

**INTERNAL MIGRATION OF CONSTRUCTION WORKERS IN INDIA:
REFERENCE TO THIRUVALLUR DISTRICT OF TAMIL NADU**

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Abstract

Migration was prompted by India's economic policies and globalization, which increased job opportunities in the rapidly expanding employment sector. The population of migrants and their circumstances in the destination are examined by the writers. Examining the actual circumstances faced by migrant internal workers in the construction industry is the study's goal. The comprehensive case study approach was employed to gather pertinent data from the chosen cases, and secondary sources of data from different publications, articles, and internet sources were also used to bolster the study's framework. The interstate migrant worker and the employer (who might be a state contractor, engineer, or architect) who must make accommodations for the worker to perform their job activity are the two parties involved in the case study. The scope of the construction industry among migrant laborers, the nature of employment and work, the employer-employee relationship, issues with pay and working conditions, and the actual circumstances of migrant laborers on construction sites are all covered in the study. Ultimately, the study comes to the conclusion that appropriate suggestive measures should be provided to educate the migrant population about their rights, safety, and social security benefits provided by the relevant government.

Keywords: Internal Migration , Construction workers, Socio-economic variables.

Introduction

One essential aspect of human civilization is migration. It demonstrates how humans try to survive in the most challenging environments, both natural and man-made. India has historically experienced migration, but in the context of neoliberal globalization, trade unions and civil society place a premium on this phenomenon. Today, migration is becoming a common occurrence. Owing to the spread of delivery and communication, it is now a component of the global urbanization and industrialization process. Large-scale human migration from villages to towns and from towns to other cities has been noted as a sign of industrialization and economic progress in the majority of countries. during the times when the nation has seen significant economic and industrial development, as well as increased population mobility. Serious profit disparities, agrarian distress, a lack of employment opportunities, a significant rise in the informal financial system, and the ensuing migration from rural to urban, city to urban, and backward to relatively superior regions are all consequences of the neo-liberal policies implemented by the successive governments. These situations are particularly appalling.

Internal Migration in Indian context and Positive elements of Internal Migration

Article 19(1)(d) and Article 19(1)(e), Part II, Fundamental Rights, The Constitution of India, 1950, state as much."Indian citizens have the fundamental right to free movement, and there are

no restrictions on internal travel. Because of measurement challenges that are both conceptual and empirical, internal migration is still greatly underestimated. Although about three out of ten Indians are internal migrants, internal migration has very low priority in the government's eyes, and the Indian state's current policies have not succeeded in giving this vulnerable group legal or social protection. This is partially explained by a significant lack of information regarding the scope, makeup, and volume of internal migration. Cities are important destinations for migrants, and internal migration is an essential component of development. Without migration and migrant workers, towns' increasing GDP contribution to India might not be possible. Construction, brick kilns, salt pans, carpet and embroidery, business and plantation agriculture, and forms of jobs in city casual sectors together with companies, hawkers, rickshaw pullers, everyday wage people, and domestic work are some of the important sectors in which migrants work (Bhagat, 2012).

