labourers towards the present social environment across the socio-economic-demographic groups.

H_{7a}: There exist significant difference among the age category of the migrant labourers regarding the attitude towards the present social environment.

H_{7b}: There exist significant difference among the religion category of the migrant labourers regarding the attitude towards the present social environment.

H_{7c}: There exist significant difference among the community category of the migrant labourers regarding the attitude towards the present social environment.

H_{7d}: There exist significant difference among the education category of the migrant labourers regarding the attitude towards the present social environment.

H_{7e}: There exist significant difference among the marital status category of the migrant labourers regarding the attitude towards the present social environment.

H_{7f}: There exist significant difference among the family size category of the migrant labourers regarding the attitude towards the present social environment.

H_{7g}: There exist significant difference among the type of family category of the migrant labourers regarding the attitude towards the present social environment.

H_{7h}: There exist significant difference among the employment status before migration category of the migrant labourers regarding the attitude towards the present social environment.

Table 6.9 ANOVA for significant difference among the age category of the migrant labourers with respect to the attitude towards the present social environment.

Attitude towards the present social environment	Age Category			F-value	p-value
	15-25	26-35	Above 35		
Attitude towards cleanliness	12.07[a] (0.93)	12.43[a] (2.83)	15.00[b] (3.31)	17.50	<0.001**
Attitude towards social interaction	10.72[a] (1.56)	9.17[b] (1.75)	11.52[c] (0.51)	73.06	<0.001**

Attitude towards the present social environment	Age Category			F-value	p-value
	15-25	26-35	Above 35		
Attitude towards family responsibility	16.55[a] (0.73)	17.01[a] (1.82)	17.95[b] (1.84)	14.62	<0.001**
Attitude towards social status	15.68[b] (1.01)	14.27[a] (1.87)	16.00[b] (0.00)	73.06	<0.001**

Source: Field Survey

Note: 1. The value within bracket refers to SD
2. ** denotes significant @ 1% level
3. Different alphabet among age category denotes significant @ 5% level using Duncun Multiple Range Test (DMRT)

Since p value is less than 0.01, the null hypothesis is rejected at 1% level with regard to attitude towards cleanliness, attitude towards social interaction, attitude towards family responsibility and attitude towards social status involved in the attitude towards the present social environment, hence there is significant difference among the workers age category. Based on Duncun Multiple range Test (DMRT), in the case of both attitude towards cleanliness and attitude towards family responsibility the age group of 15-25 and 26-35 are significantly differ with regarded to the age group of above 35 @ 5% level of significance. All three age group are significantly differing with each other in respect of attitude towards social interaction. The age group of 26-35 is significantly differ with 15-25 and above 35 with regarded to attitude towards social status @ 5% level.

Table 6.10 t test for significant difference between the religion category of the migrant labourers with respect to attitude towards the present social environment

Attitude towards the present social environment	Religion				t value	p value
	Hindu		Non-Hindu			
	Mean	SD	Mean	SD		
Attitude towards cleanliness	12.06	1.84	13.89	3.18	5.21	<0.001**

Attitude towards the present social environment	Religion				t value	p value
	Hindu		Non-Hindu			
	Mean	SD	Mean	SD		
Attitude towards social interaction	10.24	1.81	8.72	1.29	9.50	<0.001**
Attitude towards family responsibility	16.87	1.35	16.45	1.72	2.18	.031*
Attitude towards social status	15.00	1.69	15.17	1.24	1.09	.277

Source: Field Survey

Note: 1. The value within bracket refers to SD
2. ** denotes significant @ 1% level
3. * denotes significant @ 5% level

Since p value is less than 0.01, the null hypothesis is rejected at 1% level of significance with regarded to attitude towards cleanliness and attitude towards social interaction connected with the attitude towards present social environment. Hence there is significant difference between the Hindu and Non-Hindu workers with respect to attitude towards cleanliness and attitude towards social interaction connected with the attitude towards present social environment. Based on the mean score, the Hindu workers have better opinion on attitude towards social interaction and Non-Hindu workers have better attitude towards cleanliness.

Since p-value is less than 0.05, the null hypothesis is rejected at 5% level with regarded to attitude towards family responsibility. Hence there is significant difference between Hindu and Non-Hindu workers with respect to attitude towards present social environment. Based on mean score (Hindu-16.87, Non-Hindu-16.45) Hindu workers have better opinion on family responsibility than the Non-Hindu workers.

There is no significant difference between the Hindu and Non-Hindu workers with respect to attitude towards present social environment, since p-value is greater than 0.05.

Table 6.11: ANOVA for significant difference among the community category of the migrant labourers with respect to attitude towards the present social environment

Attitude towards the present social environment	Community				F-value	p-value
	FC	BC	SC	ST		
Attitude towards cleanliness	16.01[b] (0.21)	16.02[b] (1.05)	15.45[ab] (1.83)	14.49[a] (2.87)	15.21	<0.001**
Attitude towards social interaction	14.20[a] (0.10)	15.63[b] (1.94)	15.64[b] (1.51)	16.47[b] (2.08)	12.12	<0.001**
Attitude towards family responsibility	19.00[a] (0.00)	20.73[bc] (2.24)	20.44[b] (1.72)	21.54[c] (1.10)	22.43	<0.001**
Attitude towards social status	28.10[b] (0.75)	27.95[b] (0.21)	26.92[ab] (3.87)	24.78[a] (6.16)	15.74	<0.001**

Source: Field Survey

Note: 1. The value within bracket refers to SD
2. ** denotes significant @ 1% level
3. Different alphabet among community denotes significant @ 5% level using Duncun Multiple Range Test (DMRT)

Since p value is less than 0.01, the null hypothesis is rejected at 1% level with regard to attitude towards cleanliness, attitude towards social interaction, attitude towards family responsibility and attitude towards social status involved in the attitude towards present social environment, hence there is significant difference among the workers with respect to community. Based on Duncun Multiple range Test (DMRT), in the case of attitude towards cleanliness ST community differs @ 5% level with all other community. In case of Attitude towards social interaction all the three communities significantly differs with FC @ 5% level. On the other hand in case of attitude towards family responsibility FC significantly differ with all other communities @5% level. Regarding the Attitude towards social status ST significantly differs with all others @ 5% level.

Table 6.12 ANOVA for significant difference among education category of the migrant labourers with respect to attitude towards the present social environment.

Attitude towards the present social environment	Education category			F-value	p-value
	Illiterate	Primary	Secondary and above		
Attitude towards cleanliness	12.50^{ab} (3.12)	12.13^{a} (1.24)	12.94^{c} (3.04)	5.00	.007**
Attitude towards social interaction	8.93^{a} (1.39)	10.50^{c} (1.70)	10.05^{b} (2.18)	47.73	<0.001**
Attitude towards family responsibility	17.24^{b} (1.77)	16.61^{a} (1.04)	16.86^{a} (2.07)	11.42	<0.001**
Attitude towards social status	13.94^{a} (1.77)	15.67^{c} (1.04)	14.29^{b} (2.07)	94.57	<0.001**

Source: Field Survey

Note: 1. The value within bracket refers to SD
2. ** denotes significant @ 1% level
3. Different alphabet among education category denotes significant @ 5% level using Duncun Multiple Range Test (DMRT)

Since p value is less than 0.01, the null hypothesis is rejected at 1% level with regard to attitude towards cleanliness, attitude towards social interaction, attitude towards family responsibility and attitude towards social status involved in the attitude towards present social environment, hence there is significant difference among the workers with respect to education category. Based on Duncun Multiple range Test (DMRT), in the case of attitude towards cleanliness both illiterate people and the workers who have primary education only significantly differs @ 5% level with the education category secondary and above. In case of attitude towards social interaction all the three education category significantly differs with each other @ 5% level. On the other hand in case of attitude towards family responsibility the education category illiterate significantly differ with both of the education category primary and secondary& above education category @5% level. Regarding the

attitude towards social status all the three education category significantly differs with each other @ 5% level.

Table 6.13 t test for significant difference between the marital status of the migrant labourers with respect to attitude towards the present social environment

Attitude towards the present social environment	Marital Status				t value	p value
	Unmarried		Married			
	Mean	SD	Mean	SD		
Attitude towards cleanliness	12.19	1.32	12.60	3.28	1.70	.089
Attitude towards social interaction	10.44	1.78	9.17	1.60	8.77	<0.001**
Attitude towards family responsibility	16.39	0.86	17.67	1.87	9.17	<0.001**
Attitude towards social status	15.73	0.90	13.61	1.84	15.24	<0.001**

Source: Field Survey

Note: 1. The value within bracket refers to SD
2. ** denotes significant @ 1% level
3. * denotes significant @ 5% level

Since p value is less than 0.01, the null hypothesis is rejected at 1% level of significance with regarded to attitude towards social interaction, attitude towards family responsibility and attitude towards social status connected with the attitude towards present social environment. Hence there is significant difference between the unmarried and married workers with respect to attitude towards social interaction, attitude towards family responsibility and attitude towards social status connected with the attitude towards present social environment. Based on the mean score, the unmarried workers have better opinion on attitude towards social interaction and attitude towards social status and married workers have better attitude towards family responsibility.

