

An Examination of Labour Migration to Kerala

-Case Study for Kerala State Planning Board

A Report Submitted by

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An Examination of Socio – Economic Impact of Migrant Workers in Kerala

Abstract

Being a social animal, human beings are motivated themselves to take part in search for food, cloth and shelters to achieve both primary and secondary needs and wants which makes permanent or temporary migration to various parts of the world. The socio – economic, political and natural environment are the major influences of human migration which is seen from human history. Invention and innovation, development of information, communication and technology, industrialization, open sky policy and globalization etc are the major driving forces behind the human migration. As a result, the migration of human beings crosses the international boundaries and creates an environment for skilled, semi-skilled and unskilled workers in different sectors of the economy. Generally, it is observed that the trend of human migration seems to be at higher levels from the developing countries to wealthiest nations and at the same time, labour migration within the borders of a country has also gained a special attention of international experts.

India, the second most populated country after China, is home to thousands and thousands of skilled, semi-skilled and unskilled workers. The vast opportunities opened by various sectors of Indian economy has created a long corridor for labour migration what is called Domestic Migrant Labour (DML). Kerala is one of the model economy for other Indian states where the focus is being given to building up the states' economy through various sectors. Therefore, the state has opened opportunities for making investment in various sectors which attract the investors to develop their business in the state. Since 'Universal Educational System' is being followed in the state, Kerala state has achieved hundred percent literacy. Despite these practices, experiences in relation to the labour market of Kerala witnesses that there has been a greater inflow of migrants workers to Kerala from other states in search for employment opportunities in various places. Higher wage rate, minimum standard facilities, better working environment etc are the major forces that attract workers from other states such as West Bengal, Orissa, Bihar, Uttar Pradesh, Uttarakhand, Assam, Manipur and neighbouring states like Tamilnadu and Karnataka. It is also observed that the facilities provided for these migrants workers, specially for the welfare of these workers and their working environment, is not adequate. In this context, this report examines the pros and cons of the migration of these workers and suggests appropriate adaptive measures to be taken to facilitate the minimum standard facilities to them in the State of Kerala.

1. Introduction

Migration has become an inseparable part of economic development in the globalized world. It is not a new phenomenon since migration in search of food, shelter and other basic needs were found in ancient history of human beings. Greater human migration in the world witnessed superior civilization in the world. Any developmental activity in an economy creates greater demand for skilled, semi-skilled and unskilled labour force to achieve the goals. Invention and innovation, development of information, communication and technology, shortage of labour force in specific works, better working environment, better packages, easy access to market, business opportunities,

better return on investment etc are the major driving forces for labour migration in today's environment. The migration of human beings can happen in two ways – internal and external or international and domestic migration. International experiences in relation to labour migration point out that developed parts of the world are the destination points for migrants and developing and least developing countries have become originating points for international migration. When it comes to within the boundary of country, migration takes place from rural areas to semi – urban and urbanized areas where there is a greater demand for labour force for various industries. On the other hand, it is observed that migrant workers are being treated as slaves in some countries where the migrant workers are given lower wage rate and they are forced to work more time than normal working hours.

2. Indian Scenario on Migrant Workers

India, with its great labour force, is becoming an important generating point of human migration to outside as well as within country limits. The experience from India shows that there has been an increasing trend in migration of both skilled, semi – skilled and unskilled workers to abroad as well as domestic limits. Apart from the general push factors of migration, poverty, poor social conditions, intention of generating wealth etc are the other major determinants of labour migration.

According to ¹UNDP in its report Migration and Human Development in India, there were 65.4 million female and 32.8 million male migrants existing in India of which 12.3 million male migrants stated that their reason for migration is for work / employment. One of the interesting facts found in the report is that rural to rural migration is still dominant in India and accounts for 53.3 million whereas rural to urban migration was estimated as 20.5 million only. The major migrant employing sectors, as per UNDP report are construction (30 million workers), brick kilns (10 million workers), textile industry and garment industry, other small industries such as leather industry, mines and quarries, agriculture, cottonseed farms, food processing and services. The report also highlighted the contribution of migrant workers to the economic development. As per the report, it is observed that the contribution of migrant workers to the Indian

¹ UNDP (2009) Migration and human Development in India,

economy is at least Rs.48,34,182/- million which means that migrant workers contribute 10% of the GDP.

3. Statement of the Problem

The Kerala model for development has widely been accepted and followed by many states for their economic development. At the same time, though the state has achieved 100 percent literacy, a number of studies have addressed the issues of lack of semi – skilled and unskilled labour force in the state. Some experts say that due to the shortage of semi –skilled and unskilled manpower in the state, there has been an invasion of workers from other states who take part in state’s development activities. At the same time, Kerala is the state where there is a high level educated unemployment which creates a mismatch in the state’s demand and supply of labour market. It is observed that the mismatch in the demand and supply of the Kerala’s labour market is being utilized or balanced by the migrant workers. At the same time, the pleasant environment, working nature, high wage rate and better standards of living etc are drawing cheap workers from other parts.

Today, Kerala is a state which is reported to have close to over 25 Lakhs skilled and non-skilled workers migrated from various states of the country. Primarily these people come from states such as Orissa, Bihar, Jharkhand, Chattisgarh, Assam and Rajasthan since there is a huge deficiency of semi-skilled or non-skilled work force amongst the educated Keralites. These workers are migrating to Kerala because they get very high wages compared to other states in India. Thus the state Kerala has become a ‘New Gulf in India’ as far as domestic migration is concerned. The developmental activities, better working environment, shortage of semi-skilled and unskilled labour force in the state, educational improvements etc easily attract workers from other states of India.

On other hand, realizing the contribution of migrants laborers to the states' economy, the needs and wants of those migrant workers are to be measured by an appropriate mechanism particularly in the state of Kerala where priority has been given for Human Development Index (HDI). At the same time, it is reported that the exceeding migrants of people from other states to Kerala has also produced some serious of issues that affects the general life styles of people in the state. Therefore, there is a need for a mechanism to mobilize those migrants into a single framework of various sectors for making them contribute in meaningful way to the state's development. Since many attempt have not been taken so far taken to make an assessment on the migrant workers on various aspects, it is proposed to conduct a research study to address the pros and cons of the migration of these workers and the need for appropriate action plan from the local body administration to provide amenities and welfare schemes for those migrant workers.

4. Objectives

The aim of the study is to make an assessment on the inflow of migrant workers and the pros and cons of the migration of these workers. The specific objectives of the study are;

- To examine the socio – economic background of migrant workers engaged in construction, tailoring, hotels / restaurants and domestic workers
- To make an assessment on various issues and difficulties faced by the migrant workers in the state
- To investigate the possibilities for setting up of a separate, independent department/institutional mechanism to look into various problems of migrant workers

5. Methodology

Keeping the importance of the topic and objectives of the present study, the data required for examining the dynamics of migrant workers has been collected from primary and secondary sources of information. The secondary information has been collected by reviewing the existing reports of Government of Kerala, articles published in the relevant areas and write ups in the newspapers. The information gathered from various sources are examined and the relevant points have been taken for this analysis.

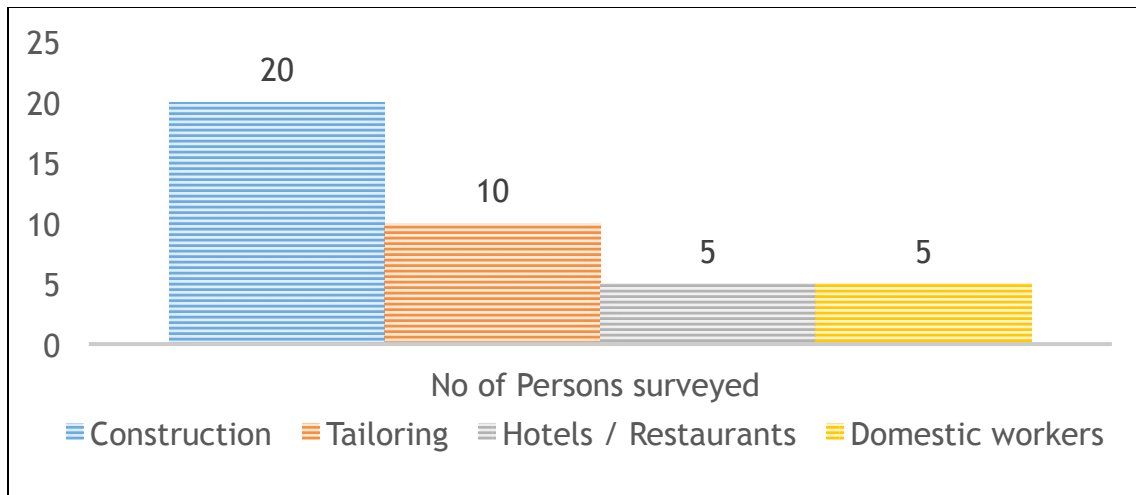
Apart from this, secondary information has also been gathered to review the literature part of the migrant workers.

After taking the inputs from literature part and understanding the concept and context of the research problem, an attempt was taken to collect primary information by conducting field level study focusing on migrant workers. Since migrant workers are working in various sectors, on discussion with experts, it is understood that majority of migrant workers in Kerala are engaged in the sectors of construction, tailoring sectors, hotels / restaurants and domestic workers. Thereafter, a structured questionnaire was prepared focusing on the personal profile of the migrant workers, job profiles, push and pull factors of migration and issues in connection with their works. Thereafter, on site survey was carried out during the free time of the workers and during which the prepared questionnaire was issued to the migrant workers and their responses collected. The data collected from the above said categories have been tabulated, analyzed and interpreted. For the analysis of the data, percentage method has been used. The sample size is give below;

Table 1 - Sample Size

Sl No	Sectors	No of Persons surveyed	%
1	Construction	20	50.00
2	Tailoring	10	25.00
3	Hotels / Restaurants	5	12.50
4	Domestic workers	5	12.50
Total		40	100.00

Fig 1 - Sample Size



6. Review of Literature

Since the labour migration has become a serious topic for discussion at national and international levels, various experts have developed various concepts regarding the labour migration. Keeping the context and content of the present study, the existing review of literature has been reviewed to understand the subject thoroughly. There is a general opinion that poverty drives people to migrate to the place where they get employment, food and shelter. Due to this fact, developed countries are always attracting migrants than that of developed nations.

As Aaron Terrazas points out, “...most wealthy, developed countries still have higher levels of emigration than developing countries” (Terrazas, 2011: p.6)². ³According to Nigel Harris, “The idea that people of necessity are permanently located in one national entity, that the distribution of the world’s population is complete forever, and only temporary anomalies now occur are also being challenged. It would be the size and composition of the labour force of each country was exactly optimal, requiring no exchanges. In practice, world economic integration continually increases rates of mobility, so that in future it is going to be as difficult the question ‘where are you from?’ as it already is in developed countries. (Nigel Harris, 1999: p 268).

²Terrazas, Aaron. 2011. *Migration and Development: Policy Perspective from the United States*

³Harris Nigel, *The Freedom to Move, in The European Union and Migrant Labour*, Edited by Gareth Dale and Mike Cole, Berg, Oxford, 1999

Migration is also defined to have different perspective such as international and national migrations. Along with migration, remittance flow has also increased and for many countries it has overtaken external aid and foreign direct investment (Ratha and Shaw, 2007)⁴. Human rights issues and labour rights have also become important areas of policy. Despite the high visibility of international migration, recent years have seen the recognition that internal migration is much larger both in terms of numbers and remittances. ⁵Bell and Muhidin (2009) estimate that internal migration in the world at 740 million are about four times the number of people living outside their country of birth.

7. Migrant Workers in the Kerala Context

State like Kerala where the approach towards the economic development is taking place through Human Development is ranked first among the states in India for Human Development Index and Rural Social Development Index. Experiences shows that the state is successful in reducing poverty which is 13.7 per cent and 14.7 per cent in rural and urban areas respectively in 2004-05 while the corresponding figures for India was 28.7 per cent and 25.9 per cent (Tendulkar, 2009)⁶. As a state is having hundred percent literacy, it is a common scenario that Keralites are migrating to other states in India and to other countries particularly to Gulf regions for several decades in search of employment. Estimates show that 1.85 million Keralites have migrated to other countries (Kerala 2009) and 0.97 million people to other parts of India. As far as migration to Kerala is concerned, inter – state migration is taking place largely.⁷ "Migrant labourers reaching Kerala in unreserved compartments need not worry about issues like huge international air fares, shoddy labour camp accommodation and extreme weather conditions that are prevalent in Gulf countries," said Dr. S IrudayaRajan, chair professor, Ministry of Overseas, Indian Affairs, Research unit on International migration who coordinated the first-of-its-kind study.

⁴Ratha, D. and Shaw, W. 2007. *South - South Migration and Remittances. World Bank Working Paper No. 102, Washington DC: World Bank.*

⁵Bell, M. and Muhidin, S. 2009. *Cross - National Comparisons of Internal Migration. Human Development Research Paper, No. 30. New York: United Nations Development Programme, Human Development Report Office.*

⁶ Tendulkar Suresh D. (2009), Report of the Expert Group to Review the Methodology for Estimation of Poverty, Government of India: Planning Commission.

⁷ Times of India (2012, Oct 12) – For Migrant Labour, Kerala is the New Gulf

The survey conducted by the Centre for Development Studies has pointed out that thousands of migrant workers to Kerala from other parts, particularly from North – East India can earn Rs.350/- per day which is six times the national average of Rs.50 - 70. The survey also highlights that majority of migrant workers are working in different sectors like construction, jewellery manufacturing, small scale industry, hospitality services and food processing centers. The Times of India (2012, Oct 12) also stated that the average unskilled and semi –skilled laborers earn an average of Rs.350 per day which comes around Rs.10,000/- per month.

The Hindu Business Line (2007, Oct 23) stated that migrants constitute as much as 1.3 per cent of Kerala's population, and nearly 60% migrants from Tamilnadu to Ernakulam Districts followed by those from Maharashtra and Karnataka. The articles is also revealed that shortage of local labour, higher wages for unskilled labour in the state provide better opportunities for migrants workers. One of the notable point in the article is that there is a discrimination in the wage rate for male (Rs.226) and for female it is Rs.196.

The report on NDTV on July 11, 2012 revealed that a total of 63,200 workers from other states have registered with police in Kerala as per the new guidelines issued by the Government.

At the same time, Rishi K. Manoj (2013), addresses the issues related to migrants workers in his article 'DML: We Know Little, Care Little and do Little for Them' while making a review on the study report of Gulati Institute of Finance and Taxation (GIFT). The major highlights of the report of GIFT are opening another eye on the migrant workers in the state. Some of the highlights are;

- It is estimated from the survey that there are about 25 lakh Domestic Migrant Labour (DML) in Kerala with an annual arrival rate of 2.35 lakh
- The remittances to their home states by the DML are over Rs. 17,500 crores
- As per the study, it is observed that 75 per cent of the DML are from five states namely West Bengal, Bihar, Assam, Uttar Pradesh and Orissa and most of them are males falling under the age group of 18 – 35 years

- Most of the migrants are working under contractors and get employment either for six or seven days.
- Construction, hospitality, manufacturing, trade and agricultural sectors are the major areas that provide employment opportunities for the migrants workers
- On an average they may remit Rs.70,000/- per person annually and work for long hours, sometimes say 8 – 10 hours per day
- As they are working for long hours, generally these migrants are hard workers and dedicated to their work and there are hardly complaints from their employers
- It is highlighted in the report that the migrant workers do not get the benefits of social security schemes as they are unaware of labour rights and obligations and are not unionized

Though the report appreciated the efforts taken by migrant workers, the problems in connection with the migrant workers are also highlighted in the report and some of the major issues are;

- The living conditions of the migrant workers are not even up the mark. It is observed that the migrant workers are often staying in the work site, factories, overcrowded rooms with poor water supply and sanitation facilities
- The poor living conditions of the migrants would not only affect their health but also create questions over the health of local people
- Exceeding migrant workers also lead to making demand for cheap labour to the productive sectors in Kerala

The report on Domestic Migrant Labour in Kerala (15 Feb 2013), Government of Kerala is also reviewed and the major highlights of the same are;

- At present the state has migrant labour from all the states of India and other countries such as Nepal
- The largest population are from West Bengal (20%), followed by Bihar (18.10%), Assam (17.28%) and Uttar Pradesh (14.83%)
- An on average, migrant workers are staying in Kerala for a minimum of 3 years

- One of the notable point is that the migrant workers are always moving around almost across the state and undertake various works in various places
- Friends (54.69%), contractors (28.16%), relatives (10.61%) are the major sources of information for the migrant workers to know about the job opportunities
- The report revealed that 69.52% of migrants have been engaged as unskilled works while 18.50% of migrants are employed in skilled works
- Regarding the periodical remittance 42.18% have informed that migrant workers remit their salary occasionally or every month
- It is found that 38.50% migrant workers are remitting an average amount of Rs.5000 to 10000/-

8. Issues in Labour Migration to Kerala

The study alerts policy makers, planners and administrators at the State as well as local levels on some of the issues resulting from the rapid growth in migrant population. It pointed out that in view of the rise in migration, questions related to governance, public health, sanitation, water supply, housing, urban environment, education and infrastructural needs, and law and order warrant greater attention.

The large influx of migrants from different parts of the country with different linguistic and cultural backgrounds puts pressure on governance as well as civic amenities. Problems are also expected to crop up due to the absence of reliable information on the quantum of in-migration of a floating nature and these migrants are unlikely to be taken into account while making population projections and consequently in planning.

⁸On the other hand, Kerala labour market is flooded with migrant workers from other states. Longer working hours and lesser wages have already reduced the average wage in erstwhile militant labour sites, especially in the construction sector. Slowly migrants may settle in Kerala and the empty classrooms in government-aided schools may be filled with their children. Already, Cotton Hill Government Primary School in

⁸ C. P. John (May 2013) – Kerala's Changing Demographic: Will the State lose in transition? Published in New Indian Express on 26th May 2013

Thiruvananthapuram has 10 children of parents from Uttar Pradesh. Decades ago, our children were going out with working parents, now the reverse osmosis has begun. The demographic transition will make Kerala multi-cultural not only with migrant labour but also with a mosaic of multilingual, multi-social minority groups while Malayalis spread across the globe.

9. Data Analysis

The data that has been collected from four categories of migrant workers namely construction workers, tailoring, people working in hotel / restaurants and domestic workers has been analyzed and the facts have been discussed in the data analysis part. The opinion of each category of migrant workers has been generalized and given in the findings part of the study. The details of data analysis are discussed below;

9.1 Personal Profile

The details of the personal profile of migrant workers consisting of gender, age group, educational qualifications, details of family etc are discussed in this part. The details of the same are given below;

9.1.1 Gender of Respondents

The study revealed that there is gender discrimination among the migrant workers. In general, 82.50% of respondents are male and the remaining 17.50% are female which gives an insight that majority of migrant workers are males rather than females. It is found that all the respondents in engaged in construction sector are male (50%). There are no female respondents working in the tailoring sectors where all respondents (25%) are male.

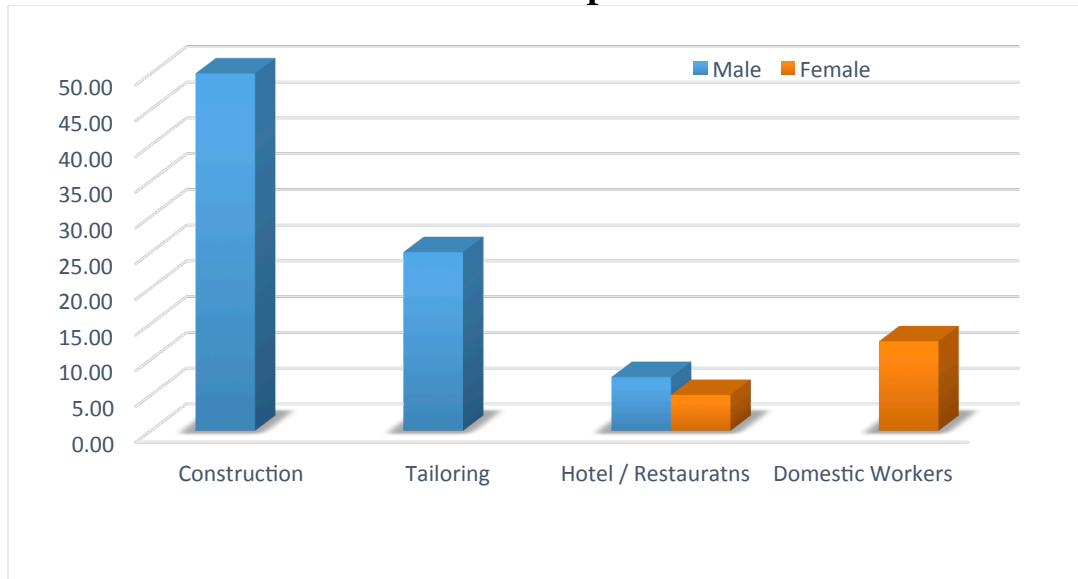
Table 2 - Gender

Sectors	Gender		Total
	Male	Female	
Construction	50.00		50.00
Tailoring	25.00		25.00
Hotel / Restaurants	7.50	5.00	12.50
Domestic workers		12.50	12.50
Total	82.50	17.50	100.00

Source: Field Visit 2013

Hotel and Restaurants sector consists of both male and female migrant workers. It is found that 7.5% of the respondents working in the hotel / restaurant sector are males whereas the females are 5%. But in the case of domestic workers, due to the nature of the sector, all respondents are females (12.5%).

