



INTER-STATE MIGRANT WORKERS IN KERALA : A STUDY ON THEIR WORK AND LIFE



KERALA INSTITUTE OF
LABOUR AND EMPLOYMENT (KILE)



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MESSAGE



I am happy to know that the research team of Kerala Institute of Labour and Employment (KILE) has conducted a study on “INTER-STATE MIGRANT WORKERS IN KERALA: A STUDY ON THEIR WORK AND LIFE”. Inter- State Migrant Workers have become an integral part of the developmental activities and economic development of Kerala.

Government of Kerala has implemented different programmes for the welfare of migrant workers in our State. In-depth research and up to date information are necessary for proper implementation of welfare programmes and formulation of future planning for this dynamic community. Unfortunately internal migration to the State has not gained adequate importance among the researchers. This situation demands to undertake a comprehensive study of their basic requirements, difficulties and grievances. The present study analyses the living conditions, occupational profile, income and expenditure pattern, savings and remittances, health and hygiene, hospitalization etc. of migrant workers in Kerala. This report shed light on the work and life of the interstate migrant workers in Kerala and also on the problems they are facing.

I am confident that the report will be beneficial to policy makers as well as other stakeholders. It will also provide a new perspective to the stakeholders in modifying the on-going schemes as well as formulating new plans. It ultimately will contribute to the welfare of the interstate migrant workers in Kerala. I congratulate KILE and all the members of the research team for their sincere efforts in the successful completion of this work.

A handwritten signature in black ink, appearing to read 'Sathyjeet Rajan'.

Sathyjeet Rajan IAS

Additional Chief Secretary
Labour & Skills Department

MESSAGE



I am happy to say that research team of KILE have conducted the study titled “INTER-STATE MIGRANT WORKERS IN KERALA: A STUDY ON THEIR WORK AND LIFE’., under the leadership of Smt. M.Shajeena. Interstate Migrant Workers now known as ‘Guest Workers’ play a vital role in the development of the economy in Kerala. The Government has undertaken several initiatives for the welfare of the Inter State Migrant Workers in our State like ‘Aawaz’ and ‘Apna Ghar’ programmes. Initiative like ‘Garima’ is also notable. Government of Kerala is always ready for implementing programmes for the welfare of migrant workers in our State. During COVID 19, efforts of Government of Kerala started with the management of migrant labourers who became unemployed due to lockdown. Government stepped in through LSGs and provided them with food from the community kitchen and supplied other essential items through Kits.

For the effective implementation of the existing programmes and for the planning of new programmes there is a need of in-depth research in this area. The present report is worth in this regard. It highlights key recommendations that can help stakeholders and different Government departments to improve the implementation of various programmes. I am confident that the analysis and findings in the report and recommendations suggested in it will go a long way towards implementation of novel policy initiatives for the welfare of the Interstate Migrant Workers in Kerala. I congratulate the team for their sincere efforts in undertaking this admirable work.

V. Sivankutty
Chairman, KILE

FOREWORD



Migration patterns and their socio-economic impact have significantly influenced the culture and political process in Kerala. Migration has been the single most dynamic factor in the development of Kerala. Kerala is becoming the new avenue for the unskilled and semi-skilled labourers from other States in India. Decline of labour force and various other factors like existence of best wage rates attract migrants from other States to Kerala. Kerala has recognized the importance of addressing issues related to interstate migrant workers and has modelled a frame work for better policies for them. But a study covering all districts of Kerala was not carried out due to various reasons. Hence this study is much relevant in the present context. The study has been fully funded by Labour Commissionerate, Government of Kerala. The study has collected information from 5720 interstate migrant labourers in Kerala covering all 14 districts. Migrant labourers residing in both camps and individual dwellings were covered. The report throws light in to the work and life of interstate migrant workers in Kerala. The policy recommendations and programmes to be implemented are given in an effective manner to help the authorities. The findings of the study will definitely be of great use to planners and policy makers.

I wish to express my deep sense of gratitude to the Government of Kerala to give us the opportunity to do this work and for providing us financial assistance. I would like to express our gratitude to the Hon'ble Minister for Labour and Skills for his constant support to KILE for the implementation of the study. I would also like to express my sincere thanks and gratitude to Executive Council of KILE, Technical Advisory Committee Members of the project, Contributors and the Research Team of KILE for their efforts in materializing the project. We received commendable support from a large number of stakeholders and institutions during the implementation of this project. We are also grateful to all the respondents who spend their valuable time to respond to our interviews during the primary survey. I express my sincere gratitude to Field Investigators and the Data Entry Operators for their responsible work. I would also like to express my appreciation to the Administrative staff of Kerala Institute of Labour and Employment, who were associated with the study, for undertaking the requisite professional task in an efficient manner.

Thiruvananthapuram
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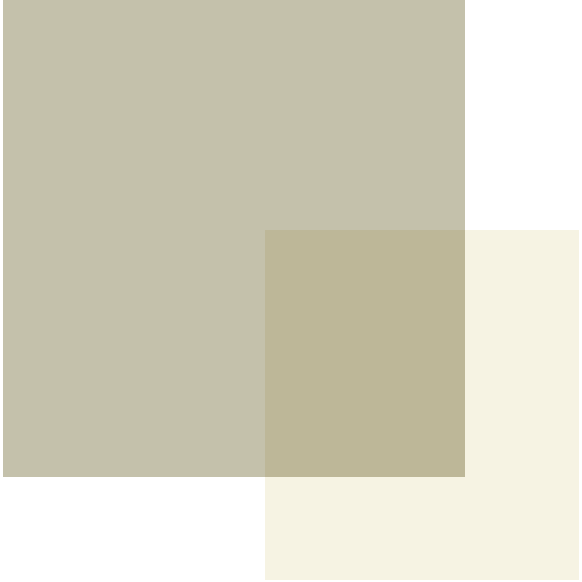


EXECUTIVE SUMMARY

Migration has been the single most dynamic factor in the development of Kerala and has contributed to social, political and economic change in the State during the past decades. Kerala has now become the new avenue for the unskilled and semi-skilled labourers from other States in India. These migrants have outnumbered the local workforce as evident from the 20 percent point increase in the share of migrants to total population in Kerala. The dynamic and complex relationship between migration and health has well been proven which necessitates an assessment of the work and living conditions of such large number of migrants. The present study is one in this footing carried out scientifically using different sets of data both primary and secondary. A pilot study on 270 interstate migrant workers enriched the basic tool of well structured interview schedule. A sample of 5720 migrant labourers, who came to Kerala from different parts of India, has been selected randomly from all the 14 districts across the State. The main objective of the study was to analyse the living conditions of the migrant labourers in Kerala, the occupational profile, availability of benefits as envisaged by labour laws, income and expenditure pattern, savings and remittances, level of social integration, and most important aspect of hygiene, health status, medication, hospitalization and mental health of migrant workers. Trained Field Investigators collected information on the camps or dwellings of stay of the respondents, through observation and interview. The field survey pertains to the period August - October 2019. Data analysis was done using SPSS version 20.

Migrants from five States; West Bengal, Odisha, Assam, Bihar and Jharkhand constitute over 90 percent of the sample population under study. About 10 percent of the respondents are women. Majority of the respondents belong to the younger and dynamic work force. But the lower level of education delimits opportunities of most of them in the labour market. Construction workers constitute the major share of migrant workers in Kerala, as it is the most flourishing employment sector in the State. About 40 percent of the respondents earn an income of less than Rs. 450 per day. About half of the migrant labours have the habit of saving money. About 88 per cent of the respondents were of the opinion that an improvement in the financial position of their family had happened through their job in Kerala.

Study reveals that majority of the migrant workers didn't feel any difficulty related to their working conditions. About 14 percent of the workers are highly satisfied and another 62 percent are moderately satisfied with their job. But about 20 percent are 'poorly satisfied' and 3.6 are 'not at all satisfied' with their job. That is, about one quarter of the migrant labourers are poorly satisfied or not satisfied with their wage or work environment in Kerala. Vast majority of the




migrant labourers in Kerala are not aware of the procedure for registering complaints with Labour Department, in case of denial of labour rights which necessitates imparting awareness among the migrant workers on the importance of their rights and how laws can protect them.

A platform need to be developed to discuss and solve the issues related to the migrant labourers in the employment sector.

Although the Government has launched the ambitious Aawaz insurance scheme for the benefit of the migrant workers, more than half of the target group are outside the benefits of the scheme. Initiatives on the part of the Government agencies are necessary to propagate the knowledge of the scheme among the entire migrant labourers in Kerala.

Living conditions of migrant labourers are good in certain aspects like availability of water, availability of cooking facilities and attitude of neighbours towards the migrant camps but satisfactory with regard to cleanliness and waste disposal system and poor in terms of type of fuel used for cooking. Only about 30 per cent of the respondents use modern cooking fuel namely LPG for cooking. Remaining 70 percent of the migrant labourers use firewood, diesel and kerosene as cooking fuels which tends to be harmful to health when too many people occupy the camps. Substance abuse is a matter of concern as nearly half the respondents use one or other kind of intoxicants which is something that needs to be addressed through mass awareness programmes in order to induce changes in their attitude towards substance use.

Self-reported diseases speak about the general health status of the migrants. Infectious diseases namely TB, HIV, Malaria and Leprosy are reported by 3.4 percent and 12.1 percent of the respondents have suffered from skin diseases. Six respondents (0.1 percent) have suffered from stress or mental diseases. Better health care monitoring of the migrant workers and increasing the frequency of medical check-ups for the migrant workers could be the ideal solution for improving health status of migrant workers. Study clearly depicts the good accessibility of the migrant workers to the health system of Kerala. But about 46 percent of the respondents who visited hospitals for medical treatment had to meet the expenditure of treatment from their own pocket. So it is very important to make the migrant workers aware of the benefits of the Aawaz scheme and strengthen the efforts to enrol all the migrant workers in the scheme.



About 97 percent of the respondents are of the opinion that their attitude and practice towards personal and environmental hygiene has improved during their stay in Kerala.

Socio-cultural integration is one of the important parameters indicating the capability of the in-migrants to follow the social and cultural conditions of new locality. Level of social involvement of the migrant labourers in Kerala is found to be low. Only a small proportion of the respondents interact with the native people. More than one-third of the migrant labourers experiences language problem which obstruct communication with the native people. It is learnt that they are trying to overcome the problem through learning Malayalam. The programmes like 'Changaathi' may be enhanced by the authorities to equip the migrant workers. Vast majority of the respondents reported that they have security feeling in Kerala which speaks of the healthy societal system existing in Kerala.

The study also examined the profile of women migrants separately. Vast majority of migrant women workers are youngsters and more than a quarter of them are illiterate. Major sectors where the female respondents work are Plantation jobs, Fish Peeling, Textile Manufacturing work and Construction work. About nine percent of the women respondents are suffering from certain ailments. About five percent have diseases related to malnutrition and about 19 percent have been suffering from menstrual problems. It is reported that 18.5 percent of the women respondents do not practice measures for keeping hygiene during menstrual period. So there is a need of health awareness programmes for the female migrant workers at their camps or working places.

Department of Labour need to create a monitoring wing to ensure rights of female migrant workers and LSGD need to play a vital role in it. Proper health check-ups, rest in-between long hours of work, proper sitting and other facilities need to be provided to them. IEC on family planning methods and menstrual hygiene should be provided to them. Department of labour may provide mandatory classes once in a month in a unit. Health check-ups at least once in three months must be provided by the health department with the help of LSGD. The same may be organized through the employer also.

The physical conditions of the camps of migrant labourers needs improvement as the study found the area available per person to be inadequate in 5.2 percent of the camps. Availability of toilets is also inadequate in one-fifth of the camps. The surroundings of about 19 percent of the camps under study are not clean. Proper monitoring mechanism with the involvement of LSGDs can improve the physical conditions and hygiene in the camps/dwellings of the migrant labourers.



OVERVIEW OF THE REPORT

This report has been organized into seven chapters. The first chapter deals with a brief introduction of the report with the importance of the study. In the second chapter objectives, data and methodology, sampling, sample size calculation, training of field investigators, tools for data analysis and limitation of the study are included. Reviews of the literature on migration scenario in Kerala are included in the third chapter. The fourth chapter deals with the analysis of migration scenario in Kerala using Census data, 2011. Profile of interstate migrant workers in Kerala is analysed using the survey data in the fifth chapter of the report. It includes background characteristics, occupational profile, living conditions, health and hygiene, economic conditions, socio-cultural conditions, compliance with law, profile of interstate migrant women workers in Kerala and features of the migrant labour camps/dwellings in Kerala. Summery and concluding observations from the study are presented in the sixth chapter. In the seventh and final chapter, we present a few policy suggestions and recommendations to address the needs of interstate migrant workers in Kerala.



CHAPTER 1

INTRODUCTION

Migration, the movement of people from one place to another, has created dramatic changes in the world history, which lead to development and modernization in the world. Remarkable political, economic and demographical transformations have been visible at the places of destination as well as in the places of origin. Migration is an event which was neglected earlier but now recognized as an inevitable episode of the mankind with a significant role in changing the structure of a population and thereby in the development of a nation.

According to the World Migration Report (2020), the pace of international migration is closely connected to acute events (such as severe instability, economic crisis or conflict) as well as long-term trends (such as demographic change, economic development, communication technology advances and transportation access). The number of international migrants is estimated to be almost 272 million globally, with nearly two-thirds being labour migrants.

International migration is not uniform across the world but is shaped by economic, geographic, demographic and other factors resulting in distinct migration patterns, such as migration “corridors” developed over many years. High income countries attract the major share of migrant workers. The largest corridors tend to be from developing countries to larger economies such as those of the United States, France, the Russian Federation, the United Arab Emirates and Saudi Arabia. According to ILO (2018) the share of migrant workers in the middle-income countries has been increasing over years in the last decade, due to the economic development in the middle income countries or labour immigrant regulations in the high income countries. India is the country of origin of largest number of international migrants (17.5 million), followed by Mexico and China (11.8 million and 10.7 million respectively).

India has a long history of migration. The country had commercial dealings with foreign nations from the







ancient period itself. Indian workers have been migrating for centuries to join the labour forces of several countries. Indian migration in the modern times can be traced back to 18th century when the slavery was abolished and colonial rulers required labour to work on plantations (Sandhu, 1969). International migration from India during the colonial period was mainly in the form of indentured labour recruited by the British planters for employment in countries such as Sri Lanka, Malaysia, Fiji, Mauritius, South Africa and West Indies. This migration that had begun during the second half of the 19th century lasted till about the end of the First World War.

During the 1920's and 1930's, Indians migrated to countries in East Africa and the Middle East for trade and for skilled and white-collar jobs. Since independence, Indians migrated to advanced industrial nations of Europe, America and Australia. They included professional, technical and administrative professionals with high academic qualifications and experience. Migration of Indians to the Middle East for employment and trade began from 1920's. Following the discovery of oil, Indians occupied most of the white collar and technical positions in the oil companies owned by the British Companies (Gopinathan, 1998).

As a result of the policy interventions of Governments, the nature of employment has changed significantly in Indian States. Also due to rapid urbanisation, volume of internal migration in India started to increase year after year. According to the Census of India 2011, there are 457 million internal migrants in India which accounts for 37.8 per cent of the total population compared to 220.7 million during 1991 which amounted to 27.1 per cent of the total population. That is the share of migrants in total population has increased by 10.7 percentage points during last two decades.



Importance of the study

Kerala is becoming the new avenue for the unskilled and semi-skilled labourers from other States in India. The state has been receiving large numbers of migrants from States like West Bengal, Bihar, Odisha, Uttar Pradesh and Tamil Nadu. These migrants have outnumbered the local workforce in almost all the sectors and their numbers particularly outweigh in sectors such as constructions, hotels/restaurants, plywood and other industries.

Kerala has recognized the importance of addressing issues related to migrant workers. Its long experience of emigration and labour friendly policies has modelled a frame work beneficial for interstate migrant workers. Though Kerala ranked first for migrant friendly policies with a score of 62 out of 100, based on the Interstate Migrant Policy Index 2019 (IMPEX 2019), still considerable improvement is needed in some areas.

Several researchers have analysed the living condition, reason for migration, demographic and socio-economic aspects of in-migrants especially labour migrants in Kerala based on some particular area (Surabhi and Ajith Kumar, 2007; Mythri Prasad and Aleyamma, 2018). But a sample based study covering all districts of Kerala was not carried out due to various reasons. Among them, the major reason is language barrier followed by difficulty in locating the labour migrants.

The present context of the study is to assess the work and life of interstate migrant workers in Kerala. These labourers are needed as substitutes to fill the gap created by the out-migration of more than 30 lakh Keralites working abroad. While the State Government makes every effort to protect and promote the interest of the local workers, its attention to the in-migrants is inadequate at present. Comparatively lesser wages, prolonged working hours, poor working condition and often compelled to undertake high risk task without protective measures along with invisible female

labourers characterizes the interstate migrant workers in the State. Their life protection is often challenged at their places of stay. The initiation like 'Garima' and 'Roshni' provided better life to migrant workers in some specific districts. However, such programs are not universally accepted or materialized. It is unfortunate that the massive internal migration to the state still has not gained prime importance in economic and sociological research in the country. This situation demands to undertake a comprehensive study of their basic requirements, difficulties and grievances. It will facilitate to adopt appropriate mitigation measures to protect them against deceit and distress. All the aspects related to the work and life of the interstate migrant workers in Kerala is the focus of this study.

Objectives

The broad objective of the study is to understand and describe the life and working conditions of interstate migrant workers in Kerala and assess their needs and problems for formulating appropriate policy measures.

Specific Objectives

1. To review the Migration Scenario in Kerala
2. To analyse the occupational profile of interstate migrant workers in Kerala and to understand their diversity in terms of work, wage, mode of payment and other work related matters.
3. To evaluate hygiene habits, living conditions, availability of basic necessities and health status of migrant workers.
4. To assess the socio-cultural integration of the migrant workers and their compliance with law.
5. To analyze characteristics of migrant women workers in Kerala, their income status, expenditure pattern, savings and remittances.



CHAPTER 2

DATA AND METHODOLOGY

This section briefly describes the process of designing the survey and methods of collection and tabulation of data for the study. The study was conducted in a systematic and scientific way to address the research questions and objectives. Data collected were analysed using appropriate statistical tools. Different sets of data, both primary and secondary, were used to answer all the pertinent questions. Migration data (D series) of Census of India 2011, published by Registrar General of India (RGI), Ministry of Home Affairs, Government of India was analyzed to describe the volume and depth of in-migration in Kerala. Interstate migrant worker is defined as a person who is not a native of the State by birth but a citizen of India and is working in the State for remuneration under an agreement or other arrangement for employment. To analyze the life and work culture of migrant workers, primary data were collected from the respondents at different camps/dwelling places of interstate migrant

workers from all the 14 districts in Kerala.

A structured interview schedule was prepared to collect primary data from the interstate migrant workers. Questions related to the demographic characteristics of workers, occupational details, awareness about labour laws and their compliance with the laws, living conditions, economic condition including savings and remittances, socio-cultural condition, health and hygiene, special problems confronting by the women migrant workers etc were included in the schedule. One peculiarity of the survey was collection of observational data from the labour camp or dwellings of migrant workers along with the interviews. It helped to assess the living condition and availability of basic amenities like space available for a person in the building, drinking water, toilets, separate cooking area, fuel used for cooking etc. A consent letter in Hindi was collected from each respondent from Hindi speaking area who participated in the Survey. For non-Hindi migrant workers the help of Translators were used.



A pilot study was conducted in Thiruvananthapuram district at areas having concentration of interstate migrant workers covering 270 samples with the help of ASHA workers. They were given proper training to collect information from the interstate migrant workers from their area. It collected information from migrant workers engaged in formal and informal sector and also from scattered migrant labourers. This data was tabulated and analyzed and later the schedule was modified based on the experiences of pilot study. The final schedule was presented before the Ethical committee of the Institute and sought their permission. Survey schedule and observation checklist are given as Appendix.