Table 6.14 ANOVA for significant difference among the family size of the migrant labourers with respect to attitude towards the present social environment

Attitude towards the present social environment	Family size			F-value	p-value
	Below 5	5-10	Above 10		
Attitude towards cleanliness	13.13[b] (2.51)	12.14[a] (2.21)	12.04[a] (1.50)	11.48	<0.001**
Attitude towards social interaction	9.52[a] (1.96)	10.01[b] (1.70)	10.05[c] (2.18)	9.98	<0.001**
Attitude towards family responsibility	16.15[a] (1.20)	16.95[b] (1.39)	17.10[b] (1.48)	19.64	<0.001**
Attitude towards social status	15.47[b] (1.07)	14.78[a] (1.75)	15.20[b] (1.65)	9.45	<0.001**

Source: Field Survey

Note: 1. The value within bracket refers to SD
2. ** denotes significant @ 1% level
3. Different alphabet among the family size denotes significant @ 5% level using Duncun Multiple Range Test (DMRT)

Since p value is less than 0.01, the null hypothesis is rejected at 1% level with regard to attitude towards cleanliness, attitude towards social interaction, attitude towards family responsibility and attitude towards social status involved in the attitude towards present social environment, hence there is significant difference among the workers on family size. Based on Duncun Multiple range Test (DMRT), in the case of attitude towards cleanliness the workers having family size below 5 significantly differs @5% level with the other two categories 5-10 and above 10. Regarding the attitude towards social interaction all the three categories significantly differs with each other @ 5% level. With respect to the attitude towards family responsibility the workers belonging to the below 5 family size category significantly differs with 5-10 and above 10 family size category @ 5% level. As per the attitude towards social status the workers belonging to 5-10 family size

categories significantly differ with the other two family size (Below 5 and Above 10) categories @ 5% level.

Table 6.15 t test for significant difference between the family type category of the migrant labourers with respect to attitude towards the present social environment

Attitude towards the present social environment	Family Type				t value	p value
	Joint		Nuclear			
	Mean	SD	Mean	SD		
Attitude towards cleanliness	12.14	1.54	12.62	2.88	2.36	.018*
Attitude towards social interaction	10.44	1.66	9.39	1.88	8.77	<0.001**
Attitude towards family responsibility	16.94	1.51	16.62	1.23	2.67	.008**
Attitude towards social status	15.33	1.47	14.56	1.75	5.57	<0.001**

Source: Field Survey

Note: 1. The value within bracket refers to SD
2. ** denotes significant @ 1% level
3. * denotes significant @ 5% level

Since p value is less than 0.01, the null hypothesis is rejected at 1% level of significance with regarded to attitude towards social interaction, attitude towards family responsibility and attitude towards social status connected with the attitude towards present social environment. Hence there is significant difference between workers those belongs to the joint and nuclear family with respect to attitude towards social interaction, attitude towards family responsibility and attitude towards social status connected with the attitude towards present social environment. Based on the mean score, the workers belonging to joint family have better opinion on attitude towards social interaction, attitude towards family responsibility and attitude towards social status.

Since p-value is less than 0.05, the null hypothesis is rejected at 5% level with regarded to attitude towards cleanliness. Hence there is significant difference

between the workers belonging to joint family and nuclear family with respect to attitude towards cleanliness. Based on mean score (Joint-12.14, Nuclear -12.62) workers belonging to nuclear family have better opinion on attitude towards cleanliness.

Table 6.16: ANOVA for significant difference among the different work status group before migration with respect to attitude towards the present social environment

Attitude towards the present social environment	Status before migration							
	Self-employed	Unpaid family worker	Agricultural Labour	Non Agricultural Labour	Unemployed	Student	F-value	p-value
Attitude towards cleanliness	11.50[a] (1.00)	16.00[b] (0.00)	12.33[a] (2.88)	12.43[a] (2.30)	12.48[a] (2.17)	11.80[a] (0.59)	5.36	<0.001**
Attitude towards social interaction	11.00[b] (2.00)	8.17[a] (0.33)	9.85[b] (1.63)	10.21[b] (1.64)	9.77[b] (2.03)	10.27[b] (1.88)	3.45	.004**
Attitude towards family responsibility	15.50[ab] (0.99)	15.00[a] (0.00)	17.83[d] (2.25)	16.79[c] (1.33)	16.62[c] (0.58)	16.34[bc] (0.89)	19.53	<0.001**
Attitude towards social status	15.10[ab] (1.89)	14.09[a] (0.23)	14.61[ab] (1.91)	15.41[b] (1.41)	14.45[ab] (1.72)	15.60[b] (1.19)	12.33	<0.001**

Source: Field Survey

Note: 1. The value within bracket refers to SD
2. ** denotes significant @ 1% level
3. Different alphabet among work status group denotes significant @ 5% level using Duncun Multiple Range Test (DMRT)

Since p value is less than 0.01, the null hypothesis is rejected at 1% level with regard to attitude towards cleanliness, attitude towards social interaction, attitude towards family responsibility and attitude towards social status involved in the attitude towards present social environment, hence there is significant difference among the workers status before migration. Based on Duncun Multiple range Test

(DMRT), in the case of attitude towards cleanliness and attitude towards social interaction the unpaid family worker significantly differ @5% level with all others, namely self employed, agricultural labour, non-agricultural labour, unemployed and students. In case of attitude towards family responsibility the agricultural labour significantly differ@ 5%level with self employed, unpaid family worker and all other three categories namely non-agricultural labour, unemployed and students @5% level of significance and the agricultural labourers have better mean score. In case of attitude towards social status unpaid family worker significantly differ with non-agricultural labour and students @ 5% level.

6.8 Conclusion

(Ajzen,1991) theory of planned behavior, a theory designed to predict and explain human behavior in specific context and it is the extension of theory of reasoned action. When people are doing activities like bathing, cleaning hand, spending on education of children especially girl child, allowing wife/ mother to work outside the home and by supporting family wife/ mother, thus they stopped doing menial job and keeping relationship with natives and having friendship with natives, participating the festivals of natives and by changing to the food pattern of natives, changing dressing pattern according to natives and having a status in native place all these may affect their social wellbeing, which in turn will enhance their wellbeing.

The behavior of a person in the present social environment depends up on the opportunities and resources and intends to perform the behavior. This implies the poor workers should perform the behavior according to the requirement of present social environment; otherwise it will lead to negative consequence for them. Thus this study assumes that the migrant's intention would be expected to influence their performance of certain behavior and if it relates with the requirement of present social environment, it will enhance the possibility of social wellbeing. There by leads to the livelihood improvement of those migrants.

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Chapter 7

SUMMARY, FINDINGS, SUGGESTIONS AND CONCLUSION

Contents

7.1 Introduction

Migration has become necessity to persons involved in it and their family members to improve their economic status. Thus the purpose of migration is basically economic. The economic benefits of the migrant household accrue primarily from the receipts of remittances. Depending up on the amount of remittance and their utilisation, the economic status of the household may improve, which get reflected in their consumption, health and educational status, ownership of property and income levels.

This chapter provides a summary of the research: firstly by receiving the major research aims and methodology used for the survey. Secondly the findings based on primary and secondary data are discussed. Thirdly the suggestions are formulated and finally scope for further research and conclusion.

7.2 Summary

Contemporary labour market in Kerala is filled with the migrant of labourers from the poor regions of the country. They perform almost all types of jobs in the state. They are willing to work more hours and lives in vulnerable condition in the 'Gods Own Country'. The 60 percent among them are engaged in the construction activities.

Studies on vulnerability and an estimation of domestic migrant labourers have been carried out earlier. No studies have been reported on the employment, income, savings pattern and the attitude of the migrant labourers towards the present social environment.

The research was carried out from the angle of the migrants, what the migrants are thinking about the reason for migration, their employment conditions, income, expenditure saving, remittance pattern and the utilization of the remittances in the home places, how much it helps in improving the economic conditions then finally to measure the attitude of the migrant labourers towards the present social environment.

This study specifically tries to answer few research questions, which are:

1. Who are the people migrating and why and how do they migrates?
2. Does migration actually lead to securing gainful employment?
3. Do the migrants get income commensurate with their skills?
4. Do they are able to save money?
5. Do they remit money to the native place and whether the money is used in productive way?
6. Do the migrants able to save money from the income generated?
7. Do the migrant labourers have different attitude towards present social environment?

After getting first hand information for these questions from the selected migrant population the result will be examined to know how much migration helped to improve the economic condition of the migrant labourers and how much it helped to alleviate poverty situation in the native place. It may help the government to frame certain policies to improve the livelihood aspect of the migrants who are the major work force in the state.

