

## A STUDY ON INTER-STATE MIGRANT WORKERS IN KANYAKUMARI DISTRICT WITH SPECIAL REFERENCE TO CONSTRUCTION INDUSTRY

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### ABSTRACT

Man is constantly on move. Movement of living beings in search of better environments is a natural phenomenon and man is no exception to it. Migration from one area to another in search of improved livelihood is a key feature of human history. Migrations have significantly influenced human history. Migration is as old as human history. Migration is an inevitable element of human life since time immemorial. People have been migrating since time immemorial for variety of reasons such as search of livelihood, employment opportunities etc. Migration within the country and across the borders is a facet of life which tends to expand opportunities for productive work and wider interaction among people and cultures. The makers of the Indian Constitution gave sanctity to such movements by guaranteeing freedom of movement and freedom to settle in any part of the territory of India as a fundamental right of all citizens. This freedom helps to integrate the country and secure its unity by removing internal barriers against movement and settlement. The present research is an attempt to study the inter-state migrant workers in Kanyakumari District with special reference to construction industry. The objectives of the present study are to analyse the current Demographic Profile, Migration Process and Reasons, Facilities provided in the Workplace and Reason for Satisfaction with the Present Work and find out the remedies.

**KEY WORDS:** Migration, Construction Industry, Communication, Sociological, Psychological, Economical, Political and Legal.

### INTRODUCTION

Globalization, Modernisation has turned the world into a global world. In such global world mankind has a huge demand for luxurious life and comfort. To live in a comfort and luxurious life, people leave their homes and move to alien surroundings mainly for employment. Migration for employment is an important livelihood strategy for workers in developing

countries like India. India was and still is primarily an agriculture-based country. Major population of the country is still engaged in agriculture. The profession of agriculture is not very lucrative in the modern world. With the advent of industrialization in India there has been a general negligence of the agriculture sector. Industrialization, urbanization accompanied by transport and communication facilities has brought about a massive shift of labour from their villages to cities and from one state to another in search of employment. Construction industry is the second largest economic activity in India, and plays an important role in the Nation's economy. It is a van guard activity of several other key sector of economy whose performance is dependent on the satisfactory performance of this industry.

Construction industry is booming fast in India. Construction Industry has several features that distinguish it from most other industries so far as the status and welfare of the workers is concerned. The construction industry is a major source of employment, the second largest after agriculture. Construction industry covers a wide field of activities and provides employment for workers of various levels of skills. Much of the work in this field goes on under condition that are often very strenuous and hazardous. Construction industry is creating new employment attracting several skilled, semi – skilled and unskilled workers to migrate from their native places where they find difficulties in getting employment owing to their limited skills. Thus, construction industry is the largest employer of migrants. The construction industry makes a major positive contribution to the economy of the nation. The rapidly growing construction industry in India has emerged as the main employer of migrant workers.

## STATEMENT OF THE PROBLEM

Indian Constitution provides basic freedom to move to any part of the country, right to reside and to earn livelihood of their choice. A number of economic, social, cultural and political factors play an important role in the decision to move. The Indian Constitution is also contains basic provisions relating to non – discrimination equal pay for equal work, health and strength of workers, economic necessity, protection against abuse and exploitation of workers, Right to work, Humane conditions of work, living wage, conditions of work and decent standard of life, participation of workers in management etc., The problems faced by Inter – State Migrant Workers have many facets to deal with sociological, psychological, economical, political and legal. The activities in which migrant workers are involved require physical strength and call for much bending and reaching. Therefore, migrant worker is also called “stoop worker.” They stoop not to conquer, but not to be exploited. The important feature of migrant worker is that they are not the sons of the soil. The migrant workers particularly the inter – state migrants are dispersed, unorganized and have poor bargaining power in general. Migrant worker is also seasonal worker. Such seasonal work is a feature of the unorganised sector. They suffers from seasonality of employment and lack of sustainable employment. Migrant workers are the greatest sufferers because they are unorganized, illiterate and hence not capable of taking advantage of the

provisions of various labour laws applicable to them. Poor legislative protection, ineffective legislation and ineffective mechanism is another major issue. The migrant workers don't always enjoy formal employer – employee relationship in their workplace.

## OBJECTIVES OF THE STUDY

- To trace out and examine the **Demographic** background of Inter-State Migration of workers
- To identify the Facilities provided in the Workplace of Inter-State Migrant Workers.
- To examine and analyse the Reason for Satisfaction with the Present Work.
- To find the Comparison on Gender and Sources of Migrant Workers about the Awareness of the Inter-State.

## RESEARCH METHODOLOGY

The original data used in the study were gathered by means of questionnaires, and the majority of the available data came from primary sources. With a convenience sampling technique and a sample size of 75 respondents, data were gathered in the Kanyakumari District of Tamil Nadu State. Many websites, magazines, journals, and articles were consulted in order to gather secondary data.