Fig 2
Gender of Respondents



9.1.2 Age Group of Respondents

Regarding the age group of the respondents, it is found that youngsters and middle age group is dominating the migrant labour market. The study found that 45% of migrant workers are falling under the age group of 31 – 45 years and the age group of 42.50% of respondents belong to 19 -30 years. Those who come under the age group of 18 years are estimated as 10% and 2.50% of respondents are coming under the age group of 46- 60 years.

Tailoring is the only one sector where respondents with the age group of 18 years are working and the same category is not found in any other sector. The highest numbers of respondents falling under the age group of 19 – 30 years are found in the construction sector. For the other sectors, it is reported that 7.50% in tailoring, 5% in hotel and restaurants and 7.50% are working as domestic workers. Construction is one of the

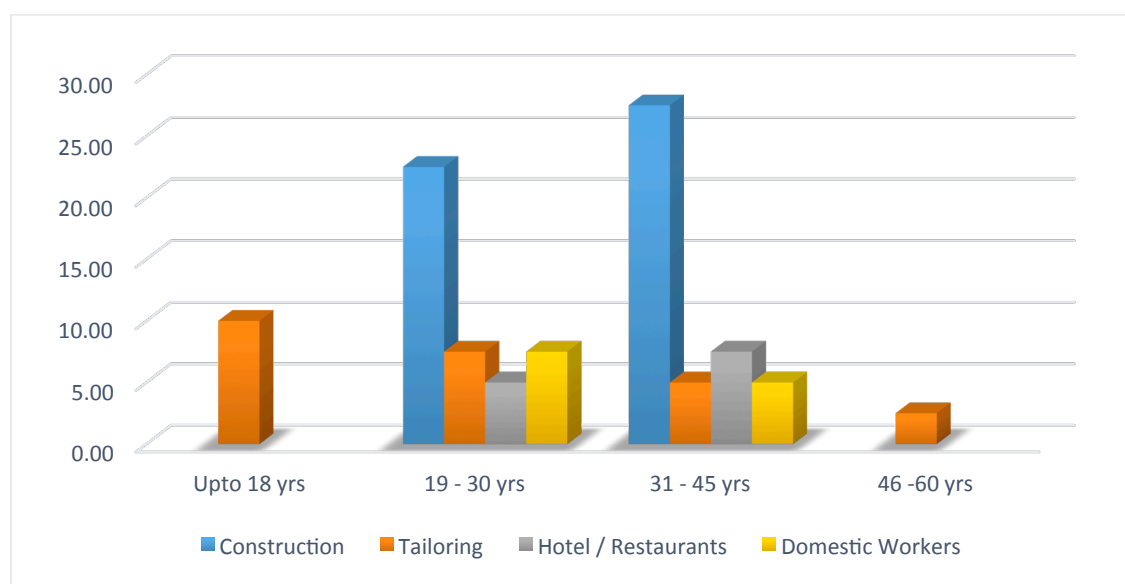
priority areas that attract the migrant workers falling under the age group of 31 – 45 years. For the other sectors it is reported as 5% for tailoring sector, 7.50% for hotel / restaurant sector and 5% for domestic workers. Tailoring is the only one sector where people falling in the age group of 46 -60 years are working. The details are given below;

Table 2
Age Group of Respondents

Sectors	Age in Years				Total
	Upto 18	19 - 30	31 - 45	46 -60	
Construction		22.50	27.50		50.00
Tailoring	10.00	7.50	5.00	2.50	25.00
Hotel / Restaurants		5.00	7.50		12.50
Domestic workers		7.50	5.00		12.50
Total	10.00	42.50	45.00	2.50	100.00

Source: Field Visit 2013

Fig 3
Age Group of Respondents



9.1.3 Educational Background of Migrant Workers

Experts point out that poor education background and ignorance of people is a key factor for human migration. In this context, an attempt was taken to examine the educational backgrounds of the respondents. The study shows that 40% of the respondents have studied upto 8th standard. It is also found that 35% of the migrants

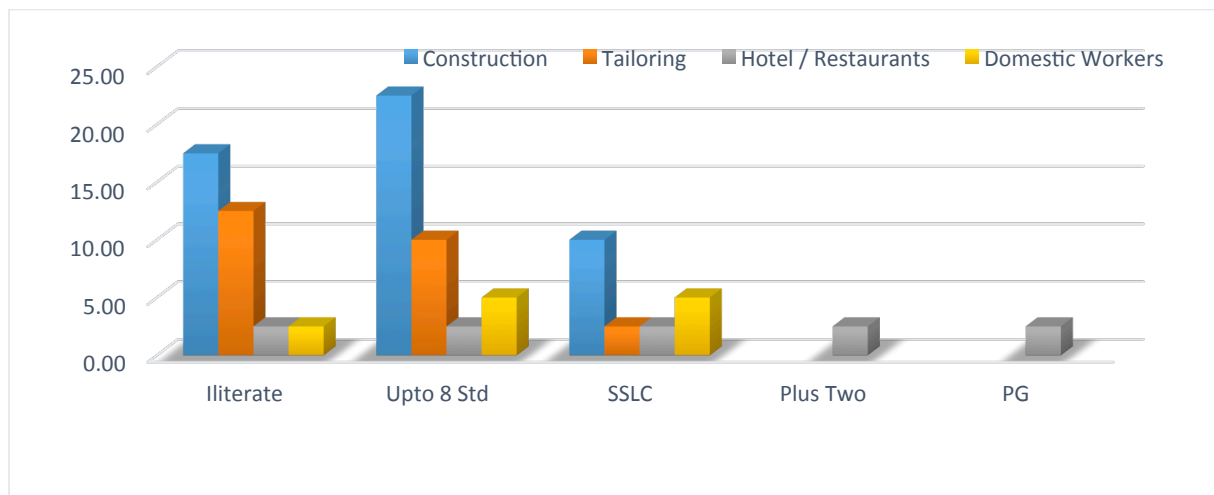
workers engaged in the four identified sectors are illiterate. Those who possess educational background upto SSLC is reported as 20% while those who studied plus two and post graduate level are 2.5% respectively.

Table 3
Educational Background of Respondents

Sectors	Level of Education					Total
	Illiterate	Upto 8	SSLC	Plus Two	PG	
Construction	17.50	22.50	10.00			50.00
Tailoring	12.50	10.00	2.50			25.00
Hotel / Restaurants	2.50	2.50	2.50	2.50	2.50	12.50
Domestic workers	2.50	5.00	5.00			12.50
Total	35.00	40.00	20.00	2.50	2.50	100.00

Source: Field Visit 2013

Fig 4
Educational Background of Respondents



The majority of migrant workers (22.55%) in construction sector have studied upto 8th standard and 17.50% are completely illiterate. Those who studied upto SSLC are reported as 10%. In the case of tailoring, it is found that majority (12.50%) are illiterate and those who studied upto 8th standard is estimated as 10% while 2.5% are having SSLC background. The study revealed that workers engaged in hotel / restaurant sector are consisting of equal educational background i.e 2.50% of illiterate, 8th standard people, SSLC, plus two and PG holders. Regarding the domestic workers , those who are

having 8th standard and SSLC background are estimated as 5% respectively while 2.5% are illiterate.

9.1.4 Religions

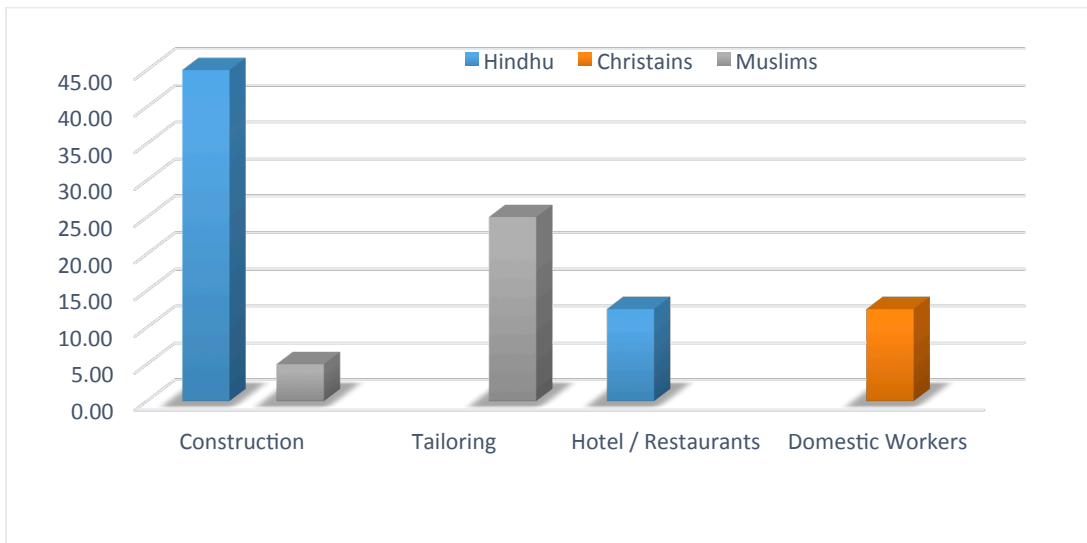
An attempt was also taken to gather information about the religious background of the respondents and the study shows that 57.50% of the migrant workers are following Hinduism 12.50% are Christians and 30% of them are Muslims.

Table 4
Religious Background of Respondents

Sectors	Religion			Total
	Hindu	Christians	Muslims	
Construction	45.00		5.00	50.00
Tailoring			25.00	25.00
Hotel / Restaurants	12.50			12.50
Domestic workers		12.50		12.50
Total	57.50	12.50	30.00	100.00

Source: Field Visit 2013

Fig 5
Religious Background of Respondents



The sector wise analysis found that 45% of migrant workers' religious background is Hinduism and the same is for 12.50% of migrant workers engaged in hotel / restaurant sector. Interestingly, the study revealed that all the domestic workers(12.5%) are

Christians whereas 25% of tailoring workers are from Islamic community and 5% of the same religion are working in construction sector also.

9.1.5 Type of Family

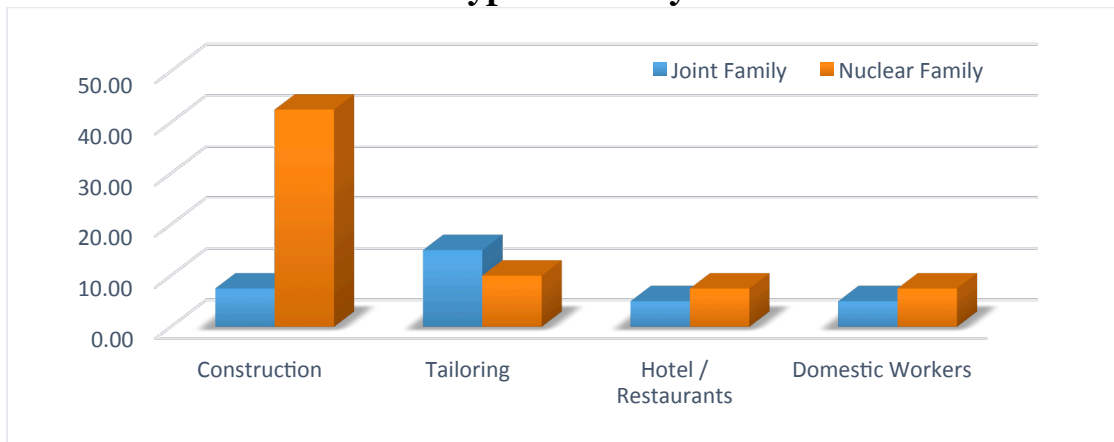
Family background is also an important factor for migration. Keeping this in mind, an attempt has been taken to gather the details of family system of the respondents and it is found that 67.50% of the total respondents are living as nuclear family whereas 32.50% are living as joint family.

Table 5
Type of Family

Sectors	Type of Family		Total
	Joint Family	Nuclear Family	
Construction	7.50	42.50	50.00
Tailoring	15.00	10.00	25.00
Hotel / Restaurants	5.00	7.50	12.50
Domestic workers	5.00	7.50	12.50
Total	32.50	67.50	100.00

Source: Field Visit 2013

Fig 6
Type of Family



In the case of construction sector, 42.50% of respondents are following nuclear family system whereas 7.50% are living as joint family. The nature of family of respondents working as tailor are giving another picture that majority (15%) are living as joint family and for those who follow nuclear family is 10%. Regarding the type of family of migrant workers in the field of hotel / restaurant and domestic workers , it is found that those

who have joint family system is estimated as 5% respectively and the 7.5% of the respondents are reported for the nuclear family system respectively.

9.1.6 Nature of Family

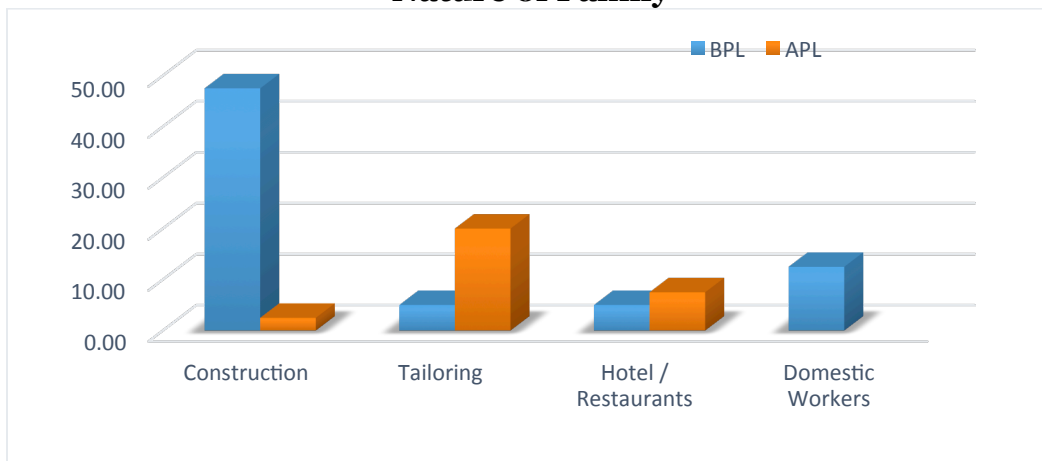
The socio – economic background of people is also one of the push factors for labour migration. In this context, the nature of family of respondents has been obtained and it is stated that 70% of total respondents belong to Below Poverty Level (BPL) whereas the remaining 30% are belonging to Above Poverty Level (APL) category.

Table 6
Nature of Family

Sectors	Nature of Family		Total
	BPL	APL	
Construction	47.50	2.50	50.00
Tailoring	5.00	20.00	25.00
Hotel / Restaurants	5.00	7.50	12.50
Domestic workers	12.50		12.50
Total	70.00	30.00	100.00

Source: Field Visit 2013

Fig 7
Nature of Family



From the data collected it is revealed that majority of the migrant workers are engaged in construction sector (47.50%) and all the respondents working as domestic workers (12.50%) are from BPL families. It is also found that those who belong to BPL category from tailoring and hotel / restaurant workers is estimated as 5% respectively. Most of the migrants workers (20%) engaged in tailoring sector belong to APL family. It is

reported that 7.50% of the migrant workers engaged in hotel /restaurant sectors and 2.50% of migrant workers of construction sector are from APL family.

9.1.7 Native State

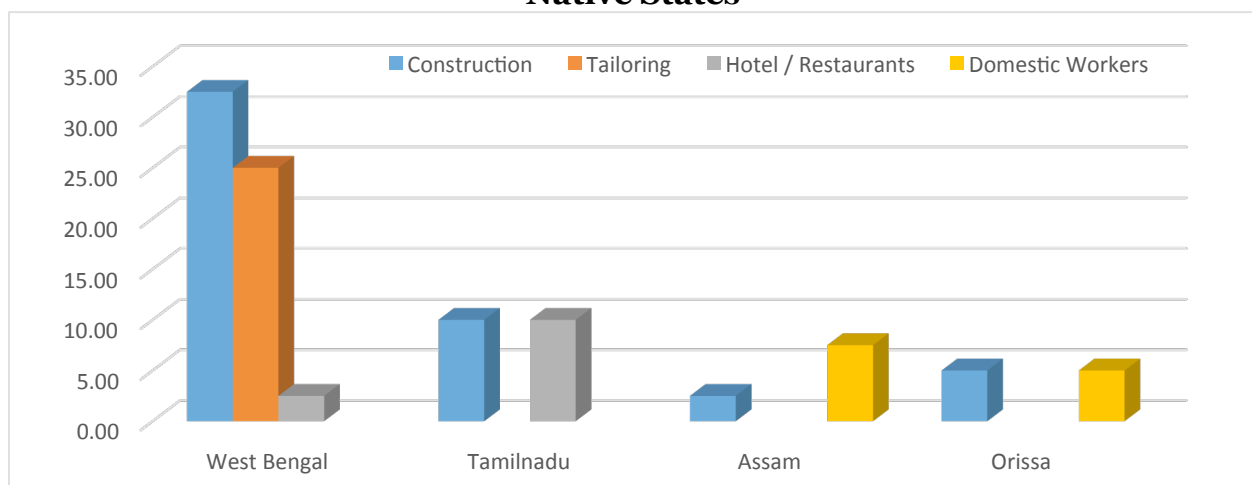
An attempt was taken to identify the major states from which migrant workers come to Kerala. Accordingly, it is found that out of the respondents 60% of the migrant workers are coming from West Bengal, 20% of them are from Tamilnadu, 10% of them have migrated from Assam and Orissa respectively.

Table 7
Native States

Sectors	Native States				Total
	West Bengal	Tamilnadu	Assam	Orissa	
Construction	32.50	10.00	2.50	5.00	50.00
Tailoring	25.00				25.00
Hotel / Restaurants	2.50	10.00			12.50
Domestic workers			7.50	5.00	12.50
Total	60.00	20.00	10.00	10.00	100.00

Source: Field Visit 2013

Fig8
Native States



Majority of migrants from West Bengal are engaged in construction works (32.50%), 25% are working as tailors and 2.50% are working in hotels / restaurants. Out of 20% of migrants from Tamilnadu, 10% of them are working in construction and hotels / restaurants respectively. A majority of the respondents (7.50%) from Assam are working

as domestic workers and the rest (2.50%) are engaged in construction work. The migrants from Orissa are working in construction (5%) and domestic workers (5%).

9.1.8 Nature of Place

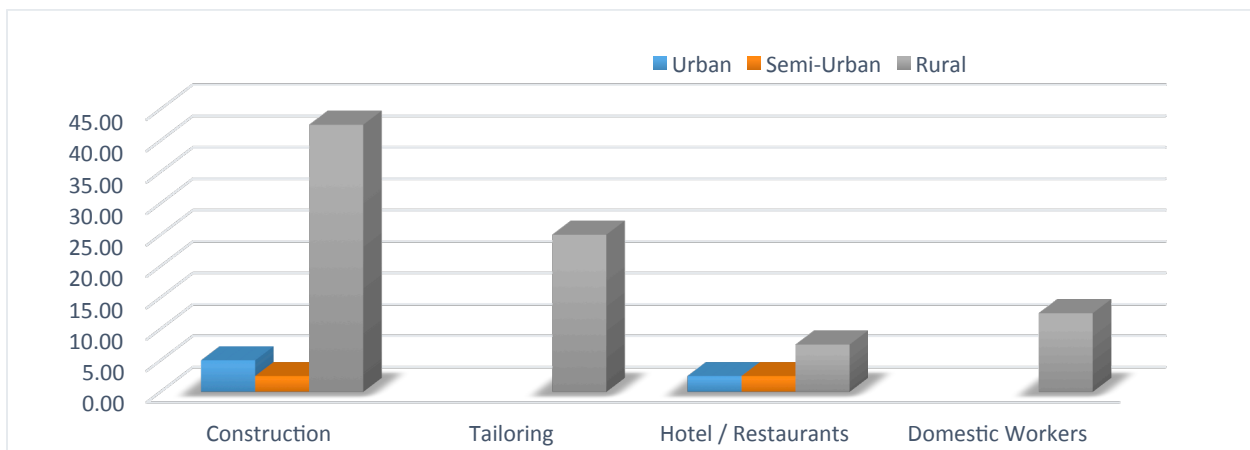
In order to understand the exact areas of migration of workers, the respondents were asked to give information regarding the nature of their native place. Accordingly, the information collected shows that rural areas is the hot spot for labour migration, it is found that 87.50% of total respondents are migrating from the rural areas followed by the urban (7.50%) and semi –urban areas (5%).