7.2.1 Objectives of the study

The study focuses on the employment, income and savings pattern of the migrant labourers who are working in the construction sector of Kerala; by analyzing their view on these aspects. The objectives of the study are:

1. To understand the determinants of migration
2. To identify the variation in employment, income and savings across the socio- economic groups.
3. To examine the magnitude of remittance and its use in home place.
4. To analyse whether the remittance helps to mitigate the economic situation.
5. To analyse the influence of income on savings pattern
6. To analyse the attitude of migrant labourers towards present social environment.

7.2.2 Significance of the study

The migrant labourers are engaged in almost all jobs which needs high physical activity and they earn higher wage than their counterparts in native states. But these labourers lively hood conditions are not at all better. Recent studies show the vulnerability condition of the migrant labourers and made their estimation. Through the present study the researcher made an attempt to study the employment, income savings pattern and the attitude of the migrant labourers towards present social environment. The outcome of the study will be beneficial to the government authorities to frame certain policy frame work to improve the lively hood aspects of the migrant labourers and manage the affairs of these labourers who are the present major work force of the State.

7.2.3 Methodology adopted for the study

First of all literature survey has been conducted in the area of theories on migration and different studies on migration. The literature survey helped design research frame work for research questions postulated for the study. Survey method was used for collecting primary data. An interview schedule was prepared for this purpose.

Samples of 600 labourers were selected for the study. A pilot study was conducted among 100 migrant building construction labourers for testing the appropriateness of research questions and the methods adopted. Simple category scale, multiple- choice single- response scale and simple rating scale are used for framing interview schedule.

The method used in the study is descriptive. Various statistical tools like Mean, Standard Deviation, Percentage and Frequencies, Chi-square test, Independent sample t test, One way ANOVA, Duncun Multiple Range Test (DMRT) for post hoc analysis, EFA,CFA,Correlation and SEM were used for analysis of the data.

7.2.4 Presentation of the thesis

The thesis has been presented in seven chapters. The first chapter gives an introduction to the study, statement of problem, objectives of the study, scope and significance, hypothesis, definition of concepts, methodology, data collection, scheme of chapterisation, and limitations of the study opted for the work.

The second chapter presents the review of relevant literature on migration theories and determinants of migration, socio-economic impact and migration, construction sector in India, human capital and attitude in livelihood improvement, and then research gap.

Third chapter presents a detailed description about the in-migration to the labour market of Kerala, the socio-economic perspective of Kerala and origin state of the in-migrant labourers, labour market in Kerala, the labour migration in Kerala-past at a glance, migrant labourers in Kerala, the implementation of legislation on migrant labour in Kerala.

Fourth chapter deals with the pre-migration scenario and determinants of migration to the construction labour market of Kerala. This chapter divided in to three sections. Section A deals with socio-economic-demographic back ground of the respondents, which caused to migration, Section B analyses process of migration and Section C provide the information regarding push and pull factors in migration.

Fifth chapter shows post migration scenario, analysis of data and its interpretation of respondent's perception on employment, income, expenditure, savings and remittance pattern.

Sixth chapter deals with analysis of data and its interpretation of respondent's attitude towards the present social environment.

The seventh chapter presents the summary, findings, suggestions and conclusion of the study.

7.3 Summary of Findings

In this section findings from the data analysis are presented. The aim of the study was to find out the employment, income, expenditure, savings and remittance pattern of the migrant labourers from their own view. The Findings of the survey are derived on the basis of analyses which were reported in the former chapter. The findings were based on the following variables.

Table 7.1: List of variables used in findings

Socio-Economic Factors	Socio-Demographic Factors	Determinants of migration	Employment Pattern	Income Pattern
1.Monthly income of the respondent before migration 2.Family size 3.Number of dependents 4.Number of earning members 5.Outstanding debt 6. Work status of family members 7.Household monthly income 8. Family type 9.Ownership of land 10.Ownership of house	1.Age 2.Education 3.Experience 4.Languages known 5.Community 6. Marital Status 7. Original state 8. Work status of the respondent before migration	1.Socio-Demographic-Economic Variables 2.Process of Migration 3.Push and Pull factors in Migration	1.Job Security 2.Job Search 3.Work Intensity 4.Safety 5.Social Protection 6. Employer's care 7. Job satisfaction 8. Fair treatment in employment 9. Opportunity for growth 10. Autonomy 11. Opportunity to use and develop human capacity	1.Income adequacy 2. Income Stability 3. Monthly income

Expenditure Pattern	Remittance Pattern	Savings pattern	Attitude towards various social levels
1.Remittance 2.Expenditure on Food & Accommodation 3.Food Consumption Pattern	1.Usesof Remittance 2.Possessionof Consumer Durables and Vehicles 3.Housing Quality 6. Housing Facilities	1.Saving Regularity 2.Saving potential 3. Mode of saving	1.Attitude towards cleanliness 2. Attitude towards social interaction 3. Attitude towards family responsibility 4.Attitude towards social status

7.3.1 Findings of Determinants of migration

To understand the determinants of migration is the first objective and it is analysed in three sections.

7.3.1.1 Section A - Socio-demographic-economic background of the respondents which caused to migration

The first section i.e. Section A deals with socio-demographic-economic background of the respondents which caused to migration, socio-demographic-economic factors associated with migration and socio-economic-demographic factors related with migration. The statistical tools like chi-square test and cross tabulation are used for the analysis purpose. The major research findings are given below:

1. It is observed that propensity to migrate increases in lower income groups in the migrant's state of origin.
2. It can be seen that 88 percent of the respondents have five and above family size. Family pressure is considered to be one of the determinants of migration.

3. It is obtained that 75 percent of the respondents have three and above dependents. High dependency ratio is considered to be one of the determinants of migration.

4. It is observed that most of the respondents belong to single or no earning member which reveals the low financial status of the respondents in their native place.

5. It is observed that 11.5 percent of the respondents are married and 88. 5 percent of the respondents are unmarried at the time of migration. The propensity of migration is higher among unmarried group.

6. It can be inferred that respondents belonging to SC/ST and OBC category tend to migrate more.

7. All across the categories of close relationships figured prominently in the not in labour force category, which includes attended to domestic activities and was also engaged in productive activities for household use, attended to house hold duties only and did not work owing to sickness.

8. The monthly income of the household reveals that 19 percent of the respondents belong to the family with no earning member and 35 percent of the respondents belongs to family having subsistence income

9. It was observed that majority (50 percent) of the migrant labourers are engaged in casual labour in the pre- migration stage and such jobs are highly temporary in nature and therefore contributed to job insecurity and low wages.

10. Among the age group of 11-15, a major portion; 85.7 percent were students or not in labour force before migration.

11. It is obtained that 32.7 percent of the respondents of the age group 16-20, were unemployed before migration.

12. There is no association between type of family and ownership of land in the origin state. This study failed to support hypothesis H_{1a}.

13. It can be seen that there are large scale migration from both joint and nuclear family.

14. There exist significant association between type of family and ownership of housing origin state. The study supports hypothesis H_{1b}.

15. The age group of 16-25 was predominant among the migrants, 82 percent belonged to this age group.

16. Out of 600 respondents, 26.83 percent were illiterate and 33.66 percent having primary school education. Only 5 percent have higher secondary qualification.

7.3.1.2 Section B - Process of migration

The second section in the determinants of migration is classified as Section B – process of migration. The major research findings are given below:

1. It is evident that 100 percent of the daily wage migrant labourers are came through friends and in case of contract workers 78 percent came through friends and 14 percent through family and remaining through single or group.

2. The younger persons are more likely to migrate than older population. Migration is selective of the working age population.

3. Majority of the migrant labourers knows mother tongue only (66.7 percent) came with their friends. Persons who came in single majority are multilingual.

4. Having family and friends already at the destination could reduce the stress associated with migration and significantly reduce language barrier in the destination.

5. There is an increase in the total number of migrants from the year category 1998-2004 to 2011-2016 as 54 to 319.

6. In the year category1998-2004, 94 percent of the migrants came through friends and the remaining through any of the family members or alone.

7. In the year category 2005-2010, 61.2 percent of the migrants came through friends, 25.1 percent persons came through any of the family member remaining 1.3 percent person came in groups and 12.3 percent came alone.

8. In the year category 2011-2016, 93.1 percent of the migrants came through friends, 5.6 percent through any of the family members and the remaining came through either in group or alone.

9. Migration occurs gradually over time. Once it starts, it develops momentum and migratory flows may increase even as wage differentials is narrow.

10. The labourers are mainly moving through friends or through any of the family members only a small portion is migrated in single or group.

11. Migration tends to follow geographic channels and low- moving- cost. The moving cost decreases with the number of migrants already settled in the destination

12. It can be seen that 100 percent of the labourers from Tamil Nadu came during the year 1998-2004 and 2005-2010. 91 percent of the migrant labourers in Kerala came from West Bengal, Orissa, Assam, Bihar and Jharkhand came during the periods 2005-2010 and 2011-2016.

13. The current wave of migration which gathered momentum during the early 1990s. It is new both in terms of quantity as well as source.

