

The Life and Labour of the Interstate Migrants in Kerala



A study conducted by KISMAT— an initiative of BREADS Bangalore in collaboration with Don Bosco institutions in Kerala.



BREADS
Bangalore Rural Educational
and Development Society



KISMAT
Kerala Interstate Migrants
Alliance for Transformation



Venture for Education and Empowerment of
Deprived and Underprivileged Children



THE LIFE AND LABOUR OF THE INTERSTATE MIGRANTS IN KERALA

A study facilitated by
**BANGALORE RURAL EDUCATIONAL AND
DEVELOPMENT SOCIETY (BREADS)**

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We are a world of migrants: intrastate, interstate, national and international. Our economic, political, and cultural statuses vary, and accordingly, the need for, and ease of integration and inclusion in the new geographies also vary. BREADS' vision is to build an inclusive community based on rights, equality, justice and peace; therefore, migration is an important issue for us to address as we strive towards an inclusive future.

The 2030 Agenda for Sustainable Development recognizes that migration contributes immensely to sustainable development. The common image we have of migrants in India, as poor, illiterate, unskilled labourers, surviving anyhow on the fringes of richer societies, a burden to the local administration of the State; does not convey the whole picture. That not all of them are poor, illiterate, or unskilled. That they and their labour are vital to the growth of the economy and the development of society—both in the source and destination locations. That while they migrate with dreams of a better future, they are protected and entitled by the law of the land to fundamental human rights. Unfortunately, the migrants are unaware of these facts themselves and therefore, the need for immediate intervention. The Salesians of Don Bosco have responded to this immense need of the migrant young at risk, through various initiatives.

BREADS initiated the KISMAT programme in 2018 to explore and effectively address the needs of migrant workers in Kerala, reaching around 700000 migrants so far. Kerala is a unique case study as it is a small state and yet host to 2.5 million interstate migrants, and home to 2.35 million who migrated out to other states and countries. It is also uniquely, a state with pro-labour laws and establishment, which is an advantage for KISMAT.

Nonetheless, there is a lack of concrete data about the migrants, an issue specifically targeted by Sustainable Development Goal 17.18, "By 2020, to increase significantly the availability of high-quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity, migratory status, disability, geographic location and other characteristics relevant in national contexts."

This study about the life and labour of interstate migrants in Kerala, facilitated by BREADS, is an attempt in this direction because disaggregation of data is recognised as an important way to ensure inclusiveness and prevent discrimination for specific population subgroups, including women and migrants, to ensure no one is left behind.

Looking ahead to the effective use of this valuable data for the benefit of migrants in Kerala.

Fr Joy Nedumparambil SDB
Executive Director, BREADS

PREFACE

Clive Humby, the famous UK mathematician, said, “Data is the new oil. Like oil, data is valuable, but if unrefined, it cannot really be used. Similar to the purification process of oil, data must also be broken down and analysed for it to have value.”

Today, scientific data is at the heart of effective policy-making. The government, NGOs, social analysts, and policymakers rely very much on quality data to draw up plans and goals. Noting the huge scarcity in accurate data regarding the migrant population in Kerala, BREADS Bangalore took up this challenging study.

This scientific study by KISMAT, an initiative of BREADS Bangalore, is a unique effort aimed at highlighting the life and plight of the 2.5 million-strong migrant community in Kerala. The present study has drawn up its findings based on data gathered from over 1500 interstate migrant workers from all the 14 districts of Kerala. The sample population were directly contacted by KISMAT staff and semi-structured interviews were conducted in their native language for the most accurate responses. The results were scientifically codified and then analysed statistically to derive significant findings.

KISMAT currently has an integrated network of 12 migrant help desks set up in Don Bosco presences across 11 districts in Kerala, to reach out and support the growing population of young Guest Workers (ISMs). This effective network places KISMAT in a unique advantageous position of being in touch at the grassroots with the migrants, with the goal of improving their plight. Therefore, this study has ensured data that is unique and highly credible.

My appreciation and thanks to Fr Dr Jose Koyickal, the Provincial of the Salesian Province of Bangalore, Fr Joy Nedumparambil, the Executive Director of BREADS, Fr Rubin Panthackal, the Assistant Director of BREADS, Dr Sunil Kumar, the data analyst from Loyola Institute of Social Work, Thiruvananthapuram, all the field staff of KISMAT, the research assistants, the Salesian community of Don Bosco Veedu, Trivandrum, and all our partners and collaborators in the effort to better the life of migrant labourers in Kerala.

I am confident that the findings of this study will lead to serious soul searching, re-prioritising, strategising and ultimately, more efficient and effective ways of addressing the plight of migrant labourers in Kerala.

Fr Tony Plavilayil SDB
Director, KISMAT

This study and report are the result of the combined labours of numerous contributors.

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ABSTRACT

Kerala Interstate Migrants Alliance for Transformation (KISMAT), an initiative of BREADS Bangalore, is an integrated network of 12 migrant help desks set up in Don Bosco presences across 11 districts in Kerala, to reach out and support the growing population of young Guest Workers (ISMs). This study is an effort to scientifically identify the explicit problems faced by ISMs in the context of their experiences of working and living in Kerala society, to better address issues that emerge as significant factors in their well-being.

This survey was conducted by KISMAT staff among 1500 interstate migrant workers across all 14 districts of Kerala, using semi-structured interviews in Hindi. The results were analysed statistically to derive significant findings.

The study revealed that economics and survival are the major driving forces behind the migration of mainly north Indian, unskilled labourers to Kerala. Migrations were largely temporary, to fulfil specific goals of life improvement at home. The migrants were mostly unaware of their rights and entitlements in areas of health, wages etc. Though the migrants faced communication issues, a process of acculturation was happening with migrants adapting to the food and culture of Kerala, including learning Malayalam. The overall experiences of the majority of the migrants in Kerala, in their work and life, were positive. Even so, the minority who had negative experiences must be considered, and appropriate policy decisions and structures must be implemented to address their issues. The need for awareness on various aspects of health, labour, and entitlements in general, was amply demonstrated.

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INTRODUCTION

Migration is a universal phenomenon and an inherent part of human life from time immemorial. These movements can be attributed to the search for primary human needs such as food, dress, and shelter. Migration also takes place in pursuit of better education, a better job, safety in case of natural disasters, conflicts, or wars.

“Today, more people than ever live in a country other than the one in which they were born. In 2019, the number of migrants globally reached an estimated 272 million, 51 million more than in 2010. International migrants comprise 3.5 percent of the global population. Compared to 2.8 percent in 2000 and 2.3 percent in 1980, the proportion of international migrants in the world population has also risen. While many individuals migrate out of choice, many others migrate out of necessity. Globally, the numbers of forcibly displaced people topped 70 million for the first time in UNHCR's almost 70-year history at the end of 2018. This number includes almost 26 million refugees, 3.5 million asylum seekers, and over 41 million internally displaced persons.” (United Nations, 2020)

According to the International Organization for Migration (IOM), a migrant is any person who is moving or has moved across an international border or within a State away from his/her habitual place of residence, regardless of (1) the person's legal status; (2) whether the movement is voluntary or involuntary; (3) what the causes for the movement are; or (4) what the length of the stay is.

The 2030 Agenda for Sustainable Development recognizes for the first time the contribution of migration to sustainable development. 11 out of the 17 Sustainable Development Goals (SDGs) contain targets and indicators relevant to migration or mobility. The SDGs' central reference to migration is to facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies. (United Nations, 2020)

Migration can be broadly classified into two: internal and international. Internal migration takes place within a nation-state. In India, due to its diverse socio-political and cultural dimensions, the internal migration assumes the characteristics of international migration and numbers are growing above that of international migration. This trend can be seen in the entire world.

There are roughly 740 million internal migrants in the world whereas international migrants are only 232 million. There are studies which predict that by 2020, the number of internal migrants will be above 800 million (Skeldon, 2017).

This study focuses on internal migration in India, to the state of Kerala.

1.1 THEORIES OF MIGRATION

Ravenstein (1885) in his theory of migration observes that the rate of migration is inversely related to the distance and the migrants generally move fast towards nearby towns and cities. The natives of towns are less migratory than those from rural parts and the magnitude of migration increases with the advancement of technology. Females, in general, are more migratory than males and the economic motive is always a predominant factor in influencing the decision to migrate.

Sjaastad (1962) presented a human investment theory of migration, which treats the decision to migrate as an investment decision involving costs and returns distributed overtime. According to this model, a person is supposed to migrate if the present value of all monetary benefit from migration is greater than the monetary costs involved.

Lee S-Everett (1966) in his theory elucidated the forces influencing the migrant's perceptions into “pluses”, “minuses” and “zeros”. Pluses pull individuals towards them, whereas minuses tend to drive them away and zeroes balance both these forces, towards which people are essentially indifferent.

Todaro's (1969) theory postulates that migration occurs in response to rural-urban differences in expected rather than actual earnings.

In recent years, ‘new economics of migration’ has arisen to challenge many of the assumptions and conclusions of the neo-classical theory. A key insight of this new approach is that migration decisions are not made by isolated individual factors but by larger units of related people—typically families or households—in which people act collectively, not only to maximize the expected income but also to minimize risks and to lessen the constraints associated with a variety of market failures, apart from those in the labour market. (Devi, 2009).

The present study draws mainly from Lee S-Everett's theory and analyses the push as well as pull factors of migration to Kerala in detail, in addition to various other social, economic and cultural aspects.

1.2 MIGRATION IN KERALA

As a result of the poverty and unemployment that prevailed in the state during the 1970s, labour migration from Kerala came as an immediate solution. The most important aspect which changed the landscape is international migration, especially to the Middle East countries. Thus, migration became a significant characteristic for people in Kerala since the 1970s. The economic boom within the Gulf countries opened up migration into Middle East countries on a large scale. This boosted the process of migration reaching its peak in terms of both numbers and remittances between 1979 and 2000. It is estimated that since 1983, half of Indians working in the Gulf countries were from Kerala and the trend still continues. In the 1980s, a time when the migration into the Gulf countries reached its zenith, Gulf remittances were estimated to constitute over a quarter of Kerala's GDP, and that increased to half in the areas that produced a high number of migrants. India is one of the largest recipients of international remittances mainly from Gulf countries (Bell and Muhidin, 2009) of which, about 50 percent were classified as remittances towards family maintenance. Kerala accounts for about 40 percent of the total Indian household remittances from international migration, especially from the Middle East.

According to a study by Centre for Social and Economic Society, it is very interesting to note that many Keralites migrate to Gulf countries (West Asian) both for skilled and unskilled work. A majority of the younger generation followed the footsteps of their fathers and have been migrating to Gulf and Western countries in search of better employment and earnings. This trend has overwhelmingly impacted young and educated Keralites who picked up white-collar jobs, which command a good social status in the native society. With indicators of the rapid growth of the state's economy and the increase in the activities particularly in the infrastructure and construction sector, immigration is expected to grow faster. The money sent by the 'Pravasis' has created a boom in the construction and other allied sectors in the state.

However, when the educated Keralites moved out to the western countries and when the unskilled flew to the Middle East, there was a shortage in the working population. Filling this gap were the poor, illiterate

Tamilians coming in mainly as groups of men, or as families. From the mid-1970s onwards, the migrant Tamilian workers have come to occupy a crucial position in Kerala's construction economy. The quarries, brick kilns, tea and rubber plantations all paved their way in. From the 1990s at least, central Kerala cities woke up to witness flocks of Tamilian men and women at major crossroads waiting with their implements for the day's master who would hire one or a few, either for a contract assignment or on a daily wage basis. Gradually these unskilled workers who dominated the construction sites, started to return to their hometowns and their jobs began to be dominated by North Indian migrants from far-away states like West Bengal, Uttar Pradesh, Bihar etc. The higher wage rates among Kerala workers (for sustaining a better life with their family members) and the reluctance towards physical labour among the local workers for longer periods also acted as catalysts and created an era of replacement migration in Kerala. Many of the unskilled labourers from the other parts of the country consider Kerala as their 'Gulf'. Thus, in recent times, Kerala has been emerging as a preferred destination for migrants from other parts of India.

Kerala is experiencing the phenomenon of internal migration, receiving a massive influx of migrants from almost all states of India in recent years. This mainly includes states such as West Bengal, Bihar, Uttar Pradesh, Assam, Jharkhand, Odisha, Tamil Nadu, and North-eastern states. Even though this is internal migration, happening within the country, it manifests the characteristics of international migration, owing to the cultural, economic, and political diversity of our nation. The migrants have reached all the districts of the state and most of them are unskilled or semi-skilled labourers. The gap in the labour arena caused by migration of Keralites especially to Middle East countries, higher wages for unskilled labour, and opportunities for employment caused by the boom in the construction sector are the imperative reasons for the recent large-scale migration of labourers from northern and north-eastern states into Kerala.

Even though in recent times, there has been a surge in the number of migrants, reliable data regarding their actual numbers are not available as there is no comprehensive survey covering all the districts of Kerala. Neither is there a comprehensive registration process either at their native place or at Kerala. Govt. of Kerala initiated a registration process for an insurance scheme viz. AAWAZ. The objectives of the scheme are the identification of migrant labourers living in Kerala and to provide them with a free health insurance cover

of 15,000 per annum in government hospitals and empanelled private hospitals. Despite the best efforts taken by the officials, the enrolment is still incomplete due to a multiplicity of reasons. Therefore, most researchers depend on Census and National Sample Survey Organisation (NSSO) data. But even these sources cover only permanent and semi-permanent migrants and miss temporary migrants.

According to the Census 2001, 1.3 percent of the population of Kerala are migrants (by place of birth) from other states. The NSSO data, which differs from the census data due to differences in the definition of a migrant, also points to the massive inflow of migrants from other states to Kerala. According to NSSO data, migrants to Kerala in 1999-2000, numbered 1,005,000. It may be noted that both these surveys were conducted 9-10 years back. It is highly probable that a larger number of people have migrated during the last few years. According to Census 2001, Ernakulam district, where Kochi is located, recorded the highest inflow of migrants from other states.

It was estimated that Kerala has over 25 million migrant workers from other states of India in 2012, which is more than 3-4 million today. This large number constitutes almost 10 percent of Kerala's total population. The trend of internal migration decreased in 2003 and 1998. The highest level of internal migration occurred from 2003 to 2008. In 2011, there was a slight decrease in internal migrant workers.

There is a difference of opinion regarding the number of migrants in Kerala. Recent surveys conducted by Gulati Institute of Finance and Taxation (GIFT) and other organisations claim that the internal migration flows are much higher than this. According to their study, internal migration was about 25 lakhs in 2012 and it was estimated to reach above 40 lakh migrant workers in 2017. The three main cities: Thiruvananthapuram, Kochi and Calicut seem to be more attractive for migrant workers because of the huge employment opportunities in cities.

Gulati Institute of Finance and Taxation (GIFT) give the approximate district-wise data of migrants in Kerala as follows:

District	Population
Ernakulam	>800,000
Kannur	200,000
Kozhikode	>400,000
Malappuram	200,000

Palakkad	>400,000
Thiruvananthapuram	>400,000
Thrissur	>200,000
Others	150,000
Total	4,000,000

However, the data from Gulati Institute is not based on a comprehensive survey and there are no official records with authentic data regarding the migrant population in the state.

While discussing the economic consequences of emigration from Kerala, Zachariah and Rajan (2015) noted that the emerging widespread impact of replacement migration on Kerala's employment sector and the socioeconomic depth of replacement migration in the state should be seriously considered and debated. There have been micro efforts which also identified the need for in-depth analysis of labour migration to Kerala, acknowledging the presence of workers from beyond neighbouring states.

The migrant workers in Kerala are not a homogenous community and are differentiated by language, their state of origin, religion, caste, the channels through which they reach Kerala, the places and sectors in which they work, and the wages and the benefits they receive. Therefore, the community faces major socio-cultural and linguistic barriers even with the government departments and local bodies.

1.3 CONTEXT OF THIS STUDY

As stated earlier, the migrants have come to Kerala to occupy the workspaces created by the massive out-migration of Keralites, a sort of replacement migration. They occupy mainly unskilled and to some extent, semi-skilled jobs, demanding physical labour. However, they fetch a better income when compared to their native places, and in fact, it acts as the most important pull factor. Migrants in any part of the world experience many forms of vulnerabilities and those in Kerala are no exceptions. In this context, this study aims to understand the factors which drive them to embark upon their sojourn to Kerala. They are exposed to many high-risk situations and experience various forms of struggles. Thus, an analysis of their needs through studying the facilities available in Kerala becomes useful to extend a helping hand to them.

Migrant workers experience a different life and working environment in Kerala. Usually, owing to their low level of education, they are unaware of their rights and some of them do not have access to safety measures and

face health risks. The eight-hour work norm may not be followed and thus an examination of the level of awareness about their rights is necessitated. As internal migrants within the boundaries of India, they are not supported by the international frameworks existing for refugees and other transnational migrants.

The Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 applies to only one section of migrant workers in Kerala, as most of them are not recruited by a contractor at the state of origin. However, this law also has not been strictly enforced and only a few workers are registered. It is a similar case with most of the other legislations related to the social protection of migrants in the state.

In most of the unorganised sectors, migrant workers are usually engaged through a labour contractor to whom the work has been outsourced by a principal employer. This contractor is often a migrant worker to whom payments are made on a piece-rate/bulk basis. By doing so, the employers escape the burden of providing the worker with many benefits such as Employee State Insurance (ESI), Provident Fund, Gratuity, etc. The workers are neither engaged through a written contract nor do they undertake any legal security measures in advance. Rather, they arrive at the destination and undertake work through a verbal agreement on the wages.

Most often, migrants are forced to work under conditions of non-payments, partial payments, or under-payments. The distressed workers have very limited access to information, they hardly get access to redressal mechanisms and their complaints are never heard. All these get worsened with the language barriers they face in the state. Most of the workers are not registered in the state.

Thus, they experience problems which are multi-faceted and therefore, this study tries to examine the problems faced by them both in their work and life.

1.4 OBJECTIVES OF THE STUDY

KISMAT, an initiative of BREADS Bangalore to support interstate migrants in Kerala, intervenes in almost all the problems faced by them. This study is an effort to scientifically understand the explicit problems faced by interstate migrants (ISMs) regarding their work, accommodation, and life in Kerala society and specifically, to:

1. Identify the purposes of migration to Kerala.
2. Understand the facilities available to interstate migrants in Kerala.
3. Understand the types of jobs they are engaged in, the average monthly incomes, their expenditure, and savings.
4. Diagnose the problems or difficulties experienced by ISM workers at the workplace and other work-related issues.
5. To assess the health issues faced by ISMs so that proper healthcare and support could be provided.
6. To examine the communication barriers experienced by ISM workers.
7. To understand the levels of social inclusion experienced by ISMs in Kerala.
8. To find out whether their savings have in any way, improved the living standards of their families at home.
9. To ascertain the awareness levels of ISM workers on labour rights and related laws.

1.5 DEFINITION OF CONCEPTS

a) Migrant

According to Census of India, "A person is treated as a migrant if he/she had stayed continuously for six months or more at a place other than where he/she was enumerated."

b) Internal Migration

Internal migration is the movement of people within one geopolitical area, usually a nation state. It happens for different reasons, such as education, economic improvement, natural disasters, civil disturbances, and wars. Usually, it is a movement from rural areas to urban areas.

In this study, internal migration is the movement of people from other parts of India to Kerala for economic improvement through regular employment with higher incomes than their native places.

c) Interstate Migrant (ISM)

In this study, an Interstate Migrant (ISM) is a migrant from other states of India to Kerala, who decided to embark on the journey mainly for a better job, to earn more.

REVIEW OF LITERATURE

A survey of the literature reveals migration studies from different academic cultures and traditions. While migration studies are not considered a self-contained discipline, we find their presence in a variety of disciplines. Developments in the sociology of migration, the study of the history of human migration, theories and policies concerning labour migration, and post-colonial studies, all resulted in the advancement of migration studies. The development of migration studies is also bound with the growth in interdisciplinary pursuits which has resulted from the popularization of postmodern thought during the past thirty years. In recent years, research interested in humanitarian issues related with migration has become increasingly popular. Many of these studies examine displacement and refugee movements which have resulted mainly from conflicts. (Wikipedia, 2020). Thus, at the international level, a majority of research focussed on various aspects of transnational migration. There are also studies on the various issues, challenges and other dimensions of internal migration, happening within a country. This review focuses on this facet of migration studies addressing internal migration in India. There are a few studies on this phenomenon conducted in Kerala, which are reviewed separately.

2.1 MIGRATION STUDIES IN INDIA- VARIOUS PERSPECTIVES

2.1.1 CREATION OF A MORAL COMMUNITY

There is not much literature generated in India that redefines the concept of migration. However, Gopal Guru seeks to make an argument that is different from the available research work on migration. It tries to understand the connection between the creation of moral community that is premised on the mediation between migration and physical space. Migration from one place to another is intrinsically moral as it is forced. It happens through the disruption of the life plans of working population. Forced migration, Gopal Guru argues, is the result of an inability of the State to provide people adequate and decent jobs at the natal place. Migration as a protest, thus provides the moral critique of State. The fallout of migration, however, leads to two opposite social phenomena. It provides conditions for the formation of moral community through solidarity and at the same time, it also produces an unencumbered individualism through mobility. He concludes that migration that happened during the

first half of the 20th century was accompanied with a deep sense of moral responsibility of consolidating movements for social change. Migrants particularly from the untouchable castes showed a tremendous ethical stamina to take the ethical initiative for the creation of community which we can find in the Neo Buddhism of Ambedkar. This was possible because they avoided following the mobility path that necessarily results in the loss to flow of modernity—modernity that produces an unencumbered sense among the migrants. However, Gandhi worked at the village level with the purpose of transforming caste Hindus into a moral community based on self-rule as a moral law. It is painful to conclude that certain state governments have used constitutional morality as a cover to hide their failure in taking the responsibility of providing jobs at the local level. In terms of gender, migration has not been able to undermine patriarchal power. In fact, it has produced a long-distance patriarchy. (Guru, 2019)

2.1.2 RURAL-URBAN MIGRATION

A few important studies in India on migration in general, are reviewed here. The twentieth century in human civilization has seen huge growth in urban population and a rapid increase in the level of urbanization all over the world. This high rate of urban growth was mainly fuelled by a strong stream of rural to urban migration. A significant feature of the third world urbanisations, including India, is that most of the population is concentrated in a few big cities and metropolitan areas. A study by Dipendra Nath Das and Sweta Bhusan, attempts to categorise the four top Indian metro cities in terms of their stage of growth, assess the components of population growth and summarise the migration dynamics in terms of the migrants' choice of destination. The cores of the metropolitan areas have more population concentration than the peripheral zones. In all the four metropolitan cities, population growth rate is decelerating, and in some cases, it is even found to be negative. City cores are experiencing huge flow of out-migration and are growing mainly because of the natural increase. A significant feature characterising all the four top metros is that majority of the migratory movement (both in-migration and out-migration) has taken place in short distances mostly to and from the adjoining districts of the urban agglomeration (UA). It has emerged in recent years that the four cities: Delhi, Mumbai, Kolkata and Chennai have witnessed a higher volume and rate of population growth towards the

periphery. Delhi and Mumbai have been more preferred destinations of migration than Kolkata and Chennai and their vibrancy is reflected in the higher degree of alluring and fusing capacity to the in-migrating population (Das and Bhusan, 2014).

2.1.3 CITIZENSHIP

In India, from the time of mass migration due to partition, there exists a paradox regarding the citizenship of migrants. According to Anupama Roy “As a ‘momentum concept’, citizenship has been seen as emancipatory and dynamic, as inherently integrative and universalising, having a self-propelling capacity to expand and deepen itself, so that at different moments in history ‘becoming a citizen’ has involved either an extension of the status to more persons, or a liberatory dismantling of hitherto existing structures of oppression or exclusion to be replaced by more egalitarian and inclusive structures.” In her article, she maps the amendments that have taken place in citizenship laws in India, sieving out in particular, the category of the ‘migrant’, to identify moments of encompassment and closure. It shows how the migrant has been integral to the amendments, and traces its different figurations within them, to demonstrate shifts in the ideological basis and institutional practices of citizenship in India. (Roy, 2008).

2.1.4 INTERSTATE INEQUALITY

One of the prominent theories regarding the phenomenon of migration is the push-pull theory. The reason for interstate migration can be attributed to the economic gradient existing among Indian states. In a longitudinal analysis of the census data, Bhaswati Das and Avijit Mistri argue that despite having high per capita income growth in all states during the 1900s and 2000s, interstate inequality still remains. The proportion of internal mobility in India, including interstate mobility, responds to that inequality as in previous decades. The proportion of interstate migration has remained constantly low over the decades (since 1961), compared to the total internal migration, and it was estimated to decline to the level of the 1981 Census in the 2011 Census. It is an indication of the increasing nativity of the population. The conventional pattern of migration from high-income states to low-income states during the 1980s and 1990s is expected to be disturbed widely during 2000s with the emergence of new pool centres as well as destinations. During the 2000s, India has produced more emigrants than immigrants, which is just opposite of the 1990s. (Das and Mistri, 2015)

2.2 REGION-SPECIFIC MIGRATION STUDIES IN INDIA- PERSPECTIVES FROM NORTH INDIA

2.2.1 SOCIAL NETWORKS

There are many studies conducted on different aspects of migration in which people move to a specific Indian state or Union territory. One such study, focusing on the social networking behaviour of migrants conducted among Kuki migrants in Delhi discusses the role and importance of social networks in the migration process. It explores the formation of social networks among the Kuki migrants. Drawing insights from the theoretical and conceptual literature on social networks and based on field observations and personal narratives of migrants, the study analyses the importance of social networks for migrants and explains how social networks help the migrants cope with a new social environment. The Kuki migrants have been classified into two categories, namely ‘pioneer’ and ‘follower’ migrants. While pioneer Kuki migrants hardly had any ties and merely depended on ‘weak ties’, it was follower migrants who used the benefits of ethnic and kinship networks. The study conclusively found that social networks have been instrumental though various pull factors at the place of destination and push factors at the place of origin have contributed towards Kuki migration to Delhi. The migrants have formed ethnic clusters, which have turned out to be a survival strategy in the new social milieu. The social networks not only have helped migrants to deal with challenges and constraints in an alien environment but also instilled a sense of confidence in them to overcome psychological stress and isolation. (Kipgen and Panda, 2019)

2.2.2 INDUSTRIALIZATION

Big industries attract many migrant labourers. Jonathan P. Parry focuses on long-distance rural migrants to the steel town of Bhilai. The Bhilai Steel Plant (BSP) was built with Soviet aid and with largely migrant labour drawn from all over India. It was one of a handful of mega-projects intended to kickstart India’s modernisation, epitomising the Nehruvian dream. The central question addressed here concerns the extent to which its workforce has become permanent urban dwellers or form part of a pattern of rotating migration. The argument is that different patterns of migration are characteristic of workers in public and private sector factories, and at different levels of the industrial hierarchy. The aristocracy of labour are most likely to become fully-fledged townsmen. Surprisingly, this

pattern is not significantly inflected by regional origin. The supposedly visceral commitment of migrants from Bhojpur to their villages does not make them more likely to return there. There are pragmatic reasons why not, but Parry suggests that this is also a consequence of the extent to which the BSP workforce has internalised a vision of modernity which antithetically constructs the village as an area of darkness and 'waiting room' from which one hopes to escape. (Parry, 2003).

The construction industry is one of India's fastest growing sectors and the second largest generator of employment after agriculture. It attracts huge quantities of unorganised workers from various parts of the country. This sector is now becoming 'a way' of entering a city for rural migrants. The Sengupta Report on Conditions of Work and Promotion of Livelihoods in the Unorganised Sector considers migrant workers as the disadvantaged workers who belong to the bottom layer of the working class in the country. Whereas migration is generally considered as an important means of economic redistribution, it can be unproductive for those who are at the bottom of the economic and social hierarchy. The limited urban space and shrinking public facilities can turn rural-urban migration counterproductive. The situation is doubly critical for the migrant construction workers (MCWs) due to the congruence of their poor living and work environments.

2.2.2.1 HEALTH HAZARDS IN THE CONSTRUCTION INDUSTRY

The unorganised workers in the construction industry face several health hazards. A cross-sectional study by Mohammad Akram based on a social epidemiological perspective, studies occupational diseases, treatment patterns and other public health concerns of MCWs in the urban spaces of western Uttar Pradesh. Findings reveal that self-reported cases of injury and disease among the MCWs in last one year are 35 percent and 70 percent, respectively. Public health facilities were missing in most of the construction sites. The migratory conditions, narrow and unhygienic living spaces and lack of basic health facilities increase the burden of occupational diseases manifold on the migrant workers. Policy corrections are required not only for improving the conditions of migrant workers but also for removing disparities in economic and social development among the regions and states which will regulate the magnitude and direction of unproductive migration. Amidst the growing boom in the construction sector and increasing prices of real estate, construction workers get marginalised. Migrant construction

workers get doubly marginalised. The State is playing the role of a silent spectator. The study suggests that the responsibility of the protection of all the rights of the migrant construction workers should be on the employer. The private corporate must fulfil its social as well as moral responsibility. The employer must ensure payment of due and just wages to the workers. The minimum wages should be revised on a yearly basis. The minimum conditions of a proper and just living should be ensured in all such workplaces. Healthcare, education and all other social security measures should be made accessible, affordable and achievable not only for the workers but also for their family members. The state should play an active role not only in regulating the sector, but also in implementing just laws and acts.

Poverty and lack of productive employment are two most important determinants of out-migration in India. Out-migration of poor, unskilled and uneducated populations not only perpetuates their economic deprivation, but also causes loss of their cultural and social capital. Together, they cause exclusion and marginalisation. Hence, there is immense need of developing new strategies for mitigating the increasing economic disparity between and among the states and regions in India. Mahatma Gandhi National Rural Employment Guarantee Programme is one small step towards the larger goal of achieving social development in India. Large scale skill development training at grassroot levels is one possible alternative as it can produce skilled workers as well as promote self-employment. (Akram, 2014)

2.2.3 IDENTITY

Migration has been seen by many authors as both reflective of culture and constitutive of it and the 'identity' of migrants had become, directly or indirectly, the theme of many migration studies. Ben Rogaly et al. describe changing social and spatial identities in the countryside of contemporary West Bengal. The central argument of the study is that interactions with people outside one's own locale, during travel and work as seasonal migrants and as employer-recruiters, are shaped by and influence their ethnic self-identification. In their study, self-identification and categorisation based on ideas of place are at least as important as, and indeed overlap with, those based on dimensions of group identity, such as caste, tribe and religion. The study analyses some of the ways in which self-identification as a member of a group beyond close kin is shifted and/or consolidated during the process of seasonal migration. It draws on a study of interactions between those seeking wage work in agriculture and the people

trying to recruit them. We find a continuing and nested process of both self-identification and categorisation. Unconscious as well as conscious ethnic affinities are consolidated and changed. At the same time, identities are used instrumentally by workers to make the outcome of negotiations less demeaning, and by employers to bargain more effectively for the workforce they need.

The context is the emergence of capitalist production relations in agriculture, presided over by a coalition government led by the Communist Party of India (Marxist). Agriculture has been a source of wealth for capitalist employers, reinforcing constructions of difference in relation to the migrant workers they employ. At the same time, many employers are attracted by the prospects of urban jobs and lifestyles and invest in their children's education. Migrant workers show a similar ambivalence, being attracted by the potential earnings and consumption possibilities arising out of being employed in the West Bengal 'rice bowl', and simultaneously repelled by the dangers they associate with the place.

The study concluded that as people interact with others from distant places, they move away from the narrower, within-group identifications characteristic of village life. There is a growing sense of belonging to larger ethnic groups, associated with religion, caste, nation, and/or territory. At the same time, the interactions between employers and workers (and among workers), on journeys, at bus stands, and at workplaces, serve to raise the boundaries between such groups, consolidating broader ethnic affinities. These more widely recognisable identities then become resources deployed instrumentally in negotiations at labour marketplaces and in the rice fields. (Rogaly et al., 2003)

Migrants try to preserve their identities through various cultural practices of their community at their native places. There are many studies dealing with identities and acculturation of migrants. A study by Madhusri Shrivastava, using Cultural Studies as the framework, investigates how north Indian migrants living in Kandivali East, Mumbai, exercise agency and appropriate Bhojpuri media texts to maintain their regional identity. Bhojpuri, a dialect of Hindi, has emerged as the lingua franca of these migrants hailing from the Indian states of Uttar Pradesh and Bihar. Beleaguered by the identity politics of the host city, the migrants turn to the Bhojpuri media to sustain the shared cultural beliefs that permeate their social relations. Familiar images in the media texts ensure continuity with tradition, feeding the resurgent pride of the community. The migrants'

aggressive defence of all things Bhojpuri, as well as their desire to sanitise Bhojpuri media of its bawdiness, is a manifestation of their embattled identities seeking validation. This article examines how the Bhojpuri media are intertwined with the migrants' everyday realities. The media reinforce gender roles, alleviate anxieties and gratify desires vicariously. Media representations meld cultural memory with the migrants' newly acquired understanding of the metropolis. In the process, hybrid identities are being fashioned by people on different points of the socioeconomic axis. The insights provided by the article are significant as they highlight the dynamics of changing societies and demonstrate how north Indian migrants under consideration are fashioning identities in congruence with their multifarious psychological and social needs in the host city. Further, the research illustrates how the interaction between media practices and the socio-cultural environment can be an empowering experience for communities battling problems associated with displacement, assimilation and acculturation. (Shrivastava, 2015).

2.2.3.1 ACCULTURATION

Migration, being an independent human activity, is considered to be a good indicator of socio-cultural changes in a country like India that comprises different castes, cultures, languages and religions. The migrant and local labourers differ in many aspects such as language, complexion, food habits, and behavioural traits and so on. However, migration offers a number of opportunities to change and adopt new ways and means of life, which ultimately brings qualitative changes in terms of socio-cultural and economic conditions. As a result of their long stay and working, there have been some changes in language, dress, customs, food patterns, likes and dislikes in relation to language, bathing and washing patterns, health services, saving patterns and remittances of the migrant agricultural labourers. Thus, the migrants knowingly or unknowingly face an identity crisis. The study by Anil Verma et al. examines these issues relating to the socio-cultural and economic changes witnessed by the migrant agricultural labourers working in the farm sector of Punjab. A large number of labourers from the poor states of Bihar, Uttar Pradesh, Jharkhand, West Bengal and neighbouring country of Nepal have been migrating to Punjab since the advent of the green revolution in the agricultural sector of Punjab. The empirical findings of the study confirm that migration is an important source of survival for these poor people across the country but while working in the fields of Punjab, the majority of them lose their social and cultural identity. (Verma, 2010)

2.2.4 GENDER ISSUES

Gender issues related with migration are multi-dimensional in nature. One study focuses on decisions surrounding pregnancy and childbirth and related notions of health and healing, especially as connected with women's bodies, to understand how a group of women in Darana basti (slum) in Jaipur perceive, experience, and negotiate the cultural and economic transformations in their lives. This article examines the connections between poor women's migration to a basti in Jaipur city in north-west India and their reproductive anxieties, agency, and outcomes.

The study suggests that, in terms of their reproductive choice and freedom, women's experience of migration is highly ambivalent. Three main consequences of women's migration account for this ambivalence: (a) a shift in gender roles, conjugal relationships and related expectations of childbearing; (b) an enhanced recourse to spiritual healers via friendship with women across castes; and (c) a greater resort to private, professional, gynaecological care, complementing the negative experiences of public health sector attitudes, provisions and programmes. While women have a greater role in reproductive decision-making as a result of a shift in gender roles and relationships, they experience greater constraints in bodily terms as reflected in the medicalisation of their bodies. Nevertheless, basti women are constantly negotiating better reproductive outcomes for themselves. Their resort to private healthcare enables them to avoid state services, allowing them direct access to healthcare, often without the knowledge of their husbands or relatives. (Unnithan-Kumar, 2003)

2.2.5 PUSH FACTORS

Most of the researchers attribute economic reasons as the most important factor for migration. But there are many reasons, other than economic, which push people to embark on their journey to a remote place in search of labour.