Previous Studies

Rele (1969) investigates the pattern and significance of India's internal migration. The analysis pointed out that there's a chance that India's internal migration patterns have changed structurally in tandem with the Five Year Plans' development initiatives, with a stronger focus now than in the past on migration from rural to urban areas and from rural to urban areas. With the available data, the theory of population migration from smaller to larger towns without changing the share of the population living in cities is not always credible. Due to a decrease in mortality, the natural increase in the urban population in 1951–1961 was faster than in the previous decade. The urban ward movement may come to a stop if opportunities in urban areas do not grow concurrently. Additionally, the study showed that while the majority of female migrants only travel to other villages, male out-migrants from villages relocate to farther-off locations, with nearly half of them moving towards cities. By contrasting the socioeconomic and demographic traits of migrants with those of rural non-migrants at the place of origin and urban non-migrants at the place of destination, Kumar and Siva (2001) determine the selectivity in migration from rural to urban areas. The majority of migrants were found to have originated in three villages from the same taluk, as well as the Krishnagiri municipality, where their study was conducted. In order to choose samples from the urban area, a three-stage sampling method was used. 211 married men who were migrants from rural to urban areas and 191 married urban non-migrants made up the sample. Using a two-stage sampling technique, 174 married rural non-migrant men made up the sample size. According to this study, selectivity in terms of education was demonstrated in migration, as rural migrant couples appear to be more educated than both rural and urban non-migrant couples. In terms of occupation and income, the selection of rural migrants moving to urban areas was favorable. It was discovered that larger land-holding families were positively selected for migration from rural to urban areas. According to the study's findings, rural migrants belonged to specific socioeconomic and demographic groups and had much better overall life than non-migrants from rural areas, as well as being relatively better off in many socioeconomic areas than non-migrants from urban areas. The detrimental effects of economic reforms on the poor generally and Scheduled Castes specifically were examined by Sukhdeo Thorat (2001). The author points out that during the post-reform era, employment outside of farms in rural areas decreased as a result of government spending cuts. Moreover, He notes that while SC employment in government employment increased during the pre-reform era (i.e., 1970–1990), it decreased following July 1990 as a result of privatization and a reduction in the role of the government. Caste-based discrimination under privatization impedes economic growth and income distribution by excluding or limiting scheduled caste persons' access to

various factor markets. As a result, he contends that it conflicts with the goal of growth. The scheduled caste is excluded from or has less access to the labor, land, capital, information, and social services sectors due to discrimination based on caste. It affects one's ability to earn money. In this way, the employment and income of the Scheduled Castes impede the growth of the economy and the distribution of income. The study also showed that discrimination and segmentation prevent people from accessing jobs and other assets that generate income, which hinders the goal of distribution. Sivaramakrishnan, Kundu, and Singh (2005) described the process and trends of urbanization in their book "Handbook of Urbanization in India: An Analysis of Trends and Process." They looked at 17 significant states throughout the India; both at the state and district levels, the study considers regional factors. micro-level analyses of two comparatively developed states, Punjab and Maharashtra, and two relatively underdeveloped states, Rajasthan and Bihar. Devi (2009) investigates the factors influencing rural out-migration from Coimbatore city in her article. A survey of 100 migrants from four zones was conducted for the study. It was discovered that the primary causes of migration among low-income individuals are poverty and the desire for better job opportunities. The study examined the discrimination between the two groups—those who migrated for non-economic reasons as well as those who migrated for economic reasons—by identifying economic reasons as the primary driver of migration. It was discovered that backward communities and nuclear families with members of the Hindu religion had higher means of the factors of the migrants who had migrated for economic reasons. Non-economic factors contributed to the rural out-migration of migrants from different religious and cultural communities. The study also showed that there is a sizable gender difference in the literacy rates of male and female migrants. It was discovered that literate female migrants are less mobile than poverty-stricken illiterate female migrants. The socioeconomic circumstances of the migrant construction workers in the urban sector were studied by Bikram K. Pattanaik (2009). The construction industry in the so-called tri-city of Chandigarh, Panchkula, and Mohali employs 1,200 young, unorganized workers, according to an empirical socioeconomic analysis based on a field study. The study reveals the study area's construction workers' vulnerability. More than 90% of the sample as a whole lived in chronic poverty and did not receive the minimal level of occupational protection; most construction workers were employed in hazardous environments without the proper safety gear. Along these same lines, the study discovered that the main factors influencing migration are poverty, agricultural failure, a lack of infrastructure, and lower levels of education. The article makes the case that Indian policy makers should take more appropriate action to protect the human rights of migrant workers, particularly in the urban unorganised labour sector, in light of the findings. Srinivasan and Ilango (2013) concentrated on the issues related to migrant women workers' occupational health. Numerous issues affect migrant women workers, including inadequate pay, health risks, sexual exploitation, and denial of their fundamental rights. The researcher hopes to examine these migrant women workers' lives through this study. This study used a descriptive research design. Using the lottery method, a simple random sampling strategy is employed. By conducting in-person interviews with 100 respondents, data was gathered utilizing an interview schedule. According to the study, the majority of respondents (56%) appear to be afflicted with various skin conditions. Workers in quarries are exposed to a lot of sunlight, which can lead to skin-related issues. The majority of respondents (59%) state that physical barriers or fencing are not available to prevent unauthorized entry. 90% of respondents claim that issues with heat stress, noise, vibration, dust, and stress are commonplace at work, while the majority also claim that issues with lighting, radiation, renal, liver, and occupational cancers are less common as a