14. The migrant labourers living in labour camp where the accommodation provided by the employer's are 100 percent contract workers. The migrants living in temporary accommodation at construction sites are 92.2 percent contract workers. Majority of the daily workers live in the shared rented house.

15. It is derived that 100 percent of the migrants who came either through group, family and friends got their first job within days and 80 percent of the migrants came single got their first job within weeks. Kinship network reduces the risk of migrating.

16. There exist significant association between the marital status and frequency of visit to the native place by the migrant labourers.

17. The individuals with well established kinship- network at home will experience high psychological costs from leaving behind family and friends while they decide to migrate. It is obtained that among the unmarried migrants 73.3 percent visit their native place annually, 6 percent migrants visit their native place in every six months and remaining 20.7 percent visit their native place whenever there is a need.

18. Among the married migrants 65.3 percent visit their native place in every six months, 19.6 percent visit home annually and the remaining 15.1 percent visit their native place, whenever there is a need.

7.3.1.3 Section – C - Push and Pull Factors in Migration

This part analysed the determinants of migration through mean and standard deviation, and found out that lack of employment opportunity and low wages are the main reason for migration. On the other hand better employment opportunity and higher wages constituted the main reason for coming to Kerala, as it shows highest mean score in pull factors in migration.

7.3.2 Results of EFA

This part provides the details of Exploratory Factor Analysis results. The major results are given below:

1. The Kaiser-Meyer-Oklin values of push and pull factors, employment, income, savings and attitude towards present social environment are 0.670, 0.663, 0.810, 0.791, 0.678 and 0.804 respectively, showing statistical significance, supporting the factorability of the component matrix.

2. The result of EFA- push factors are divided into seven factors, classifying as lack of employment opportunity, agro-ecological conditions, land availability, low income, Indebtedness, social conflict and family conflict.

3. The result of EFA- pull factors are categorised into five factors, grouping as better employment opportunity, higher wages, nature of job, security of job and skill of work.

4. The EFA of employment pattern extracted eleven factors as growth opportunity, working condition, work intensity, fair treatment, job satisfaction, job search, social protection, ability utilisation, job security, autonomy and employer's care.

5. The result of EFA- income pattern extracted two factors and that include income adequacy and income stability.

6. The EFA of savings pattern extracted two factors and that include saving potential and saving regularity.

7. The EFA of attitude towards present social environment extracted four factors and that are attitude towards cleanliness, attitude towards family responsibility, attitude towards social status and attitude towards social interaction.

7.3.3 Results of CFA

This part provides the details of the results of CFA. The major results are given below:

1. CFA of push factor shows good model fit. It is observed that all the statements have significant effect on push factors. The statements are related to the negative factors which pull out the persons from their native place.

2. The result of CFA of pull factors shows a good level of model fit. It is observed that all statements have significant effect on pull factors. The statements are related to the positive factors, which attracted the migrants to the destination.

3. The value of fit indices for the employment pattern shows good model fit. It shows that all the statement have significant impact on employment pattern.

4. The result of CFA shows that the income pattern has a good level of model fit. All the statements have significant impact on income pattern, which is measured with income adequacy and income stability.

5. CFA of savings pattern shows a well fitting model. It is observed that all the statements have significant impact on savings pattern. The migrants were asked about their saving potential and saving regularity.

6. The correlation result shows that there is significant positive relationship between income and savings. Structural equation modeling shows the mathematical relationship between these variables and it is pointed out that one unit increase income will lead to 0.63 unit increase in savings.

7.3.4 Employment, income and savings pattern of migrant labourers in Kerala

The second objective is to identify the variation in employment, income and savings across the socio-economic and socio-demographic groups. The hypothesis testing has been done through independent sample t-test, one way ANOVA and Duncun Multiple Range Test for posthoc analysis. The summary of findings are given below:

7.3.4.1 Profile of the workers

1. It can be seen that 96 percent of the workers are in the age category 15-25, 88.2 percent of the workers are working as contract workers. 66 percent of the workers are unskilled workers remaining are skilled workers

2. It is observed that 48 percent of the migrants are availing medical facility from government hospitals.

3. It is obtained that 57 percent of the workers are holding voters ID as identity cared. 32.3 percent of the workers hold both Aadhar and voters ID as identity card.

4. It is obtained that 99 Percent of the migrant labourers reported that they are not aware about of the welfare schemes planned by Kerala government for

the migrant workers. 100 percent of the workers reported that they are unaware of the labour laws.

5. It is obtained that 98 percent of the respondents do not have any plan to settle in Kerala. Remaining 2 percent reported that they are undecided about settling in Kerala.

7.3.4.2 Employment Pattern

1. The t test shows that there is significant difference between the daily and contract workers with respect to job security, job search, working condition, social protection, employers care, job satisfaction, and opportunity for growth, autonomy, opportunity to use and develop human capacity that are connected with the employment pattern.
2. The result of the mean score indicate that the contract workers have better opinion on job security, working condition, social protection, opportunity to growth, autonomy and opportunity to use and develop human capacity.
3. The daily workers have better opinion on job search only. In the case of employer's care and job satisfaction daily and contract workers have same opinion.
4. It is observed that there is significant difference between daily and contract workers with respect to work intensity. According to mean score (daily-20.7465, contract-20.992) the workers opinion on work intensity is as far as same.
5. It is inferred that even though there is high work intensity for all workers, the labourers show better opinion in job satisfaction since the workers expected benefit at origin are very lower.
6. It is observed that there is no significant difference between the daily and contract workers with respect to fair treatment in employment.
7. It is found out that the contract workers have slight difference in the mean score regarding social protection comparing with daily workers as the

contract workers get certain group insurance and medical facility from the employer.

8. The result of ANOVA depicted that there is a significant difference among experience group with respect to employment pattern. According to Duncan Multiple Range Test (DMRT) the experience groups of 1-2 years significantly differ from experience group of 3-5, 6-10, 11-15 and above 15 years of experience group.

9. In case of job satisfaction, the experience group of 1-2 years significantly differ with all other group of experience (3-5, 6-10, 11-15 and above 15 years of experience).

10. Also in case of opportunity for growth and autonomy in the employment pattern the experience group of 1-2 and 3-5 years significantly differ from 6-10 and 11-15 years. These experience groups significantly differ from above 15years of experience group.

11. It is observed that there is no significant difference among experience group of 1-2 years, 3-5 years& 6-10 years with respect to opportunity to use and develop human capacity.

12. But these experience groups significantly differ from the groups of 11-15 & above 15 years of experience for the same variable.

13. The t-test shows that there is significant difference between the skilled and un skilled workers with respect to job security, working condition, social protection, employer's care, fair treatment in employment, opportunity for growth, autonomy, opportunity to use and develop human capacity that are connected with the employment pattern.

14. The mean score revealed that the skilled workers have better opinion on job security, working condition, social protection, employer's care, fair treatment in employment, opportunity to growth, autonomy and opportunity to use and develop human capacity.

15. Based on mean score (skilled-11.82, unskilled-11.04) the skilled workers have better opinion on social protection. But all the workers have least mean score on social protection.

16. ANOVA test shows that there is significant difference between the languages known by the workers with respect to job search, work intensity, employers care, fair treatment in employment, opportunity for growth, autonomy, opportunity to use and develop human capacity that are connected with the employment pattern.

17. The workers who knows mother tongue only have high mean score on job search and work intensity.

18. The workers who know multi- languages have better opinion on employers care, fair treatment, and opportunity to growth, autonomy, and opportunity to use & develop human capacity.

19. In case of autonomy there is significant difference among the workers those who coming under all the three languages known categories. The worker who knows multi-languages is better in case of autonomy.

20. There is no significant difference between the language known group with respect to job security, working condition, social protection and job satisfaction.

21. ANOVA test shows that there is significant difference between the community of the workers with respect to job security, job search, work intensity, working condition, social protection, employer's care, job satisfaction, and opportunity for growth, autonomy, and opportunity to use & develop human capacity that are connected with the employment pattern.

22. The workers who belong to Scheduled Caste and Scheduled Tribe community have lowest mean score on job security, working condition and social protection.

23. Regarding job search and work intensity workers belonging to Scheduled Tribe community have highest mean score.

24. It is obtained that with regard to employer's care and job satisfaction Forward Caste have lowest mean score, on the other hand relating to employer's care Backward caste have highest mean score.

25. It is obtained that with regard to opportunity to growth; autonomy and opportunity to use & develop human capacity, Backward Caste has better opinion.

26. Scheduled Tribe has least mean score regarding autonomy and opportunity to use & develop human capacity.

27. Forward Caste is significantly different from Backward Caste, Scheduled Caste and Scheduled Tribe with regard to job search, work intensity and employer's care.

28. In the case of job security and employer's care, the community category Scheduled Tribe, statistically differs from Backward Caste and Forward Caste.

29. In the case of job satisfaction, statistical difference has been found between Forward Caste and Scheduled Tribe.

30. It is obtained that there is no significant difference between the community category of workers with respect to fair treatment in employment.

