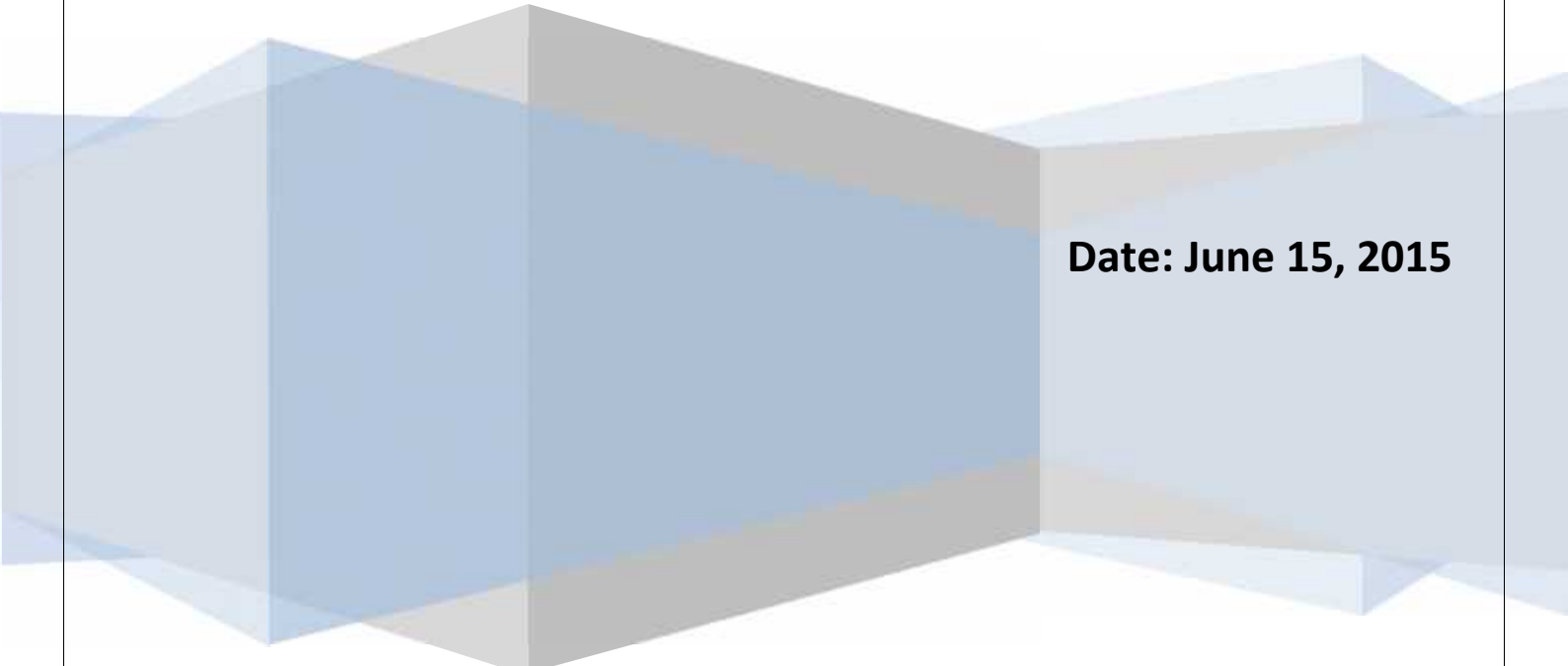


**PROJECT DONE AS PART OF INTERNSHIP PROGRAM WITH
THE STATE PLANNING BOARD, KERALA**

**EMPLOYMENT OF MIGRANT LABOURERS IN
ESTABLISHMENTS: A STUDY OF
THIRUVANANTHAPURAM CITY**

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Date: June 15, 2015

The bottom of the page features a decorative graphic consisting of several overlapping, semi-transparent 3D rectangular blocks in shades of blue and grey, creating a modern, architectural feel.

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-Nithya Jeejo

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'EMPLOYMENT OF MIGRANT LABOURERS IN ESTABLISHMENTS: A STUDY OF THIRUVANANTHAPURAM CITY'

1. Introduction

The phenomenon of migration is as old as human history. From time immemorial, people have been moving from one place to another in search of shelter, job, and better living conditions. Later these factors were categorized into push and pull factors. When poverty, drought, famines, conflict, religious fundamentalism, etc. forms the push factors, the pull factors constitute better economic opportunities, job prospects and the promise of better life. Whatever be the reason, there has been a sharp increase in the rate of migration globally for the past few decades.

Earlier Poverty was undisputedly one of the factors that led to migration. However, relatively few migrants from the poorest countries move to developed countries. As Aaron Terrazas points out, "...most wealthy, developed countries still have higher levels of emigration than developing countries" (Terrazas,2011). Thus, developed regions both attract migrants and send migrants. Migration and development go hand in hand. The contribution of migrants is significant in sustaining global as well as state GDP as they are an inevitable part of almost all economic activities taking place.

After independence, migration from Kerala to other parts of India and abroad has become a way of life for a large number of youths. Till 1970's, nearly 80 per cent of the migration was to other parts of India. The Gulf oil boom led to large number of Keralites migrating to Middle East Countries. The flow of migrants has continued ever since. The number of Kerala emigrants (EMI) living abroad in 2011 is estimated to be 2.28 million (KMS 2011). According to KMS 2011, the remittances as a percentage of NSDP are 31.2 percent making Kerala economy a remittance dependent economy. However, over the past few years Kerala has seen a large inflow of Domestic Migrant Labourers from other states of India.

It is estimated that there are over 25 lakh migrant labourers in Kerala which constitutes about 7-8 percent of the population (Narayana, Venkiteswaran, and Joseph, 2013). The majority of

these workers are from West Bengal, Bihar, Assam, and Uttar Pradesh. Low wages, poor working conditions, lack of employment opportunities, insecurity of life are some of the reasons for leaving their homes and coming to Kerala which has a higher wage rate, more job opportunities and better living and working conditions.

The Census of India defines migrant "as anyone who lives in a place that is different than their place of birth or place of last residence at the time of enumeration." This definition casts too wide a net because it includes many people who move over very short distances, within the same district. On the other hand, it likely misses a significant number of seasonal migrants, who have as much of a chance of being counted in their place of birth or last residence as they do at their new destination (Migration Policy Institute, 2014). Thus, Census does not provide information on circular, seasonal, or temporary flows of migrants. Due to limitations of data, there are not many studies on this class of migrant labourers. This study is a modest attempt in this regard which seeks

- To estimate the incidence of employment of migrant labourers in establishments in Thiruvananthapuram city
- To map their demographic profile and work life

2. Review of Literature

Narayana, Venkiteshwaran and Joseph (2013), has pointed out that the DML is large in number, docile and easy to manage; they work long hours and are highly mobile. They are in one place today and in another tomorrow. Paradoxically most of the DML are employed by very 'formal but labour intensive sectors like infrastructure/ construction, and manufacturing industries like wood. They also figure prominently in the service sectors- hospitality, beauty parlours etc. The major factor that makes Kerala an attractive destination for migrants is the higher wage rate compared to other regions and the surety of being paid.