Survey Procedure

Designing the sample procedure for assessing the work and life of migrant labourers in Kerala is a difficult task due to the scattered nature of their stay. The interstate migrant labourers usually stay in labour camps, rented houses or in the work site itself. The conventional frame work of sample design in population based surveys requires listing and mapping of entire sample area to identify the stay of interstate migrant workers and then select the household to be interviewed. However, this methodology is not practical in this situation due to their scattered nature of stay.

Sampling:

The Census of India, 2011 provide detailed information about the number of interstate migrants in each district of the State. However it does not provide information about interstate migrant workers exclusively. Gulati Institute of Finance and Taxation (GIFT) in 2013 tried to estimate the number of migrant workers in Kerala with a different methodology and came up with a new estimated number of migrant laborers in Kerala. For calculating the sample size for the present survey, we used the number of migrants as

per the results of Census of India, 2011 as base.

For assessing the work and life of migrant workers in the State, the research team collected information from all the 14 districts of the State as features of the migrant labourers vary largely among the districts. Each district is further divided into different labour circles under each Assistant Labour Officer (ALO). There is a total of 101 ALOs in Kerala, ranging from 2 in Kasaragod to 11 in Alappuzha.

Three ALO circles were selected from each district randomly using lottery method and the detailed information of the number of ALO circles selected in each district is given in Table 2.1. As there are only two circles in Kasaragod district, both of them were selected from the district. Information on number of labour camps/dwellings functioning under each ALO was sought.

The camps/dwellings reported by the ALOs are places of stay of migrants working in different sectors like Construction, Plantation, Manufacturing, Hospitality and Service etc.

Categorization of migrant labour camps/dwellings under the selected ALO circles was done in the second stage of sampling process. In addition to the information on the camps/dwellings of the interstate migrant labourers working in different sectors, the information about scattered migrant labourers in the areas of selected ALO circles was collected through ASHA workers of the respective area. List of dwellings in which scattered migrant workers live was also added to the list of labour camps/settlements in the selected ALO circles. Numbers of camps/dwellings to be selected from each ALO circle were fixed proportionate to the number of total camps in the circle. Required numbers of camps were selected randomly from the list. A total of 930 camps/dwellings were selected for interview. Selection of inmates in the selected camps/dwellings for interview

was the third stage of sampling in the survey. List of inmates in each of the selected camp/dwelling was prepared by the supervisor and required number of persons to be interviewed was selected using systematic random sampling method from this list. The trained field investigators interviewed the

selected interstate migrants. Help of translators were sought in necessary cases. An interviewer was instructed to limit number of interviews per day to 5-7 for ensuring quality of interviews.

Figure 2.1. Sampling frame of the survey

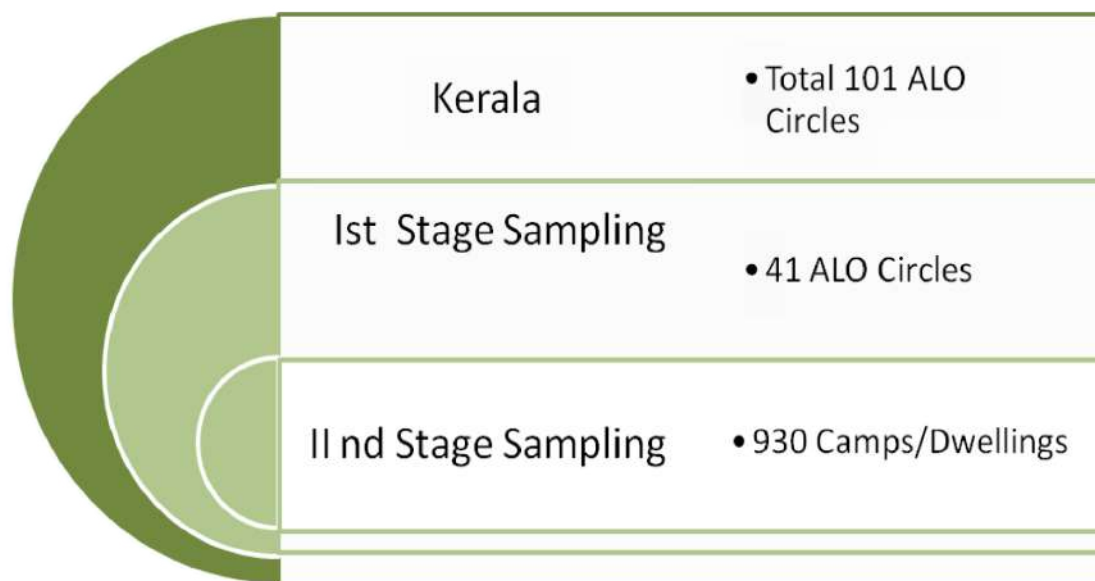


Table 2.1: Information about ALO circles and camps/dwellings identified for the survey

| SI. No. | Name of District | No. of Camps/dwellings selected | No. of inmates listed in Camps/dwellings |
|---------|--------------------|---------------------------------|--|
| 1 | Thiruvananthapuram | 78 | 1920 |
| 2 | Kollam | 65 | 705 |
| 3 | Pathanamthitta | 60 | 525 |
| 4 | Alappuzha | 60 | 506 |
| 5 | Kottayam | 64 | 710 |
| 6 | Idukki | 75 | 1126 |
| 7 | Emakulam | 78 | 1521 |
| 8 | Thrissur | 63 | 847 |
| 9 | Palakkad | 65 | 730 |
| 10 | Malappuram | 65 | 852 |
| 11 | Kozhikode | 72 | 1094 |
| 12 | Wayanad | 60 | 814 |
| 13 | Kannur | 65 | 518 |
| 14 | Kasaragod | 60 | 675 |
| | Total | 930 | 12543 |

Sample Size Calculation

The sample size of the survey was fixed using the given formula:

$$SS = \frac{N}{1+N(e)^2}, \text{ where } e = 0.05$$

'SS' is the 'Sample Size' and 'N' is the 'Population'

$$SS = 615849\# / [1 + 615849\# \times (0.05)^2] \\ = 400$$

[#- Interstate Migrant Population in Kerala from D1 series of Census 2011]

Thus the minimum sample size required is 400 to analyse the overall picture of the interstate migrant workers in the State. On the other hand, if the calculated sample size is distributed across the districts it will be much smaller and will not represent inter-district distribution of migrants, which is diverse in nature. Hence for the effective representation of each district and representation of different category of interstate migrant workers, district wise sample size was fixed. The district wise population of interstate migrants in each district as per 2011 Census was used as base for the calculation of district wise sample, using the same formula. Hence the total sample size turned out to be 5537 from 14 districts of the State. To minimize sample loss through rejection and incomplete interviews, the survey has covered 10 percent more samples in the three major cities/Corporations and 5 percent more samples in other areas. After accounting rejections and incomplete interviews a total of 5720 completed interviews were obtained under the survey. Number of interviews conducted in each district is given in the analysis part.

Selection and Training of Field Investigators

The field investigators were selected from different parts of the State by inviting application in the website of KILE. A total of 50 investigators who completed post-graduation in social sciences were selected for training. One week centralized training programme was conducted at KILE, Thiruvananthapuram. Resource persons from various disciplines were engaged as trainers of the investigators. Mock interviews as well as field training were included in the training programme. The investigation team were provided with language support from the experts. All the investigators were trained to conduct interview in Hindi. Entire training programme was monitored by the Research Core Committee Members of KILE who were subject experts for ensuring quality of training. On successful completion of training, 24 interviewers were finally selected for conducting the survey across the State. Two field coordinators facilitated and monitored the data collection. The field survey period was from August 2019 to October 2019.

Tools for Data Analysis

Data analysis was done using Statistical Package for Social Science (SPSS) version 20. Univariate and bivariate analysis were done for the survey. The tools used under SPSS are Percentage, Mean and Cross tabulation.

Limitation of the study

Case studies were not conducted as it was not the aim of the study to represent the facts on qualitative manner.



CHAPTER 3

MIGRATION SCENARIO IN KERALA- A REVIEW

Migration patterns and their socio-economic impact have significantly influenced the culture and political process in Kerala. Migration (both internal and international) has been the single most dynamic factor in the development of Kerala since its formation in 1956. Data available for the old Travancore-Cochin region suggests that it was characterised by a net inflow of persons until 1941. This reversed dramatically in succeeding decades with more people leaving than entering. Until 1971, most Keralites were migrating within India, mostly to emerging cities such as Delhi, Mumbai, Chennai and Bangalore. According to Prof. Irudaya Rajan, eminent scholar in migration studies, this is partly due to the demand for skilled/educated persons, which Kerala could contribute due to its high literacy rate. However, with the opening up of the Gulf economies to foreign workforces in the 1970s in the wake of a spike in oil prices, the tide of migration from Kerala moved decisively from internal to international. The extent of out-migration peaked in 1971-81, at approximately 2,50,000. The available data indicates that the outflow

continued well into the 1980s and 1990s and later stabilized in the past two decades.

Migration has been a key factor of social, political and economic change in Kerala in the last 30 years. High remittances helped decrease unemployment and poverty whilst also paradoxically giving rise to a consumerist culture and commoditization of public services such as education and health. The remittances of over 2 million migrant workers provided indirect employment to around 4-5 million people (according to various estimates) in Kerala. The remittance economy also changed patterns of land ownership and agriculture, besides impacting the environment and ecology due to an unprecedented boom in the construction sector and the pressure on land and paddy fields for new constructions.

The available literature lightens the centuries old experience of Keralites in emigration. Kerala had trade contacts with the West and the Middle East since 3000 B.C.







Cotton cloth from Malabar was exported to Egypt in about 2600 B.C and Phoenicians visited the coast of Malabar in about 1000 B.C. in search of ivory, sandalwood and spices. Muziris in Kerala was a very important seaport during this period (Pillai, 1940). This was an Indo-Roman trade centre and urban settlement along India's western coast. Menon (1999) has pointed that there was a close trade relationship between Kerala and North India during Indus Valley Civilisation of third millennium B.C. Several typical Kerala products found their way to Indus Valley and from there to the countries of West Asia through an overland caravan route. This in turn attracted men to Kerala from those countries.

Malaya was a main destination for Keralites in the early parts of 20th century. Since 1938 emigration took place on free basis and men from Malabar and Coromandel Coast formed the majority of emigrants. The Kerala migrants in Malaya steadily increased from 17,190 in 1921 to 72,971 in 1957.

The discovery of oil in the Gulf countries and the subsequent oil boom in 1970s initiated a massive wave of emigration from Kerala. Over 90 percent of emigration from Kerala is to the six Gulf Cooperation Council (GCC) countries of Saudi Arabia, the United Arab Emirates, Kuwait, Qatar, Oman and Bahrain. The first Kerala Migration Survey (KMS) conducted by Centre for Development Studies (CDS) estimated the Malayali emigrants in these countries as 1.4 million, (1998) which was increased to 2.4 million in 2014 and as per the latest KMS (2018), for the first time it has declined 10 percent and reached 2.1 million. The remittance from Gulf countries to Kerala is the backbone of the economic growth in the State. Over 35 percent of the State's domestic product is covered by the remittances (Nikhil, 2018). No other State in the country depends largely on remittances. Between the period of 2011 and 2014, a sharp rise of over 40 percent

in remittance was observed but the percentage increase in remittance for the period between 2014 and 2018 has been reduced to 19 percent. However, a transition in the current migration flow has been warned by several researchers (Mishra and Rajan, 2018; John, 2011). Dependence on Gulf region will decrease due to the saturation of labour market there as well as a greater competition from the skilled and semi-skilled migrant workers from other States of India and abroad especially from the South-East Asia. Hence, a remittance-based and largely service sector-oriented growth process may not be sustainable for Kerala in the long run.

Considering the migration of Keralites to other Indian States, it can be seen that during the first half of the Twentieth century, destinations of migrants from Kerala were neighbouring States of Tamil Nadu, Karnataka and Maharashtra. In 1901, over 80 per cent opted for Madras province, while those who preferred Maharashtra and Karnataka represent 7 per cent and 6 per cent respectively, totalling to 93 per cent. By 1991 the share of migrants to Tamil Nadu got reduced to 32 per cent. Most of the States in the country attracted Keralites and now Kerala people are working in all Indian States.

In-migration in Kerala

According to Rajan and Zachariah (2020), large numbers of working age population, currently estimated at 2.1 million persons have emigrated from Kerala. This has given rise to a situation wherein emigrants are being replaced by the flow of in-migrants from other States in India into Kerala. Mishra and Rajan (2018) observed that the decline of labour force and the continuous movements of persons from Kerala to rest of India and abroad necessitate large scale migration into Kerala, in order to replace the workforce within the State. There are various factors, like existence of best wage rates in the country, demand of more labour force due to the vacuum

by the gulf boom, comparatively better rights and welfare programmes for the labourers, less exploitation of migrant labourers due to better political and cultural traditions, and finally the strong trade unions – that accelerates the migrant flow into Kerala. Share of in-migrants of productive ages has increased by 15 percent during the period of two rounds of National Sample Survey (1993 and 2007-08) in Kerala.

While analysing the different Census reports, one can observe the increase in the share of migrants to total population in Kerala. During the census period of 2001 and 2011, 20 percent point increase has occurred in the share of migrants in Kerala. Sharp increase is observed also in the rural part of the state (34 percent). While the previous censuses (1991 & 2001) showed flow of in-migrants largely from Tamil Nadu followed by Karnataka (62 and 14 percent respectively), there has a rapid change in 2011 with increasing proportion of in-migrants from West Bengal, Odisha and other north eastern States.

Apart from Census, there are no reliable measures for the inflow of migrants into Kerala. An attempt was made at gauging the quantum of domestic labour migrants into Kerala during 2013 by Gulati Institute of Finance and Taxation (GIFT), Thiruvananthapuram, which pointed an annual flow of 0.23 million migrants from other States of India to Kerala. The estimated stock of in-migrants in Kerala for the year was 2.5 million in 2013. However, without reliable data and accurate registration of in-migrants, one cannot fix the number of in-migrants in the State. While discussing the age pattern of in-migrants depicted by both census and GIFT, younger male (18-23 & 24-29) population has immigrated to Kerala mainly from States like West Bengal, Assam, Odisha, Bihar and Uttar Pradesh. Interstate Migration Survey conducted at the CDS (IrudayaRajan and Summetha, 2015) also observed such age pattern among in-migrants.

Mishra and Rajan (2018) has examined the phenomenon of internal migration in-terms of four streams using the NSSO data, and spotted that Rural-Rural stream is getting replaced by Urban-Urban stream of migrants. In fact, it is on account of male migration alone, that the trends shift towards Urban-Urban stream of migrants. Male migration from rural to urban has increased to 50 per cent in 2007-08 from 46.2 per cent in 1993 and female migration has slipped down by 5 per cent during the same period. Through the Kerala Migration Project (KMS) and establishment of NORKA, Government of Kerala has expressed its serious engagement with migration data and policy for the emigrants of Kerala. However, such a response was not seen in the case of in-migrants in the State.

The migrant workers in Kerala mainly consist of people who are engaged in the informal sector. They usually undertake manual work in the form of loading and unloading, casual work, construction work, brick making and self-employment. Coir, cashew and handloom are providing a sizable number of employment opportunities. Information Technology (IT) industry and tourism sector indirectly increase the labour demand through more number of restaurants where migrant labourers are largely employed. Employers provide accommodation to the in-migrant workers or they themselves arrange low-cost accommodation. Formation of labour camps is a phenomenon worldwide where, migrant workers are concentrated. It is believed that the high wage rate for unskilled labourers in the construction sector is the main attraction for migrant labourers. These migrant workers are ready to work for longer hours and on hard tasks. They have shown more sincerity and commitment towards work than that of the local labourers. They are also seemed to be less demanding. Subramanian and Hegde, (1997) assessed that the aspirations of migrant workers are few and they do not have any long-term vision or perspective of their life. Future



expectations and planning are conspicuous by absence in their life agenda of the households of migrant workers.

Main pull factors of migration to Kerala encompass the boom in the construction sector and the reluctance of native workers to handle menial and casual work (Narayana, Venkiteswaran, Joseph M.P, 2013). The real estate boom has increased the demand for construction workers manifold and hiring workforce is becoming a major task for construction. Development in Kochi has initiated the real estate boom in the State. This has been transmitted to other districts in recent years. The sky rocketing apartments and luxury houses constructed all over the State require large number of manual workers. Construction industry satisfies its labour requirement by employing local labourers and migrant workers. The reluctance of Kerala workers to take up certain types of work has created demand for migrant labourers to fill the gap. Work in the construction industry is particularly tough. It demands excessively long and inflexible work hours.

Historically contractors have played an important role in the labour migration process where 28 per cent have used the channel of contractors to migrate to Kerala as per the report of Labour and Rehabilitation department, Government of Kerala (2017). The most important channel of labour migration is friends with over 50 per cent. State level differential exist in the case of channel of migration. Relatives as a channel of migration stand with an overall percentage of 12 in general. The mid-level persons and contractors take a share of the wages from the migrant workers also.

Skill and wages

Three times higher wages provided in construction sector in Kerala is the main pull factor of the interstate

migrants. The all-weather working atmosphere in the State has caught the attention of workers in other States. The high remittance flow from the emigrants to Kerala has increased the expenditure pattern in the State and Keralites in general divest themselves from the manual jobs which require more hard work. This entire phenomenon created a trust among the interstate migrants to flourish their dream of better-life in Kerala, which was experienced by the then emigrant Keralites in the early 90's towards the Gulf countries.

The attitude of 'we do any job which the employers offer us' ensures continuous job security to the interstate migrants. This attitude has invited agitation from the local workers especially from the unionized sector (Mythri Prasad and Aleyamma, 2018). At the same time, migrant workers face disparity in wage rates and also difficulty in getting daily income (Narayana Venkiteswaran, Joseph M.P, 2013). A similar situation of irregularity of work was described as the main challenge of the workers in the construction sector in Hyderabad (Triveni Goswami Vernal et al, 2014). Not providing payment for overtime work and providing food instead of requisite monetary benefit to the migrant workers are common disparities they experience.

Through migration, the workers are gaining skill to do multi-tasks jobs. Constant (2014) argues that in countries with large shares of high-skilled natives, low-skilled migrant workers have complemented the skills of natives by occupying jobs in sectors where citizens are in short supply; in many cases, these are also sectors that native workers consider unattractive. This is perhaps the situation in Kerala also. Large supply of low-skilled migrant workers may increase the work participation of semi-skilled or high-skilled natives especially women (Barone, G. and S. Mocetti, 2010; Cortes, P. and J. Tessada 2011).

Recognizing the importance of interstate migrants,

different social security schemes have been implemented in Kerala to uplift the employment and living conditions of migrant workers.

As early as in 1979, Interstate Migrant Work Men Act was enacted to regulate the work of migrants and to protect their interests. Kumar (2017) observed that if implemented in tooth and tail, this Act could make desirable changes in the employment and living conditions of the migrants in Kerala. Besides this, there are Companies Act, Minimum Wage Act, Equal Remuneration Act, Building and other Construction Worker's Act which provide for the betterment of workers including the migrants. On the May day of 2010, Interstate Migrant Workers Welfare Scheme has been commenced by the Government of Kerala, which enables the migrant workers to get Rs.25, 000 as health care assistance if they are hospitalized, besides a package of other welfare programs including accident and death benefit and financial assistance for the transportation of dead bodies to the State of origin with a membership card. But the program has received a gloomy attention from the migrant labourers. The scheme was implemented by the Kerala Construction Workers Welfare Board and lack of effective campaigns and absence of trade unions among the migrant workers to promote the scheme were observed as the failure of the scheme. Later in 2019, an amendment was made in the scheme by raising the normal death consolation to Rs. 25000/- and accident death consolation to Rs. 1 lakh.