2.2.5.1 LIBERATION FROM VILLAGE LIFE

A study by Alpa Shah among seasonal migrants from Jharkhand to the brick kilns of other states in India substantiates this argument; and according to him, in Jharkhand, many migrants see migration as liberation from the constraints of village life. Seasonal casual labour migration in India has conventionally been understood as the result of extreme poverty whereby villagers are forced to become migrants for the dry six months to subsist or merely survive. This article draws on fieldwork

in a village in Jharkhand and a brick kiln in West Bengal to argue that migrants do not understand their movement in economic terms alone. Many see the brick kilns as a temporary space of freedom to escape problems back home, explore a new country, gain independence from parents or live out prohibited amorous relationships. It is suggested that Jharkhandi activists and policy-makers' construction of such migration as a problem, is as much about their vision of how the new tribal state ought to be, as about exploitation. Migration to the kilns is seen by them as a threat to the purity and regulation of the social and sexual tribal citizen. This moralising perspective creates a climate that paradoxically, encourages many young people to flee to the brick kilns where they can live freely. In this way, the new puritanism at home helps to reproduce the conditions for capitalist exploitation and the extraction of surplus value. Ironically, the spaces of freedom provided by the brick kilns serve to maintain older notions of the tribal self. Thus, rather than being a phenomenon dictated by mere economic necessity, migration to the brick kilns may also be seen as part of distinctive Tapu politics of challenging the purifying discourse of the Adivasi state. (Shah, 2006)

2.2.5.2 CONFLICTS

One of the reasons for migration is conflicts and such migrations can be seen as forced migrations in which the migrants really don't want to displace but the circumstances compel them to displace. So, the basic push factor is threat to life, and they embark upon migration for survival. Such a forced migration happened in Jammu and Kashmir, where the Kashmiri Pandits, well settled in the valley, were forced to move away to Jammu or neighbouring North Indian states as the Muslim terrorists targeted them. A qualitative study by Ankur Datta focuses on the problems of the Kashmiri Pandits, the upper caste Hindu minority of the Kashmir valley, who were displaced due to the outbreak of conflict in Jammu and Kashmir in 1989–90 and a significant section of who were located in displaced persons' camps during 1990–2011.

The study addresses two questions: first, how do communities facing protracted displacement deal with the experience of migration and place-making? Second, how do notions of home mediate this relationship? The study draws upon discussions with Pandits who contrast nostalgia for life in Kashmir with experiences of re-establishing social and political relationships after displacement. Place and migration here are both treated as contexts and products of social activity that involve considerations of objects, physical environment

and communal relationships. The study argues that discussions of place and home are marked by a tension between desires for reclaiming home and security, and the condition of uncertainty faced by groups such as the Kashmiri Pandits in the present. Forced migrants relate to place and the condition of migration as in the case of displaced Kashmiri Pandits. The relationship between place and migration has usually been expressed through representing migration and place-making as opposing processes. This study seeks to complicate this approach by showing how experiences of place and migration are mutually produced. Datta discussed the experience of uncertainty among Kashmiri Pandits and whether a possible future can be imagined in the current place of habitation. Through an engagement with nostalgic recollections of home in the past in Kashmir and challenges of rebuilding life and settlement in Jammu, Datta shows how the Pandits find themselves caught in a tension between the objective conditions of migration and displacement and their desire to seek a stable/secure location. (Datta, 2016).

2.2.5.3 ECOLOGICAL FACTORS

A majority of the migration studies are conducted at the destination to examine the problems, opportunities, alienation, acculturation etc. associated with migration which they experience at that place. But there are a few studies which look into the dynamism and other dimensions of out-migration, conducted at the place of origin. One such study was carried out in the northeast Indian state of Assam, which witnessed an unprecedented rural out-migration to other parts of India during the last two decades. Poor rural youth from the region have migrated to the more prosperous parts of India in search of livelihood, mostly as unskilled labour in the informal sector. While rural out-migration is not been a new phenomenon in Assam, such out-migration in the past was mostly confined within the state. Although the immigrant groups in Assam pioneered this new trend of out-migration, subsequently, the indigenous communities also followed suit. This qualitative study conducted among the Nepali community, an erstwhile immigrant community in Assam, explicates the interplay of historical forces that have contributed to this phenomenon and its impact on Assam's rural social landscape. The migrants in the area have been separated from their primary means of production mostly due to natural calamities, such as flood and erosion or due to unsustainable agriculture. Thus, their displacement is caused mainly by environmental factors rather than any direct human intervention. Even those who have been engaged in agriculture are gradually finding it extremely

tough to continue in the sector due to the rising input cost, uncertain rainfall, lack of minimum support price, among other factors. In the absence of any other viable means of livelihood, most of these farmers have joined the informal urban economy. (Mukhtiar and Chandan Kumar Sharma, 2019).

2.2.6 PULL FACTORS

Higher incomes at destination are an important pull factor of migration. Hence a major chunk of migration studies relates to the economic arena. A study conducted along these lines among industrial migrant labour working in the industrial units of Ludhiana by Shruti focuses overall on their financial aspects in terms of their income, consumption, expenditure, savings and remittance. The study reveals that the average annual income of these labourers was 35,112 while their average annual saving was 7,548 and their average annual remittance was 5,786. About two-thirds of the total industrial migrant labour surveyed, remitted their entire savings. The meagre amount of their savings highlights the plight of this labour and their families back home. Indebtedness was identified as the most common reason for the remittance of money. But compared to their local counterparts, it seems that migrants experienced an improvement in their standards of living after they migrated. (Mehra, 2017)

2.2.7 MIGRANT CHILD LABOUR

Migrant children constitute a vulnerable group prone to many types of atrocities. A study of 120 migrant child labourers working in households, tea stalls, garages and shops in south Kolkata by Sibnath Deb reveals that that an overwhelming number of the children are abused in some way or the other—physically, mentally or sexually. Of those with health problems, a good number of them remain untreated. In some cases, abuse and neglect become fatal. The study suggests that law enforcement agencies should be very strict in dealing with the perpetrators, who badly abuse and maltreat helpless children. Simultaneously, the community should be sensitized to this issue. In this regard, non-governmental organisations (NGOs) should take the initiative for creating social awareness. (Deb, 2005)

2.3 REGION-SPECIFIC MIGRATION STUDIES IN INDIA- PERSPECTIVES FROM SOUTH INDIA

2.3.1 RURAL-URBAN MIGRATION

Migration occurs in search of survival, fulfilment, and a better life. Among the classified migrants, Census 2001 reported that rural out-migrants constituted the majority of 75.80 percent. Majority of migration is

from one rural area to another due to 'marriage' in the case of females and 'in search of work' in the case of males. Lack of balance between rural-urban migration and urbanization carried a threat of major social and economic difficulties and it may actually block social and economic progress. The study by P. Ambiga Devi, K. T. Geetha and K. R. Gomathi analyses the determinants of rural out-migration to Coimbatore city, which stands third in the number of immigrants (Census 2001) in Tamil Nadu. A total of a hundred rural migrants in the sample area were contacted. An empirical analysis was carried out on the nature, size, type and other characteristics of migrant workers. Further the economic impact of migration and its determinants were also assessed. Rural out-migration occurs at a younger age mainly for seeking a better job. The disintegration of joint families had led to declining family income causing males to migrate to nearby cities in a larger proportion. The empirical analysis strengthened the various theories on migration, both neo-classical and sociological. The study concluded that by providing adequate infrastructure and institutional supports in rural areas, the rural out-migration could be restricted preventing the unbalanced tilt towards cities. (Devi, 2009)

The rural-urban labour migration studies look into different dimensions of the phenomenon such as social, economic, political, cultural, psychological and attitudinal. Studies focusing on the attitude of rural labourers towards industrial work are important as the labourers are working in an entirely different setting. A study by Geert De Neve presents a critique of a discourse, commonly found in anthropological and historical accounts, that stereotypes rural labour migrants as unreliable workers who are not yet fully committed to industrial work regimes and who keep prioritising rural responsibilities above industrial needs. Based on data collected in the garment industry of Tirupur, south India, it is shown that rural migrants can as well be conceived of by their urban employers as more committed and hardworking recruits than the so-called 'locals'. Employers' discourses of migrant workers are examined, and four case histories of migrants are discussed to illustrate that labour commitment is not just the mechanical outcome of a long-standing familiarity with an industrial and modern lifestyle. Rather, the commitment of migrant workers must be understood in relation to their expectations of and encounters with modernity, which for most migrants are shaped through experiences of socio-economic and spatial mobility. Commitment can be expected to be high where rewards are substantial. The article engages with modernity

both as a discourse about the nature of industrial employment and lifestyles, and as a set of expectations and achievements which comprise the experiences of modernity for those involved. (Neve, 2003)

2.3.2 ETHNICITY

Ethnic identity studies are carried out among migrants as they face an identity crisis at the place of destination and struggle to maintain their identities. The continued salience of ethnic consciousness even in an urban setting evokes keen interest among the scholars. Why is that despite being located in an apparently urban context, ethnic identity continues to be dominant is the question that has not been adequately theorised. D. V. Kumar in his article seeks to engage with this question. The excessive dependence on the primordialist or instrumentalist approach to explain the salience of ethnicity has increasingly been questioned. Neither approach alone would enable us to have a proper grasp of the issue of ethnic identity. He makes use of the oppositional approach which seeks to combine both these approaches and explain the salience of ethnic identity in a more satisfactory manner. The fieldwork has been conducted among the Mizos living in Bengaluru. The basic point that emerges from our study is that if the democratic, secular and liberal framework in India is to have any substantive significance, the concerns and sentiments of the 'other' (defined in terms of different cultural, social and physical characteristics) need to be respected. Then only one can have a creative and meaningful relationship among different groups living in India. (Kumar, 2018)

2.4 MIGRATION STUDIES IN KERALA

Migration in Kerala has shown a different picture. There was an outward flow for the past four to five decades to the West Asian countries for employment. The inward flow was slow, and it was from only the neighbouring states like, Tamil Nadu, Karnataka and Andhra Pradesh. But, in the past two decades, the flow of inward migration from the neighbouring states and north-east states has increased significantly and the reasons are many. The migration dynamism in Kerala has become the subject of serious study only recently.

The Gulati Institute of Finance and Taxation has submitted a report (2013) after studying the 'Domestic Migrant Labour in Kerala (DML)' (Narayana, D. and Venkiteswaran, C. S. 2013). This is the only serious study among the internal migrants in Kerala which deals with socioeconomic and demographic factors. Gulati Institute of Finance and Taxation submitted this

study to the Labour and Rehabilitation Department, Govt. of Kerala in the wake of growing presence of Domestic Migrant Labour (DML) in Kerala. This study mainly focused on estimation of stock and flows of DML. The respondents are selected during their travel by trains. It includes some characteristics of the DML in Kerala, duration of stay of DML in Kerala, work arrangements, unemployment and underemployment among them, wages etc. The significant chapter in this study was the life and work environment of DML. This study gave insight to the housing and accommodation of DML, employment, wages, leisure, migrants and the locals, demographic and gender dimensions, the economics of sub-contracting and formalizing migrant labour, emerging challenges. This study also put forward important recommendations:

1. A voluntary registration of DML based on which all benefits to the DML, will be planned.
2. Improving housing and living conditions of the DML
3. Social security and health issues
4. Employment issues
5. Sustaining good relations between the DML and the local population in Kerala
6. Helplines in different languages

This study mainly focused on the economic aspects of migrants in Kerala. There are not many major studies covering different dimensions of the migrant population in Kerala. But a few studies are there, focusing on specific aspects of their work or life.

2.4.1 CULTURAL POLITICS OF WAGES

One such study, on the wages of the migrant workforce, by Mythri Prasad Aleyamma, deals with the cultural politics of wages: Ethnography of construction work in Kochi, India. This study argues for an understanding of wages as cultural and spatial relations. By examining the wages of migrant workers and local unionised labour in Ernakulam in Kerala, South India, it demonstrates that 'wages' embody local practices and processes. The article details the labour practices in a port building site and in spot labour markets for construction work. It examines skill as a social relation and non-payment of wages as an accumulation strategy. Wages of local workers and that of migrant workers differ not only in terms of quantity, but also in terms of the processes and practices that surround them. These differences are viewed through the lens of cultural politics and spatial differentiation. The social history of labour movements in Kerala which involved unionisation of manual labour

in the unorganized sector often determined the options available to capital. Trade unions constituted the contradictory space that emerged as a result of port building. Here, they represent old social relations that are superseded or reworked by the production of capitalist space. Wage is an ethnographic object that informs us about these specific contradictions. Wages make us question the nature of agency of workers in surviving, resisting and transforming capitalism. Unionised construction workers are able to defend wages by drawing on a political settlement of the previous era and by creating an ethnic wage niche. While it might seem as though they suffer from myopia that obscure their long-term interests, it is enabled by a politics of labour that restricts representation on the basis of ethnicity. There is no objective 'interest' that labour needs to see and fight for, but an articulation of agency given the distinct juncture of capitalism (Mann 2007). Labour capitalises on differences within the working class in its encounter with capital; these differences, in turn, are embedded in spatial structures of production. At the same time, to portray negotiation, coping and survival that draws on these differences within the working class as the full spectrum of workers' agency vis-à-vis capital will be excessively imprudent. (Aleyamma, 2017)

2.4.2 RECRUITMENT

Recruitment was the subject of discussion of a study titled "From labour contractors to worker-agents: Transformations in the recruitment of migrant labourers in India". This study found that the recruitment of migrant workers to Kerala's tea estates has changed from a hierarchical contractor-led system to one in which worker-agents bring friends and family to work with them in the plantations. The figure of the worker-agent in the migration dynamics has to be understood, not as an offshoot or parallel system of labour recruitment, but as a major system that potentially replaces the professional contractors/commission agents. With worker-agents becoming able to quickly mobilise a reliable workforce, their deployment allows tea companies in Peermade to manage levels of demand for labourers without having to employ workers on permanent basis. This shift of recruitment system widened the company's recruitment strategies while allowing them to remain distant from the casual workforce and its representatives. In other words, the balance of knowledge and ignorance was optimised in favour of the employer and against the worker-agents and temporary migrant workers. The shifts in recruitment systems illustrate certain features of contemporary global capitalism that relies on the continuous creation of a precarious casual labour force.

In some small ways, the shift away from contractor-led recruitment has benefitted the migrant workers, who are paid more regularly and are able to communicate problems more easily; more substantial benefits have accrued to the worker-agent who commands a bonus payment from the labour of fellow-migrants. But the biggest winner has proved to be the plantation companies. The use of worker-agents instead of professional contractors has resulted in lower overall costs, the securing of a flexible and reliable supply of labourers and the continued denial to casual workers of their legal dues. It may be possible that in the horizontal social networks that facilitated the rise of the worker-agents, there exist the possibility for political struggle and collective negotiation. (Raj and Axelby, 2019)

2.4.3 PSYCHOLOGICAL FACTORS

Another study, looking into the psychological problems of migrant labourers in Kerala, was done by Dr Sunil Kumar P. (Chief Project Coordinator) and Dr Pramod, funded by Kerala Institute of Labour and Employment, Thiruvananthapuram in 2013. The study examined various mental stresses and strains experienced by the migrant labourers such as alienation, loneliness, the fear experienced by migrant labourers about work related accidents, the fear experienced by migrant labourers arising out of the insecurity of job, emotional deprivation, anxiety, and depression. It also discussed the strategies

employed by them to cope with the problems. (Sunil Kumar, P. and Pramod, S.K., 2013)

2.4.4 ADULT MIGRATION AND CHILD LABOUR

A PhD research titled 'Migrant child labour in Kerala: A study based on children employed in hotels, restaurants and teashops in the district of Thiruvananthapuram' conducted by Biju Lekshmanan at School of Gandhian Thought and Development studies, Mahatma Gandhi University focuses on the causes of migration, living conditions of migrant child labourers, the exploitation and abuse faced by them and their bad habits. He assumed that "There is a positive correlation between adult labour migration and child labour". The finding of the study indicates that there is push as well as pull factors for migration and work of children. Poverty, adult migration, irresponsibility of male members of family, inadequate measures of social security, and family conflicts are the push factors. Comparatively higher income differentials, high income opportunities and attraction of city life are the pull factors responsible for migration (Lekshmanan, 2002).

There are very few studies covering all the dimensions of the of interstate migration in Kerala. The present cross-sectional study fills this gap by comprehensively looking into almost all the aspects of the life and work of migrants in Kerala, including respondents from all the fourteen districts.

METHODOLOGY

This study follows a quantitative research strategy using a cross-sectional research design.

3.1 SAMPLING

This study included all fourteen districts of Kerala for selection of respondents. The sample was stratified based on geographical areas (districts) and then a simple random sample of 100 was taken from each district, except Ernakulam. Per the data of GIFT on migrant workers, Ernakulam has the highest number of migrants; almost double that of other districts. Therefore, 200 respondents were taken from Ernakulam. Thus, the total sample size was 1500.

A migrant worker who completed at least six months of working in any sector and living in Kerala was identified as respondent for the study. Migrant workers who fulfilled the above criterion were interviewed by fourteen trained field workers in the fourteen districts of Kerala.

3.2 TOOLS FOR DATA COLLECTION

A specifically designed semi-structured interview schedule was used for data collection. The schedule was pre-tested; necessary modifications were made and then translated into Hindi to help the field workers to collect data.

3.3 DATA COLLECTION

The data collection was done during 2019. Collected data was entered into Excel spreadsheets in a standard format and statistical analysis done in SPSS. The data entry work completed in January 2020.

3.4 ANALYSIS OF DATA

The collected data was analysed using SPSS. Descriptive analysis was done with descriptive statistical tools

(frequency tables, contingency tables and descriptives). Inferential tools such as Chi-square test, ANOVA, Tukey Post HOC tests were also used.

DISTRICT MAP OF KERALA



RESULTS

I. WORK-RELATED ISSUES

The results and discussion of this section deal with the various issues pertaining to the work life of the migrants, factors that have either a positive or negative impact on their lives.

4.1 DEMOGRAPHIC PROFILE

The characteristics of the sample of the migrant population selected for the present research are discussed here. These include age, sex, marital status, religion, social category, educational qualifications, native state, mother tongue, language exposure, and status of family living and children. These are analysed to get a clear picture of the context of the migrant community.

4.1.1 AGE OF THE MIGRANT POPULATION

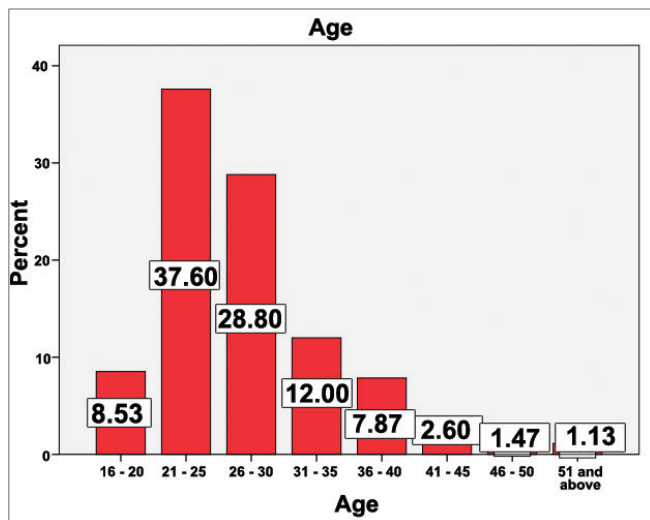


Figure 1: Age of the Sample

Figure 1 illustrates the age-wise distribution of the respondents. Majority of the migrant population in Kerala constitutes young people in the age group of 20-30 years. This graph clearly shows that 37.60% of them belong in the age group of 21-25 years. 28.80%

belongs to the age group of 26-30 years. 12% are 31-35 years and 8.53% come under 16-20 years. Only a minority of them belong to the above 40 years age group. The mean age of the respondents is 27.82.

These figures reveal the temporary nature of this migration. After a few years, they will go back to their native places generally after fulfilling their purposes. Those who stay in Kerala for a longer period usually have long term goals such as their children's education and marriage. Thus, Kerala receives energetic young

workers to fill the gap created by the out-migration to the Middle East and other countries.

4.1.2 GENDER

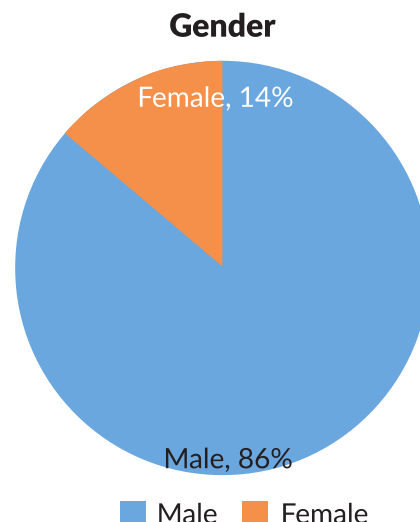


Figure 2: Sex ratio of the Sample

Figure 2 indicates the gender-wise breakup of the respondents. The chart shows that among the migrant population in Kerala males outnumber females. Eighty-six percent of the migrants were males and 14 % were females.

The majority of the female migrants accompanied their husbands or relatives. Usually, they were not interested in working outside of their living place due to multiple reasons and many of them choose to work at home and engaged in areca nut shelling, making seasonal fancy and handicraft items.

4.1.3 MARITAL STATUS

Marital Status	Frequency	Percent
Married	884	58.9
Unmarried	614	40.9
Divorcee	1	.1
Separated	1	.1
Total	1500	100.0

Table 1: Marital Status of Sample

Table 1 shows the marital status of the migrants in Kerala, indicating that 58.9% of the respondents were married, and 40.9% were unmarried, and there were only very few cases of divorce and separation among them. Because of poverty and illiteracy, early marriages are common in northern parts of India.

4.1.3.1 MARITAL STATUS VS. GENDER

Marital Status and Gender Cross Tabulation					
			Female	Total	
Marital status	Married	Count	112	884	
		% Within Marital status	12.7%	100.0%	
	Un Married	Count	99	614	
		% Within Marital status	16.1%	100.0%	
Total		Count	1287	211	1498
		% Within Marital status	85.9%	14.1%	100.0%
$\chi^2=3.572$, df=1, p=059					

Table 2: Marital Status and Gender

Table 2 shows the cross tabulation of marital status with gender. Among the migrants who are married, 87.3 % were men, and among unmarried migrants, 83.9 % were men, and 16.1 % were women.

Thus, there is no significant difference in marital status in relation to the sex of the migrant. The chi-square test results also show that there is no statistically significant association between marital status and gender ($P>.05$).

4.1.4 RELIGION

	Frequency	Percent
Hindu	880	58.7
Muslim	466	31.1
Christian	153	10.2
Sikh	1	.1
Total	1500	100.0

Table 3: Religious Affiliations

Table 3 shows the religious status of the respondents. 58.7% belong to the Hindu community, 31.1% follow Islam and 10.2% are Christians.

According to the 2011 census, 79.8% of the population of India practise Hinduism, 14.2% adheres to Islam, 2.3% adheres to Christianity, 1.7% adheres to Sikhism, 0.7% adheres to Buddhism, and 0.4% adheres to Jainism. We can see a reflection of this in the religious break-up of migrants in Kerala. Majority of them were Hindus, then Muslims, then Christians and others. Sikhs are very rare among migrant labourers in Kerala.

4.1.5 SOCIAL CATEGORY

	Frequency	Percent
General	493	32.9
OBC	741	49.4
SC	153	10.2

ST	113	7.5
Total	1500	100.0

Table 4: Social Categories

Table 4 shows the social categories to which the respondents belong. 49.4% belong to the OBC category. 32.9% of them belong to the general category, and 10% of the SC and 7.5% are in the ST category. Majority of respondents (cumulative percentage 67.1) belong to the socially backward categories such as OBC, SC and ST. The percent of general category migrants is 32.9.

Their increased presence among the migrant community is evidence of their backwardness in Northern India. Most of them were 'pushed' by the difficult situations they faced at their native places, where they were finding it tough to make both ends meet. This discussion indicates that a section of general category people without much protection from the government, also cannot meet their needs at their native place.

4.1.6 EDUCATIONAL QUALIFICATION

	Frequency	Percent
Illiterate	132	8.8
Literate without schooling	67	4.5
Class 1-3	198	13.2
Class 4-7	441	29.4
Class 8-9	357	23.8
Class 10-11	210	14.0
Class 12	79	5.3
Diploma/certificate course	8	.5
Graduate	8	.5
Total	1500	100.0

Table 5: Educational Qualifications

Table 5 displays the education level of the respondents who opt for migration. Majority of them were literate (cumulative percent 90.2) and studied at varying levels

up to 12th grade. 0.5% of the respondents had a diploma/ certificate, and 0.5% of the respondents were graduates. 8.8% of the respondents were illiterates but 4.5% can read and write without having school education. In Kerala, they have the facility to attend the Malayalam literacy classes organized by Sakshartha Mission in all the districts and can write the 10th-grade exam.

4.1.6.1 REASON FOR DISCONTINUATION OF EDUCATION

	Mean Rank
Financial constraints	8.14
Family problems	7.18
Not interested	5.83
Engaged in unpaid domestic activities	5.45
Engaged in paid domestic activities	5.43
School is far off	4.91
Timings of Educational Institution	4.82
Inadequate number of teachers	4.42
Quality of teachers not satisfactory	4.42
Language /medium of instruction is unfamiliar	4.41

Table 6: Reasons for discontinuation of education

Table 6 illustrates the reasons for the discontinuation of their education. The reasons are rank-ordered, and the mean-rank is given. Financial constraints were cited as the reason for their withdrawal from formal education by most of the respondents (mean rank 8.14). Problems faced in the family were opined as the next important reason (mean- rank 7.18). Lack of interest was reported as another reason for dropping out from the educational process (mean-rank 5.43). These three are the most prominent reasons perceived by the migrants in Kerala. Many of them were first-generation learners, and poor economic and familial backgrounds pull them out of the formal educational process

4.1.7 NATIVE STATE/COUNTRY

	Frequency	Percent
Andhra Pradesh	3	.2
Assam	237	15.8
Bihar	145	9.7
Chhattisgarh	2	.1
Delhi	8	.5
Haryana	3	.2
Jammu Kashmir	2	.1

Jharkhand	46	3.1
Karnataka	25	1.7
Manipur	3	.2
Madhya Pradesh	11	.7
Nagaland	3	.2
Nepal	4	.3
Odisha	256	17.1
Punjab	1	.1
Rajasthan	41	2.7
Tamil Nadu	2	.1
Telangana	2	.1
Uttarakhand	1	.1
Uttar Pradesh	43	2.9
West Bengal	660	44.0
Total	1500	100.0

Table 7: State/Country of Origin

Table 7 shows the native state of the respondents. Forty-four percent of the respondents were from the state of West Bengal and 17.1% were from Odisha. 15.8% from the state of Assam and 9.7% respondents were from Bihar. West Bengal, Odisha, Assam, and Bihar are the states contributing a major chunk of migrants in Kerala, followed by Jharkhand (3.1%), Uttar Pradesh (2.9%), and Rajasthan (2.7%). The respondents of this study included migrants from twenty-two states.

Thus, the migrant population in Kerala is pan-Indian, and the people from far-off places in India consider Kerala as a comfortable destination, not only due to the economic advantage of the wage differentials but also because of a host of other reasons including climate, environment, the behaviour of Keralites, higher quality of life etc.

4.1.7.1 FREQUENCY OF VISITS TO NATIVE PLACE

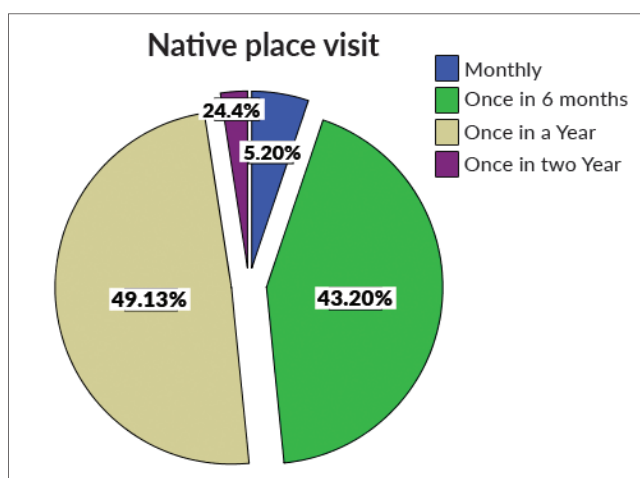


Figure 3: Frequency of Visits to the Homeland

Figure 3 shows the respondents' frequency of visits to their homeland. Majority (49.13%) of them chose to visit their house once in a year which would help them to save their income and avoid unnecessary travel expenses. 43.2% of respondents liked to meet their family once in 6 months while 5.20% of the respondents were visiting their native place monthly and 2.47% visited their family back home once in two years.

This analysis indicates that a majority (cumulative percent 92.3) visits their native place once in six months or once in a year. This shows their attachment to their homeland and culture. Even though they undergo the process of acculturation, they are preserving their identity.

4.1.8 MOTHER TONGUE

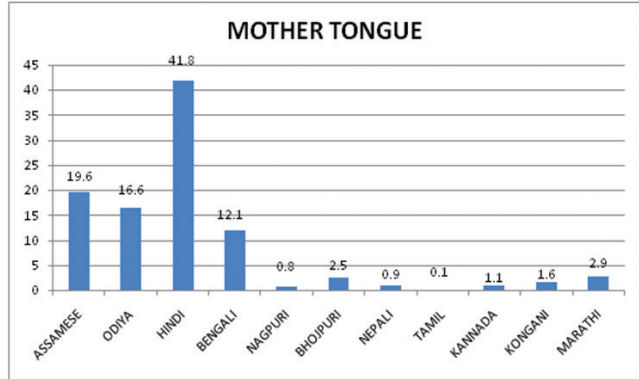


Figure 4: Mother Tongues

Figure 4 shows the mother tongue of the respondents. 41.8% of the respondents' mother tongue was the Bengali language; it is the official language of the Indian states of West Bengal, Tripura, and the Barak Valley of Assam. Bengali is also the second official language of Jharkhand. 19.6% of the respondents' mother tongue was Assamese. Odia is an Indo-Aryan language spoken in the Indian state of Odisha. 16.6% were speaking this language, which is the official language in Odisha, also spoken in parts of West Bengal, Jharkhand, Chhattisgarh, and Andhra Pradesh. Next to Odia, Hindi was the mother tongue of 12.1% of the respondents. There were very few migrants with other languages as mother tongues.

4.1.9 EXPOSURE TO LANGUAGES

Hindi	Yes	1417	94.5
Nagamese	Yes	43	2.9
Telugu	Yes	12	0.8
Kannada	Yes	17	1.1
Marathi	Yes	9	0.6
Assamese	Yes	215	14.3

Tamil	Yes	28	1.9
English	Yes	70	4.7
Nepali	Yes	24	1.6
Malayalam	Yes	281	18.7
Bengali	Yes	718	47.9
Arabic	Yes	160	10.7

Table 8: Exposure to Other Languages

Table 8 shows the languages the respondents handle other than their mother tongue. They acquire this language skill because of their migration and interaction with people from different places. Hindi is the most spoken, widely written and understood language in North India. 94.5% of respondents can speak Hindi. Even though their mother tongue varies, Hindi is the language through which they communicate both with migrants from different states and with the 'Malayali' people. 47.9% speak the Bengali language. 18.9% can speak and understand Malayalam because of their long duration of stay in Kerala. 14.3% speak Assamese, and 10.7% know Arabic.

Kerala State Literacy Mission Authority (KSLMA) has a specific literacy programme, 'Changathi', through which thousands of migrant workers from the northern states are initiated into the world of letters. The programme which aims to teach the migrant labourers to read and write Malayalam and Hindi within four months, launched at Perumbavoor in Ernakulam district, which has the largest concentration of migrant workers in the state. It is one of the reasons for their increased proficiency in Malayalam. Even then, the writing and reading skills of the marginalized migrant labourers are poor

4.1.10 LIVING WITH FAMILY

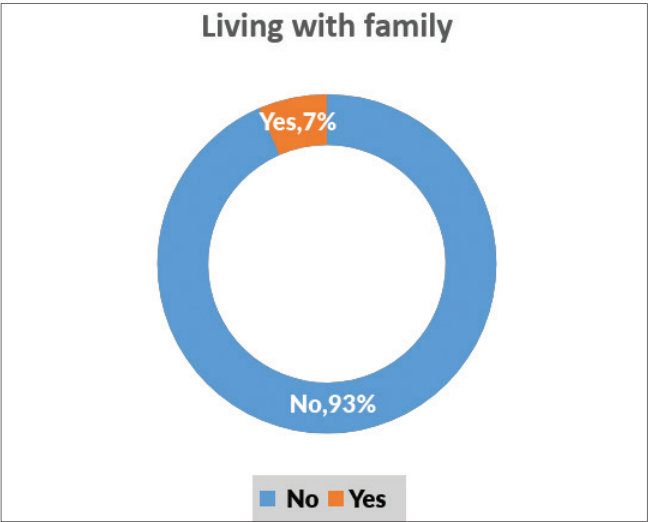


Figure 5: Living with Family

Figure 5 demonstrates the status of migrant's living with

family in Kerala. The majority (93%) of them were living without their family, and only 7% of them live with their family. Majority of the migrant workers in Kerala were youngsters and living together within a limited facility to earn better income to meet the hopes for which they embark upon. The migrant workers living with their families were mostly seen in Ernakulam, Wayanad and Kozhikode districts. They are seasonal workers in areca nut peeling and brick kilns and after the season, they usually go back to their native place.

4.1.11 LIVING WITH CLOSE ONES

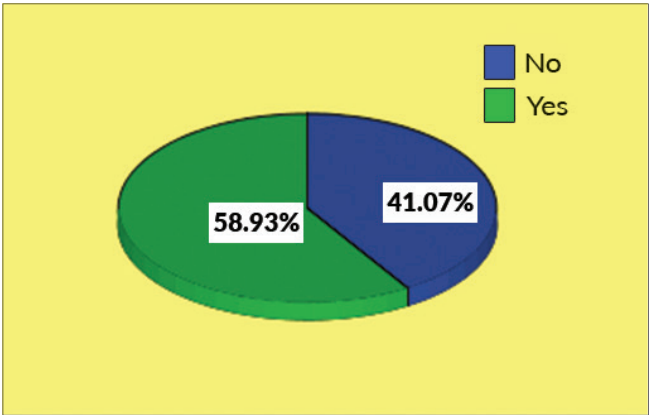


Figure 6: Living with Close Ones

Figure 6 shows the percentage of respondents living with their relatives and close friends. 58.93% were staying with their close ones and have a feel-at-home experience with a sense of protection. 41.07% were not staying with close ones, usually with people from other states, detached from family and friends.

It is one of the reasons for their movement within Kerala in search of better work and income as they were not attached to group members and lacks the ‘we feeling’.

4.1.12 WORK STATUS OF LIFE PARTNER

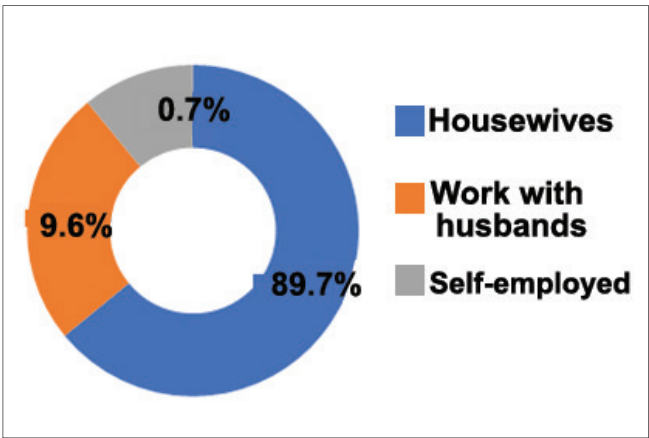


Figure 7: Work Status of Spouse

Figure 7 shows the current work status of married women. Among the married women migrants, 89.7%

live in Kerala as housewives. 9.6% of them work with their husbands, and 0.7% were self-employed.

The migrant women are uneducated and cannot go to work due to lack of language proficiency and because they have to look after their children. A small percent of migrant women worked with their husbands; most of them are seasonal workers, and a small percent of them were self-employed as they feel alienation and fear of facing problems specific to women.