Migration Policy Institute (2014) in its report observes that most migrants are between ages 16-40 years, particularly among semi-permanent and temporary migrants, whose duration of stay may vary between 60 days and one year. ST and Sc's that are explicitly protected in India's constitution because of their historic social and economic inequality- are over

represented in short term migration flows. And most labour migrants are employed in a few key subsectors, including construction, domestic work, textile and brick manufacturing, transportation, mining and quarrying.

Keshri and Bhagat (2011) in their paper have discussed about the seasonal and temporary migration seen in India, which they described as "move made for short period of time with the intension of coming back to the place of usual residence." According to the authors, the stalling of the rural economy has led to migration of people from rural areas to urban areas, who find work in the construction industry, garment factories or as informal labourers.

Ajith Kumar (2011) in his paper says that due to limitations in portability, the migrants are not able to enjoy some of the entitlements from Central government and state governments that they enjoyed before migration. In addition, reaching out to the migrants is problematic because of their temporary status in the destination state (Kerala) and the floating nature of migration. Therefore, strategies which are successful for the local labour may not be appropriate for the migrants.

Although the review is not exhaustive, it is evident that there is a large gap in our understanding of the employment of migrant labourers. We have inadequate information regarding their employment in establishments and their proportions in total workers. Also, we have limited knowledge of their channels of migration, sectors where they are predominantly employed and their work life. Therefore, this study is an exploration of this vast area in terms of the incidence, demographic profile, and work life of the migrant labourers.

3. Methodology

Being the Capital city of Kerala, Thiruvananthapuram is a centre of administration, industrial, cultural, economic, and political activities. The city has different locations with distinct patterns of economic activities. For eg:- it has areas like Statue Jn. predominated by administrative offices, Pattom- Kesavadaspuram Jn. with educational institutions, East Fort area with cultural and religious institutions, hotels and restaurants, markets etc. Therefore, depending on the location that we select, the activities and kind of establishments may vary.

For the study, we have selected two stretches of roads from Manacaud Jn. to East Fort and Thiruvallom Bypass to Manacaud Jn. The former one is an older part of the city which is a

bustling residential area with establishments like hotels, shops, banks, schools, hospitals, police station, etc. Most of the stationary, provisions and medical stores of this stretch are run by families living in that area, often in the same buildings which forms their living quarters as well as their business establishment. This is a characteristic feature of older part of any city. Whereas latter forms the new part of the city with few restaurants, activities like road side selling of vegetables, fruits, accessories, furniture making, automobile repairs etc. which are activities of recent origin.

Migrant labourers are employed both by establishments and by households. The study is basically on establishments and therefore does not take in to account households in these road stretches. The data for the study was collected by surveying all the establishments in the two selected road stretches. The first step was to make a complete list of establishments in these stretches of roads. Then, the owners/managers of the establishments, where migrant labourers are employed were interviewed. The interview was based on a structured questionnaire with the objective of finding the incidence. A sizeable number of migrant workers who were available in these establishments at the time of enumeration were surveyed. This was also done on the basis of a structured questionnaire for eliciting information on their demographic profile and work life. A limited number of migrant labourers were selected for case studies.

4. Incidence of Employment of Migrant Labourers in Establishments.

The primary objective of the study was to find the Incidence rate of migrant labourers in the establishments in Thiruvananthapuram. Incidence is defined as the proportion of establishments that employ migrant labourers to the total number of establishments. There were 398 establishments out of which 377 were surveyed. Non-availability of respondents, lack of accessibility and unwillingness to disclose information, are the reasons for not covering the remaining 21 establishments. These include 1 Police station, 2 hospitals, 5 banks, 3 Government offices, 2 Jewellery, 4 Car and Textile Showrooms and 4 Godowns.

Incidence Rate

The table below is the number of establishments under different category that were surveyed in the two road stretches.

Table 1: Number of Establishments under different category surveyed

Establishments	Total number	Number employing Migrant labourers
Hotels	29	29
Bakeries	15	7
Tea/ snacks stalls	16	5
Medical shops	12	Nil
Beauty Parlours	13	4
Textiles	15	7
Tailoring	7	2
Stationary	22	Nil
Electricals	19	Nil
Automobiles/upholstery	20	8
Construction	13	13
Buildings*	11	2
Provisions	16	Nil
Dry cleaning	3	2
Furniture	18	10
Mobile stores/servicing	9	Nil
Gift stores	3	Nil
Studio	3	Nil
Paint/oil	6	Nil
Grocery	5	3
Hardware	8	4
Workshops	12	6
Petrol pumps	2	Nil
ATM*	3	Nil
Internet cafe/ Photostat	4	Nil
Tuition centers	3	Nil
Tours and Travels	7	Nil
Others	83	12
Total	377	114

Source: Primary survey

Notes: *Buildings and ATMs employ security staff who could be migrant labourers.

The listed establishments, 377 in all, are classified into 27 sectors by the nature of their activities. Hotels constitute nearly 8 percent of the establishments and automobiles, electricals, and workshops constitute 14 percent. The category ‘others’ consists of a range of activities with one or two establishments under each. Every road in the city will have establishments with these wide ranges of activities. The road stretches that we have selected accommodates almost all kinds of economic activities taking place in a typical city.

The table shows that out of the 377 establishments, 114 establishments employ migrant labourers. The incidence of employment of migrant labourers in Thiruvananthapuram is

30.23 percent. This implies that 30.23 percent of the establishments employ migrant labourers, which is definitely a high incidence rate. Turning to the two road stretches, in the stretch from Manacaud Jn. to East Fort, 55 out of the 195 establishments employ migrant workers. That is an incidence rate of 28.20 percent. In the other stretch from Thiruvallom bypass to Manacaud Jn., out of the 182 establishments, 59 employ migrant labourers, yielding an incidence rate of 32.41 percent.