Expenditure and Remittance

Analysing the remittance pattern among the Tamil migrants in Kerala, Surabhi and Ajith Kumar (2007) reported that major share of the earning of the migrant workers are sent to the State of origin if the family is not staying together. The amount is used for various purposes ranging from household consumption, education of their children,

pay-off debt, marriages etc. It was remarkable that one tenth of them initiated building a house in their State of origin using the remittance. On an average an interstate migrant worker in Kerala sent Rs. 70,000/- in a year as remittance (Department of Labour and Rehabilitation, 2017). One third of them send amount on monthly basis and 42 percent send it occasionally.

As the migrant labourers work long hours during working days, they do not get adequate time for any relaxation or entertainment. Apart from purchase of grocery and mobile recharging they do not spend more in Kerala, according to Rajan and Ambili (2017). Main leisure for them is to watch movies on television. Theatres showing Oriya or Bengali movies are almost none in Kerala except Perumbavoor, Ernakulam. Hence most of the money they earn will be saved for their family.

The channel of sending money is also important. A combination of means for transferring remittances is reported among the migrants. It includes, bank transfers, money order, courier services, and also through friends and community elders. The study by Department of Labour and Rehabilitation in Kerala (2017) reported that the main channel of remittance among the interstate migrants is banks. However, the new generation money transfer apps like Paytm, Phonepay, Google pay and BHIM might have eased their worry of sending money.

Living condition

Migrants always wants to stay together especially with the same language speaking members in a room. Several researchers (Kumar, 2016; Narayana and Venkiteswaran, 2013) have observed migrants' inability or disinterest to spend much for their accommodation. Some argue their reluctance to pay more for better housing as they strive to



save more money to be sent to their kiths and kin's in the State of origin. The contractor's disinterest in providing congenial accommodation to the migrant workers is also a factor for crowded accommodation in labour camps. Studies say that migrants stay in terrible living conditions devoid of water and sanitation amenities. Department of labour & Rehabilitation, Government of Kerala (2017) assessed that 42 percent of the migrant workers stay with seven or more people in a room. Almost all the migrant labourers have toilets, but 95 percent of migrants are using common toilets. Language groups stay together and work together. About 94 percent of them do common cooking with their own language groups. This crowded stay will ease re-entry of once eradicated communicable diseases to the State. For easiness of management, migrants speaking common language congregate together in a specific labour camp. Apart from linguistic and cultural identities, concentration of interstate migrants in certain pockets could be the unwillingness of the local people to rent out houses to migrants from other States (Surabhi and Ajith Kumar, 2007). They also reported that only 34 percent of them properly dispose domestic waste. Migrants live in pathetic conditions, and their settlement is often littered with waste, creating a threat to public hygiene.

In view of such pity situation, Department of Labour, Government of Kerala has initiated a programme called 'Apna Ghar', which was envisaged to provide good quality decent hostel accommodation with all basic facilities on rental basis to interstate migrant workers while working in Kerala. The project was run by Bhavanam Foundation Kerala. The hostels are designed with shared rooms having proper cots, cupboards, tables, etc., and also common kitchens, dining rooms, clothes washing area, bathrooms and toilets, etc. within the building and with recreational facilities. The hostels are also designed with water storage facilities, rain water harvesting system fire-fighting system, diesel generator backup, sewage treatment plant, CCTV system, bio-gas

plant, etc. The 'Apna Ghar' Project - Palakkad Scheme which can accommodate 640 persons is commissioned during financial year 2017-18. In addition, BFK is in the process of implementing three more Schemes namely the Apna Ghar Project Ramanattukara Scheme (Kozhikode District), Apna Ghar Project Kalamassery Scheme (Ernakulam District) and Apna Ghar Project - Chempazhanthi' Scheme (Thiruvananthapuram District).

The district administration of Kozhikode has went ahead to adopt measures to ensure quality living arrangements for the migrant workers there, named as Garima' first of its kind in the State. Three level committees were formed to monitor the camps where migrant labourers concentrated in the district. Ward member, Panchayat/Municipal/Corporation Secretary, Health Inspector and one Civil Police Officer were part of the monitoring team to ensure proper screening of the living arrangement provided to the workers. District level higher monitoring committee was also formed to assess the success of the program which included District Collector, District Police Chief, DMO, District labour officer and District Shuchitwa Mission Coordinator. Mandatory conditions were formed to ensure a minimum area of 2.5 square metres for a person in the room, at least one toilet for 10 persons, separate kitchen, proper sanitation and drinking water facility. Based on these conditions, camps were given scores. The monitoring team has provided specific time to each building owners to improve the conditions. Such a program has improved the living arrangements of the interstate migrants in the district.

Health and hygiene

There is a dynamic and complex relationship between migration and health. Migration can lead to greater exposure



to health risks, such as those migrant workers working in conditions of precarious employment with limited access to affordable health care. Migration can also be linked to improved health. The world migration report (2020) defined migrant health as the differences in health found between migrants and populations at both origin and destination, across different migration settings such as labour migration, international and internal displacement. Whether individual migrants experience improvements or declines in their health status depend partly on their interactions with the multiple factors that determine their health before, during and after their migration journey. Such factors – known as the social determinants of health – include access to safe transit, quality housing and health care.

At the same time, the public health focuses on how migration can affect the health of populations, including the ways in which healthy migrants can promote social and economic development and progress towards the global target of universal health coverage (UHC), which aims to ensure access to affordable and quality health care for all. However, if poorly managed, migration can negatively affect health of a population. For example, delay in timely health care for migrant children – including vaccinations – could contribute to the spread of communicable diseases, such as measles. Currently Kerala population is frightened to receive back those communicable diseases which were eradicated decades before due to the high concentration of interstate migrants. Poorly managed, inadequate or discriminatory immigration and health system responses can have multiple negative consequences for the health of migrants and the communities with which they interact (WMR, 2020). Our neighbouring country Sri Lanka is an example to advance a National Migration Health Policy and Action Plan, a participatory “Whole-of-Government” approach – which included civil society, the United Nations, academia and migrant advocates have a dedicated migration health policy





framework inclusive of all migrant typologies (Wickramage, 2017).

More than 7 members occupied in a room and cooking food in the living rooms without proper ventilation particularly using firewood and kerosene is hazardous to health. These unhygienic living conditions make the migrant workers vulnerable to diseases. Along with that, studies found that a substantial percentage of interstate migrants are keeping themselves away from the public health facilities. Surabhi and Kumar (2007) pointed their temporary nature of stay as the main reason for this. Visit of health workers to their settlement is a rare event. At the same time, free of cost treatment available for BPL families are not relevant to these workers as they do not possess BPL ration cards. Kumar (2017) argues to include them in the CHIS (RSBY) for ensuring free of cost treatment.

After the implementation of the Kerala Migrant worker welfare scheme-2010, an insurance scheme has been initiated in the State – AAWAZ, to provide cashless treatment, death claim and disability claim for the registered migrant workers. The programme was started on the State formation day (1st November) in 2017. Along with this Kerala has become the first State in the country to provide insurance and cashless medical treatment for the migrant workers. Department of Labour and Skills, Government of Kerala with the help of CHIAK is implementing the programme. Aadhar or any identity card issued by Government is necessary for the registration in the scheme. A benefit of Rs. 2 lakh for accident death and Rs. 1 Lakh for disability due to accident is ensured in it. An online portal has been developed for registration and processing of claims. The details are given in various languages like Hindi, Bengali, Oriya, Telugu and English apart from Malayalam. As on now, 509363 interstate migrant workers have been enrolled in it. Looking into the utilisation statistics up to 2020-21, it is seen that Rs.34 lakh

has been spend as the death benefit for 17 interstate migrant workers and Rs.17,23,263 as treatment benefit for 299 interstate migrant workers. The programme need a revamp to be popular among the migrant workers. Sreekumar (2019) pointed out the enrolment difficulties of the programme. Mobile App based enrolment and easy disbursement of claims along with wide publicity will ensure enrolment of entire interstate migrants in it. The success of the same will fill the data vacuum of migrant workers in Kerala.

Special Medical camps exclusively for interstate migrant workers are conducted in the State from the financial year 2016-17. Government of Kerala has earmarked Rs. 50 lakh for the programme. Medical team consisting of doctors, Lab technicians and pharmacists along with the officials of Labour Department, conducts medical camp in each district of the State. Consultation for common diseases, dental problems, skin diseases, Malaria, HIV etc. are being carried out in the camp. The number of camps conducted every year has increased from 70 in 2016-17 to 242 in 2019-20. One such camp under the program 'Garima' in Kozhikode, has revealed that 30 percent of the labourers were found suffering from high blood pressure. Dental and Ophthalmological problems were found untreated among them. Follow-up treatments are offered to them at Government Medical College Hospital, Kozhikode (The Hindu, 2019).

Socialization

Socialization of migrants with the communities of the destination is an integral and important part of the migration cycle. A wide range of psychological and sociological processes of adaptation evolve in the adaptation of migrants in these communities. Settling in a new community – either temporarily or permanently – may require migrants to adapt to a new culture, customs, social values and language. The extent to which migrants will in turn be progressively

included in their destination country also depends on the attitudes of receiving communities, including their openness to migration and migrants (WMR, 2020).

Globally the inclusion of migrants in the receiving community has been considered as a complex issue with the increasing number of migrants that led to more social, cultural, ethnic and religious diversity in receiving societies (Appave and I. David, 2017). Charsley and Spencer (2019) viewed that demographic and personal characteristics (age, gender, level of education and language ability), and social networks are determining the migrants' process of inclusion. The attitude of migrants to the destination area is also an important factor in the adaptation. Language is considered one of the most central aspects for migrants' inclusion by both the receiving society and migrants themselves.

The hospitality of Kerala especially towards in-migrants is well documented by several historians. Various schemes have been materialized in the State for the welfare of the migrant workers over the period. Dynamic changes have been occurred in the State due to the concentration of migrant labourers. Hindi has become an easy language for the common man in the State like Mason, Vegetable seller or Bus conductors, which was not turned out with the efforts of different organizations over the past six decades. The noticeable change was displaying of name of places in Hindi or Bengali in buses at various places having high concentration of migrant population. Opening of markets on Sundays was also a remarkable change in the business sector after the boom of interstate migrants. Parks and gardens became the gathering places for the migrant workers on Sundays. The term 'Bengali' has become popular as it generally denotes the interstate migrants in Kerala whichever State they represent. These migrant workers are invited to local gatherings or special events of their native friend or employer. Some of them are even engaged in

marital relationship with Keralites.

Vibrant change of Perumbavoor, a small town in Ernakulam in response to the high concentration of interstate migrants from West Bengal, Bihar, Odisha, Nepal and Bangladesh is a pertinent example of how the societies of Kerala cope with. The Sunday Market there serves also as a 'meeting point' of workers. Such markets, by acting as a point of contact, facilitate a network of migrant workers, contractors, traders and trade unions. The Sunday market is a place where workers seek leisure, make friends, send money home through agents and settle disputes. Cinema theatres screen latest Bengali, Assamese or Oriya movies in this small town. Now a day, the town has become a research hub of migrant studies due to the availability of large level interstate migrants.

Education has a positive influence on migrants' employment and social participation. Higher educated migrants can easily attain better jobs. Kerala, as a hub of higher education and quality education- has the responsibility to provide educational opportunities to the migrant workers and their children. Those living with family tend to enrol their children in the nearby schools. The news of an Assamese origin school girl winning best handwriting award in Malayalam got wide attention of the general community in Kerala. Access to School is not a challenge in Kerala however; segregation of migrant children in classrooms may hinder them to access school. UNESCO (2018) described such situation among the refugee and other migrants across the world.

To improve the language efficiency of migrant children, Sarva Shiksha Abhiyan (SSA) has recruited volunteers in schools with a large number of migrant children to help school teachers to communicate since 2008. A collaborative programme was initiated in September 2015 at Binanipuram School, Ernakulam to help 11 migrant children to learn

Malayalam. It further became a programme called 'Roshni' launched by the Ernakulam district administration in 2017, and has supported 1,265 migrant workers' children from lower primary to high school. Significant impact of the programme was reduction of school dropouts across 20 schools where more than 50 percent of children are from migrant families at Ernakulam. The project, costing nearly Rs 1 crore annually, is financially supported by the District's Education Funding, and in part by Bharat Petroleum's (BPCL) corporate social responsibility (CSR) fund. The food component includes Rs. 20 for each child and Rs. 100 a day as cooking charge per school. It also includes Rs. 20 per child, on average, for stationary and crafts. The project expanded to 20 schools in the second phase in 2018-19, and to 38 in the third phase in 2019-20 (www.ernakulam.nic.in/roshni/).

To literate the migrant workers, the State Literacy Mission has introduced a new scheme 'Changaathi' (friend) and till date more than 4000 migrant workers have enrolled in literacy classes. Once many of the Kerala's Government schools were facing closure for lack of students but now children of the migrants are filling them up (HindustanTimes, 2020). However, during the festival seasons in the place of origin, these children are missing a lot of classes due to long leave.

Multi-food-culturalism is a by-product of high concentration of migrants in an area. Food acts as a catalyst for cultural fusion and new experience all over the world. The food culture of Kerala has transformed by including north Indian dishes especially foods like 'paani pudi, available in nook and corner of the State. Paan bhandars or eateries catering to the floating population from the north and eastern parts of the country became common in Kerala. North Indian men are largely engaged in floating restaurants or foot-path shops sell parotta and dosa.



Civic-Political Engagement

Migrants can be important contributors to civic-political life. Depends on policy settings of the place of destination, migrants are able to make civic-political contributions more than socio-cultural and economic contributions. Migrants can be involved in governance and politics at different levels (such as community/local areas, national levels), undertake volunteer work, and support newly arrived fellow migrants as they integrate into new communities. For example, the rights to vote, hold public office, or join a political party or a trade union rely upon regulations at different levels, determining the extent and nature of related engagement (WMR, 2020). Several countries like New Zealand have made regulations to involve the migrants into the political systems. However, after the massive migrant flow in 2015, European countries have initiated policies to restrict the political freedom of immigrants. The interstate migrants in Kerala may not interfere in the political scenario of the State as they value the voting right of the origin State more. On the other hand, join political parties or trade union may provide them better bargaining capacity to live a better life. Universal institutionalism of trades unions in Kerala has given its members the benefit of occupational identity for purposes of eligibility in social security arrangements, such as receiving a State pension and membership in welfare funds. John, (2004) recognized that primary criterion for welfare programmes rely on the membership in trade unions. Prasad-Aleyamma (2011) viewed that such social protection has not been extended to migrant workers. Though majority of migrant workers are engaged in construction sector, interstate migrants are not eligible for various social protection schemes offered by the Construction Workers' Welfare Boards. Ironically, many mainstream trade unions in Kerala, demand for more stringent regulation on migrant workers' mobility, and insist on issuing separate identity cards and increasing police patrolling in places where they



work and live as pointed out by Prasad (2016).

Discussion of identity and trade union membership for the interstate migrants has started in early 2008 in Perumbavoor, where they largely concentrated. In 2008, local police issued a notice to all factory owners in Perumbavoor

that their employees must carry a police clearance card that should certify them as Indian citizens, and should provide a proof of residence. However, this has been negotiated by the factory owners and the Aluva Development Area Industrial Association (ADAIA), started issuing cards to its workers, with a photograph and the individual's residential address in the village of their origin, and the police agreed to accept these cards. The Migrant Workers' Union (MWU), an independent union of migrant workers in Kochi, also issued identity cards to its members (Mythri Prasad and Aleyamma, 2018).

Proper registration and reliable information on the quantum of in-migration is necessary for the planning purposes. For integrating the issues relating to migration into local governance, alternative population projections which include migrants of all types have to be made. The absence of data on the availability of number, type and State of origin of the migrant labourers below district level makes it difficult for the local governments to understand and respond to the needs of migrant workers. Question of non-identity of the interstate migrant workers have puzzled the police, house owners, employers, locals and other category of people dealing with them. Criminal cases against interstate migrants always hurdle with non-identified persons. Such situation delay or deny justice to victim of both native and migrant. The 2017 Malayalam movie 'C/O Sairabanu' portrayed such a situation in which one migrant worker was killed in an accident and the investigation team was failed to identify the victim.

Women migrants

Gender perspective of migration is masculine in nature. Globally among the migrant workers, 58 percent are males.

In India, female interstate migration is relying largely on marriage. However migrant females have higher tendency to involve in work than the local females (WMR, 2020; Anjali Fleury, 2016). In India participation of women in employment has increased by 10 percent after migration (Neetha N, 2019). NSSO (2011-12) portrayed that the educational attainment of female migrant labourers is poor and they largely engage in less skilled and paid jobs like domestic work, casual labour in construction and manufacturing sectors. Reshmi (2009) observed that the female emigrants from Kerala experienced several issues like long working hours, forced to do extra work and even abuse and sexual exploitation at work place. The situation of female interstate migrants in Kerala is not explored by the researchers. As Prasad (2017) noted that female migrants in Kerala are invisible. Due to small population they are always neglected and restricted to live in the company premises. Interstate migrant women are engaged largely in garments and beauty saloon and are under paid. Large proportions of them comes from north or north east part of the country and are engaged in restaurants or in other semi-skilled jobs. Though Kerala has developed various schemes for ensuring equal wages for females in the work sector, still issues are pertaining. Wages of female workers are not par with their male counterparts (Prasad, 2007). Usually female migrant workers are denied the benefits like maternity leave, proper living arrangement and health care by the contractors. In addition, due to lack of education, linguistic barriers and cultural diversity they keep themselves away from the natives and Government sponsored schemes.



CHAPTER 4

MIGRATION IN KERALA: A SNAPSHOT FROM CENSUS, 2011

Information on migration has been collected in Indian Censuses since 1872. It was confined to seeking information only on place of birth till 1961. The particulars like rural or urban status of the place of birth and duration of stay at the place of residence

were also included in 1961. Since the 1971 Census, migration data is being collected on the basis of place of last residence in addition to the question on birth place. Reasons for migration were also captured in it.

Table 4.1: Percentage share of interstate migrants in Kerala population, 2011

| | Population of Kerala in 2011 | Number of Interstate migrants in Kerala 2011 | Percentage of Interstate migrants in Kerala 2011 |
|--------|------------------------------|--|--|
| Total | 3,34,06,061 | 615849 | 1.9 |
| Male | 1,60,27,412 | 318237 | 2.0 |
| Female | 1,73,78,649 | 297612 | 1.7 |
| Rural | 1,74,71,135 | 287000 | 1.6 |
| Urban | 1,59,34,926 | 328849 | 2.0 |

Percentage distributions of interstate migrants in the population of Kerala in 2011 are given in Table 4.1. According to the Census of India 2011, Interstate migrants, who migrated to Kerala from other Indian States accounts for only 1.9 percent of the State population in 2011. There are

several reasons for interstate migration to Kerala, including employment and marriage. Some of these migrants are settled in Kerala for a long time. For the present analysis, we have taken migrants of all duration. Compared to females more males are involved in interstate migration.