Table 8
Nature of Place

Sectors	Nature of Place			Total
	Urban	Semi-Urban	Rural	
Construction	5.00	2.50	42.50	50.00
Tailoring			25.00	25.00
Hotel / Restaurants	2.50	2.50	7.50	12.50
Domestic workers			12.50	12.50
Total	7.50	5.00	87.50	100.00

Source: Field Visit 2013

Fig9
Nature of Place



The study also revealed that 42.50% of workers working in construction sector are basically coming from the rural areas. For tailoring sector, it is reported that all migrant

workers are from rural areas. All the respondents from the domestic workers (12.50%) have migrated from the rural areas. The hotel/restaurant sector shows that majority (7.50%) are from rural background.

9.1.9 Traditional Occupation

It is a general fact that all migrant workers might have been engaged in various traditional business / occupation before migrating to another place. In this context, the study found that 52.50% of total respondents working in all the identified sectors were casual workers and for 40% of the respondents, agriculture was their traditional occupation, 5% of the respondents were engaged in other sectors whereas business / trade was a traditional occupation for 2.50% of migrant workers.

Table 9
Traditional Occupation

Sectors	Traditional Occupation				Total
	Agriculture	Business	Casual Labour	Others	
Construction	37.50	2.50	5.00	5.00	50.00
Tailoring			25.00		25.00
Hotel / Restaurants	2.50		10.00		12.50
Domestic workers			12.50		12.50
Total	40.00	2.50	52.50	5.00	100.00

Source: Field Visit 2013

The study revealed that the traditional occupation of 37.50% of the migrant workers engaged in construction sector is agriculture and casual workers (25%) are dominating the tailoring sector. Casual workers are also found in highest number in the hotel / restaurant sector (10%) and domestic workers sector (12.50%).

9.1.10 Category

An attempt was also taken to examine that which category of people migrate more and the study revealed that people belonging to Other Backward community (OBC) are migrating (70%) than that of Other Eligible Caste (OEC) 20% and general category (10%).

Table 10
Traditional Occupation

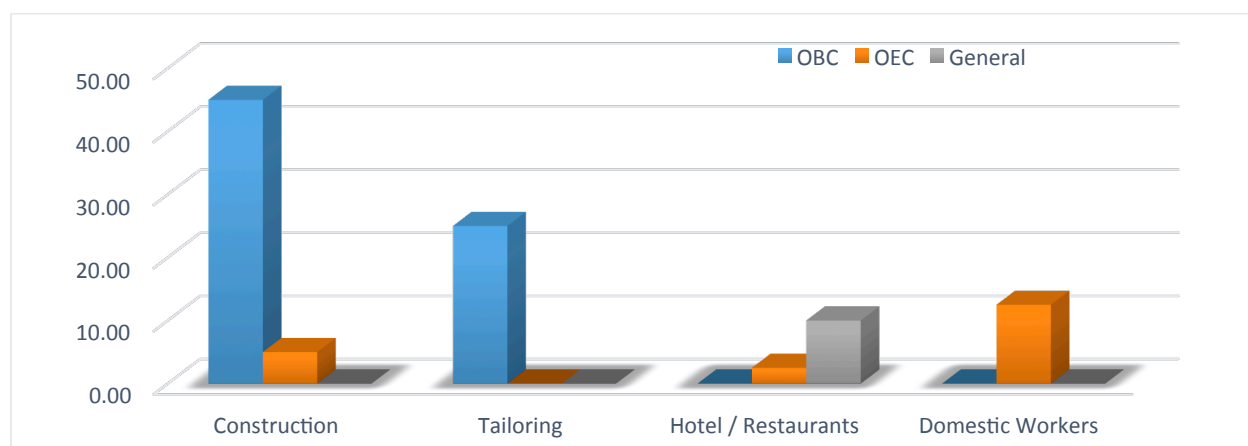
Sectors	Category	Total
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	OBC	OEC	General	
Construction	45.00	5.00		50.00
Tailoring	25.00			25.00
Hotel / Restaurants		2.50	10.00	12.50
Domestic workers		12.50		12.50
Total	70.00	20.00	10.00	100.00

Source: Field Visit 2013

It is found that 45% of OBC community members who migrated from their areas are working in construction sector and 25% of them are engaged as tailors. In the case of OEC community, all respondents are working as domestic workers(12.50%). Those who belong to general category (10%) are serving in the hotel / restaurant sector.

Fig 10
Category of Respondents



9.1.11 Facilities at Home

Facilities such as TV, Radio, Gas and Bicycle etc have now become the basic needs of people. Keeping this in mind, the respondents were asked to provide information about the facilities available in their home. The study revealed that 57.50% of the respondents are having television at their home whereas 42.50% of respondents do not have television. The highest percent for having television is reported with migrant workers engaged in tailoring sector (20%) for other sectors it is estimated as 12.50% respectively.

Table 11.1
Facilities at Home - TV

Sectors	Facilities at Home - TV		Total
	No	Yes	

Construction	37.50	12.50	50.00
Tailoring	5.00	20.00	25.00
Hotel / Restaurants		12.50	12.50
Domestic workers		12.50	12.50
Total	42.50	57.50	100.00

Source: Field Visit 2013

In the case of radio, it is reported that only few respondents are having the same at their home. It is found that 17.50% of respondents are having the same and out of which the highest percent is reported (7.50%) among domestic workers.

Table 11.2
Facilities at Home – Radio

Sectors	Facility Radio		Total
	No	Yes	
Construction	45.00	5.00	50.00
Tailoring	25.00		25.00
Hotel / Restaurants	7.50	5.00	12.50
Domestic workers	5.00	7.50	12.50
Total	82.50	17.50	100.00

Source: Field Visit 2013

Today gas connection is an inseparable part of the life. But the study revealed that only 12.50% of the respondents are having the gas connection at their home whereas the same is not found with 87.50% of respondents. The highest percent (10%) for having gas connection has been recorded among the respondents working in hotels / restaurants while 47.50% of workers in construction sector do not possess the same and the same facilities is not available with the people in tailoring (25%) and domestic workers (12.50%).

Table 11.3
Facilities at Home – Gas

Sectors	Facility Gas		Total
	No	Yes	
Construction	47.50	2.50	50.00
Tailoring	25.00		25.00
Hotel / Restaurants	2.50	10.00	12.50
Domestic workers	12.50		12.50
Total	87.50	12.50	100.00

Source: Field Visit 2013

Since the study revealed that most of the migrants are coming from the rural background, bicycle is an important mode of transportation for them at their place. It is

found that 52.50% of the respondents possess the same and the highest percent is reported among people working in the construction workers (30%). It is also found that 47.50% of respondents do not possess bicycle at their home. The details are given below;

Table 11.4
Facilities at Home – Bicycle

Sectors	Facility Bicycle		Total
	No	Yes	
Construction	20.00	30.00	50.00
Tailoring	7.50	17.50	25.00
Hotel / Restaurants	7.50	5.00	12.50
Domestic workers	12.50		12.50
Total	47.50	52.50	100.00

Source: Field Visit 2013

The respondents were also asked to provide the details of two wheelers at their home and it is found that only 10% of the respondents are having two wheelers at their home whereas the same not available with 90%. The highest percent for those who possess two wheeler is reported among the people working in hotels/ restaurants (7.50%) while for those who do not possess the same is reported among the construction workers (47.50%) followed by tailoring (25%). The details are given as follows;

Table 11.5
Facilities at Home – Two Wheeler

Sectors	Facility Two Wheelers		Total
	No	Yes	
Construction	47.50	2.50	50.00
Tailoring	25.00		25.00
Hotel / Restaurants	5.00	7.50	12.50
Domestic workers	12.50		12.50
Total	90.00	10.00	100.00

Source: Field Visit 2013

9.1.12 Details of Identity Cards

Being migrant workers, the respondents are always moving from place to place depending on the job available and therefore they must possess valid identity cards such as Aadhaar Cards, Election Identity cards and license etc for further verification and clearing legal formalities. In this context, an attempt was taken to examine whether the respondents are having valid identity cards or not. It is found that only very few

respondents are possessing Aadhaar Card (2.50%) and the rest i.e (97.50%) do not have the same. The details are given below;

Table 12.1
Details of Identity Card – Aadhaar Card

Sectors	Details of Id Cards - Aadhaar Card		Total
	No	Yes	
Construction	50.00		50.00
Tailoring	22.50	2.50	25.00
Hotel / Restaurants	12.50		12.50
Domestic workers	12.50		12.50
Total	97.50	2.50	100.00

Source: Field Visit 2013

Unlike the Aadhaar Card, majority (97.50%) of the respondents are possessing election identity card and this is highly found among the construction workers (50%) followed by tailoring workers (22.50%) and 12.50% for hotel / restaurant workers and domestic workers respectively. The details are given below;

Table 12.2
Details of Identity Cards – Election ID Card

Sectors	Details of Id Cards - Election ID		Total
	No	Yes	
Construction		50.00	50.00
Tailoring	2.50	22.50	25.00
Hotel / Restaurants		12.50	12.50
Domestic workers		12.50	12.50
Total	2.50	97.50	100.00

Source: Field Visit 2013

Apart from the Aadhaar and Election identity cards, license is also considered a valid identity proof. The study found that 97.50% of the respondents are not possessing license as identity proof and only 2.50% are having the same. The details are given below;

Table 12.3
Details of Identity Cards – License

Sectors	Details of Id Cards - License		Total
	No	Yes	
Construction	50.00	0.00	50.00
Tailoring	25.00	0.00	25.00
Hotel / Restaurants	10.00	2.50	12.50
Domestic workers	12.50	0.00	12.50
Total	97.50	2.50	100.00

Source: Field Visit 2013

Some of the respondents are also having other identify proof such as PAN cards. The study revealed that it is only 12.50% of the respondents are having other identity proof such as PAN card, ration cards etc. But other identity proof is not found among the majority of the respondents. The details are given in the following table.

Table 12.3
Details of Identity Cards – Others

Sectors	Details of Id Cards - Others		Total
	No	Yes	
Construction	50.00	0.00	50.00
Tailoring	12.50	12.50	25.00
Hotel / Restaurants	12.50	0.00	12.50
Domestic workers	12.50	0.00	12.50
Total	87.50	12.50	100.00

Source: Field Visit 2013

9.2 Job Profile of Respondents

In this part, various components in relation to the job profile of the respondents were examined. The details of the job profile of respondents are explained below;

9.2.1 Place of Job

In connection with the present working place of the respondents, among the 40 migrant workers surveyed it is found that 95% of the respondents are working in Trivandrum and the rest of 5% are working in Kottayam. The sector wise analysis revealed that all the respondents working in construction, tailoring and hotel/restaurant sectors were from Trivandrum. Regarding the domestic workers they are working at homes in Trivandrum as well as Kottayam. The details are given in the following table;

Table 13
Place of job

Sectors	Place of Job		Total
	Trivandrum	Kottayam	
Construction	50.00		50.00
Tailoring	25.00		25.00
Hotel / Restaurants	12.50		12.50
Domestic workers	7.50	5.00	12.50
Total	95.00	5.00	100.00

Source: Field Visit 2013

9.2.2 Present Occupation

Any sector of the economy consists of the combination of skilled, semi – skilled and unskilled workers. Generally it is believed that most of the migrant workers are not skilled and never undergo any training programmes. But the study revealed that 57.50% of the respondents are skilled workers followed by 37.50% who are unskilled and 5% of them are semi –skilled workers.

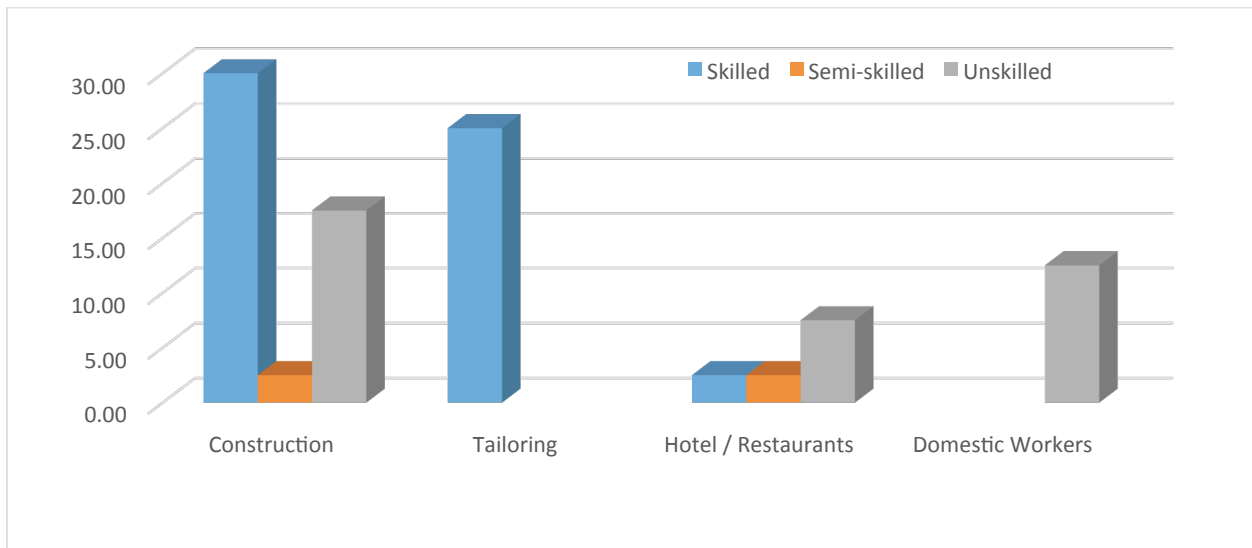
The highest number of skilled workers are found in construction sector (30%) followed by tailoring (25%). In the case of unskilled workers, construction (17.50%) and domestic workers are falling under the category of unskilled workers. The details are given below;

Table 14
Present Occupation

Sectors	Present Occupation			Total
	Skilled	Semi-skilled	Unskilled	
Construction	30.00	2.50	17.50	50.00
Tailoring	25.00			25.00
Hotel / Restaurants	2.50	2.50	7.50	12.50
Domestic workers			12.50	12.50
Total	57.50	5.00	37.50	100.00

Source: Field Visit 2013

Fig 11
Present Occupation



9.2.3 Sources of Information for Job

In today's environment, the advancement of information, communication and technology enable the people to access various upto date information across the world. This is particularly true in the case of recruitment areas. Human resources are needed for carrying out various assignments in different sectors across the world. Keeping the growing demand for human resources, various companies and organizations depend on various methods to gain employees. In this context, an attempt is taken to examine the sources of information of job for the migrant workers.

The study found that since most of the migrant workers are coming from rural areas, some of the traditional methods being practiced to provide information about the job. The study revealed that friends are the major source of information of job for 37.50% of

the respondents, followed by relatives (35%) and self-exploration of jobs (27.50%) and 17.50% of the migrant workers are depending on contractors to get job. The details are given in the following tables;

Table 15.1
Sources of Information – Friends

Sectors	Source of Information - Friends		Total
	No	Yes	
Construction	27.50	22.50	50.00
Tailoring	25.00		25.00
Hotel / Restaurants	10.00	2.50	12.50
Domestic workers	0.00	12.50	12.50
Total	62.50	37.50	100.00

Source: Field Visit 2013

Table 15.2
Sources of Information – Relatives

Areas	Source of Information – Relatives		Total
	No	Yes	
Construction	42.50	7.50	50.00
Tailoring	7.50	17.50	25.00
Hotel / Restaurants	10.00	2.50	12.50
Domestic workers	5.00	7.50	12.50
Total	65.00	35.00	100.00

Source: Field Visit 2013

Table 15.3
Sources of Information – Contractors

Sectors	Source of Information - Contractors		Total
	No	Yes	
Construction	35.00	15.00	50.00
Tailoring	22.50	2.50	25.00
Hotel / Restaurants	12.50		12.50
Domestic workers	12.50		12.50
Total	82.50	17.50	100.00

Source: Field Visit 2013

Table 15.4
Sources of Information – Self

Sectors	Source of Information - Self		Total
	No	Yes	
Construction	45.00	5.00	50.00
Tailoring	15.00	10.00	25.00
Hotel / Restaurants	5.00	7.50	12.50
Domestic workers	7.50	5.00	12.50
Total	72.50	27.50	100.00

Source: Field Visit 2013

9.2.4 Year of Work

Regarding the year of work of the respondents, it is found that 57.50% of the migrant workers are having work experience of 5 years, 27.50% of them have 6 – 10 years of experience. Those who have more than 10 years of experience are reported as 15%. Highest percent of work experience is found among the workers in construction sector i.e 25% for workers having 5 years of experience and for those have 6 – 10 years, it is estimated as 12.50%. This sector is also having the highest number of respondents with work experience of 10 years.

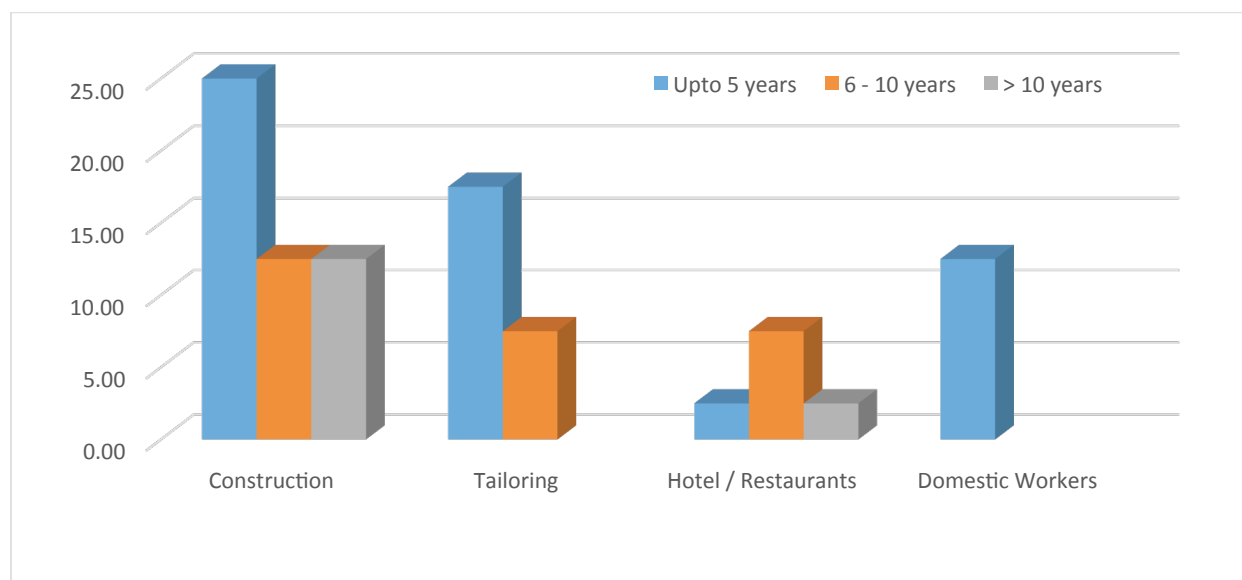
The work experience of respondents for tailoring sector is estimated as 17.50% for those who have experience of 5 years and 7.50% of respondents are having work experience of 6 – 10 years. Majority of the workers in hotel / restaurant (7.50%) are having 6-10 years of work experience. All the domestic workers (12.50%) are having 5 years of work experience. The details of the work experience of the respondents working in various sectors are given in the following table;

Table 15.5
Year of Work

Sectors	Year of Work			Total
	Upto 5 years	6 - 10 years	> 10 years	
Construction	25.00	12.50	12.50	50.00
Tailoring	17.50	7.50		25.00
Hotel / Restaurants	2.50	7.50	2.50	12.50
Domestic workers	12.50			12.50
Total	57.50	27.50	15.00	100.00

Source: Field Visit 2013

Fig 12
Year of Work



9.2.5 Previous Work Experience

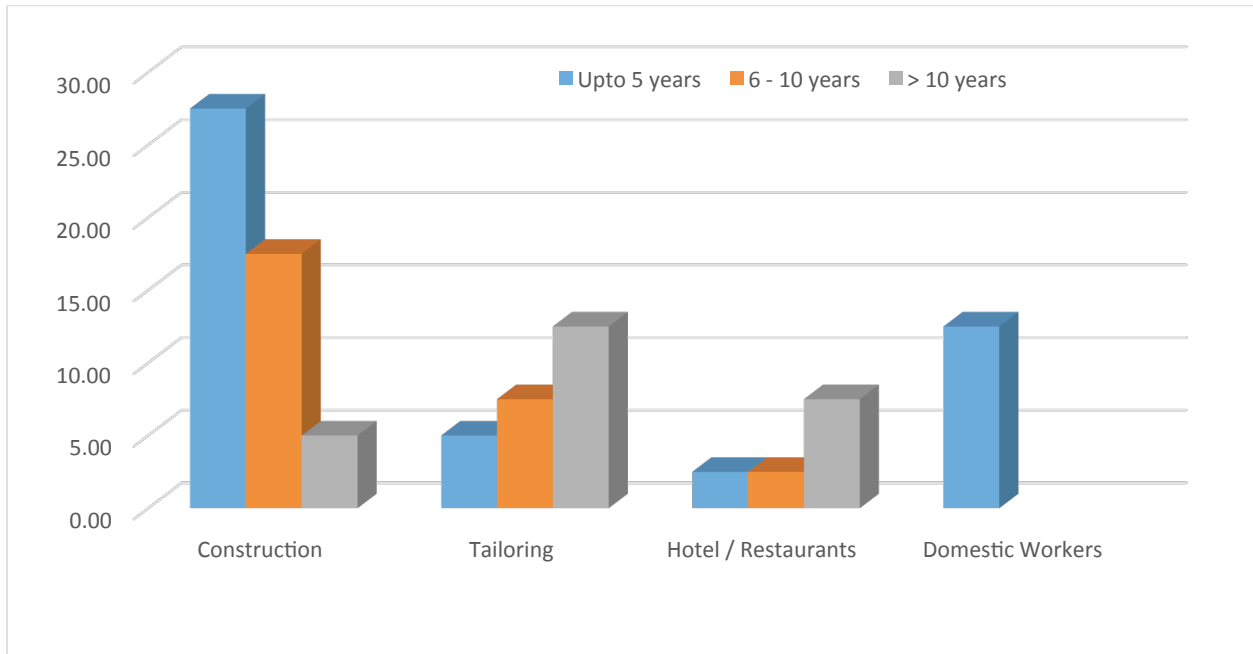
Previous experience of workers would enable them to get high wage rate. Keeping this in mind, the respondents were asked to provide information regarding their previous work experience in the areas concerned. Accordingly, it is found that 47.50% of respondents are working with 5 years of previous experience and those who have 6 – 10 years and more than 10 years of work experience is reported as 27.50% and 25% respectively.