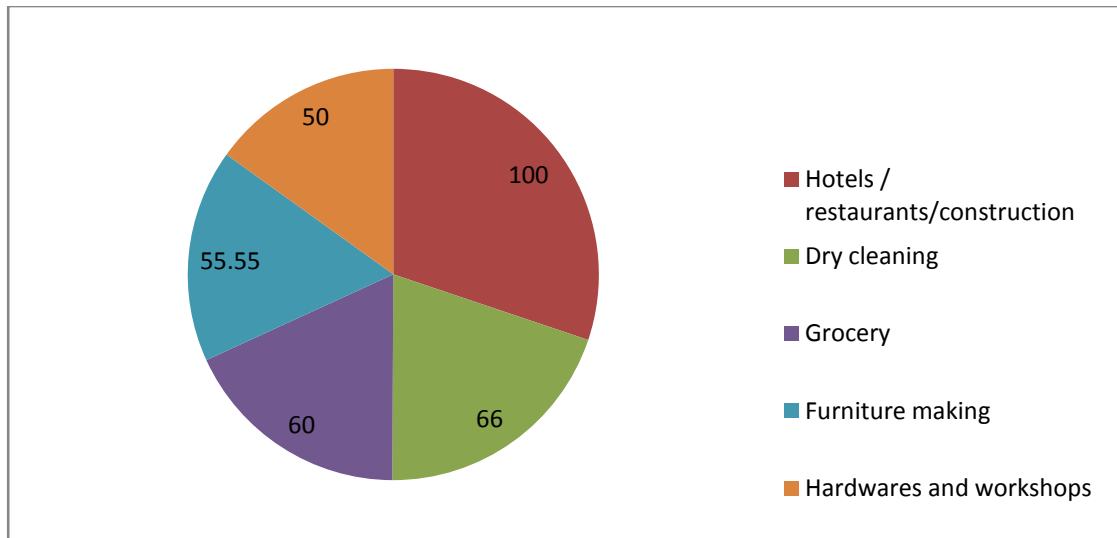
The incidence rates of the two stretches of roads do not show much difference. Whereas one had expected higher incidence rate in the newer part of the city than the old, the reality is that they are comparable. This is because the newer part has more activities of construction, furniture making, grocery (to include vegetable selling, fish selling and fruits selling), workshops, and automobiles that employ migrant labourers. And the older part has a mix of hotels, stationary shops, medical stores, beauty parlours, tailoring etc. some of which employs migrant labourers and others are run by families.

Sectoral Incidence

Sectoral Incidence is the category wise incidence rate of the establishments that employ migrant labourers. For this purpose, the establishments are categorised into hotels/restaurants, bakeries/sweet stalls, tea/snacks, automobiles, hardware, tailoring, textiles, beauty parlours, dry cleaning, workshops, furniture making, grocery, construction, and others.

Among the establishments surveyed, hotels and construction activities have 100 percent employment of migrant workers (Table 1). It implies that all the hotels/ restaurants and construction activities employ migrant labourers. Out of the three dry cleaning centres, two of them employ migrant workers which make an incidence rate of 66 percent. Vegetable, fruits, and fish selling establishments accounts for 60 percent of employment of migrant labourers. Furniture and wood works yield an incidence of 55 percent of employment of migrant labourers. Fifty percent of the hardware and workshops employ migrant labourers.

Figure 1: Incidence of employment of migrant labourers in selected sectors.



Source: Primary Survey

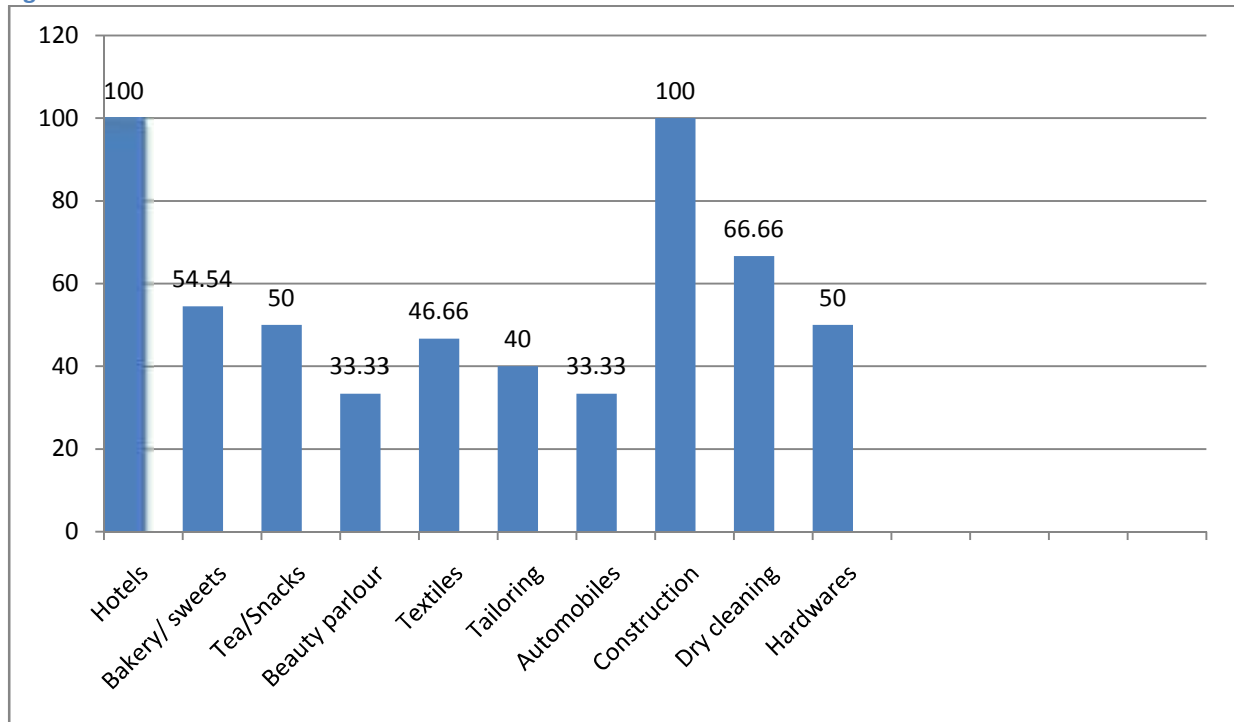
About 47 percent of the Bakeries or Sweet stalls employ migrant labourers for production activities. And 46 percent of Textiles and 40 percent of Automobiles employ migrant workers for loading, unloading, and cleaning activities. Tea/ snacks stalls and beauty parlours continues to be the domain of local labourers with only 31 percent reporting employment of migrant labourers. Similarly, 29 percent of tailoring shops in these road stretches employ migrant workers.

There is no incidence of migrant labourers in establishments like stationary, provisions, medical shops, electricals, mobile shops, petrol pumps, and jewellery shops. This is because households run all the stationary and provision stores; hence, they do not employ migrant workers. Employment of migrant workers in medical shops and electricals is not to be found because it requires a minimum education and fluency in the vernacular language, which rules out the possibility of employment of migrant workers. Lack of trust with regard to gold and money could be the reason for their non- employment in jewellery shops and petrol pumps.

Sectoral Incidence in the two road stretches

The following figure gives the sectoral incidence of establishments employing migrant workers in the road stretch from Manacaud Jn. to East Fort.