7.3.4.3 Income Pattern

1. The analysis shows that there is significant difference between the daily and contract workers with respect to income adequacy connected with the income pattern.

2. The mean score revealed that the daily workers have better opinion on income adequacy.

3. There is no significant difference between the daily and contract workers with respect to income stability.

4. There is significant difference among experience group with respect to income adequacy.

5. As per the Duncan Multiple Range Test (DMRT), the experience group of 1-2 years significantly differs with the experience groups of 3-5 & 6-10 years at 5% level, with regard to income adequacy.

6. There is no significant difference among income stability with respect to experience group.

7. Average monthly income of the migrant construction labourers varies with their job category. Study reveals that high income earned by bulldozer operator followed by stone mason, assistant shuttering carpenter and stone mason. These job categories possess high skill and thus earn high monthly income. Average monthly income is highest (Rs.17333) for the bulldozer operator with standard deviation 1986.62.

8. The average monthly income of the migrants is Rs. 13220.02 with standard deviation Rs. 2454.94. Migration has increased the income of the migrant. Before migration majority of the migrants (85.7 percent) do not have any income. They are not in labour force before migration.

7.3.4.4 Expenditure Pattern

1. The study shows that major expense for the migrant labourers are incurring for food i.e. 74.68 percent, as per the mean score; then for rent of the house 9.62, for mobile phone recharging 7.08, and for pan etc. 3.51.

2. The average monthly expenditure of the migrants is Rs. 3603.33 with standard deviation Rs. 1453.94.

3. The consumption pattern of the labourers is at minimum level.

7.3.4.5 Savings Pattern

1. It is obtained that 15.8 percent of the respondents have account in commercial banks, 2.7 percent have bank account in the co-operative bank, which are generated though the construction companies they are working. The majority 81.5% do not have bank account. Here 18.5 percent persons reported that they have somewhat savings in their accounts here.

2. The t test reveals that there is significant difference between the daily and contract workers with respect to saving regularity and saving potential connected with the savings pattern.

3. The mean score reveals that contract workers have better opinion on saving regularity. In case, based on mean score daily workers have better opinion on saving potential.

4. ANOVA test reveals that there is significant difference among the experience group. In case of savings potential, the experience group of 1-2 years is significantly differ from all other group of experience (3-5,6-10,11-15 and above 15 years).

5. The experience groups of 3-5 and 6-10 years are significantly differ from the groups of 11-15 and above 15 years

6. Here we can see that even though the respondents work 24 days in a month, they are not able to save money.

7. ANOVA test reveals that there is significant difference among the number of dependents category with regard to saving regularity and saving potential connected with the savings pattern.

8. The Duncun Multiple range Test (DMRT) shows that the number of dependents below 3 category, significantly differ with Above 5 category, but there is no significant difference with 3-4, 4-5 and above 5 number of dependents category with respect to saving regularity.

9. In case of saving potential, the number of dependents above 5 category significantly differ from all other categories.

7.3.5 Influence of income on saving pattern

The third research objective, the influence of income on savings pattern has been analysed with SEM. The SEM model reveals that there exist significant positive relationship between income and savings. It reveals that every one unit change in income would result 0.63 unit increase in savings.

7.3.6 Magnitude of remittance and its use in home place

The fourth research objective is to analyse the magnitude of remittance and its use in home place, the analysis has been done with independent sample t-test, one way ANOVA and DMRT for posthoc analysis. The summary of findings are given below:

1. There is significant difference among the workers in different age category regarding the magnitude of remittance.
2. The average remittance of the migrants shows as Rs. 8764.33 with standard deviation Rs. 1595.71. The remittance has been encouraged the investment in education and consumption and helps in livelihood improvement.
3. The Duncun Multiple Range Test (DMRT) reveals that the age category 36 and above, significantly differs with 15-25 and 26-35 age category, regarding the magnitude of remittance.
4. The age category 36 and above remit more, than the other two age categories.

7.3.6.1 Use of remittance by the respondents

1. The remittances are mainly used for the purpose of daily consumption, which improve food security and nutritional status.
2. It is obtained that 88.2 percent people used for education of their children or siblings. These will improve the status of their future generation.
3. The 68.5 percent person used the remittance for repayment of loan.
4. Only one percentage used their remittance to purchase land.
5. The study shows that 81 percent migrants used their remittance for finance to marriage.
6. It is revealed that 95 percent of the migrants used the remittance for construction or renovation of the house. It will improve the living standards of their family.
7. Only one percent used remittance for money lending purpose.

8. It is obtained that 23.8 percent migrants used the remittance as working capital for farming. It is also obtained that 22.8 percent used remittance for purchasing small agricultural implements. The result shows that 22.8 percent used the remittance for capital expenditure on land improvement. Which can help in income generation

9. It is obtained that 87 percent used remittance for medical expense and 89.6 % persons used the remittance for bank deposit.

7.3.7 Remittance Role in mitigating economic situation

The fifth research objective analyses, whether remittance helps to mitigate the economic situation. Descriptive analysis of the possession of consumer durables and vehicles, housing quality, and housing facility of the migrants before and after migration has been conducted in order to satisfy the objective.

7.3.7.1 Possession of consumer durable

1. It is obtained that 97 percent of the migrants reported that they possess mobile phone after migration, as only 4 percent possessed mobile phone before migration.

2. The study shows that 22.3 percent possess smart phone, 24.3 percent possess colour TV, 35.7 percent possess radio, and 12 percent possess water pump, 5 percent sewing machine, 43 percent electric fan, 3 percent gas stove, and 11 percent wrist watch. This is an indicator of economic improvement.

7.3.7.2 Housing Quality

After migration 14 percent migrants reported their house has been turned to good quality. 82.3 percent reported that their house remain in poor quality. 12 percent of the migrants reported that their house remain very poor condition (kutcha)

7.3.7.3 Housing facility

It is obtained that from 60.5 percent of the houses were already electrified and it increased to 82.2 percent after migration. 65.7 percent of the migrants

reported that they have toilet facility in the household before migration; it has been increased to 86.2 percent after migration. It is obtained that there is no migrant family uses LPG as cooking fuel before migration. After migration only 3 percent turned to use LPG as cooking fuel.

7.3.8 Attitude of the migrant labourers towards the present social environment

The sixth research objective analyses the attitude of migrant labourers towards the present social environment. The analysis has been done with independent sample t-test, one way ANOVA and DMRT for posthoc analysis. The major research findings are given below:

1. There is significant difference among the workers age category with regard to attitude towards cleanliness, attitude towards social interaction, attitude towards family responsibility and attitude towards social status involved in the attitude towards the present social environment.
2. In the case of both attitude towards cleanliness and attitude towards family responsibility the age group of 15-25 and 26-35 are significantly differ with the age group of above 35 category.
3. All the three age groups are significantly differ with each other with respect to the attitude towards social interaction.
4. The t-test shows that there is significant difference between the Hindu and Non-Hindu workers with respect to attitude towards cleanliness and attitude towards social interaction connected with the attitude towards the present social environment.
5. The mean score reveals that the Hindu workers have better opinion on attitude towards social interaction and Non-Hindu workers have better attitude towards cleanliness.
6. The t test shows that there is significant difference between Hindu and Non-Hindu workers with respect to attitude towards family responsibility.The

mean score shows that (Hindu-16.87, Non-Hindu-16.45) Hindu workers have better opinion on family responsibility than the Non-Hindu workers.

7. There is no significant difference between the Hindu and Non-Hindu workers with respect to attitude towards social status.

8. ANOVA test shows that there is significant difference among the workers with respect to education category with regard to attitude towards cleanliness, attitude towards social interaction, attitude towards family responsibility and attitude towards social status involved in the attitude towards the present social environment.

9. It is obtained that in the case of attitude towards cleanliness both illiterate people and the workers who have primary education only, significantly differ with the education category secondary and above.

10. Regarding social interaction secondary and above secondary category have better opinion.

11. The mean score reveals that in case of attitude towards family responsibility illiterate have better opinions.

12. The t test shows that there is significant difference between the unmarried and married workers with respect to attitude towards social interaction, attitude towards family responsibility and attitude towards social status connected with the attitude towards the present social environment.

13. The mean score reveals that the unmarried workers have better opinion on attitude towards social interaction and attitude towards social status and married workers have better attitude towards family responsibility.

14. ANOVA test shows that there is significant difference among the workers on family size with respect to attitude towards cleanliness, attitude towards social interaction, attitude towards family responsibility and attitude towards social status involved in the attitude towards the present social environment.

15. The Duncun Multiple range Test (DMRT) shows that in the case of attitude towards cleanliness the workers having family size below 5 significantly differs with the other two categories 5-10 and above 10.

16. The mean score reveals that workers belonging to 5-10 and above 10 have high attitude towards cleanliness.

17. The t test shows that there is significant difference between workers those belongs to the joint and nuclear family with respect to attitude towards social interaction, attitude towards family responsibility and attitude towards social status connected with the attitude towards present social environment.