## TOOLS FOR ANALYSIS

Analysing data, the following statistical tools were used to analyse the data and draw valid results. The t-test, Garret Ranking Method and Simple percentage analysis are used to determine the data's relevance. The researcher has adopted convenience sampling method for the research work.

## ANALYSIS AND INTERPRETAION

Table – 1

### DEMOGRAPHIC PROFILE OF THE RESPONDENTS

Demographic Profile		No. of Respondents	Percentage
Age group	Below 25 years	17	23
	26 – 35 years	23	31
	36 – 45 years	20	27
	46 – 55 years	10	13
	Above 56 years	05	7
	<b>Total</b>	<b>75</b>	<b>100</b>
Gender	Male	48	64
	Female	27	36

	<b>Total</b>	<b>75</b>	<b>100</b>
<b>Marital Status</b>	Married	21	28
	Unmarried	54	72
	<b>Total</b>	<b>75</b>	<b>100</b>
<b>Educational Status</b>	Illiterate	22	29
	Primary	19	25
	Secondary	20	27
	Higher Secondary	14	19
	<b>Total</b>	<b>75</b>	<b>100</b>

**Primary Data**

The above table shows that demographics wise distribution of the respondents. It reveals that the most of respondent's age group were between 26 – 35 years and most of the respondents were male. Most of the respondents were Unmarried. The most of the respondent's Educational Status were Secondary Level.

**Table – 2**  
**Duration of Stay**

<b>Duration of Stay</b>	<b>No. of respondents</b>	<b>Percentage</b>
0 - 3 months	3	4
4 - 6 months	16	21
7 - 9 months	14	19
10 - 12 months	18	24
Above 12 months	24	32
<b>Total</b>	<b>75</b>	<b>100</b>

**Primary Data**

Table-2 give the Duration of Stay of the respondents. The most of the respondents are working as Above 12 months. 18 percent of the respondents are working as 10 - 12 months. Moreover, only 3 percent of the respondents are belonging to 0 - 3 months.

**Table - 3**  
**Migration Process and Reasons**

<b>Migration Process and Reasons</b>	<b>No. of respondents</b>	<b>Percentage</b>
Lack of employment	39	52
Poverty	21	28
Low wages	15	20
<b>Total</b>	<b>75</b>	<b>100</b>

**Primary Data**

Single most reason was derived by asking the migrant workers to list the reasons for migration and then prioritize the list by order of most significant reasons. From the above table 2, it can be deduced that all the three reasons for migration as cited by the migrant workers are socio- economic reasons, such as Poverty (28 per cent), Low wages (20 per cent), lack of employment (52 per cent). The distribution of responses of the three reasons was nearly equal for migrants from all states.

**Table - 4**  
**Reasons for Migrating**

Reasons	No. of respondents	Percentage
Better wages	29	39
High demand for jobs	21	28
Better working conditions	15	20
Other Reasons	10	13
<b>Total</b>	<b>75</b>	<b>100</b>

**Primary Data**

The migrant workers may have different reasons for choosing a destination for migration. The table 4 above explores the reasons for migrant workers in choosing as their destination for work. It can be found that ‘Better wages’ as the reason for migrating to Kanyakumari District was cited majority of workers (39 per cent). ‘Better working conditions’ (20 per cent), ‘High demand for job’ (21 per cent) and and Other Reasons (13 per cent)were also cited by the respondents.

**Table - 5**  
**Factors Instrumental in Getting Present Work**

Factors Instrumental	No. of respondents	Percentage
Through Contractor	39	52
Own efforts and merit	21	28
Friends and relatives	15	20
<b>Total</b>	<b>75</b>	<b>100</b>

**Primary Data**

In line with finding from the above table 5, here again, Contractors/agents played key role in getting the present jobs for majority of the migrant workers (52 per cent) and 28 per cent of the respondents were getting by Own efforts and merit. About 20 per cent of the migrant workers cited ‘friends and relatives’ as source of help through which they got their present job.

**Table - 6**  
**Designation of Migrant Worker at Present Work**

Designation	No. of respondents	Percentage
Supervisor	4	5
Carpenter	11	15

Bar Bender	16	21
Mason	12	16
Helpers	29	39
Others	3	4
<b>Total</b>	<b>75</b>	<b>100</b>

**Primary Data**

Designation refers to various positions as well as different nature of jobs in construction industry. The available designations are Supervisor, Carpenter, Bar Bender, Mason, Helpers, and others. It can be noted from the above table 6 that about 39 per cent of the migrant workers were working as ‘helpers’, which is broadly the unskilled nature of the work in the construction industry. Next major designations held by the workers are Bar-bender (21 per cent) and Mason (16 per cent).