Figure 2: Sectoral Incidence in Manacaud Jn. to East fort stretch

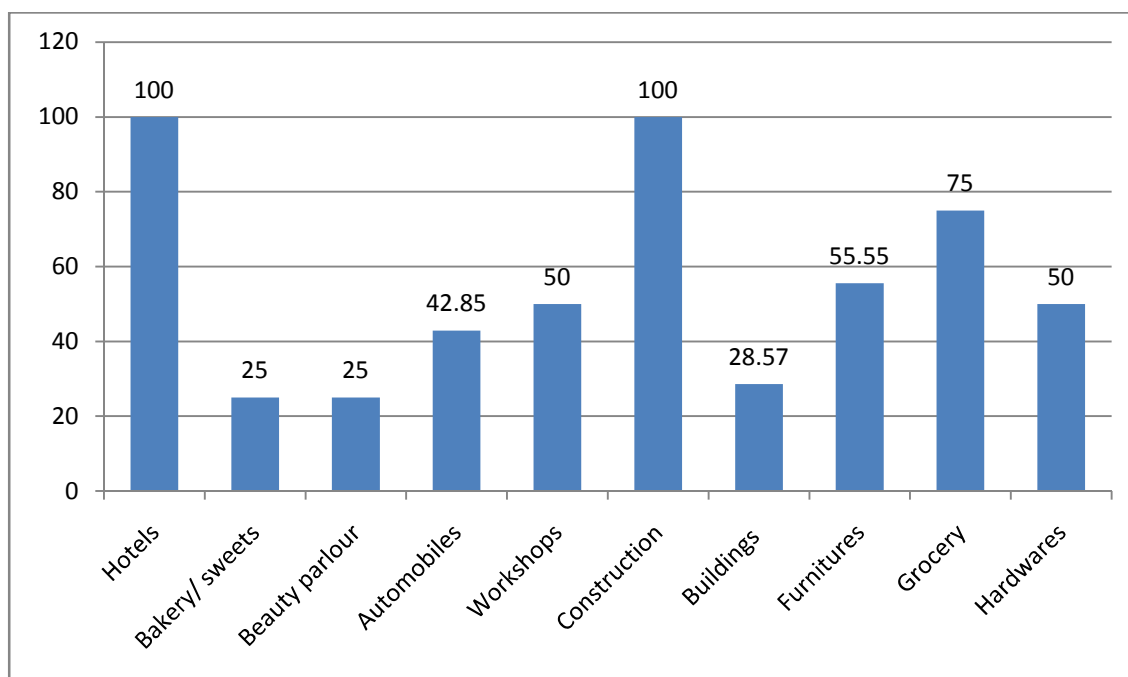


Source: Primary Survey

Highest incidence of employment of migrant workers is found in Hotels and construction, where 100 percent of the establishments employ migrant labourers. It is followed by the dry cleaning sector with 66.66 percent incidence and Bakery and sweets with 54.54 percent. This implies that out of the three dry cleaning centres, two employ migrant workers and among the 11 bakeries or sweet stalls, six employ migrant labourers. With 50 percent of incidence tea/snacks and hardware is fourth in incidence rate, followed by textiles and beauty parlours with 46.66 percent and 33.33 percent respectively. It is further observed that there is zero incidence of migrant workers engaged in vegetable or fruit selling in this road stretch.

Hotels and construction activities in the road stretch from Thiruvallom bypass to Manacaud Jn have the highest incidence of establishments employing migrant workers., exactly like the establishments in the road stretch from Manacaud to East Fort. The incidence rates for other establishments in the two stretches show considerable differences. Figure 3 gives the sectoral incidence of establishments in the road stretch from Thiruvallom bypass to Manacaud Jn.

Figure 3 : Sectoral Incidence in Thiruvallom to Manacaud Jn. stretch



Source: Primary Survey

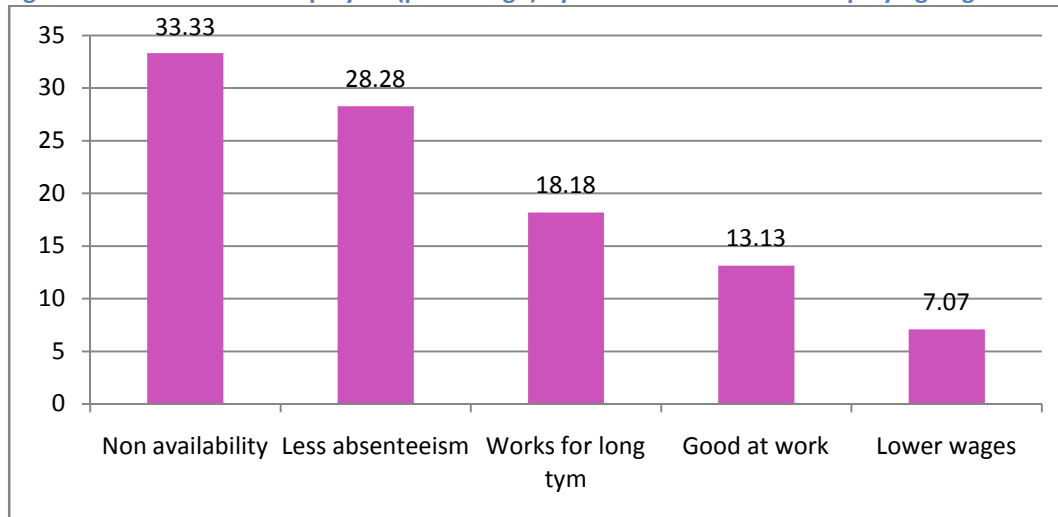
Among the establishments, Grocery (vegetables, fruits, and fish selling) has the second highest incidence rate of 75 percent followed by Furniture making with 55 percent. Interestingly, out of the four groceries, three are owned and operated by migrant labourers. Out of the 18 furniture making and wood works establishments, 10 employ migrant workers. Among the six hardware shops, three employ migrant workers which make an incidence of 50 percent.

It is observed that unlike the other road stretch, there is zero incidence of employment of migrant labourers in establishments like tailoring, textiles, and tea/ snacks stalls in the Thiruvallom bypass to Manacaud Jn. This difference in incidence rate across sectors in the two stretches is a reflection of their distinct characteristics.

Reasons for employment of migrant labourers in establishments.

The majority of the owners of these establishments points out lack of natives as the major reason for employing migrant labourers. Other reasons are less absenteeism among migrant workers, willingness to work for longer hours etc. The following figure gives the distribution of employers by the main reason for employing migrants in their establishments.

Figure 4: Distribution of employers (percentage) by the main reasons for employing migrant labourers



Source: Primary Survey

Thirty three percent of the owners say non availability of natives as a major reason for the employment of migrant labourers in their establishments. This underlines the reports of unavailability of domestic labourers to work in hotels and construction sectors due to the large outflow of Keralites to Gulf countries and unwillingness of natives to work in these sectors. Twenty Eight percent say less absenteeism among migrants as the reason for preferring migrant workers and nearly 13 percent say because of their efficiency in finishing tasks quickly and their dedication towards work is the reason for employing them. About 18 percent points out that the willingness of the migrants to work for longer hours when compared to native workers as the reason for employing migrant workers. There are about 7.07 percent of owners saying lower wages as a reason for their preference for employing migrant labourers.