18. The mean score shows that the workers belonging to joint family have better opinion on attitude towards social interaction, and attitude towards family responsibility.

19. The t test shows that there is significant difference between the workers belonging to joint family and nuclear family with respect to attitude towards cleanliness. The mean score shows that (Joint-12.14, Nuclear -12.62) workers belonging to nuclear family have better opinion on attitude towards cleanliness.

20. The ANOVA test shows that there is significant difference among the workers status before migration and attitude.

21. The Duncun Multiple Range Test (DMRT) shows that in the case of attitude towards cleanliness and attitude towards social interaction the unpaid family worker significantly differ with all others with less mean score, namely self employed, agricultural labour, non-agricultural labour, unemployed and students.

22. In case of attitude towards family responsibility the agricultural labour significantly differ among self employed, unpaid family worker and all other three categories namely non-agricultural labour, unemployed and students with high mean score.

23. It is obtained that, in case of attitude towards social status unpaid family worker significantly differ with non-agricultural labour and students.

7.4 Suggestions

1. A virtual platform at state level by integrating the regional level database needs to be created. This will help to bring the competency mapping of migrant labourers, to bring employee welfare and for some other similar uses. The same can be used for ascertaining the socio-demographic-economic profile of the migrants and their process of migration. It shall be effective to disseminate the information to the interested parties like law enforcing agencies.

2. A national level arrangement must be evolved to record the movement of migrant labourers. It should be made compulsory and mandatory for all labourers working in unorganised sector.

3. A consortium of NGOs can be created for providing specialised job training to the migrants, since skilled workers have better job security, working condition, social protection, employer's care, and fair treatment in employment, opportunity to growth, autonomy and opportunity to use and develop human capacity.

4. A proper platform shall be created to impart Malayalam language to the migrants, since the migrant workers who know multi- languages have better employer's care, fair treatment, opportunity to growth, autonomy opportunity to use and develop human capacity. It is also necessary for improving the social interaction of the workers, since illiterate workers have less social interaction.

5. The working conditions of migrant labourers shall be improved by providing sufficient drinking water facility, clean toilet and sanitation facilities, conveyance system to travel from and to the working place, sufficient canteen facility in the working place, sufficient first aid facility and adequate safety measures in the working place. The employer who employs migrant labourers must provide these facilities to the workers. Government should enforce the proper implementation of Interstate Migrant Workers Law for providing these facilities in the work place. A separate enforcement group

shall be formed to supervise and check each and every work place in an orderly manner and ensure that all the facilities are provided to the workers. In case any default is found out, such enterprise shall be penalised.

6. Proper safety instruction shall be provided to the workers regarding the need of wearing personal safety equipments like: helmet, gloves, safety goggles, masks, safety belts, safety net, safety sheet etc. Since the majority of the workers are illiterate, it is essential to enforce the workers to take all safety precautions. A separate health and safety department is an essential in every working place. A combine effort shall be there from the part of government and the employer in order to ensure the safety of migrant labourers.

7. The employers must provide non-monetary benefits like PF, insurance, Bonus, Pension, HRA etc. to the workers. The employers should also provide additional emolument for festival, illness and emergencies. Since it is found out that all the workers have least mean score regarding social protection.

8 A grievance handling cell shall be opened under the labour department, which provides a fearless plat form to the migrant labourers in order to communicate all the grievances of the labourers, since all the workers have least mean score regarding employer's care.

9 Special financial assistance programs shall be implemented to the migrants who belong to SC/ST community, since these workers are most vulnerable regarding job security, working condition, work intensity, job search and employer's care.

10 Special effort shall be taken by the government to ensure that the labourers are not forced to work overtime, since the SC/ST workers have high mean score regarding work intensity. If they work overtime, it is essential to ensure that they are paid for the extra hours.

11 Bank account must be created for each and every migrant worker in Kerala with the assistance of their employers, since the contract workers have better opinion regarding saving regularity and 18.5 percent of those contract

workers, those who possess bank account here, have negligible amount of savings. The daily workers shall be enforced to create bank account here, since they have better saving potential.

12 Proper effort should be taken in order to channelise the savings of migrants in productive way, since SEM model reveals that one unit change in income will lead to 0.63 unit change in savings.

13 The awareness regarding social welfare schemes and labour laws are poor among all the migrant labourers. So effort shall be taken to provide awareness to the labourers and enroll the labourers in the welfare scheme introduced by the government of Kerala.

14 It is widely observed that the investment of remittance in productive use is limited and consumption spending is more. But this is not necessarily a problem as consumption can include wide variety of effects on family which can have positive impact on wellbeing and have multiplier effect in the economy. Even though the workers shall be encouraged to save money, since their saving potential and saving regularity are very poor. It is essential for the workers who spend their younger age in toil in the destination.

15 Pension and insurance scheme must be made to the migrants in order to enhance the saving potential and saving regularity.

16 The employers must provide sufficient bathrooms, toilet facility and wash area to the workers with cleaning agents like hand wash and soap, since the majority of the workers have poor attitude towards cleanliness. The workers must be provided boiled or distilled drinking water, since the workers cleanliness depends up on the availability of resources.

17 The workers shall be provided with awareness regarding the need for sending remittance and supporting family and household for better future, since the younger age groups are sending less remittance.

18 The workers shall be provided awareness regarding the need for wearing neat dress, since the workers who have only primary education and married have less mean score regarding social status.

7.5. Conclusion

Internal migration can play an important role in poverty reduction and it should not be discouraged. On the basis of the result of analysis on the employment, income and savings pattern of migrant labourers in construction sector, it can be concluded that the workers are engaged in productive employment and they are getting adequate income with stability in income. The skilled workers have advantage over unskilled workers in job security, working condition, social protection, and employer's care, fair treatment in employment, opportunity to growth, autonomy and opportunity to use and develop human capacity. Therefore effort shall be taken to impart skill and training to the labourers. However, it was revealed that workers who know multi- language have advantage over others who only knows their mother tongue/ native language and it indicates the very purpose behind the concept of providing Malayalam learning platform to the migrants. The migrants in all category are exposed to high work intensity, among them SC/ST community are most unprivileged, it indicates the necessity of proving financial assistance to those community and ensure overtime allowance for the workers. Even though the labourers work intensity is very high, they show better job satisfaction as the workers expected benefit at the destination are very low. Analysis of the savings pattern reveals that all of the migrant workers have poor saving regularity and saving potential, it point out the necessity of creating a proper way to create saving habits among the workers. The analysis of the migrant labourers towards present social environment revealed that the workers have moderate level of attitude towards cleanliness, family responsibility, social interaction and social status but the performance of their behavior is mostly depends up on the availability of opportunity or resources. In order to ensure a good level of attitude towards present social environment the migrants shall be provided with proper hygiene and sanitary facility, provide awareness regarding family responsibility and social status; impart Malayalam language to improve social interaction. It is expected that by implementing the suggestions made, the livelihood of the migrant labourers in the state can be improved.

7.6. Scope for Further Research

The scope for further research are as follows:

1. This study has focused only on the migrant labourers in construction sector. It does not analyse the migrant labourers working in different sectors. Future study can be extended as a comparative study of employment, income and savings pattern of migrant workers of different sectors in Kerala.

2. An in depth study can be carried out on the quality of work life of migrant labourers in Kerala.

3. The social network of the migrant labourers in Kerala is another area, which requires detailed study.

4. Kerala government is organising many social security programmes for the migrant labourers, this study does not gives details about that area and so, social security of migrant labourers in Kerala can be considered as another area which requires detailed study.

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ANNEXURES

Annexure I
Interview Schedule:

MIGRANT LABOURERS IN THE CONSTRUCTION SECTOR OF KERALA

SECTION 1: PROFILE OF THE WORKER

Sl. No.	Particulars	
1.	Type of construction worker	Daily basis□ Contract worker □
2.	Original state	
3.	Original district	
4.	Age (in completed years)	
5.	Religion	Hindu ☐ Muslim ☐Christian ☐ Buddhist ☐ Others.....
6.	Community	FC ☐ BC ☐ SC ☐ ST ☐ Others…….
7.	Marital Status	Unmarried☐ Married ☐ Divorced ☐ widow ☐
8.	If married no. of children	
9.	No of male children	
10.	No of female children	
11.	Type of family	Joint ☐ nuclear family ☐
12.	No. of family members	…….
13.	No. of dependents	
14.	No. of earning members(excluding migrants)	……
15.	No. of siblings working	
16.	Mothers job	Not in labour force☐Unemployed ☐ Self employed☐ Casual labour☐Regular wage/Salaried employee☐
17.	Wife working as	Not in labour force☐Unemployed ☐ Self employed☐ Casual labour☐Regular wage/Salaried employee☐