**Table - 7**

**Sources of Migrant Workers about the Awareness of the Inter-State**

Sources of Migrant	No. of respondents	Percentage
Myself	26	35
Co-Worker	26	35
Contractor\Agent	13	17
Principal Employer	6	8
Others	4	5
<b>Total</b>	<b>75</b>	<b>100</b>

**Primary Data**

The Statistical data in the table 7 shows that Sources of Migrant Workers about the Awareness of the Inter-State. Out of 75 Migrant workers, 26 (35%) of them were aware of Myself and Co-Worker, 17 percent of the respondents were aware by Contractor\Agent, 8 percent of the respondents were aware by Principal Employer and 5 percent of the respondents were aware by Others

**Table - 8**

**Facilities provided in the Workplace**

Facilities	Mean Score	Rank
Suitable conditions for work	59.16	<b>I</b>
Suitable Residential accommodation	59.01	<b>II</b>
Medical facilities in free of charge	58.59	<b>III</b>
Protective clothing	58.41	<b>IV</b>
Educational facilities for the wards of migrant	58.04	<b>V</b>
Safety measures at work place	57.63	<b>VI</b>

Drinking water	55.24	VII
Latrines, Urinals	54.12	VIII
Washing facilities	53.18	IX
Rest room	45.22	X
Creches	44.15	XI
Canteen	43.14	XII

**Primary Data**

The above table shows that the Facilities provided in the Workplace. Garret ranking method used by researcher in which Suitable conditions for work were the first rank. Other factors like Suitable Residential accommodation, Medical facilities in free of charge, Protective clothing, Educational facilities for the wards of migrant, Safety measures at work place, Drinking water, Latrines, Urinals, Washing facilities, Rest room, Creches and Canteen were the following ranks.

**Table –9  
Reason for Satisfaction with the Present Work**

Satisfaction	Mean Score	Rank
Enough income	59.14	I
Security of work	59.05	II
prestige and satisfaction	58.53	III
Easy nature of work	58.46	IV
Work place atmosphere	58.03	V
Don't have any other option	57.67	VI

**Computed Data**

The above table shows that the Reason for Satisfaction with the Present Work. Garret ranking method used by researcher in which Enough income were the first rank. Other factors like Security of work, prestige and satisfaction, Easy nature of work, Work place atmosphere and Don't have any other option were the following ranks.

**COMPARISON ON GENDER AND SOURCES OF MIGRANT WORKERS ABOUT THE AWARENESS OF THE INTER-STATE**

The t- test is applied to find the Comparison on Gender and Sources of Migrant Workers about the Awareness of the Inter-State.

**Table - 10  
CALCULATION OF T-TEST**

Factors	Variables	df	Table Value	Calculated Value	Result
Gender and Level of	Male	178	1.645	-0.1741	Accepted



<b>Awareness</b>					
	Female				

### Computed Data

The above table represents the independent sample t-test. It is clear from the table that the Comparison on Gender and Sources of Migrant Workers about the Awareness of the Inter-State has its calculated value is less than the table value. There is no significance different between namely Comparison on Gender and Sources of Migrant Workers about the Awareness of the Inter-State. Hence the null hypothesis is accepted.

### FINDINGS

- Most of respondent's age group were between 26 – 35 years.
- Most of the respondents were male.
- Most of the respondents were Unmarried.
- The most of the respondent's Educational Status were Secondary Level.
- Most of the respondents are working as Above 12 months.
- 39 per cent of the migrant workers were working as 'helpers', which is broadly the unskilled nature of the work in the construction industry.
- 26 (35%) of them were aware of Myself and Co-Worker.

### SUGGESTIONS

- Proper registration system on the time of arrival and computerised system help monitor the number regularly and make it for future references.
- Awareness programmes regarding the welfare measures should be organised in their languages and telecasted through radio and TV.
- The recruitment system should periodically monitor the government agencies to solve the issues of intermediaries' exploitation.
- Constitute government mechanisms to monitor the assurance of equal wage and overtime benefits.

### CONCLUSION

The study observed that migration of workers is an integral and vital part of human development. Inter-State migration is an important process that has contributed significantly to other process of Urbanization, Industrialization, Economic development as well. It is an inevitable phenomenon arising out of economic development. It plays a significant role in livelihood strategies of the poor. Inter-State Migrant Workers belong to the lower strata of the



society. The concept of migration 'here today and there tomorrow' makes difficult to regulate their working and living conditions. Migration is likely to increase in the future, not decrease. The issue is how to manage – and not how to stop. The Government and the Policy Makers take some concrete steps for ameliorating the Socio-Economic life of Migrant Workers. The Government must amend or Modify the existing Law as an exhaustive and comprehensive legislation could streamline the Employment Procedures, Working Conditions, Wages and other Welfare Facilities.

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