result of work. The most basic amenities are unavailable to migrant women laborers. The contractors take advantage of them and deprive them of their fundamental rights. Therefore, in order to solve these issues, migrant women workers must be protected immediately. In their 2014 study, Neelmani Jaysawal and Sudeshna Saha made an effort to comprehend the employment-related issues and opportunities facing the construction industry. The study made clear that, given their labor, the wage structure for construction workers is deemed insufficient. The majority of laborers are paid between Rs. 50 and Rs. 100 per day. The workers in construction are not eligible for leave. Unofficially, some construction companies provide medical and maternity leaves to their workers. Most construction sites don't have a holiday policy. The construction laborers' working hours differed significantly. Most construction sites are open for business eight to eleven hours a day. The construction site does not provide wholesome food for the laborers. The majority of businesses do not provide their workers with healthier food. Along with their regular work, women laborers also have to take care of the home and the food. Child care centers are not supplied to construction companies. While parents are working at the site, the majority of children are just hanging around. Numerous factors, such as frequent relocation and economic difficulties mentioned by construction workers, make it challenging for parents to provide their children with a better education. The study conducted by Rajan, S. I., and Bhagat, R. B. (2021) delves into the diverse socioeconomic aspects of internal migration and analyzes its intrinsic connection to development, particularly concerning policies related to urbanization. A sizeable portion of all internal migrants in India are short-distance migrants. The majority are from underprivileged and marginalized communities and travel temporarily or seasonally. Rural-urban migrants constitute a significant portion of the nation's urban spheres, despite rural-rural migration being the largest migration stream. These migrants frequently find themselves on the periphery of society, despite being essential to the economy. To increase these migrants' access to housing, healthcare, and employment opportunities, a comprehensive policy is needed.

Need of the study

Workers on the move are susceptible to different types of exploitation at every step of the journey. The effects of migration may also vary greatly in relation to these different aspects of social and economic transformation. As globalization and urbanization encapsulated the concept of development, the study would be a valuable tool to illustrate the challenges faced by migrant workers in the construction industry. However, it is crucial to investigate whether the migrant workers really benefited from these developments and whether doing so would allow them to obtain their required share in the industry at this point in time. The study would also provide clarity to employers and policy makers regarding how best to protect workers' rights and enable them to participate more effectively in the production process, ensuring both maximum productivity and worker job satisfaction.

Objectives

1. To examine the socio-economic variables and its influence on Migration.
2. To find out the differences in business operation between two ethnic groups. viz. North Indian and Tamil people.
3. To find out the influence of poverty and infrastructure on migration.
4. To find out the wage difference between pre-and post migration period among the migrant construction workers.

Hypotheses

1. H_0 : socio-economic variables strongly influence the Migration of selected respondents in the study area.
2. H_0 : There is no wage distinction found between North Indian and Tamil Nadu Migrants construction workers in in the study area.
3. H_0 : There is no influence of poverty and infrastructure on migration of the selected respondents in the study area.
4. H_0 : There is no wage difference found between pre-and post migration period among the migrant construction workers in the study area.