18.	Fathers job	Not in labour force☐Unemployed ☐ Self employed☐ Casual labour☐Regular wage/Salaried employee☐
19.	Educational status	Illiterate□ Can read and write□ Up to Primary (1-4) □ Up to Middle school(5-7) □Up to Secondary (8-10) □ Up to Degree□
20.	Any productive assets (at home) during the pre-migration period	Land - Yes ☐ No ☐ livestock -Yes ☐ No ☐ Own house- Yes ☐ No ☐
21.	Land used for the purpose of	Cultivation☐un cultivation
22.	Average extent of land(inacres)	
23.	Languages known	
24.	Year of migration to Kerala	
25.	Age of migration to Kerala	
26.	Age at which joined in the construction labour market	
27.	Status before migration	Not in labour force☐Unemployed ☐ Self employed☐ Casual labour☐Regular wage/Salaried employee☐
28.	Monthly income before migration (in Rupees)	…….
29.	Outstanding debt	
30.	Source of debt	
31.	Do you prefer Kerala	Yes☐No☐
32.	If yes Why	……``
33.	Are you aware about the migrant welfare scheme introduced by Kerala government	Yes☐No☐
34.	Are you participating in labour union/association	Yes☐No☐

35.	Are you aware about the labour laws prevailing in the construction sector	Yes☐No☐
36.	Type of Skill you possess	
37.	Mention the age at which your employment become somewhat stable	
38.	Days of employment in the preceding last seven days	
39.	Daily wages	
40.	Number of working days in the last month	
41.	Do you have subsidiary occupation in the last month	Yes☐No☐
42.	If yes, how many days(for daily basis workers only)	
43.	Wages received(for daily basis workers only)	
44.	Amount of savings	
45.	Do you have bank A/C	Yes□No□
46.	Do you have savings bank A/C here?	
47.	Which are the savings avenues?	Commercial banks☐Co-operative banks☐
48.	Do you send money to native place	Yes□No□
49.	How often do you send money?	Once in a week☐Once in a month ☐Once in six months☐ One in a year☐ Only on Demand ☐ No remittance ☐
50.	Through which mode do you send money	Bank ☐ Money order ☐ Friends and relatives☐ CDM☐ Agents ☐ No remittance☐Not reported
51.	How much percentage of your salary is being send to your family	below 25% □ 25-50% □ above 50% □ Nothing□
52.	How much money do you send to native place during the last month	

53.	Accommodation Type	Independent rented□Shared rented□Temporary accommodation at construction site□Labour camp□Own house□Accommodation provided by employer□Accommodation provided by agent□
54.	Where do you generally go for treatments/ Check up?	Government hospitals□Private hospitals□ Co-operative Hospital□Private doctors Clinics □ Public health center□ self medication from medical shop □ Indigenous practitioners □Medical facility provided by employer□
55.	From where do you get job information	Contractor☐Friends and relatives☐Agents□Standing on the cross road☐

Section 2 Process of Migration

Sl. No	Particular	
1.	Migration, Through	Single □ Group □ Family□ Friends□ Villagers □ Contractors□
2	If you migrated with family which family members are staying with you	Wife□Mother□Son□Daughter□Brother□Father□
3	Do you possess the following	Election card □Aadhar card□ Ration card □Health card□TC from School□Certificate from village authorities□certificate from notary public□
5	How did you know about a job here (Mode of recruitment)	self enquiry□ Agents □Contractors□ Friends and relatives □ Direct recruitment (company) □
6	How much time do you took to get your first job in Kerala	Within days□Weeks□ Months□Years□
7	Frequency of visit to the native place	Weekly □ Monthly □Quarterly□ Every six months□ Annually□ Whenever there is a need □ others.....
8.	How many months you are on leave in the preceding year	
9	Category of secondary migrants brought	Friends□ Relatives□Villagers□
10	Age group of secondary migrant's	15-25□ 26-35□ 36-45 □ 45and above

Section 3: Reasons for migration

Sl. No.	Push Factors	SA	AG	N	DA	SD
	Lack of Employment					
1.	No sufficient working conditions					
2.	Lack of liking job					
3.	No regular employment					
4.	No openings in industrial or service sector					
	Agro ecological conditions					
5.	Low agricultural productivity					
6.	Fall in agricultural commodity price					
7.	No proper irrigation facilities					
8.	Drought in land					
	Land Availability					
9.	Sold out the land					
10.	Not having land					
11.	No suitable land for cultivation					
	Low Income					
12.	No sufficient wages					
13.	Discrimination in payment					
14.	No proper distribution of wages					
15.	High expense compared with income					
	Indebtedness					
16.	Heavy debt on asset					
17.	No repayment of debt					
	Social Conflict					
18.	Conflict with employer					
19.	Discrimination according to caste					
20.	The absence of educational facilities					
21.	Poor health institutions					
	Family Conflict					
22.	Family dispute					

Sl. No.	Push Factors	SA	AG	N	DA	SD
23.	Higher size of family and dependency ratio					
24.	Household pressure					

Note: SA-Strongly Agree, AG- Agree, N-Neutral, DA-Disagree, SD-Strongly Disagree

Sl. no.	Pull Factors	SA	AG	N	DA	SD
	Better Employment Opportunity					
1.	Better job opportunity					
2.	Job availability for family members					
3.	Presence of friends and relatives (for arrangement of job and initial stay)					
4.	Easy to get the job					
	Higher Wages					
5.	Higher wages paid					
6.	Proper distribution of wages					
7.	Advance will be paid by the owner					
	Nature of job					
8.	Very easy to learn job					
9.	Better working conditions					
	Security of job					
10	Continuous and regular job					
11	Come with pre arrangement					
12	More secured for the entire life					
	Skill of work					
13	Previous experience					
14	Skill development in short period					
15	No experience is needed					

Note: SA-Strongly Agree, AG- Agree, N-Neutral, DA-Disagree, SD-Strongly Disagree

Section 4: Employment Pattern

Sl. No.	Particulars	SA	AG	N	DA	SD
	Job Security					
1.	My job will last for a year					
2.	My job will last for more than one year					
3.	I get advance notice of job termination to find an alternative job					
4.	I perceive my job as a temporary one					
	Job Search					
5.	I perceive high chance of getting another job similar to current one					
6.	I know different firms in the same labour market offering different wages for the same labourers					
7.	I search job within the local labour market collecting a number of wage offers.					
8.	I am willing to take chance of leaving the current job and search for another.					
	Work Intensity(Un acceptable work)					
9.	I always have to stay at the work place during the night.					
10.	I have to work more than 14hours a day.					
11.	I don't get sufficient interval during working hours					
12.	I have to work on Sundays also.					
13.	I experience un affordable overtime					
14.	I have to work during illness					
15.	I have to work under strained working postures					
16.	I have the job responsibilities of lifting heavy objects					
	Working Condition					
17.	I get sufficient drinking water facilities in the working place					
18.	I get clean toilet and sanitation facilities in the work place					
19.	I get sufficient conveyance system to travel from and to the working place					

Sl. No.	Particulars	SA	AG	N	DA	SD
20.	I get sufficient canteen facilities in the work place					
21.	I get sufficient first aid facilities in the work place					
22.	I get adequate time for sleeping					
23.	I get adequate safety and protection in the work site. (Personal safety equipments helmet, gloves safety goggles, masks, safety belt, safety net, safety sheet, working at height, other precautions etc.)					
	Benefits					
24.	My employer provides proper medical facilities					
25.	I get insurance benefit from the employer					
26.	I get more non- monetary benefits from the employer. (PF, Bonus, pension etc.)					
27.	I get additional emoluments for (festivals, illness, emergencies etc.)					
	Employer's Care					
28.	I get appreciation from the employer for good performance					
29.	I able to discuss my personal matters with my employer.					
	Job Satisfaction					
30.	I get wage in proportion with my skill					
31.	I feel prestige and satisfaction in doing the work					
32.	I get wages regularly					
33.	I get sufficient overtime benefits					
34.	I get weekend holidays					
35.	I feel there is proper grievance handling system in the organization.					
	Fair treatment in employment					
36.	I feel that there is no discrimination in nature of work performed.					
37.	I feel that there is proper understanding with my employer					

Sl. No.	Particulars	SA	AG	N	DA	SD
38.	I feel reverence gratitude towards my employer					
39.	I feel that there is no ill treatment by the employer.					
40.	I feel that here is congenial atmosphere to work with.					
41.	I feel there is only limited hours of work					
	Opportunity for growth (Advancement)					
42.	I get sufficient training to perform the job					
43.	I get sufficient opportunity to upgrade my skills to perform the construction job.					
44.	I experience that the job done by me enrich my skills.					
45.	I get sufficient opportunities to promote as mason					
46.	I wear clothes similar to natives					
47.	I understands local language					
48.	I acquired the ability to use smart phone					
49.	I acquired the ability to use FB and Whatsapp					
	Autonomy					
50.	I decide the nature of job to be performed by me.					
51.	I fix the time for my work.					
52.	I bargain for the sufficient amount of wage for my work.					
53.	**Opportunity to use and develop human capacity (Ability Utilisation)**					
54.	I am able to communicate in local language with my employer					
55.	I am able to maintain a good relationship with my employer.					
56.	I enquire about the work related matters through WhatsApp					
57.	I share the work related matters through FB					