Table 4.2: Interstate migrants in Kerala by States of origin, 2011

| States of Origin | Percentage of Inter State Migrants | | | | |
|------------------|------------------------------------|--------|---------|--------|--------|
| | Total | Males | Females | Rural | Urban |
| Tamil Nadu | 53.17 | 50.57 | 55.96 | 57.28 | 49.59 |
| Karnataka | 16.42 | 13.17 | 19.90 | 20.47 | 12.89 |
| West Bengal | 5.14 | 8.72 | 1.30 | 4.62 | 5.59 |
| Maharashtra | 4.71 | 4.18 | 5.28 | 3.27 | 5.96 |
| Puducherry | 4.09 | 3.53 | 4.68 | 1.72 | 6.15 |
| Andhra Pradesh | 2.30 | 2.22 | 2.39 | 1.56 | 2.95 |
| Odisha | 2.01 | 3.07 | 0.88 | 1.69 | 2.29 |
| Uttar Pradesh | 1.88 | 2.36 | 1.37 | 1.15 | 2.52 |
| Bihar | 1.75 | 2.52 | 0.92 | 1.04 | 2.37 |
| Assam | 1.34 | 2.23 | 0.39 | 1.41 | 1.28 |
| Rajasthan | 1.26 | 1.46 | 1.05 | 0.74 | 1.72 |
| NCT of Delhi | 1.09 | 1.07 | 1.12 | 1.09 | 1.09 |
| Gujarat | 0.90 | 0.80 | 1.00 | 0.69 | 1.08 |
| Madhya Pradesh | 0.83 | 0.78 | 0.89 | 0.80 | 0.86 |
| Other States | 3.00 | 3.00 | 3.00 | 2.00 | 4.00 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Total ISM | 615849 | 318237 | 297612 | 287000 | 328849 |

ISM: Inter State Migrants

According to the Census, 2011 total interstate migrants enumerated in Kerala is 6,15,849. Of them, 51.7 percent are males and 53.4 percent are living in urban areas of the State. The neighbouring state Tamil Nadu holds major share of interstate immigrants in Kerala followed by Karnataka. The emergence of West Bengal, Odisha and Assam in the places of Andhra Pradesh and Maharashtra as the major

contributors of interstate migrants in Kerala is the peculiarity seen in the migration data of census of India, 2011. Gender wise data shows that females are higher among the interstate migrants in Kerala who came from Tamil Nadu, Karnataka, Puducherry, Andhra Pradesh, Maharashtra, Madhya Pradesh and Gujarat.

Table 4.3: Percentage share of interstate migrants in the districts of Kerala, 2011

| District | Total | Rural | Urban | Number |
|--------------------|-------|-------|-------|--------|
| Thiruvananthapuram | 11.9 | 6.9 | 16.3 | 73441 |
| Kollam | 4.2 | 4.1 | 4.2 | 25754 |
| Pathanamthitta | 3.0 | 5.3 | 1.0 | 18480 |
| Alappuzha | 3.1 | 2.6 | 3.5 | 19261 |
| Kottayam | 4.3 | 4.9 | 3.8 | 26586 |
| Idukki | 8.1 | 17.2 | 0.2 | 49958 |
| Ernakulam | 12.1 | 3.5 | 19.6 | 74526 |
| Thrissur | 6.8 | 3.8 | 9.5 | 42157 |
| Palakkad | 12.0 | 16.9 | 7.7 | 73955 |
| Malappuram | 5.5 | 6.0 | 5.1 | 34140 |
| Kozhikode | 7.9 | 3.7 | 11.6 | 48842 |
| Wayanad | 3.7 | 7.3 | 0.5 | 22738 |
| Kannur | 6.7 | 4.0 | 9.0 | 40974 |
| Kasaragod | 10.6 | 13.8 | 7.7 | 65037 |
| Kerala | 100 | 46.6 | 53.4 | 615849 |

Interstate migrants are not uniformly distributed in the 14 districts. It depends on various reasons like development and job opportunity through rapid urbanization etc. Each of the four districts namely Ernakulam, Palakkad, Thiruvananthapuram and Kasaragod has more than 10

percent share of interstate migrants. Higher level urban concentration can be seen in the districts like Ernakulam, Thiruvananthapuram, Kozhikode and Thrissur. At the same time Idukki, Palakkad, Wayanad and Kasaragod experienced higher level of concentration of migrants in its rural areas.

*Table 4.4: Three major States contributing highest shares of interstate migrants in the districts of Kerala, 2011
(Percentage share is given in brackets)*

| District | Description | State of origin 1 | State of origin 2 | State of origin 3 |
|--------------------|-------------|-------------------|-------------------|-------------------|
| Thiruvananthapuram | Total | TN(79) | MH(3) | KA(3) |
| | Male | TN(74) | WB(4) | MH(3) |
| | Female | TN(84) | MH(3) | KA(3) |
| Kollam | Total | TN(62) | WB(9) | MH(6) |
| | Male | TN(60) | WB(14) | MH(5) |
| | Female | TN(65) | MH(7) | KA(6) |
| Pathanamthitta | Total | TN(46) | MH(9) | WB(9) |
| | Male | TN(47) | WB(14) | MH(8) |
| | Female | TN(44) | MH(11) | NCT(6) |
| Alappuzha | Total | TN(39) | MH(11) | WB(9) |
| | Male | TN(38) | WB(15) | MH(9) |
| | Female | TN(41) | MH(13) | KA(9) |
| Kottayam | Total | TN(54) | WB(11) | MH(5) |
| | Male | TN(50) | WB(17) | MH(4) |
| | Female | TN(61) | MH(7) | KA(6) |
| Idukki | Total | TN(93) | KA(1) | WB(1) |
| | Male | TN(91) | WB(2) | Assam(2) |
| | Female | TN(96) | KA(2) | MH(0.6) |
| Ernakulam | Total | TN(44) | WB(10) | MH(7) |
| | Male | TN(41) | WB(14) | Odisha(8) |
| | Female | TN(48) | KA(9) | MH(9) |
| Thrissur | Total | TN(51) | MH(12) | WB(9) |
| | Male | TN(49) | WB(14) | MH(9) |
| | Female | TN(54) | MH(16) | KA(10) |

| | | | | |
|------------|--------|---------|---------|---------|
| Palakkad | Total | TN(83) | KA(5) | MH(3) |
| | Male | TN(79) | KA(5) | WB(3) |
| | Female | TN(85) | KA(5) | MH(2) |
| Malappuram | Total | TN(57) | KA(13) | WB(8) |
| | Male | TN(54) | WB(11) | KA(11) |
| | Female | TN(64) | KA(16) | MH(6) |
| Kozhikode | Total | PCY(31) | TN(29) | KA(9) |
| | Male | TN(27) | PCY(25) | WB(11) |
| | Female | PCY(39) | TN(30) | KA(11) |
| Wayanad | Total | TN(57) | KA(35) | PCY(1) |
| | Male | TN(54) | KA(35) | WB(2) |
| | Female | TN(60) | KA(34) | PCY(1) |
| Kannur | Total | TN(25) | KA(22) | PCY(20) |
| | Male | TN(25) | KA(20) | PCY(15) |
| | Female | PCY(26) | TN(25) | KA(25) |
| Kasaragod | Total | KA(87) | TN(6) | MH(2) |
| | Male | KA(80) | TN(8) | MH(2) |
| | Female | KA(91) | TN(4) | MH(2) |

*KA-Karnataka, TN-Tamil Nadu; WB- West Bengal; MH-Maharashtra; PCY-Puducherry
NCT-National Capital Territory-New Delhi;*

Census provides information on State of origin of each migrant. Shares of migrants from each State vary in different districts of Kerala. Major three contributors of interstate migrants in the districts of Kerala are given in Table 4.4. Tamil Nadu is the major contributor of migrants in the districts in Kerala, except Kozhikode, Kannur and Kasaragod, in 2011. Karnataka is the major contributor with more than 80 percent share of both males and females in Kasaragod. Similarly, Puducherry contributes more than one fourth of the total interstate migrants in Kozhikode. It is mainly due to the proximity of Mayyazhi, which is part of Puducherry.

Maharashtra is the third contributor in 4 districts after Tamil Nadu and Karnataka when consider the total interstate migrants. West Bengal emerged as second major contributor in three districts (Kollam, Kottayam and Ernakulam). As we look through the gender perspective of interstate migration, West Bengal emerges as third contributor of male migrant in 9 districts except Palakkad, Kozhikode, Kannur, Kasaragod and Wayanad. Share of male migrant from Odisha (8 percent in Ernakulam) and Assam (2 percent in Idukki) also increased in some districts. While looking into the share of female interstate



migrants in Kerala, Karnataka and Maharashtra contribute significant shares next to Tamil Nadu. It can be observed that the shares of North and North-eastern States like West Bengal, Assam and Odisha have been increasing through different census periods.

Reason for migration

Census data provide various reasons for migration for 'all migrants'. It does not provide information on specific category of migrants like interstate migrants, internal migrants etc. Hence we cannot specifically point out the reasons for migration of interstate in-migrants in Kerala. Still Census is the authoritative source to highlight the actual reason for migration. Figure 4.1 gives light to the various reasons for migration in Kerala. About one third of the mobility was due to marriage. Employment was reason for migration for only 4 percent of the migrants in Kerala.

Figure 4.1 : Graphical representation of reasons for migration, 2011

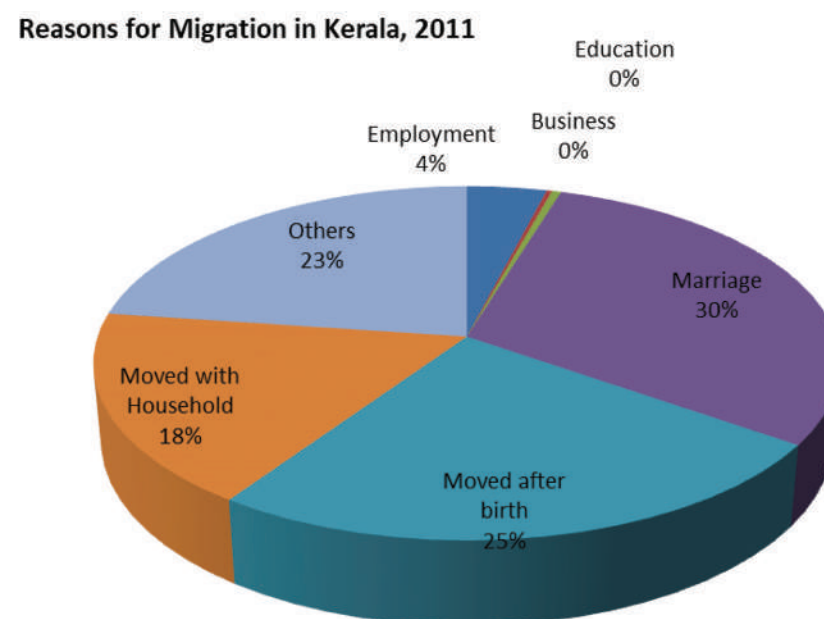


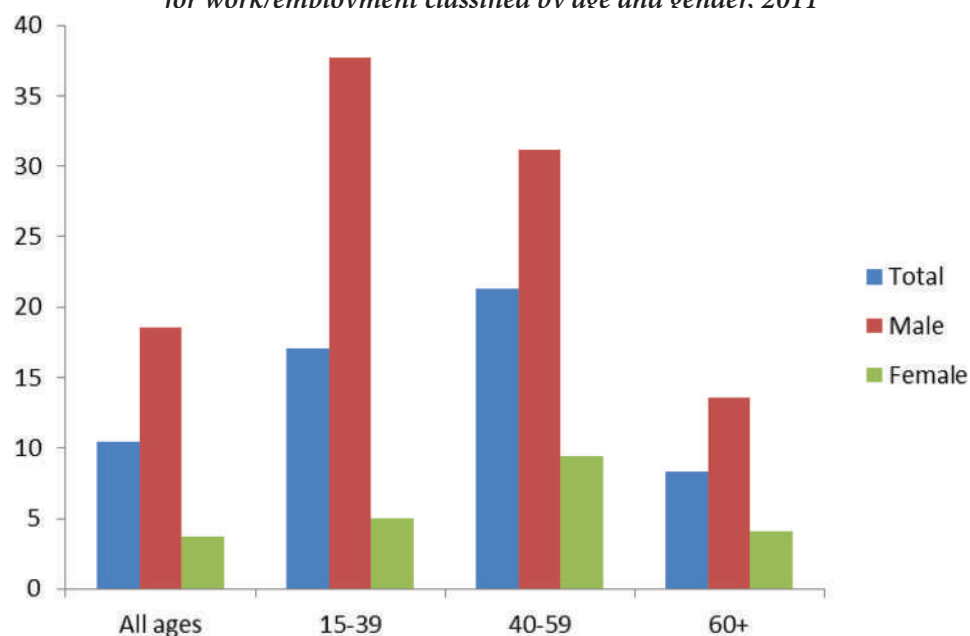
Table 4.5: In-migrants in Kerala migrated within one year prior to the Census for work/employment classified by age and gender, 2011

| Age group | Total | Male | Female |
|-----------|-------|------|--------|
| All ages | 10.4 | 18.5 | 3.7 |
| 15-39 | 17.1 | 37.7 | 5.0 |
| 40-59 | 21.3 | 31.2 | 9.4 |
| 60+ | 8.3 | 13.6 | 4.1 |

Table 4.5 provide information about migrants in Kerala migrated in the last one year prior to Census enumeration in-search of work or employment. This will be useful to identify the dynamic nature of migration by age and gender among the migrants. The gendered nature of immigration for work/employment is visible in Kerala also. About 38 percent of the younger adult males in the economically active age group (15-39) have migrated in search of work one year prior to

the Census. At the same time this is only 5 percent among females. Generally the share of 40-59 age group is higher in case of migration due to employment. Share of females in work/employment is negligibly low among the migrants in Kerala. The tempo of male migration to Kerala points a major lift in the number of migrants in Kerala which will be reflected in the next census data.

Figure 4.2: In-migrants in Kerala who migrated during one year prior to the Census, for work/employment classified by age and gender. 2011



The analysis of census, 2011 data of immigration in Kerala revealed that the conventional contributors of interstate migrants into the State have changed over the census period. Share of migrants from the States like West Bengal, Odisha, Assam and Uttar Pradesh are increasing in Kerala. However, Marriage remained the single most major reason for migration. Women interstate migrants are negligible in

the work/employment sector. The Census data was collected in 2011 and increase in the flow of immigrants in search of work to Kerala has been documented by various agencies over the past 10 years, which is clearly after the Census in 2011. Hence a major uplift in the pattern and reason of immigration might have occurred in the State, during the last decade.

CHAPTER 5

INTERSTATE MIGRANT WORKERS IN KERALA- RESULTS BASED ON SURVEY DATA

In order to study the characteristics of the interstate migrant labourers in Kerala, a survey has been conducted in all districts in the State. Results obtained in the analysis of the primary data are

presented in this chapter. This chapter has three parts in which the profile of women migrant labourers and physical conditions of the selected migrant camps are also portrayed separately.



5.1. Profile of Interstate Migrant workers in Kerala

A sample of 5720 migrant labourers, who came from different parts of India, has been selected randomly from all the 14 districts across Kerala. The data related to the life and work of the selected migrant labourers in Kerala has been collected during the survey using a structured interview schedule. The information related to their Demographic Profile, Occupational details and their 'awareness levels' about Labour Laws were collected during the survey. The variables related to their living conditions, economic and socio-cultural conditions, health and hygiene are also included in the interview schedule. Another variable included in the study is the compliance of workers with various laws in force in the State. Details of the women migrant labourers are also collected separately. Information collected from the respondents regarding their socio-economic, demographic and occupational details are also analysed in this section. Along with these details State of origin of the respondents and their possession of Aadhar Card are also included in the survey/schedule.



District wise distribution of the Respondents

All the 14 districts of Kerala have been covered in the field survey. The number of interviews completed for the study from each district is given in Table 5.1.

Among the 5720 respondents selected for the study, 9.7 percent is from Thiruvananthapuram district, 8.8 percent

from Kozhikode and Ernakulam with 8.0 percent. The lowest proportion of 5.6 per cent is from the district of Pathanamthitta, followed by Kottayam with 5.9 percent. All other districts have representation of respondents between 6 percent and 8 percent.

Table 5.1: District wise distribution of interstate migrant workers

| Sl. No. | Name of District | Number of Respondents | Percentage |
|---------|--------------------|-----------------------|------------|
| 1 | Thiruvananthapuram | 557 | 9.7 |
| 2 | Kollam | 444 | 7.8 |
| 3 | Pathanamthitta | 319 | 5.6 |
| 4 | Alappuzha | 401 | 7.0 |
| 5 | Kottayam | 339 | 5.9 |
| 6 | Idukki | 387 | 6.8 |
| 7 | Ernakulam | 459 | 8.0 |
| 8 | Thrissur | 349 | 6.1 |
| 9 | Palakkad | 351 | 6.1 |
| 10 | Malappuram | 448 | 7.8 |
| 11 | Kozhikode | 503 | 8.8 |
| 12 | Wayanad | 374 | 6.5 |
| 13 | Kannur | 364 | 6.4 |
| 14 | Kasaragod | 425 | 7.4 |
| | Total | 5720 | 100.0 |

States of origin of the interstate migrant labourers

Almost all the States in the country have representation in the interstate migrant workers in Kerala. This shows the acceptance of Kerala as a prosperous land of destination by workers of all other States in India.

Table 5.2: Distribution of interstate migrant workers by States of origin

| State | Number of Respondents | Percentage |
|-------------------|-----------------------|------------|
| West Bengal | 2023 | 35.4 |
| Odisha | 907 | 15.9 |
| Assam | 868 | 15.2 |
| Bihar | 724 | 12.7 |
| Jharkhand | 529 | 9.2 |
| Tamil Nadu | 202 | 3.5 |
| Uttar Pradesh | 196 | 3.4 |
| Madhya Pradesh | 60 | 1.0 |
| Karnataka | 46 | 0.8 |
| Tripura | 31 | 0.5 |
| Chhattisgarh | 31 | 0.5 |
| Andhra Pradesh | 30 | 0.5 |
| Rajasthan | 17 | 0.3 |
| Manipur | 15 | 0.3 |
| Uttarakhand | 8 | 0.1 |
| Arunachal Pradesh | 8 | 0.1 |

| | | |
|-----------------|------|-------|
| Maharashtra | 5 | 0.1 |
| Nagaland | 4 | 0.1 |
| Jammu & Kashmir | 3 | 0.1 |
| Meghalaya | 2 | 0.0 |
| Gujarat | 2 | 0.0 |
| New Delhi | 2 | 0.0 |
| Punjab | 2 | 0.0 |
| Sikkim | 2 | 0.0 |
| Others | 3 | 0.1 |
| Total | 5720 | 100.0 |

Proportion of respondents from West Bengal is more than one third of the total respondents (35.4 percent). The second largest proportion of respondents (15.9 percent) is from Odisha, which is followed by Assam (15.2 percent) and Bihar (12.7 percent). Proportions of migrants from all other States are below 10 percent, of which Jharkhand contributes more (9.2 percent).

Migrants from Uttar Pradesh and Tamilnadu constitute 3.5 percent and 3.4 percent respectively. All other States have a representation of less than 1 percent each. Overall more than 90 percent of the respondents have migrated from five States namely West Bengal, Odisha, Assam Bihar and Jharkhand.

Table 5.3: Three major States which contributed highest shares of respondents in each district in Kerala

| Districts | State of origin of migrants with highest share | | State of origin of migrants with 2nd highest share | | State of origin of migrants with 3rd highest share | |
|--------------------|--|------|--|------|--|------|
| | State | % | State | % | State | % |
| Thiruvananthapuram | WB* | 58.4 | Assam | 7.6 | Jharkhand | 7.6 |
| Kollam | WB | 43.5 | Assam | 38.9 | Bihar | 10.8 |

| | | | | | | |
|----------------|-----------|------|-----------|------|-----------|------|
| Pathanamthitta | WB | 57.9 | Bihar | 21.0 | Assam | 16.3 |
| Alappuzha | Odisha | 38.9 | WB | 37.4 | Assam | 13.5 |
| Kottayam | WB | 62.5 | Odisha | 16.8 | Assam | 15.9 |
| Idukki | TN | 34.7 | Jharkhand | 23.1 | Assam | 21.5 |
| Ernakulam | Odisha | 31.4 | Assam | 29.8 | Jharkhand | 13.5 |
| Thrissur | WB | 45.6 | Odisha | 18.6 | Bihar | 14.9 |
| Palakkad | WB | 33.9 | Bihar | 22.5 | Jharkhand | 14.3 |
| Malappuram | Bihar | 37.3 | Assam | 21.7 | Odisha | 15.8 |
| Kozhikode | WB | 56.5 | Odisha | 23.9 | Assam | 4.0 |
| Wayanad | Jharkhand | 36.3 | WB | 21.9 | Odisha | 15.9 |
| Kannur | WB | 31.0 | Odisha | 27.5 | Assam | 19.2 |
| Kasaragod | Bihar | 34.6 | Jharkhand | 20.5 | WB | 18.1 |

*WB- West Bengal, TN- Tamil Nadu

Distribution of the respondents in each district from three main States of origin is given in Table 5.3. West Bengal is the main State of origin of the migrant workers in 8 districts in Kerala. Odisha and Bihar are main State of origin of migrants in two districts each. Jharkhand is the main State of origin of migrants in Wayanad. Migrant labourers from neighbouring State of Tamilnadu dominate only in Idukki district. Considering the States of origin of the respondents in the second and third positions, it is observed that migrants from Assam turned out to be in second or third position in 10 districts. Migrants from Odisha turned out to be in second or third position in 6 districts, migrants

from Jharkhand in five districts, migrants from Bihar in four districts and migrants from West Bengal in 3 districts.