4.1.13 STATUS OF CHILDREN

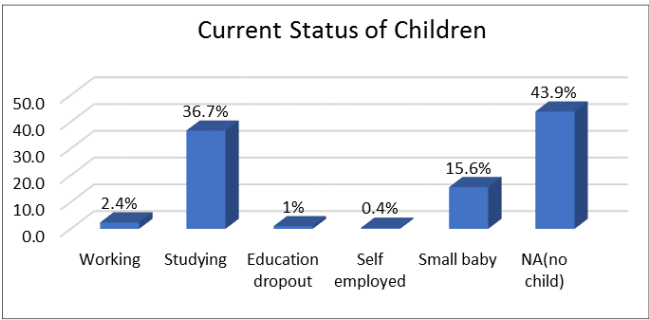


Figure 8: Status of Children

Figure 8 shows the current status of children of the migrants. 36.7% of the respondents’ children were doing their schooling either in Kerala or their native place. 43.9% of the migrants have no children, and 15.6% of them have only small babies. 2.4% of the respondents’ children were not studying and were working with their parents like selling fancy items. One percent of the children were dropouts, and 0.4% of the children are self-employed, for example, selling toys in markets.

Continuity in education is one of the challenges faced by the migrant children in Kerala because of their parent’s irregular nature of employment and frequent movement from one place to another in search of a better job. But there are cases of high achievers among them in CBSE and Govt. schools in Kerala. Majority of the migrants facilitate educational avenues for their children usually at their native place. Thus, we can expect a more educated second generation than the present migrant population here. It is similar to the migration of Keralites to Middle East countries as unskilled labourers. They invested heavily in their children’s education and made them professionals. It leads to a transformation and the new generation Keralites migrate as professionals, and this eventually leads to the labour deficiency in Kerala.

4.1.14 SUMMARY OF DEMOGRAPHIC PROFILE

This analysis reveals that West Bengal, Odisha, Assam, and Bihar are the states contributing the major chunk of migrants in Kerala. Majority of the migrant population

in Kerala constitutes male young people under the age group of 20 to 30 years. More than fifty percent of the migrants are married, and a majority of the migrants are living in Kerala without their family. Among the married women migrants, a majority live in Kerala as housewives. As far as religion is concerned, the majority of them are Hindus, followed by Muslims, Christians and others. Sikhs are very rare. The majority of respondents belong to the socially backward categories such as OBC, SC and ST. The majority of them are literate and Bengali ranks the most popular among the mother tongues of migrants in Kerala. Continuity in education is one of the challenges faced by the migrant children in Kerala because of their parents' irregular jobs and frequent movement from one place to another in search of better jobs.

4.2 MIGRATION PROFILE

Interstate migrant labourers in Kerala have multifarious migratory experiences. This section provides a brief analysis of their migratory profile. It includes the number of states visited by them (other than Kerala) for employment, facilitator of their Kerala migration, mode of transport to Kerala, years of stay in Kerala, nature of locality of stay in Kerala, pull and push factors of migration.

4.2.1 STATES VISITED (OTHER THAN KERALA) FOR JOBS

No. of States	Frequency	Percent
0	647	43.1
1	428	28.5
2	292	19.5
3	89	5.9
4	31	2.1
5	8	.5
6	5	.3
Total	1500	100.0

Table 9: States Visited for Jobs

Table 9 depicts the number of Indian states visited by the respondents, other than Kerala. 28.5% of the respondents went to another state before coming to Kerala. A cumulative percent of 56.8% of them travelled across India in search of suitable work for better income and visited one to six states other than Kerala. For 43.1% of the respondents, Kerala is the first state in their migratory journey. It reveals that Kerala, God's own country, is a preferred destination of the migrants.

4.2.2 FACILITATOR OF KERALA MIGRATION

Facilitator	Frequency	Percent
My relative /friend	942	62.8
Co-worker	145	9.7
Contractor/Supervisor	158	10.5
Family members	170	11.3
Mediators	9	.6
Self-Decision	76	5.1
Total	1500	100.0

Table 10: Facilitator of Kerala Migration

Table 10 shows the facilitators who helped the respondents to reach Kerala. 62.8% of the respondents embark upon their journey with the help of a relative or friend who had 'Kerala experience'. 11.3% reached Kerala with the help of their family members. 10.5% of the respondents were directly recruited by a contractor /supervisor, and in some cases, they charge a recruitment fee also. Some of these recruiters were called senior Mestri; they usually have more than 4-5 years of experience in Kerala. So, the native people depend on them for fulfilling their dream to migrate to Kerala at any cost. 9.7% of the respondents joined their current jobs in Kerala with the help of their co-workers. 5.1% of the respondents decided to migrate themselves, and 0.6% of them came in Kerala with the support of other mediators.

This analysis reveals that the migrants working in Kerala already have networks and they have preliminary information about Kerala and the situation prevailing here.

4.2.3 MODE OF TRANSPORT TO KERALA

Mode	Frequency	Percent
Train	1467	97.8
Bus	16	1.1
Flight	4	.3
Ship/Boat	13	.9
Total	1500	100.0

Table 11: Transport to Kerala

Table 11 describes the different modes of transport used by migrants to reach Kerala. The train is the most favoured means of transport with 97.8% of the respondents depending on it as it is the easiest and most cost-effective mode of transport to reach Kerala. Railways connect the length and breadth of India with its services stretching from Kashmir to Kanyakumari. 1.1% of the respondent reached by bus and 0.9%

respondents came through ship or boat service. 0.3 % came here by air. It also reveals the economic condition of the migrants.

4.2.4 YEARS OF STAY IN KERALA

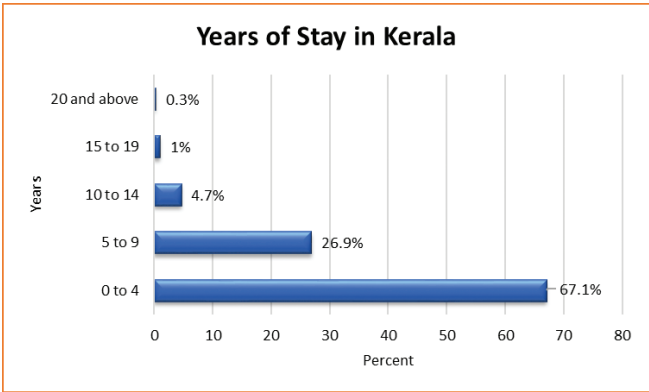


Figure 9: Duration of Stay in Kerala

Figure 9 shows the migrants’ duration of stay in Kerala. 67.1% of them were living in Kerala for up to four years and 26.9% of them were in Kerala for 5 to 9 years. 4.7% of the respondents were working in Kerala for more than 10-14 years, and 1% of them were living here for 15-19 years. Only 0.3% were working and living in Kerala for more than 20 years.

This analysis reveals that the majority of the migrants are temporary migrants and only 6% of them were long term migrants having stayed for ten and above years.

4.2.5 NATURE OF LOCALITY OF STAY

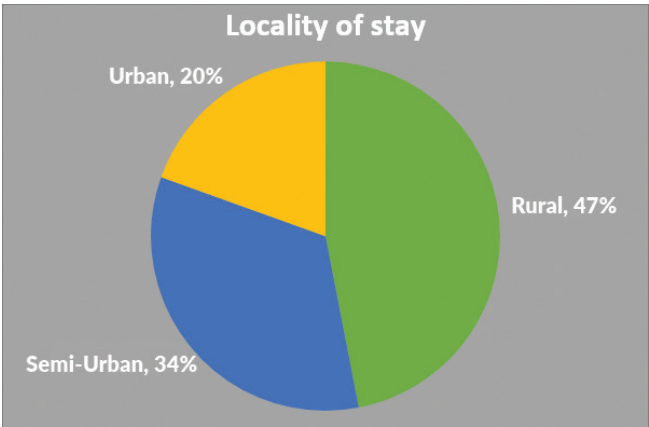


Figure 10: Type of Residential Locality

Figure 10 illustrates the type of the locality in which the migrants stay. The respondents reside not only in urban areas but also in rural areas. Rural Kerala experiences the presence of more migrants than urban areas. Rural Kerala has most of the infrastructural facilities enjoyed by urbanites, and employment opportunities are available in rural areas in different domains. The living costs (rent, food, etc.) in rural areas are less compared to the urban setting. Thus 47% of them chose to live

in rural areas. 34% of them were residing in semi-urban areas where they have more transport facilities to move to the city and the rural areas for work and to return to the residence. 19% of them were staying in urban areas mainly owing to the nature of work in which they are engaged.

4.2.6 KERALA A BETTER DESTINATION-PULL FACTORS

Pull Factor		Frequency	Percent
High wages	Yes	1422	94.8
Regular work	Yes	1204	80.3
Good climate	Yes	518	34.5
Good behaviour of native people	Yes	515	34.3
Flexible rules and regulations	Yes	491	32.7
Support from Govt	Yes	435	29.0
Clean water facility	Yes	305	20.3
Less working hours	Yes	254	16.9

Table 12: Pull Factors for Kerala as a Destination

Table 12 shows the factors existing in Kerala which attracted migrants. A few factors were listed, and the respondents were asked to indicate all those applicable to them with multiple responses possible. The most important factor which attracted them to Kerala is the higher wages prevailing here. It is almost four times that in their native state. Obviously, most of them, 94.8%, came here with consideration of the economic advantage they can leverage because of this wage differential. The next factor that entices them towards Kerala is the chance for regular work. 80% of the respondents revealed that regular work available in Kerala attracted them here. 34.5% of respondents said that the climate condition prevailing in Kerala is comparatively good, compared to other states in India. 34.3% found the good behaviour of Keralites and 32.7% of them perceived the flexible rules and regulations in Kerala as the deciding factors influencing them to set out to Kerala for survival and better living. 29% of the respondents revealed that the support given to migrants by the government of Kerala acted as a pull factor to opt Kerala as their destination. Availability of clean water was considered by 20.3 percent of them for taking a decision favourable towards Kerala. Lesser working hours here compared to their native place is the least thing that influenced them in their crusade to Kerala. This is because uniform rules exist regarding working hours in different Indian states. Still, a portion of the migrants considered this

as a factor. This reveals the exploitation faced by the working class in other states even in this era of labour rights. As the majority of the migrants were unskilled labourers, they were attracted by the higher wages and regular work offered by Kerala.

4.2.7 REASONS FOR LEAVING NATIVE STATES - PUSH FACTORS

Push Factor		Frequency	Percent
Low wages	Yes	1274	84.9
Lack of regular work	Yes	896	59.7
No savings at Native state	Yes	741	49.4
Bad climatic conditions	Yes	80	5.3
Criminal cases	Yes	5	0.3

Table 13: Reasons for Leaving Native States- Push Factors

Table 13 lists the factors that compelled the migrants to leave their homelands. Among the factors listed with the option for multiple responses, the two major push factors felt by them were low wages and lack of regular work at their native place.

84.9% of the respondents cited, 'low wages' as the cause of their decision to migrate, whereas 59.7% of respondents reveal that lack of regular work is the reason for their migration. Another push factor was lack of savings. 49.4% of them responded that they could not make any savings in their home state. A small percent of them (5.3%) were pushed out of their home state due to the bad climatic conditions. A very small percent, 0.3%, of them migrated due to the criminal cases pending in their state. This analysis reveals that economic factors such as wages and jobs are the major driving forces of their migratory journey.

The above discussion of various aspects of the migration profile can be summarized as follows. The majority (67.1%) of the migrants living in Kerala were staying here for up to four years. Kerala is a preferred destination of the north Indian migrant workers. A good percent (62.8%) of the respondents embarks upon their journey with the help of a relative or friend who had 'Kerala experience'. The train is the most favoured means of transport with almost all (97.8%) of the migrants. Rural Kerala experiences the presence of migrant workers more than urban areas. The most important pull factor which attracted the migrants to Kerala is the higher wages prevailing here. The next factor enticing them towards Kerala is the chance for regular work. The two important push factors that compelled the migrants

to leave their homeland, were low wages and lack of regular work at their native places. Another important push factor was lack of savings at the native place.

4.2.8 PURPOSES OF MIGRATION

The migrants generally live a life of hardship and difficulties back home, and these situations are the factors for their decision to migrate, leaving their kith and kin and the social contacts behind. They decided to work in Kerala to alleviate these difficulties by the hard-earned income from their jobs in Kerala. This section deals with the purposes for which they migrate and the level of fulfilment of these purposes.

Purpose		Frequency	Percent
Buy a house	Yes	976	65.1
Buy a property	Yes	946	63.1
Buy something expensive	Yes	725	48.3
Better education for children	Yes	607	40.5
Pay back debts	Yes	402	26.8
To get married	Yes	353	23.5
Family member's marriage	Yes	299	19.9
Medical treatment for family members	Yes	294	19.6

Table 14: Purposes of Migration

Table 14 shows the purposes that drive the migrants from their homeland to Kerala. Data was collected by listing the purposes with the freedom for multiple responses. Majority of them, 65.1%, migrated to earn money to buy a new house. The purpose cited by 63.1% of them was to buy a property at their state. 48.3% of the respondents' objective was to buy something expensive, and 40.5% of them aimed to provide better education to their children. 26.8% of respondents migrated to pay back their debts and 23.5% were planning to earn money and improve financially before their marriage. 19.9% of the respondents wanted a better income to provide financial support for their family member's marriage.19.6% respondents would like to financially support their family member's medical treatment.

The above analysis shows the financial condition, homelessness, and landlessness of the migrant population, as most of them came to Kerala to build a new house or buy land. The migrants prioritised the education of their children, repayment of debts, marriage of family members, and medical treatment

of family members. Thus, they aim at the economic and educational improvement as well as an overall enhancement in their quality of life.

4.2.9 FULFILMENT OF PURPOSES

Fulfilment of Purposes	Frequency	Percent
Fulfilled	771	51.4
Somewhat fulfilled	551	36.7
Not fulfilled	148	9.9
N A	30	2.0
Total	1500	100.0

Table 15: Achievement of Purpose of Migration

Table 15 shows the status of the accomplishment of their purposes of migration to Kerala. 51.4% of them responded that they had fulfilled their purpose of migration and 36.7% of them partially fulfilled their purpose. 9.9% of the respondent did not fulfil their purpose and were working hard towards that.

It shows that above fifty percent of the migrant population were able to fulfil the purposes for which they came to Kerala, justifying their decision to select Kerala as their destination. The boom in the construction sector in Kerala, owing to the inflow of money from the Keralites diaspora, is one of the reasons for the enhanced opportunities, helping them to fulfil their purposes of migration.

4.2.10 NEED FOR BETTER JOB TO FULFIL MIGRATION GOAL

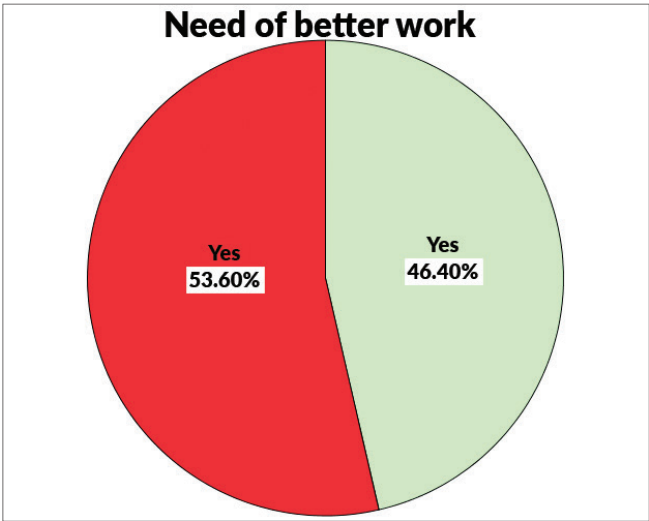


Figure 11: Need for Better Job Opportunities

The above pie-chart (Figure 11) illustrates the respondent's requirement for better job opportunities to achieve their purposes migration. 53.60% of the respondents believe that a better job is necessary for accomplishing their goals. Whereas 46.40 % of them

were satisfied with the work they are currently engaged. More than half of the migrants need a better job for fulfilling their purposes, indicating that they are not receiving adequate benefits form the work they are presently engaged to fulfil their purposes. Even then nearly fifty percent (46.4%) of the migrants are engaged in jobs comfortable for them to achieve their purposes. It is a positive indication which acts as the pulling force attracting them towards Kerala from far off places in India.

4.2.11 PREFER TO WORK OUTSIDE KERALA FOR FULFILMENT OF PURPOSES

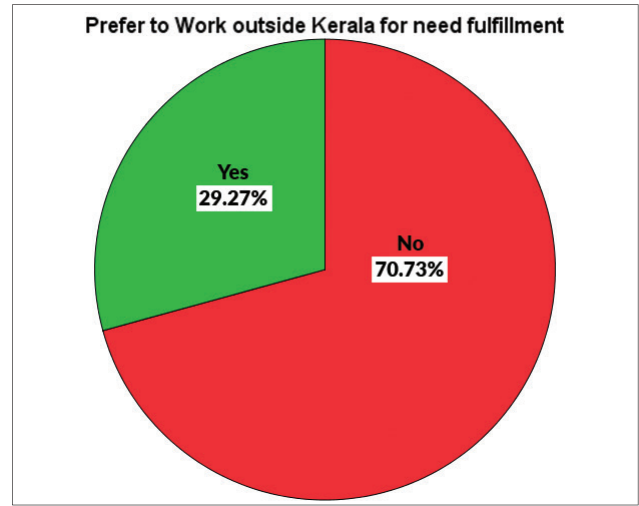


Figure 12: Preference to Work Outside Kerala

Figure 12 shows the respondents' desire to move outside Kerala for fulfilling their purposes of migration. The majority, 70.73%, of the respondents were not interested to leave Kerala and search for work in other states. Only 29.27% of the respondents were interested to move out from Kerala to other states in search of better prospects. It also indicates the favourable socio-economic and labour conditions prevailing in Kerala that play a crucial role in the decision of migrants to continue in Kerala. But a minority of them wants to explore better opportunities in other states indicating their difficulties in fulfilling their purposes by working in Kerala.

4.2.12 SUMMARY OF MIGRATION PROFILE

Most migrants are from poor socioeconomic backgrounds, and hence they adapt to these circumstances and usually do not raise any complaints about such facilities. The Govt. of Kerala already intervened in this area through the project viz. 'Apna Ghar'. The Apna Ghar Project was envisaged to provide safe and hygienic hostel accommodation to interstate migrant (ISM) workers on a rental basis. However, the Department of Labour and Skills, Government of Kerala observed that the housing and living conditions of most of these ISM workers are very poor. Due to the lack of

facilities, they live in cramped temporary housing and their cooking, bathing, etc. often takes place in the open. The increasing house rent has also made it difficult for small businesses to provide good accommodation for the ISM workers employed by them. The schemes under the Apna Ghar Project are proposed to be implemented in areas across Kerala with a shortage of suitable accommodation facilities for ISM workers. The pilot scheme called the 'Apna Ghar Project – Palakkad Scheme' can accommodate 620 male interstate migrant workers in a ground plus three-floor hostel complex at KINFRA Integrated Industrial and Textile Park, Kanjikode, Palakkad. The hostel provides shared residential rooms with bunk beds, indoor bathrooms, toilets, clothes washing and drying areas, kitchens, mess areas, recreational facilities, etc. The hostel also has a firefighting system, rainwater harvesting system, diesel generator system, 24-hour security and CCTV system. The construction of the hostel has been completed and was inaugurated by the Hon'ble Chief Minister of Kerala on 23 February 2019. The hostel started operations from 1 March 2019. There are two ongoing projects, one at Industrial Growth Centre, KSIDC, Kinalur, Kozhikode and the other at KINFRA Hi-Tech Park, Kalamassery, Ernakulam.

4.3 FACILITIES FOR MIGRANTS IN KERALA

To understand the needs of the migrants in Kerala, they were asked about the facilities enjoyed by them viz. accommodation, toilet, drinking water, food, waste management, and prayer. A detailed analysis of these is given below.

4.3.1 NATURE OF ACCOMMODATION

Nature of Accommodation	Frequency	Percent
Rental (Individual)	607	40.5
Company premises	536	35.7
Labour camp	166	11.1
Worksite in staff quarters	84	5.6
With ISM community	147	9.8
Own house	15	1.0
No housing living on footpath/homeless	29	1.9
Total	1500	100.0

Table 16: Nature of Accommodation

Table 16 shows the accommodation used by migrants in Kerala, which is one of the indicative factors of their quality of life. 40.5% of the respondents were living in rented houses. 35.7% of the respondents were residing

in company premises which were temporary, and 11.1% were living in labour camps. 9.8% of respondents were living with the ISM community from north India. 5.6% of the respondents were residing in staff quarters.1.9% of respondents have no proper housing facility, and after their work, they sleep in the footpath, railway station areas, or bus stands. One percent of them reside in their own house. Nearly fifty percent of them stay at either company premises or labour camps. Even though this is convenient for them to go to work, the facilities are not up to the mark.

4.3.2 TYPE OF HOUSING

Type of House	Frequency	Percent
Temporary shelter	386	25.7
Thatched house	70	4.7
Tiled house	357	23.8
Concrete house	603	40.2
Total	1500	100.0

Table 17: Type of Housing

Table 17 shows the basic structure of the houses in which they currently resided. 40.2% of the respondents were residing in concrete houses, and 23.8% of the respondents were living in temporary shelters. 23.8% of the respondents were living in tiled houses, and 4.7% of them were residing in thatched houses.

Even though most of the houses they reside in were either concrete or tiled, a considerable percent of the migrants lived in temporary shelters. Proper accommodation for migrants is a primary requisite, and the issues of the minority are to be considered seriously.

4.3.3 LEVEL OF SATISFACTION WITH ACCOMMODATION

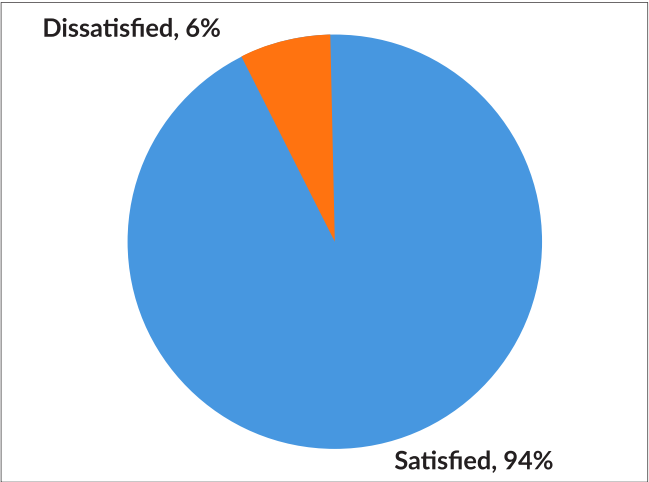


Figure 13: Satisfaction with Accommodation

Figure 13 illustrates the respondents' level of satisfaction

with the present accommodation facilities. 94% of the respondents were satisfied with their current housing facility and only 6% of them were dissatisfied with the accommodation facility available to them. Most of them were able to adjust with the accommodation facilities in Kerala as they were coming from more adverse conditions.

4.3.4 TOILET FACILITY IN ACCOMMODATION

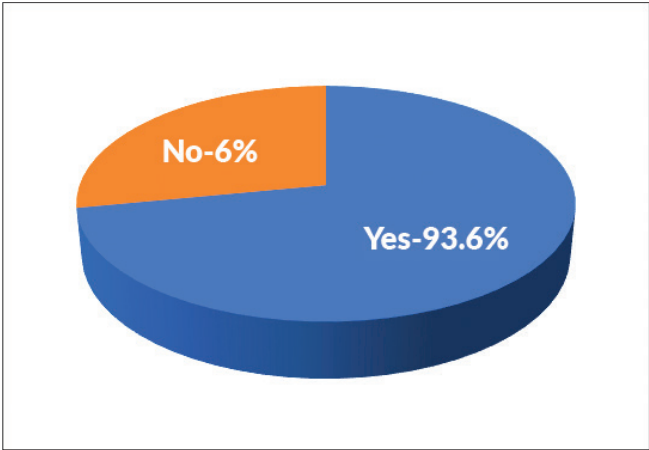


Figure 14: Access to Toilet Facilities

Graph 14 shows the availability of toilets in the accommodations of migrants. 93.6% of the respondents had a toilet facility in their house, and only 6% of the respondent did not have a toilet at their accommodation facility. This minority cannot afford the higher rates of rent prevailing in Kerala. Provision of a toilet facility is a must to avoid open defecation and connected health problems.

4.3.5 OPINION ABOUT CURRENT TOILET FACILITY

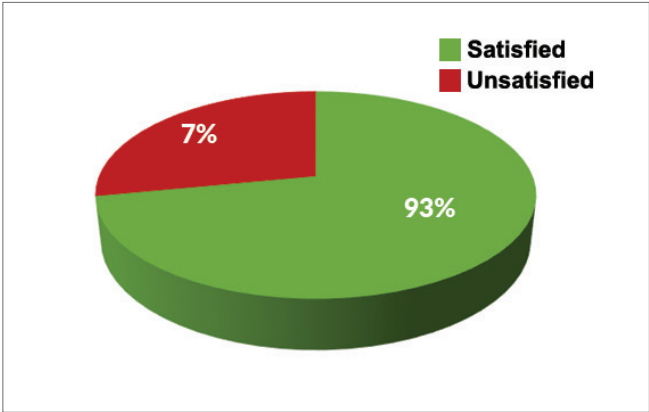


Figure 15: Satisfaction with Toilet Facility

Graph 15 shows the respondents' opinion about the condition of the present toilet facility at their living place. 93% of the respondent expressed a positive opinion about the condition of their toilets; whereas 7% of them revealed that their toilet facilities were bad.

Lack of proper toilet facilities will create serious public health issues. Even though a minority of the migrants experience it, it should be addressed with care.

4.3.6 SHARED TOILET FACILITIES

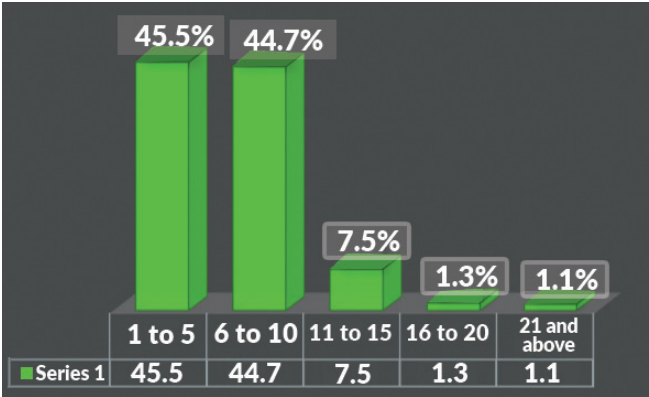


Figure 16: Shared Toilet Facilities

Figure 16 demonstrates the number of persons sharing a toilet facility in the residences of the respondents. 45.5% of the respondents shared their toilet with one to five people, and 44.7% of the respondents shared the facility with 6 to 10 people. In the labour camps and the people living in groups, 7.5% of them shared the toilet with 11 to 15 members. 1.3% of the respondents shared a toilet with 16 to 20 people and 1.1% shared the toilet facility with more than 21 people. The toilet facilities in many places were pathetic and shared by a large number of people. This situation is alarming and will cause the spreading of infectious diseases among them.

4.3.7 CLEAN DRINKING WATER FACILITY

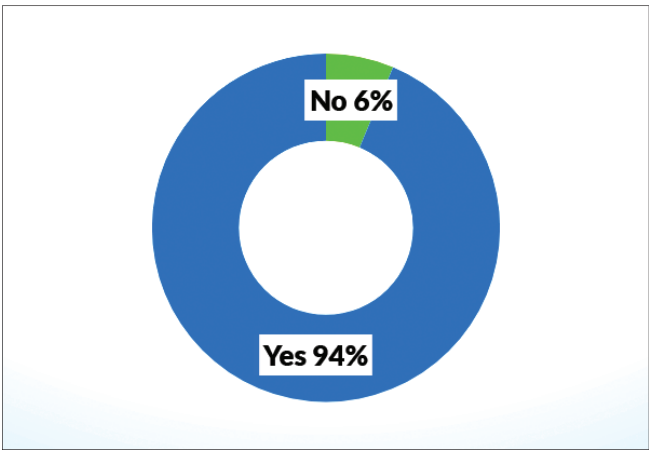


Figure 17: Access to Drinking Water

Clean drinking water is one of the most vital requirements for the healthy life of migrants in Kerala. Figure 17 shows the availability of clean drinking water facilities in respondents' residential areas. 94% of the respondents had opined affirmatively about the availability of clean drinking water, whereas 6% of the respondents did not

have access to clean drinking water. Majority of them considered the water they drink as clean, whereas a minority did not think so. Safe drinking water should be ensured for the migrants so that a host of health issues can be addressed.

4.3.8 SOURCE OF DRINKING WATER

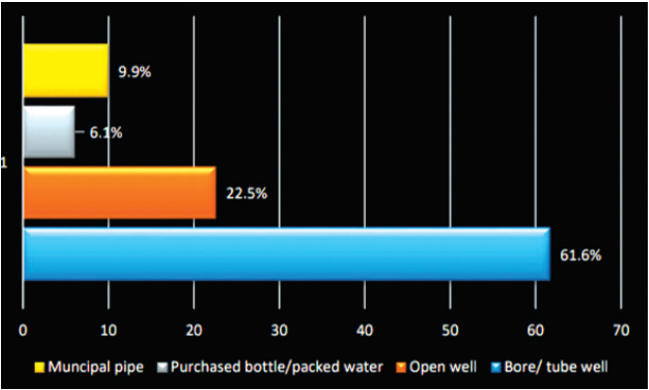


Figure 18: Source of Drinking Water

Graph 18 shows the sources that the respondents depend on for drinking water. 61.6% of the respondents were using bore/tube well, and 22.5% of the respondents used the open well facility in their residential place. 6.1% of the respondents were using purchased water /bottled water. 9.9% of the respondents were using municipal pipe water. As the majority of the migrants reside either in a rural or suburban area, they depend more on bore/ tube well and open well for drinking water.

The rapid urbanization causes deterioration in the quality of groundwater in Kerala, and drinking groundwater directly is not advisable. It will also cause many health issues among the migrants.

4.3.9 WASTE MANAGEMENT FACILITY

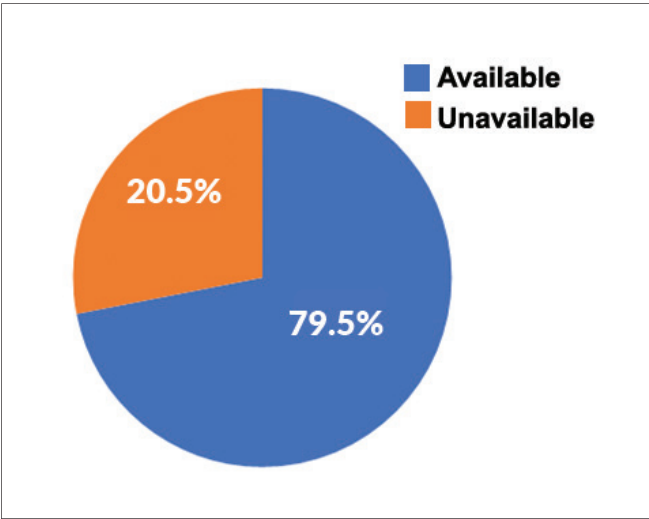


Figure 19: Waste Management Facility

Figure 19 shows the availability of waste management facilities at the respondent’s residential places. 79.5%

of the migrants responded that they were disposing of their household waste properly. 20.5% of them were facing difficulty in disposing of the waste properly.

Absence of proper waste management facility is a problem, both for the migrants and for the native people. It is also a reason for the negative attitude of the native people towards the migrants. The dumping of waste is also a reason for the mosquito problem, the causative factor of many diseases. The migrants resort to various means to address the waste management issue, such as disposal with the support of Kudumbasree personnel, corporation cleaning wing and burying within their residential compounds. In some areas, they were paying Rs.3000-5000 monthly for garbage disposal from their residences, which were shared by all the inmates.

4.3.10 SPACE SHARING

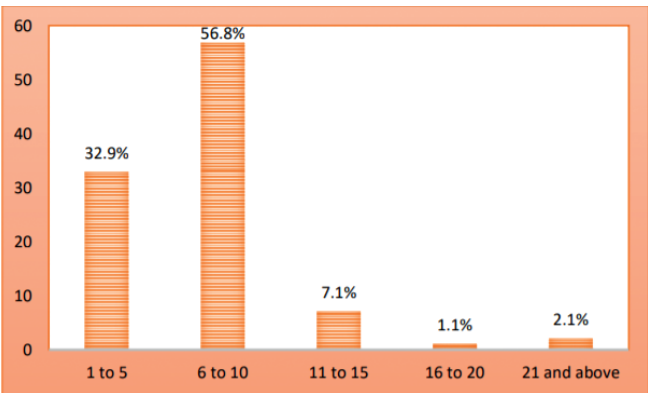


Figure 20: Space sharing

Figure 20 shows the number of members sharing a room among the respondents. 56.8% of the respondents were staying in a room with 6 to 10 people, and 32.9% of the respondents were living in a room with 1 to 5 members. 7.1% of them were staying in a room with 11 to 15 members and 1.1% of them residing with 16 to 20 people.

These are labour camps and temporary shelters managed by the contractors. 2.1% of the respondents were staying in camps with 21 and above inmates and living with limited facilities provided by the company. Congested living is one of the reasons for clashes among migrants and also acts as a contributing factor for spreading diseases, especially skin infections, and other contagious diseases.

4.3.11 SOURCE OF DAILY FOOD

Food Source	Frequency	Percent
Prepare myself	642	42.8
Sharing with friends	527	35.1
From hotel	53	3.5

Family members	75	5.0
Company canteen	203	13.5
Total	1500	100.0

Table 18: Source of Daily Food

Table 18 shows the respondents' source of daily food. 42.8% of the respondents were preparing food themselves, and 35.1% of the respondents were cooking and sharing their food with friends. 3.5% of the respondents were buying food daily from hotels. Five percent of the respondents living with their family, had food cooked by their family members, usually, wives. 13.5% of the respondents had food from the company canteen.

Majority of the migrants cook food of their interest because of economic as well as cultural reasons. They cannot afford the prices of hotel food and may not like the food available here as it is of different taste compared to their native food. They are gradually getting acculturated and are trying Kerala food. Nutritious food is necessary for the migrants to maintain their health as they are engaged in physical labour.

OPINION ABOUT KERALA FOOD

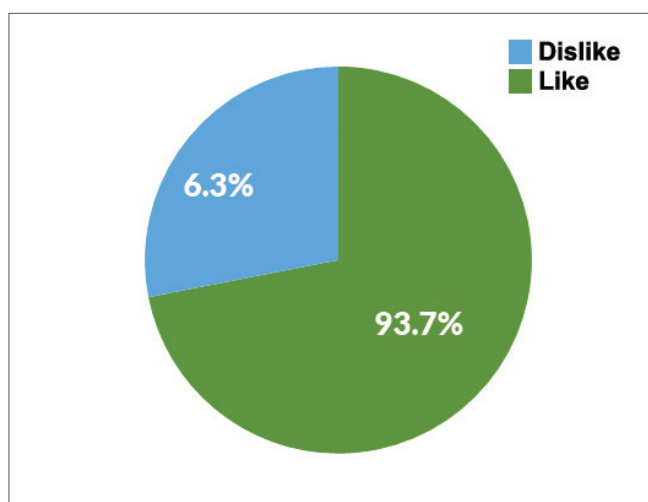


Figure 21: Opinion about Kerala food

Figure 21 demonstrates the respondents' opinion about the food available in Kerala. 93.7% of the respondents like Kerala food and only 6.3% of the respondents dislike the taste of Kerala food because of the different kind of rice, coconut oil and varieties of masala. As described earlier, a process of acculturation is happening, and the migrants are adapting to the food of Kerala people. A reverse process is also happening. There are many restaurants as well as street food vendors providing North Indian food. Not only the migrants but Keralites also, consume food from these restaurants and street vendors.