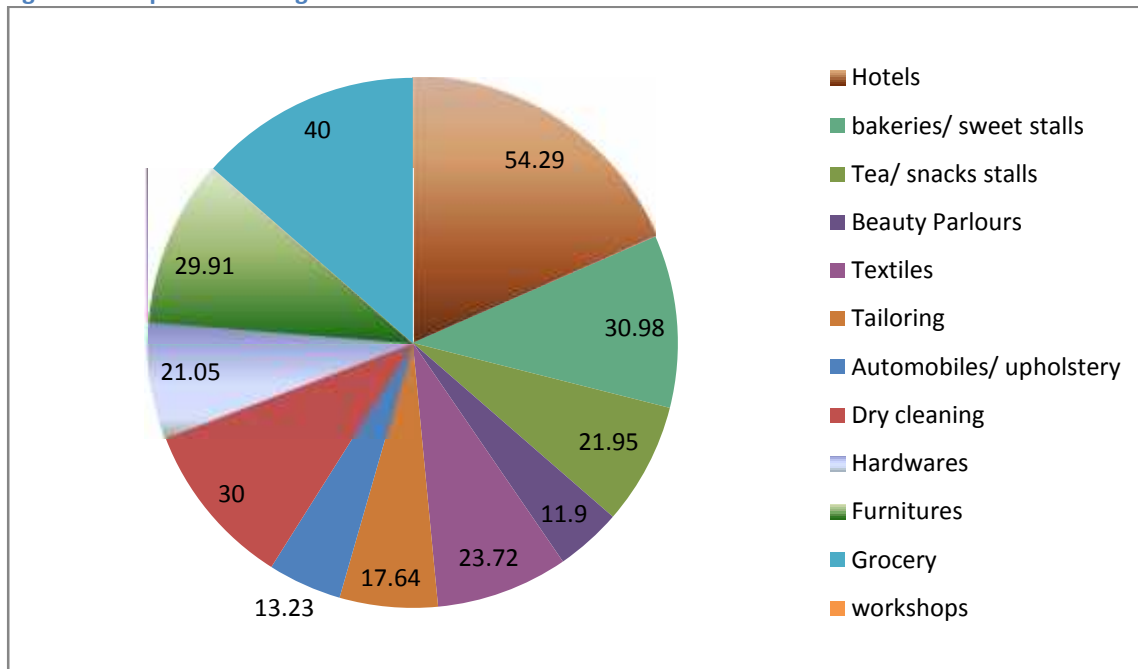
Thus, for an administrative city like Thiruvananthapuram, almost all regions irrespective of being older or newer part employ a large number of migrant labourers. An overall incidence of 30 percent employment of migrant labourers and a cent percent incidence in certain sectors such as hotels and construction is a significant development for Thiruvananthapuram. For a city known for its educational and scientific institutions, such a high incidence rate would imply the possibility of a higher incidence rate in other commercial cities in Kerala.

5. Proportion of Migrant Labourers in Establishments

There are 847 labourers (excluding construction) working in establishments in the two selected stretches. Out of 847 labourers, 298 are migrants from Jharkhand, West Bengal, Assam, Bihar, and Uttar Pradesh. This is in conformity with the findings that largest proportion of Domestic Migrant labourers in Kerala hails from West Bengal (20%), Bihar (18.10%), Assam (17.28%), and Uttar Pradesh (14.83%) (Narayana, Venkiteswaran, and Joseph, 2013). A small percentage of them are from Tamil Nadu .This might have its origins with the historical connections of Tamil population in the stretch between Manacaud Jn. and East Fort, the older part of the city. In proportionate terms, 35.18 percent of labourers working in the establishments in both the stretches are migrant labourers. Construction sector is avoided in calculating this proportion, as it is difficult to estimate the total number of labourers working on construction sites. However, we are able to identify 194 migrant construction workers from the thirteen construction sites.

Figure 5 is the proportion of migrant labourers in different establishments.

Figure 5 : Proportion of migrant labourers in various sectors



Source: Primary Survey

Turning to the variation in proportion of migrant labourers across sectors, the highest proportion is in hotels and restaurants. Out of 29 hotels where 256 labourers are working, 139

are migrant workers which constitute 54.29 percent of total labourers. Groceries have the second highest proportion of migrant labourers with 40percent .With 22 migrants out of 71 labourers(39.98%), bakeries and sweet stalls come third .The group of establishments consisting of sawmills(1), hire shop(1), spices shops(2), bore well service (2), cement shops (3), tile shops(2) and Gas agency(1) , employ 36.63 percent of migrants.

At the disaggregated level, the proportion of migrant labourers employed across various sectors in the Manacaud to East Fort stretch is shown in Table 2.

Table 2 :Proportion of migrant workers in different establishments from Manacaud Jn. to East Fort

Establishments	Number of workers	Number of migrant Workers	Proportion
Hotel	167	98	58.68
Bakery/ sweets stalls	59	21	35.59
Tea/ snacks stalls	30	9	30
Beauty Parlours	30	4	30
Textiles	59	14	23.72
Tailoring	13	3	23.07
Automobiles	28	3	10.71
Construction		77	
Dry cleaning	10	3	30
Hardware	10	2	20
Others	27	12	48.14
Total (excluding construction)	433	169	39.03

Source: Primary Survey

As is evident from Table 2, Out of the 433 labourers, 169 are migrants (39 %). Hotels report the highest proportion of migrant workers (58.68%) followed by other activities (hire services, tile shops, and gas agency) reporting 48.14 percent. Bakeries and Sweet stalls have 35.59 percent migrant labourers which rank third by proportion. In this road stretch, the lowest proportion of migrant labourers (10.71 %) is observed in automobile shops.

Table 3 Proportion of migrant workers in different establishments in Thiruvallom bypass to Manacaud Jn.

Establishments	Total number of workers	Number of Migrant Workers	Proportion
Hotels	89	41	46.06
Bakery	12	1	8.33
Beauty Parlours	12	1	8.33
Automobiles/ upholstery	40	6	15
Workshop	34	7	20.58
Construction	-	117	
Buildings		3	
Furniture	117	35	29.91
Hardware	28	6	21.42
Grocery	8	4	50
Others	74	25	33.78
Total(excluding construction and buildings)	414	126	30.43

Source: Primary survey

The establishments in the Thiruvallom bypass to Manacaud Jn. stretch employ 414 workers (excluding construction sites and buildings) , out of whom 126 are migrant labourers(30%). The highest proportion of migrant labourers IS in Grocery (50%) followed by hotels (46.06%) and other activities (33.78%). Other activities would include bore well services, cement shops, spice shops, saw mills etc. The lowest proportion is seen in bakeries and beauty parlours with 8.33 percent.