Aadhar card is a national comprehensive identification document made available to the citizens. It is being used for various official and personal purposes of the individuals in order to prove their identity as well as availing various benefits. It is seen from Table 5.4 that about 90 per cent of the migrant labourers have Aadhar card. Possession of Aadhar cards provide them privileged to be enrolled in schemes like Aawaz and migrant welfare scheme.

Table 5.4: Interstate migrant workers by possession of Aadhar card

| Characteristics | Have Aadhar Card | Do not have Aadhar Card |
|--|------------------|-------------------------|
| Possession of Aadhar Card | | |
| Number of Respondents | 5127 | 593 |
| Percentage | 89.6 | 10.4 |
| Possession of Aadhar card by leading States of origin | | |
| West Bengal | 94.5 | 5.5 |
| Odisha | 93.5 | 6.5 |
| Assam | 65.2 | 34.8 |
| Bihar | 92.1 | 7.9 |
| Jharkhand | 95.5 | 4.5 |
| Tamil Nadu | 97.5 | 2.5 |
| Uttar Pradesh | 93.9 | 6.1 |

Respondents who came from the 7 States which constitute major share of interstate migrants in the sample are analysed with regard to their possession of Aadhar card. Respondents from remaining States were not considered for this analysis since their proportions are very less in the sample. Only less than two-third (65.2 percent) of the migrants from Assam possess Aadhar card. Migrants from Bihar (92.1 percent) Tamil Nadu (97.5 percent) and Jharkhand (95.5 percent) are better placed in this regard. It is a matter to be considered seriously that more than one third of the migrants from the State of Assam possess no Aadhar card.





5.1.1 Background Characteristics of Interstate migrant workers in Kerala

Variables like age, gender, marital status, number of children they have, educational status and technical qualification were collected to assess the demographic profile of the interstate migrant labourers. Along with these details, occupational characteristics of the migrant labourers are also analysed.

Demographic Characteristics

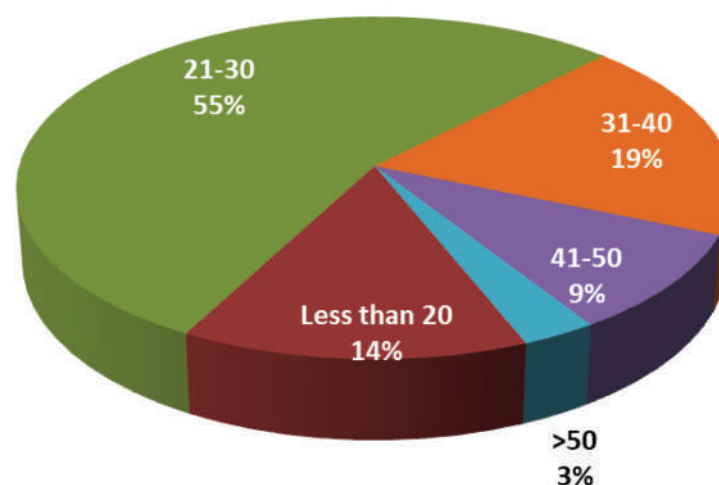
The result shows that more than half of the migrants (54.5 percent) are young adults (21-30 years). One fifth of the respondents are in the age group 31-40 years and the youngest cohort of migrants of age less than 20 years constitute 13.9 per cent. The proportions of migrants in the remaining age groups of 41-50 years and above 50 years are 9.5 per cent and 3.0 per cent respectively. That is, majority (88 percent) of the migrant labourers in the state are young and hence form a dynamic work force.

Table 5.5: Demographic Profile of interstate migrant workers

| Variables | Number of Migrant Labourers | Percentage |
|--------------------|------------------------------------|-------------------|
| Age | | |
| Less than 20 | 796 | 13.9 |
| 21-30 | 3120 | 54.5 |
| 31-40 | 1089 | 19.0 |
| 41-50 | 541 | 9.5 |
| 50+ | 174 | 3.0 |
| Total | 5720 | 100.0 |
| Gender | | |
| Female | 563 | 9.8 |
| Male | 5157 | 90.2 |
| Total | 5720 | 100.0 |
| Marital status | | |
| Currently Married | 3138 | 54.9 |
| Divorced/separated | 16 | 0.3 |
| Widow/widower | 14 | 0.2 |
| Unmarried | 2552 | 44.6 |
| Total | 5720 | 100 |
| Number of children | | |
| No child | 267 | 8.5 |

| | | |
|--------------------|------|-------|
| 1 or 2 children | 2091 | 66.5 |
| 3 or 4 children | 667 | 21.2 |
| 5 or more children | 120 | 3.8 |
| Total | 3145 | 100.0 |

Figure 5.1: Age distribution of the interstate migrant workers



Gender wise analysis shows that the stream of interstate labour migration to Kerala is male dominated. More than 90 percent of the respondents are males and only 9.8 percent are females. Main reason for the male domination may be the substantial physical exertion needed for the manual labour in which most of the migrants are engaged in Kerala and most of the female migrants are engaged in sectors with less physical exertion.

About 55 percent of the migrant workers are currently married and 44.6 percent of the total respondents are

unmarried. Proportions of divorced and widowed labourers together forms 0.5 percent of the respondents. Dominance of younger unmarried cohort positively influences work productivity.

Ever married respondents were asked about the number of children they have. The result shows that 8.5 per cent of the respondents have no children. About two-third have 1 or 2 children, a little more than one fifth have 3 or 4 children and rest of the respondents have 5 or more children.

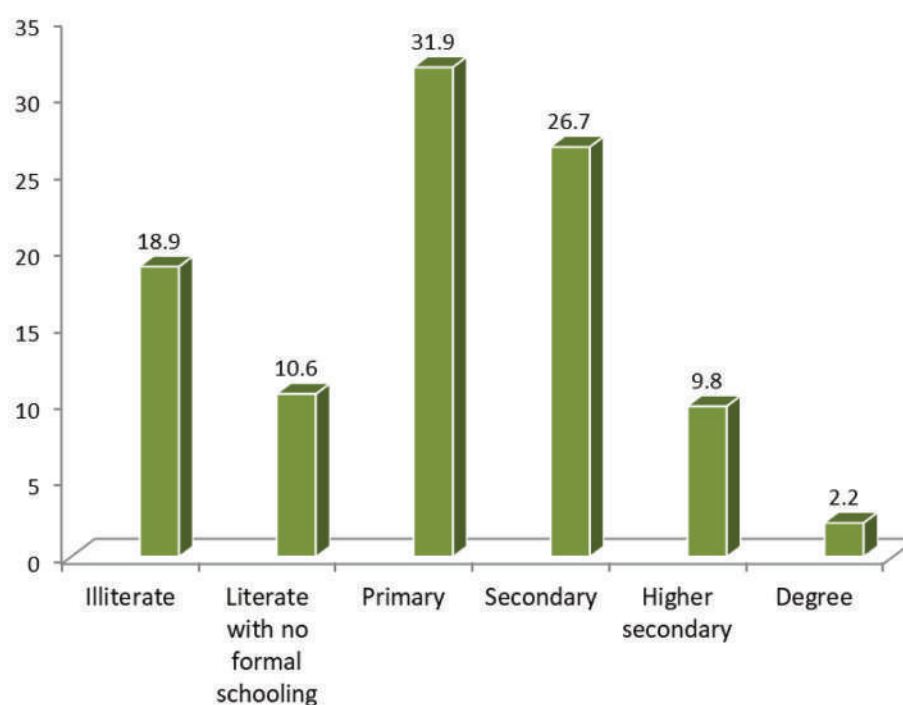
Table 5.6: Educational profile of interstate migrant workers

| Variables | Number of Migrant Labourers | Percentage |
|-----------------------------------|-----------------------------|------------|
| Educational status | | |
| Illiterate | 1080 | 18.9 |
| Literate without formal schooling | 605 | 10.6 |
| Primary | 1824 | 31.9 |
| Secondary | 1527 | 26.7 |
| Higher secondary | 561 | 9.8 |
| Degree | 123 | 2.2 |
| Total | 5720 | 100.0 |
| Possession of Technical Education | | |
| Yes | 125 | 2.2 |
| No | 5595 | 97.8 |
| Total | 5720 | 100.0 |

The educational status of a worker is also an important determinant of the quality of work, life style and personal hygiene. The educational qualifications of the migrant labourers under study are classified into six categories namely illiterate, literate without formal schooling, primary level educated, secondary level educated, higher secondary level educated and degree holders. About one-fifth (18.9 percent) of the migrants are illiterate and one in ten are literates without formal schooling. That is 29.5 percent of the respondents have no formal education. Moreover about

32 percent of the migrant workers have only primary school education and 26.7 have secondary school education. About 10 percent are with higher secondary school education and 2.2 percent are Degree holders. So a little above one third (39 percent) of the respondents have educational qualification of secondary school or above. It is also seen from the Table 5.6 that 2.2 percent of the respondents received technical education and are engaged in the construction and manufacturing industries as technicians.

Figure 5.2: Educational qualification of interstate migrant workers



5.1.2. Occupational Profile of Interstate Migrant Workers in Kerala

This section deals with the occupational details of the migrant labourers. The variables related to employment sector, nature of employment, income from their work and the wages available to them at their native States are analysed here. Other information namely the number of days the respondents engaged in work per month, period of wage payment and mode of wage payment were also collected.

The channel through which the respondents reached Kerala and the amount spent to reach at the place of work and the level of their job satisfaction are the variables included under this section. The opinion of the respondents regarding the safety measures provided at the work site is also analysed here.





Employment Category



Table 5.7: Interstate migrant workers by employment sector

| Category | Number of Respondents | Percentage |
|--------------------------|-----------------------|------------|
| Employment Sector | | |
| Construction sector | 3315 | 58.0 |
| Plantation | 416 | 7.3 |
| Plywood factory | 393 | 6.9 |
| Fish peeling unit | 304 | 5.3 |
| Hotels | 199 | 3.5 |

| | | |
|-------------------------------------|------|-------|
| Hollow bricks manufacturing unit | 73 | 1.3 |
| Cashew factory | 87 | 1.5 |
| Flour mill | 59 | 1.0 |
| Plastic products Manufacturing unit | 259 | 4.5 |
| Footwear company | 175 | 3.1 |
| Textile manufacturing unit | 236 | 4.1 |
| Other sectors | 204 | 3.6 |
| Total | 5720 | 100.0 |
| Nature of job | | |
| Skilled | 133 | 2.3 |
| Unskilled | 5557 | 97.2 |
| Supervisory | 30 | 0.5 |
| Total | 5720 | 100.0 |
| Extent of Job satisfaction | | |
| Highly satisfied | 805 | 14.1 |
| Moderately satisfied | 3547 | 62.0 |
| Poorly satisfied | 1163 | 20.3 |
| Not satisfied | 205 | 3.6 |
| Total | 5720 | 100.0 |

Skilled, unskilled and supervisory jobs are the three categories of employment involved by migrant labourers. Nearly three fifths are employed in construction field which is the most flourishing employment sector in the State now a day. Plantation and plywood works constitute only 7.3 percent and 6.9 percent respectively. It reveals the importance of construction field as far as the migrant labourers are concerned. Other areas where the respondents engaged are fish peeling units, hotels, hollow bricks manufacturing units, cashew factories and flour mills. They are also engaged in jobs of plastic manufacturing companies, footwear companies and textile companies. In short we can

say that, even though the construction sector absorbs a large share of the migrant labourers, the rest are engaged in almost all small scale and casual work sectors in Kerala. Fact behind it is that the educated Kerala people are usually reluctant to do manual labour in Kerala and so the availability of job for the migrant workers is higher in these sectors. About 97 percent of the migrant workers are unskilled labourers. This is in line with the lower level of education attained by labourers. Only 2.3 percent of the respondents are skilled labourers and 0.5 percent are working in supervisory jobs. The analysis portrays the real picture of migrant workers who mainly do the unskilled manual work in the state.





Job Satisfaction

Job satisfaction is a major component of a worker to remain in the field of work as well as in the same organisation or with same employer. It is also important as far as the productivity of an employee is concerned. Along with the wages, working condition is also an important factor influencing the concept of job satisfaction. The respondents were asked a question on job satisfaction and the level of their satisfaction has been rated in a four point scale namely 'highly satisfied',

'moderately satisfied', 'poorly satisfied' and 'not-satisfied'. About 14 percent of the respondents are highly satisfied with their job and 62.0 percent are moderately satisfied. But about 20 percent reported 'poor satisfaction' and 3.6 are 'not at all satisfied' with their job. That is the wage or job conditions or both of about one quarter of the respondents are not in par with their expectations and it needs to be addressed.

Figure 5.3: Job satisfaction of interstate migrant workers

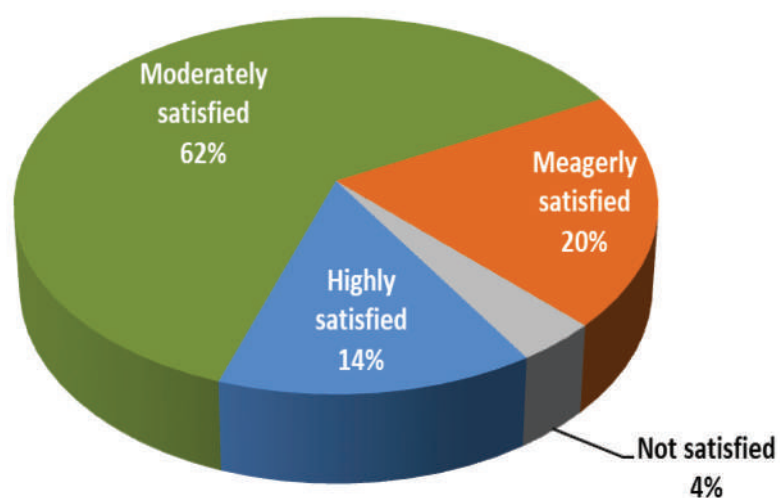


Table 5.8: Interstate migrant workers by selected characteristics and nature of job

| Characteristics | Nature of Job | | | | |
|----------------------------------|---------------|-----------|-------------|---------------|--------------|
| | Skilled | Unskilled | Supervisory | Total Percent | Total Number |
| Educational qualification | | | | | |
| No formal schooling | 1.1 | 98.6 | 0.3 | 100.0 | 1080 |
| Primary | 1.3 | 98.6 | 0.1 | 100.0 | 1824 |
| Secondary | 2.5 | 96.8 | 0.7 | 100.0 | 1527 |
| Higher Secondary | 5.2 | 94.1 | 0.7 | 100.0 | 561 |
| Degree | 19.5 | 74.0 | 6.5 | 100.0 | 123 |
| Sex | | | | | |

| | | | | | |
|------------|-----|------|-----|-------|------|
| Female | 0.9 | 99.1 | 0.0 | 100.0 | 562 |
| Male | 2.5 | 96.9 | 0.6 | 100.0 | 5158 |
| Age | | | | | |
| 18-20 | 0.9 | 99.1 | 0.0 | 100.0 | 562 |
| 21-30 | 2.4 | 97.1 | 0.5 | 100.0 | 5158 |
| 31-40 | 2.9 | 96.5 | 0.6 | 100.0 | 562 |
| 41-50 | 2.6 | 96.3 | 1.1 | 100.0 | 5158 |
| 50+ | 2.3 | 96.0 | 1.7 | 100.0 | 562 |

Nature of job of the respondents by their selected characteristics reveals that as the educational qualification of the respondents increases the percentage of respondents involved in skilled and supervisory jobs increases gradually and that of unskilled jobs decrease gradually. Proportion of respondents engaged in skilled jobs varies from 1.1 percent among those with no formal education to 19.5 percent among the respondents having degree qualification. In the case of supervisory jobs the increase is from almost nil among those with no formal education to 6.5 percent among those with degree qualification. Gender differential by nature of job is evident only in skilled and unskilled jobs with females being more in unskilled jobs and males being more in skilled jobs.

Wage Payment

Wage of a worker is an indicator of the status he or she is enjoying in a community. It throws light in to other factors like living conditions of the worker. For the purpose of analysis, the daily wage rate of the respondent workers are classified into six categories namely 'less than Rs. 250',

'between Rs. 251-350','between Rs. 351-450', 'between Rs. 451-650', 'between Rs. 651-1000' and 'More than Rs. 1000'.

All the respondents have earnings of more than Rs.350 per day. About 40 percent of the respondents have an income between 'Rs.351 to Rs. 450' per day. About 45 percent earn an amount of Rs. 451 to Rs. 650 per day and about 15 percent are getting a better amount of Rs.651 to Rs.1000 per day. Only 0.6 percent of the migrant labourers get an attractive amount of more than Rs.1000 per day.

Wages that can be earned by the respondents at their home State for the same job that they are engaged in Kerala is also considered for the analysis. About 29 percent of the respondents reported that they could earn only an amount less than Rs 250 at their native place for the same job they are doing here. Also about 42 percent of the respondents are eligible for a daily wage of Rs.251 to Rs.350 and 19.1 percent are eligible for a daily wage of Rs.351 to Rs.450 at their native place. It is also to be noted that nearly 9 percent of the respondents are eligible for daily wage of Rs.451 to Rs.650 in

Table 5.9: Wage payment of interstate migrant workers

| Characteristics | Number of Respondents | Percentage |
|---|-----------------------|--------------|
| Wages per day (in Rs.) | | |
| Less than 250 | 0 | 0.0 |
| 251-350 | 0 | 0.0 |
| 351-450 | 2257 | 39.5 |
| 451-650 | 2594 | 45.3 |
| 651-1000 | 834 | 14.6 |
| More than1000 | 35 | 0.6 |
| Total | 5720 | 100.0 |
| Wages per day (in Rs.) in native places of respondents for doing the same job they are doing in Kerala | | |
| Less than 250 | 1670 | 29.3 |
| 251-350 | 2383 | 41.7 |
| 351-450 | 1093 | 19.1 |
| 451-650 | 510 | 8.9 |
| 651-1000 | 48 | 0.8 |
| More than1000 | 4 | 0.1 |
| Total | 5708 | 100.0 |
| Average number of days of work in a month | | |
| <=20 days | 75 | 1.3 |
| 21 or more days | 5645 | 98.7 |
| Total | 5720 | 100.0 |
| System of wage payment | | |

| | | |
|-----------------------------|-------------|-------------|
| Daily | 417 | 7.3 |
| Weekly | 2021 | 35.3 |
| Fortnightly | 223 | 3.9 |
| Monthly | 3059 | 53.5 |
| Total | 5720 | 100.0 |
| Mode of wage payment | | |
| By cash | 3456 | 60.4 |
| By bank account | 2264 | 39.6 |
| Total | 5720 | 100.0 |

their native place while in Kerala it is 45 percent. A percent difference of 13.8 point exist between those getting Rs. 650 to 1000 in Kerala and in their native place, for doing the same job. It implies that even though the amount received by migrant workers in Kerala is less compared to corresponding domestic workers, it is very much valuable for them. This is the most important pull factor behind the inflow of manual labourers to Kerala from other States.

Number of Days of Work in a Month

The average number of days the migrant labourers work in a month is analysed here. For the purpose of the study, days worked are classified into three categories namely 'less than 10 days', '11- 20 days' and 'more than 20 days'. Almost all the migrant labourers are getting more than 21 working days per month. Usually the migrant workers take a holiday on Sunday and all other week days they engage in remunerative work. Those who work for less than 20 days per month form 1.3 percent.