Methodology

Both primary and secondary data have been used in this study's execution. While primary data were gathered from 154 sample respondents who were migrants using the stratified random sampling method, secondary data were gathered from reports and materials that had already been published. Through a multivariate analysis, this study also describes how quality of life, well-being in life and at work, and perceived understanding of nature, value, and knowledge of urban life and work they have braved are measured and scaled. The main factors influencing the socioeconomic status of construction laborers are identified through the application of statistical tools such as correlation, regression, and ANOVA.

1.8 Test of Hypotheses

H_0 : socio-economic variables strongly influence the Migration of selected respondents in the study area.

Table.1 - Regression analysis (Fitting of Regression model)

Model	R	R Square	Adjusted Square	R	Std. Error of the Estimate	Durbin-Watson
1	.725(a)	.768	.720		8.23	1.011

A. Predictors: (Constant) Age, Income, Religion, Education, Occupation.

B. Dependent Variable: Migration

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \dots + \beta_n X_n$$

Y= dependent

X=Predictors

R^2 and adjusted R^2 of the model are greater than 0.5. Hence the regression model is good prediction

Table.2 - Coefficients for independent variables

	Unstandardized Coefficients		standardized Coefficients		Sig.
	B	Std. Error	Beta	t	Std. Error
Migration	1.102	4.5		1.618	0.002
Age	1.6	1.12	0.12	0.92	0.001
Income	1.106	2.63	0.38	0.81	0.002
Religion	1.058	1.26	0.12	0.64	0.001
Education	2.12	3.02	0.18	0.72	0.003
Occupation	0.543	2.88	0.31	0.42	0.001

A. Predictors: (Constant) Age, Income, Religion, Education, Occupation.

B. Dependent Variable: Migration

$$Y = \beta_0 + \beta_1(\text{Age}) + \beta_2(\text{Income}) + \beta_3(\text{Religion}) + \beta_4(\text{Education}) + \beta_5(\text{Occupation})$$

$$\text{Migration} = 1.102 + (0.12 \cdot \text{Age}) + (0.38 \cdot \text{Income}) + (0.12 \cdot \text{Religion}) + (0.18 \cdot \text{Education}) + (0.31 \cdot \text{Occupation})$$

(0.002) (0.001) (0.002) (0.001) (0.001)

The multivariate regression was applied to find whether socio economic variables influence the migration of the selected respondents in the study area. The regression result shows that the calculated p value is 1.102 which lesser than the table value 1.618 at 5 % significant level, All the predictors are significant at $\alpha = 5\%$ levels ,P- Value is lesser than the table values, Hence model is significant at 5% , the β value of the Age (0.12) Income (0.18) Religion (0.12) Education (0.18) Occupation (0.31) were lower than the table value since the calculated value is lesser than the table value the hypothesis is accepted and indicated that all the independent variables have strong influence on dependent variables at 5 % significance.

Ho: There is no wage distinction found between North Indian and Tamil Nadu Migrants construction workers in in the study area.

Table.3 - ANOVA

	Sum of Squares	df	Mean Square	F	Sig.
Between groups	986	5	1496.2	8.12	0.002
Within groups	35641	105	798.782		
Total	36627				

Source: Computed from primary data.

The one way ANOVA was applied to find whether there is a significant distinction found in wage between North Indian and Tamil Nadu Migrants construction workers in in the study area. The ANOVA result shows that the calculated F value is 8.12 which is greater than the table value of 2.003 at 5% level of significance. Since the calculated value is greater than the table value, it is inferred that there is significant wage difference exists between North Indian and Tamil Nadu migrant workers in the study area. Hence, the hypothesis is rejected

Ho: There is no influence of poverty and infrastructure on migration of the selected

respondents in the study area.

Table.4 - Regression analysis (Fitting of Regression model)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1.	.789(a)	0.742	0.711	2.79	1.021

A. Predictors: (Constant) HH income, poverty, infrastructure in native, family size, food insecurity

B. Dependent Variable: Migration

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \dots + \beta_n X_n$$

Y= dependent

X=Predictors

R² and adjusted R² of the model are greater than 0.5. Hence the regression model is good prediction.