4.3.12 PRAYER FACILITY NEAR RESIDENCE

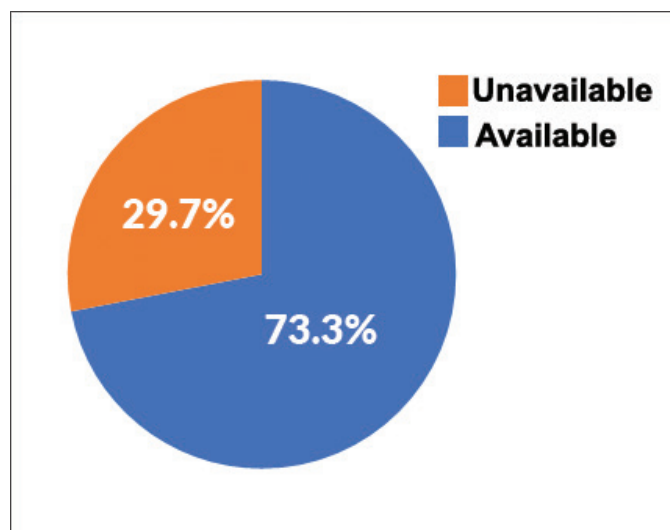


Figure 22: Prayer Facility Nearby

Spiritual needs are as important as material needs. Figure 22 shows the availability of prayer facilities near the respondent's residential place. 70.3 % of the respondents had necessary facilities for prayer near their residence whereas 29.7% of them were living away from churches, mosques and temples and were not able to participate in the prayers of such religious institutions. There are multi-faceted reasons for their absence in the places of worship in Kerala. It is analysed using the table given below.

Obstacle		Frequency	Percent
Language	Yes	1088	72.5
Difference in rituals	Yes	738	49.2
Poor social support	Yes	299	19.9
Excluding nature of Keralites	Yes	271	18.1
NA (No hindrance)	Yes	87	5.8

Table 19: Obstacles to Participating in Prayer

Table 19 lists the opinions of the respondents regarding barriers faced by them for participating in prayers in Kerala. In response to questions with the freedom for multiple responses, 72.5% of the respondents viewed the language barrier as a major obstacle in participating in prayers, and 49.2% of the respondents found the difference in rituals practised by Keralites in churches, mosques and temples as the barrier in their participation in prayers. 19.9% of the respondents found poor social support from the natives in Kerala as a reason for them to evade places of worship. 18.1% respondents revealed that they were unable to attend the prayer gatherings

due to the excluding nature of Keralites. However, 5.8% of the respondents had fewer struggles to attend programmes related to beliefs and rituals. One of the reasons for their absence in places of worshipping is the communication problem due to the language barrier. The social stigma, exclusion or alienation experienced by a considerable percentage of the migrants in Kerala due to the cultural gradient and negative attitude of a minority of the Keralites is to be addressed to avoid clashes between the Keralites and them. It is also important to provide them with better work and life experience.

4.3.13 SUMMARY OF THE FACILITIES AVAILABLE TO MIGRANTS

A summary of the facilities available to migrants is as follows. Nearly fifty percent reside at either company premises or labour camps. Even though this is convenient for them to go to work, the facilities are not up to the mark. Although the majority of the houses they reside in were either concrete or tiled, a considerable percent of the migrants lived in temporary shelters. Majority of the respondents had a basic toilet facility in their house. Ninety-three percent of the respondents expressed a positive opinion about the condition of their toilets. The toilet facilities in many places were shared by a large number of people. Majority of the respondents considered the water they drink as clean. They depend more on bore/tube well and open well for drinking water. Majority of the migrants responded that they were properly disposing of their household waste. Majority of the migrants cook food of their choice due to economic as well as cultural reasons. They like Kerala food and are adapting to the food, is evidence for the process of acculturation. Majority of the respondents had necessary facilities for prayer near to their residence. Whereas 29.7% of them were not able to participate in prays of religious institutions. A major reason for their absence is the communication problem due to the language barrier. The social stigma, exclusion or alienation experienced by a considerable percentage of the migrants in Kerala due to the cultural gradient and negative attitude of a minority of the Keralites is to be addressed to avoid clashes between the Keralites and them.

4.4 ECONOMIC ASPECTS OF MIGRANT LABOUR

This section examines various economic aspects of migrant labour in Kerala.

4.4.1 SKILL LEVELS OF MIGRANTS

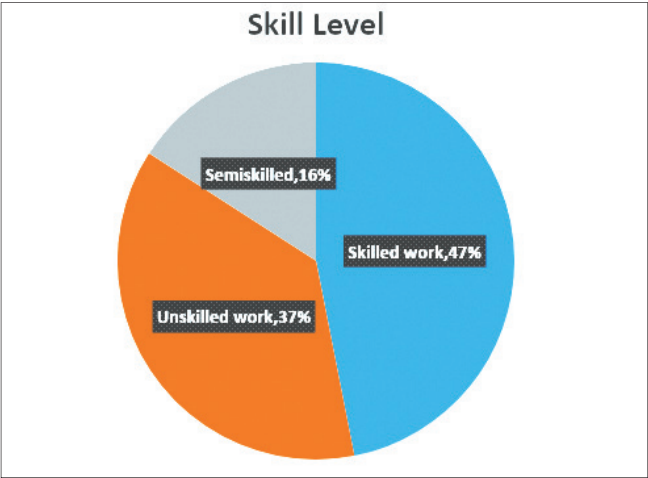


Figure 23: Skill Levels of Migrants

A majority of the migrant labourers were either unskilled or semi-skilled (cumulative percent 53) workers who move from one region to another offering their services on a temporary, usually seasonal, basis. The short-lived relationship between migrant worker and employer creates a disorderly labour market. 47% of them were skilled workers, and they have a regular job under contractors and get a good salary equal to the native worker in Kerala.

As the skill levels of most of them were poor besides their lower educational status, they were vulnerable and unaware of labour rights. They were not part of any trade unions and usually have limited direct access to the job market. Middlemen, job brokers, labour contractors, and crew leaders add some order to the system. For example, labour contractors recruit workers, transport and supervise them, and dispense their pay. Contractors also negotiate wages and working conditions with employers. On the other hand, the wages, working conditions, and standards of living of migrant workers tend to be lower than those of other labourers. A cross tabulation using an ANOVA test shows the relationship between skill levels and income.

4.4.2 WORK BEFORE MIGRATION

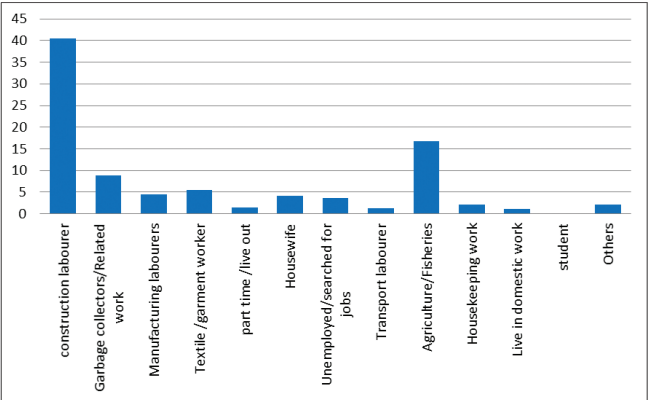


Figure 24: Work before Migration

There has been a substantial flow of people from North India to Kerala over recent decades in search of better work and a decent income. They were engaged in different kinds of work in their native place as depicted in Figure 24. Most of the labourers (40.4%) were construction workers, whereas 16.7% of them were engaged in the agricultural or fisheries sectors. 8.8% of them were garbage collectors. Other sectors in which they were engaged before migrating to Kerala, include manufacturing, textiles/garment, transport, part-time jobs, housekeeping, and domestic work. A few of the young migrants were students who discontinued their studies and migrated to Kerala due to financial constraints.

The above analysis indicates that the migrants faced economic problems at their native places as they were involved in unskilled work in rather unorganized sectors. These difficulties played a vital role in their decision to embark upon their journey to Kerala.

4.4.3 CURRENT WORK IN KERALA

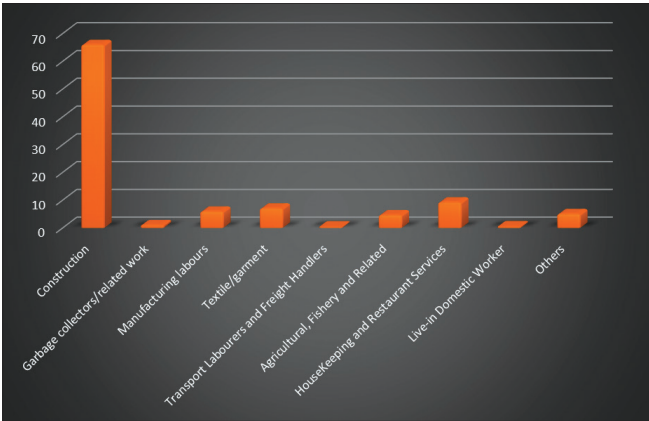


Figure 25: Current work in Kerala

The type of work in which the migrants were engaged in Kerala is depicted in Figure 25. The largest concentration of migrant workers (66 percent) is in the construction sector, which has been witnessing a boom over the past decade and more. The opportunities opened by the rapidly growing construction sector are one of the reasons for their migration. Some of them face problems at the workplace and met with accidents due to their lack of experience in this sector. A section of them in the construction sector had previously worked in other sectors, especially in agriculture, in their native places. The rest of them work in farms, hotels and restaurants, (9.3%), shops and manufacturing units. They already have shown their presence in almost all fields including hospitality, plantations, wooden furniture and plywood industries, marine fishing and seafood, mining &

quarrying, textile, apparel, and footwear industries in the state.

4.4.4 NATURE OF LABOUR

Nature of Labour	Frequency	Percent
Under a contractor	686	45.7
Organized sector	405	27.0
Unorganized sector	409	27.3
Total	1500	100.0

Table 20: Nature of Labour

Analysis of the employment pattern given in Table 20 reveals that the migrants are employed under a contractor or working in the organized sector or the unorganized sector. Mostly (45.7%) they work under a contractor or permanent employer and preferred to accept the wages offered by them. The contractor decides the type of work and wages according to the skill of the worker. 27% of the respondents belonged to the organized sector whereas 27.3% of respondents belonged to the unorganized sector, usually daily wagers, helpers, coolies etc.

4.4.5 IDENTIFICATION OF JOBS IN KERALA

Identification of job		Frequency	Percent
By friends/relatives	Yes	1406	93.7
Self-identified	Yes	214	14.3
Contractor/supervisor	Yes	253	16.9
Advertisement/media	Yes	30	2.0
Others	Yes	24	1.6

Table 21: Source of Job Identification

Table 21 shows how migrants identified a job in Kerala, which eventually resulted in their migration to Kerala. 93.7% of the respondents identified their work through friends and relatives, who had been working here for long years, and 14.3% of the respondents identified the work through a contractor/supervisor who already knew them. 14.3% of the respondents found the job in Kerala themselves, and 2% of the respondents got the information through advertisement/media.

This analysis indicates that most of them came to Kerala through their contacts in Kerala. This can also be considered as an indication of the positive feedback about Kerala received by the migrants and is one of the reasons for the massive in-migration, resulting in the sudden surge in their numbers.

4.4.6 PERCEPTION ABOUT FAIR WAGES

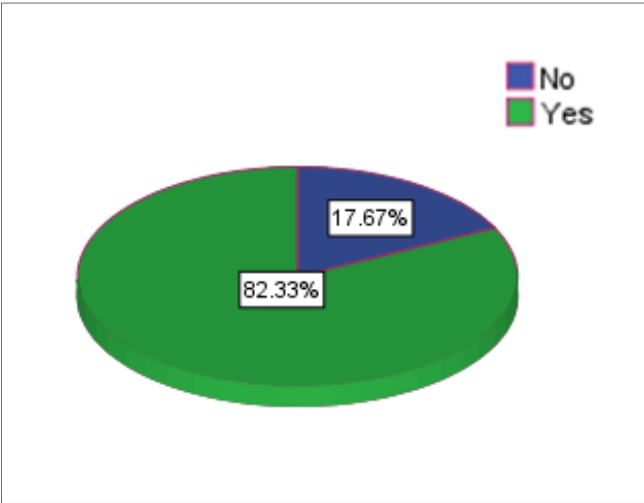


Figure 26: Perception about Fair Wages

To understand what the migrants feel about the wages they receive, their responses were elicited using a dichotomous question, asking whether they receive fair wages for their work. A majority of them, 82.33%, felt that they were fairly rewarded for their work; whereas 17.67% were of the view that they were not receiving fair wages for their work.

Even though the percentage of respondents with the latter view is small, it is an indication of the wage disparity existing in Kerala. This should be addressed so that they also work and live in Kerala with a feeling that the Keralites treat them like true brothers and true guests.

4.4.7 EQUAL PAY FOR EQUAL WORK

Equal pay for equal work	Frequency	Percent
Never	110	7.3
Sometimes	586	39.1
Always	804	53.6
Total	1500	100.0

Table 22: Equal pay for equal work

As given in Table 22, 53% of the respondents ‘always’ received wages on par with that of Keralites, whereas 39.1% of them ‘sometimes’ received pay equal to that of their Kerala counterparts. This shows that the majority of them receive pay equal to that of Keralites. But 7.3% of the respondents never received pay equal to that of a native worker. That means some of them, especially unskilled workers, were not receiving wage on par with that of the Keralites.

Migrant workers contribute significantly to the socioeconomic, cultural and political wellbeing of both host and home states. They deserve recognition and respect and have a right to dignity, just, humane and

equal treatment like the native people. The state of Kerala is a role model in this regard as the government of Kerala considers migrant workers as guest workers and facilitated health insurance, housing facilities and several welfare schemes for them and their families. So, the small disparities existing in wages should also be addressed and pro-migrant policies established, to help them solve such issues.

4.4.8 WORKING HOURS

Daily working hours	Frequency	Percent
5	1	.1
6	54	3.6
7	17	1.1
8	614	40.9
9	343	22.9
10	327	21.8
11	8	.5
12	121	8.1
13	14	.9
14	1	.1
Total	1500	100.0

Table 23: Daily working hours

Table 23 provides a picture of the working hours per day of the migrant workers. 40.9% of the respondents, those engaged in construction works and daily wagers, worked 8 hours per day. Only 4.8% (cumulative) worked below eight hours per day. 22.9% of the respondents were working 9 hours a day. Those coming under this category usually work under a contractor. 21.8% of the respondents had a job with 10 hours duty like those working in beauty salons and restaurants. One percent (cumulative) of them worked more than 12 hours per day.

Long working hours, poor access to basic amenities, bad working and living conditions and low social protection are part of any form of labour migration. Long working hours are reflected here also to some extent. The following section enquires whether they receive any incentive for the overtime duty.

4.4.9 OVERTIME COMPENSATION

Overtime payment	Frequency	Percent
No	116	7.7
Yes	1056	70.4
Sometimes	157	10.5
No overtime work system	171	11.4
Total	1500	100.0

Table 24: Overtime compensation

This analysis is meant to find whether the migrants working extended hours receive its benefit. The majority—70.4% of the respondents—received overtime payment and 10.5% of them received it sometimes. 11.4% of them have no overtime work system in their workplace and 7.7% of the respondents never received overtime pay.

There are several cases registered in the labour department related to the unpaid overtime wages. They take the strain of extended work as they perceive the sole purpose of their stay here is to earn money. They compromise even their health by working for long hours and therefore it is the responsibility of the host state to ensure all of them their wages in accordance with the existing laws.

4.4.10 IMPACT OF LONG WORKING HOURS ON MEDICAL TREATMENT

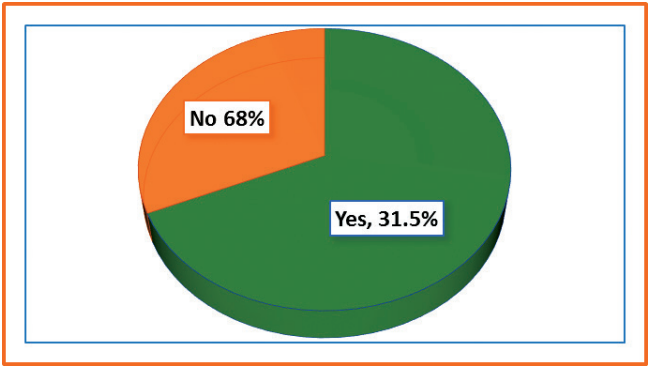


Figure 27: Impact of Long Working Hours on Medical Treatment

Chart 27 shows whether long working hours are a hindrance in getting medical treatment on time. 68.5% of them believed that long working hours were not a hindrance in having proper medical attention. But 31.5% of them found it difficult to get treatment due to long working hours. The labourers who work overtime, experience numerous mental and physical health problems such as stress, poor work-life balance, health risks, injuries, and even fatalities when compared to the native workers. Therefore, sufficient free time should be given to the migrant workers so that they can maintain good health and quality of life.

4.4.11 WORKDAYS PER WEEK

Workdays per week	Frequency	Percent
1	25	1.7
3	14	.9
5	29	1.9
6	1243	82.9
7	189	12.6
Total	1500	100.0

Table 25: Workdays per Week

Majority of the migrant workers (82.9%) worked six days per week, whereas 12.6% of them worked all the seven days of a week. Very few, 4.5% (cumulative), worked less than six days per week (Table 25). A majority of the respondents were from the construction sector and daily wagers, so they get weekly holidays except for peak times. The rest of the respondents were not taking weekly holidays either due to the urgency to complete the work in hand or the requirement of the company/organization (e.g. hotels, shops, restaurants, malls, cinema theatres) or their decision to work extra to the maximum of their capability. The migrants should be made aware of the need for a weekly off to spend quality time for themselves.

4.4.12 TIME FOR PERSONAL NEEDS

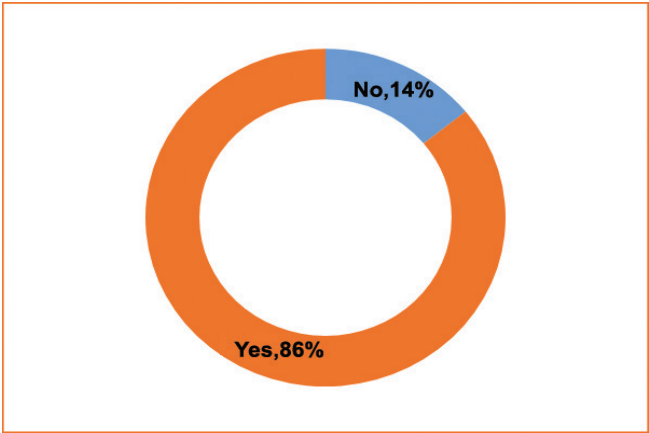


Figure 28: Time for personal needs

Chart 28 shows the availability of time for migrants to meet their personal needs during their life in Kerala. 86% of the respondents thought that they were getting enough time to satisfy their personal needs as a good percentage of them were daily wagers and they can use weekends and evening time for their personal needs; but 14% of the respondents believed that they did not get enough time to meet their personal needs. This is mainly due to their busy work schedules. The migrant labourers came here, leaving their loved ones for earning money with a dream of getting a better life. Therefore, they will go to any extent of hard work, sidestepping their personal needs for monetary benefit.

4.4.13 SUMMARY OF ECONOMIC FACTORS RELATED TO MIGRANT LABOURERS

A majority of the migrant labourers were either unskilled or semi-skilled (cumulative percent 53) workers who move from one region to another offering their services on a temporary, usually seasonal, basis. In their native states, the majority of the labourers (40.4%) were construction workers. In Kerala also, the largest

concentration of migrant workers (66 percent) is in the construction sector, which has been witnessing a boom over the past decade and more. Mostly (45.7%) they work under a contractor or permanent employer and preferred to accept the wages offered by them. Majority of the migrants, 82.33%, felt that they were fairly rewarded for their work. 40.9% of the respondents worked 8 hours per day. Only 4.8% (cumulative) worked below eight hours per day. 22.9% of the respondents were working 9 hours a day. 21.8% of the those working in beauty salons and restaurants had 10-hour shifts. One percent (cumulative) of them worked more than 12 hours per day. Majority of the respondents were from the construction sector and daily wagers; so, they get weekly holiday except during peak times. Eighty-six percent of the respondents believed that they were getting enough time to satisfy their personal needs.

4.5 DIFFICULTIES AT WORKSITE

Difficulty		Frequency	Percent
Communication	Yes	1087	72.5
Lack of skill	Yes	461	30.7
Basic facilities	Yes	182	12.1
Poor cooperation and support from employer	Yes	133	8.9
Unfamiliar work	Yes	71	4.7
Inadequate transport facility to worksite	Yes	67	4.5
Unhealthy and unhygienic surroundings	Yes	64	4.3
Unavailability of food	Yes	25	1.7
Internal conflicts	Yes	25	1.7
Others	Yes	10	0.7

Table 26: Difficulties at worksite

Table 26 displays the problems the migrant labourers face at their worksite. This was elicited using a question with freedom for multiple responses. Majority of them, 72.5%, faced communication problems. North Indian migrants with different mother tongues find it difficult to communicate in Malayalam. A majority of them can handle Hindi and the Keralites are now improving their proficiency in Hindi. Lack of proper skill was the next difficulty felt by them. 30.7% experienced this difficulty. 12.1% of the migrants found a lack of basic facilities at the worksite (e.g. safety materials) as a difficulty. 8.9% of them had trouble due to poor cooperation and support from the employer. 4.7 % of the migrants reported that unfamiliar work was a problem for them. Migrants, especially those from rural areas, were engaged in

agriculture in their native place. Suddenly when they were placed in other sectors, say for example in the construction sector in Kerala, they have to work on the top of tall buildings and face risky situations. As they are unfamiliar and inexperienced in this work, they become scared and may, at times, face accidents. 4.5% of the respondents expressed insufficient transport facility to the worksite as a difficulty, resulting in loss of work, lateness at work and conflicts with the supervisors/contractors. Unhygienic surroundings (4.3%), unavailability of food at the workplace (1.7%), internal conflicts between migrant workers (1.7%) were also cited as difficulties.

Even though some of the above-listed difficulties are experienced by 'Keralite' workers also, a few among them are specific to the migrant workers. Proper attention should be given to address these difficulties and the authorities should devise programmes and policies towards this end. Some of the difficulties they experienced at their worksites are discussed in detail in the following section.

4.5.1 AVAILABILITY OF BASIC FACILITIES AT WORKSITE

Facility	Availability	Frequency	Percent
Toilet facility	Not available in worksites	185	12.3
	Available at some worksites	446	29.7
	Available at all worksites	869	57.9
Clean drinking water	Not available in worksites	188	12.5
	Available at some worksites	404	26.9
	Available at all worksites	908	60.5
Resting place	Not available in worksites	266	17.7
	Available at some worksites	415	27.7
	Available at all worksites	819	54.6
Medical /First aid facility	Not available in worksites	609	40.6
	Available at some worksites	280	18.7
	Available at all worksites	611	40.7

Table 27: Availability of facilities at worksite

The availability of basic facilities at the worksites of migrant workers such as toilets, clean drinking water, resting place, and medical /first aid facility are listed in Table 27. 57.9% of them had toilet facilities at the worksite, 29.7% of them were provided with toilet facility at some worksites. But 12.3% of them did not have toilet facility at their workplace. Authorities should pay attention to this and should intervene appropriately otherwise it will turn into a public health issue, both for the migrants and for the host community.

Another facility which also has a health impact is clean drinking water. An analysis of the availability of clean drinking water at their working place revealed that 60.5% of them had access to clean drinking water at all their worksites, whereas 26.9% had this at some working places. 12.5% did not have access to clean drinking water at their working place. The availability of clean drinking water is an indication of the quality of life and a good percent of them had access to it. It should be provided to all the migrants so that they can be protected from water-borne diseases such as cholera, diarrhoea, typhoid, amebiasis, hepatitis etc.

The migrant labourers engaged in hectic work, need breaks in between, to protect their health. So, they should be provided with resting places at their workplace. 54.6% of them opined that they had this facility at their workplace whereas 27.7% of them had a resting place at some worksites. 17.7% of them did not have such a facility at their worksite to take rest during their break time. Here also, an intervention is needed from the authorities to ensure this facility so that the guest workers will get a feel-at-home experience in Kerala.

As mentioned earlier, many of the migrant workers are engaged in works unfamiliar to them. Therefore, the possibility of accidents is higher among them. Medical care should be given to them and the necessary facilities for first aid must be ensured in all the worksites. Only 40.7% of them had medical/first aid facility at all their worksites and 18.7% of them were provided with this facility at some worksites. 40.6% of them did not have this facility at their working place. This will become a life-saving measure in times of accidents and care should be taken to provide due importance to it.

In addition to the economic factors, availability of these basic facilities is one of the reasons which led to their decision to opt for Kerala as their destination. Therefore, authorities must take steps to ensure the rights envisaged in various labour Acts, such as Kerala Agricultural Workers' Act, 1974, Kerala Casual, Temporary & Badli Workers (Wages) Act, 1989, Kerala

Headload Workers Act, 1978, Kerala Labour Welfare Fund Act, 1975, Kerala Shops And Commercial Establishments Act, 1960, Interstate Migrant Workmen (RE & CS) Act, etc.

4.5.2 INTERNAL CONFLICTS AT THE WORKSITE

Internal conflicts between colleagues	Frequency	Percent
Frequently	201	13.4
Sometimes	442	29.5
Never	857	57.1
Total	1500	100.0

Table 28: Internal conflicts with colleagues

Table 28 shows the occurrence of internal conflicts among migrant workers. 42.9 % (cumulative) responded that clashes happen either 'frequently' (13.4%) or 'sometimes' (29.5%) among them. But 57.1 of the respondents were of the opinion that they never indulged in such conflicts. This creates a loud noise, and disturbance for neighbouring families, and sometimes ends with serious injuries or even death. This is one of the reasons for the Keralites to view the migrants as a problem, leading to alienate them. So, this should be addressed as a harmonious working environment is good for both the migrants and the host community.

4.5.3 PROBLEMS WITH SUPERVISOR

Problem with supervisor	Frequency	Percent
Frequently	218	14.5
Sometimes	363	24.2
Never	919	61.3
Total	1500	100.0

Table 29: Problems with supervisors

Issues with supervisors is one of the problems faced by the migrant workers at the worksite and the main reasons behind this are the language barriers, misunderstanding, conspiracy by native 'Keralite' workers, unpaid wage issues, unpaid overtime payment issues, duty timings, substance abuse and irregularity in work.

61.3% of the respondents never experienced any kind of issues with their supervisor, 24.2% of the respondents sometimes experienced such situations at worksites. But 14.5% of the respondents have frequently faced issues with the supervisors. Proper awareness sessions should be conducted among both the labourers and the supervisors for amicable settlement of issues arising at the worksite.

4.5.4 CHEATING BY EMPLOYER/ CONTRACTOR

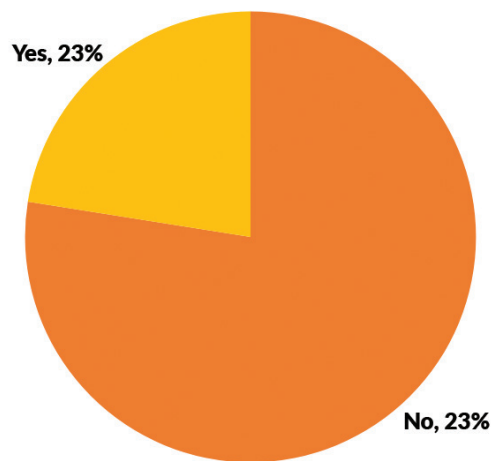


Figure 29: Cheating by employers

To a dichotomous question, enquiring whether they experience cheating by employers or contractors, 77% said ‘No’, and 23 percent said ‘Yes’.

This cheating is mainly owing to a practice followed by the migrants with their employers/ contractors. A portion of their wage is retained by the employer/ contractor to be returned when they go back to their native place. But sometimes the employer/contractor will either give a partial amount or nothing at all. Even though only a small percentage of the workers experienced this, it is a serious labour problem, against the rights of the labourers. In a state like Kerala, with a high level of labour rights consciousness, this kind of exploitation should be given zero tolerance.

4.5.5 MISBEHAVIOUR BY EMPLOYER

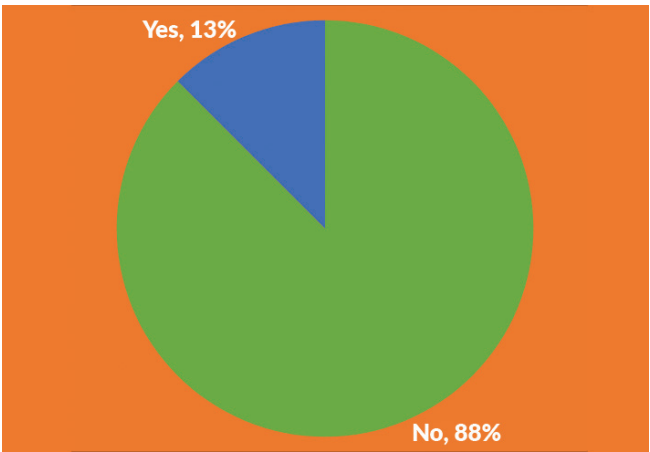


Figure 30: Misbehaviour by employer

Graph 29 shows the response regarding misbehaviour by the employer towards the migrant workers in Kerala. Eighty percent of the respondents never faced such

a negative experience from their employer during their stay in Kerala. But 13 % of them responded that their employer misbehaved. The prevalence of this problem is very low in Kerala, owing to the generally positive attitude towards labourers. This is not the situation in many other states of India, and the humane consideration given to them is another reason for their decision to undertake the journey from far-off places to Kerala.

4.5.6 UNPAID WAGE ISSUES

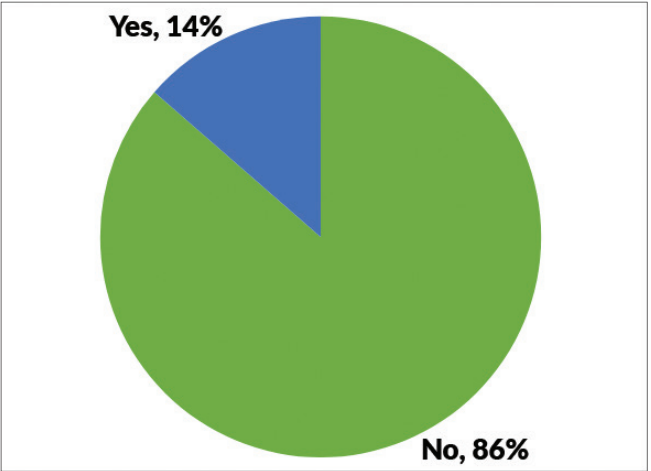


Figure 31:Unpaid Wage Issues

There are no proper studies in Kerala regarding the unpaid wage issues and the related struggles of migrant workers. Figure 30 gives their response regarding issues of payment of wages. 86% of them opined that they had no problems with the payment of wages, whereas 14% of them faced unpaid wage problems.

Even though the majority of the migrants did not experience any problem with their payments, for those experiencing such problems, it is a matter of serious concern as they were in a strange place and may feel hopeless in resolving such issues.

4.5.7 MODE OF UNPAID WAGE SETTLEMENT

		Frequency	Percent
Within the company	Yes	89	5.9
With the help of Govt. Departments	Yes	29	1.9
With the help of NGOs	Yes	47	3.1
Others	Yes	41	2.7

Table 30: Modes of Unpaid Wage Settlement

Table 30 shows the response to a question with multiple response options regarding different modes of unpaid wage settlement resorted to by migrant workers. In the case of 5.9% of the respondents, the wage issues were

settled within the company in a discussion with the management and the wage received according to existing labour acts. For 1.9% of them the unpaid wage cases were solved with the help of government mechanisms through the intervention of the labour department and 3.1% responded that unpaid wage issues were solved by NGOs working for the welfare of migrant labourers in Kerala. 5.9% of them resorted to the involvement of others (e.g., contractors or middlemen) to solve their unpaid wage problems.

Only a small percentage of the migrants experience unpaid wage issue in Kerala. It is better to avoid unpaid wage issues rather than solving such problems. The migrants must receive their wages promptly and in the case of discrepancies, there should be facilities to hear their grievances and to provide an amicable solution. Migration itself creates lots of challenges and problems which include finding a job and safe shelter, social stigma and other problems in their life and labour. They hesitate to approach the government bodies and other persons to solve their issues due to language barriers and fear. However, a few respondents sought support and solved their problems with the help of the government system or the NGOs.

4.5.8 MEMBERSHIP IN UNIONS

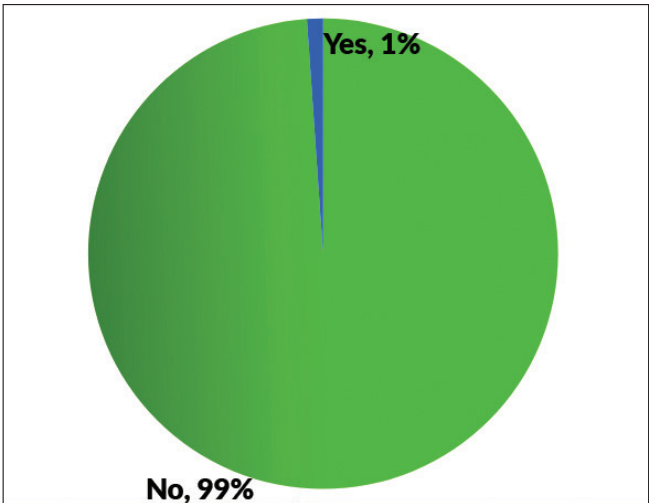


Figure 32: Membership in Trade Unions

Figure 31 shows the migrant workers’ membership in trade unions. The majority, 99%, of them did not have membership in trade unions.

They are working mainly in the unorganized sector and are unskilled. They constitute a floating population moving from one place to another, and most of them are temporary migrants. They face a communication barrier and the local trade union leaders are not interested in making them members of their union. The trade union membership is one way of ensuring the rights of workers,

and the political parties should take the initiative to include the migrant workforce also into the unions.

4.5.9 SUMMARY OF THE DIFFICULTIES FACED BY MIGRANTS ON WORKSITES

Majority of them faced communication problems. 57.9% of them had toilet facility at the worksite. 60.5% of them had access to clean drinking water at all their worksites. 54.6% of them opined that they had a resting place at their workplace. Only 40.7% of them had medical/first aid facility at all their worksites.

42.9 % (cumulative) responded that internal clashes happen either ‘frequently’ (13.4%) or ‘sometimes’ (29.5%) among them. The majority (61.3%) of the respondents never experienced any kind of issues with the supervisor. The majority (77%) of the migrants did not experience cheating by employers or contractors. Eighty percent of the respondents never faced such a negative experience from their employer during their stay in Kerala. Eighty-six percent of them opined that they had no problems with payment of wages. In the case of 5.9% of the respondents, the wage issues were settled within the company in a discussion with the management and they usually received the wage according to existing labour act. 99% migrant workers did not have membership in trade unions.

4.6 MANAGEMENT SUPPORT

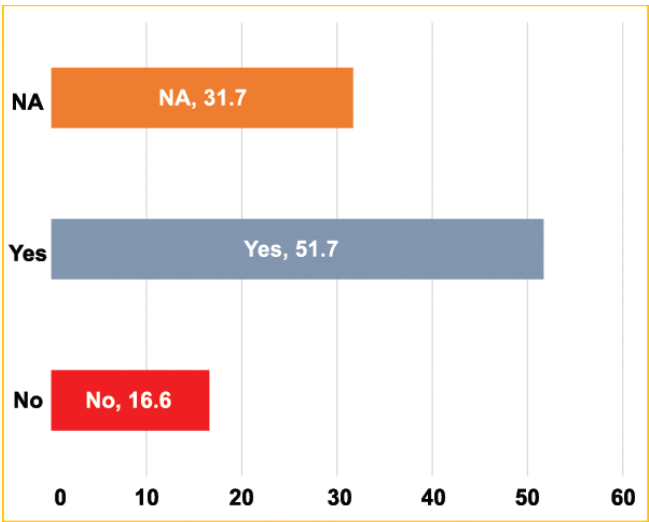


Figure 33: Support from Management

Regarding the attitude of management/employer towards the workers, 51.7% of the respondents thought that they were getting support from the management, and 16.6% were not getting any kind of support from the management. 31.7% of the migrants did not come under any management, as they were daily wagers.