System of wage payment

System of wage payment is analysed in relation with the employment of migrant labourers. The frequency of wage payment is classified into four categories namely daily, weekly, fortnightly and monthly. More than half (53.5percent) of the respondents get their wages monthly and 3.9 percent receive it fortnightly. A little higher than one-third (35.3 percent) of the respondents receive their wages weekly whereas 7.3 percent receive wages daily. That is, the most common period of wage payment among the migrant labourers is monthly, which shows the availability of continuous job in the same place under same employer. It also indicates their job security in Kerala.

The wage payments made to the respondents are either by cash or by payment in their bank accounts. About 60 percent of the respondents get their wages in cash and 39.6 percent get wages through their bank accounts.

Job satisfaction

District wise analysis of the job satisfaction reveals that it is highest among the respondents working in Kannur (88.7 percent), followed by the respondents in Kozhikkode (88.5 percent). Job satisfaction is lowest among the respondents working in Kollam (61.5 percent), followed by the respondents in Thrissur (63.9 percent). Compared to males (75.6 percent), higher proportions of females (80.2

percent) have job satisfaction. Age wise analysis shows that job satisfaction is highest in the middle age groups of 31-40 (78.8 percent) and 41-50 (77.3 percent) compared to other age groups.

Table 5.10: Job satisfaction of interstate migrant workers by background characteristics

| Characteristics | Percentage of Respondents with Job Satisfaction |
|--------------------|---|
| District | |
| Thiruvananthapuram | 72.0 |
| Kollam | 61.5 |
| Pathanamthitta | 70.8 |
| Alappuzha | 78.8 |
| Kottayam | 75.8 |
| Idukki | 82.9 |
| Ernakulam | 83.0 |
| Thrissur | 63.9 |
| Palakkad | 77.8 |
| Malappuram | 83.0 |
| Kozhikode | 88.5 |
| Wayanad | 65.5 |

| | |
|------------|------|
| Kannur | 88.7 |
| Kasaragod | 69.9 |
| Sex | |
| Female | 80.2 |
| Male | 75.6 |
| Age | |
| 18-20 | 75.1 |
| 21-30 | 75.4 |
| 31-40 | 78.8 |
| 41-50 | 77.3 |
| 50+ | 73.6 |
| Total | 76.1 |

Analysis of the job satisfaction by the nature of job reveals that it is highest among the respondents working in Textile manufacturing companies (91.5 percent), followed by the respondents working in Hotels (85.6 percent). Job satisfaction is lowest among the respondents working in flour mills (62.7 percent), followed by those working in hollow bricks companies (68.5 percent) and in fish peeling units (69.1 percent). Job satisfaction is highest among skilled labourers (86.5 percent), followed by supervisors and is lowest among unskilled labourers. Job satisfaction is found to be associated directly with the level of wages of the respondents, being lowest for the respondents with wages less than Rs.450 per day (74.6 percent) and highest for the respondents with wages of more than Rs. 1000 per day (88.6 percent).





Table 5.11: Job satisfaction of interstate migrant workers classified by occupational characteristics

| Characteristics | Percentage of Respondents with Job Satisfaction |
|--|---|
| Job Category/ Sector of Job | |
| Construction | 74.3 |
| Plywood manufacturing company | 85.2 |
| Fish peeling unit | 69.1 |
| Hotels | 85.6 |
| Hollow bricks company | 68.5 |
| Cashew factory | 51.7 |
| Flour mill | 62.7 |
| Plantation | 79.3 |
| Plastic products manufacturing company | 78.0 |
| Footwear manufacturing company | 70.9 |
| Textile manufacturing company | 91.5 |
| Others | 83.5 |
| Nature of Job | |
| Skilled laborers | 86.5 |
| Unskilled laborers | 75.8 |
| Supervisors | 80.0 |
| Wages per day | |
| Less than 450 | 74.6 |
| 451-650 | 76.7 |
| 651-1000 | 77.8 |
| More than 1000 | 88.6 |

Migration Characteristics

Table 5.12: Migration characteristics of interstate migrant workers

| Characteristics | Number of Respondents | Percentage |
|--|-----------------------|------------|
| Channel used to reach Kerala | | |
| Friends | 2351 | 41.1 |
| Relatives | 1505 | 26.3 |
| Contractors | 1165 | 20.4 |
| Directly | 664 | 11.6 |
| Others | 35 | 0.6 |
| Total | 5720 | 100.0 |
| Travelling expenses spent to reach Kerala | | |
| 0-500 | 209 | 3.7 |
| 501-1000 | 643 | 11.2 |
| 1001-1500 | 664 | 11.6 |
| 1501-2000 | 1724 | 30.1 |
| Above 2000 | 2480 | 43.4 |
| Total | 5720 | 100.0 |

Channels of Migration

Other than going themselves directly to a State of destination, most of the migrant workers depend upon some channels or networks to go there. Three prominent channels or networks are helping the migrant labourers to arrive Kerala. These channels are 'relatives' and 'friends' who reached Kerala earlier and 'contractors'. Of them 'friends' are the main channel through which 41.1 percent of the

migrants came to Kerala for working, more than one-fourth of the respondents (26.3 percent) came to Kerala with the help of relatives and one fifth of them (20.4 percent) came here through the contractors. About 12 percent of the migrant workers came to Kerala directly by themselves. It is interesting to see that vast majority of the labourers find their employment opportunity in the state without the help of contractors.

Travelling Expenses

The travel expenditure to reach the present work site in Kerala was collected from the respondents. The amount spent as the travel expense to reach the work site at the first time has been analysed with five classifications namely 'up to Rs.500', 'Rs.501-1000', 'Rs1001-1500', 'Rs. 1501-2000' and 'above Rs. 2000'. More than 43 percent of the migrants have spent more than Rs. 2000 as travel expense to reach the job destination in Kerala for the first time, 30.1 percent of

the migrants had spent an amount between Rs.1501-2000, about 12 percent spent an amount between Rs.1001-1500 as travel expense whereas 11.2 per cent of the respondents spent between Rs.501-1000. That is nearly three - fourth (73.5 percent) of the respondents spent more than Rs. 1500 as travelling expenses to reach Kerala. It is because of the fact that majority of the migrant workers have come from north and north east States like West Bengal, Odisha, Assam, Bihar and Jharkhand which require 3-4 days train journey.

Ensuring Safety of Workers at Worksite



Table 5.13: Safety Measures provided by the employers for the security of interstate migrant workers

| Safety Measures | No of respondents | Percentage |
|---|-------------------|------------|
| Provided safety instruments | | |
| Yes Fully | 2643 | 71.5 |
| Yes Partially | 1054 | 28.5 |
| Total | 3697 | 100 |
| Ensure safety Through Providing adequate trainings | | |
| Yes | 2880 | 77.9 |
| No | 817 | 22.1 |
| Total | 3697 | 100 |
| Ensure safety through Medical aid | | |
| Yes | 3191 | 86.3 |
| No | 506 | 13.7 |
| Total | 3697 | 100 |
| Ensure safety by the authorities through inspection | | |
| Yes | 3216 | 87 |
| No | 481 | 13 |
| Total | 3697 | 100 |
| Availability of treatment on time, in case of any accident or other emergency in the work site | | |
| Yes | 3287 | 88.9 |
| No | 410 | 11.1 |
| Total | 3697 | 100 |

It is a legal obligation on the part of the employers to provide the labourers safety equipments at the work site, required as per the specifications mentioned in the protocol. Availability of safety equipments as per their requirements was assessed. Safety measures are applicable to workers only in certain organised sectors and 3697 respondents answered the questions related to safety measures. About 72 percent of these respondents opined that they were provided with all safety instruments at the work place. The remaining 28.5 percent of the respondents reported that they were partially provided with the safety equipments.

Training on safety measures

Mere presence of safety equipments in the work site is not adequate to ensure protection of the workers from hazards. Proper training is essential to prepare them for the proper use of the safety equipments and timely use of them at worksite. Thus it is a prerequisite to give training to all workers to comfortably handle the safety equipments required for the nature of their job. About 78 percent of the interstate migrant workers were of the opinion that they received training to use the safety equipments at worksite. It is remarkable to see that majority of workers have received training to use safety equipments at the place of their work.

Provision of medical aid

Provision of medical aid is crucial for the safety of the workers who work in risky surroundings. About 86 per cent of the respondents reported that medical aid is provided to them at work place if needed. But 13.7 percent opined that there is no provision of medical aid for them.

Inspection at worksite by authorities

Frequent inspections of the authorities in the workplaces are crucial for ensuring adequate safety of the workers.

Among the respondents 87 percent reported that there is periodic visit of authorities in their worksite. At the same time 13 percent of respondents opined that there were no visit of authorities in their worksite. So measures should be taken to ensure such inspections to all the required worksites of migrant workers in Kerala.

Timely medical treatment during emergencies at work site

Another important safety measure for a labourer is the availability of timely medical treatment at the work site in case of an accident and other emergencies. Provision for the timely medical treatment in case of any accident or illness at their work site was reported by 89 percent of the interstate migrant workers. But for 11.1 per cent of the respondents there is no provision for medical aid at their work site in case of any accident or emergency.

Benefitting the rights according to Labour Laws

The labour laws dealing with the rights of the workers regarding their wage and work environment are: i) Minimum Wages Act, 1948 ii) Contract Labour (Regulation and Abolition) Act, 1970 iii) Equal Remuneration Act, 1976 iv) Workmen's Compensation Act, 1923 v) Payment of Wages Act, 1936 vi) Factories Act, 1948 vii) Shops and Establishment Act, 1953. Certain simple aspects related to these Acts are probed to gather their practice in this regard. The variables used in the interview schedule are: difficulty related to work, promptness in getting wages, Practice of doing overtime work, Denial of Statutory Leave, Shortfall in agreed wage rate, Provisions of Rest time, opportunity to use rest time properly, Availability of seating facility at workplace, Awareness to file complaint to the Labour Department, if needed, The status of complaint given to Labour Department and The status of complaints solved by Labour Department.



Table 5.14: Interstate migrant workers who benefitted the rights according to labour laws

| Variables | No of Respondents | Percentages |
|--|--------------------------|--------------------|
| Have any difficulty related to work | | |
| Yes | 289 | 5.1 |
| No | 5431 | 94.9 |
| Total | 5720 | 100.0 |
| Not getting wage in time | | |
| Yes | 309 | 5.4 |
| No | 5411 | 94.6 |
| Total | 5720 | 100.0 |
| Forced to do overtime job | | |
| Yes | 374 | 6.5 |
| No | 5346 | 93.5 |
| Total | 5720 | 100.0 |
| Imposed any reduction in wages | | |
| Yes | 354 | 6.2 |
| No | 5366 | 93.8 |
| Total | 5720 | 100.0 |
| Rest time available during work | | |
| Yes | 5609 | 98.1 |
| No | 111 | 1.9 |
| Total | 5720 | 100.0 |
| Getting opportunity to use the rest time properly | | |
| Yes | 5584 | 99.5 |

| | | |
|---|------|-------|
| No | 26 | 0.5 |
| Total | 5610 | 100.0 |
| Imposed denial of eligible leave | | |
| Yes | 499 | 12.6 |
| No | 3463 | 87.4 |
| Total | 3962 | 100.0 |
| Availability of seating facility at work place | | |
| Yes | 3415 | 86.2 |
| No | 547 | 13.8 |
| Total | 3962 | 100.0 |

About five percent of the respondent workers reported that they faced difficulties related to their working conditions. Regarding promptness in getting wage payment 5.4 percent of the respondents reported that they faced the situation of not getting wages in time. Among the respondents 6.5 per cent were forced to do overtime work periodically at their work place. Assured salary was not provided to 6.2 percent of the respondents. About two percent of the respondents reported that they do not get rest time at the work place as

per rule. Among the respondents who reported availability of rest time, 99.5 percent positively stated that they can use the rest time at the work place properly. Among the 3962 respondents who answered the questions on Denial of eligible leave and Proper seating facilities are not being availed at the work place, 12.6 percent reported denial of eligible leave. Proper seating facilities are not being availed at the work place by 13.8 percent of the respondents.

Table 5.15: Awareness and Practice of interstate migrant workers regarding Labour Laws

| Variables | No of Respondents | Percentages |
|--|-------------------|-------------|
| Have awareness of the procedure for registering complaints to Labour Department | | |
| Yes | 862 | 15.1 |
| No | 4858 | 84.9 |
| Total | 5720 | 100.0 |

| Registered any complaint to labour department | | |
|--|------|-------|
| Yes | 25 | 2.9 |
| No | 837 | 97.1 |
| Total | 862 | 100.0 |
| Whether Labour department solved the Complaint | | |
| Yes | 19 | 76.0 |
| No | 6 | 24.0 |
| Total | 25 | 100.0 |
| Received any help from others to get eligible arrears in salary | | |
| Yes | 36 | 0.6 |
| No | 5684 | 99.4 |
| Total | 5720 | 100.0 |
| Who helped to get eligible arrears in salary | | |
| Natives | 13 | 36.1 |
| Local leaders | 12 | 33.3 |
| Supervisors | 5 | 13.9 |
| Police | 1 | 2.8 |
| Others | 5 | 13.9 |
| Total | 36 | 100.0 |

Awareness regarding procedure for registering complaints with Labour Department, if their labour rights are denied was assessed. Only about 15 percent of the respondents were aware of the procedure for registering complaints with Labour Department. It points that vast majority of migrant labourers have no awareness on registering complaints to Labour Department in case of denial of their rights. Those respondents having awareness were asked whether they gave any complaint to Labour Department. About 97 per cent of them stated that no situation has arisen to submit

a complaint to the Labour Department during the entire tenure of their employment in the state. Only 25 out of 5720 respondents have filed complaint with Labour Department. Out of the 25 such respondents 19 (76 percent) got their complaints settled by Labour Department.

A question on the support received from others to get arrears of wages revealed that only 0.6 per cent of the respondents sought help from others to get arrears in their salary. Of them 36.1 percent received the help of natives,

33.3 percent received the help of local leaders, 13.9 percent received the help of supervisors, 2.8 percent received the help of police and 13.9 percent received the help of others to get arrears in their salary

Awareness about Aawaz Insurance Scheme

Aawaz Insurance Scheme is a State Government initiative to provide health insurance and accidental death coverage for migrant workers in Kerala. This is the first ever scheme provided by an Indian State to the migrant labourers working in the State.

Table 5.16: Awareness of interstate migrant workers regarding Aawaz insurance scheme

| Variables | No of Respondents | Percentages |
|--|-------------------|-------------|
| Registered in Aawaz Insurance scheme | | |
| Yes | 2638 | 46.1 |
| No | 3082 | 53.9 |
| Total | 5720 | 100.0 |
| Awareness of the benefits of Aawaz Insurance scheme | | |
| Yes | 1982 | 34.7 |
| No | 3738 | 65.3 |
| Total | 5720 | 100.0 |
| Awareness of treatment facilities through Aawaz Insurance scheme | | |
| Yes | 1914 | 33.5 |
| No | 3806 | 66.5 |
| Total | 5720 | 100.0 |
| Awareness of financial assistance available to the family through Aawaz Insurance scheme on death of a member | | |
| Yes | 1689 | 29.5 |
| No | 4031 | 70.5 |
| Total | 5720 | 100.0 |
| Whether approached Labour Department in relation with Aawaz Insurance scheme | | |
| Yes | 248 | 4.3 |
| No | 5472 | 95.7 |
| Total | 5720 | 100.0 |



This scheme was launched by Government of Kerala in 2017. Aawaz Health Insurance Scheme can be availed by migrant labourers in Kerala between the age of 18 years and 60 years. The labourers must give their biometric identities namely finger print and iris scan for the enrolment. They also have to submit other related proofs at the time of enrolment to the insurance scheme. After the enrolment, the migrant workers will be provided with an Aawaz insurance card. Aawaz Insurance Scheme provides both health insurance benefit and accidental death benefit for all enrolled policy holders. The extent of the coverage of health insurance is up to Rs. 15000 and accident death coverage is up to Rs. 2 lakh. At the time of the treatment, the beneficiary has to produce the Aawaz insurance card at the respective Government hospitals or empanelled private network hospital to get free medical treatment.

Variables related to Aawaz Insurance scheme namely Registration in the scheme, level of awareness on Aawaz scheme, awareness about treatment facilities under the scheme, awareness of 'availability of treatment facility' through Aawaz and awareness of 'availability of financial assistance to family on death of a member of the scheme' were included in the study.

More than half of the respondents have not registered for the scheme. The benefits of the scheme are known to only one third of the respondents. Only one in three respondents have knowledge of treatment facilities available through the Aawaz scheme and 29.5 percent knows about financial assistance to the family on death of the incumbent. It points that a sizeable share of the migrant workers having registration in the Aawaz are not aware of the benefits that they are eligible through the scheme. It is also revealed in the analysis that only 4.3 per cent of the migrant labourers have contacted the Labour Department in connection with the Aawaz card.

Awareness and enrolment of respondents differ according to their background characteristics. Proportion of respondents enrolled in Aawaz scheme gradually increases with the level of education of the respondents. Enrolment in the programme is only 39.1 percent among the respondents having 'no formal education', against 60.2 percent among respondents having degree qualification, which is the highest among different education groups of the respondents. Compared to female respondents (36.5 percent) proportion of enrolment is higher among the male respondents (47.2 percent). Age wise analysis shows that compared to respondents in the age group of 21-50 years (48.0 percent), respondents in the age group 18-20 years (35.6 percent) and in the age group above 51 years (44.3 percent) have lesser enrolment in the programme. State wise analysis shows that the enrolment in Aawaz scheme is highest among respondents from Odisha (55.9 percent), followed by Bihar (45.9 percent) and West Bengal (45.4 percent). The lowest enrolment rate is among the respondents who came from Jharkhand (41.6 percent) followed by Assam (42.2 percent).

Analysis of awareness of the respondents related to the treatment benefits of Aawaz scheme gives almost similar results to that of enrolment in the scheme. Knowledge on the provision for treatment support in the Scheme increases with increase in their level of education. Knowledge on the availability of treatment facility is only 24.7 percent among the respondents having no formal education, and is highest among respondents having degree qualification (54.5 percent). Compared to female respondents (24.6 percent) knowledge on the availability of treatment support in the Aawaz scheme is higher among the male respondents (34.4 percent). Age wise analysis shows that compared to respondents in the age group of 21-50 years (34.9 percent), respondents in other age groups have lesser awareness of the programme. Analysis by State of origin of the respondents shows that the knowledge on the availability of treatment

Table 5.17: Enrolment and awareness of benefits of Aawaz according to background characteristics of interstate migrant workers

| Characteristics | Registration in Aawaz | | Awareness of the benefits of Aawaz scheme | |
|------------------------|-----------------------|------|---|------|
| | Yes | No | Yes | No |
| Education | | | | |
| No formal education | 39.1 | 60.9 | 24.7 | 75.3 |
| Primary | 46.8 | 53.2 | 33.3 | 66.7 |
| Secondary | 51.0 | 49.0 | 39.5 | 60.5 |
| Higher Secondary | 48.5 | 51.5 | 39.2 | 60.8 |
| Degree | 60.2 | 39.8 | 54.5 | 45.5 |
| Sex | | | | |
| Female | 36.5 | 63.5 | 24.6 | 75.4 |
| Male | 47.2 | 52.8 | 34.4 | 65.6 |
| Age | | | | |
| 18-20 | 35.6 | 64.4 | 26.4 | 73.6 |
| 21-50 | 48.0 | 52.0 | 34.9 | 65.1 |
| 51+ | 44.3 | 55.7 | 25.3 | 74.7 |
| State of origin | | | | |
| Assam | 42.2 | 57.8 | 27.9 | 72.1 |
| Bihar | 45.9 | 54.1 | 34.5 | 65.5 |
| Jharkhand | 41.6 | 58.4 | 28.7 | 71.3 |
| Odisha | 55.9 | 44.1 | 40.6 | 59.4 |
| West Bengal | 45.4 | 54.6 | 33.4 | 66.6 |

facility in Aawaz scheme is highest among respondents from Odisha (40.6 percent), followed by Bihar (34.5 percent). Migrants from Assam are least aware of the benefits of the scheme.