In Thiruvananthapuram city, where 30 percent of all establishments employ migrant labourers, the proportion of migrant labourers in the total is over 35 percent. Among the two stretches Manacaud to East Fort stretch has slightly higher proportion of migrant labourers at 39 percent compared to 30 percent in the other stretch. Their proportion is highest in hotels in both the stretches with 59 in one stretch and 46 in another. Beauty Parlours and Automobiles report relatively low proportion of migrant workers. Employment of migrant labourers in large numbers is seen in sectors where long working day is a rule.

6. Demographic Profile of Migrant Labourers

The demographic profiles of the migrant labourers are mapped based on the information collected from the labourers working in some of these establishments. Out of the 298 workers 238 were surveyed i.e. data is collected from 80 percent of the migrant labourers working in these establishments.

It is found that there are migrant workers from the states of West Bengal, Assam, Jharkhand, Bihar, Orissa, UP, Nepal, Manipur, Gujarat, and Tamil Nadu. The findings of this study is par with earlier studies which indicates highest incidence of migrants from the state of West Bengal (34.45%).And majority of migrant workers are Hindus (49.57%).

Migrant workers from West Bengal predominate the construction sector accounting for 55.26 percent of all the migrant workers in the sector. They also work in large numbers in establishments like automobiles, hotels, furniture workshops and grocery. With 22 percent of migrant labourers, Assam stands second. Jharkhand accounts for 15 percent of the total migrant labourers. They largely work in hotels and bakeries. Their presence is not seen in any other sector.

It needs to be noted that a large proportion of migrant workers are from West Bengal and they are seen in almost all sectors of the economy. There are migrant labourers from Manipur, Nepal and Gujarat employed in Beauty parlours, hotels and tailoring sectors.

Table 4 shows the demographic profile of migrant labourers in different establishments.

Table 4 Distribution of migrant labourers by states and sectors

Sectors	West Bengal	Assam	Jharkhand	Bihar	UP	Orissa	Tamil Nadu	Gujarat	Manipur	Nepal	Total
Hotels	7	4	33	3	3					2	52
Bakeries	2		3		2	1	2				10
Tea/snacks	2						3				5
Beauty parlours	1				2				2		5
Textiles	2			2	1		3				8
Tailoring					2			1			3
Automobiles	2			1		1					4
Construction	42	28		13	7	4					94
Buildings	1	2									3
Dry cleaning		1									1
Hardware	3	2		1							6
Furniture	9	13		3		2					27
Grocery	3			1							4
Workshops	2				1						3
Others	6	2		2	3						13
Total	82	52	36	26	21	8	8	1	2	2	238

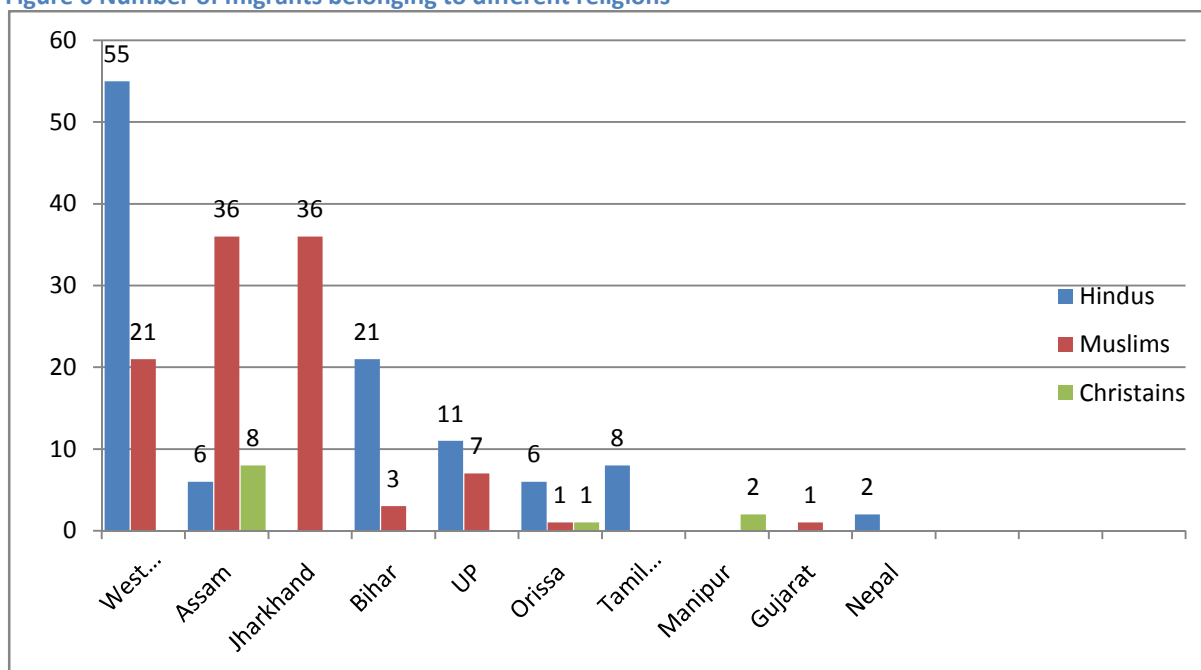
Source: Primary Survey

The states of West Bengal, Assam and Jharkhand constitute nearly 71 percent of the total migrant labourers. About 19 percent of the migrant labourers are from Bihar, and Uttar Pradesh. And the rest are from Orissa, Tamil Nadu, Gujarat, Manipur, and Nepal. The migrants from West Bengal, Assam, Bihar and Uttar Pradesh are seen in almost all sectors. However, the Tamil migrant workers are seen only in few bakeries, tea stalls, and textiles. The Manipuri migrant workers are seen in beauty parlours and Nepali migrants in hotels and Gujaratis in tailoring.

Distribution of migrant labourers by religion

Nearly 50 percent of the migrant workers are Hindus. Muslims constitute 46 percent and Christians the remaining 4 percent. Figure 6 shows the distribution of migrant labourers by state and religion.

Figure 6 Number of migrants belonging to different religions



Source: Primary Survey

Out of the 82 migrant labourers from West Bengal, 61 are Hindus and 21 Muslims. The religious composition of the Bengali migrant workers is broadly in agreement with their population proportions in West Bengal as per 2001 census. (Hindus constitute 72.5 percent of the population). Orissa stands second in proportion of Hindu migrant workers. Although Jharkhand is a Hindu dominated state (68.8%, 2001 census), all the 36 labourers from Jharkhand are Muslims. Similarly, 73 percent of the workers from Assam are Muslims and 15 percent are Christians. All the migrants from Manipur are Christians.

It needs to be noted that a large proportion of migrant workers from Assam and Jharkhand are Muslims. They seem to predominate hotels and restaurants. In addition, 93 percent of the hotels in the two stretches are run by Muslims who seem to prefer Muslim migrant labourers. The factors leading to this curious phenomenon have to be studied in detail.