The feeling of support from their employers is an encouraging factor for the migrants as they are in an alien place, away from their kith and kin.

4.6.1 SKILL TRAINING FOR MIGRANT WORKERS

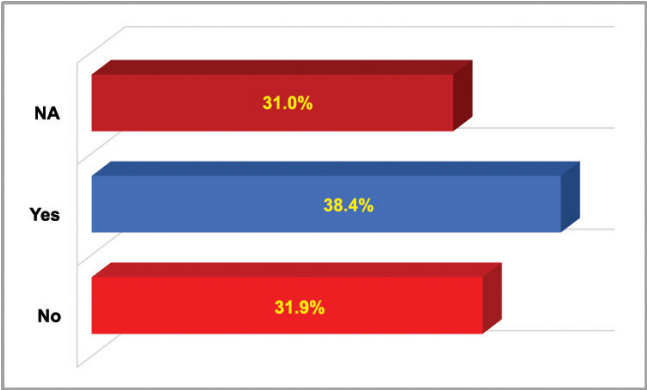


Figure 34: Skill training

Labour migration is usually associated with exposure to new fields and skill upgradation. The migrant workers in Kerala are no exception. They also get exposure to new fields. For example, the rural agricultural labourer gets placed in the construction field in Kerala. As part of their job, they get various kinds of skill upgradation through practice or training organized by the management. Only 38.4% of them opined that they got skill training, whereas 61.9% (cumulative) were either not getting an opportunity for skill upgradation or training not applicable due to the unskilled nature of their work.

4.6.2 PARTICIPATION IN ENTERTAINMENT ORGANIZED BY EMPLOYER

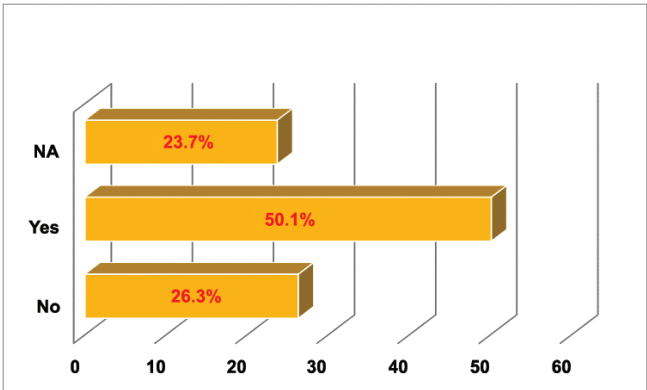


Figure 35: Participation in entertainment

Chart 34 shows the participation of the respondents in the entertainment programmes organized by the employer. The employers organize different programmes, celebrating all kinds of festivals with their workers which strengthen the employee-employer relationship and result in low staff turnover. 50.1% of the respondents were participating in entertainment activities organized

by their employers, but 26.3% of them were not participating in such entertainment activities. These programmes help a lot in the integration and acculturation of these migrant labourers into the Kerala society.

4.6.3 ACCIDENTS AT WORKSITE

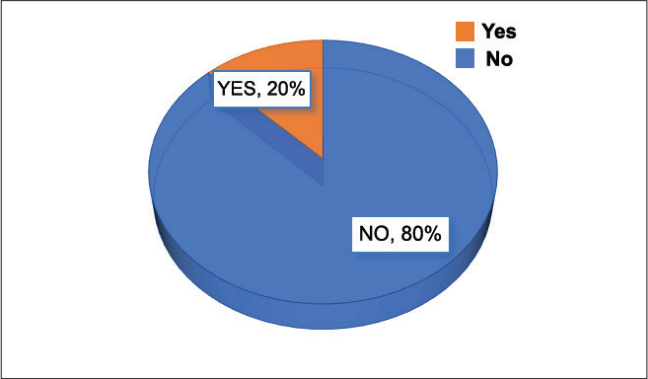


Figure 36: Accidents at worksite

The workplace can be dangerous especially in an industrial environment. Numerous factors can cause accidents, ranging from overexertion to mishandling of hazardous materials. There is also a multitude of other factors that can contribute to or influence a workplace accident such as dehydration, poor lighting, and stress. 80% of the respondents had not experienced accidents in their worksite, and 20% of the respondents had experienced worksite accidents.

This shows the fairly good work environment prevailing in Kerala. Migrant workers are very careless in using safety precautions at their worksite even if the company provides safety equipment.

4.6.4 MEDICAL /FINANCIAL SUPPORT FROM EMPLOYER DURING ACCIDENTS

Medical /Financial support	Frequency	Percent	Cumulative Percent
No	52	27.8	27.8
Yes	87	46.5	74.3
NA	48	25.7	100.0
Total	187	100.0	

Table 31: Medical/financial support from employer

Table 31 shows the medical/financial support from the employer during an accident at the worksite. If an employee is injured, it is the primary responsibility of the employer to facilitate first aid, ambulance facility, hospital treatment and financial support. The Kerala Government introduced AAWAZ health insurance, providing 2 lakhs INR death insurance coverage and 25,000 INR as hospital treatment expenses, which is a

blessing for both employees and the employers.

Among those met with an accident at the workplace, 46.5% received medical/financial support from the employers. But 27.8% of the respondents did not receive any medical/financial support. Among those who faced accidents, 25.7% believed that medical/financial support did not apply to them. This analysis reveals the poor awareness of the migrant workers regarding their rights, and many of them did not avail the insurance protection provided by the Government of Kerala.

4.6.5 ACCIDENTAL DEATH CARE AT WORKSITE

Agency Giving Accidental Death Care at Worksite		Frequency	Percent
Employer	Yes	703	46.9
Co-workers	Yes	313	20.9
NGOs	Yes	280	18.7
Labour dept.	Yes	456	30.4
Don't know	Yes	432	28.8
Others	Yes	122	8.1

Table 32: Accidental death care

Table 32 shows the awareness of migrant workers about care in case of accidental death at the worksite. The analysis of different sources of help that can be received during accident death at worksite reveals that 46.9% of them opined that the employers provide accidental death care, and 30.4% believed that the labour department gives care during accidental deaths at the workplace. 20.9% opined that the co-workers of the diseased facilitate medical/financial support by collecting money, showing evidence for the 'we-feeling' existing among them. 18.7% of respondents opined that NGOs working for the welfare of migrant workers in Kerala provide help and support in the event of death due to accident at the worksite.

4.6.6 SUMMARY OF FINDINGS ABOUT MANAGEMENT SUPPORT FOR MIGRANTS

51.7% of the respondents believed that they were getting support from the management. Only 38.4% of them opined that they got skill training. 50.1% of the respondents participated in entertainment activities organized by their employers. 80% of the respondents did not experience accidents so far in their worksites. Among those who met with an accident at the workplace, 46.5% received medical/financial support from the employers.

4.7 INCOME OF THE MIGRANTS

It was found that migrant workers were able to get an average monthly income of INR 14752. Most (58.1%) of the respondents were paid monthly.

4.7.1 MONTHLY INCOME

Income (INR)	Frequency	Percent
1500-4000	4	.3
4001-6500	3	.2
6501-9000	89	5.9
9001-11500	93	6.2
11501-14000	520	34.7
14001-16500	402	26.8
16501-19000	189	12.6
19001-21500	138	9.2
21501 and above	62	4.1
Total	1500	100.0

Table 33: Monthly income

This part (Table 33) examines the monthly income of the interstate migrant workers in Kerala. This is the most important pull factor considered by them with great priority as they experience severe financial problems at their native place. In conjunction with this, we analysed employment patterns, working conditions, and the mindset of migrants towards wage.

They were able to get an average monthly income of INR 14,752. Percentage analysis of the monthly income shows that 34.7% of them received a monthly income between 11, 501- 14,000. Only 12.6% were below this income category. 26.8% of them were having a monthly income of INR 14,001-16,500, 12.6% of them were having a monthly income of 16,501-19,000, and 9.2% of them had a monthly income of INR 19,001-21,500. Only 4.1% had a monthly income INR 21,501 and above. Even though the income is more compared to their native place, it is low in the context of Kerala.

4.7.2 MONTHLY INCOME VS SKILL LEVEL

Skill Level	N	Monthly income Mean	Std. Deviation	ANOVA -Test	
				F	P
Skilled work	703	15397.00	3778.438	24.403	<.01
Unskilled work	558	13990.16	3279.104		
Semiskilled	239	14636.40	3544.752		
Total	1500	14752.47	3617.961		

Table 34: Correlation between skill and income

Table 34 provides a comparison of mean monthly income according to the different skill level of migrant workers. The mean monthly income of migrant labourers engaged in skilled work was the most (INR.15397). In the case of semi-skilled workers, the mean monthly income was INR.14636. Mean monthly income was the least for unskilled labourers (mean INR.13990).

As the skill level increases, the monthly income also increases. ANOVA test was conducted to check the statistical significance of the observed difference in monthly income by the skill level of the respondents. The difference observed is statistically significant at .01 level (F=24.03, p<.01). This is quite obvious as the skilled workers are the most sought-after ones and have more bargaining capacity. Hence, they can fetch more income.

MULTIPLE COMPARISONS BETWEEN INCOME AND SKILL LEVELS

Dependent Variable: Monthly income						
Tukey HSD						
(I) Skill level	(J) Skill level	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Skilled work	Un skilled work	1406.834*	201.999	<.01	932.94	1880.73
	Semi skilled	760.597*	266.769	.012	134.75	1386.45
Un skilled work	Skilled work	-1406.834*	201.999	<.01	-1880.73	-932.94
	Semi skilled	-646.237*	275.423	.050	-1292.39	-.08
Semi skilled	Skilled work	-760.597*	266.769	.012	-1386.45	-134.75
	Un skilled work	646.237*	275.423	.050	.08	1292.39

*. The mean difference is significant at the 0.05 level.

Table 35: Multiple comparisons between skill and income

Post hoc analysis using Tukey test given in Table 35 shows that the monthly income of skilled workers was significantly more than that of semi-skilled and unskilled workers (mean difference Rs. 760.597, p<.01), and (mean difference Rs.1406.834, p=.012) respectively as shown in Table 35. Between semi-skilled and unskilled workers, semi-skilled workers earn significantly more monthly income than unskilled workers. (Mean difference (Rs. 646.237, p<=05.).

This also reveals the association of income with skill level. A skilled migrant worker is at a more advantageous position compared to his semi-skilled and unskilled counterparts.

4.7.3 MONTHLY INCOME VS NATURE OF WORK

Nature of Work	N	Monthly income / Mean	Std. Deviation	ANOVA - Test	
				F	P
Under a contractor	686	15148.13	3398.591	11.933	<.01
Organized sector	405	14049.60	4025.071		
Unorganized sector	409	14784.84	3449.974		
Total	1500	14752.47	3617.961		

Table 36: Correlation between income and nature of work

Table 36 gives an analysis of the monthly income of the migrants with the nature of their work, such as whether they work under a contractor, or in the organized or unorganized sector. The ANOVA test shows a significant difference in the mean monthly income according to the nature of their work. (F=11.933, p<.01). The labourers working under a contractor receive more income than those working in organized and unorganized sectors. The comparison between these groups concerning income is given below.

MULTIPLE COMPARISONS BETWEEN NATURE OF WORK AND INCOME

Dependent Variable: Monthly income						
Tukey HSD						
(I) Nature of work	(J) Nature of Work	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Under a contractor	Organized sector	1098.533*	225.083	.000	570.48	1626.59
	Under a contractor	363.287	224.390	.238	-163.14	889.71
Organized sector	Un organized sector	-1098.533*	225.083	.000	-1626.59	-570.48
	Under a contractor	-735.246*	251.792	.010	-1325.96	-144.53
Un organized sector	Organized sector	-363.287	224.390	.238	-889.71	163.14
	Un skilled work	735.246*	251.792	.010	144.53	1325.96

*. The mean difference is significant at the 0.05 level.

Table 37: Multiple comparisons between nature of work and income

Multiple comparisons using Tukey post hoc test given in Table 37 reveals that those working under a contractor receive more monthly income than those working in the organized sector. (Mean difference=1098.533, $p<.01$). But there is no statistically significant difference in the mean monthly income between those working under a contractor and those in the unorganized sector (Mean difference=363.287, $p=.238$). Migrants working in unorganized sector receives more monthly income than those working in the organized sector (Mean difference=735.246, $p=.010$).

4.7.4 INTERVALS OF WAGE PAYMENTS

Interval of Payment	Frequency	Percent
Monthly	872	58.1
Daily	163	10.9
Weekly	390	26.0
Piece of work/volume rate	74	4.9
Hourly rate	1	.1
Total	1500	100.0

Table 38: Intervals of wage payments

The migrant workers receive payment at different intervals. 58.1% of the respondents were getting monthly payment; usually, migrants working in the organized sector receive salary monthly. 26% of the respondents were getting weekly payment. Those working under contractors mostly belong to this category. 10.9 % of them were receiving wage daily, and 4.9% of them were getting wages as per the volume of their work. (Example carpenters). Only a negligible percent of them were paid on an hourly basis. Thus, the majority of them receives wages either monthly or weekly.

As they usually send money to their family monthly, the monthly or weekly payments is not a problem for them. But on a few occasions, the migrants were denied their salary after the stipulated time. Even though it is very rare, such issues should not happen as the migrants are here mainly to earn money to address their issues back home.

4.7.5 INTERVAL OF PAYMENT VS NATURE OF WORK

Interval of payment Vs Nature of work Cross tabulation						
			Nature of work			
			Skilled work	Un skilled work	Semi skilled	Total

Interval of payment	Monthly	Count	367	327	178	872
		% Within interval of payment	42.1%	37.5%	20.4%	100.0%
	Daily	Count	89	43	31	163
		% Within interval of payment	54.6%	26.4%	19.0%	100.0%
	Weekly	Count	183	179	28	390
		% Within interval of payment	46.9%	45.9%	7.2%	100.0%
	Piece of work/ volume rate	Count	63	9	2	74
		% Within interval of payment	85.1%	12.2%	2.7%	100.0%
	Hourly rate	Count	1	0	0	1
		% Within interval of payment	100.0%	0.0%	0.0%	100.0%
Total	Count	703	558	239	1500	
	% Within interval of payment	46.9%	37.2%	15.9%	100.0%	
Pearson Chi-Square = 94.982, df=8, p<.01						

Table 39: Interval of payment Vs Nature of work Cross tabulation

The cross tabulation of the mode of payment and nature of work (Table 39) reveals that among those receiving piece of work/volume rate, 85.1 % were skilled workers. Even though the percent of respondents receiving per hour wage were very few, all of them belong to the skilled category. This also shows the better position enjoyed by the skilled workers. The observed association is statistically significant as per the chi-square test. (Pearson Chi-Square =94.982, df =8, $p<.01$)

4.8 MONTHLY EXPENDITURE OF THE MIGRANTS

The average monthly expenditure of the migrants is INR 3653. They were paying an average monthly rent of INR 881.20. Migrant workers' average monthly expenditure for food was INR 2527.80.

Expenditure (Rs.)	Frequency	Percent
500-1500	70	4.7
1501-2500	289	19.3
2501-3500	559	37.3

3501-4500	256	17.1
4501-5500	163	10.9
5501-6500	33	2.2
6501-7500	19	1.3
7501-8500	85	5.7
8501-9000	26	1.7
Total	1500	100.0

Table 40: Monthly expenditure

Table 40 describes the monthly expenditure made by the migrant population in Kerala. 37.3 percent of them spent INR 2501- 3500 monthly, whereas 19.3 percent migrants' monthly expenditure ranges between INR 1501-2500, and in the case of 17.1 percent of them, it is between INR 3501 - 4500. In the case of 78.4% (cumulative percent), the expenditure ranges from INR 500 - 4500. Only 21.8 % (cumulative percent) of them were able to spend more than 4500 up to a maximum of INR 9000. This is mainly because the majority of the migrants stayed and cooked together and were able to reduce the per person expenditure. But the non-food expenditure varies from person to person. The average monthly expenditure of the migrants is INR 3653.

This analysis reveals their lower standard of living and spending capacity. The presence of migrants gives a boost to the small, local vendors of provisions and other daily consumed items as they were suffering a loss of business because of the middle class Keralites drift towards supermarkets, hypermarkets and online purchase. Two important heads for which major chunk of their expenditure goes in Kerala are rent and food.

4.8.1 MONTHLY RENTAL EXPENDITURE

Rent (Rs)	Frequency	Percent
0-1000	1077	71.8
1001-2000	170	11.3
2001-3000	198	13.2
3001-4000	45	3.0
4001-5000	8	.5
6001-7000	1	.1
7001-8000	1	.1
Total	1500	100.0

Table 41: Monthly rental expenditure

Table 41 gives the monthly rent paid by the migrants in Kerala. Majority of them (71.8%) were paying rent between Rs. 0 to Rs.1000. For some of them, the employers provide free accommodation or temporary

accommodation at the worksite. 11.3% of them were paying Rs.1001 to Rs.2000 as monthly rent. 13.2% of them were paying a fairly high rent of Rs.2001 to Rs.3000 per month. Only very few were paying monthly rent above 3000. Only 3.7% (cumulative percent) spent above 3000 up to 8000. They were paying an average monthly rent of 881.20.

This analysis also reveals the limited facilities enjoyed by them for supporting their family back home. This is similar to the unskilled labour out-migration from Kerala to the Middle East countries. They suffered and compromised even basic needs to fulfil the needs of their family members.

4.8.2 MONTHLY EXPENDITURE ON FOOD

Monthly Expenditure-Food (Rs.)	Frequency	Percent
Up to 1000	179	11.9
1001-2000	428	28.5
2001-3000	681	45.4
3001-4000	142	9.5
4001-5000	64	4.3
5001-6000	4	.3
6001-7000	2	.1
Total	1500	100.0

Table 42: Monthly Expenses on Food

Table 42 shows the money spent per month by migrants in Kerala for their food. 11.9% of them spent up to INR 1000 towards food. 28.5% of them spent INR 1001 to 2000 for food and 45.4 % of them spent INR 2001 to 3000 for food. Thus 85.8 % (cumulative percent) of the migrants spent up to INR 3000 for their food. Very few migrants, 14.8 % (cumulative percent), could spend more than 3000 per month for food. Migrant workers' average monthly expenditure for food was INR 2527.80.

This is also an indication of the economic backwardness faced by the migrants. They tighten their belt to save some money and send the hard-earned money to their family back home. One of the reasons for the reduced food expenditure is that majority of the migrants cook their food themselves, usually in a shared manner, and they avoid expensive hotel food and other nutritious food items.

4.9 MONTHLY SAVINGS

The average monthly savings of the surveyed migrants was INR 8616.50.

Monthly Savings (Rs.)	Frequency	Percent
Up to 1500	66	4.4
1501-4000	448	29.9
4001-6500	276	18.4
6501-9000	228	15.2
9001-11500	342	22.8
11501-14000	90	6.0
14001-16500	40	2.7
16501-19000	6	.4
19001-21500	4	.3
Total	1500	100.0

Table 43: Monthly Savings

The monthly savings of the migrants are given in Table 43. 4.4% of the migrants were able to save up to INR 1500 only. 29.9% of them were saving INR 1501 - 4000 and 18.4% of them were saving INR 4001- 6500. 15.2% of the migrants could save INR 6501- 9000; whereas 22.8% of them could save INR 9001 - 11500. Very few belong to the higher side of the saving spectrum. Only 9.4% (cumulative) came in the INR 11501- 21500 range. The average monthly savings was INR 8616.50.

Even though the monthly savings is not at a higher level, the migrants were able to save some money by working in Kerala and this is the motivating factor which makes them continue their sojourn here.

4.9.1 METHODS OF SAVING

Method	Frequency	Percent
Bank deposit	1235	82.3
With friend	1	.1
Self-savings	196	13.1
Chit fund	68	4.5
Total	1500	100.0

Table 44: Methods of Saving

As given in Table 46, 82.3% of the respondents were using banks to save their money whereas 13.1% were keeping the money themselves. A few, 4.5%, of them used 'Chits' as a means of saving. This may be due to the active presence of the Kerala State Financial Enterprise (KSFE) Ltd. Migrant workers are usually not interested in spending money on entertainment or luxury and they try their level best to save money to fulfil the needs back home.

4.10 ACCESS TO BANKING FACILITIES

4.10.1 BANK ACCOUNT AT NATIVE PLACE

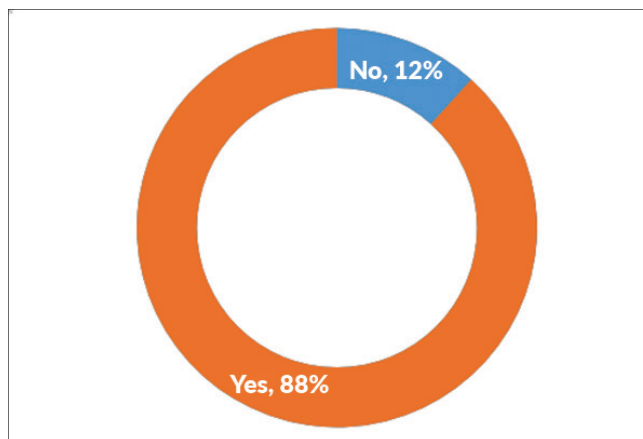


Figure 37: Bank account in the hometown

An enquiry into the possession of bank accounts by the migrants at their native places reveals that 88% of them had an account (Figure 37). Majority of the migrants had an account because of the migration linked remittances. Migration is acting as an agency of change at the place of origin and consequently acting as the driving factor of development of those backward regions. 12% of them did not possess a bank account at their native place. Even though there is a need for an account for transactions, they do not have it for a multiplicity of reasons.

4.10.2 BANK ACCOUNT IN KERALA

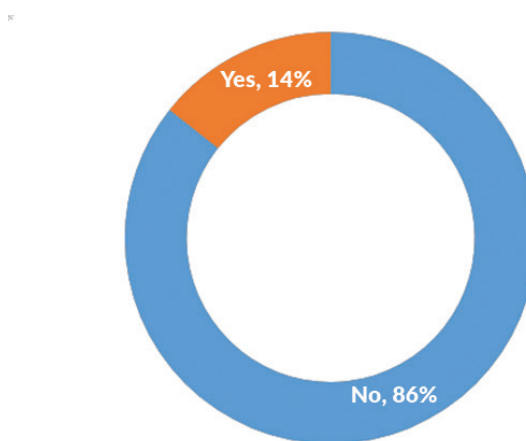


Figure 38: Bank account in Kerala

Figure 38 reveals that only 14% of the respondents had a bank account in Kerala. The majority, 86%, were not able to open a bank account here.

Lack of bank account is often a barrier as they must depend on others to transfer money. One of the reasons for this is that they are not permanent residents. As they are a floating population, a section of them is not interested in opening an account in Kerala. Another reason is the difficult procedures followed by the banks to open an account. They may face problems with proper identity proofs. It is one of the areas which needs attention to make them feel at home.

4.10.3 DIFFICULTY TO OPEN BANK ACCOUNT IN KERALA

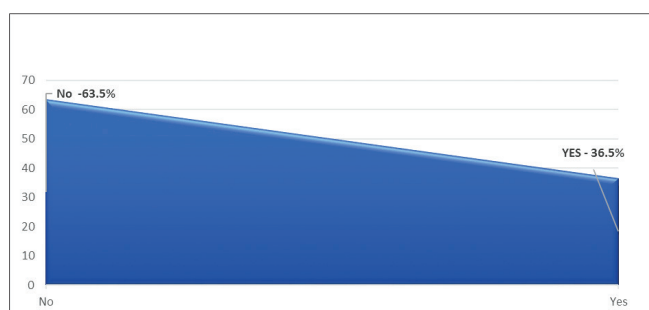


Figure 39: Difficulties in opening Bank Accounts

The analysis of bank accounts in Kerala discloses that the majority of them did not have an account. In response to a question about difficulties in opening an account in Kerala, the majority, 63.5%, of them answered that they did not face any problem. But 36.5% of them faced problems in opening an account in Kerala.

Opening a bank account by migrants requires address and identity proof, and it is difficult for a section of them, especially those in the unorganized sector and daily wage workers, to produce these documents. For those in the organized sector, there is not much problem because the account was linked with AADHAR KYC norms. The attitude of bank officials also acts as a hindrance in some cases to open an account in Kerala.

4.10.4 SALARY THROUGH BANK ACCOUNT

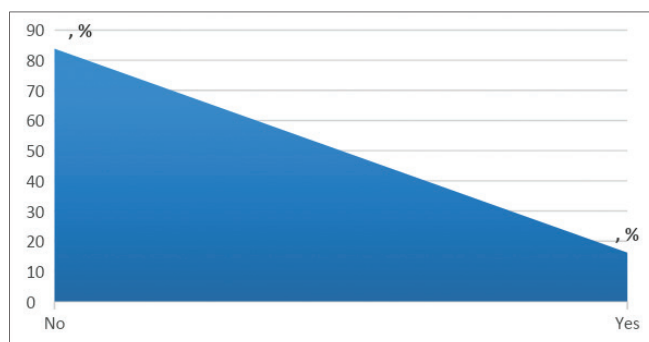


Figure 40: Salary Through Bank Account

As shown in figure 40, the majority of the migrants were not receiving their salary through a bank account. Only 16.2% of them received their salary through a bank account. An analysis of the sector-wise variation in this regard is done in the following table.

NATURE OF LABOUR VS. SALARY THROUGH BANK ACCOUNT

Nature of Labour / Salary through bank account					
Cross tabulation					
		Salary-bank account			
			No	Yes	Total
Labour contract	Under a contractor	Count	606	80	686
		% within labour contract	88.3%	11.7%	100.0%
	Organized sector	Count	267	138	405
		% within labour contract	65.9%	34.1%	100.0%
	Un organized sector	Count	384	25	409
		% within labour contract	93.9%	6.1%	100.0%
Total	Count	1257	243	1500	
	% within labour contract	83.8%	16.2%	100.0%	

Pearson Chi-Square=136.375, df=2, p<.01

Figure 45: Nature of Labour vs. Salary through bank account

Among migrants working in the organized sector, 34.1% received their salary through a bank account; whereas among the migrants working under a contractor, it is 11.7% and among those working in the unorganized sector it is only 6.1%. Thus, those working in the organized sector get secured wage with evidence, but others do not. The observed association is statistically significant. (Pearson Chi-Square=136.375, df=2, p<.01)

4.10.5 METHODS OF SENDING MONEY HOME

Method	Frequency	Percent
Through bank	1364	90.9
Post office	16	1.1
Money order	11	.7
Direct by hand	30	2.0
Google Pay	34	2.3
Through friends	43	2.9
Others specify	2	.1
Total	1500	100.0

Table 46: Mode of remittance

Remittance of money to their native place through banks

was found safe and secure by 90.9% of the respondents. 2.9% transferred their money through friends, and 2.3% depended on Google Pay.

By relating this with the earlier analysis of possession of bank accounts at the native place and Kerala, it is clear that a section of the migrants depends on others to transfer their money. This throws light on the need for facilitating bank accounts to migrants as it is both a tool of empowerment and as a precautionary measure to check the possibility of cheating.

4.10.6 SUMMARY OF FINDINGS ABOUT ACCESS TO BANKING

Eighty-eight percent of the migrants had a bank account at their native place. Fourteen percent of the respondents had a bank account in Kerala. Most of the migrants were not receiving their salary through a bank account. Remittance of money to their native place through banks was found safe and secure by 90.9% of the respondents. 82.3% of the respondents were using bank savings as their method of saving.

II. LIFE OF MIGRANTS: HEALTH, COMMUNICATION & HOME IMPROVEMENT

4.11 HEALTH STATUS OF INTERSTATE MIGRANTS

This section discusses the various dimensions related to the health of migrants.

4.11.1 PERCEPTION OF HEALTH STATUS-SERIOUS ILLNESS AT PRESENT

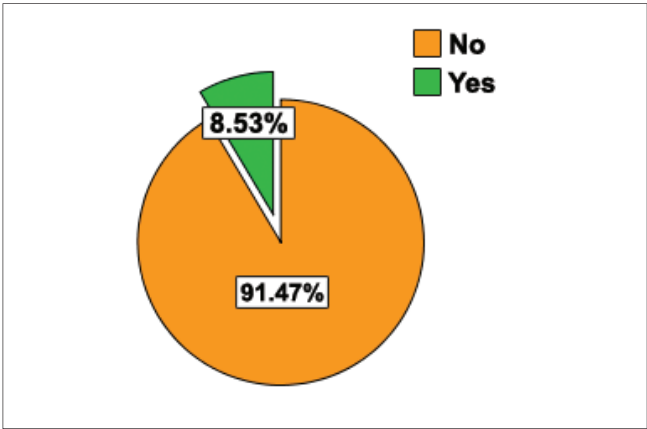


Figure 41: Perception of Serious Illness

The perception of the migrants about the status of serious health problems is displayed in figure 41. 91.47% of the respondents had replied that they had no serious health issues, whereas 8.53% of the respondents were facing serious illness during the time of this study.

Majority of the migrants were young people and were healthy and had no serious health issues.

If they were diagnosed with some serious illness, most of them will go back to their home state because of the lack of caretakers in Kerala. Proper medical attention should be provided to those suffering from illnesses through our public health system.

4.11.2 ILLNESSES PREVALENT

Illness		Frequency	Percent
Headache	Yes	479	31.9
Muscle and joint pain	Yes	416	27.7
Stomach ache	Yes	331	22.1
Skin diseases	Yes	153	10.2
Liver diseases	Yes	93	6.2
Food poisoning	Yes	72	4.8
Oral diseases	Yes	56	3.7
STD	Yes	33	2.2
Malaria	Yes	13	0.9
Psychiatric illness	Yes	5	0.3
TB	Yes	2	0.1
Others	Yes	91	6.1

Table 47: Prevalent Illnesses

The general health problems faced by the migrant labourers are given in table 47. Headache is a more prevalent problem among them. 31.9 percent of the respondents had a headache. One of the reasons for headache is dehydration. Other common health issues among the respondents were muscle and joint pain (27.7%), stomach ache (22.1%), skin diseases (10.2%), Liver diseases (6.2%), food poisoning (4.8%), oral diseases (3.7%), Sexually Transmitted Diseases (2.2%), and psychiatric problems (0.3%).

There has been a resurgence of illness like malaria and TB, identified among 0.9% and 0.1% of the respondents respectively. The above analysis indicates that a section of the migrant workers suffers from diseases due to their heavy workload and lifestyle such as lack of proper intake of sufficient drinking water, fatigue due to over physical strain, lack of personal hygiene, unhygienic food, the habit of chewing ‘pan masala’, alcohol addiction, the habit of extramarital affairs, congested accommodation, and mental stress due to the separation from kith and kin.

4.11.3 LONG-TERM MEDICATION

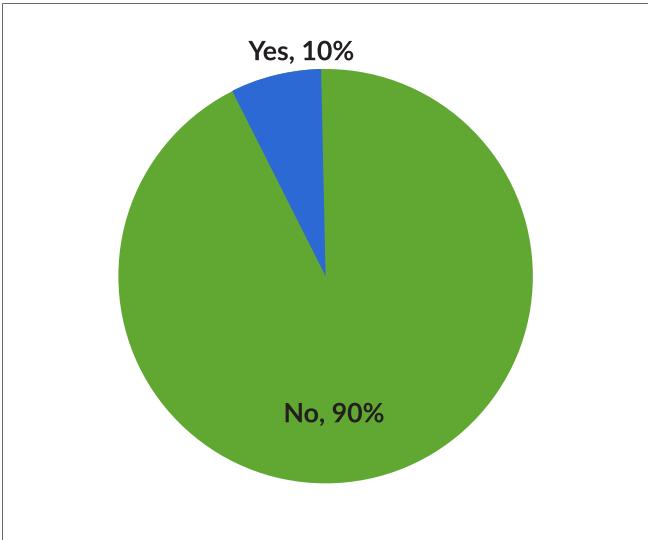


Figure 42: Use of Long-term medication

Graph 42 shows that 10% of the respondents were taking medication on a long-term basis. As majority of the respondents were youngsters, 90% of them did not suffer from diseases requiring long term medication.

4.11.4 TYPE OF HOSPITAL FOR TREATMENT

Type of hospital for treatment	Frequency	Percent
Government	1125	75.0
Private	321	21.4
NA (Never took treatment from hospital)	54	3.6
Total	1500	100.0

Table 48: Source of treatment

Migrant workers were aware of the hospital facilities near their place and the majority of them (75%) choose government hospitals for medical treatment because of financial constraints. Some of the respondents (21.4%) were using private hospitals to get proper treatment, and (3.6%) never sought treatment from any govt. or private hospitals. They depend on medical stores for immediate cure of the symptoms of their diseases.

Migrant workers using government facilities is a concern for the Keralites as the government facilities will get saturated, and the native people will find it disturbing. So, the enhancement of public health infrastructure is necessary for accommodating the migrant workers.

4.11.5 HEALTH INSURANCE

Health Insurance	Frequency	Percent
Company provided	342	22.8

No insurance	729	48.6
AAWAZ	429	28.6
Total	1500	100.0

Table 49: Health insurance prevalence

Table 49 shows the status of health insurance protection available to the migrants in Kerala. 48.3% of the respondents were not covered under any health insurance facility. 22.8% of those working in companies had health insurance; whereas 28.6% of the migrants had AAWAZ insurance, a state government initiative developed by the government of Kerala to provide health insurance and accidental death coverage for migrant workers living in the state.

AAWAZ is a first-of-its-kind scheme intended for migrant labourers working in an Indian state. This scheme was announced by the Kerala government in November 2017. The first phase of the registration process started in December 2017. The government currently aims to identify and provide coverage for about 5 lakh interstate labourers living in Kerala. The benefits include health insurance up to Rs.15,000 and an accidental death coverage up to Rs.2 lakh. This is a positive indication of the health facilities enjoyed by migrant labourers in Kerala which has an impact on the health of the workers. Among those who are not having health insurance, the government agencies and the NGOs should intervene and make them part of such schemes so that their health issues could be addressed.

4.11.6 COMPANION FOR CONSULTING DOCTORS

Companion for doctors' consultation	Frequency	Percent
Friends	753	50.2
Co-workers	472	31.5
Self	211	14.1
Company medical assistance	53	3.5
Others	11	.7
Total	1500	100.0

Table 50: Companion for Doctor's consultation

The access to healthcare facilities for migrant workers is a predicament due to their nature of work, timings, lack of acquaintances and dearth of people to accompany them to the hospital for medical consultation and treatment.

An enquiry into the accompaniment they received in Kerala during illness shows that (Table 50) majority of

them were accompanied by either a friend, a co-worker or company medical staff. 50.2% of the respondents were accompanied by their friends, and 31.5% of them were accompanied by their co-workers during their time of hardship. This reveals the networking established by the interstate migrants in Kerala and the mutual help and support they receive during difficult situations. This support from another influences getting timely medical attention and also acts as a reason for their continued stay in Kerala.

4.11.7 AVAILABILITY OF EMERGENCY MEDICAL FACILITY

Emergency medical facility	Frequency	Percent
No	989	65.9
Yes	511	34.1
Total	1500	100.0

Table 51: Availability of Emergency Services

Availability of emergency medical facilities such as first aid and ambulance service are essential for migrant workers, owing to the risky nature of their work. 65.9 % of the respondents believed that emergency medical facilities were not available to them.

This is true in the case of first aid facilities, but there is 108 ambulance service in Kerala which can be utilized by the migrant workers also. They were unaware of this facility. Early medical attention at the time of accidents will help in a long way to maintain their health status, so attention should be paid to provide facilities for emergency medical care and efforts should be made to make them aware of such facilities.