5.1.3 Living Conditions of Interstate Migrant Workers in Kerala

Analysis of socio-economic conditions of migrant labourers is crucial for assessing their coordination to our society. The variables

considered for assessing their status are their living conditions at dwelling places, health, hygiene, economic conditions, socio-cultural conditions and compliance with laws.

The living conditions of migrant labourers are examined through the information collected on different variables namely source of drinking water, type of fuel used for cooking, food habit, toilet facilities, language problem and ways of entertainment.

Table 5.18: Living conditions of interstate migrant workers

| Variables | Number of Respondents | Percentage |
|---|-----------------------|------------|
| Source of water | | |
| Well/ tube-well | 2231 | 39.0 |
| Own tap in the dwelling | 1790 | 31.3 |
| Public tap | 40 | 0.7 |
| Tanker lorry | 1665 | 29.1 |
| Total | 5720 | 100.0 |
| Type of main fuel used for cooking | | |
| Wood | 2345 | 41.0 |
| LPG | 1733 | 30.3 |
| Diesel | 1550 | 27.1 |
| Kerosene | 92 | 1.6 |
| Total | 5720 | 100.0 |
| Availability of Toilets | | |

| | | |
|---------------|------|-------|
| Not Available | 92 | 1.6 |
| Available | 5628 | 98.4 |
| Total | 5720 | 100.0 |





Source of Water

The availability of safe drinking water is the primary need of any community. It is essential for maintaining their health and through which to maintain the health of the population around them. Kerala is one of the States in the country where safe drinking water is available to majority of its inhabitants. The sources of water reported by the respondents in the study are well or tube well, own tap, public tap and 'water brought to the camp in tanker lorry'. Two fifths of the migrants depend on 'well or tube well' for water, 31.3 percent have 'Own tap in the dwelling', about 29 percent of the migrant labourers depend on water brought in tanker lorry and about one percent of the respondents are depending upon public tap for water, since they have no other source of water in their dwelling. It is clear that majority of the respondents get safe water for their daily need.

Main Fuel used for Cooking

Fuel used for cooking is also an important indicator of the quality of life. It is seen that the migrant workers use more than one fuel for cooking. The main fuel used for cooking is analysed here. The types of fuel used by the migrant labourers are firewood, cooking gas, diesel and kerosene. Two-fifths of the migrant labourers mainly use firewood for cooking exposing them to respiratory problems as they occupy camps and many people are accommodated together. About 30 per cent of the respondents use LPG, 27.1 per cent use diesel and 1.6 per cent use kerosene as main cooking fuel. That is, only 30 percent of the respondents use healthy and pollution free cooking fuel, LPG.

Availability of Toilets

Availability of toilets at the place of dwelling is essential for maintaining personal hygiene as well as wellbeing of the

society. But it is seen that still there are migrant workers with no access to toilet facilities at their dwelling place. Among the respondents 1.6 percent reported that they have no toilet facility at their place of residence. It is a severe public health issue and should be addressed seriously.

Entertainment

Rest and enjoyment of workers is important as far as their productivity is concerned. Variable considered in connection with this is 'how they spend their leisure time in the evenings and in Sundays for entertainment'. About 38 percent of the respondents have no entertainment and they simply spend their leisure time within their place of stay. The remaining 61.7 percent reported that they engage in different types of entertainment such as listening music, watching movies, visiting tourist places and other interesting activities. Listening music is the mode of entertainment in which the respondents are widely engaged.

Food Habit

Among the respondents 96.9 per cent are non-vegetarians and only the remaining 3.1 percent are pure vegetarians. It is similar to the pattern seen in Kerala, where the number of pure vegetarians is very low, compared to non-vegetarians.

Language barrier

Some of the migrant labourers experience communication problems due to language barrier. About 36 percent reported to have language problem which affect their interaction with the native people. It is learnt that most of them are trying to overcome the problem through learning frequently used words in Malayalam. At the same time language problem do not obstruct the remaining 63.7 percent of the respondents to mingle with others. So it could be inferred that the migrant



Table 5.19: Entertainment and other habits of interstate migrant workers

| Variables | Number of Respondents | Percentage |
|---|------------------------------|-------------------|
| Entertainments on free time and holidays | | |
| Listening music | 955 | 16.7 |
| Visiting tourist places | 498 | 8.7 |
| Watching movies | 486 | 8.5 |
| Any other entertainment | 149 | 2.6 |
| More than one entertainment | 1441 | 25.2 |
| No entertainment | 2191 | 38.3 |
| Total | 5720 | 100.0 |
| Food habit | | |
| Vegetarian | 177 | 3.1 |
| Non-vegetarian | 5543 | 96.9 |
| Total | 5720 | 100.0 |
| Language barrier in mingling with others | | |
| Yes | 2076 | 36.3 |
| No | 3644 | 63.7 |
| Total | 5720 | 100.0 |
| Feeling of sense of Security in Kerala | | |
| Yes | 5560 | 97.2 |
| No | 160 | 2.8 |
| Total | 5720 | 100.0 |

labourers are trying to learn words in Malayalam for making their work and life more comfortable.

Security aspect

An important aspect included as a part of the wellbeing of the migrant workers is their feeling of sense of security in Kerala. On responding to the question on security feeling in the state, 97.2 percent of the respondents reported that they feel secure in Kerala. At the same time 2.8 percent of the respondents reported that they do not have security feeling in Kerala.

5.1.4. Health and Hygiene of Interstate Migrant Workers in Kerala

A healthy and hygienic living environment is considered as a prerequisite for maintaining healthy life of a worker and for maximum possible productivity in labour sector. The variables such as consultation with medical practitioners, source of expenditure for treatment, experience with the local hospital, attitude towards hygiene etc. are examined

using the information collected from the respondents.

Disease Pattern

On analysing the disease pattern of the respondents it is seen that 3.4 percent of the respondents suffered from communicable diseases. Of the 194 respondents who suffered from communicable diseases 11.3 percent had suffered from Malaria, 7.7 percent from Leprosy, 2.1 percent from TB and 0.5 percent from HIV. All the respondents who suffered from the above diseases had taken treatment for the same. Respondents were also asked whether they have suffered from any skin diseases. Slightly above one tenth of the respondents suffered from skin diseases. Mental stability of a person highly influences sound functioning of his or her body as well as productivity in employment sector. Considering the mental status of the respondents it is seen that six respondents (0.1 percent) have suffered from stress or mental disease. Also 10.1 percent of the respondents experienced mental stress due to staying away from home (home sickness).

Table 5.20: Disease pattern of interstate migrant workers

| Variables | No of Respondents | Percentage |
|--|-------------------|------------|
| Infected by communicable diseases | | |
| Yes | 194 | 3.4 |
| No | 5526 | 96.6 |
| Total | 5720 | 100.0 |
| Type of disease | | |
| Malaria | 22 | 11.3 |

| | | |
|--|------|-------|
| Leprosy | 15 | 7.7 |
| HIV | 1 | 0.5 |
| TB | 4 | 2.1 |
| Others | 152 | 75.3 |
| Total | 194 | 100.0 |
| Treated for communicable diseases | | |
| Yes | 194 | 100.0 |
| No | 0 | 0.0 |
| Total | 194 | 100.0 |
| Infected by skin diseases | | |
| Yes | 692 | 12.1 |
| No | 5028 | 87.9 |
| Total | 5720 | 100.0 |
| Suffered from mental strain/ mental disease | | |
| Yes | 6 | 0.1 |
| No | 5714 | 99.9 |
| Total | 5720 | 100.0 |
| Experienced stress due to staying away from home(Home Sickness) | | |
| Yes | 578 | 10.1 |
| No | 5142 | 89.9 |
| Total | 5720 | 100.0 |

Table 5.21: Treatment seeking behaviour of interstate migrant workers

| Variables | Number of Respondents | Percentage |
|--|------------------------------|-------------------|
| Consulted with medical practitioners in case of health problems | | |
| Yes | 857 | 95.9 |
| No | 37 | 4.1 |
| Total | 894 | 100.0 |
| Whether admitted in hospital | | |
| Yes | 183 | 20.5 |
| No | 711 | 79.5 |
| Total | 894 | 100.0 |
| Whether Undergone any surgery | | |
| Yes | 92 | 10.3 |
| No | 802 | 89.7 |
| Total | 894 | 100.0 |
| Whether Undergone any type of Counseling | | |
| Yes | 6 | 0.7 |
| No | 888 | 99.3 |
| Total | 894 | 100.0 |
| Sources from which met the expenditure for medical treatment | | |
| By their own | 409 | 45.7 |
| By Employer/ contractor | 437 | 48.9 |
| Through insurance | 15 | 1.7 |
| Others | 33 | 3.7 |
| Total | 894 | 100.0 |

Consultation with Medical Practitioners

Accessibility to consult a doctor in a clinic or hospital in case of an illness or injury is important for a migrant worker. The information gathered from the migrant workers in this regard are analysed here. About 96 per cent of the 894 respondents with health problems consulted medical practitioners, which is about 15 percent of the total respondents. Subsequent variable considered in connection with the health of the respondents is admission in hospitals as inpatients. Among the respondents who sought treatment for health problems 20.5 percent were admitted in the IPD in connection with their treatment. Also 10.3 percent of them underwent surgery during their treatment.

Source of money for meeting the cost of treatment in the

hospital is also analysed in this section. About 46 percent of the respondents who visited hospitals for medical treatment had to meet the expenditure of treatment from their own pocket. For 48.9 percent of the respondents employer or contractor met the treatment cost. Only 1.7 percent of the respondents met the treatment costs through insurance policies. Treatment cost of 3.7 percent of the respondents was met by other sources. Contribution of health insurance policies is negligible in the case of payment of hospital bills of migrant labourers. It should be noticed that there is provision for medical treatment in the Aawaz Scheme implemented for the migrant labourers by Government of Kerala. Hence it is important to make the migrant labourers aware of the benefits of the Aawaz scheme and strengthen the efforts to enrol all the migrant workers in the scheme.

Table 5.22: Knowledge, Attitude and Practice (KAP) on health and hygiene

| Variables | Number of Respondents | Percentage |
|--|-----------------------|------------|
| Improvement in the attitude towards hygiene | | |
| Improved | 5554 | 97.1 |
| Not improved | 166 | 2.9 |
| Daily Practices of personal hygiene | | |
| Bath daily | 5691 | 99.5 |
| Wash clothes daily | 5697 | 99.6 |
| Brush teeth daily | 5680 | 99.3 |
| Whether have Substance Abuse | | |
| Yes | 2725 | 47.6 |
| No | 2995 | 52.4 |

| | | |
|--|------|-------|
| Total | 5720 | 100.0 |
| Type of Substance Abuse* | | |
| Alcoholic liquors | 1373 | 24.0 |
| Smoking tobacco | 726 | 12.7 |
| Chewable tobacco/ tobacco products | 675 | 11.8 |
| Other | 29 | 0.5 |
| No substance use | 2995 | 52.4 |
| *Multiple answers | | |
| Whether have Knowledge about healthy sexual behaviour | | |
| Yes | 3426 | 59.9 |
| No | 2294 | 40.1 |
| Whether have Knowledge about Family planning methods | | |
| Yes | 3106 | 54.3 |
| No | 2614 | 45.7 |
| Total | 5720 | 100.0 |

Hygiene is important in the case of migrant labourers who live in labour camps. The practice of migrant labourers towards their daily bath, brushing teeth, washing clothes and use of intoxicants are dealt with in this section. Knowledge about family planning and healthy sexual behaviour are also discussed here.

It is interesting to see that 97.1 percent of the respondents are of the opinion that their attitude towards hygiene has improved during their stay in Kerala. Only 2.9 per cent of the respondents thought that their attitude towards hygiene has not changed. Looking in to the practice of personal hygiene

we can see that more than 99 per cent of the respondents bath, wash clothes and brush teeth daily.

It is observed that a good number of migrant labourers in Kerala use intoxicating substances. About half of them reported that they use one or other kind of intoxicants. Alcohol is the intoxicant mainly used by the respondents. About one quarter (24 percent) of the respondents reported that they use alcohol. Smoking of tobacco is reported by 12.7 percent of the respondents and 11.8 percent consume chewable tobacco or tobacco products. This issue should be addressed seriously.



Responding to the question on their knowledge about healthy sexual behaviour, about 60 percent of the respondents reported that they have proper knowledge about healthy sexual behaviour. Remaining 40 percent of the respondents admitted that they have no proper knowledge on healthy sexual behaviour. Slightly more than 50 percent of the respondents have knowledge on family planning methods.

5.1.5. Economic Conditions of Interstate Migrant Workers in Kerala

Economic condition is an indicator which determines the life situation of an individual. Financial improvement is the major motive for a person to migrate to a different destination. This aspect is examined through the questions posed to the migrant labourers related to their economic

Table 5.23: Economic settings of interstate migrant workers

| Variable | No of Respondents | Percentages |
|--|-------------------|-------------|
| Habit of Saving Money | | |
| Yes | 2797 | 48.9 |
| No | 2923 | 51.1 |
| Total | 5720 | 100.0 |
| Amount saved per month (in Rs) | | |
| 1-1000 | 710 | 25.4 |
| 1001-5000 | 1639 | 58.6 |
| 5001-10000 | 344 | 12.3 |
| 10001+ | 103 | 3.7 |
| Total | 2797 | 100.0 |
| Habit of Sending Money to family | | |
| Yes | 5468 | 95.6 |
| No | 252 | 4.4 |
| Total | 5720 | 100.0 |
| Improvement in the financial background of family of the respondents due to their job in Kerala | | |
| Improved | 5016 | 87.7 |

| | | |
|--|------|-------|
| Not Improved | 704 | 12.3 |
| Total | 5720 | 100.0 |
| Extent of improvement in the financial status of family | | |
| Very high | 400 | 7.0 |
| High | 2591 | 45.3 |
| Average | 2420 | 42.3 |
| Low | 229 | 4.0 |
| Very low | 74 | 1.3 |
| Total | 5720 | 100.0 |
| Increase in the wage rate in native place of respondents due to their job in Kerala | | |
| Increased | 749 | 13.1 |
| Not Increased | 4971 | 86.9 |
| Total | 5720 | 100.0 |
| Bargaining power of the respondents for salary in their native place | | |
| Have bargaining power | 543 | 9.5 |
| Do not have bargaining power | 5177 | 90.5 |
| Total | 5720 | 100.0 |
| Bargaining power of the respondents for salary in Kerala | | |
| Have bargaining power | 1636 | 28.6 |
| Do not have bargaining power | 4084 | 71.4 |
| Total | 5720 | 100.0 |

conditions. The factors included for the analysis are their habit of saving money, monthly remittance to their family, improvement in their financial background and the wage rate at their native place in comparison to that of Kerala.

Savings, monthly remittance to family and improvement in financial settings

The habit of saving a part of the income is the first step



for improving the economic condition of a person. Half of the migrant labours under study have no saving habits while 48.9 per cent of them save a part of their monthly income.

Out of the respondents who save their income, 58.6 percent save an amount of Rs.1001 to Rs.5000 per month and about one quarter of them saves only below Rs.1000 per month. Monthly savings of above Rs. 5000 is reported by 16 percent of the respondents. Overall about half of the migrant labourers have saving habit.

Monthly remittance is inevitable to make families of migrant labourers run smoothly and we find 95.6 per cent of the respondents making monthly remittance to their families. Some of the respondents may be saving the amount for transferring it to their families as per requirement.

About 88 per cent of the migrant labourers opined that financial position of their family had improved through their job in Kerala. Out of them, 7 percent experienced very high improvement and 45.3 percent experienced high improvement. Two in five migrants rated financial improvement of their family as average. For 5.3 percent of the respondents the financial improvement of their family was only at low or very low level. Overall a vast majority of migrant labourers have improved their financial position and it reflected in their families also.

Impact of working in Kerala

The impact of higher wage rate in Kerala on wage rate of the native places of migrant labourers is also examined. The result does not show much increase in the wage rate at their native place as a result of their higher wage rates in Kerala. About 87 per cent of the respondents opined that there is no increase in the wage rate at their native place. Whereas only 13.1 per cent opined that wage rate at their native place has increased due to their job in Kerala.

The bargaining power of migrant labourers at their native place too has not improved much as a result of their migration to Kerala. About 91 per cent of the respondents revealed that they are not able to bargain for salary at their native place and 9.5 percent are able to bargain for salary at their native place. At the same time 28.6 per cent of the respondent labourers are of the view that they are able to bargain for salary in Kerala. Whereas 71.4 percent of the respondents reported that they are not able to bargain for salary. It can be concluded that the continuous acquaintance/ association of migrant labourers in the labour market of Kerala empowered them to increase their bargaining power. But as there is no noticeable change in the wage rate at their native state, most of them may be reluctant to bargain for salary at their native place.

5.1.6. Socio-Cultural Conditions of Interstate Migrant Workers in Kerala

Socio-cultural integration is an important parameter determining healthy social life of in-migrants living in the midst of the local people. This section tries to analyse the involvement of migrant labourers in the socio-cultural functions of native people. The variables included for the evaluation of socio-cultural situation of migrant labourers are 'mingling with the natives', 'social enrichment', 'practice of visiting places of worship' and 'inclination to establish relationship with natives'. Their 'intention for bringing their families to Kerala', 'experience of misbehaviour from the local people', 'practice of participation in get-togethers' and 'association with political parties' are also examined.

Mingling of migrants with local community usually happens in the form of participation in the social gatherings such as festivals, marriage and other local functions. We find two in five migrant labourers being able to mingle with natives around their place of stay. Only 18.1 percent

Table 5.24: Socio-Cultural conditions of interstate migrant workers

| Socio-cultural conditions of Respondents | Number of Respondents | Percentages |
|---|-----------------------|-------------|
| Able to mingle with natives | | |
| Yes | 2327 | 40.7 |
| No | 3393 | 59.3 |
| Total | 5720 | 100.0 |
| Got invitation to the functions conducted at the houses of native colleagues | | |
| Yes | 1035 | 18.1 |
| No | 4685 | 81.9 |
| Total | 5720 | 100.0 |
| Participation in the social functions like marriages of Natives | | |
| Participated | 722 | 12.6 |
| Did not Participate | 4998 | 87.4 |
| Total | 5720 | 100.0 |
| Got invitation to participate in socio-cultural programmes in the locality | | |
| Yes | 327 | 5.7 |
| No | 5393 | 94.3 |
| Total | 5720 | 100.0 |
| Participation in local get together | | |
| Yes | 131 | 2.3 |
| No | 5589 | 97.7 |
| Total | 5720 | 100 |
| Type of get together in which participated | | |
| Get together related to job | 60 | 49.0 |

| | | |
|---|------|-------|
| Political meetings | 46 | 30.0 |
| Cultural meetings | 9 | 8.9 |
| Social meetings | 11 | 8.3 |
| Religious meetings | 5 | 3.8 |
| Total | 131 | 100.0 |
| Participation of local people in functions arranged by migrant labourers | | |
| Yes | 154 | 11.3 |
| No | 1216 | 88.7 |
| Total | 1370 | 100 |

of the respondents have received invitation to the functions conducted at the houses of native colleagues. About 13 percent of the respondents reported that they have participated in social functions like marriages of natives. Regarding the receipt of invitation to participate in socio-cultural programmes in the locality it can be seen that 94.3 percent of the respondents haven't received any invitation to such programmes in the locality.

Participation of migrant labourers in various get-togethers like meetings related to job, cultural meetings, social meetings, religious meetings and political meetings points that 97.7 per cent of the migrant labourers do not participate in any of the cultural, social, religious or political meetings held at their places of stay. Usually they use their off day in the week for their entertainment and other recreational purposes. They are least bothered about the social gatherings in the neighbourhood and most of the time they are not being invited by the local people. It is also not easy to bridge the gap which causes the non-participation of migrant workers in the local gatherings.