7. Work life of Migrant labourers

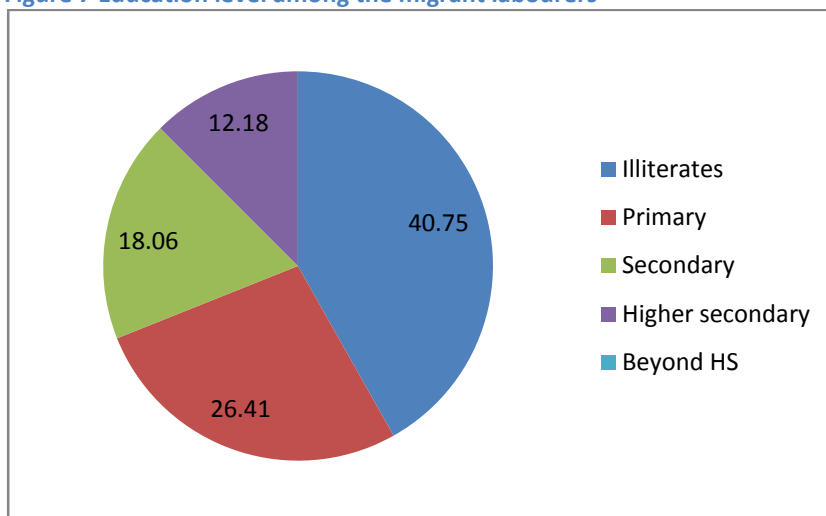
Interviewing the owners of the establishments and the migrant labourers revealed that 60.52 percent of the establishments have taken Employees State Insurance for the migrant labourers

working in their establishments. But there is considerable variation across the sectors. It is observed that among the establishments, the highest incidence of insurance taken for its employees is in the hotels and lowest in the construction sector. Only 18 percent of the people in construction sector are insured and the rest 82 percent remain uninsured which is certainly a matter of concern.

About 39 percent of the establishments provide accommodation to the migrant workers majority of which are hotels or restaurants where accommodation is provided free of cost to the labourers. It is noted that most of the migrants working in construction sector, live in very unhygienic environment, where they share a room or tent with 10-15 people which increases the risk of diseases and epidemics. Though they are provided with facilities such as electricity and stove for cooking, they have poor sanitation facilities which make them vulnerable to diseases.

With regard to literacy and education of migrant workers, out of the 238 migrants surveyed, 41 percent are illiterates and 26.47 percent have primary education (Fig 7)

Figure 7 Education level among the migrant labourers



Source: Primary Survey

About 2.52 percent of the migrants have educational qualification beyond higher secondary. The better educated are found to be working in hotels and the illiterate migrant workers are mostly seen in the construction sector.

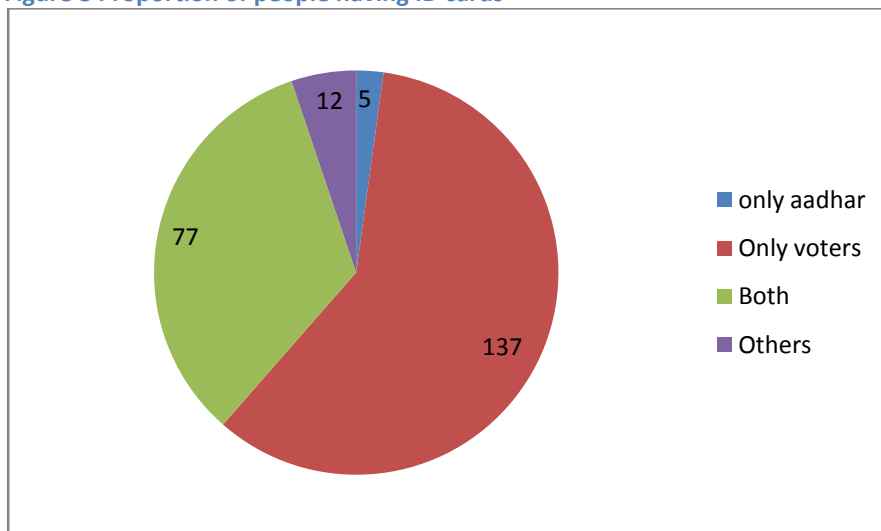
As regards the channel of migration, 88.65 percent of the migrant labourers have reached Thiruvananthapuram through their friends or relatives, and 9.66 percent reached themselves

as part of job search. Only 1.68 percent reached Thiruvananthapuram through agents most of whom are found in construction and hire services.

Large inflow of migrant labourers to Kerala is a recent phenomenon. It is seen that only 4.62 percent of migrant labourers have been working in Thiruvananthapuram for a period of more than 10 years. Over a quarter of them have been here for less than 3 years (27.73%). While 37 percent have been working in the capital city for a period of 3-7 years and 31 percent have been here for a period of 7-10 years. It is possible that some of the migrant labourers have been in Kerala for periods longer than what has been reported here as the question pertained to their stay in Thiruvananthapuram.

About 97 percent of the migrants have Identity Cards like voters ID, Aadhar, PAN Cards etc.

Figure 8 Proportion of people having ID cards

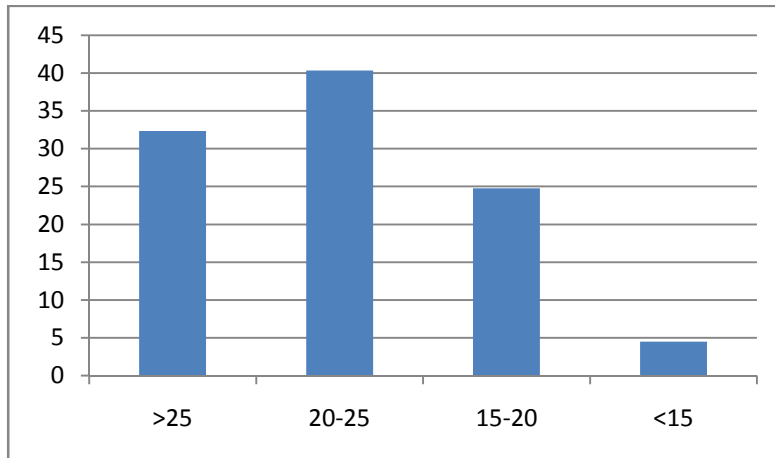


Source: Primary Survey

Out of 238 people, 231 had ID cards. From figure 8, out of the 231 people who have ID cards, 137 have only Voters ID and 5 has only Aadhar card. Whereas 77 of them have both Voters ID and Aadhar card. This finding is of great importance in the context of earlier reports by Institute of Migration Policy (2014) which says that the lack of Identity cards as one of the major problems that migrants in India face due to which they are denied of the welfare means which are granted to the domestic labourers.