Table 15.6
Previous work Experience

Sectors	Previous Experience			Total
	Upto 5 years	6 - 10 years	> 10 years	
Construction	27.50	17.50	5.00	50.00
Tailoring	5.00	7.50	12.50	25.00
Hotel / Restaurants	2.50	2.50	7.50	12.50
Domestic workers	12.50			12.50
Total	47.50	27.50	25.00	100.00

Source: Field Visit 2013

Fig 13
Previous Work Experience



Most of the migrants working in construction sector (27.50%) are having previous work experience of 5 years, 17.50% of them are having 6 -10 years of work experience and 5% of the respondents working in construction are having more than 10 years of previous experience. In the case of tailoring workers, majority of them (12.50%) are having more than 10 years of work experience. Regarding the migrant workers in hotel / restaurant sectors, 7.50% are working with the job experience of more than 10 years. All the domestic workers are possessing five years of previous work experience.

9.2.6 Details of Training

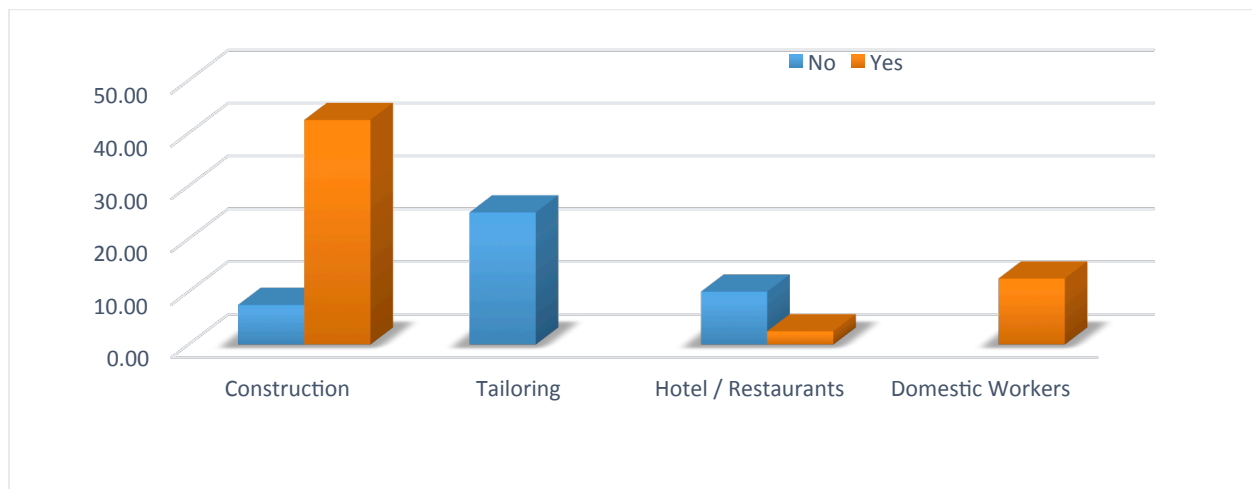
Proper training is necessary to produce skilled human resources in the concerned areas particularly for the migrant workers who are needed to be given adequate training. The study found that 57.50% of the respondents agree that they have been provided training programmes in connection with their jobs whereas the rest 42.50% pointed out that they are not given training related to their job.

Table 15.7
Details of Training Programme

Sectors	Details of Training		Total
	No	Yes	
Construction	7.50	42.50	50.00
Tailoring	25.00		25.00
Hotel / Restaurants	10.00	2.50	12.50
Domestic workers		12.50	12.50
Total	42.50	57.50	100.00

Source: Field Visit 2013

Fig. 14
Details of Training Programme



Regarding the respondents of construction sector, it is found that 42.50% are given proper training based on the nature of works. No training has so far been given to the tailors. Only 2.5% of respondents of hotel / restaurant sectors are imparted training and all the domestic workers are trained properly.

9.2.7 Provision of Safety and Security Equipment

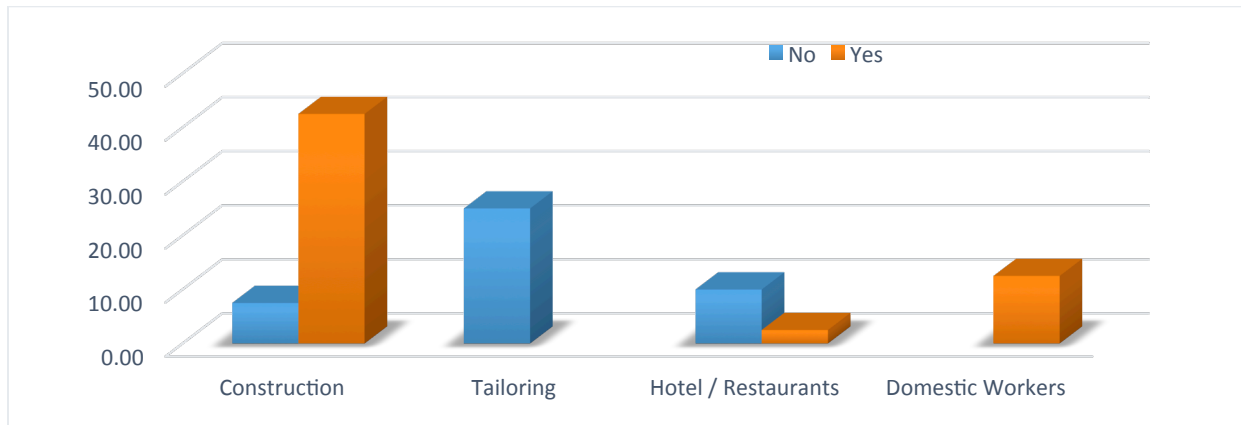
The safety and security of the employees are to be ensured by the service providers by providing required safety and security tools and equipment. This is particularly true in the case of construction sector. The study reveals that majority of the respondents (72.50%) are given adequate safety and security equipment while 27.50% of the respondents said that no equipments are being given for ensuring the safety and security to perform the assignments.

Table 15.8
Details of Safety and Security Equipment

Sectors	Safety and Security Equipment		Total
	No	Yes	
Construction		50.00	50.00
Tailoring	25.00		25.00
Hotel / Restaurants	2.50	10.00	12.50
Domestic workers		12.50	12.50
Total	27.50	72.50	100.00

Source: Field Visit 2013

Fig 15
Details of Safety and Security Equipment



All the respondents working in the construction sector agreed that they are being given adequate safety and security equipment for doing the work. On other hand, 25% of the tailoring staffs pointed out that they have not been given any safety and security equipment in connection with their job. It is found that 10% of respondents from hotel / restaurants sector said that safety and security equipment has been given. Required safety and security equipment has been provided to all the domestic workers.

9.2.8 Appearance for Medical Check up

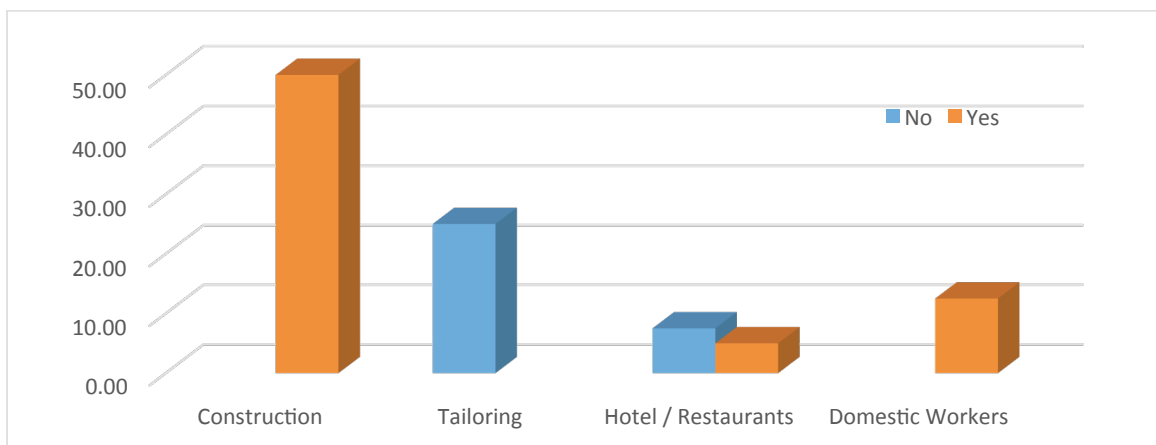
Healthy employees are always considered to be a big asset for any organization. Today, one of the challenges for the migrant workers in the country is monitoring their health condition. But in states like Kerala where priority has been given to human development, the establishment of systematic framework provides opportunity for monitoring the health condition of workers. The response from the migrant workers also proves the fact that 67.50% of migrant workers agreed that they have been appearing for medical check-ups while the rest 32.50% are not appearing for the same.

Table 15.9
Appearance for Medical Checkup

Sectors	Appearance for Medical Checkup		Total
	No	Yes	
Construction		50.00	50.00
Tailoring	25.00		25.00
Hotel / Restaurants	7.50	5.00	12.50
Domestic workers		12.50	12.50
Total	32.50	67.50	100.00

Source: Field Visit 2013

Fig 16
Appearance for Medical Checkup



All the respondents working in construction sector and domestic workers agreed that they are appearing for proper medical checkups. It is also found that no respondents from tailoring sector are appearing for the medical checkups whereas 7.50% of the total respondents ie those from hotel sector are not appearing for the same.

9.2.9 Arrangement for Medical Checkups

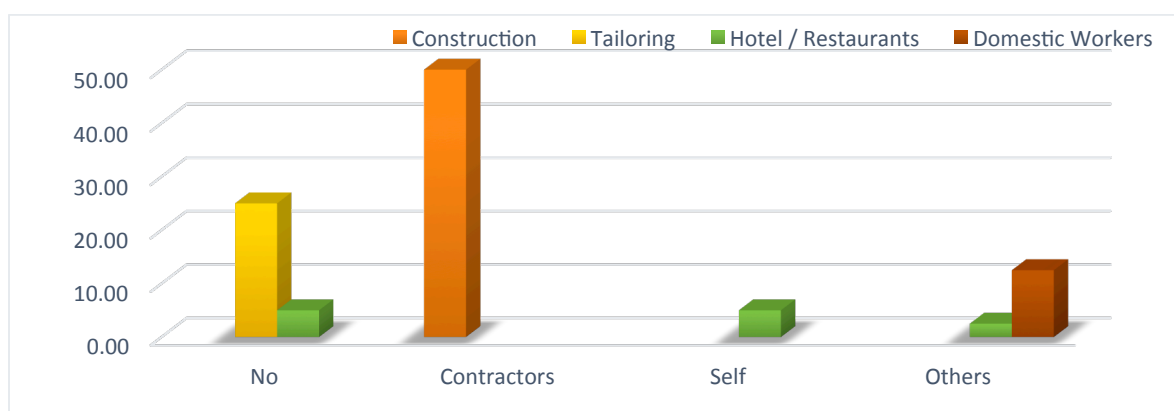
Being migrant workers, they may be new to the State, therefore, the arrangements for the medical checkups may be done through various ways. The respondents were asked to provide the details regarding who makes the arrangement for medical checkup. It is found that according to 50% of respondents, arrangements are being made by the contractors followed by others (15%) and self (5%). From the data collected, it is revealed that 30% of respondents said that no such arrangements has so far arranged by the service providers. The details are given below;

Table 15.10
Arrangement for Medical Checkup

Sector	Arrangement of Medical Checkups				Total
	No Arrangement	Contractors	Self	Others	
Construction		50.00			50.00
Tailoring	25.00				25.00
Hotel / Restaurants	5.00		5.00	2.50	12.50
Domestic workers				12.50	12.50
Total	30.00	50.00	5.00	15.00	100.00

Source: Field Visit 2013

Fig 17
Arrangement for Medical Checkup



In the case of construction sectors, the arrangements for medical checkup is being made by the contractors (50%) and as far as the domestic workers are considered, the arrangement for the medical checkup is done by the house owners. Respondents working in the hotel / restaurant sectors are going for self – medical checkups (5%).

9.2.10 Details of LIC Policy

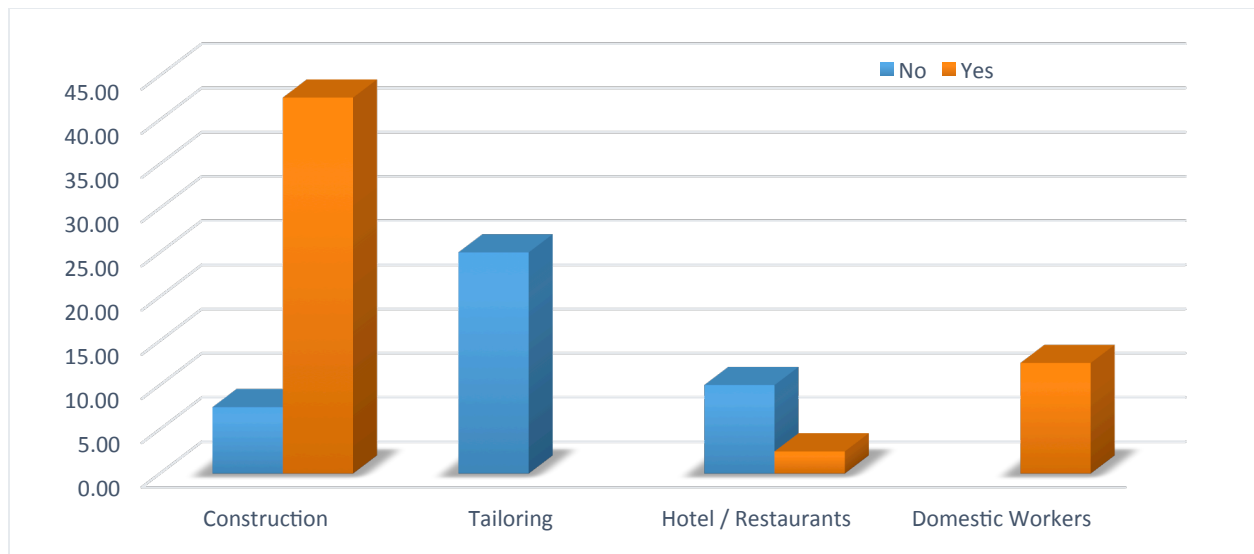
An attempt was also taken to examine the details of LIC policy taken by the respondents since they are working away of their home town. The results of data collected from the respondents shows that 57.50% of the respondents are having LIC policy and the rest (42.50%) do not have the same. The respondents working in the construction sector (42.50%) are reported to take LIC policy followed by domestic workers (12.50%). No respondents from the tailoring sectors are taking LIC policy and only 2.50% of the respondents working in hotel and restaurant sector are having the same. The details are given below;

Table 15.10
Details of LIC Policy

Sector	LIC Policy		Total
	No	Yes	
Construction	7.50	42.50	50.00
Tailoring	25.00		25.00
Hotel / Restaurants	10.00	2.50	12.50
Domestic workers		12.50	12.50
Total	42.50	57.50	100.00

Source: Field Visit 2013

Fig 18
Details of LIC Policy



9.2.11 Details of Loan

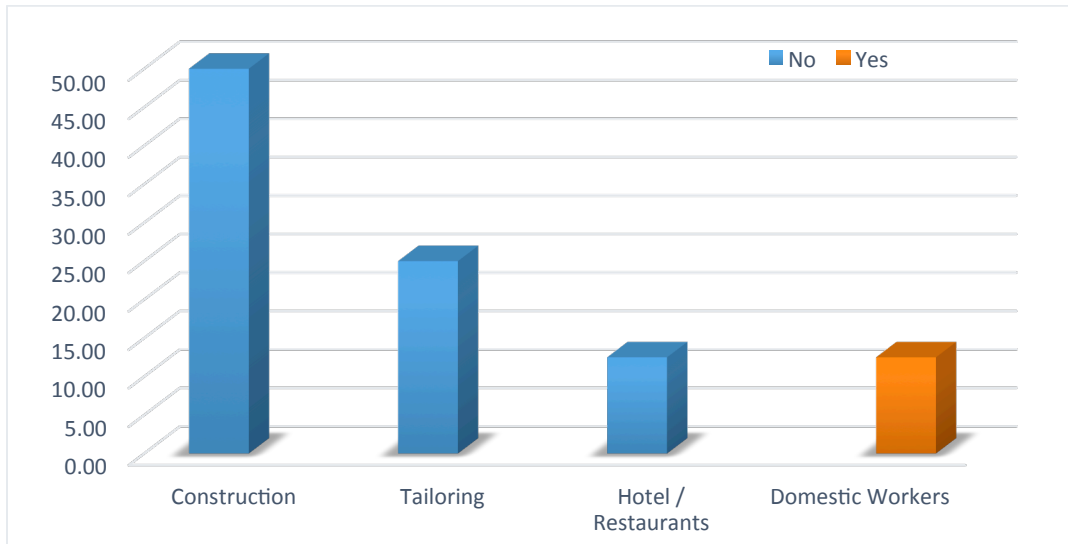
Labour migration also happens due to the borrowing of money from others or from bank in the form of loan. Keeping this in mind, the respondents were asked to provide information regarding the same. Accordingly, it is found that all the domestic workers have taken loan while it is reported from the respondents from other sectors that they have not availed any loan from any agency. The details are given below;

Table 15.10
Details of Loan

Sectors	Details of Loan		Total
	No	Yes	
Construction	50.00		50.00
Tailoring	25.00		25.00
Hotel / Restaurants	12.50		12.50
Domestic workers		12.50	12.50
Total	87.50	12.50	100.00

Source: Field Visit 2013

Fig 19
Details of Loan



9.2.12 Details of Working Hours

The study revealed that 87.50% of the respondents said that the normal working hours per days is 8 hours while it is reported from 12.50% of respondents that they have to work for more than 8 hours per day. It is found that the minimum working hour is fixed for the respondents working in construction, tailoring, hotel and restaurants is 8 hrs while for the domestic workers , it is reported as more than 8 hours as they are working in homes where they will have to take care of all the related works. The details are given in the following table;

Table 15.11
Details of working Hours

Sectors	Details of working Hours		Total
	Upto 8 hrs	> 8 hrs	
Construction	50.00		50.00
Tailoring	25.00		25.00
Hotel / Restaurants	12.50		12.50
Domestic workers	0.00	12.50	12.50
Total	87.50	12.50	100.00

Source: Field Visit 2013

Fig 20
Details of working Hours



9.2.13 Wage Rate

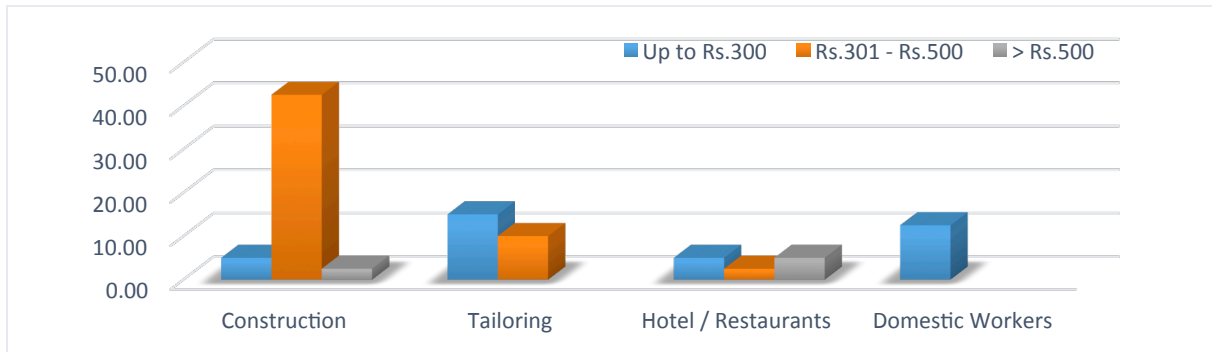
Regarding the wage rate for the respondents, the study revealed that the average daily wages are ranging from Rs.301 to Rs.500 for 55% of respondents, followed by upto Rs.300 for 37.50% of respondents and the same is more than Rs.500 reported for 7.50% respondents. It is found that only 5% of the respondents working in the construction sector is receiving upto Rs.300 as their daily wages and for the 42.50% of the respondents, the daily wages is ranging from Rs.300 – Rs.500 and 2.50% of the respondents are getting daily wages more than Rs.500.