4.11.8 SUBSTANCE ABUSE

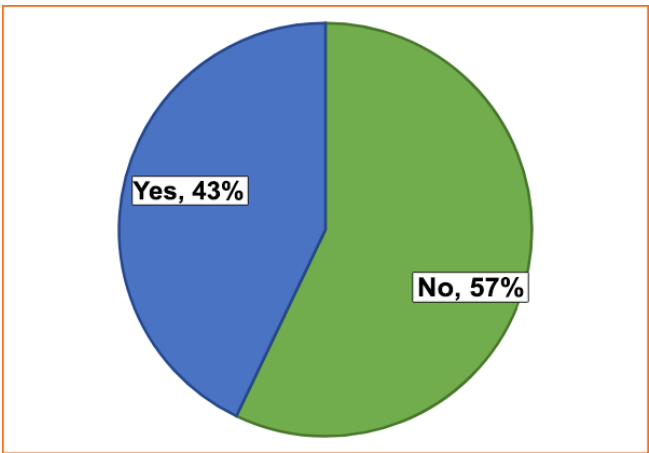


Figure 43: Substance Abuse

Figure 43 shows that nearly half (43%) of the respondents were in the habit of substance abuse which will badly affect their physical as well as mental health.

The substance abuse among the migrant workers in Kerala is comparatively high due to many reasons, such as peer pressure, reduction of separation anxiety and loneliness; to induce good sleep, a sense of freedom, and lack of awareness that they will fall prey to these addictive substances. This also has an economic impact. For maintaining a higher level of physical as well as mental health, the migrants should keep away from such habits. This addictive behaviour is a reason for the native people to view the migrants as problem makers and will result in alienating them.

SUBSTANCES USED

Substance		Frequency	Percent
Tobacco and paan products	Yes	626	41.7
Alcohol & cigarettes	Yes	576	38.4
Narcotic substances	Yes	106	7.1
Injection Drug Use (IDU)	Yes	81	5.4

Table 52: Substances used

As shown in table 52, the prevalence of oral tobacco and paan products was found to be more among the migrant workers. 41.7% of the respondents were using products in this category, including tobacco-lime mixture called 'Khaini' and paan. It was observed that the majority of them were unaware of the ill effects of the use of these products and were not interested in quitting this habit. 38.4% of the respondents were using alcohol and cigarettes, and 7.1% of them were using narcotic items which are more dangerous and more addictive. 5.4% of the respondents were of the habit of Injection Drug Use (IDU) which are deadly and harmful to their life. Tobacco usage is quite common among the migrants, which includes cancer-causing tobacco products like 'paan', 'gutka' etc. In some cases, criminal or antisocial behaviour on the part of migrants occurs when the person is under the influence of such substances, and these can also cause long-term personality changes in them.

FREQUENCY OF USE OF SUBSTANCE

Frequency of use of substance	Frequency	Percent
Daily	859	57.3
Weekly	121	8.1
Monthly	44	2.9
Occasionally	150	10.0

NA	326	21.7
Total	1500	100.0

Table 53: Frequency of Use of Substances

Drug addiction is one of the major problems among the migrants in Kerala, having health implications. Table 53 shows the gravity of substance abuse among them by analysing the frequency of use. 57.3% of the respondents were using daily and 10% of them occasionally. 8.1% of the respondents were engaged in such activities during weekends and 2.9% of the respondents were using substances once in a month.

The tables 52 and 53 throw light on severe substance abuse habits of interstate migrants which has repercussions on their health.

EFFECTS OF SUBSTANCE USE

Effect	Frequency	Percent
Weakened body	98	6.5
No health issues	636	42.4
Tiredness	19	1.3
Irregular in work	6	.4
Total	1500	100.0

Table 54: Effect of substance use

Continuous substance use can have direct and indirect effects on both their health as well as work. This can also affect the health of people who are living with them. As given in Table 54, 42.4% of the respondents opined that they did not have health issues related to their habit of substance abuse. This opinion is clear evidence for their lack of awareness about the short-term and long-term effects of the use of such substances, which can cause cancer, lung diseases, and liver diseases in addition to the psychological implications. However, 6.5% of the respondents felt that this had weakened their body and 1.3% of the respondents attributed their tiredness to their habit of substance abuse. Regarding the impact of this habit on their work life, only 0.4% of the respondents believed this caused irregularity in their work.

The majority of the migrant workers in Kerala are youngsters and are not experiencing health issues related to substance abuse presently. The migrants are away from their loved ones and naturally go in for such remedies as a coping mechanism. Proper intervention in this area is necessary both for their good health and for avoiding disturbances to the native people.

4.11.9 GENERAL AWARENESS ABOUT HIV

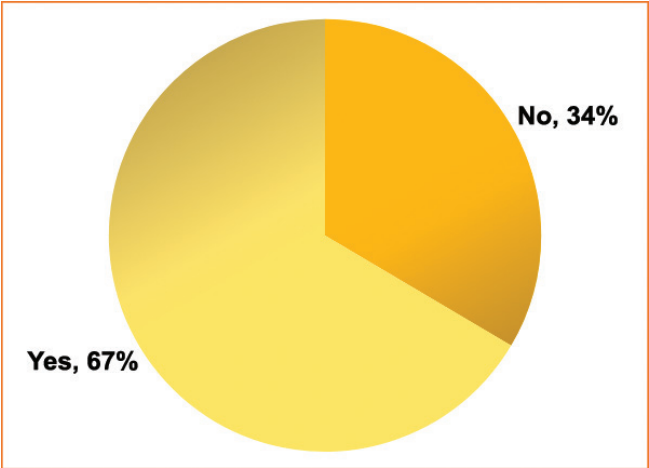


Figure 44: Awareness about HIV

Migration by single male workers is one of the factors responsible for high vulnerability to HIV infection. The migrant population acts as a “bridge population” between high-risk groups such as female sex workers (FSW) and men who have sex with men (MSM) to the low-risk population such as wives or sex partners of migrant workers. General awareness about HIV/AIDS was assessed by asking a direct question. Sixty-seven percent of the workers had general awareness about it. This throws light on a health risk associated with migration as the migrant population is more prone to AIDS, and lack of awareness is a serious issue to be tackled in collaboration with appropriate agencies. Awareness about specific aspects of the disease such as transmission, impact on life and preventive measures are analysed in the following sections.

Awareness about HIV/AIDS Transmission

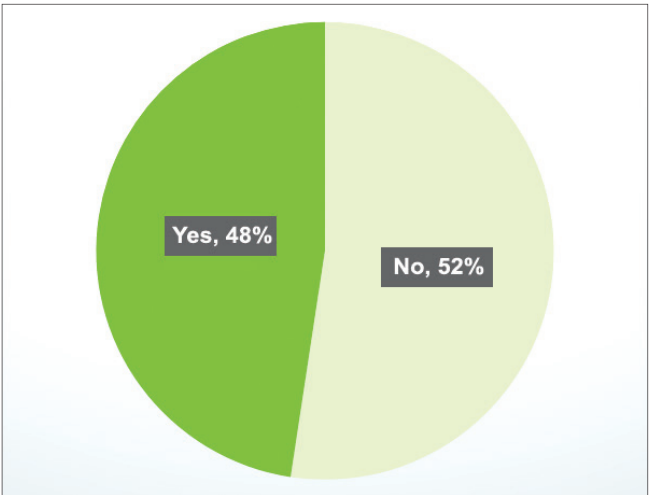


Figure 45: Awareness about HIV/AIDS transmission

Majority of the respondents (52%) were unaware of how HIV/AIDS was transmitted. Forty-eight percent of the respondents were aware of the transmission of HIV/AIDS (figure 45).

The awareness about transmission is more important than treatment, and its absence is a matter of concern. AIDS as a disease, not only affects their physical health but also destroys their life. Therefore, the government, NGOs, and other organizations associated with AIDS should engage in awareness sessions among migrant workers.

KNOWLEDGE ABOUT THE IMPACT OF HIV INFECTION ON THEIR LIVES

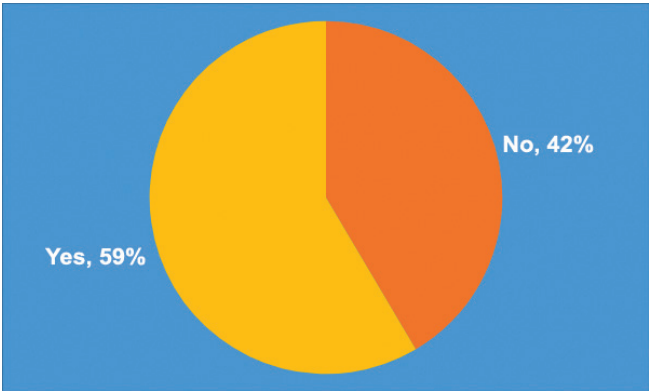


Figure 46: Knowledge about Impact of AIDS

Figure 46 reveals the migrant’s awareness about the impact of HIV infection on their lives. Fifty-nine percent of the respondents were aware of the effects of HIV infection on their lives. It also points to the need for HIV/AIDS awareness campaigns among the migrant workers in Kerala.

4.11.10 AWARENESS ABOUT STDs

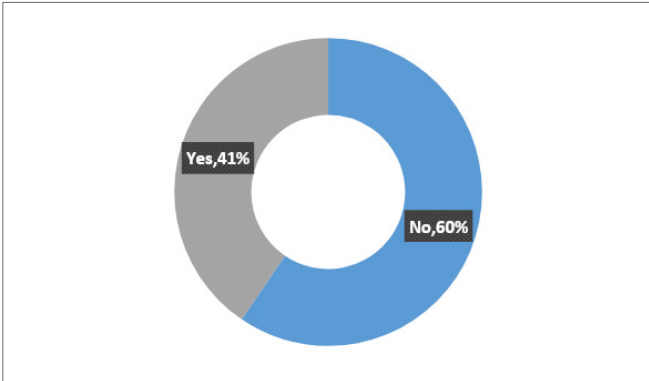


Figure 47: Awareness about STDs

Sexually Transmitted Diseases (STDs) are those that are contracted through sexual intercourse. They include curable ones like gonorrhoea, syphilis, and chlamydia infection as well as incurable but modifiable ones like HIV, herpes simplex, human papillomavirus (HPV), and hepatitis B infections. Knowledge about STDs is essential for adequate prevention and treatment, as people who do not know the symptoms may fail to recognize the disease and so may not seek help. Knowledge about STDs as compared to HIV/AIDS is low among the migrants in Kerala. Adolescent and young adult migrants aged 15–25 years are more at risk for STDs than older

adults. They are more likely to practice unprotected sex, have multiple sexual partners, and may indulge in transgenerational and transactional sex. Forty-one percent of the migrants were aware of STDs, but 59% of them did not have awareness. Migrants are a high-risk group, so those working for the welfare of migrants should organize more outreach awareness programmes, and media publicity/enlightenment campaigns.

4.11.11 AWARENESS ABOUT PREVENTION OF STDs/AIDS

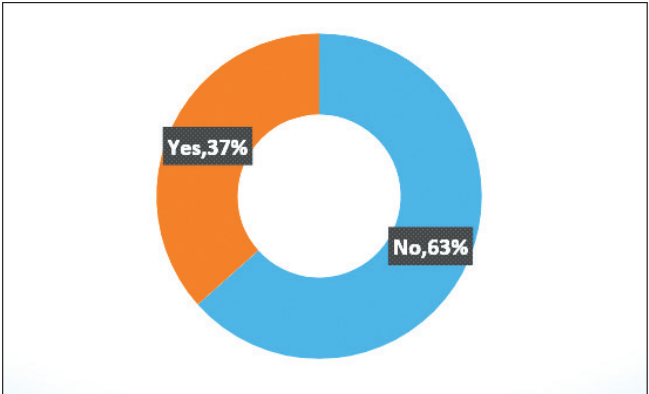


Figure 48: Awareness about prevention of STDs/AIDS

Figure 48 gives the respondents’ awareness about preventive measures for STDs/AIDS. Sixty-three percent of the migrants were unaware of the measures to protect themselves from infection, and only 37% of the respondents had awareness. It is one of the remedies for this serious health issue among the migrants in Kerala. Proper awareness generation is relevant in this case also.

4.11.12 EXTRAMARITAL AFFAIRS IN KERALA

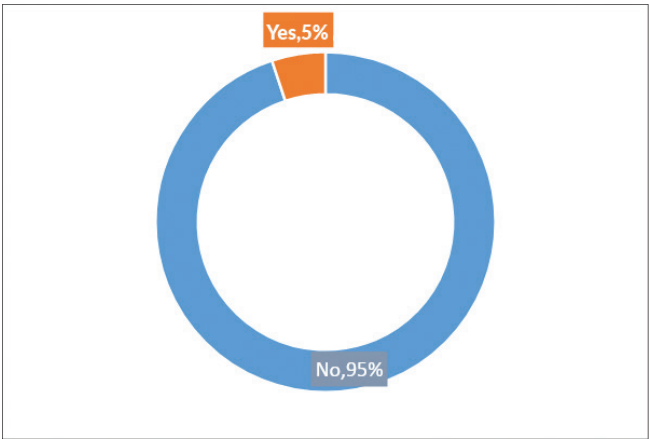


Figure 49: Extramarital affairs

Extramarital affairs as an indicator of their sexual life are analysed in the context of it being a reason for serious health issues such as STDs/AIDS. Migration creates a feeling of separation, anxiety and loneliness among the migrants and in such a situation, they find an affair such as a sexual relationship, romantic friendship, or passionate attachment with a person as a means for

ventilation. But among the migrants in Kerala only five percent resort to extramarital affairs. There are many reasons for this. They are not permanent migrants and are a floating population. Majority of them came here to address the economic and other problems experienced by their family in their native place. Even so, care should be taken to prevent this as it may lead to serious health concerns in Kerala.

4.11.13 AWARENESS ABOUT SPREAD OF CONTAGIOUS DISEASES FROM ROOMMATES

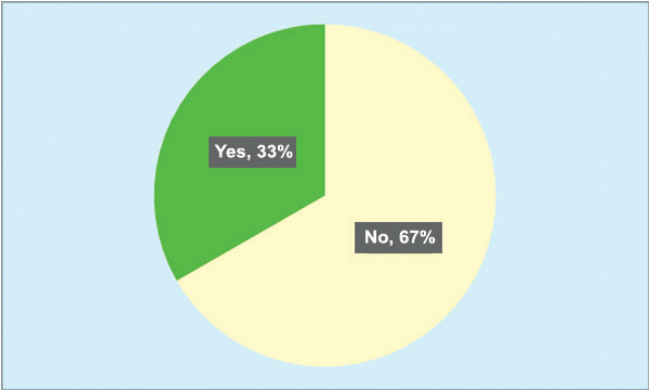


Figure 50: Awareness about contagious diseases

The migrants stay together in large numbers with limited facilities that might result in the spread of contagious diseases among them. An enquiry into their awareness about the spread of diseases given in Figure 50, revealed that 67% of the respondents had no knowledge about it, and 33% of them had awareness. The screening for infectious diseases among the newly migrated workers was not done on their arrival. A mechanism for screening to identify the presence of the most common infectious diseases (example pulmonary tuberculosis), should be established in Kerala. The migrants usually gather on arrival, favouring epidemic outbreaks, sometimes caused by incomplete vaccine coverage for preventable diseases. Therefore, there is an increased possibility for the prevalence of some chronic infections such as viral hepatitis, tuberculosis, malaria, skin diseases etc.

4.11.14 AWARENESS ABOUT IMPORTANCE OF CLEAN SURROUNDINGS

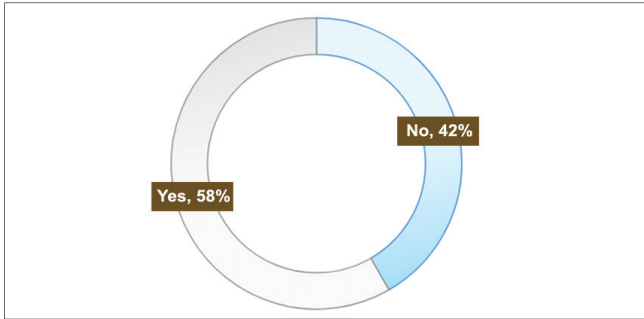


Figure 51: Awareness of Clean Surroundings

Sanitation and neatness play a crucial role in the general health of migrant workers. Clean surroundings help in preventing waterborne and vector-borne diseases like dengue, typhoid, hepatitis, diarrhoea, jaundice, cholera, leptospirosis, ringworm, etc.

Figure 51 shows that fifty-eight percent of the respondents were aware of the importance of clean surroundings, but 42% of them were unaware. The lack of proper waste disposal facilities is a reason for the clash between the migrants and the native people. They usually cannot afford the charges for waste disposal by ‘Kudumbasree’ workers. Therefore, proper waste management strategies should be executed to avoid health issues affecting migrants, which in turn helps Kerala to maintain a clean environment and prevent epidemic outbreaks.

4.11.15 AWARENESS ABOUT IMMUNIZATION

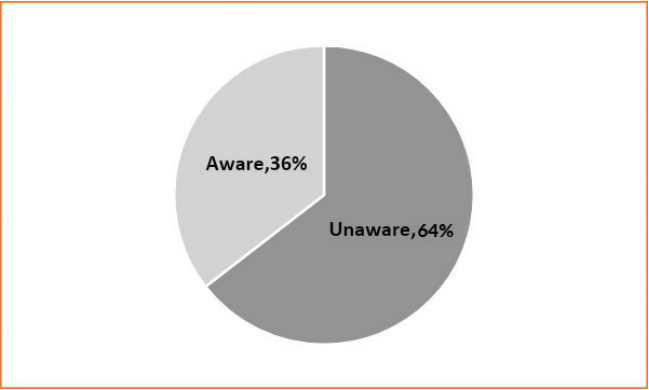


Figure 52: Awareness about Immunization

Figure 52 shows that the majority (64%) of the migrants were unaware of vaccination. Migrant workers are coming from states with low human development indices compared to Kerala. The awareness about healthcare and immunization is poor among them and therefore, they are not serious about the importance of vaccination, which makes them vulnerable to several diseases.

Therefore, the migrants themselves haven’t undergone immunization, and they are not particular about their children to get vaccinated. It will affect the health of both the migrants as well as the native people. Health programmes such as ‘Eradication of Polio’ will become ineffective, and there is a possibility for the incidence of such diseases again in Kerala.

4.11.16 AWARENESS ABOUT DIET-RELATED HEALTH PROBLEMS

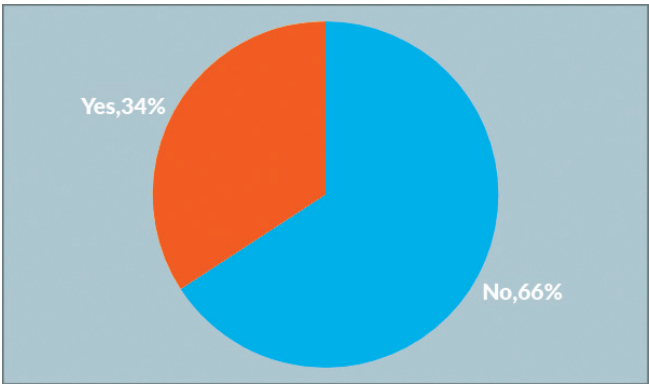


Figure 53: Awareness about diet-related health issues

A balanced diet is essential for the upkeep of good health. To a question regarding their awareness about health problems due to unbalanced diet, the majority (66%) of them opined that they were unaware. It was an aspect having a high correlation with their general health, as most of them were engaged in physical labour. They mostly take carbohydrate-rich food such as rice and potatoes as they are energy-releasing foods. But they also need to include food with calcium, proteins and vitamins in their menu to balance their bodily needs. One of the reasons for avoiding such foods is the money factor as these are expensive. Lack of awareness of the health issues created by unbalanced dietary practices will lead to a deterioration of their physical health and stamina within five to ten years. It will either force them to return to their native place or shift to a job with less demand for physical work.

4.11.17 SUMMARY OF THE HEALTH STATUS OF MIGRANTS IN KERALA

91.47% of the respondents had replied that they had no serious health issues, whereas 8.53% of the respondents were facing such illness at the time of this study. Headache is a more prevalent problem among them. One of the reasons for it is dehydration. Other common health issues among the respondents were muscle and joint pain, stomach ache, skin diseases, liver diseases, food poisoning, oral diseases, sexually transmitted diseases, and psychiatric problems. There has been a resurgence of illness like malaria and TB.

10% of the respondents were taking medication on a long-term basis. Majority of them (75%) choose government hospitals for medical treatment because of financial constraints. Some of the respondents (21.4%) were using private hospitals. 48.3% of the respondents did not come under any health insurance. 22.8% of them had health insurance provided by their companies, and 28.6% had AAWAZ insurance. Friends usually

accompanied 50.2% of the respondents for consulting doctors, while co-workers accompanied 31.5% of them during their time of hardship.

65.9 % of the respondents believed that emergency medical facilities were not available to them. Nearly half (43%) of the respondents were in the habit of substance abuse, mostly of oral tobacco and paan products. 57.3% of the respondents used substances daily. 42.4% of the respondents did not have health issues related to their habit of substance abuse. 6.5% of the respondents felt substances had weakened their body.

Sixty-seven percent of the workers had general awareness about HIV/AIDS. Majority of the respondents (52%) were unaware of the transmission of HIV/AIDS. Forty-one percent of the migrants were aware of STDs. Sixty-three percent of the migrants were unaware of the measures to protect themselves from infection. Among the migrants in Kerala only five percent resort to extramarital affairs. Sixty-seen percent of the respondents had no knowledge about contracting contagious diseases from roommates. Fifty-eight percent of the respondents were aware of the importance of clean surroundings. The majority (64%) of the migrants were unaware of vaccination. The majority (66%) of them opined that they were unaware of the importance of a balanced diet.

4.12 COMMUNICATION-RELATED ISSUES

The dissimilarity in languages is a problem faced by migrants from culturally different places. North Indian migrants in Kerala find it very difficult to learn Malayalam. As a result, they struggle to communicate with Keralites. This section discusses the communication barriers experienced by them in the health sector, in using public transport (buses), in communication with the Police, and the police personnel's approach towards them. This section examined their ability to communicate with employers, colleagues, shopkeepers, drivers, banks and other Govt. staff, and their proficiency in the Malayalam language.

4.12.1 COMMUNICATION PROBLEMS- HEALTH SECTOR

Communication problem		Frequency	Percent
Able to convey illness to doctors	Yes	772	51.5
Able to communicate with other health professionals	Yes	595	39.7

Table 55: Communication and Healthcare

Proper communication of health-related issues is very significant, and people will experience dilemmas and mental stress when they are not able to express their condition to a doctor or other health professionals. Table 55 shows that 51.5% of the respondents can convey their illness to doctors and 39.7% of them were able to communicate with other health professionals.

A suggestion is to introduce programmes to improve the Hindi language proficiency of health professionals especially in the public sector, including doctors, so that they can handle the migrant workers better. It would also help the migrants experience a feeling of being at home with the healthcare professionals.

4.12.2 DIFFICULTIES IN USING PUBLIC TRANSPORT FACILITY (BUSES)

Difficulties		Frequency	Percent
Difficult to read Malayalam	Yes	1142	76.1
Able to identify buses to the destination	Yes	873	58.2
Lack of support from natives	Yes	314	20.9
Communication problem with bus staff	Yes	280	18.7

Table 56: Difficulties in using public transport

Table 56 shows the difficulties the migrants face in buses in Kerala. Most of them (76.1%) found it difficult to read boards of buses in Malayalam. 58.2% of the respondents opined that they were able to identify the buses to their destination. 28.9% of them thought that they experienced lack of support from native people to identify the proper bus to their destination and 18.7% of them experienced communication problem with the bus staff. The migrants are gradually learning Malayalam and the Keralites are also improving their Hindi-speaking skills. Even so, the migrant population experiences communication problems while using public transport systems.

SUGGESTIONS TO SOLVE DIFFICULTY IN BUSES

Suggestion		Frequency	Percent
Need boards in Hindi	Yes	1226	81.7
Staff able to converse in Hindi	Yes	673	44.9

Table 57: Suggestions to resolve communication difficulties in buses

The respondents gave their suggestions to solve the communication barrier they experience in public buses,

which were to provide boards in Hindi also (81.7%), while 44.9% of them believed that bus staff with knowledge of Hindi will help them.

4.12.3 COMMUNICATION PROBLEM WITH POLICE PERSONNEL

		Frequency	Percent
Couldn't express the reality	Yes	462	30.8
Misunderstanding by the police	Yes	314	20.9
Unable to seek legal help	Yes	201	13.4

Table 58: Communication issues with Police

Table 58 depicts the difficulties that arise from the communication problems experienced by migrant workers with Kerala police personnel. 30.8 percent of the respondents were not able to express the reality clearly before the police personnel due to the language barrier. It creates a dilemma as they cannot reveal their innocence and get implicated in cases in which they are not involved. 20.9% of the respondents expressed that the police personnel misunderstood them. It is due to a general prejudice that migrants have a criminal tendency. In the occurrence of criminal incidences, the police tend to attribute it to the migrant workers. Even though the majority of the respondents did not experience such difficulties, the analysis indicates the issues they face in their interaction with Kerala police.

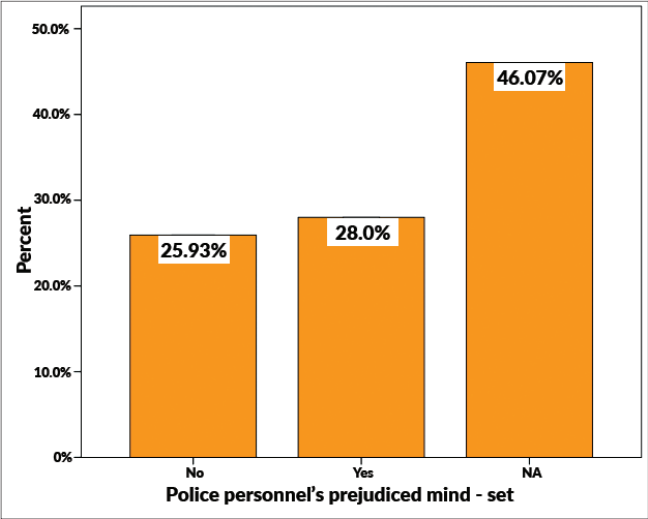


Figure 54: Police personnel's approach

Regarding police personnel's approach, twenty eight percent of the respondents confirmed a prejudiced mindset from the side of Police, and 25.93% expressed that they haven't experienced such a negative approach from the police personnel. 46.7% of them responded 'Not Applicable' as they may not have any interaction with the police (figure 54). The over-emphasis by

the social media as well as mass media on rare crime incidences involving migrant workers, is one of the reasons for the police personnel and the public, in general, to develop a negative attitude towards them; therefore, they tend to attribute any criminal offence to the migrants living in their vicinity. The fact is that the majority of them are not criminals and as in the case of any community, a small percent of them shows criminal behaviour. Those involved in crimes must be punished but generalizing this to the whole migrant community should be avoided. As migrants consider police a means of support and help in a place far away from their home state, while experiencing a communication barrier due to incompetence in Malayalam, it becomes incumbent on the police to develop an attitude that allows migrants to seek such support.

4.12.4 COMMUNICATION WITH OTHERS

Properly Communicate with		Frequency	Percent
Employer	Yes	1287	85.8
Colleagues	Yes	1344	89.6
Shopkeeper	Yes	1105	73.7
Drivers	Yes	1125	75.0
Bank and other Govt. staff	Yes	906	60.4

Table 59: Communication with others

The experience of internal struggle when one fails to express what is in their mind is one of the challenges faced by migrants in general due to incompetence in the language of the place of destination.

Table 59 shows whether the migrants in Kerala can communicate with the people they interact in their daily life such as their employers, colleagues, shopkeepers, drivers, banks and other government staff. Majority of them responded that they could communicate with the employer (85.8%), colleagues (89.6%), shopkeepers (73.7%), drivers (75%) and bank and other government staff (60.4%). The communication problem is more with bank and government staff. The others with whom they engage, have a higher level of Hindi proficiency owing to their interaction with migrants and their experience in the Middle East countries.

4.12.5 PROFICIENCY IN MALAYALAM LANGUAGE

As part of acculturation, the migrants learn the language of their host place. The migrants in Kerala are no exception.

		Frequency	Percent
Able to speak Malayalam	Yes	534	35.6%
Able to write Malayalam	Yes	28	1.9%

Table 60: Proficiency in Malayalam

For proper communication with native people, the migrants should be able to handle Malayalam. Table 60 shows that 35.6% of the respondents were able to speak Malayalam, and 1.9% of the respondents were able to write Malayalam. Only a small percent of the migrants was able to communicate in Malayalam, especially to read and write, which is very difficult for the north Indian people. Their prolonged stay in Kerala is a reason for their ability to speak Malayalam. The programmes of Kerala State Literacy Mission are a helpful factor for a small percent of the migrants to attain literacy in Malayalam.

4.12.6 SUMMARY OF THE COMMUNICATION ISSUES FACED BY MIGRANTS

The above analysis regarding communication barriers experienced by the migrants can be summarized as follows: 51.5% of the respondents can convey their illness to doctors, and 39.7% of them were able to communicate with other health professionals. Most of them (76.1%) were unable to read boards of buses in Malayalam. 58.2% of the respondents opined that they were able to identify the bus to their destination. 28.9% of them thought that they experienced a lack of support from native people to identify the proper bus to their destination, and 18.7% of them experienced a communication problem with the bus staff. 30.8 percent of the respondents were not able to state their case clearly before the police personnel due to the language barrier, leading to unnecessary and wrongful implications in cases. 20.9% of the respondents expressed that the police personnel misunderstood them.

Majority of the migrants in Kerala responded that they could communicate with their employer (85.8%), colleagues (89.6%), shopkeepers (73.7%), drivers (75%), and bank and other government staff (60.4%). The communication problem was greater with bank and government staff. 35.6% of the respondents were able to speak Malayalam, and 1.9% of the respondents were able to write Malayalam.

The migrants came up with simple solutions to ease the communication issues such as bus boards in Hindi as well. Public-facing staff in healthcare and transport systems as well as the police could also learn some Hindi which would facilitate more cordial relations and interactions all around.

4.13 TRANSFORMATION OF LIVING STANDARDS AT HOME STATE

The income from the migrants in Kerala changes the socioeconomic status of their family members in the native place. It has many dimensions. This transformation is found in aspects of enjoying better food, clothing, and shelter. It also discusses other aspects such as improvement in the education of children, and better social acceptance.

4.13.1 NUMBER OF FAMILY MEMBERS IN THE NATIVE PLACE

Family Members in the Native Place	Frequency	Percent
Up to 4	540	36.0
5-9	951	63.4
10-12	9	.6
Total	1500	100.0

Table 61: Family members at home

The average family size of the respondents was five (Mean 5.13). The frequency table 61 showing the size of the family of the migrants at their native place reveals that most of them, 63.4%, had five to nine members in their family. 36 percent had up to four members and .6 percent had ten to twelve members.

This analysis indicates the joint family nature of the migrants and points to their commitments, which is a significant push factor for their migration. The following sections discusses how their earnings in Kerala, improved the fulfilment of the primary needs of their family members such as food, clothing, and shelter.

4.13.2 BETTER FOOD FOR FAMILY AT NATIVE PLACE

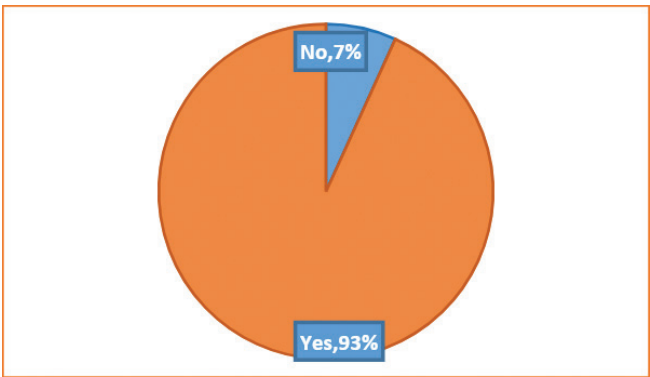


Figure 55: Improvement in food at home

The positive impact of migration is that it leads to multifaceted change—social, economic and cultural—at the place of origin. It is similar to the changes that happened in Kerala due to the emigration of Keralites, especially to Middle East countries. Figure 55 shows

the improvement in their family members' quality of food. Majority of the migrants (93%) thought that their family members back home were able to have better food owing to their migration. They are sending a good chunk of their income to their family, themselves living in limited facilities. But a few of the respondents (7%) still struggling, could not bring noticeable change in the quality of food of their family members. In short, this migration is bringing a transformation in their life.

4.13.3 BETTER CLOTHES FOR FAMILY AT NATIVE PLACE

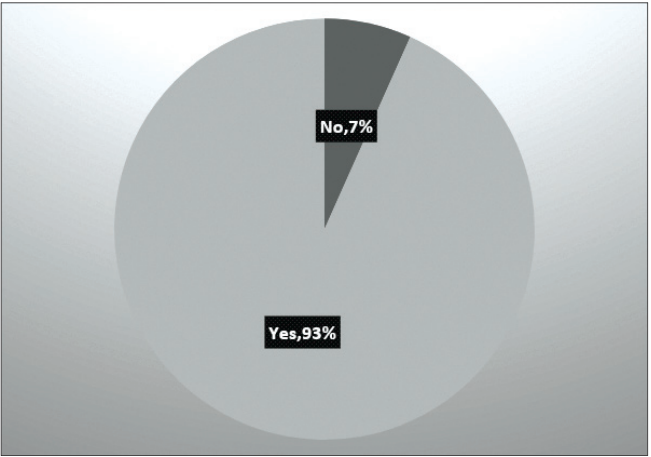


Figure 56: Improvement in clothing at home

Ninety-three percent of the migrants believed that their families were able to have better clothes as a result of their successful migration. Seven percent of the respondents were still not able to bring improvement in the quality of clothing of their family members. So, the migrant workers' income causes a considerable quality improvement in this basic need of their family members.

4.13.4 BUY/MODIFY HOUSE AT THE NATIVE PLACE

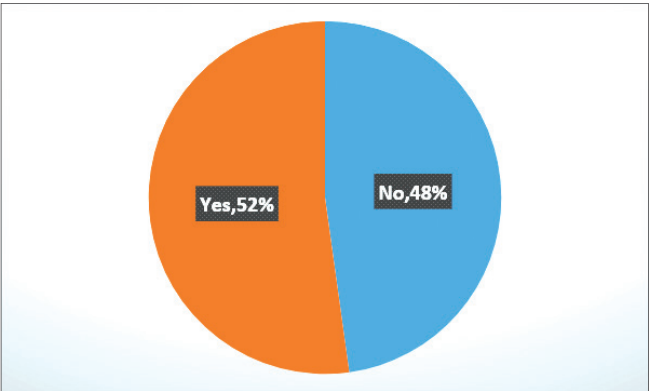


Figure 57: Ability to buy/modify house

Shelter is the third essential primary need which is a yardstick for measuring poverty. Figure 57 gives a picture of the improvement in the housing of the migrants in their native place. Fifty-two percent of the

respondents were able to either buy a house or modify the existing one. Forty-eight percent of the respondents were unable to improve their shelter at their native place. It is one of the indicators of development that requires more investment.