With regard to their working condition, about 40.33 percent of them work for 20-25 days a month and 32.35 works for more than 25 days (Figure 9).

Figure 9 No. of days migrant labourers work

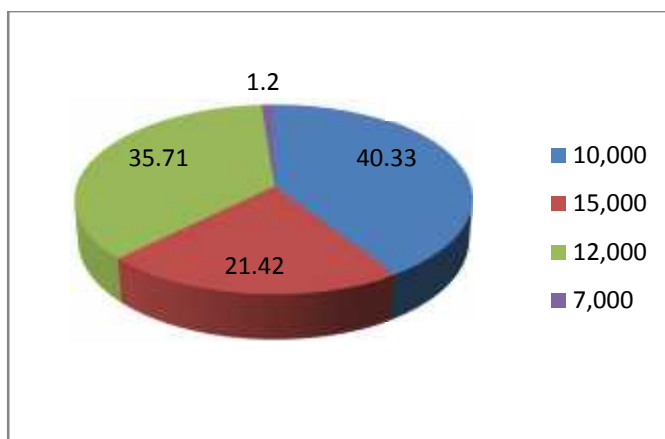


Source: Primary Survey

Migrants who work for more than 25 days are employed in Hotels and restaurants where they have to work on almost all days. Migrants, who work between 20- 25 days, are mostly in the Construction sectors who do not work on Sundays.

One of the attractions of Kerala is the prevailing high wage rates .Our survey showed about 54.20 percent of the migrant population earning Rs.300-500 per day and 2.94 percent earning above Rs.700. All the migrants whom we have interviewed said that they send money home. Ninety Seven percent of them send money every month and remaining 3 percent sends money occasionally. Distribution of workers by the amount of remittance is represented in figure 10.

Figure 10 : Distribution of workers by the amount of remittance



Source: Primary Survey

Majority of the migrant population sends around Rs. 10,000 per month and a sizeable proportion manages to send Rs.12, 000 every month. Around one fifth of the migrant workers

send Rs.15000. This clearly underlines the fact that better wages are one major reason that makes Kerala an attractive migrant destination in the recent past.

8. Conclusion

Internal migration is an integral part of development contributing to the dynamics of urban growth and economic and cultural vibrancy of cities. With a large number of migrant labourers employed in different sectors, the vibrancy of the Thiruvananthapuram economy seems to be turning around them.

The study estimates the incidence of employment of migrant labourers in establishments to be 30.23 percent. The difference in incidence between the two stretches taken for survey- 32% and 28% -is not large. This indicates that newer and older parts of the city employ migrant workers on an almost equal measure. However, there is enormous variation in the incidence of employment of migrant workers across different sectors. The highest incidence of migrant labourers is seen in Hotels and Construction sectors (100%) and lowest in buildings (18.18%) and tailoring (28.57).

The proportion of migrant workers employed in all the establishments is estimated to be 35 percent. This proportion would rise if construction sector is also included in the estimation. Hotels/restaurants employ the highest proportion of migrant workers (54.29%) and textiles the lowest proportion of migrant labourers (11.9). Majority of the migrant workers are from West Bengal, Assam and Jharkhand which accounts for 71 percent of the total. An interesting observation in this context is that all the workers from Jharkhand and majority from Assam are Muslims. The proportion of migrant workers employed in different sectors of the economy and their diversity indicates their importance for carrying out the economic activities of the city.

It is found that most work that were typically done by 'Malayalis' till a few years back, like furniture making, carpentry, masonry are now carried out by a large number of migrant labourers and many of them have acquired this skill after reaching Kerala. They earn higher wages compared to their homeland and other regions in India which makes Kerala a favourite destination for migrant labourers.

With the large in flow of migrant workers, their welfare and protection has to be ensured. The schemes for their protection lag in their implementation following the unawareness of the migrant workers. This can be related to the language difference as most of the advertisements regarding Government schemes are in English or Malayalam which are not the language of the migrants. However, the state government seems to have taken this issue seriously, as measures have been taken for the effective implementation of the schemes.

The right to the city, which encompasses rights and access to food, housing, education, health, work, and local democracy, should also apply to migrants. Migrants provide a low-cost flexible workforce for the urban informal economy. They often work long hours in poor working conditions, devoid of social security and legal protection. There is a need to ensure that all migrants and their families have access to services and entitlements as enshrined in policies and law, while ensuring urban settlements become inclusive spaces as they expand in size and diversity (UNESCO, 2014).

APPENDIX

QUESTIONNAIRES

QUESTIONNAIRE FOR EMPLOYERS OR OWNERS OF ESTABLISHMENTS

1. Name of the establishment :
2. Type of the establishment
Hotel / Restaurant Bakery Stationary shop
Beauty parlour Workshops Textiles Others specify
3. How many workers are employed here? :
4. Do you have any migrant labour working in your establishment?
Yes No
If Yes, how many.....
5. How did these labourers reach your establishment?
Through Agents Themselves
Through people already working there Others specify.....
6. Why do you prefer to employ migrant workers in your establishment?
There are not enough native workers
Less Absenteeism
Low wages
Others Specify.....
7. Do you provide accomodation for them ?
Yes No
If yes, how much you pay as rent each month?.....
8. What is the mode of payment of salary to these migrant labourers?
Cash Payment Bank Account
9. Have you taken any insurance scheme for them?
Yes No
10. Are you aware of any government initiatives or schemes for their welfare and protection?
Yes No
If Yes, can you mention any.....

Thankyou

QUESTIONNAIRE FOR MIGRANT WORKERS

I. PERSONAL INFORMATION

1. Name of the establishment :
- Category:.....
2. Name of the respondent : Age :
3. Native place : Religion:
4. Educational Qualification :
- Illiterate Primary
- Secondary Higher Secondary
- Beyond higher secondary
5. Do you have a valid ID card?
- Yes No
6. If yes, which of these
- Aadhar card Driving license Voters ID
- Ration card PAN Card Others

II. WORK LIFE:

7. What kind of work you do in this establishment?.....
8. How long have you been living/working in Thiruvananthapuram?
- 0-3 years 3-7 years 7-10 years
- > 10 years
9. How did you come to Kerala
- Own decision as part of job search
- Through contractors/ agents
- Through relatives
- Through friends
10. A) How many days did you work last month?
- 5-10 days 10-15 days 15-20
- 20-25 More than 25
- B)Wage per day :

300-500 500-700

700-1000 >1000

c) How is payment made:

Cash Through bank

11.. A) Do you sent money home?

Yes No

B) If yes, frequency of sending money :

Once in a month

Twice a month

Occasionally

C) How much money you sent home last time?.....

D) Mode of sending money home?

Money order Through relatives(in person)

Via own Bank account Via Owners or Agents bank

account Others Specify,.....

12. Are you aware of any government schemes for your welfare?

Yes No

If Yes, can you specify any.....

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