Table 15.12
Details of Wage Rate

Sectors	Wage Rate			Total
	Upto Rs.300	Rs.301 - Rs.500	> Rs.500	
Construction	5.00	42.50	2.50	50.00
Tailoring	15.00	10.00		25.00
Hotel / Restaurants	5.00	2.50	5.00	12.50
Domestic workers	12.50			12.50
Total	37.50	55.00	7.50	100.00

Source: Field Visit 2013

Fig 21
Details of Wage Rate



As far as tailoring sector is concerned, the wage rate for 15% of respondents is upto Rs.300 and those who receive the wage rated between Rs.301 to Rs.500 is estimated as 10% of respondents. For the hotel and restaurant sector, the 5% of the respondents are getting daily wages of Rs.300 and more than Rs.500 and the wage rate is ranging from

Rs.301 to Rs.500 is only for 2.50% of the respondents. All the domestic workers have reported that their average daily wages is below Rs.300.

9.2.14 Details of Additional Wage Rate

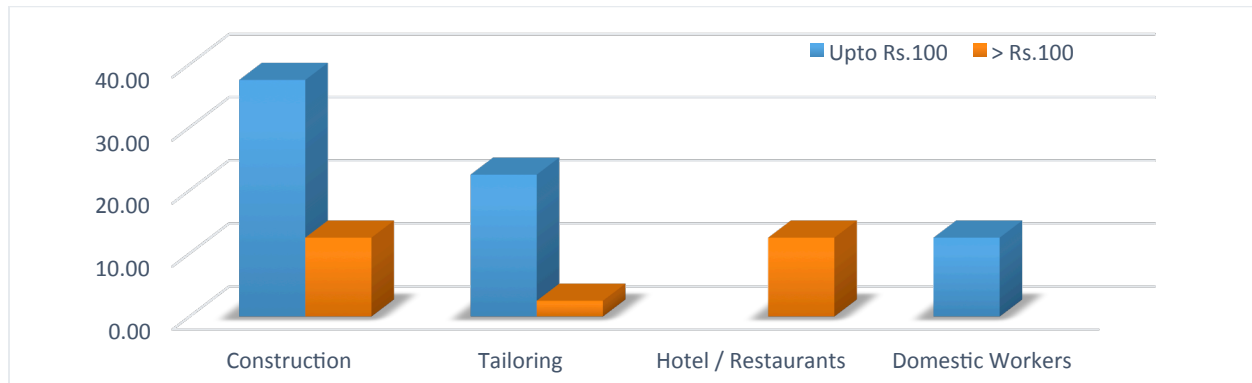
Since the respondents are working additional time also, their opinion on the additional wage rate was also obtained. It is found that 72.50% of the respondents get an additional wage rate upto Rs.100 per hour for performing duty for additional hours. The highest percent is reported from the respondents from construction sectors followed by tailoring sector (22.50%) and 12.50% for the domestic workers. Those who get more than Rs.100 as additional wage is estimated as 27.50% of which all the respondents from hotel / restaurant sector is getting more than Rs.100 per hour for doing additional work. All the domestic workers have reported that they also get an additional wage of Rs.100 depending on the work that they carry out. The details are given in the following table;

Table 15.13
Details of Additional Wage Rate

Sectors	Additional Wage Rate		Total
	Upto Rs.100	> Rs.100	
Construction	37.50	12.50	50.00
Tailoring	22.50	2.50	25.00
Hotel / Restaurants		12.50	12.50
Domestic workers	12.50		12.50
Total	72.50	27.50	100.00

Source: Field Visit 2013

Fig 22
Details of Additional Wage Rate



9.2.15 Place of Staying and no of Persons Staying

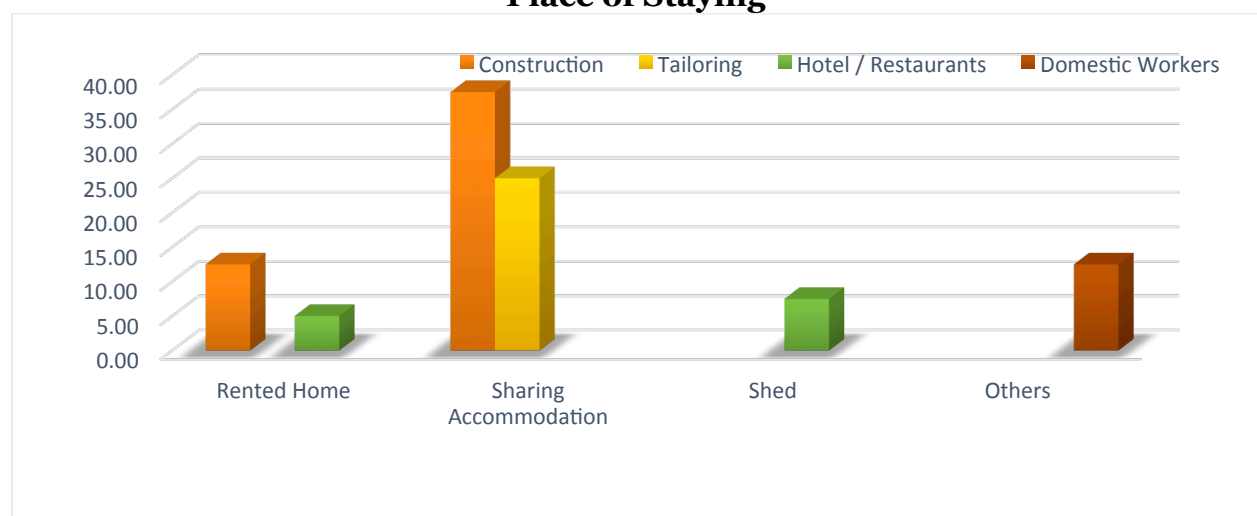
Regarding the place of staying of the respondents, the study revealed that 62.50% of respondents are staying in shared accommodation units followed by rented homes (17.50%) and 12.50% of other accommodation units and 7.50% of respondents are staying in shed. Those who are involved in construction related activities are staying in sharing accommodation (37.50%) and rented homes (12.50%). All the respondents from tailoring sector are staying in sharing accommodation (25%). Rented homes (5%) and shed (7.50%) are the major places to stay for the respondents in hotel / restaurant sector. All the domestic workers are staying along with the family which comes under the other type of accommodation units. The details of the same is given in the following table;

Table 15.14
Place of Staying

Sectors	Place of Staying				Total
	Rented Home	Sharing Accommodation	Shed	Others	
Construction	12.50	37.50			50.00
Tailoring		25.00			25.00
Hotel / Restaurants	5.00		7.50		12.50
Domestic workers				12.50	12.50
Total	17.50	62.50	7.50	12.50	100.00

Source: Field Visit 2013

Fig 23
Place of Staying



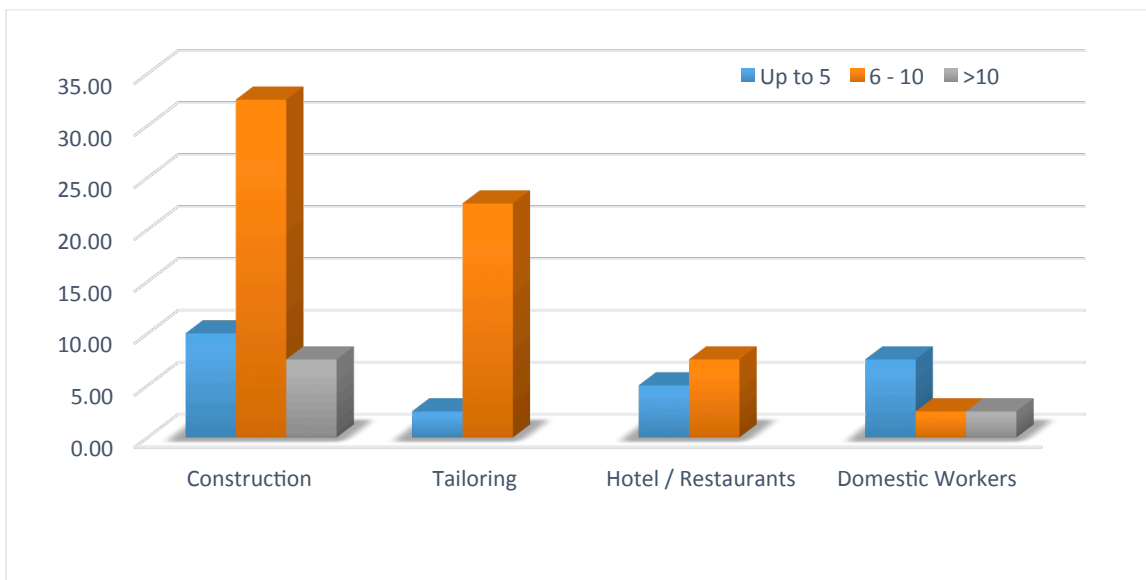
Generally, it is observed that sharing accommodation is the major type of place of staying for the workers where the carrying capacity of the accommodation is always exceeding than that of normal capacity. Therefore, an attempt was taken to examine the same and accordingly, the study found that 65% of the respondents said that an average of 6 – 10 persons are staying in sharing accommodation units whereas 25% of the respondents said that upto 5 persons are sharing the room and those who share with more than 10 persons is estimated as 10%. Respondents working in the construction (32.50%) and tailoring sectors (22.50%) are sharing accommodation with 6 – 10 people. The details of the same are given in the table below;

Table 15.15
No of persons staying

Sectors	No of Persons Staying			Total
	Upto 5	6 - 10	>10	
Construction	10.00	32.50	7.50	50.00
Tailoring	2.50	22.50		25.00
Hotel / Restaurants	5.00	7.50		12.50
Domestic workers	7.50	2.50	2.50	12.50
Total	25.00	65.00	10.00	100.00

Source: Field Visit 2013

Fig 24
No of persons staying



9.2.16 Facilities Provided in the Accommodation Unit

Since majority of the respondents are staying in sharing accommodation units, the facilities provided in the accommodation unit is also examined. The results of the study shows that 97.50% of respondents agreed that toilet is provided at the accommodation units while 2.50% of the respondents said that the same is not offered. The details of the same is given in the table no 15.16.

Regarding the provision of drinking water, it is found that it is only 37.50% of respondents agreed that facilities for drinking water are provided while the majority (62.50%) are stated that the same is not provided for them. All the respondents working in the construction sector said that there is no provision for providing drinking water for them. The same opinion is also generated from 10% of respondents working in hotel sector and 2.5% of respondents from tailoring sectors. The details of the same is given in table no 15.17

Table 15.16
Facilities Provided – Toilet

Areas	Facilities Toilet		Total
	No	Yes	
Construction		50.00	50.00
Tailoring	2.50	22.50	25.00
Hotel / Restaurants		12.50	12.50
Domestic workers		12.50	12.50
Total	2.50	97.50	100.00

Source: Field Visit 2013

Table 15.16
Facilities Provided – Drinking Water

Areas	Facilities Drinking water		Total
	No	Yes	
Construction	50.00	0.00	50.00
Tailoring	2.50	22.50	25.00
Hotel / Restaurants	10.00	2.50	12.50
Domestic workers	0.00	12.50	12.50
Total	62.50	37.50	100.00

Source: Field Visit 2013

Gas connection is one of the basic needs in today's environment. In this context, the opinion of respondents was generated in connection with provision of gas connection in the accommodation units. It is found that only 5% of the respondents from hotel sectors are provided with gas connection and the other i.e 95% of the respondents said that no gas connection is so far provided in the accommodation units. The details of the same are given in the table no 15.16.

Kerosene is being provided at accommodation units rather than gas connection. It is found that 57.50% of respondents agreed that kerosene is being provided at accommodation units for meeting the requirements of the workers. At the same time, it is reported from 42.50% of respondents that the facilities for providing kerosene do not exist at the accommodation units. The details are given in the table no 15.17.

Table 15.16
Facilities Provided – Gas connection

Areas	Facilities Gas		Total
	No	Yes	
Construction	50.00		50.00
Tailoring	25.00		25.00
Hotel / Restaurants	7.50	5.00	12.50
Domestic workers	12.50		12.50
Total	95.00	5.00	100.00

Source: Field Visit 2013

Table 15.16
Facilities Provided – Kerosene

Areas	Facilities Kerosene		Total
	No	Yes	
Construction	15.00	35.00	50.00
Tailoring	2.50	22.50	25.00
Hotel / Restaurants	12.50		12.50
Domestic workers	12.50		12.50
Total	42.50	57.50	100.00

Source: Field Visit 2013

9.2.17 Average Daily Expenditure

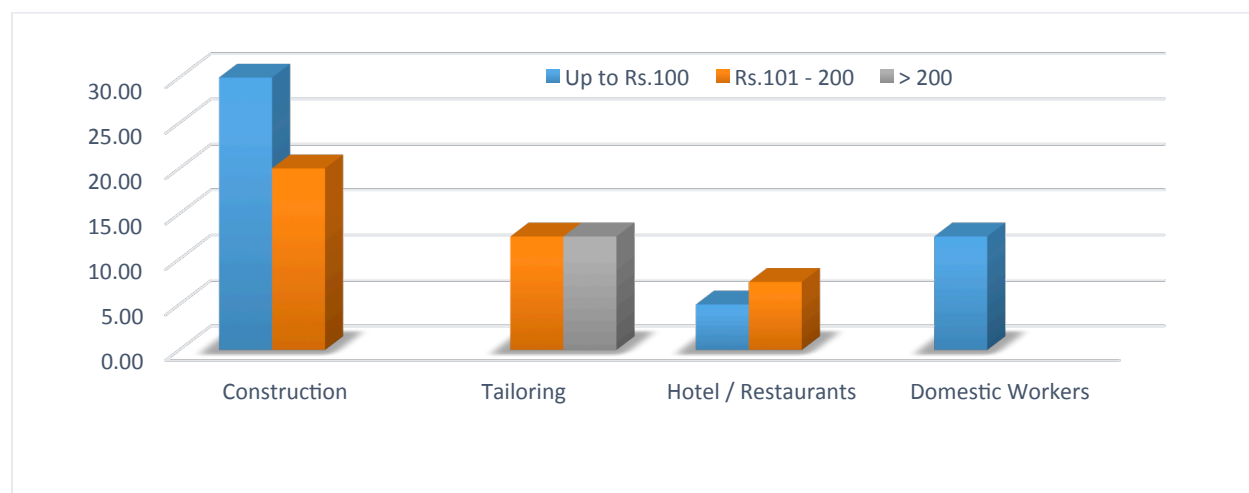
In connection with the average daily expenditure, it is found that the average expenditure for 47.50% of the respondents are upto Rs.100/-, for 40% of the respondents, it is Rs.101 – Rs.200/- and it is more than Rs.200/- for 12.50% of respondents.

Table 15.17
Average Daily Expenditure

Sectors	Average Daily Expenditure			Total
	Upto Rs.100	Rs.101 - 200	> 200	
Construction	30.00	20.00		50.00
Tailoring		12.50	12.50	25.00
Hotel / Restaurants	5.00	7.50		12.50
Domestic workers	12.50			12.50
Total	47.50	40.00	12.50	100.00

Source: Field Visit 2013

Fig 25
Average Daily Expenditure



The average daily expenditure for 30% of the respondents from construction sector is upto Rs.100 and the same is ranging from Rs.101 – Rs.200 for 20% of them. In the case of tailoring category, the average daily expense is ranging from Rs.101 – 200 and it is more than Rs.200 for 12.50% of respondents respectively. The average daily expenditure for the hotel employees is ranging from Rs.100 to Rs.200. The average spending pattern of domestic workers is estimated as Rs.100/-.

9.2.18 Frequency of Receipt of Wage

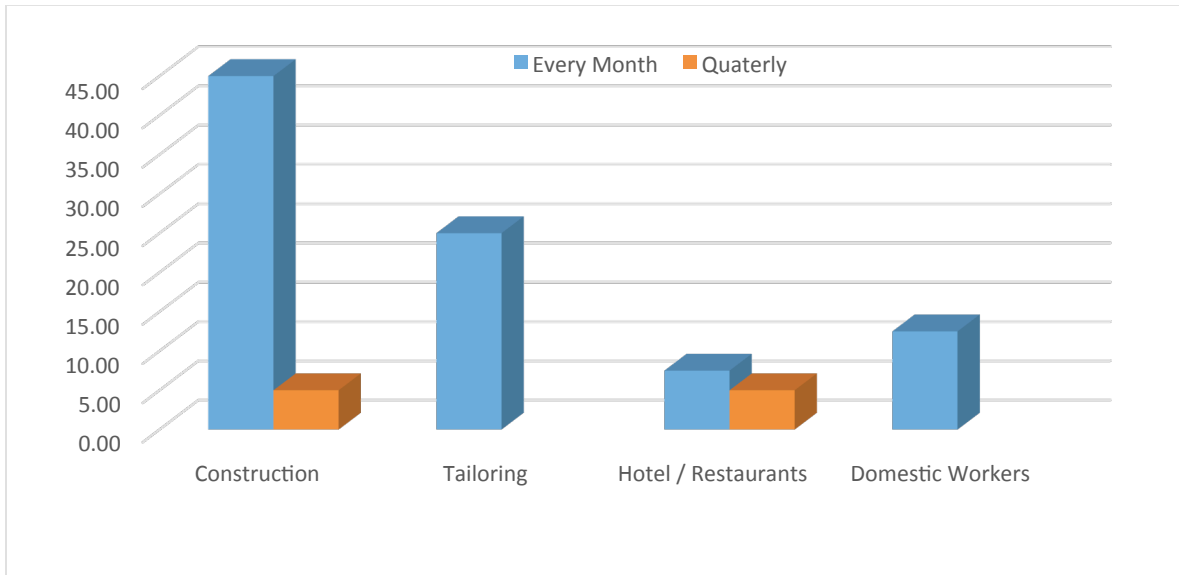
Different practices are being followed for distributing wages to workers like weekly, monthly, quarterly and annually. In order to know the frequency of receipt of wage of the respondents from the service providers, the respondents were asked to provide the details for the same. The study found that the wage is being given to workers on monthly and yearly basis. The study revealed that 90% of the respondents are receiving their wage on monthly basis while the remaining 10% are receiving the same annually especially 5% of respondents from construction sector and hotel sectors respectively.