Table.5 - Coefficients for independent variables

	Unstandardized Coefficients	Std. Error	Standardized Coefficients		Sig.
			Beta	T	
Migration	1.526	56.78		1.126	0.001
HH income	0.231	9.021	0.49	0.32	0.002
Poverty	1.3	12.561	0.52	0.28	0.001
Infrastructure in native	0.897	7.235	0.51	0.37	0.004
Family size	1.89	22.8	0.66	0.23	0.001
Food insecurity	2.98	18.9	0.39	0.34	0.001

A. Predictors: (Constant) HH income, poverty, infrastructure in native, family size, food insecurity

B. Dependent Variable: Migration

$$Y = \beta_0 + \beta_1(\text{HH income}) + \beta_2(\text{poverty}) + \beta_3(\text{infrastructure in native}) + \beta_4(\text{family size}) + \beta_5(\text{food insecurity})$$

$$\text{Migration} = 1.526 + (0.49 \cdot \text{HH income}) + (0.52 \cdot \text{poverty})$$

$$\qquad\qquad\qquad (0.002) \qquad\qquad\qquad (0.001)$$

$$+ (0.51 \cdot \text{infrastructure in native}) + (0.66 \cdot \text{family size}) + (0.39 \cdot \text{food insecurity})$$

$$\qquad\qquad\qquad (0.004) \qquad\qquad\qquad (0.001) \qquad\qquad\qquad (0.001)$$

The multivariate regression was applied to find whether there is significant influence of HH income, poverty, infrastructure in native, family size, food insecurity on migration in the study area. The regression result shows that the calculated p value is 1.526 which greater than the table value 1.126 at 5 % significant level, All the predictors are significant at $\alpha = 5\%$ levels ,P- Value is greater than the table values, Hence model is significant at 5% , the β value of HH income (0.49) poverty (0.52), infrastructure in native (0.51) family size (0.66) food insecurity (0.39) were greater than the table value since the calculated value is greater than the table value the hypothesis is rejected and indicated that all the independent variables have strong influence on dependent variables at 5 % significance.

Ho: There is no wage difference found between pre and post migration period among the migrant construction workers in the study area.

Table.6 - Paired Samples Statistics

	Mean	Std. Deviation	Std. Error Mean
Pre-Migration	1315.8	143.5	430.74
Post- Migration	24690	540.0	121.3

Source: computed from primary data

Table.7 - Paired Samples Correlations

	Correlation	Sig.
Pre and post Migration	0.955	0.01

Table.8 - Paired Differences

	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval		T	df	Sig. (2-tailed)
				Lower	Upper			
Pre and post Migration	139375	4087.8	1238.6	14516	8673	9.329	10	0.001

The Paired ‘t’-test was used to the compare the means of the pre-test and the post-test. The T-value obtained from the analysis of the overall mean scores of the pre-test and the post-test is 9.32. The details also reveal that the P-value or value of significance is 0.04, at the level of 0.05. The analysis shows that there was significant difference between the overall mean scores of the pre-test and post-test at 5% level of significance, hence, the hypothesis is rejected and the results indicates that there is a significant difference is found in the wages of the migrant construction workers between pre and post migration period.

Conclusion

This study looks at socioeconomic factors and how they affect migration, as well as how two

ethnic groups' business practices differ from one another. Specifically, among North Indians and Tamils, ascertain the impact of poverty and infrastructure on migration, as well as the disparity in wages between the pre- and post-migration periods for migrant construction workers. The findings indicate that socioeconomic factors have a significant impact on the migration of a subset of respondents in the study area, and that there is a wage gap between migrant construction workers from Tamil Nadu and North India. Infrastructure and poverty both have an impact on the migration of the chosen respondents within the study area. In the study area, there is a wage difference between the pre- and post-migration periods for migrant construction workers.

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