4.13.5 BETTER EDUCATION FOR CHILDREN

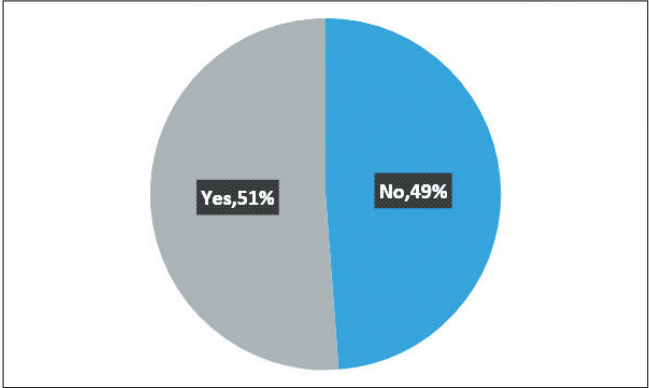


Figure 58: Better education for children

Many recent lists of needs include education also as a basic need. Most of the migrant labourers have poor educational qualifications, due to which they have suffered. Therefore, they dream of providing better education for their children. We can observe the same phenomenon among the Keralite diaspora, who educated their children to explore better opportunities. It made their children professionally qualified and hence the second-generation emigrated as professionals. Figure 58 shows that among the migrants in Kerala, fifty-one percent were able to provide better education for their children; but 49% of the respondents were not able to satisfy this dream. Educating their children will bring long-term change to their lives and is a real conduit for improving the quality of life of their next generation. More than fifty percent of them could do it. But for the remaining, some sorts of support mechanism should be established for materializing their dream

4.13.6 BETTER SOCIAL ACCEPTANCE OF FAMILY AT NATIVE PLACE

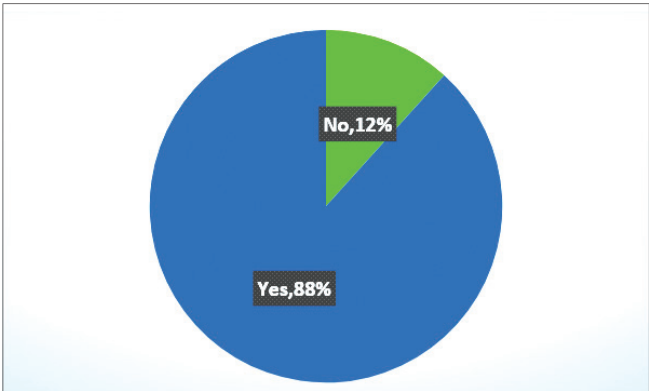


Figure 59: Improvement in social status

Migration helps in improving the quality of life of their family members at the place of origin, in turn improving the social status of the family. Eighty-eight percent of the respondents admit the fact that their family receive better social acceptance due to the overall development in infrastructure and improvements in life caused by the remittance of those working in Kerala. Twelve percent of them believed there were no such improvements to their family at the native place. This is also the replica of Keralite families who got transformed into the middle-class category owing to the remittance from Gulf countries. So, for the majority of the respondents, the migration to Kerala resulted in more social acceptance for their family back home. In fact, this factor acted as a catalyst, triggering more migration.

4.13.7 SUMMARY OF THE IMPROVEMENT IN LIVING STANDARDS AT HOME

The positive impact of the migration is the multifaceted change, social, economic and cultural, at the place of origin. The majority of the migrants (93%) thought that their family members back home were able to have better food and clothes owing to their migration. Fifty-two percent of the respondents were able to either buy a house or modify the existing one in their native place. Among the migrants in Kerala, fifty-one percent were able to provide better education to their children. Educating their children will bring a change which has an influence in their life from a long-term perspective and is a real conduit for improvement in the quality of life of their next generation. Eighty-eight percent of the respondents admit that their family members were getting better social acceptance due to the overall developments in infrastructure and improvements in life caused by the remittance by those working in Kerala. Therefore, the migrant workers' income causes considerable quality improvement in the basic needs of their family members, bringing a transformation in their life.

III. SOCIO-CULTURAL INTEGRATION

This section deals with an issue present in any migration viz. the socio-cultural integration of the migrants into the host society.

4.14 SOCIAL INTEGRATION

		Frequency	Percent
Positive communication from native neighbours	Yes	1216	81.1
Consideration from Keralites people at public places	Yes	872	58.1

Help from neighbours	Yes	527	35.1
Participation in Keralites family functions	Yes	487	32.5
Natives maintaining distance	Yes	342	22.8

Table 62: Social integration

The migrants' cultural differences with the people of the place of destination is visible in their language, dress, food, celebrations, rituals etc. They usually remain as a distinct group in the host society. For the migrants to feel at home, they should integrate into the host society. This social inclusion is multi-dimensional, and Table 62 provides a few facets. 81.1% of the respondents received positive communication from their native neighbours, whereas 22.8% revealed that the natives maintained a distance from them. It means that a section of the native people considers them as strangers and maybe viewing them with suspicious mindset. 58.1% of them received due consideration from Keralites at public places. Almost equal percent of the respondents opined that they received help from the native people (35.1%) and participated in family functions of Keralites (32.5%). Even though Keralites communicate positively with the migrants, other factors considered for social inclusion revealed that the migrants in Kerala also experience difficulty in integrating with Kerala society.

4.15 KERALITE NEIGHBOURS' ATTITUDE

Keralites neighbours' attitude	Frequency	Percent
Not cooperative	220	14.7
Cooperative	1267	84.5
NA (No neighbours)	13	.9

Table 63: Keralite neighbour attitude

Table 63 reveals the Keralite neighbours' attitude toward the migrants. Majority of the respondents (84.5%) revealed that the neighbours were cooperative and favourable towards them, and 14.7% of respondents expressed non-cooperation from neighbours. It is also reflected in the analysis of table 62 as the majority of them opined that the Keralites communicated positively with them. The problems created by lack of proper waste disposal facilities, alcohol and other substance addiction shown by a section of the migrant community is the reason for the negative attitude of a small percent of the Keralite neighbours.

4.16 PARTICIPATION IN FESTIVALS WITH KERALITES

Participating in festivals with Keralites	Frequency	Percent
Not interested	339	22.6
Not attended	549	36.6
Attended	612	40.8
Total	1500	100

Table 64: Participation in Keralite festivals

The participation in festivals of the host society is another factor considered for the social integration of the migrant community. Table 64 shows their presence in the festivities in Kerala with the Keralite people. Only 40.8% of them participated in festivals like Christmas, Onam, Id and New Year with Keralites. It also reveals that the migrants to a greater extent, stay away from the cultural space of Kerala society, hesitating to integrate deep into the host society. The reasons for this include the cultural differences between Kerala and the north Indian states, the temporary nature of the migration, and the negative attitude of Keralites.

4.17 NATIVES' BEHAVIOUR WHILE PARTICIPATING IN CULTURAL PROGRAMMES

Natives Behaviour	Frequency	Percent
Not friendly	257	17.1
Misbehave	66	4.4
Friendly	977	65.1
NA	200	13.3
Total	1500	100.0

Table 65: Natives' behaviour towards migrants during cultural programmes

Table 65 provides an assessment of the attitude of the Keralites towards the migrants during their participation in cultural programmes in Kerala. Sixty-five percent of the respondents revealed that Keralites were friendly and favourable towards them, but 17.1% respondents responded that they experienced unfriendly behaviour from Keralites while participating in cultural programmes and 4.4% percent of the respondents experienced bad behaviour from natives. Even though the majority of the migrants had a pleasant experience and were integrating culturally into Kerala society, a minority experience unfriendly attitudes or misbehaviour. This is to be addressed and the two communities should be bridged to attain social and cultural integration of the migrant community into the Kerala society.

4.18 SUMMARY OF SOCIO-CULTURAL INTEGRATION

The analysis of the status of socio-cultural inclusion experienced by the migrants in Kerala revealed that 81.1% of the respondents received positive communication from their native neighbours. 58.1% of them received due consideration from Keralites at public places. Almost equal percent of the respondents opined that they received help from the native people (35.1%) and participated in family functions of Keralites (32.5%). Majority of the respondents (84.5%) revealed that the neighbours were cooperative and favourable towards them.

Only 40.8% of them participated in the festivals like Christmas, Onam, Id and New Year with Keralites. Sixty-five percent of the respondents revealed that Keralites were friendly and favourable towards them while participating in cultural programmes. While most of them opined positively to various factors of socio-cultural integration, there should be mechanisms to address the issues faced by those who were not able to integrate into Kerala society.

IV. AWARENESS ABOUT RIGHTS

Kerala is known for its pro-labour legislation and programmes empowering the workers, more than any other Indian state. This section deals with the migrants' awareness about their rights and the means for them to access them.

Awareness about Entitlements		Frequency	Percent
Contact person to seek help for unpaid wage issue	Yes	324	21.6
Workbook to reduce wage theft	Yes	174	11.6
Legal rights under ISM Acts	Yes	99	6.6
AAWAZ Health insurance	Yes	784	52.3
Minimum wage rates	Yes	235	15.7
Hours of work as per law	Yes	337	22.5

Table 66: Awareness about entitlements

The highly politically conscious Kerala society took many steps to achieve and protect the rights of its labourers. The migrant workers working in such a state with a high

level of labour right consciousness obviously should enjoy its benefits. Awareness about rights is necessary for getting such benefits. Table 66 gives the result of an enquiry into migrants' awareness of their rights and the means to procure them.

One of the significant and unique programmes of government of Kerala to take care of the needs of the migrant workers is AAWAZ insurance. Only 52.3% of the respondents were aware of this insurance scheme designed specifically for the migrant labourers. The labour department of the Government of Kerala started a registration drive, but only a small portion could benefit, owing to their lack of awareness. Only 22.5% of the respondents were aware of their legal working hours, and only 15.7% were aware of minimum wages prevailing in Kerala. Knowledge about working hours and the minimum wages is essential to avoid exploitation, and therefore the migrant community should be made aware of these rights.

Only 21.6 % of the respondents were aware of the contact person for settlement of unpaid wage problems. Only 6.6 % of the migrants were aware of their legal rights. 11.6% of the respondents used a workbook system to reduce wage theft.

The migrant workers feel helplessness in situations involving cheating and unpaid wage issues mainly because of the lack of awareness about the mechanisms available in Kerala to solve such problems. The rights of migrants are protected legally by many acts and rules such as Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979; Kerala Compulsory Registration of Migrant Workers Act 2012; and Kerala Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Amendment Rules, 2017. The majority of the migrant workers in Kerala are unaware of their rights and protection through labour laws (central & state). As migrant workers are not a vote bank and the majority of them are not members of trade unions or political parties, the only way to ensure their rights is through awareness.

FINDINGS AND DISCUSSION

5.1 DEMOGRAPHIC PROFILE

West Bengal, Odisha, Assam, and Bihar contribute a major chunk of migrants to Kerala. They are followed by Jharkhand, Uttar Pradesh, and Rajasthan. The respondents of this study included migrants from twenty-two states. Thus, the migrant population in Kerala is pan-Indian, and people from far-off places in India consider Kerala as a comfortable destination, not only due to the economic advantage arising from the wage differentials but also due to a host of other reasons including climate, environment, the behaviour of Keralites, higher quality of life etc. The majority (cumulative percent 92.3) visit their native place once in six months or once in a year. It shows their attachment to their homeland and culture. Even though they undergo the process of acculturation, they are preserving their identity.

The majority of the migrant population in Kerala constitutes young males in the age group of 20-30 years. The mean age of the respondents is 27.82. It suggests that this stint is a sort of temporary migration, and after a few years, they will go back to their native places, generally after fulfilling their objectives. Those who stay in Kerala for a longer period have long term goals such as their children's education and marriage. Thus, Kerala receives energetic young workers to fill the gap created by the out-migration to the Middle East and other countries.

More than fifty percent of the migrants were married. Because of poverty and illiteracy, early marriages are common in northern parts of India which also compels them to migrate to other states of India for survival and a better standard of living. The cross tabulation using chi-square test reveals that there is no statistically significant association between marital status and gender. ($P > .05$).

Religious break-up of migrants in Kerala revealed that majority of them were Hindus, then Muslims, Christians, and others. The Sikhs were very rare among migrant labourers in Kerala. Majority of respondents (cumulative percentage 67.1) belonged to the socially backward categories such as OBC, SC and ST. Their increased presence among the migrant community is evidence of their backwardness in north India. Most of them were pushed by difficult situations at their native places where it was tough to make both ends meet. The percent of general category migrants was 32.9. It indicates that

a section of general category people, without much protection from the government, also cannot meet their needs at their native place.

The majority of the migrants were literate (cumulative percent 90.2) and studied at varying levels up to 12th grade. A very small percent of them had a certificate/diploma or graduation. Thus, the majority of them had a low educational background. Many of them are first-generation learners and poor economic, familial backgrounds push them out of the formal educational process.

The Bengali language ranks the highest among the mother tongues of migrants in Kerala. It is the official language of the Indian states of West Bengal, Tripura and the Barak Valley of Assam. Bengali is also a second official language of Jharkhand. 19.6% of the respondents' mother tongue was Assamese. Odia, spoken by 16.6% of the migrants is the official language in Odisha, also spoken in parts of West Bengal, Jharkhand, Chhattisgarh, and Andhra Pradesh. After Odia, Hindi and other languages were spoken.

The majority (93%) of the migrants were living in Kerala without their families. A good percent of them were seasonal migrants constituting a floating population. More than half (58.93%) of them were staying with their close ones and experienced being at-home, with a sense of protection. That means the remaining were not staying with their close ones and this is one of the reasons for their movement within Kerala in search of better work and income as they were not attached to group members and lacked the 'we feeling'.

Among the married women migrants, the majority (89.7%) live in Kerala as housewives. The migrant women were uneducated and not interested to go outside for work as they needed to look after their children and due to their lack of language proficiency. A small percent of migrant women was working with their husbands; most of them are seasonal workers and a very small percent of them were self-employed as they feel alienation and fear of facing problems specific to women.

Continuity in education is one of the challenges faced by the migrant children in Kerala because of the irregular nature of their parents' jobs and frequent movement from one place to another in search of better jobs. However, there are cases of high scorers among the children in the CBSE and state board exams in Kerala.

Most of the migrants facilitate the education of their children at their native place. Thus, we can expect a more educated second generation compared to the present migrant population here. It is similar to the migration of Keralites to Middle East countries as unskilled labourers. They invested heavily in their children's education and made them professionals. It led to a transformation and the new generation Keralites migrate as professionals, eventually leading to the labour deficiency in Kerala.

5.2 MIGRATION PROFILE

For nearly half (43.1%) of the respondents, Kerala is the first state of their migratory journey. More than half (cumulative percent of 56.8) of them travelled across India in search of suitable work for better income and visited one to six states before coming to Kerala. It indicates that Kerala is a preferred destination of the north Indian migrant workers. A good percent (62.8%) of the respondents embarks upon their journey with the help of a relative or friend who had 'Kerala experience'. It reveals that the migrants working in Kerala already have networks and they have preliminary information about Kerala and the situations prevailing here.

The train is the most favoured means of transport with almost all (97.8%) of the respondents depended on it as it is the easiest, most accessible and cost-effective mode of transport to reach Kerala.

The majority (67.1%) of the migrants living in Kerala had been staying here for up to four years. That means the majority of the migrants are temporary migrants and only 6% of them were long term migrants with a duration of stay ten and above years.

Rural Kerala experiences the presences of migrant workers more than urban areas. Migrants prefer semi-urban areas and then urban areas for their stay. Rural Kerala has most of the infrastructural facilities enjoyed by urbanites besides employment opportunities in different domains. The living costs (rent, food, etc.) in rural areas are less compared to the urban setting.

The most important factor which attracted migrants to Kerala is the higher wages prevailing here. It is almost four times that in their native state. Most of them, (94.8%) came here after considering the economic advantage they can leverage as a result of this wage differential. The other attractive factor is the chance for regular work; where 80% of the respondents revealed that regular work attracted them to Kerala. As the majority of the migrants were unskilled labourers, they were attracted by the higher wages and regular work offered by Kerala. The push factors that compelled

migrants to leave their homeland were low wages, lack of regular work at their native place and lack of savings. A good percent (49.4%) of them responded that they could not make any savings at their home state. In short, economic factors such as wages, jobs, and savings are the major driving force of their migratory journey.

5.3 PURPOSES OF MIGRATION

Poor financial conditions, homelessness and landlessness of the migrant population are reflected in the purposes they cited for their migration. Most of them came here to build a new house (65.1%) or buy a land (63.1%). The other purposes for which the migrants gave priority were buying something expensive, education of their children, paying back debts, the marriage of their family members, and medical treatment of family members. Thus, they aim at economic and educational improvement as well as an overall enhancement in their quality of life. Above fifty percent (51.4%) of the migrant population were able to fulfil the purposes for which they came to Kerala, justifying their decision to select Kerala as their destination. The boom in the construction sector in Kerala, owing to the inflow of money from the Keralite diaspora, is one of the reasons for the enhanced opportunities, helping them to fulfil their purposes of migration.

More than half of the migrants needed a better job for fulfilling their purposes, indicating that they are not receiving adequate benefits from the work they are presently engaged in. Even then nearly fifty percent (46.4%) of the migrants are engaged in jobs comfortable for them to achieve their purposes. It is a positive indication which acts as the pulling force, attracting them towards Kerala from far off places in India. The majority of the respondents were not interested to leave Kerala and search for work in other states. Only 29.27% of the respondents were interested to move out from Kerala to other states in search of better prospects. It also indicates the favourable socio-economic and labour conditions prevailing in Kerala that play a crucial role in the decision of migrants to continue in Kerala. But a minority of them wants to explore better opportunities in other states, indicating the difficulties in fulfilling their purposes by working in Kerala.

5.4 FACILITIES FOR MIGRANTS

The facilities enjoyed by migrants in Kerala were studied to understand improvements needed for their living here. Analysis of the accommodation facilities, one of the indicators of quality of life, reveals that nearly fifty percent of them reside at either company premises or

labour camps. Even though this is convenient for them to go to work, the facilities are poor. Even though the majority of the houses they reside in were either concrete or tiled, a considerable percent of the migrants lives in temporary shelters. Proper accommodation for migrants is a primary requisite and the issues of the minority who faced difficulties, are also to be considered seriously. Most of the respondents were satisfied with the current housing facility available for them, and only 6% of them were dissatisfied. 56.8% of the respondents were staying in a room with 6 to 10 people. Congested living is one of the reasons for clashes among migrants, and it also act as a contributing factor for spreading diseases, especially skin infections and other contagious diseases. Migrants were able to adjust with the accommodation facilities in Kerala as they were coming from poor socioeconomic backgrounds and even more adverse conditions, and hence do not raise any complaints about such facilities.

The majority of the respondents had a toilet facility in their house. The minority (6%) who did not have a toilet at their accommodation facility could not afford the higher rates of rent prevailing in Kerala. Ninety-three percent of the respondents expressed a positive opinion about the condition of their toilets. Even though opined by a minority, a lack of proper toilet facilities will create serious public health issues and should be addressed with care to avoid open defecation. The toilet facilities of many of them were pathetic and shared by many people. This situation is alarming and will cause the spread of infectious diseases among them.

Clean drinking water is one of the most vital requirements for the healthy life of migrants in Kerala. Majority of the respondents had opined affirmatively and considered the water they drink as clean. Safe drinking water should be ensured for the migrants so that a host of health issues can be addressed. As the majority of the migrants reside either in a rural or suburban area, they depend more on bore/tube wells and open wells for drinking water. The rapid urbanization causes a deterioration in the quality of groundwater in Kerala, and drinking groundwater directly is not advisable.

The majority (79.5%) of the migrants responded that they were properly disposing of their household waste, but a small section of them was facing difficulty to dispose of it properly. Absence of proper waste management facilities is a problem for both the migrants and the native people. It is also a reason for the negative attitude of the native people towards the migrants. The

dumping of wastes is also a reason for the mosquito problem, the causative factor of many diseases.

A majority of the migrants cook food of their choice due to economic as well as cultural reasons. They cannot afford the prices of hotel food and may not like the food available in Kerala as it tastes different from their native food. Nutritious food is necessary for the migrants to maintain their health as they are engaged in physical labour. A majority (93.7%) of the respondents like Kerala food. A process of acculturation is happening, and the migrants are adapting to the food of Kerala people.

Spiritual needs are as important as material needs. The majority, 70.3 %, of the respondents had necessary facilities for prayer near their residences. 29.7% of them were not able to participate in the prayer of religious institutions for various reasons. A major reason is the language barrier, and other reasons include social stigma, exclusion or alienation experienced by a considerable percentage of the migrants due to the cultural gradient and negative attitude of a minority of the Keralites. This is to be addressed to avoid clashes between the Keralites and them.

5.5 BASIC CHARACTERISTICS OF LABOUR

A majority of the migrant labourers were either unskilled or semi-skilled (cumulative percent 53) workers who move from one region to another offering their services on a temporary, usually seasonal, basis. The short-lived relationship between migrant worker and employer creates a disorderly labour market. 47% of them were skilled workers and they have regular jobs under the contractors and get salaries equal to the native worker in Kerala. The low skill levels and lower educational status of the majority of migrants makes them vulnerable because they were unaware of labour rights.

In their native states, the majority of the labourers (40.4%) were construction workers whereas 16.7% of them engaged in the agricultural or fisheries sector. 8.8% of them were garbage collectors. Other sectors that engaged the migrants before migrating to Kerala include manufacturing, textile/garments, transport, part-time work, housekeeping, and domestic work. A few of the young migrants were students who discontinued their studies and migrated to Kerala due to financial constraints. This clearly indicates the economic problems faced by the migrants at their native place as they were involved in unskilled work in rather unorganized sectors. In fact, these difficulties play a vital role in their decision to embark upon their journey to Kerala.

In Kerala, the largest concentration of migrant workers (66 percent) is in the construction sector, which has been witnessing a boom over the past decade and more. In fact, the opportunities opened by the rapidly growing construction sector is one of the reasons for their migration. The rest of them work in farms, hotels and restaurants, shops and manufacturing units. They already have shown their presence in almost all fields including hospitality, plantations, wooden furniture & plywood manufacture, marine fishing & seafood industry, mining & quarrying, textile & apparels, and footwear sectors in the state.

Mostly (45.7%) they work under a contractor or permanent employer and preferred to accept the wages offered by them. The contractor decides the type of work and wages according to the skill of the worker. 27% of the respondents belonged to the organized sector whereas 27.3% of respondents belonged to the unorganized sector, usually daily wagers, helpers, coolies etc.

Most of them came to Kerala through their friends and relatives who had been working here for long years. This can also be considered as an indication of the positive feedback about Kerala received by the migrants and one of the reasons for the massive in-migration, resulting in the sudden surge in their numbers.

5.5.1 FAIR WAGE FOR WORK

Majority of the migrants, 82.33%, felt that they were fairly rewarded for their work. But 17.67% were of the view that they were not. 53% of the respondents always received wages on par with that of Keralites, 39.1% of them had sometimes received pay equal to that of their Kerala counterparts. It shows that the majority of them received payment equal to that of Keralites. But 7.3% of the respondents never received pay equal to that of a native worker. Even though the percentage of respondents not receiving equal pay as the native workers is small, it is an indication of the wage disparity existing in Kerala.

5.5.2 DAILY WORKING HOURS

40.9% of the respondents, like those engaged in construction and daily wagers, worked 8 hours per day. Only 4.8% (cumulative) worked below eight hours per day. 22.9% of the respondents, usually contract workers, worked 9 hours a day. 21.8% of the respondents, like those working in beauty salons and restaurants, had a job with 10 hours' duty. One percent (cumulative) of them worked more than 12 hours per day. Long working hours, poor access to basic amenities, bad working and

living conditions, and low social protection are part of any form of labour migration. The long working hours are reflected here also to some extent. The migrant labourers, who work overtime, experience numerous mental and physical health problems such as stress, poor work-life balance, health risks, injuries, and even fatalities compared to the native workers. Therefore, sufficient free time should be given to the migrant workers so that they can maintain good health and quality of life. They compromise even their health by working for long hours, and therefore it is the responsibility of the host state to ensure all of them their wages by the existing laws.

5.5.3 WORKING DAYS PER WEEK

Majority of the migrant workers (82.9%) worked six days per week, whereas 12.6% of them worked all the seven days of a week. Very few, 4.5% (cumulative), worked less than six days per week. Majority of the respondents were from the construction sector and daily wagers; so, they get weekly holidays except during peak times. The rest of the respondents were not taking weekly holidays either due to the urgency to complete the work in hand or the requirement of the company/organization (e.g., hotels, shops, restaurants, malls, cinema theatres) or their decision to work extra to the maximum of their capability. The migrants should be made aware of the need for a weekly off to spend quality time for themselves.

5.5.4 TIME TO MEET PERSONAL NEEDS

Eighty-six percent of the respondents were of the opinion that they were getting enough time to satisfy their personal needs, as a good percentage of them were daily wagers and they can use weekends and evening time for their personal needs. However, 14% of the respondents were of the opinion that they did not get enough time to meet their personal needs. This is mainly due to their busy work schedules. As migrant labourers came here leaving their loved ones, with a dream of earning money getting a better life, they will go to any extent of hard work, overstepping their personal needs for monetary benefit.

5.6 DIFFICULTIES AT WORKSITE

The majority of the migrants experienced a communication barrier. North Indian migrants, with different mother tongues found it difficult to communicate in Malayalam. Lack of proper skills was another difficulty felt by 30.7% of them. 12.1% of the migrants found a lack of basic facilities at the worksite (e.g., safety materials) as a difficulty. 8.9% of them had trouble due to the poor cooperation and support

from the employer. 4.7 % of the migrants reported that unfamiliar work was a problem for them. 4.5% of the respondents expressed insufficient transport facility to the worksite as a difficulty resulting in loss of working days, lateness at work and conflicts with the supervisors/contractors. Unhygienic surroundings (4.3%), unavailability of food at the workplace (1.7%), and internal conflicts between migrant workers (1.7%) were also cited as difficulties. Proper attention should be given to address these difficulties, and the authorities should devise programmes and policies towards this end.

5.7 AVAILABILITY OF BASIC FACILITIES AT WORKSITE

57.9% of them had toilet facility at the worksite, whereas 29.7% said there were toilet facilities at some worksites. 12.3% of them did not have a toilet facility at their workplace. Authorities should pay attention to this and should intervene appropriately. Otherwise, it will turn into a public health issue, both for the migrants and for the host community.

Another facility which has a health impact is clean drinking water. 60.5% of them had access to clean drinking water at all their worksites, whereas 26.9% had this at some working places. 12.5% did not have access to clean drinking water at their workplace. The availability of clean drinking water is an indication of the quality of life, and a good percent of them had access to it. It should be provided to all the migrants so that they can be protected from water-borne diseases such as cholera, diarrhoea, typhoid, amebiasis, hepatitis etc.

The migrant labourers engaged in hectic work need breaks in between to protect their health. Therefore, they should be provided with resting places at their workplace. 54.6% of them opined that they had this facility at their workplace, 27.7% had a resting place at some worksites and 17.7% of them did not have such a facility at their worksite to take rest during their break time. Here also, an intervention is needed from the authorities to ensure this facility so that the guest workers will get a better experience in Kerala.

Medical care should be given to them and the necessary facilities for first aid must be ensured at all worksites to meet emergencies. Only 40.7% reported medical/ first aid facilities at all their worksites, 18.7% of them were provided with this facility at some worksites and 40.6% of them did not have this facility at their working place. It will become a life-saving measure at times of

accidents, and care should be taken to provide due importance to it.

5.8 PROBLEMS AT WORKSITE

5.8.1 INTERNAL CONFLICTS BETWEEN COLLEAGUES

42.9 % (cumulative) responded that clashes happen either 'frequently' (13.4%) or 'sometimes' (29.5%) among them. But 57.1 of the respondents reported that they never indulged in such conflicts. These conflicts create loud noise and disturbance for neighbouring families, and sometimes end with serious injuries or even death. This is one of the reasons for the Keralites to view the migrants as a problem, leading to their alienation. So, this should be addressed as a harmonious working environment is good for both the migrants and the host community.

5.8.2 PROBLEM WITH SUPERVISOR

The majority (61.3%) of the respondents never experienced any issues with the supervisor, and 24.2% of the respondents sometimes experienced such situations at worksites. But 14.5% of the respondents had problems with the supervisors frequently. Awareness sessions should be conducted among both the labourers and the supervisors for amicable settlement of issues arising at the worksite.

5.8.3 CHEATING BY EMPLOYER/ CONTRACTOR

The majority (77%) of the migrants did not experience cheating by employers or contractors. This cheating is mainly owing to a practice followed by the migrants with their employers/ contractors. The employer/contractor retains a portion of their wages to be given to them when they go back to their native place. Sometimes the employer/contractor will not give the amount at all or give it partially. Even though only a small percentage of the workers experienced this, it is a vital violation against the rights of the labourers. A state like Kerala with a high level of labour right consciousness should show zero tolerance to this kind of exploitation.

5.8.4 MISBEHAVIOUR BY EMPLOYER

Eighty percent of the respondents never faced such a negative experience from their employer during their stay in Kerala. But 13 % of them responded that their employer misbehaved. The prevalence of this problem is very low in Kerala owing to the generally positive attitude towards labourers existing here. It is not the situation in many other states of India, and the humane

consideration given to them is another reason for their journey from far-off places to Kerala.

5.8.5 UNPAID WAGE ISSUES

Eighty-six percent of them opined that they had no problems with payment of wages, whereas 14% of them faced unpaid wage problems. Even though the majority of the migrants did not experience any difficulty in receiving their wage, for those experiencing such problems, it is a matter of serious concern as they are in a strange place and may feel hopeless in resolving such issues. In the case of 5.9% of the respondents, wage issues were settled within the company through a discussion with the management according to the existing labour act, and for 1.9% of them the unpaid wage cases were solved with the help of government mechanisms through the intervention of labour department, and 3.1% responded that unpaid wage issues were solved by NGOs working for the welfare of migrant labourers in Kerala. 5.9% of them resorted to the involvement of others (e.g., contractors or middlemen) to solve their unpaid wage problems. Only a small percentage of the migrants experience unpaid wage issues in Kerala. It is better to avoid unpaid wage issues rather than solving such problems. The migrants must receive their wages promptly and in the case of discrepancies, there should be facilities to hear their grievances and to provide an amicable solution.

5.8.6 MEMBERSHIP IN TRADE UNION

The majority of migrants (99%) did not have membership in trade unions. They are working mainly in the unorganized sector and are unskilled. They constitute a floating population moving from one place to another, and most of them are temporary migrants. Additionally, the communication barrier also leads to the local trade union leaders being uninterested in making them members of their union. Trade union membership is one way of ensuring the rights of workers and the political parties should include the migrant workforce also into their trade unions.

5.9 SUPPORT FROM MANAGEMENT

51.7% of the respondents believed that they were getting support from the management/employer, and 16.6% opined that they were not getting it from their management/employer. 31.7% of the migrants did not come under any management as they were daily wagers and not getting any additional benefit and support from anywhere. The support from their employers provides an atmosphere of harmony to the migrant workers and

is necessary to make them feel safe in a place, far away from their kith and kin.

5.9.1 PARTICIPATION IN ENTERTAINMENTS ORGANIZED BY EMPLOYER

The employers organize different programmes celebrating all kinds of festivals/special days with their workers which strengthen the employee-employer relationship and result in low staff turnover. 50.1% of the respondents participated in entertainment activities organized by their employers, but 26.3% of them did not. These programmes help a lot in the integration and acculturation of these migrant labourers into Kerala society.

5.9.2 SKILL TRAINING FOR MIGRANT WORKERS

Labour migration is usually associated with exposure to new fields and skill upgradation. The migrant workers in Kerala are no exception. They also get exposure to new areas of work. For example, the rural agricultural labourer at their native place gets placed in the construction field in Kerala. As part of their jobs, they get various kinds of skill upgradations through practice or training organized by the management. Only 38.4% of them opined that they got skill training, whereas 61.9% (cumulative) were either not getting the opportunity for skill upgradation, or that training not applicable due to the unskilled nature of their work.

5.10 ACCIDENTS AT WORKSITE

The workplace can be dangerous, especially in an industrial environment. Numerous factors can cause accidents, ranging from overexertion to mishandling of hazardous materials. There is also a multitude of other factors that can contribute to or influence a workplace accident like dehydration, poor lighting, falls, and stress. 80% of the respondents did not experienced such accidents in their worksites, and 20% of the respondents experienced worksite accidents. It shows the fairly good work environment prevailing in Kerala. Migrant workers are very careless in using safety precautions at their worksite even if the company provide safety equipment.

Among those that met with an accident at the workplace, 46.5% received medical/financial support from the employers; but 27.8% of the respondents did not receive any medical/financial support. Among those faced accidents, 25.7% believed that medical/financial aid does not apply to them. 46.9% of them thought that the employers provide accidental death care and

30.4% opined that the labour department gives care and protection during workplace accident death. 20.9% opined that the co-workers of the diseased facilitate medical/financial support by collecting money, showing evidence for the 'we-feeling' existing among them. 18.7% of respondents opined that NGOs working for the welfare of migrant workers in Kerala provide help and support in the event of death due to accident at the worksite. It reveals the poor awareness of the migrant workers regarding their rights, and many of them did not avail the insurance protection provided by the Government of Kerala.

5.11 MONTHLY INCOME

The migrants' average monthly income was INR 14752. Percentage analysis of the monthly income shows that 34.7% of them received a monthly income between INR 11501 to 14000. Even though the income is high compared to their native place, it is low in the context of Kerala. The mean monthly income of migrant labourers engaged in skilled work was the most (INR 15397), followed by semi-skilled workers with a mean monthly income of INR 14636. Mean monthly income was the least for unskilled labourers, with INR 13990. This is quite obvious as the skilled workers are the most sought-after and have more bargaining capacity. Migrants working under a contractor receive more monthly income than those working in the organized sector. (Men difference=1098.533, $p<.01$). But there is no statistically significant difference in the mean monthly income between those working under a contractor and those in the unorganized sector (Mean difference=363.287, $p=.238$). Migrant labourers working in the unorganized sector receive more monthly income than those working in the organized sector (Mean difference=735.246, $p=.010$).

5.11.1 TIME INTERVAL FOR PAYMENT OF WAGES

58.1% of the respondents received monthly payments; 26% of the respondents received weekly payment; 10.9 % of them received daily wages, and 4.9% of them as per the volume of their work (e.g., carpenters). Only a negligible percent of them received payment on an hourly basis. Among those receiving piece of work/ volume rate, 85.1 % were skilled workers. Even though the percent of respondents receiving per hour wages were very few, all of them belong to the skilled category. It also shows a better position enjoyed by skilled workers. (Pearson Chi-Square =94.982, $df =8$, $p<.01$)

As they usually send money to their family on a monthly

basis, the monthly or weekly payments are not a problem for them. But in very few cases, the migrants were denied their salary even after the stipulated time. Though rare, such issues should not happen as they are here mainly to earn money to address their issues back home.

5.12 MONTHLY EXPENDITURE

In the case of 78.4% (cumulative percent), expenditure ranged from INR 500 to 4500. Only 21.8 % (cumulative percent) of them were able to spend more than 4500 up to a maximum of 9000. It is mainly because most migrants stayed and cooked together and were able to reduce the per person expenditure. However, the non-food expenditure varies from person to person. The average monthly expenditure of the migrants is INR 3653, which clearly shows their lower standard of living and spending capacity.

A majority of migrants (71.8%) were paying rents below INR 1000. They were paying an average monthly rent of 881.20. Some lived in employer-provided free accommodation or temporary accommodation at the worksite. 11.3% of them were paying INR 1001-2000 as monthly rent, 13.2% of them spent a comparatively high monthly rent of INR 2001-3000, and 3.7% paid monthly rents above INR 3000-8000.

11.9% of them spent up to INR 1000 towards food, 28.5% of them spent INR 1001- 2000 for food, and 45.4 % of them spent INR 2001-3000 for food. Thus 85.8 % (cumulative percent) of the migrants spent up to INR 3000 for their food. Very few migrants, (14.8 % cumulative), could spend more than 3000 per month for food. The average monthly expenditure for food was INR 2528, which is also an indication of the economic backwardness faced by the migrants. They tighten their belts to save some money and send the hard-earned money to their family back home.

5.13 MONTHLY SAVINGS

The average monthly savings was INR 8616. 4.4% of the migrants were able to save up to INR 1500, 29.9% of them were saving 1501-4000, and 18.4% of them were saving 4001-6500. 15.2% of the migrants could save INR 6501-9000; and 22.8% could save INR 9001-11500. Very few belong to the higher side of the saving spectrum. Only 9.4% (cumulative) came in the INR 11501-21500 range. Even though the monthly savings is not at a higher level, the migrants were able to save some money by working in Kerala, and this is the motivating factor which makes them continue their sojourn here.

5.13.1 METHOD OF SAVINGS

82.3% of the respondents saved money in the bank, whereas 13.1% were keeping the money themselves. 4.5% of them used chit funds as a means for saving. It may be due to the active presence of The Kerala State Financial Enterprise (KSFE) Ltd. Migrant workers are usually not interested in spending money on entertainments or luxury, and they try their level best to save money to fulfil the needs back home.

5.14 POSSESSION OF BANK ACCOUNT

An enquiry into the possession of bank account by the migrants at their native place reveals that 88% of them had an account. Majority of the migrants had an account because of the migration linked remittances. Migration is acting as an agency of change at the place of origin and consequently acts as the driving factor of development of those backward regions. 12% of them did not possess a bank account at their native place. Even though they need an account for transactions, they are not taking it due to a multiplicity of reasons.