Note: SA-Strongly Agree, AG- Agree, N-Neutral, DA-Disagree, SD-Strongly Disagree

Section 5: Income Pattern

Sl. No.	Particulars	SA	AG	N	DA	SD
	Income Adequacy					
1.	My earning is sufficient for meeting the household needs.					
2.	I feel that migration helped me to smooth seasonal income fluctuations.					
3.	My income increases disposable income					
4.	I get extra cash to meet contingencies					
5.	I get extra cash so that I am able to lend money					
	Income Stability					
6.	I receive income regularly					
7.	No variability in income					

Note: SA-Strongly Agree, AG- Agree, N-Neutral, DA-Disagree, SD-Strongly Disagre

Section 6: Expenditure

Please mention your average monthly expenses on the following items (in rupees)

Sl.No	Particulars	Amount
1.	Food	
2.	Pan, tobacco & intoxicants	
3.	Fuel & light	
4.	Entertainment (includes cinema, picnic, sports, video cassettes, cable charges)	
5.	Personal care and effects (includes spectacles, torch, umbrella, lighter etc.)	
6.	Toilet articles (includes tooth paste, hair oil, shaving blades etc.)	
7.	Sundry articles (electric bulb, tube light, glass ware, bucket, washing soap, agarbati, insecticide etc.)	
8.	Conveyance	
9.	Rent/House rent	
10.	Medical expenses	
11.	Clothing and bedding	
12.	Mobile phone recharging	

Section 7: Use of Remittance

Sl. No.	Particulars	Used or not used
1.	Daily consumption needs	
2.	Pay for education/training of household members	
3.	Repayment of debt	
4.	Purchase of land	
5.	Finance marriage, ceremony	
6.	Construction/ renovation of house	
7.	Business Investment	
8.	Mortgage in land	
9.	Money lending (other than mortgage in land)	
10.	Buying livestock (bullock, cow, or buffalo)	
11.	Working capital for farming	
12.	Purchase of small(agricultural implements, pump set and equipments)	
13.	Capital expenditure on land improvement (terracing, bunding, irrigation etc.)	
14.	Medical expenditure	
15.	Bank Deposit	

Section 8: Savings Pattern

	Savings Potential					
1.	I save at least 10% of my monthly income					
2.	I increase my savings when I receive a wage increase					
3.	I am a kind of person who always looks to save money					
4.	Someone always need money if I set any aside I would just have to give it away					
	Savings for old age					
5.	I expect a better living standard in old age as a result of my current savings					
6.	I have a financial plan for old age					

Note: SA-Strongly Agree, AG- Agree, N-Neutral, DA-Disagree, SD-Strongly Disagree

Section 9:
Possession of consumer durables, vehicles and other goods in the home place

Sl. No.	Particulars	After migration to Kerala	Before the first year of migration to Kerala
1.	Motor car		
2.	Motor cycle		
3.	Mobile phones (Ordinary)		
4.	Mobile phones (smart phone)		
5.	TV(Black & White)		
6.	TV (Color)		
7.	Radio		
8.	Water pump		
9.	Sewing machine		
10.	Refrigerator		
11.	Washing machine		
12.	Mixer Grinder		
13.	Fan		
14.	Gas stove		
15.	Pressure Cooker		
16.	Clock		
17.	Iron		
18.	stereo		
19.	Watch		
20.	Bicycle		
21.	Sofa		
	Producers goods		
22.	Truck		
23.	Taxi		
	Housing Facilities		
24.	Electrification		
25.	Toilets		

Sl. No.	Particulars	After migration to Kerala	Before the first year of migration to Kerala
26.	Cooking fuel(gas)		
	Housing Quality		
27.	Luxurious		
28.	Very good		
29.	Good		
30.	Poor		
31.	Kutcha		

Section 10: Food consumption

Sl. No	Particulars	All Days (Always)	Often	Occasionally	Rarely	Never
1.	Rice and rice products					
2.	Wheat and wheat products					
3.	Tapioca and other tubes					
4.	Milk, curd, ghee					
5.	Ice cream					
6.	Cake					
7.	Pulses					
8.	Meat: Chicken ,beaf, mutton					
9.	Fish: expensive varieties					
10.	Fish: Cheap varieties					
11.	Eggs					
12.	Vegetables: expensive varieties					
13.	Vegetables: cheap varieties					
14.	Fruits: Expensive varieties					

Sl. No	Particulars	All Days (Always)	Often	Occasionally	Rarely	Never
15.	Fruits: Plantains and banana					
16.	Sugar					
17.	Coffee and Tea					
18.	Health drinks: Horlicks, Complan etc.					
19.	Soft Drinks: Pepsi, Coca cola etc.					

Section 11: Attitude towards present social environment

Sl. No.	Particulars	A	O	S	R	N
	Attitude towards cleanliness					
1.	I bath two times in a day					
2.	I clean my hands with soap before food					
3.	I clean my hands with soap after food					
4.	I clean my hands with soap after going to toilet					
5.	I drink boiled water					
	Attitude towards social interaction	**SA**	**AG**	**N**	**DA**	**SD**
6.	I attend the festivals of natives					
7.	I have friends among natives					
8.	I like the food pattern of natives					
9.	**Attitude towards family responsibility**	**SA**	**AG**	**N**	**DA**	**SD**
10.	I am able to spend more on the education of my children/siblings					
11.	I am able to spend on the education of my girl child/siblings					
12.	I experience that my wife/mother stopped working in menial job					
13.	I like my wife/mother to engage in non-domestic work					
	Attitude towards social status	**SA**	**AG**	**N**	**DA**	**SD**

Sl. No.	Particulars	A	O	S	R	N
14.	I change my dressing pattern					
15.	I change my home's structure					
16.	I have a better social status in the native place(regarding possession of more consumer durables and other producers goods)					
17.	I have a better social status among the family members and relatives (regarding change in consumption pattern and spending in family ceremonies).					

Note: SA-Strongly Agree, AG- Agree, N-Neutral, DA-Disagree, SD-Strongly Disagree, A- Always, O-Often, S-Sometimes, R- Rarely, N-Never

1.	Change in economic situation	Improved ☐ Not Improved ☐
2.	Do you planned to settle in Kerala	Already settled ☐ Undecided ☐ Yes ☐No ☐
3.	If no, specify the reason	.....
4.	Other problems due to migration	
5.	Suggestions if any	.....

Place:

Date:

Annexure II

DISTRIBUTION OF MIGRANTS FROM OTHER STATES/UNION TERRITORIES IN THE DISTRICTS OF KERALA (as on 31-07-2017)

SL.NO.	STATE	TVPM	KLM	PTA	ALPY	KTM	IDKI	EKM	TSR	PKD	MLPM	KZKD	WYND	KNR	KSGD	TOTAL
1	WEST BENGAL	1225	644	1545	1018	2460	551	4692	2157	1478	1084	2522	2856	1310	1977	25519
2	BIHAR	96	173	75	60	232	145	1088	207	762	671	801	102	250	378	5040
3	JHARKHAND	81		46	259	1	6	299	117	225	34	143	124	62	121	1518
4	ORISSA	114	36	106	138	273	145	1639	473	602	226	913	479	2711	518	8373
5	UTHARANCHAL				4					181				7		192
6	DELHI			1	1	7		7	2		2	6	8	6	1	41
7	TAMILNADU	22	33	272	59	57	8	95	251	36	102		457	126	50	1568
8	MADHYA PRADESH	5		1	2	12		35	10		77	12	4	53	161	372
9	KARNATAKA	8	32	12	201			58	34		3	12	2752	409	468	3989
10	UTTAR PRADESH	44		13	16	36	25	235	130	1	185	130	91	181	240	1328
11	ASSAM	281	61	221	463	945	303	1245	457	18	225	339	289	755	374	5976
12	ANDHRA PRADESH	6		1	35			16	11			6	7	76	1	159
13	RAJASTAN	7		1	4	14		9	16		11	22	13	36	49	182
14	TRIPURA		51			3	1				4					13
15	ARUNACHAL PRADESH		1			1						7		33		42
16	SIKKIM											85				85
17	CHATTISGARH				2		1	13				1		22	4	43
18	GUJARAT						4	1			1		3	1	3	13
19	MAHARASHTRA			1	1			5	3		6		4	21	5	50
20	JAMMU & Kashmir											4	1		1	2
21	HARYANA						2						11		6	22
22	NAGALAND					34		2				3				36
23	MANIPUR				1	1	4				1		10			20
24	PUNJAB							5				3	1			6
25	HIMACHAL PRADESH							1								1
26	UTHARAGHAND										1		5		1	7
27	ANDAMAN NICOBAR													2		2
	TOTAL	**1889**	**985**	**2295**	**2264**	**4076**	**1195**	**9445**	**3868**	**3303**	**2634**	**5009**	**7217**	**6061**	**4358**	**54599**