Table 15.18
Frequency of Receipt of Wage

Sectors	How Often they get the Salary		Total
	Every Month	Quarterly	
Construction	45.00	5.00	50.00
Tailoring	25.00	0.00	25.00
Hotel / Restaurants	7.50	5.00	12.50
Domestic workers	12.50	0.00	12.50
Total	90.00	10.00	100.00

Source: Field Visit 2013

Fig 26
Frequency of Receipt of Wage



9.2.19 Amount of Money sent Home

Since majority of the respondents are in receipt of monthly wages, they send a portion of their income to their family. The study examined the same and the output shows that 55% of the respondents are able to send an amount of more than Rs.5000/- to their home every month. It is reported that 35% of the respondents are sending an amount ranging from Rs.1001 – Rs.5000/- and it is only 10% of them who are able to send an amount of Rs.1000/- per month.

Table 15.19
Amount of Money Send Home

Sectors	How much Sending to Home			Total
	Upto Rs.1000	Rs.1001 - 5000	> Rs.5000	
Construction			50.00	50.00
Tailoring		22.50	2.50	25.00
Hotel / Restaurants	7.50	2.50	2.50	12.50
Domestic workers	2.50	10.00		12.50
Total	10.00	35.00	55.00	100.00

Source: Field Visit 2013

One of the interesting fact is that the respondents involved in construction sector are sending an amount of Rs.5000/- plus to their home, 22.50% of respondents working in tailoring sector are sending an amount ranging from Rs.1001 to Rs.5000/- to their homes. Those who send an amount of Rs.1000 to their home from hotel and domestic workers sectors are estimated as 7.50% and 2.50% respectively. It is found that 10% of domestic workers are able to send an amount between Rs.1001 – Rs.5000/- per month to their home.

9.2.20 Details of Mode of Payment

Since all the respondents are working in Kerala which is far away from their homes, the mode of payment of money to their homes is examined. The study revealed that 77.50% of the respondents are depending on bank for transferring money to their home of which 40% of the respondents working in construction sector are transferring the same through banks followed by 25% of workers engaged in tailoring and all the domestic workers.

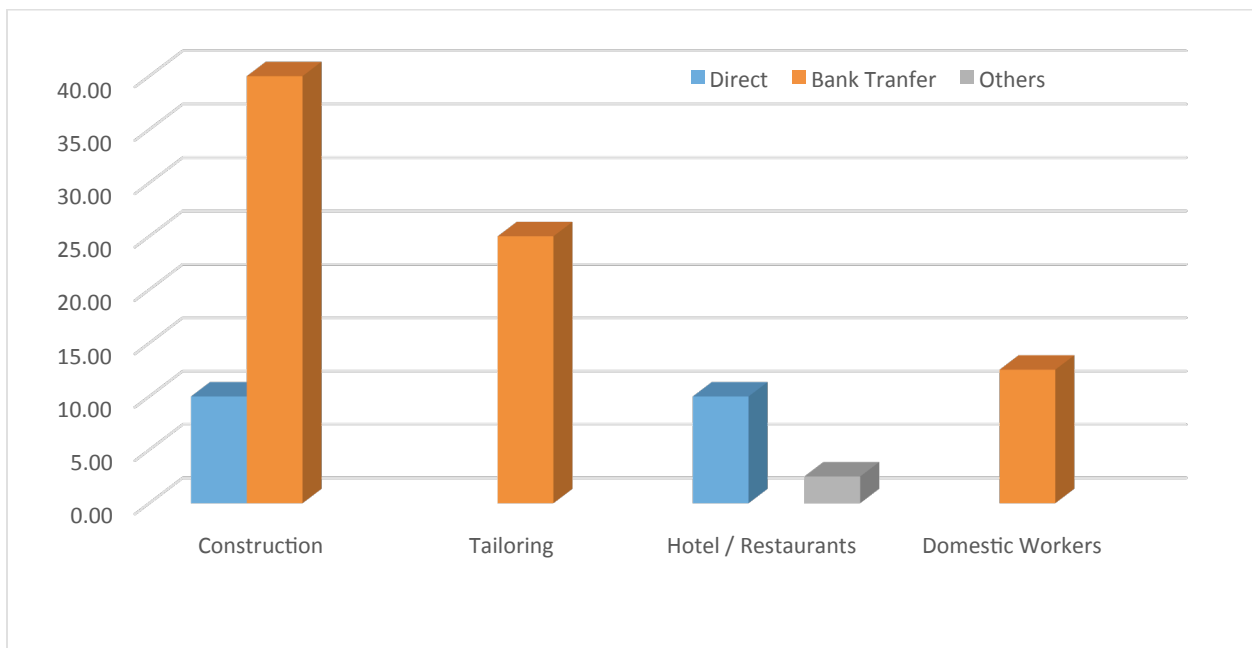
Table 15.20
Mode of Transfer of Money

Sectors	Details of Mode of Payment			Total
	Direct	Bank Transfer	Others	
Construction	10.00	40.00		50.00
Tailoring		25.00		25.00
Hotel / Restaurants	10.00		2.50	12.50
Domestic workers		12.50		12.50
Total	20.00	77.50	2.50	100.00

Source: Field Visit 2013

It is only 20% of the respondents working in construction and hotel sector who are making direct payment and for the other mode of payment, it is estimated for 2.5%.

Fig 27
Mode of Transfer of Money



9.2.21 Push and Pull Factors

Human migration in search for jobs and generating money has been motivated by several factors considered as push and pull factors. In order to know the pull and push factors of the respondents to migrate to the state of Kerala was also examined. Poverty, family reasons, borrowing money from others, due to the influence of friends and relatives and other are included in push factor whereas high wage rate, better working environment, more opportunities and provision for better facilities are included under pull factors.

It is found that poverty is the primary factor that pushes the people to move to other places in search of job. Accordingly, the study found that 72.50% of the respondents agreed that the poverty is one of the key factor that push them to Kerala for job. The trend is found in high among the 37.50% of respondents working in construction sector followed by the respondents working in tailoring sector (20%) and all of the domestic workers are also agreed that poverty is the main cause of labour migration. The details are given in the following table

Table 15.21
Push Factor – Poverty

Sectors	Push Factor - Poverty		Total
	No	Yes	
Construction	12.50	37.50	50.00
Tailoring	5.00	20.00	25.00
Hotel / Restaurants	10.00	2.50	12.50
Domestic workers		12.50	12.50
Total	27.50	72.50	100.00

Source: Field Visit 2013

Regarding the family reasons, it is found that 17.50% of respondents agreed that they have migrated in search for job due to family reasons but the majority of the respondents (82.50%) said that family reason is not a pushing factor for them. Family reasons are the major factor for the migration of domestic workers. The details are given in the following table;

Table 15.22
Push Factor – Family Reason

Sectors	Push Factor - Family Reasons		Total
	No	Yes	
Construction	45.00	5.00	50.00
Tailoring	25.00		25.00
Hotel / Restaurants	12.50		12.50
Domestic workers		12.50	12.50
Total	82.50	17.50	100.00

Source: Field Visit 2013

Borrowing money from others is also considered as one of the important factor for migration and as per the outcomes of the study, it is found that borrowing money from others is the least factor for migration of workers. From the data collected, it is found that all the domestic workers agree that borrowing money from others results in migration and majority of the respondents (87.50%) have denied the same. The details are given below;

Table 15.23
Push Factor – Borrowing Money from Others

Sectors	Push Factor – Borrowing Money from Others		Total
	No	Yes	
Construction	50.00	0.00	50.00
Tailoring	25.00	0.00	25.00
Hotel / Restaurants	12.50	0.00	12.50
Domestic workers	0.00	12.50	12.50
Total	87.50	12.50	100.00

Source: Field Visit 2013

Friends and Relatives also motivate the people to migrate. In this regard, it is found that only 20% of the respondents have migrated due to influence of friends and relatives. The rest of the respondents (80%) disagreed to the statement. Only domestic workers have migrated due to friends and relatives. The details are given in the following table;

Table 15.24
Push Factor – Friends and Relatives

Sectors	Due to Friends and Relatives		Total
	No	Yes	
Construction	42.50	7.50	50.00
Tailoring	25.00		25.00
Hotel / Restaurants	12.50		12.50
Domestic workers		12.50	12.50
Total	80.00	20.00	100.00

Source: Field Visit 2013

- **Push factors**

Regarding the push factors and in particular to high wage rate, it is found that 85% of the respondents have migrated to Kerala due to the high wage rate than that of their native place. The high wage rate is a major pull factor for 47.50% of migrants working in construction sector, 25% of tailoring respondents and for all domestic workers. The details are given in the following table;

Table 15.24
Pull Factor – High Wage Rate

Sectors	Pull Factor - High Wage Rate		Total
	No	Yes	
Construction	2.50	47.50	50.00
Tailoring	0.00	25.00	25.00
Hotel / Restaurants	12.50	0.00	12.50
Domestic workers	0.00	12.50	12.50
Total	15.00	85.00	100.00

Source: Field Visit 2013

Regarding the working environment of Kerala, 77.50% of the respondents are also attracted by the better working environment of the state. The working environment of the state is also a major factor for 40% of construction workers, 25% of tailors and for all domestic workers. The respondents working in the hotels / restaurant sector disagreed to the statement. The details are given below;

Table 15.25
Pull Factor – Working Environment

Sectors	Pull Factor - Working Environment		Total
	No	Yes	
Construction	10.00	40.00	50.00
Tailoring		25.00	25.00
Hotel / Restaurants	12.50		12.50
Domestic workers		12.50	12.50
Total	22.50	77.50	100.00

Source: Field Visit 2013

More opportunities in the state is also considered as one of the pull factors for the migrant workers. The study found that 45% of the respondents said that they have migrated to Kerala due to more opportunities and 55% of the respondents said that the opportunities are limited in the state. The details are given below;

Table 15.26
Pull Factor – More Opportunities

Sectors	Pull Factor - More Opportunities		Total
	No	Yes	
Construction	32.50	17.50	50.00
Tailoring	0.00	25.00	25.00
Hotel / Restaurants	10.00	2.50	12.50
Domestic workers	12.50	0.00	12.50
Total	55.00	45.00	100.00

Source: Field Visit 2013

Provision of better facilities is another pull factor for the migrant workers. Regarding the provision of better facilities to the migrant workers, it is found that majority of respondents (65%) pointed out the provision of better facilities in the state was not a pull factor and whereas it is a pull factor for only 35% of the respondents. The details are given in the following table;

Table 15.27
Pull Factor – Provision of Better Facilities

Sectors	Pull Factor - Facilities		Total
	No	Yes	
Construction	40.00	10.00	50.00
Tailoring		25.00	25.00
Hotel / Restaurants	12.50		12.50
Domestic workers	12.50		12.50
Total	65.00	35.00	100.00

Source: Field Visit 2013

9.2.22 Opinion on Treatment of Migrant Workers

The opinion of the migrant workers on how they have been treated in the work place was analyzed and the results shows that all the respondents working in construction sector felt that they have been treated good (100%) and the same experiences are shared by the tailoring and domestic workers. As far as the respondents working in the hotel sector concerned, it is found that 40% of them said that they are being treated good whereas the rest of them (60%) felt that the way of treatment of them is moderate. The details are given in the following table;

Table 15.28
Opinion on Way of Treatment

Sectors	Opinion on Treatment of Workers		Total
	Good	Moderate	
Construction	100.00		100.00
Tailoring	100.00		100.00
Hotel / Restaurants	40.00	60.00	100.00
Domestic Workers	100.00		100.00

Source: Field Visit 2013

Fig 28
Opinion on Way of Treatment



9.2.23 Opinion on Job Satisfaction

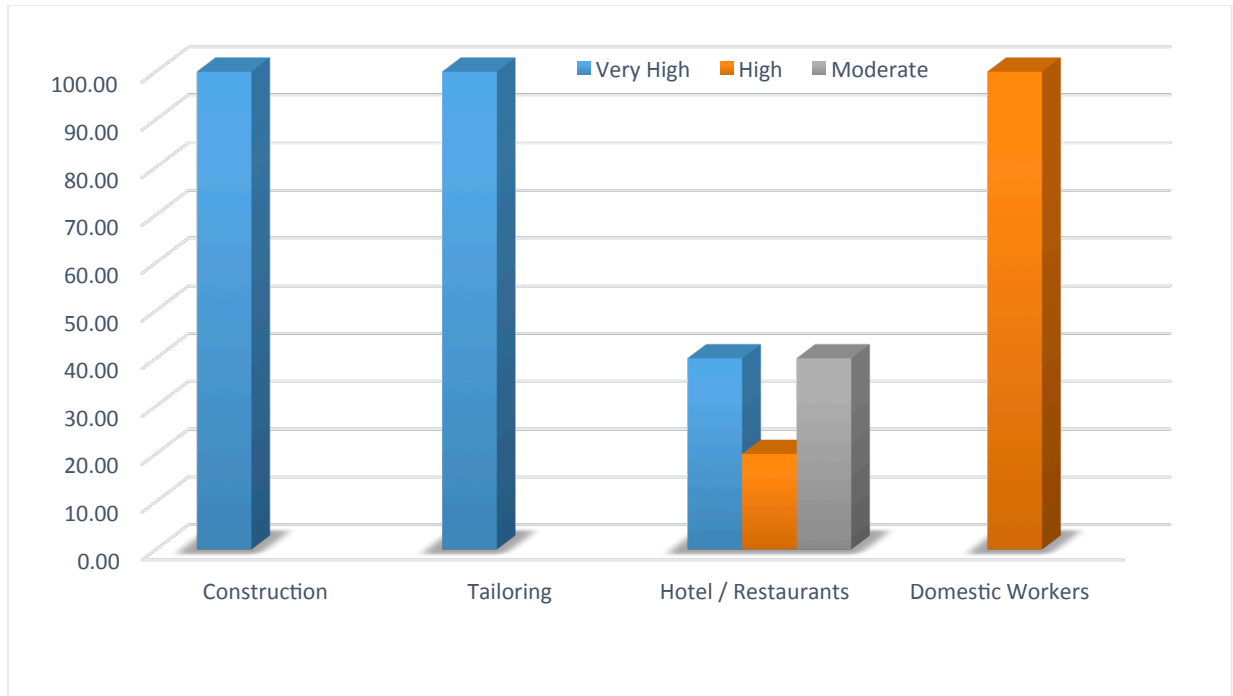
Regarding the opinion of job satisfaction of the respondents, it is found that the satisfaction level of all construction workers are very high (100%), all the respondents from the tailoring sector are also highly satisfied (100%) and the same experience is found among domestic workers also (100%). For those who work in hotel / restaurant areas, 40% of the respondents' satisfaction is very high with their job whereas 20% of them are highly satisfied and 40% are moderately satisfied. The details are given below;

Table 15.29
Opinion on Job Satisfaction

Sectors	Opinion on Job Satisfaction			Total
	Very High	High	Moderate	
Construction	100.00			100.00
Tailoring	100.00			100.00
Hotel / Restaurants	40.00	20.00	40.00	100.00
Domestic Workers		100.00		100.00

Source: Field Visit 2013

Fig 29
Opinion on Job Satisfaction



9.2.24 Satisfaction on Wage Rate

The opinion of respondents on the wage rate was examined and it is found that all the respondents working in construction, tailoring and domestic sector are having very high level satisfaction regarding the wage rate. It is also observed that 60% of respondents working in hotel sector are highly satisfied on wage rate, 20% of the respondents' satisfaction is high and those who have moderate satisfaction is 20%. The details are given below;

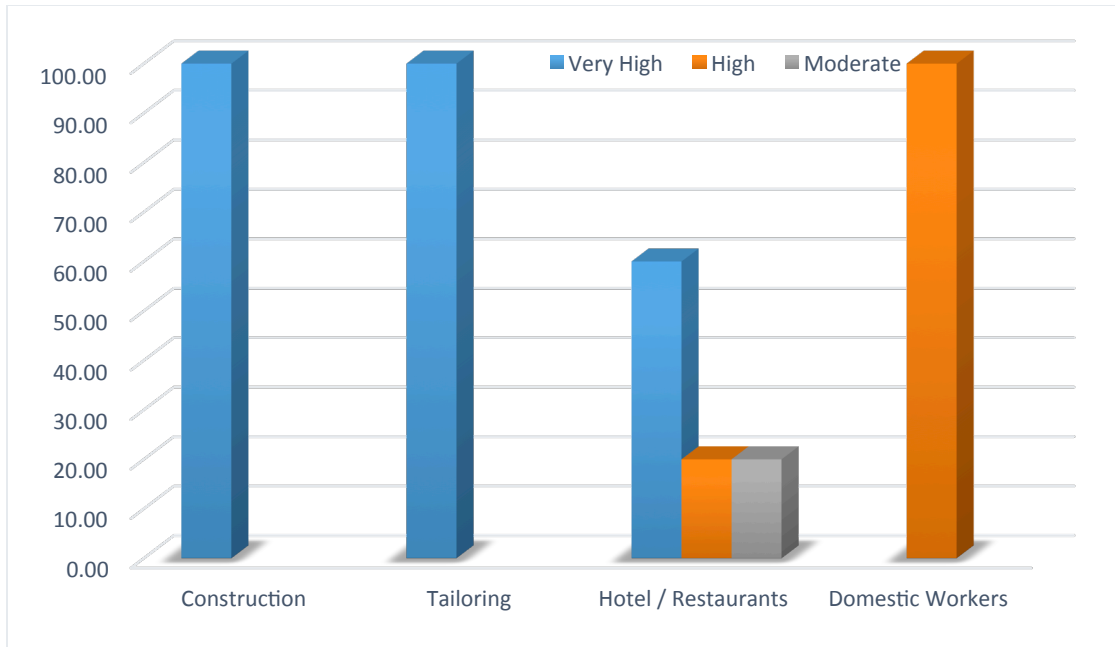
Table 15.30
Satisfaction on Wage Rate

Sectors	Satisfaction on Wage Rate			Total
	Very High	High	Moderate	
Construction	100.00			100.00
Tailoring	100.00			100.00
Hotel / Restaurants	60.00	20.00	20.00	100.00
Domestic Workers		100.00		100.00

Source: Field Visit 2013

Fig 30
Satisfaction on Wage Rate

An Examination of Socio - Economic Impact of Migrant Workers in Kerala



9.2.25 Opinion on Continuation of Work in Kerala

The opinion of respondents in connection with the continuation was also gathered and it is found that all respondents from all sectors said that they love to work in Kerala and they wish to continue to work in the state. The details are given in the table below;

Table 15.31
Continuation of Work in Kerala

Sectors	Continuing Work in Kerala	
	No of Respondents – Yes	%
Construction	20	100
Tailoring	10	100
Hotel / Restaurants	5	100
Domestic workers	5	100

Source: Field Visit 2013

9.2.26 Opinion on the State's Working Environment

The opinion of respondents on the state's working environment state that 100% of respondents working in construction and domestic workers said that the state has an excellent working environment, 90% of the tailoring respondents has an opinion that the same is excellent and the rest of them (10%) said that it is good. The respondents working in hotel sector (40%) pointed out the working environment is excellent, for 20% of them, it is good and 40% said that it is average. The details of the opinion are given in the following table;

Table 15.31
Opinion on State's Working Environment

Sectors	Opinion on States' Working Environment			Total
	Excellent	Good	Average	
Construction	100.00			100.00
Tailoring	90.00	10.00		100.00
Hotel / Restaurants	40.00	20.00	40.00	100.00
Domestic Workers		100.00		100.00

Source: Field Visit 2013

9.2.27 Details of Registration

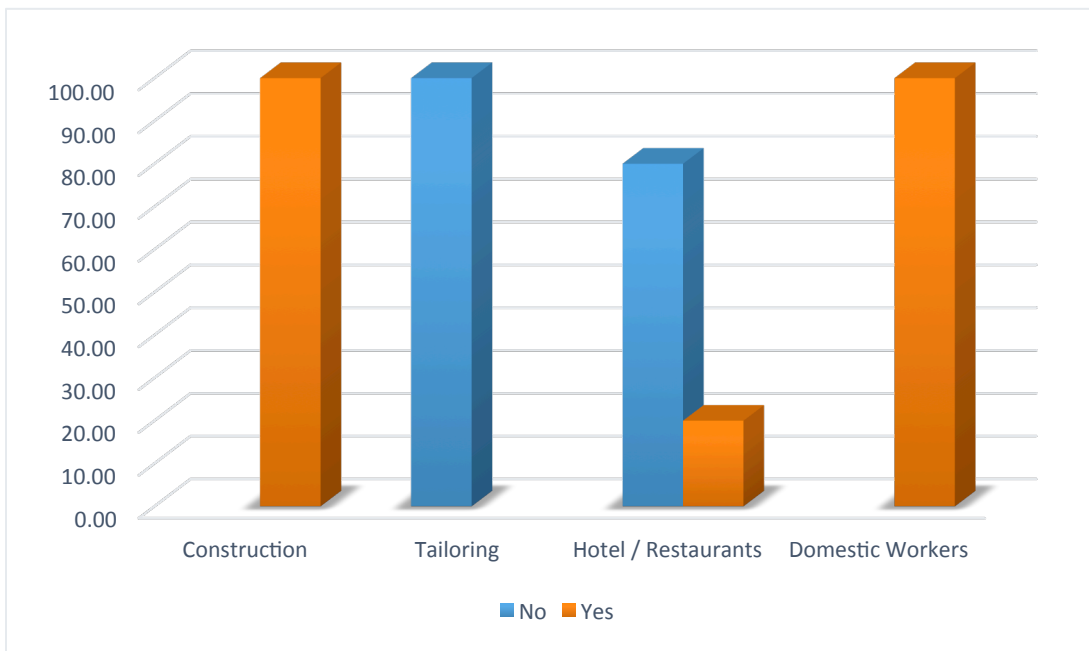
As per the instruction from the Government, all the migrant workers will have to be registered with any one of the local bodies in the locality of the area of their work. It is found that all the workers of construction (100%) and domestic workers (100%) have already been registered with local bodies. In the case of workers in hotel field, 20% of the respondents are registered whereas the rest of them (80%) are not registered with the local bodies. None of the respondents working in tailoring sector have so far registered with the local bodies. This needs special attention from the concerned authorities.