Fourteen percent of the respondents had a bank account in Kerala. Lack of bank account is often acting as a barrier as they have to depend on others to transfer money. The majority, 86%, was not able to open a bank account here. One of the reasons for this is that they are not permanent migrants. As they are a floating population, a section of them is not interested in opening an account in Kerala. The majority, 63.5%, of them answered that they did not face any problem in opening a bank account in Kerala. But 36.5% of them faced problems as opening a bank account by migrants requires address and identity proof, and it is difficult for a section of them, especially those in the unorganized sector and daily wage workers, to produce those documents. Another reason is the difficult procedures followed by the banks to open an account.

5.14.1 SALARY THROUGH BANK ACCOUNT

Majority of the migrants were not receiving their salary through a bank account. Only 16.2% of them received their salary through a bank account. Among migrants working in the organized sector, 34.1 % received their salary through a bank account; whereas among the migrants working under a contractor, it is 11.7% and among those working in the unorganized sector it is only 6.1%. Thus, those working in the organized sector get secured wage with evidence, but others do not. (Pearson Chi-Square=136.375, df=2, p<.01)

5.14.2 METHODS OF SENDING MONEY TO NATIVE PLACE

Remittance of money to their native place through banks was found safe and secure by 90.9% of the respondents. 2.9% transferred their money through friends, and 2.3% depended on Google Pay. By relating this with the possession of bank accounts at the native place and Kerala, it is clear that a section of the migrants depends on others to transfer their money. It throws light on the need for facilitating bank accounts to migrants as it will become both a tool of empowerment and as a precautionary measure to check the possibility of cheating.

5.15 HEALTH STATUS OF ISMs

5.15.1 PERCEPTION OF HEALTH STATUS

91.47% of the respondents had replied that they had no serious health issues, whereas 8.53% of the respondents were facing serious illness during the time of this study. Majority of the migrants were young people and were healthy and had no serious health issues. If diagnosed with some serious illness, the majority of them would go back to their home state because of the lack of a caretaker in Kerala. Proper medical attention should be given to those suffering from illnesses through our public health system.

5.15.2 ILLNESSES SUFFERED

Headaches are more prevalent among them (31.9 percent). One of the reasons for it is dehydration. Other common health issues among the respondents were muscle and joint pain (27.7%), stomach ache (22.1%), skin diseases (10.2%), liver diseases (6.2%), food poisoning (4.8%), oral diseases (3.7%), sexually transmitted diseases (2.2%), and psychiatric problems (0.3%). There has been a resurgence of illness like malaria and TB identified among 0.9% and 0.1% of the respondents, respectively. This indicates that a section of the migrant workers suffers from diseases due to their heavy workload and lifestyles, such as insufficient intake of water, fatigue due to physical overstrain, lack of personal hygiene, unhygienic food, the habits of chewing paan masala and alcohol addiction, extramarital affairs, congested accommodation, and mental stress due to the separation from kith and kin. 10% of the respondents were taking medication on a long-term basis. Majority of the respondents were youngsters, and therefore 90% of them did not suffer from diseases requiring need long-term medication.

5.15.3 TYPE OF HOSPITAL FOR TREATMENT

Majority of them (75%) choose government hospitals for medical treatment because of financial constraints. Some of the respondents (21.4%) were using private hospitals to get better treatment, and (3.6%) never sought treatment from any government or private hospitals. Migrant workers using government facility is a concern for the Keralite community as the government facilities get saturated, and the native people find it disturbing. So, the enhancement of public health infrastructure is necessary for accommodating the migrant workers.

5.15.4 HEALTH INSURANCE

48.3% of the respondents did not have the protection of any health insurance facility. 22.8% of those working in companies had health insurance; whereas 28.6% of the migrants had AAWAZ insurance, a state government initiative developed by the Government of Kerala to provide health insurance and accidental death coverage for migrant workers living in the state. To those who are not having health insurance, the government agencies and the NGOs should intervene and make them part of such schemes so that their health issues can be addressed.

5.15.5 COMPANION FOR CONSULTING DOCTORS

The access to health care facilities for migrant workers is a predicament due to their nature of work hours, lack of acquaintances and dearth of people to accompany them to the hospital for medical consultation and treatment. An enquiry into the accompaniment received by them during illness in Kerala showed that 50.2% of them were accompanied by their friends, and 31.5% of them were accompanied by their co-workers during their time of hardship. It reveals the networking established by the interstate migrants in Kerala and the mutual help and support they receive during difficulties. This support influences the access to timely medical attention and acts as a reason for their continued stay in Kerala.

5.15.6 AVAILABILITY OF EMERGENCY MEDICAL FACILITY

Availability of emergency medical facilities such as first aid and ambulance service are essential for migrant workers, owing to the risky nature of their work. 65.9% of the respondents believed that emergency medical facilities were not available to them. It is right in the case of first aid facilities, but there is 108 ambulance service in Kerala which can be utilized by the migrant workers

also. They were unaware of this facility. Early medical attention at the time of accidents will help in a long way to maintain their health status. So attention should be paid to provide facilities for emergency medical care and to make them aware of such facilities.

5.15.7 SUBSTANCE ABUSE

Nearly half (43%) of the respondents reported substance abuse which will affect their physical as well as mental health. The substance abuse among the migrant workers in Kerala is comparatively high due to many reasons such as peer pressure, to reduce separation anxiety and loneliness; induce sleep, freedom, and lack of awareness that they will fall prey to these addictive substances. It also has an economic impact. For maintaining a higher level of physical as well as mental health, the migrants should keep away such habits. This addictive behaviour is a reason for the native people to view them as problem makers and will result in alienating them.

The use of oral tobacco and paan products were prevalent among migrant workers (41.7%) were using such products including tobacco-lime mixture called 'Khaini' and paan. It was observed that the majority of them were unaware of the ill effects of these substances and so were not interested in quitting this habit. 38.4% of the respondents were using alcohol and cigarettes, 7.1% of them were using narcotic items which are more dangerous and addictive. 5.4% of the respondents were used to injection drug use (IDU), which are deadly and are harmful to their life. 57.3% of the respondents used substances daily, and 10% of them occasionally. 8.1% of the respondents reported weekly usage and 2.9%, monthly usage. It exposes the severe substance abuse habits of interstate migrants, which has repercussions on their health.

42.4% of the respondents believed that they did not have health issues related to substance abuse. This opinion is clear evidence for their lack of awareness about the short-term and long-term effects of the use of such substances, which can cause cancer, lung and liver diseases, in addition to the psychological implications. However, 6.5% of the respondents felt that it had weakened their body, and 1.3% of the respondents attributed their tiredness to substance abuse. Regarding the impact of this habit on their work life, only 0.4% of the respondents believed that it caused irregularity in their work.

The majority of the migrant workers in Kerala are youngsters and are not experiencing health issues related to substance abuse presently. The migrants are

away from their loved ones and naturally adopt such practices as a coping mechanism. Proper intervention in this area is necessary both for preserving their good health and for avoiding the disturbances caused to the native people.

5.15.8 GENERAL AWARENESS ABOUT HIV/AIDS

Migration by single male workers is one of the factors responsible for high vulnerability to HIV infections. The migrant population acts as a “bridge population” between high-risk groups such as female sex workers (FSW) and men who have sex with men (MSM) to the low-risk population such as wives or sex partners of migrant workers. General awareness about HIV/AIDS was assessed by asking a direct question. Sixty-seven percent of the workers had general awareness about it. It throws light on a health risk associated with migration as the migrant population is more prone to AIDS and lack of awareness is a serious issue to be tackled in collaboration with appropriate agencies.

5.15.9 AWARENESS ABOUT HIV/AIDS TRANSMISSION

Majority of the respondents (52%) were unaware of the transmission of HIV/AIDS. Forty-eight percent of the respondents were aware of the transmission of HIV/AIDS. The awareness about transmission is more important than treatment, and its absence is a matter of concern. Fifty-nine percent of the respondents were aware of the effects of HIV infection in their lives. AIDS as a disease, not only affects their physical health but also destroys their life. So, the government, NGOs, and other organizations associated with AIDS should engage in awareness sessions among migrant workers.

5.15.10 AWARENESS ABOUT STDs

Knowledge about STDs compared to HIV/AIDS is low among the migrants in Kerala. Adolescent, young-adult, migrants aged 15–25 years are more at risk for STDs than older adults. They are more likely to practice unprotected sex, have multiple sexual partners, and may indulge in trans-generational and transactional sex. Forty-one percent of the migrants were aware of STDs, but 59% of them did not have awareness. Sixty-three percent of the migrants were unaware of the measures to protect themselves from infection, and only 37% of the respondents had awareness. Migrants are a high-risk group, so those working for the welfare of migrants should organize more outreach awareness programmes on STDs, and media publicity/enlightenment campaigns.

5.15.11 EXTRAMARITAL AFFAIRS IN KERALA

The extramarital affair as an indicator of their sexual life is analysed in the causal context of serious health issues such as STD/AIDS. Migration creates a feeling of separation, anxiety and loneliness among the migrants and in such a situation they find an affair such as a sexual relationship, romantic friendship, or passionate attachment with a person as a means for ventilation. But among the migrants in Kerala only five percent resort to extramarital affairs. There are many reasons for this. They are not permanent migrants and are a floating population. Majority of them came here to address the economic and other problems experienced by their family in their native place.

5.15.12 AWARENESS ABOUT TRANSMISSION OF CONTAGIOUS DISEASES

The migrants stay together in large numbers with limited facilities, which could result in the spread of contagious diseases among them. Sixty-seven percent of the respondents had no knowledge about it, and 33% of them had awareness. The screening for infectious diseases among the newly migrated workers has not done on their arrival. A mechanism for screening to identify the presence of the most common infectious diseases (example pulmonary tuberculosis.), should be established in Kerala. The migrants usually gather on arrival, favouring epidemic outbreaks sometimes caused by incomplete vaccine coverage for preventable diseases. Therefore, there is an increased possibility for the prevalence of some chronic infections such as viral hepatitis, tuberculosis, malaria, skin diseases etc.

5.15.13 AWARENESS ABOUT IMPORTANCE OF CLEAN SURROUNDINGS

Sanitation and neatness play a crucial role in the general health of migrant workers. Clean surroundings help in preventing waterborne and vector-borne diseases like dengue, typhoid, hepatitis, diarrhoea, jaundice, cholera, leptospirosis, ringworm, etc. Fifty-eight percent of the respondents were aware of the importance of clean surroundings, but 42% of them were unaware. The lack of proper waste disposal facilities is a reason for the clash between the migrants and the native people. They usually cannot afford the charges for waste disposal by Kudumbasree workers. Therefore, proper waste management strategies should be executed to avoid health issues affecting migrants, which in turn helps

Kerala to maintain a clean environment and prevent epidemic outbreaks.

5.15.14 AWARENESS ABOUT IMMUNIZATION

The majority (64%) of the migrants were unaware of vaccination. Migrant workers are coming from states with low human development indices compared to Kerala. The awareness about health care and immunization is poor among them and therefore they are not serious about the importance of vaccination, which makes them vulnerable to several diseases. Thus, the migrants themselves haven't undergone immunization, and they are not particular about their children getting vaccinated. This will affect the health of both the migrants as well as the native people. Health programmes like Eradication of Polio will become ineffective, and there is a possibility for the incidence of such diseases again in Kerala.

5.15.15 AWARENESS ABOUT CONSEQUENCES OF UNBALANCED DIETS

A balanced diet is essential for the upkeep of good health. The majority (66%) of them opined that they were unaware of the importance of balanced diets. It was an aspect having a high correlation with their general health, as the majority of them were engaged in physical labour. They mostly take carbohydrate-rich food such as rice and potatoes as they are energy-releasing foods. But they also need to include food with calcium, proteins and vitamins in their menu to balance their bodily needs. One of the reasons for avoiding such foods is the money factor as these are expensive. Lack of awareness of the health issues created by unbalanced dietary practices will lead to a deterioration of their physical health and stamina within five to ten years. It will either force them to return to their native place or shift to a job with less demand for physical work.

5.16 COMMUNICATION BARRIERS

5.16.1 COMMUNICATION PROBLEM - HEALTH SECTOR

Proper communication of health-related issues is very significant, and people will experience a sort of dilemma and mental stress when they are not able to express their condition to a doctor or other health professionals. 51.5% of the respondents can convey their illness to doctors and 39.7% of them were able to communicate with other health professionals. Language programmes to improve the Hindi proficiency of health professionals including doctors, especially in the public sector, must be started, so that they can handle the migrants better.

5.16.2 DIFFICULTIES IN USING PUBLIC TRANSPORT (BUSES)

Most of them (76.1%) found it difficult to read boards of buses in Malayalam. 58.2% of the respondents opined that they were able to identify the buses to their destination. 28.9% of them thought that they experienced lack of support from native people to identify the proper bus to their destination and 18.7% of them experienced communication problems with the bus staff. The migrants are gradually learning Malayalam and the Keralites are also improving their skills in Hindi. Even so, the migrant population is experiencing communication problems while using public transport.

The respondents gave their suggestions to solve the communication issues they experience in public buses: 81.7% of them suggested the provision of boards in Hindi also, and 44.9% of them believed that appointing staff with Hindi language skills in buses would help them.

5.16.3 COMMUNICATION PROBLEMS WITH POLICE PERSONNEL

30.8 percent of the respondents were not able to express a situation before the police due to the language barrier. It becomes a dilemma as they cannot prove their innocence and get falsely implicated. 20.9% of the respondents expressed that the police personnel misunderstood because of a general perception that migrants have a criminal tendency. The police tend to attribute criminal incidents to the migrant workers. Even though the majority of the respondents did not experience such difficulties, a few of them faced issues in their interaction with the Kerala police.

Twenty eight percent of the respondents confirmed a prejudiced mindset by the Police, and 25.93% expressed that they haven't experienced such a negative approach from the police personnel. 46.7% of them responded 'Not Applicable' as they may not have had any interaction with the police. The over-emphasis by social media as well as mass media on rare crime incidences involving migrant workers' is one of the reasons for the police personnel and the public, in general, to develop a negative attitude towards them. Therefore, they tend to attribute any criminal offence to the migrants living in their vicinity. The fact is that majority of them are not criminals and as in the case of any community, a small percent of them shows criminal behaviour. Those involved in crimes must be punished but generalizing this to the whole migrant community should be avoided. Migrants consider police as a means of support and help in a place far away from their home state; therefore,

police attitudes should be conducive to for them to seek such support, irrespective of the communication barrier.

5.16.4 COMMUNICATION WITH OTHERS

The internal struggle when one fails to express what is in their mind, is one of the challenges faced by migrants in general, due to incompetence in the language of the place of destination. Majority of the migrants in Kerala responded that they could communicate with their employer (85.8%), colleagues (89.6%), shopkeepers (73.7%), drivers (75%), bank and other government staff (60.4%). The communication problem is more with bank and government staff. Others with whom they engage, have a higher level of Hindi proficiency owing to their interaction with migrants and their experience in the Middle East countries.

For proper communication with native people, the migrants should be able to handle Malayalam. 35.6% of the respondents were able to speak Malayalam, and 1.9% of the respondents were able to write Malayalam. Only a small percent of the migrants was able to communicate in Malayalam, especially to read and write. Their prolonged stay in Kerala is a reason for their ability to speak Malayalam, which is very difficult for the north Indian people. The programmes of the Kerala State Literacy Mission are a helpful factor for a small percent of the migrants to attain literacy in Malayalam.

5.17 TRANSFORMATION - IMPROVEMENT OF LIVING STANDARDS AT HOME

The average family size of the respondents was five (Mean 5.13). 63.4%, had five to nine members in their family, indicating the joint family nature of the migrants and points to their commitments, which is a significant push factor for their migration.

5.17.1 BETTER FOOD, CLOTHING, & SHELTER FOR FAMILY AT NATIVE PLACE

The positive impact of migration is the multifaceted change—social, economic and cultural—at the place of origin. It is similar to the changes that happened in Kerala due to the emigration of Keralites, especially to Middle East countries. The majority of the migrants (93%) thought that their family members back home were able to have improved food and clothing owing to their migration. They send a good chunk of their income to their family, while themselves living in limited facilities.

Shelter is the third essential primary need which is a yardstick for measuring poverty. Fifty-two percent

of the respondents were able to either buy a house or modify the existing one in their native place while 48% were unable to improve their shelters. In short, this migration is bringing a transformation in the life of India's rural population.

5.17.2 BETTER EDUCATION FOR CHILDREN

Most of the migrant labourers have poor educational qualifications due to which they suffered. So, they have a dream to provide better education for their children. We can observe the same phenomenon among the Keralite diaspora, who educated their children to explore better opportunities. It made their children professionally qualified and hence the second-generation emigrated as professionals. Among the migrants in Kerala, fifty-one percent were able to provide better education to their children; but 49% of the respondents were not able to satisfy this dream. Educating their children will bring a long-term change in their life and is a real conduit for improvement in the quality of life of their next generation. For those who could not make it happen, a support mechanism should be established for materializing their dream.

5.17.3 BETTER SOCIAL ACCEPTANCE OF FAMILY AT NATIVE PLACE

Migration helps in improving the quality of life of their family members at the place of origin and in turn improves the social status of the family. Eighty-eight percent of the respondents admit that their family gets better social acceptance due to the overall developments in infrastructure and improvements in life caused by the remittance of those working in Kerala. This acts as a catalyst, triggering more migration. This is also the replica of Keralite families who got transformed into the middle-class category owing to the remittance from Gulf countries.

5.18 SOCIO-CULTURAL INTEGRATION

5.18.1 SOCIAL INTEGRATION

The migrants' cultural differences with the people of the place of destination is visible in their language, dress, food, celebrations, rituals etc. They usually remain a distinct group in the host society. For the migrants to feel at home, they should integrate into the host society. This social inclusion is multi-dimensional in nature. The analysis of the status of social inclusion experienced by the migrants in Kerala revealed that 81.1% of the respondents received positive communication from their native neighbours, whereas 22.8% revealed that the natives maintained a distance from them. It means that a section of the native people considers them as

strangers and maybe viewing them with suspicious mindset. 58.1% of them received due consideration from Keralites at public places. Almost equal percent of the respondents opined that they received help from the native people (35.1%) and participated in family functions of Keralites (32.5%). Even though Keralites communicate positively with the migrants, other factors considered for social inclusion revealed that the migrants in Kerala also experience difficulty in integrating with the Kerala society.

5.18.2 ATTITUDES OF KERALITE NEIGHBOURS

The Keralites' attitude towards the migrants is studied to get a deeper understanding of their social inclusion. Majority of the respondents (84.5%) revealed that the neighbours were cooperative and favourable towards them, and 14.7% of respondents expressed non-cooperation. The problems created by lack of proper waste disposal facilities, alcohol and other substance addictions shown by a section of the migrant community, are the reasons for the negative attitude of a small percent of the Keralite neighbours.

5.18.3 PARTICIPATING IN FESTIVALS WITH KERALITES

The participation in festivals of the host society is another factor considered for the social integration of the migrant community. Only 40.8% of them participated in the festivals like Christmas, Onam, Id and New Year with Keralites. It also reveals that the migrants, to a greater extent, stay away from the cultural space of Kerala society, hesitating to integrate deep into the host society. The reasons for this include the cultural differences between Kerala and north Indian states, the temporary nature of the migration, and the negative attitude of Keralites.

Sixty-five percent of the respondents revealed that Keralites were friendly and favourable towards them while participating in cultural programmes. But 17.1% respondents experienced unfriendly behaviour from Keralites while participating in cultural programmes and 4.4% percent of the respondents experienced bad behaviour from natives. Even though most of the migrants had a pleasant experience and were integrating

culturally into the Kerala society, a minority experience unfriendly attitude or misbehaviour, which should be addressed, and the two communities should be bridged to attain social and cultural integration of the migrant community into Kerala society.

5.19 AWARENESS ABOUT RIGHTS

Kerala is known for its pro-labour legislation and programmes, empowering the workers more than any other Indian state. The highly-politically conscious Kerala society took many steps to achieve and protect the rights of its labourers. The migrant workers, working in such a state with a high level of labour right consciousness, obviously should enjoy its benefits. Awareness about rights is necessary for getting such benefits. One of the significant and unique programmes of government of Kerala to take care of the needs of the migrant workers is AAWAZ insurance. Only 52.3% of the respondents were aware of this insurance scheme designed specifically for the migrant labourers. The labour department of Government of Kerala started a registration drive to make them get registered. But only a small portion of the beneficiaries was able to do this, owing to their lack of awareness. Only 22.5% of the respondents were aware of their legal working hours, and only 15.7% were aware of minimum wages prevailing in Kerala. Knowledge about working hours and the minimum wage is essential to avoid exploitation, and therefore the migrant community should be made aware of these rights. Only 21.6 % of the respondents were aware of the contact person for settling any unpaid wage issues. The migrant workers feel helpless in situations involving cheating and unpaid wage issues mainly because of the lack of awareness about the mechanisms available in Kerala to solve such problems. Only 6.6 % of the migrants were aware of their legal rights. 11.6% of the respondents used a workbook system to reduce wage theft.

Majority of the migrant workers in Kerala are not aware of their rights and protection through labour laws (central & State). As migrant workers are not a vote bank and most of them are not members of trade unions or political parties, the only way to ensure their rights is through generating awareness.

RECOMMENDATIONS

1. Most migrants had poor educational backgrounds and experienced communication barriers. Many of them are first-generation learners who were pushed out of the formal educational process by economic and familial backgrounds. They should be given opportunities to achieve literacy through adult and continuing education programmes. There is already a programme viz. Changathi by the Kerala State Literacy Mission for making the migrant workers literate in Malayalam and Hindi. This should be done extensively with the help of voluntary agencies and youth organizations.
2. Continuity in education is one of the challenges faced by the migrant children in Kerala because of the irregular nature of their parents' jobs and frequent movement from one place to another in search of a better prospects. There should be educational programmes for the children of migrants, so that they will be able to go for higher learning and become more empowered. Introduce a separate hostel facility for migrant children near to a government school in Kerala (where they can pursue their studies till HSE). The government should employ staff who can handle them in their own mother tongue.
3. Kerala is a preferred destination of the north Indian migrant workers, with the train being the most favoured means of transport. Therefore, sufficient train services should be provided to the migrant workers for their safe journeys.
4. A minority of the migrants wants to explore better opportunities in other states, indicating the difficulties in fulfilling their purposes by working in Kerala. This is because many contractors/employers bring in more migrant workers than the required number, resulting in all of them not getting sufficient days of work. Therefore, there should be a mechanism to regulate the number of migrant workers under a contractor/employer and ensure enough working days to make their migration fruitful. This can be done through proper registration of the incoming migrants and collection of data regarding their work and life here. Government must set up the necessary facilities for this under the department of Labour.
5. Nearly fifty percent of migrants reside at either company premises or labour camps. The government has already initiated programmes to provide accommodation facilities for the guest workers. These are only minimal and not reaching the majority. Therefore, alternative strategies should be formulated to provide them accommodation with the collaboration of private players. A nominal rent can be collected from the beneficiaries.
6. A database of the migrants should be created at the micro level, which would mean that each panchayat should have a list of migrants employed there. In the panchayat level meetings (Grama Sabha), one of their agendas should be to discuss the well-being of the guest workers in their panchayat. A migrant representative also can participate in the meeting.
7. Even though opined by a minority, a lack of proper toilet facilities will create serious public health issues. It should be addressed with care to avoid open defecation. The toilet facilities of many migrants were pathetic and shared by many people. This situation is alarming and will cause the spread of infectious diseases among them. Therefore, public toilet facilities (pay and use) should be provided under the leadership of local bodies, with priority to those areas with greater populations of migrant workers.
8. As the majority of the migrants reside either in a rural or suburban area, they depend more on bore/tube wells and open wells for drinking water. The rapid urbanization causes a deterioration in the quality of groundwater and drinking groundwater directly is not advisable. There should be programmes to provide safe drinking water, implemented through local bodies.
9. A small section of the migrants was facing difficulties in proper waste disposal. Absence of proper waste management is a problem for both the migrants and the native people. Dumping of waste is a reason for the mosquito problem, the causative factor of many diseases. Therefore, cost-effective means of waste disposal should be implemented in areas where migrants live in large numbers.
10. The migrant workers cannot afford hotel food and may not like the different taste of food available in Kerala. Majority of the migrants cook food of their choice. Therefore, the public distribution system should include them. Already, 20 states/union territories have implemented the One Nation One Ration Card facility of the Department of

Food & Public Distribution to ensure food security entitlements to all beneficiaries covered under the National Food Security Act (NFSA), 2013. The central scheme in association with all States/UTs, 'Integrated Management of Public Distribution System (IM-PDS)' ensures food security entitlements irrespective of physical location in the country by implementing nation-wide portability of ration cards. But migrants are unaware of this facility; so, the government agencies and the NGOs should make them aware of this and also establish fair-price shops to ensure food grains and other commodities for daily living at an affordable price.

11. Nearly thirty percent of the migrants were unable to participate in the prayers of religious institutions for various reasons; mainly language barriers, social stigma, or alienation. Religious institutions should take the initiative to accommodate the migrant labourers in their prayers and other ceremonies to satisfy their spiritual needs.
12. Nearly eighteen percent of the migrants were of the view that they were not receiving fair wages for their work. Even though the majority of them received equal payment as that of Keralites, 39.1% of them had 'sometimes' received equal pay, and 7.3% of the respondents never received pay equal to that of a native worker. The labour department should intervene in this matter and should take steps to ensure equality in payment.
13. Twenty three percent of the respondents were working 9 hours a day and twenty two percent had a job with 10 hours duty. Even though the majority of them got overtime payments, a small percent did not. The Labour department should consider this and make policies to ensure eligible wages for their additional work.
14. The Labour department should insist that employers provide safety measures to the migrant workers, especially those who work in hazardous and accident-prone environments. It should also intervene to provide basic facilities such as safe drinking water, toilets and emergency medical facilities (first aid) at worksites.
15. The majority of the migrants did not experience cheating by employers or contractors. But to those experiencing cheating by way of unpaid wages, the Labour department and NGOs should aid them to settle issues amicably.
16. The majority of them did not have membership in trade unions. Political parties should take initiative to include the migrant workforce also into their trade unions.
17. Labour migration is usually associated with exposure to new fields and skill upgradation. Government agencies and NGOs should provide opportunities for training for those who need skill upgradation.
18. Twenty percent of the respondents experienced worksite accidents. Many of them were not aware of AAWAZ, under which medical coverage has recently been increased from INR 15,000 to 25,000 annually. Over five lakh workers had joined AAWAZ and had cards. These constitute only a small portion of the migrant labourers in the state. So, awareness programmes should be undertaken by NGOs to help them to join the scheme which also provides a 2-lakh death coverage.
19. All the registered companies as well as the public sector should employ migrants only if they have a proper AAWAZ registration card provided by the state government of Kerala. The state government should have a mechanism to monitor this through Labour officers and the police. Through this process, the identity of every migrant who comes in search of work to Kerala is known to the government. The government should take to task the employers, who employ migrants without a proper AAWAZ card.
20. Only a principal employer, after having paid the quotient deposit to the government, should bring migrants to work in Kerala. In case of a suicide or worksite/road accident death of a migrant, the principal employer who is known to the government should take complete responsibility of the victim. The police force should be allowed to enforce this law.
21. The majority, 86%, was not able to open a bank account in Kerala. Lack of bank account is often a barrier as migrants need to depend on others to transfer money. It is difficult for the migrant workers to follow the difficult procedures of banks and to produce the documents for opening an account. AAWAZ card also should be included in the official list of identity cards to facilitate migrants to open an account. NGOs can take initiatives to help migrants to open bank accounts in Kerala.
22. There has been occurrence of illnesses such as STDs, and resurgence of malaria and TB, identified

among very small percent of the respondents. The Health department should take sufficient steps to control this.

23. Migrants are a high-risk group, so the government, NGOs, and other organizations associated with AIDS should organize more outreach awareness programmes on STDs and AIDS among migrant workers.
24. Most of the migrant workers depend on government hospitals. Therefore, the enhancement of public health infrastructure is necessary for accommodating the migrant workers. Introduce programmes to improve the Hindi language proficiency of health professionals and doctors in the public sector, so that they can handle the migrant workers. This would help the migrants to feel at home with the health professionals.
25. Nearly half of the respondents were habituated to substance abuse which will affect their physical as well as mental health. They use oral tobacco, paan products, alcohol and cigarettes, and even inject drugs. Proper intervention in this area is necessary both for maintaining their good health and for avoiding the disturbances caused to the native people. NGOs, Excise department, and Police should collectively intervene to generate awareness and control substance abuse. The government should strengthen the Police and Excise departments to prevent the inflow of intoxicating substances and drugs from the north Indian states to Kerala.
26. Migrants suggested the use of boards in Hindi and also appointment of Hindi-speaking staff on buses to help them overcome their difficulties in using public bus services.
27. Twenty eight percent of the respondents confirmed the prejudiced mindset of the Police personnel. The fact is that majority of them are not criminals and as in the case of any community, a small percent of them shows criminal behaviour. Those involved in crimes must be punished but generalizing this to the whole migrant community should be avoided. Migrants consider police as a means of support and help in a place far away from their home state, especially understanding their communication problems in Malayalam, the attitude of police personnel should be more conducive to providing support. The Police should be given awareness and training sessions to develop a conducive attitude towards the 'guest workers'. In districts with numerous migrants, there

should be a special branch of the Police to monitor any criminal tendencies among migrants.

28. Only 40.8% migrants participated in the festivals like Christmas, Onam, Id and New Year with Keralites, which reveals that the migrants to a greater extent, stay away from the cultural space of Kerala society, hesitating to integrate deeply into the host society. The two communities should be bridged to promote social and cultural integration of the migrant community into Kerala society. Government agencies and NGOs should organize cultural events celebrating the festivals of both the migrants' states and Kerala, giving opportunities to the migrants and the natives to participate. Social integration programmes with native youth clubs can be organized to reduce the gap between Keralites and migrants.
29. Shelter is the third primary need that is a yardstick for measuring poverty. Fifty-two percent of the respondents were able to either buy a house or modify the existing one in their native place. Forty-eight percent of the respondents were unable to improve their shelter at their native place. Introduce housing schemes/loans for the migrant families who live in Kerala more than 10 years.
30. Majority of the migrant workers in Kerala are unaware of their rights and protection through Labour laws (central & state). Labour department and NGOs should work towards making them aware about their rights and ensure the same through interventions. Policies should be made to create legal intervention cells in the Labour department that deals with all forms of exploitations of the migrants, especially the wage theft cases.
31. Appoint migrant welfare officers in all the Departments especially in Health, Labour, Police, Prisons and Correctional Services, and Social Welfare.
32. There should be an open forum created by the government for the welfare of the migrants. The Labour department, Police and Excise departments, and leading NGOs working for the welfare of migrant workers can be part of this forum for the betterment of the migrants.

CONCLUSION

The study reveals that economics and survival are the major driving forces behind the migration of interstate migrants. Poor financial condition, homelessness and landlessness of the migrant population are reflected in the purposes they cited for their migration. Most of them came to Kerala with dreams of improving the lives of their families at home, in which they are largely successful. This success is an attractive factor for migrants to come to Kerala. The average monthly income of the respondents was INR 14752, their average expenditure was INR 3653, and their average savings were INR 8616.

Most of the migrant labourers were temporary workers, either unskilled or semi-skilled and felt fairly rewarded for their work. The migrants are mostly unaware of their rights and entitlements in areas of health, wages etc., and therefore were prey to fraud by contractors/employers. However, the generally high consciousness of labour laws in Kerala ensures that most of the

migrants are not cheated of their wages. Migrants did not join labour unions. Some migrants received skill trainings. Worksites were relatively safe and had basic facilities though all of these must be monitored and improved. As a young population, the migrants were mostly healthy, but lifestyle issues could impact that in a few years. Most migrants did not use health insurance.

Though the migrants faced communication issues, a process of acculturation is happening, and the migrants are adapting to the food and culture of Kerala, including learning Malayalam. The overall experience of the majority of the migrants in Kerala, and their work and life in the state were positive. Even so, the minority who had negative experiences must be considered and appropriate policy decisions and structures must be implemented to address their issues. The need for awareness on various aspects of health, labour and entitlements in general, has been amply demonstrated.

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ABOUT KERALA INTERSTATE MIGRANTS ALLIANCE FOR TRANSFORMATION

Kerala Interstate Migrants Alliance for Transformation (KISMAT) is a collective effort by Don Bosco to reach out to the growing population of young Guest Workers (ISMs). In India, large numbers of young people migrate to unorganized sectors, and they are unskilled, poor, exploited and their rights are grossly violated. Such poor, young Guest Workers moving from one state to another are not a vote bank and so, no political parties want them at the migrated destinations. They do not know the language of the place, face alienation from the local society, are unable to access their rightful entitlements such as food, shelter, medical care, bank services, education, skill training, legal support and other services. Also, they have many protection issues to face at their new locations. KISMAT works with such young Guest Workers in large numbers in their local neighbourhoods both in Karnataka and Kerala states of India, to ensure their entitlements, rights, dignity, protection and integration into society.

Initiated by BREADS Bangalore on 1 August 2018, KISMAT is an integrated network of 12 migrant help desks set up in Don Bosco presences across 11 districts in Kerala, headed by Don Bosco Veedu Society at Thiruvananthapuram. The Migrant Desks are the point of reference for all Guest Worker-related activities and services in a particular district.

Sl. No	District	Implementing Partner
1	Thiruvananthapuram	Don Bosco Veedu Society, Thiruvananthapuram
2	Thrissur	Don Bosco College, Mannuthy
3	Kozhikode	Don Bosco College, Mampetta
4	Kannur	Don Bosco College, Angadikadavu
5	Ernakulam	Don Bosco Palluruthy
6	Ernakulam	Don Bosco School, Angamaly
7	Kottayam	Don Bosco School, Puthuppally
8	Alappuzha	Don Bosco Alappuzha

9	Kollam	Don Bosco Kollam
10	Palakkad	Don Bosco Palakkad
11	Kasaragod	Don Bosco Chullikkara
12	Wayanad	Don Bosco College, Sultan Bathery

MISSION & OBJECTIVES

Protect, Enrich and Empower are the three keywords in KISMAT activities among interstate migrant workers. Efforts are aimed at protection of their basic human rights through interventions at an individual level, advocacy to impact the whole community through policy changes, enrichment of the lifestyles of ISM workers to ensure this hardworking population access a basic acceptable standard of living through collective bargaining strength, and finally, empowering young ISM workers to reach their full potential through awareness of available options, helping them to get skill training, nudging them towards organising themselves, and facilitating a change in attitude, where they can hold their head high and say “Apni KISMAT Apni Haath” (My future is in my own hands.)

KISMAT WAS ESTABLISHED TO ACCOMPLISH THE FOLLOWING OBJECTIVES:

1. Reach out to guest workers in the locality, inform them about the guest workers Desk and what it can do for them.
2. Facilitate the support/help needed to meet emergency/urgent needs of guest workers.
3. Offer opportunities and facilities for awareness building, counselling, social interaction, cultural integration, sports and recreation for guest workers in the area.
4. Assist in linking guest workers to state-provided services, especially health, subsidized food, and education.
5. Contact the persons who brought in the guest workers and the persons for whom they work.
6. Undertake area-specific micro research in the neighbourhood.
7. Build a database of young persons who migrate or have migrated, to or from the locality with details of the reasons for migration and the work they are engaged in.

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| <p>8. Maintain communication and information sharing among other guest workers desks in the province and in other provinces, and respond to inter-district, Interstate calls for data or services to assist guest workers in need.</p> <p>9. Dialogue with individuals, local administration and civil society organizations on the situation of guest workers in the locality and work together with them to promote the rights of guest workers.</p> | <p>10. Avail forums and platforms in the locality – educational institutions, religious centres, clubs, student bodies, special occasions, media – to offer information and pre-departure counselling and support services to potential guest workers; and in destination areas, to build awareness of guest workers' positive contribution to society.</p> |
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BREADS
Bangalore Rural Educational
and Development Society



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