Table 15.32
Details of Registration

Sectors	Details of Registration		Total
	No	Yes	
Construction		100.00	100.00
Tailoring	100.00		100.00
Hotel / Restaurants	80.00	20.00	100.00
Domestic Workers		100.00	100.00
Total	35.00	65.00	100.00

Source: Field Visit 2013

Fig
Details of Registration



9.2.28 Need for Special Authority

Since the state of Kerala has become a ‘Gulf for Migrant Workers’, there is a need for a specialized authority to monitor the movement of migrated workers and to provide them with required facilities. The need for the same is also asked among the respondents, and it is found that all the respondents welcome the initiative if it is taken by the state government for improving the welfare of the migrant workers. They also suggested that the establishment of such a special authority would definitely help them to sort out their issues and provide a meaningful future for the migrant workers.

Table 15.32
Need for Special Authority

Sectors	Yes %
Construction	100
Tailoring	100
Hotel / Restaurants	100
Domestic Workers	100

Source: Field Visit 2013

10. Findings

The major findings of the study are given below;

- Regarding the gender, it is found that 82.50% of the respondent surveyed are male and 17.50% are female
- In the case of age group of respondents, it is found that majority of them are falling under the age group of 31 – 45 years followed by the age group of 19 – 30 years
- The educational backgrounds of the respondent shows that 40% of the respondents are studied upto 8th standard followed by 35% illiterate and 20% are SSLC holders
- Regarding the religious background of the respondents, it is found that 57.50% of the respondents are following Hinduism, 12.50% are Christians and 30% are following Islam.

- In the case of type of family majority of the respondents (67.50%) are living as nuclear family and those who live as joint family is estimated as 32.50%
- It is found that 70% of the respondents are from BPL family whereas the rest of the 30% belong to APL family
- Regarding the native states, it is found the most of the respondents surveyed are coming from West Bengal (60%), followed by Tamilnadu (20%), Assam (10%) and Orissa 10%
- It is found that 87.50% of the respondents are having rural background whereas 7.50% are coming from urbanized areas and the rest of 5% of workers are coming from semi-urban areas
- The traditional occupation for 40% of the respondents are agriculture, 52.50% are casual labour and 2.50% of the respondents are having business background
- It is found that 70% of the respondents belong to OBC community, 20% of them are from OEC community and 10% of respondents belong to General community
- Regarding the facilities at home, TV, Two Wheeler and Bicycle are the common items whereas Gas and radio are available with few families
- In the case of identity cards of the respondents, it is found that only few people (2.50%) are having Aadhaar Card while 97.50% of the respondents are having election identity card
- Trivandrum is the main hub for the migrant workers and few domestic workers are working at Kottayam also
- Out of the total respondents surveyed, it is found that 57.50% are skilled employees, 37.50% are unskilled workers and for semi – skilled workers, it is 5%. It is also found that all the domestic workers are unskilled
- Regarding the sources of information, friends (37.50%), relatives (35%), contractors (17.50%) and self (27.50%) are found to be major sources of information of job availability in Kerala.
- The data collected on the work experience of the respondents shows that 57.50% of the respondents are having work experience of 5 years. It is found that 27.50% are possessing experience of 6 -10 years and those who have more than 10 years of experience is 15%

- Regarding the previous work experience, it is found that 47.50% of the respondents are having 5 years of previous experience, 27.50% are having 6 -10 years of work experience and 25% of the respondents are possessing more than 10 years of work experience
- It is found that adequate training has been given to migrant workers. 57.5% of the respondents surveyed said that they have been given proper training in connection with the job
- The migrant workers have been given with required safety and security equipment for carrying out their work. 72.50% of the respondents agreed to the same
- It is found that 67.50% migrant workers are appearing for medical checkups while the rest of the 32.50% of workers are not appearing for the same. Contractors are the major employers who make arrangement for the medical checkup of the migrant workers.
- Regarding the LIC policy, it is found that 57.50% of the respondents have taken LIC policies, particularly 42.50% of the construction workers are having the same.
- The outcome of the data collected shows that 87.50% of the respondents do not avail any loan whereas all the domestic respondents are having loans.
- Regarding the working hours, it is found that 8 hours is the normal working hours for respondents except domestic workers who are expected to extend their service for more than 8 hours
- The average wage rate for 37.50% of the respondents is Rs.300/- and the majority of respondents the same is ranging from Rs.301 – Rs.500/- and it is only 7.50% are having more than Rs.500 per day. It is also found that the respondents are getting an additional wage of Rs.100/- for working every one hour additionally
- Sharing accommodation is the major type of accommodation for the migrant workers (62.50), followed by rented homes (17.50%) and shed (7.50). It is found that 6 – 10 people are used to share the accommodation units.

- Toilet, drinking water, gas connection, and kerosene are the major facilities provided in the accommodation units. Kerosene is the major source of fuel used by the migrant workers in the accommodation units
- Regarding the average daily expenditure, it is found that Rs.100/- is estimated as average daily expenditure for 47.50% of respondents and for 40% of the respondents, the same is ranging from Rs.101 – Rs.200/-
- The migrant workers are receiving their salary on monthly basis. There few people receive their salary on quarterly basis also
- An average of Rs.5000/- is being sent by the migrant workers engaged in construction sector to their home through bank transfer. It is also observed that the respondents of other sectors are able to send an amount ranging from Rs.1001 – Rs.5000/- to their home.
- Regarding the push factors, it is found that poverty (72.50%), family reasons (17.50%) and borrowing money and friends and relatives are the major push factors for migration
- High wage rate (85%), working environment of the state (77.50%), availability of more opportunities (45%) are the major pulling factors for migration of labour to Kerala
- The respondents from all sectors except those who are working in the hotel sector are treated well by the service providers whereas 60% of the respondents working in hotel sector felt that they have been treated moderately
- All the respondents in construction, tailoring and domestic workers are having very high level of satisfaction on their jobs. 40% of the respondents working in hotel sectors said that their level of satisfaction on job is at moderate level
- It is found that all respondents from construction, tailoring and domestic workers are having very high satisfaction on their wage rate whereas 60% of the respondents from hotel felt that they have very high level satisfaction on their wage rate. Those who have high and moderate level of satisfaction is estimated as 20% respectively
- Kerala is the state where human development index has been given priority and therefore the state provides better opportunities for all workers and job seekers.

In this context, it is found that all the respondents from all sectors are willing to continue in working in the state and they all love in extending their stay in the State

- Regarding the state's working environment, it is found that all construction and domestic workers (100%) said that the working environment of the state is excellent. 90% of the tailoring respondents also agreed to the opinion of the construction workers. It is found that 40% of the respondents working in hotel sector said that the working environment is excellent and 40% of them rated the same as average and the remaining 20% opined that the same is good
- Regarding the registration, all the migrant workers employed in construction activities and all respondents working at homes are registered with local bodies while respondents from tailoring sector have not registered their details with the local bodies. 80% of the employees working in the hotels sector have also not registered their details
- Most of the migrant workers wanted ration cards in Kerala to make use of the benefits.
- All the respondents surveyed wanted a specialized department/agency for helping the migrant workers engaged in various jobs across the state
- It is also found that religious conversion is also taking place in the home towns of some respondents. The respondents who are Christians were originally Hindus who have now been converted to Christianity

11. Suggestions

- The respondents surveyed suggested that the Government of Kerala may take necessary steps to establish a separate department/agency for migrant workers so that all the matters in connection with the migrant workers may be handled through a systematic process
- It is also suggested to develop a common system for registration purpose at different parts of the state

- Some of the respondents demand that the provision of common identity cards for the migrant workers would be a great benefit for them
- Respondents particularly from the construction sector demand that Government may take initiative to provide basic facilities and amenities for the migrant workers to avoid harassment of the migrant workers
- A separate insurance scheme may be introduced by the Government for the migrant workers
- It is also suggested that steps may be taken to fix minimum wage rate to migrant workers based on the nature of sector and work experience
- Most of the migrant workers suggested that provision of training in the concerned areas would assist them to work efficiently.

12. Conclusion

Based on the reviews, it is clearly stated that migrant workers are coming to Kerala in a large manner for searching employment / work. The shortage of semi- skilled and unskilled people in the state has opened another door for the entry of migrant workers from other parts of the country to Kerala. The overflow of migrants will also affect the existing labour force including the educated unemployment and bring the issues of cheap labour force to Kerala labour market. At the same time, there is a need for systematic integration framework to unite the migrant population into local governance to provide better facilities to the migrants workers and to improve human development index in the state.

Interview Schedule

Name of Respondent:.....

I. Personal Profile

1. Gender: Male Female
2. Age: Upto 18 years 19 – 30 31 – 45 46 – 60 >60 years
3. Educational qualification:

 Illiterate 8th Std SSLC +2 Graduate PG Other.....
4. Religion:.....
5. Type of Family: Joint family / Nuclear Family
6. Nature of Family: BPL APL
7. Details of family:

Gender	Numbers	Age	Activities	Avg. Daily Income
Male				
Female				

8. Nativity:

 State/UT.....Place.....

.....Village.....Dist.....

.....

9. Nature of place: Urban Semi – Urban Rural

10. Traditional occupation:

Agriculture Business / Trade Casual Labour Others

Category: SC ST OBC OEC General

Others.....

11. Facilities at home: TV Radio Gas Bicycle Two wheelers

others.....

12. Details of ID card you have:

Aadhaar Card Election ID License

Others.....

13. Details of loan if any:

Amount taken: Rs.....Duration.....

Type of Loan.....Pending amount Rs.....

Whether mortgaged or not.....

II. Job Profile

14. Nature of job:.....Place of

job.....

15. Are you working under contractor or casual labour?

16. If you are working under contractor, please give the following details

Place of contractor.....Year / months of working under him

17. Present occupation here: Skilled / semi-skilled / unskilled

18. Sectors of working: Construction / Hotels or Resorts / manufacturing / trade /agriculture / others

19. How did you come here for this job:

Friends Relatives Contractors Self Others...

20. How long are you working here?.....

21. Have you worked anywhere else in Kerala before coming here? If yes, please give the following details

Place of previous job:.....Nature of previous job:.....

22. Do you have any previous experience in this job? Yes / No. If any please specify the years of experience.....

23. Have you undergone any training regarding the present job? Yes / No.

If yes, mention the duration.....and venue.....

24. Have you been provided with required safety and security equipment? Yes / No

25. Do you appear for frequent medical check-ups? Yes / no.

If yes who are making arrangements for the same?

Contractors / Self / Government / NGOs / Others

26. Do you have any LIC policies? Yes / No.

If yes please specify the amount and policy

27. Did you borrow money from friends / relatives / contractors / others for coming here for the job? Yes / No.

If yes, please mention the following details

Amount Rs.....duration of repayment.....rate of interest if any in Rs.....

Mode of repayment: Direct / Cut from wages/ through friends / other.....

Time of repayment: Once in every month / quarterly / half yearly / yearly

28. Please specify the following aspects in relation to the job;

Time of working in hrs.....Wage rate per hr / per day in Rs.....

Additional hr of working:.....wage for additional hr Rs.....

Place of staying: Rented home/sharing accommodation/ shed/working site/others

How many people are staying with you?.....

Facilities provided: Toilet / Drinking water / TV / Gas / Kerosene stove / others

Average daily expenditure in Rs.....Room rent in Rs.....

29. How often do you send money to your family? Every month / Quarterly/Half yearly / yearly

30. How much do you send money to your family? Rs.....

31. Mode of payment to your home

Direct /Friends /Relatives /contractors /Bank transfer/post office /Others

III. Details of migration and working environment in Kerala

32. Purpose of migration:

33. Factors of migration

Sl no	Push factors	Pull factors
1	Poverty	High wage rate
2	Family reasons	Better working environment

3	Borrowing of money from others	More opportunities
4	Due to friends and relatives	Provision of better facilities
5	Others	

34. How often do you get wages? Weekly / Monthly / Occasionally/ as and when required

35. How many of your family members migrated for employment?

Adult Male No:.....Where.....Avg per day wage Rs.....

Adult Female No:.....Where.....Avg. per day wage Rs.....

36. How many of your family members stay with you or in Kerala?

Adult Male No:.....Where.....Avg per day wage Rs.....

Adult Female No:.....Where.....Avg. per day wage Rs.....

37. How do you feel about the way you have been treated in the job?

Good Moderate Poor very poor no comments

38. Please specify your level of satisfaction with your job and wage rate

Job satisfaction: Very high / high / Moderate / Low / Very low / not at all

Satisfaction on wage: Very high / high / Moderate / Low / Very low

39. Would you like to continue your work in Kerala? Yes / No. If yes how do you rate the states' working environment

Excellent good average poor very poor no comments

40. Have you registered with the local police station or any local bodies? Yes / No

41. Do you need a specialized department/agency to take care and to assist the migrant workers in the State of Kerala? Yes / No
42. Please specify any suggestions for the improvement of migrant workers and what do you expect from Government bodies?

Details of Respondents Surveyed – 1 - Construction



Name of Respondent: Balamurugan	Sector of Working: Construction
Age Group: 31 -45	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: 8th Standards	
Religion: Hindu	
Type of Family: Nuclear	Nature of Family: BPL
Family Members: Male: 2 Female: 3	Nature of Place : Rural Traditional Occupation: Agriculture
State of Origin: Tamilnadu	District: Ramanathapuram
Details of Identity Card: Election ID	Present Occupation: Skilled
Source of Job: Contractor	Year of Working: 4 months
Previous job experience: 4 years	Working hours: 8
Wage Rate: Rs.500	Additional Working Hours: 1 or more

Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home Rs.7000
Opinion on treatment on site:Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: Yes

Details of Respondents Surveyed – 2 - Construction



Name of Respondent: Moorthy	Sector of Working: Construction
Age Group: 46 - 60	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: illiterate	
Religion: Hindu	
Type of Family: Nuclear	Nature of Family: BPL
Family Members: Male: 2 Female: 2	Nature of Place : Rural Traditional Occupation: Agriculture
State of Origin: Tamilnadu	District: Ramanathapuram
Details of Identity Card: Election ID	Present Occupation: Skilled
Source of Job: Contractor	Year of Working: 2 months

Previous job experience: 4 years	Working hours: 8
Wage Rate: Rs.500	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home Rs.7000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: Yes

Details of Respondents Surveyed – 3 - Construction



Name of Respondent: Marimuthu	Sector of Working: Construction
Age Group: 31-45	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: SSLC	
Religion: Hindu	
Type of Family: Nuclear	Nature of Family: BPL
Family Members: Male: 2 Female: 1	Nature of Place : Rural Traditional Occupation: Agriculture

State of Origin: Tamilnadu	District: Ramanathapuram
Details of Identity Card: Election ID	Present Occupation: Skilled
Source of Job: Contractor	Year of Working: 2 months
Previous job experience: 4 years	Working hours: 8
Wage Rate: Rs.500	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home Rs.7000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: Yes

Details of Respondents Surveyed – 4 - Construction



Name of Respondent: Vijay Das	Sector of Working: Construction
Age Group: 19 -30	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: SSLC	
Religion: Hindu	
Type of Family: Nuclear	Nature of Family: APL

Family Members: Male: 2 Female: 3	Nature of Place : Rural Traditional Occupation: Business
State of Origin: West Bengal	District: Chaibalkudi
Details of Identity Card: Election ID	Present Occupation: Semi-Skilled
Source of Job: Contractor	Year of Working: 2 months
Previous job experience: 4 years	Working hours: 8
Wage Rate: Rs.500	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home Rs. 10000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: Yes

Details of Respondents Surveyed – 5 - Construction



Name of Respondent: ManmohanBurman	Sector of Working: Construction
Age Group: 31-45	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: 8th Standard	

Religion: Hindu	
Type of Family: Nuclear	Nature of Family: BPL
Family Members: Male: 1 Female: 3	Nature of Place : Rural Traditional Occupation: Agriculture
State of Origin: West Bengal	District: Chaibalkudi
Details of Identity Card: Election ID	Present Occupation: Skilled
Source of Job: Contractor	Year of Working: 1.5 years
Previous job experience:1.5 years	Working hours: 8
Wage Rate: Rs.360	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home Rs.6000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: Yes

Details of Respondents Surveyed – 6 - Construction



Name of Respondent: Rajkumar	Sector of Working: Construction
Age Group: 31-45	Place of Working: Trivandrum

Gender: Male	
Educational Qualification: Illiterate	
Religion: Hindu	
Type of Family: Nuclear	Nature of Family: BPL
Family Members: Male: Female: 3	Nature of Place : Rural Traditional Occupation: Agriculture
State of Origin: West Bengal	District: Chaibalkudi
Details of Identity Card: Election ID	Present Occupation: skilled
Source of Job: Friends	Year of Working: 3 months
Previous job experience: 6 years	Working hours: 8
Wage Rate: Rs.400	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home Rs.7000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: Yes

Details of Respondents Surveyed – 7 - Construction



Name of Respondent: Hassan	Sector of Working: Construction
Age Group: 19-30	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: 8th Standard	
Religion: Muslim	
Type of Family: Nuclear	Nature of Family: BPL
Family Members: Male: 2 Female: 2	Nature of Place : Rural Traditional Occupation: Others
State of Origin: West Bengal	District: Silliguir
Details of Identity Card: Election ID	Present Occupation: skilled
Source of Job: Friends	Year of Working: 3.5 years
Previous job experience: 3.5 years	Working hours: 8
Wage Rate: Rs.300	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home Rs.6000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	

Continuation of work in Kerala: Yes	Registration: Yes
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Details of Respondents Surveyed – 8 - Construction



Name of Respondent: Pintu Das	Sector of Working: Construction
Age Group: 19-30	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: 8th Standard	
Religion: Hindu	
Type of Family: Nuclear	Nature of Family: BPL
Family Members: Male: 2 Female: 2	Nature of Place : Rural Traditional Occupation: Agriculture
State of Origin: Assam	District:
Details of Identity Card: PAN Card	Present Occupation: Unskilled
Source of Job: Friends	Year of Working: 5 years
Previous job experience: 7 years	Working hours: 8
Wage Rate: Rs.400	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home Rs.9000

Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: Yes

Details of Respondents Surveyed– 9 - Construction



Name of Respondent: Palash Roy	Sector of Working: Construction
Age Group: 19-30	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: 8th Standard	
Religion: Hindu	
Type of Family: Joint Family	Nature of Family: BPL
Family Members: Male: 2 Female:	Nature of Place : Rural Traditional Occupation: Agriculture
State of Origin: West Bengal	District: Chalbikudi
Details of Identity Card: Election ID card	Present Occupation: Skilled
Source of Job: Relatives	Year of Working: 2.5 years
Previous job experience: 6 years	Working hours: 8
Wage Rate: Rs.650	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	

Receipt of Salary: Monthly	Monthly Amount send home Rs.8000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: Yes

Details of Respondents Surveyed– 10 - Construction



Name of Respondent: Roy Jegadeesh	Sector of Working: Construction
Age Group: 31-45	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: Illiterate	
Religion: Hindu	
Type of Family: Nuclear Family	Nature of Family: BPL
Family Members: Male: 2 Female: 1	Nature of Place : Rural Traditional Occupation: Agriculture
State of Origin: West Bengal	District: Chalbikudi
Details of Identity Card: Election ID card	Present Occupation: Skilled
Source of Job: Friends	Year of Working: 1.5 years
Previous job experience: 2 years	Working hours: 8
Wage Rate: Rs.450	Additional Working Hours: 1 or more

Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home Rs.8000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: Yes

Details of Respondents Surveyed– 11 - Construction



Name of Respondent: UraoPandu	Sector of Working: Construction
Age Group: 31-45	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: Illiterate	
Religion: Hindu	
Type of Family: Joint Family	Nature of Family: BPL
Family Members: Male: 3 Female: 4	Nature of Place : Rural Traditional Occupation: Agriculture
State of Origin: West Bengal	District: Chalbikudi
Details of Identity Card: Election ID card	Present Occupation: Unskilled
Source of Job: Contractor	Year of Working: 10 months

Previous job experience:2 months	Working hours: 8
Wage Rate: Rs.350	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home Rs.8000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: Yes

Details of Respondents Surveyed– 12 - - Construction



Name of Respondent: UraoPandu	Sector of Working: Construction
Age Group: 19-30	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: SSLC	
Religion: Hindu	
Type of Family: Nuclear Family	Nature of Family: BPL
Family Members: Male: 2 Female: 2	Nature of Place : Rural Traditional Occupation: Agriculture
State of Origin: West Bengal	District: Chalbikudi

Details of Identity Card: Election ID card	Present Occupation: Unskilled
Source of Job: Contractor	Year of Working: 2 years
Previous job experience:1 year	Working hours: 8
Wage Rate: Rs.375	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home Rs.10000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: Yes

Details of Respondents Surveyed – 13 - - Construction



Name of Respondent: Manik Raj	Sector of Working: Construction
Age Group: 19-30	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: SSLC	
Religion: Hindu	
Type of Family: Nuclear Family	Nature of Family: BPL

Family Members: Male: 3 Female: 1	Nature of Place : Rural Traditional Occupation: Agriculture
State of Origin: West Bengal	District: Chalbikudi
Details of Identity Card: Election ID card	Present Occupation: Unskilled
Source of Job: Contractor	Year of Working: 7 months
Previous job experience:2 months	Working hours: 8
Wage Rate: Rs.350	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home Rs.6000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: Yes

Details of Respondents Surveyed – 14 - - Construction

Name of Respondent: Manikandan	Sector of Working: Construction
Age Group: 31-45	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: 8th Standard	
Religion: Hindu	
Type of Family: Nuclear Family	Nature of Family: BPL

Family Members: Male: 2 Female: 2	Nature of Place : Rural Traditional Occupation: Agriculture
State of Origin: Tamilnadu	District: Thirunelveli
Details of Identity Card: Election ID card	Present Occupation: Skilled
Source of Job: Contractor	Year of Working: 1 year
Previous job experience:2 years	Working hours: 8
Wage Rate: Rs.500	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home Rs.5000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: Yes

Details of Respondents Surveyed – 15 - Construction

Name of Respondent: Akilesh	Sector of Working: Construction
Age Group: 31 -45	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: Illiterate	
Religion: Hindu	
Type of Family: joint Family	Nature of Family: BPL

Family Members: Male: 3 Female: 3	Nature of Place : Rural Traditional Occupation: Agriculture
State of Origin: West Bengal	District: Chalbikudi
Details of Identity Card: Election ID card	Present Occupation: Unskilled
Source of Job: Contractor	Year of Working: 6 months
Previous job experience: 1 year	Working hours: 8
Wage Rate: Rs.350	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home Rs.6000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: Yes

Details of Respondents Surveyed – 16 - Construction

Name of Respondent: Chowdiri	Sector of Working: Construction
Age Group: 31-45	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: Illiterate	
Religion: Hindu	
Type of Family: Joint Family	Nature of Family: BPL

Family Members: Male: 2 Female: 1	Nature of Place : Rural Traditional Occupation: Trade
State of Origin: West Bengal	District: Chalbikudi
Details of Identity Card: Election ID card	Present Occupation: Skilled
Source of Job: Contractor	Year of Working: 1 year
Previous job experience: 3.5 years	Working hours: 8
Wage Rate: Rs.500	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home Rs.3000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: Yes

Details of Respondents Surveyed – 17 - Construction

Name of Respondent: AvinashLata	Sector of Working: Construction
Age Group: 31-45	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: Illiterate	
Religion: Hindu	
Type of Family: Nuclear Family	Nature of Family: BPL

Family Members: Male: 2 Female: 2	Nature of Place : Rural Traditional Occupation: Trade
State of Origin: West Bengal	District: Chalbikudi
Details of Identity Card: Election ID card	Present Occupation: Skilled
Source of Job: Contractors	Year of Working: 2 years
Previous job experience: 5 years	Working hours: 8
Wage Rate: Rs.450	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home Rs.4500
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: Yes

Details of Respondents Surveyed – 18 - Construction

Name of Respondent: Rajesh Gupta	Sector of Working: Construction
Age Group: 31-45	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: 8th Standard	
Religion: Hindu	
Type of Family: Nuclear Family	Nature of Family: BPL

Family Members: Male: 2 Female: 2	Nature of Place : Rural Traditional Occupation: Other
State of Origin: West Bengal	District: Chalbikudi
Details of Identity Card: Election ID card	Present Occupation: Skilled
Source of Job: Contractors	Year of Working: 2 years
Previous job experience: 5 years	Working hours: 8
Wage Rate: Rs.450	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home Rs.4500
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: Yes

Details of Respondents Surveyed – 19 - Construction

Name of Respondent: PankajJumar	Sector of Working: Construction
Age Group: 31-45	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: Illiterate	
Religion: Hindu	
Type of Family: joint Family	Nature of Family: BPL

Family Members: Male: Female: 2	Nature of Place : Rural Traditional Occupation: Other
State of Origin: Orissa	District:
Details of Identity Card: Election ID card	Present Occupation: Unskilled
Source of Job: Contractors	Year of Working: 2 years
Previous job experience: 3 years	Working hours: 8
Wage Rate: Rs.600	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home Rs.5000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: Yes

Details of Respondents Surveyed – 20 - Construction

Name of Respondent: AbhishekAmbulkar	Sector of Working: Construction
Age Group: 31-45	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: 8th Standard	
Religion: Hindu	
Type of Family: joint Family	Nature of Family: BPL

Family Members: Male: 3 Female:3	Nature of Place : Rural Traditional Occupation: Other
State of Origin: Orissa	District:
Details of Identity Card: Election ID card	Present Occupation: Skilled
Source of Job: Contractors	Year of Working: 1 years
Previous job experience:4 years	Working hours: 8
Wage Rate: Rs.550	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home Rs.5000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: Yes

Details of Respondents Surveyed – 1 - Tailoring



Name of Respondent: Rahim Badshah	Sector of Working: Tailoring
Age Group: 18	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: 4th Standard	

Religion: Muslim	
Type of Family: Nuclear Family	Nature of Family: APL
Family Members: Male: 2 Female: 2	Nature of Place : Rural Traditional Occupation: Casual worker
State of Origin: West Bengal	District: Howda
Details of Identity Card: Election ID card	Present Occupation: Skilled
Source of Job: Self	Year of Working: 4 years
Previous job experience:11 years	Working hours: 8
Wage Rate: Rs.200	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home Rs.4000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: No

Details of Respondents Surveyed – 2 - Tailoring



Name of Respondent: Sheikh FirozHunnen	Sector of Working: Tailoring
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Age Group: 18	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: 7th Standard	
Religion: Muslim	
Type of Family: Nuclear Family	Nature of Family: APL
Family Members: Male: 4 Female: 2	Nature of Place : Rural Traditional Occupation: Casual worker
State of Origin: West Bengal	District: Howda
Details of Identity Card: Election ID card	Present Occupation: Skilled
Source of Job: Relatives	Year of Working: 1.5 years
Previous job experience:2 years	Working hours: 8
Wage Rate: Rs.200	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home Rs.3000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: No

Details of Respondents Surveyed – 3 - Tailoring



Name of Respondent: S.K Ashraf Ali	Sector of Working: Tailoring
Age Group: 46-60	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: Illiterate	
Religion: Muslim	
Type of Family: Nuclear Family	Nature of Family: BPL
Family Members: Male: 2 Female: 2	Nature of Place : Rural Traditional Occupation: Casual worker
State of Origin: West Bengal	District: Howda
Details of Identity Card: Election ID card	Present Occupation: Skilled
Source of Job: Self	Year of Working: 8 years
Previous job experience:38 years	Working hours: 8
Wage Rate: Rs.500	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home Rs.7000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	

Continuation of work in Kerala: Yes	Registration: No
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Details of Respondents Surveyed – 4 - Tailoring



Name of Respondent: Hassan Malik	Sector of Working: Tailoring
Age Group: 31-45	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: Illiterate	
Religion: Muslim	
Type of Family: Joint Family	Nature of Family: APL
Family Members: Male: 1 Female: 4	Nature of Place : Rural Traditional Occupation: Casual worker
State of Origin: West Bengal	District: Howda
Details of Identity Card: Election ID card	Present Occupation: Skilled
Source of Job: Self	Year of Working: 8 years
Previous job experience:25 years	Working hours: 8
Wage Rate: Rs.400	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home Rs.3500
Opinion on treatment on site: Good	Job Satisfaction: Very High

Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: No

Details of Respondents Surveyed – 5 - Tailoring



Name of Respondent: Sheik Mundal Islam	Sector of Working: Tailoring
Age Group: 19 -30	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: 7th Standard	
Religion: Muslim	
Type of Family: Joint Family	Nature of Family: APL
Family Members: Male: 3 Female: 4	Nature of Place : Rural Traditional Occupation: Casual worker
State of Origin: West Bengal	District: Howda
Details of Identity Card: Election ID card	Present Occupation: Skilled
Source of Job: Relative	Year of Working: 5 years
Previous job experience:7 years	Working hours: 8
Wage Rate: Rs.400	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home

	Rs.3500
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: No

Details of Respondents Surveyed – 6 - Tailoring



Name of Respondent: Sheik Nujrul Islam	Sector of Working: Tailoring
Age Group: 19-30	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: 9th Standard	
Religion: Muslim	
Type of Family: Joint Family	Nature of Family: BPL
Family Members: Male: 2 Female: 2	Nature of Place : Rural Traditional Occupation: Casual worker
State of Origin: West Bengal	District: Howda
Details of Identity Card: Election ID card	Present Occupation: Skilled
Source of Job: Relative	Year of Working: 6.5 years
Previous job experience:11 years	Working hours: 8
Wage Rate: Rs.200	Additional Working Hours: 1 or more

Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home Rs.4000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: No

Details of Respondents Surveyed – 7 - Tailoring



Name of Respondent: Sheik Arif	Sector of Working: Tailoring
Age Group: 19-30	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: 9th Standard	
Religion: Muslim	
Type of Family: Joint Family	Nature of Family: BPL
Family Members: Male: 2 Female: 2	Nature of Place : Rural Traditional Occupation: Casual worker
State of Origin: West Bengal	District: Howda
Details of Identity Card: Election ID card	Present Occupation: Skilled
Source of Job: Relative	Year of Working: 2 years
Previous job experience:1 years	Working hours: 8

Wage Rate: Rs.200	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home Rs.3000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: No

Details of Respondents Surveyed – 8 - Tailoring

Name of Respondent: Aquip Malik	Sector of Working: Tailoring
Age Group: 18	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: Illiterate	
Religion: Muslim	
Type of Family: Nuclear Family	Nature of Family: BPL
Family Members: Male: 1 Female: 3	Nature of Place : Rural Traditional Occupation: Casual worker
State of Origin: West Bengal	District: Howda
Details of Identity Card: Election ID card	Present Occupation: Unskilled
Source of Job: Relative	Year of Working: 3 years
Previous job experience:1 years	Working hours: 8
Wage Rate: Rs.350	Additional Working Hours: 1 or more

Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home Rs.4000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: No

Details of Respondents Surveyed – 9 - Tailoring

Name of Respondent: SafvanAhammed	Sector of Working: Tailoring
Age Group: 31-45	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: Illiterate	
Religion: Muslim	
Type of Family: Nuclear Family	Nature of Family: BPL
Family Members: Male: 3 Female: 3	Nature of Place : Rural Traditional Occupation: Casual worker
State of Origin: West Bengal	District: Howda
Details of Identity Card: Election ID card	Present Occupation: Skilled
Source of Job: Self	Year of Working: 5 years
Previous job experience:3 years	Working hours: 8
Wage Rate: Rs.600	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	

Receipt of Salary: Monthly	Monthly Amount send home Rs.6000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: No

Details of Respondents Surveyed – 10 - Tailoring

Name of Respondent: Saleem Ali	Sector of Working: Tailoring
Age Group: 18	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: Illiterate	
Religion: Muslim	
Type of Family: Nuclear Family	Nature of Family: BPL
Family Members: Male: 1 Female: 2	Nature of Place : Rural Traditional Occupation: Casual worker
State of Origin: West Bengal	District: Howda
Details of Identity Card: Election ID card	Present Occupation: Skilled
Source of Job: Self	Year of Working: 1 year
Previous job experience:1 year	Working hours: 8
Wage Rate: Rs.200	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home

	Rs.3000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: No

Details of Respondents Surveyed – 1 – Hotel / Restaurant

Name of Respondent: Kannan	Sector of Working: Hotel / Restaurant
Age Group: 31-45	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: 8th Standard	
Religion: Hindu	
Type of Family: Nuclear Family	Nature of Family: BPL
Family Members: Male: 2 Female: 2	Nature of Place : Urban Traditional Occupation: Casual Labour
State of Origin: Tamilnadu	District: Madurai
Details of Identity Card: Election ID card	Present Occupation: Skilled
Source of Job: Self	Year of Working: 1 year
Previous job experience:2 year	Working hours: 8
Wage Rate: Rs.600	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home

	Rs.6000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: No

Details of Respondents Surveyed – 2 – Hotel / Restaurant

Name of Respondent: Prasanna	Sector of Working: Hotel / Restaurant
Age Group: 31-45	Place of Working: Trivandrum
Gender: Female	
Educational Qualification: +2	
Religion: Hindu	
Type of Family: Joint Family	Nature of Family: BPL
Family Members: Male: 3 Female: 2	Nature of Place : Urban Traditional Occupation: Casual Labour
State of Origin: Tamilnadu	District: Madurai
Details of Identity Card: Election ID card	Present Occupation: Unskilled
Source of Job: Relatives	Year of Working: 6 months
Previous job experience: Nil	Working hours: 8
Wage Rate: Rs.250	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home

	Rs.2000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: No

Details of Respondents Surveyed – 3 – Hotel / Restaurant

Name of Respondent: Leela	Sector of Working: Hotel / Restaurant
Age Group: 19-30	Place of Working: Trivandrum
Gender: Female	
Educational Qualification: Illiterate	
Religion: Hindu	
Type of Family: Nuclear Family	Nature of Family: BPL
Family Members: Male: 1 Female: 2	Nature of Place : Semi - Urban Traditional Occupation: Casual Labour
State of Origin: Tamilnadu	District: Madurai
Details of Identity Card: Election ID card	Present Occupation: Semi-skilled
Source of Job: Self	Year of Working: 1 year
Previous job experience: 3 year	Working hours: 8
Wage Rate: Rs.200	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home

	Rs.4500
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: No

Details of Respondents Surveyed – 4 – Hotel / Restaurant

Name of Respondent: Ajeash	Sector of Working: Hotel / Restaurant
Age Group: 19-30	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: Diploma	
Religion: Hindu	
Type of Family: Nuclear Family	Nature of Family: APL
Family Members: Male: 2 Female: 2	Nature of Place : Rural Traditional Occupation: Casual Labour
State of Origin: Tamilnadu	District: Madurai
Details of Identity Card: Election ID card	Present Occupation: Semi – skilled
Source of Job: Self	Year of Working: 1 year
Previous job experience: 1 year	Working hours: 8
Wage Rate: Rs.400	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	
Receipt of Salary: Monthly	Monthly Amount send home

	Rs.8000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: No

Details of Respondents Surveyed – 5 – Hotel / Restaurant

Name of Respondent: Vinod	Sector of Working: Hotel / Restaurant
Age Group: 19-30	Place of Working: Trivandrum
Gender: Male	
Educational Qualification: SSLC	
Religion: Hindu	
Type of Family: Joint Family	Nature of Family: APL
Family Members: Male: 4 Female: 2	Nature of Place : Rural Traditional Occupation: Casual Labour
State of Origin: Tamilnadu	District: Madurai
Details of Identity Card: Election ID card	Present Occupation: Unskilled
Source of Job: Friends	Year of Working: 2 year
Previous job experience: 3 year	Working hours: 8
Wage Rate: Rs.550	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Rs.100	

Receipt of Salary: Monthly	Monthly Amount send home Rs.12000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: No

Details of Respondents Surveyed – 1 – Domestic Workers



Name of Respondent: SutudiKoreea	Sector of Working: Domestic Worker
Age Group: 19-30	Place of Working: Trivandrum
Gender: Female	
Educational Qualification: 8th Standard	
Religion: Christian	
Type of Family: Joint Family	Nature of Family: BPL
Family Members: Male: 4 Female: 2	Nature of Place : Rural Traditional Occupation: Casual Labour
State of Origin: Assam	District:
Details of Identity Card: Election ID card	Present Occupation: Unskilled
Source of Job: Friends	Year of Working: 2 year
Previous job experience: 1 year	Working hours: more than 8

Wage Rate: Rs.200	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr:	
Receipt of Salary: Monthly	Monthly Amount send home Rs.3000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: No

Details of Respondents Surveyed – 2 – Domestic Workers



Name of Respondent: PitrusLakra	Sector of Working: Domestic Worker
Age Group: 19-30	Place of Working: Trivandrum
Gender: Female	
Educational Qualification: 8th Standard	
Religion: Christian	
Type of Family: Joint Family	Nature of Family: BPL
Family Members: Male: 2 Female: 2	Nature of Place : Rural Traditional Occupation: Casual Labour
State of Origin: Assam	District:
Details of Identity Card: PAN	Present Occupation: Unskilled

Source of Job: Friends	Year of Working: 1 year
Previous job experience: ---	Working hours: more than 8hrs
Wage Rate: Rs.200	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Depends	
Receipt of Salary: Monthly	Monthly Amount send home Rs.3000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: No

Details of Respondents Surveyed – 3 – Domestic Workers



Name of Respondent: JinichiyaLakra	Sector of Working: Domestic Worker
Age Group: 19-30	Place of Working: Trivandrum
Gender: Female	
Educational Qualification: SSLC	
Religion: Christian	
Type of Family: Joint Family	Nature of Family: BPL

Family Members: Male: 2 Female: 2	Nature of Place : Rural Traditional Occupation: Casual Labour
State of Origin: Assam	District:
Details of Identity Card: PAN	Present Occupation: Unskilled
Source of Job: Friends	Year of Working: 1 year
Previous job experience: ---	Working hours: more than 8 hrs
Wage Rate: Rs.200	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Depends	
Receipt of Salary: Monthly	Monthly Amount send home Rs.3000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: No

Details of Respondents Surveyed – 4 – Domestic Workers

Name of Respondent: Sudarshini	Sector of Working: Domestic Worker
Age Group: 31-45	Place of Working: Kottayam
Gender: Female	
Educational Qualification: SSLC	
Religion: Christian	
Type of Family: Joint Family	Nature of Family: BPL

Family Members:	Nature of Place : Rural
Male:	Traditional Occupation: Casual Labour
Female: 3	
State of Origin: Orissa	District:
Details of Identity Card: PAN	Present Occupation: Unskilled
Source of Job: Friends	Year of Working: 1 year
Previous job experience: ---	Working hours: more than 8 hrs
Wage Rate: Rs.200	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Depends	
Receipt of Salary: Monthly	Monthly Amount send home Rs.2000
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: No

Details of Respondents Surveyed – 5 – Domestic Workers

Name of Respondent: Sumitra Nag	Sector of Working: Domestic Worker
Age Group: 31-45	Place of Working: Kottayam
Gender: Female	
Educational Qualification: Illiterate	
Religion: Christian	
Type of Family: Joint Family	Nature of Family: BPL

Family Members: Male: Female: 2	Nature of Place : Rural Traditional Occupation: Casual Labour
State of Origin: Orissa	District:
Details of Identity Card: PAN	Present Occupation: Unskilled
Source of Job: Friends	Year of Working: 2 year
Previous job experience: ---	Working hours: more than 8 hrs
Wage Rate: Rs.150	Additional Working Hours: 1 or more
Wage Rate for Additional Working hr: Depends	
Receipt of Salary: Monthly	Monthly Amount send home Rs.1500
Opinion on treatment on site: Good	Job Satisfaction: Very High
Satisfaction on Wage: Very High	
Continuation of work in Kerala: Yes	Registration: No