Among the 131 respondents who participated in local gatherings, 49 percent participated in get together related to job, 30 percent participated in political meetings 8.9 percent participated in cultural meetings, 8.3 percent participated in social meetings and 3.8 percent participated in religious meetings.

Only 11.3 percent of the respondents reported that the local people participated in the functions organised by them and the remaining 88.7 percent denied involvement of local people. So the level of social involvement of the migrant labourers in the social and family functions of local people is very low and vice versa.

Social enrichment is gained by a person out of social participation with other people around him. A question has been included to assess the extent of social enrichment obtained by the migrant labourers due to their involvement in the Kerala community. Just over half of the respondents have a feeling that social upgradation had happened to them through their association with people in Kerala and the remaining 47 percent had no such feeling of social

Table 5.25: Social upgradation of interstate migrant workers

| Variable | Number of Respondents | Percentage |
|---|-----------------------|------------|
| Respondent's feeling of having social upgradation or social enrichment | | |
| Yes | 3028 | 52.9 |
| No | 2692 | 47.1 |
| Total | 5720 | 100 |
| Level of social up gradation | | |
| Very High | 196 | 6.5 |
| High | 959 | 31.7 |
| Average | 1495 | 49.4 |
| Low | 163 | 5.4 |
| Very Low | 215 | 7.1 |
| Total | 3028 | 100.0 |
| Practice of visiting worship places in Kerala | | |
| Yes | 3999 | 69.9 |
| No | 1721 | 30.1 |
| Total | 5720 | 100 |
| Experience of harsh behavior from Natives | | |
| Yes | 56 | 1.0 |
| No | 5664 | 99.0 |
| Total | 5720 | 100.0 |
| Location of harsh behavior | | |
| Train | 14 | 25.0 |

| | | |
|--|------|-------|
| Public places | 13 | 23.2 |
| Bus | 12 | 21.5 |
| Hotel | 3 | 5.3 |
| Other places | 14 | 25.0 |
| Total | 56 | 100.0 |
| Affiliation of respondents with any labour Union | | |
| Yes | 107 | 1.9 |
| No | 5613 | 98.1 |
| Total | 5720 | 100.0 |
| Affiliation of respondents with any political party | | |
| Yes | 101 | 1.8 |
| No | 5619 | 98.2 |
| Total | 5720 | 100.0 |

upgradation. Those who have a feeling of social upgradation were asked to rank the magnitude of their social upgradation. Out of 3028 respondents who reported social upgradation, 6.5 percent have a feeling of very high social upgradation, 31.7 percent have a feeling of high and 49.3 percent have a feeling of average social upgradation. In total 87.5 per cent respondents who have a feeling of a social upgradation opined that they got a very high, high or average level of social enrichment. This clearly shows positive social inclination of the migrant labourers towards the socio-cultural realisations and values nurtured by the Kerala society.

The respondents' practice of visiting the places of worship in Kerala has been explored as part of the interview. It is

interesting to see that about 70 percent of the migrant labourers have the practice of visiting places of worship in Kerala.

The behaviour of the native people towards migrant labourers in bus, train and in other public places is the main factor determining the social integration process of migrant labourers. A question was included in the interview schedule to gather their opinion of the respondents on the behaviour of the native people towards them. It is seen from the table that 99 per cent of the migrant labourers have not experienced any indifferent attitude or misbehaviour from the native people. Only 56 respondents out of the total of 5720 respondents (1.0 percent) have experienced harsh

behaviour from the local people.

Places where the respondents faced with harsh behaviour from natives are hotel, bus, train, public places etc. About one quarter of the respondents reported that they faced such behaviour in train. About 23 percent reported that they faced indifferent behaviour at public places and another 21.5 percent reported that they faced it in bus. Experience of indifferent behaviour is also reported in Hotels and other places.

Association of migrant labourers towards politics and Trade Unions have been collected during the study. More than 98 percent of the migrant workers have no membership or affiliation with either Trade Unions or Political Parties. Only less than 2 percent of the respondents have linkage with both political parties and labour organisations. Aim of the migrants appears to do their job and get a regular income without interfering in local politics.

In response to the question regarding the marital relationship of the respondents with the people Kerala, it is seen that negligible proportion of the married respondents are engaged in marital relationship with Keralites. Also 4.4 percent of unmarried migrant labourers showed interest to marry Keralites. Lack of interest of the remaining respondents to enter marital relationship with the Keralites might be due to the cultural differences and their inability to mingle with the local people due to cultural and language barriers.

Another question included in the study is the willingness of the migrant labourers to bring their families to Kerala. About 89 percent of the migrant labourers do not wish to bring their families to Kerala and only 11 percent are interested to bring their families with them. Reasons stated were that they want their family members to live in their native places (59.6 percent), financial reason (19 percent) and social causes (6 percent) their typical intention is to

Table 5.26: Wish of interstate migrant workers to have a family life in Kerala

| Variable | Number of Respondents | Percentage |
|---|-----------------------|------------|
| Respondents married with Keralites | | |
| Yes | 7 | 0.2 |
| No | 3161 | 99.8 |
| Total married Respondents | 3168 | 100.0 |
| Unmarried respondents showed interest to marry Keralites | | |
| Yes | 113 | 4.4 |
| No | 2439 | 95.6 |
| Total number of unmarried Respondents | 2552 | 100 |

| Respondents wish to bring their families to Kerala | | |
|---|------|-------|
| Yes | 633 | 11.1 |
| No | 5087 | 88.9 |
| Total respondents | 5720 | 100 |
| Reason for not willing to bring family to Kerala | | |
| Wish them live in their own land | 3030 | 59.6 |
| Financial reasons | 963 | 19.0 |
| Social reasons | 282 | 5.6 |
| No specified reason | 805 | 15.8 |
| Total | 5080 | 100.0 |

make their family live more comfortably in their native State rather than in Kerala. That is, economic conditions of these migrant labourers do not permit them to find a decent accommodation to have their families along with them. About 16 percent of the respondents have no specific reason for not bringing their families to Kerala.

5.1.7. Compliance of Interstate Migrant Workers in Kerala with Law

This section of the study deals with the awareness of migrant labourers regarding common laws and compliance with these laws. It is important to have an awareness of the common laws in order to be successful in occupation as well as to lead a meaningful life. The aspects which are included here are experiences of migrant labourers with local police station and involvement in any court case.

Details of experiences of the respondents with the local

police station for registering complaints or cases have been collected from them. It is found that 96.9 percent of the migrant labourers have not visited local police station. Only 3.1 percent have approached the local police station for some purpose. Of these 177 respondents (58.2 percent) visited the police station for their own need, 31.6 percent visited for the needs of their friends and 10.2 percent of them visited the police station for helping others.

The opinion of the respondents regarding the help received from the local police station while approaching for help have been analysed. About 85 percent of the migrant labourers who approached the local police station reported that they got help from the police station for solving their problems. Remaining 15.3 percent reported that they haven't received adequate support from the police station for solving their problems.

Cases registered against the migrant labourers in police

Table 5.27: Interstate migrant workers according to compliance with law

| Variables | Number of Respondents | Percentages |
|--|-----------------------|-------------|
| Visited police Station in Kerala for any help | | |
| Yes | 177 | 3.1 |
| No | 5543 | 96.9 |
| Total | 5720 | 100.0 |
| Purpose of Visit to Police Station | | |
| Own need | 103 | 58.2 |
| Need of friends | 56 | 31.6 |
| Others | 18 | 10.2 |
| Total | 177 | 100.0 |
| Whether received help from police station | | |
| Yes | 150 | 84.7 |
| No | 27 | 15.3 |
| Total | 177 | 100.0 |

stations in Kerala have been examined in this section. It is seen that no case has been registered with the local police station against 99.7 percent of the respondents as per their answer. The reasons for the cases among the remaining migrants were problems related to accommodation facility, problems with natives, family problems, problems related to wage, accidents, use of intoxicants and problems within the dwelling. The experiences of the migrant labourers with court cases in Kerala are depicted in this section. Three

respondents out of the 17 who were involved in police cases have encountered court proceedings and two of them were sentenced for imprisonment.

Information regarding the involvement of migrant labourers in police cases at their native place has been gathered. Self-report information reveals 1.3 percent of the migrant labourers to have involved in cases, criminal or civil, at their native place and the remaining 98.7 percent have no involvement in any type of cases.

Table 5.28: Criminal background of interstate migrant workers

| Variables | Number of Respondents | Percentages |
|---|-----------------------|-------------|
| Police case in Kerala against the respondent | | |
| Yes | 17 | 0.3 |
| No | 5703 | 99.7 |
| Total | 5720 | 100.0 |
| Types of cases in which involved in Kerala | | |
| Problems related to accommodation facility | 1 | 35.3 |
| Problems with natives | 3 | 17.6 |
| Family problems | 6 | 17.6 |
| Problems related to wage | 2 | 11.8 |
| Accidents | 3 | 5.9 |
| Problems related to use of intoxicants | 1 | 5.9 |
| Problems within the dwelling | 1 | 5.9 |
| Total | 17 | 100 |
| Encounter with court procedures | | |
| Yes | 2 | 11.8 |
| No | 15 | 88.2 |
| Total | 17 | 100.0 |
| Respondent experienced Imprisonment | | |
| Yes | 2 | 11.8 |
| No | 15 | 88.2 |

| | | |
|---|------|-------|
| Total | 17 | 100.0 |
| Involved in police cases in native place | | |
| Yes | 73 | 1.3 |
| No | 5647 | 98.7 |
| Nature of case in which involved in native place | | |
| Murder attempt | 2 | 2.7 |
| Accommodation related | 20 | 27.4 |
| Accident | 3 | 4.1 |
| Problems due to Alcoholism | 3 | 4.1 |
| Family Issues | 10 | 13.7 |
| Fight with others | 23 | 31.5 |
| Property related issues | 7 | 9.6 |
| Theft | 1 | 1.4 |
| Others | 4 | 5.5 |
| Total | 73 | 100.0 |

Nature of cases in which the respondents involved in their native places were due to fight with others (31.5 percent), problems related to place of stay (27.4 percent) and family issues (13.7 percent). Reason for the police case against 9.6 percent of the respondents was property related issues. Problems due to alcoholism and accident are also reported by 4.1 percent each as reasons for police case. Two respondents (2.7 percent) involved in murder attempt cases and another one (1.4 percent) in a theft case.





5.2

PROFILE OF INTERSTATE MIGRANT WOMEN WORKERS IN KERALA

Out of the 5720 migrant workers interviewed for the study all over Kerala, 563 (9.8 percent) are women. The previous analysis included these women migrant workers also. However, for describing the life style and work culture of migrant women a separate section is included. Demographic condition, particulars of job, and details related to health and hygiene are considered separately for the analysis. The following section deals with the analysis of the variables related to the women migrant labourers. Most of them have been reached Kerala along with their spouses or parents working in the State.

As already mentioned in the introduction, the migrant women workers are generally invisible in Kerala and hence difficult to identify and interview in construction or manufacturing sector. However, the sample of 563 migrant women workers is sufficient to portray their living and working atmosphere in the state.

State of origin of women respondents

The States from which the women migrant workers came to Kerala is depicted in Table 5.29. It is seen from the table that women respondents in the sample have come to Kerala from 16 States in our country. The highest proportion of 21.5 percent of the women respondents came to Kerala from Tamil Nadu, which is the neighbouring State of Kerala. It is followed by women from Assam (20.6 percent) and Odisha (20.4 percent). Jharkhand is another State having the proportion of women respondents above 10 percent (13.7 percent). Representation of female respondents from West Bengal is only 8.2 percent. Proportions of Women respondents from all other States are negligible in the sample. That is majority of the interstate women respondents are from five States namely, Tamil Nadu, Odisha Assam, Jharkhand and West Bengal.

Table 5.29: Interstate women migrant workers by States of origin

| States of Origin | Number of women respondents | Percentage |
|-------------------|-----------------------------|------------|
| Tamilnadu | 121 | 21.5 |
| Assam | 116 | 20.6 |
| Odisha | 115 | 20.4 |
| Jharkhand | 77 | 13.7 |
| West Bengal | 46 | 8.2 |
| Tripura | 22 | 3.9 |
| Karnataka | 20 | 3.6 |
| Madhya Pradesh | 15 | 2.7 |
| Uttarpradesh | 10 | 1.8 |
| Chattisgarh | 8 | 1.4 |
| Bihar | 4 | 0.7 |
| Nagaland | 4 | 0.7 |
| Arunachal Pradesh | 2 | 0.4 |
| Gujarat | 1 | 0.2 |
| Meghalaya | 1 | 0.2 |
| Uttaranchal | 1 | 0.2 |
| Total | 563 | 100.0 |

Socio-economic & demographic particulars of women interstate migrant workers

Demographic particulars such as age, marital status, education and work experience of women respondents are listed in Table 5.30. It is seen from the table that the highest proportion (53.3 percent) of the respondents belongs to the age category of 21 – 30 years. The second highest proportion of the respondents is in the age group of below 20 years (17.2

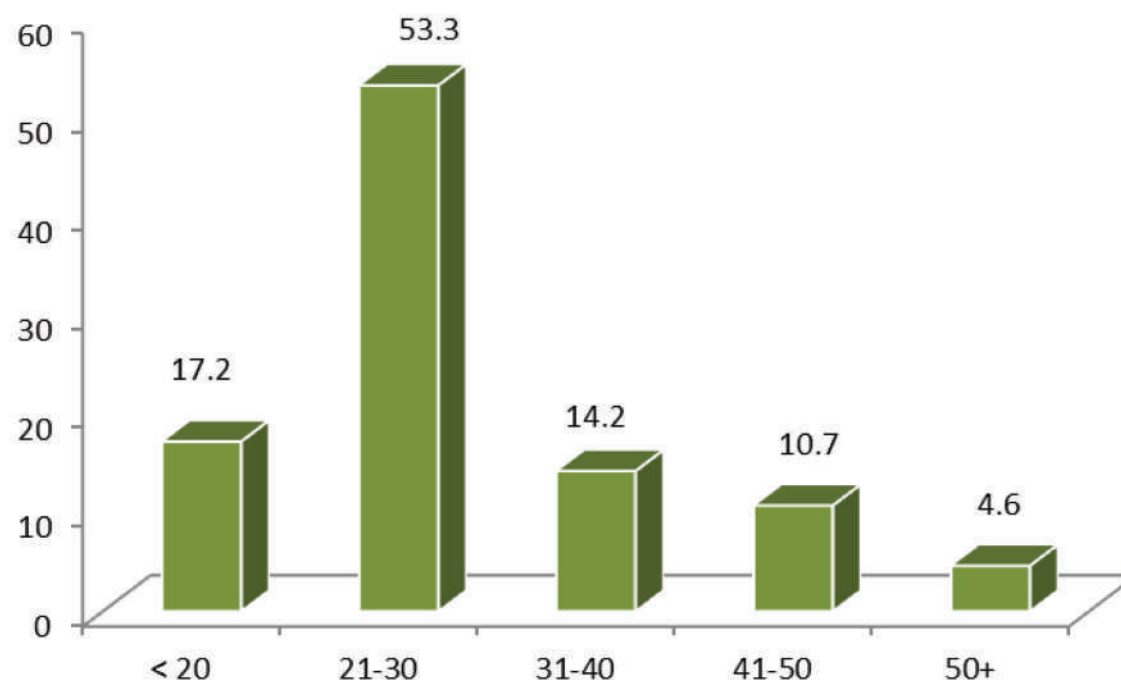
percent), followed by respondents in the age group 31-40 years (14.2 percent). About 11 percent of the respondent women are in 41-50 age group and 4.6 percent are in 'above 50 years' age group. Thus it is clear that the vast majority of migrant women workers are youngsters with ability to do manual jobs.

Table 5.30: Socio-economic & demographic Characteristics of interstate migrant women workers

| Variable | Number of women respondents | Percentage |
|-----------------------------------|-----------------------------|------------|
| Age | | |
| Less than 20 | 97 | 17.2 |
| 21-30 | 300 | 53.3 |
| 31-40 | 80 | 14.2 |
| 41-50 | 60 | 10.7 |
| 50+ | 26 | 4.6 |
| Total | 563 | 100.0 |
| Marital status | | |
| Currently Married | 329 | 58.4 |
| Divorced | 5 | 0.9 |
| Widowed | 2 | 0.4 |
| Unmarried | 227 | 40.3 |
| Total | 563 | 100.0 |
| Education | | |
| Illiterate | 142 | 25.2 |
| Literate without formal education | 29 | 5.2 |
| Primary | 132 | 23.4 |
| Secondary | 179 | 31.8 |
| Higher Secondary | 66 | 11.7 |
| Degree | 15 | 2.7 |
| Total | 563 | 100.0 |
| Technical education | | |

| | | |
|-------------------------------------|-----|-------|
| Have technical qualification | 15 | 2.7 |
| Do not have technical qualification | 548 | 97.3 |
| Total | 563 | 100.0 |
| Years of work done in Kerala | | |
| <=1 year | 241 | 42.8 |
| More than 1 year to 3 years | 164 | 29.1 |
| More than 3 years to 5 years | 54 | 9.6 |
| More than 5 years | 104 | 18.5 |
| Total | 563 | 100.0 |

Figure 5.4: Age distribution of interstate migrant women workers



Considering the marital status of the respondents it is observed that 58.4 percent of the sample women are currently married and came with their spouses. About one percent of them are divorced and 0.4 percent are widowed. About 40 percent of the respondents are unmarried.

Considering education of the respondents it can be seen that more than a quarter (25.2 percent) of the women workers are illiterate. About 23 percent of the respondents have primary education and 31.8 percent have secondary education. About 12 percent of the respondents have higher secondary education and about three percent have degree qualification. In total about half of the female respondents have attained a level of education to lead a decent work life. Considering the technical qualification, only 2.7 percent of the respondents have technical qualification.

Regarding the years of work done by the women respondents in Kerala, it is clear from the analysis that a good proportion of the respondents (42.8 percent) have been working in Kerala for less than one year and about 29 percent have been working for 1 to 3 years. About 19 percent of the workers have more than 5 years' experience and 9.6 percent have 3 to 5 years' experience.

Job category of Interstate migrant women workers

Categories of work in which the women respondents engage are analysed in this section. Main fields of work identified are Plantation work, Fish Peeling, Textile Manufacturing work and Construction work. It is found that 41.4 per cent of the migrant women are working in the plantation sector followed by 30.2 percent in fish peeling and 14.0 percent in textile manufacturing fields. Five percent of the women respondents are engaged in construction work, 3.4 percent in textile shops, 2.1 percent in hotels and 1.6

percent in plywood factory work. Proportions of respondents engaged in other categories of work namely Poultry work, Cashew Factory work, Flour Mill work, Plastic products Manufacturing work etc. have negligible representation.

Channel of arrival

Analysis of the channel through which the women workers have arrived in Kerala shows that more than half (51.5 percent) of them came to Kerala through their relatives. Also another 31.8 percent of the women respondents came to Kerala through their friends and about 8 percent came over by themselves. Proportion of the women respondents who came over to Kerala through contractors (5.7 percent) is lesser compared to other sources. It is clear from the analysis that the main channels of the arrival of migrant women workers in Kerala are their relatives and friends.

Health and Hygiene of Women Migrant Workers

The variables included in the study on the health and hygiene of Women respondents are prevalence of diseases and awareness regarding various health issues.

Majority of the women respondents (90.6 percent) had no disease at the time of survey and the remaining 9.4 percent reported that they were suffering from certain ailments. About 5 percent of the women respondents have certain diseases due to malnutrition. Anaemia is a serious problem among women which affect the health of the women as well as that of their children. So malnutrition among women should be addressed with importance. About 19 percent of the respondent women have been suffering from menstrual problems. Practice of keeping hygiene during menstrual period is very important as far as the health of a woman is concerned. Table 5.32 shows that 81.5 percent of the women respondents keep hygiene and remaining 18.5 percent of

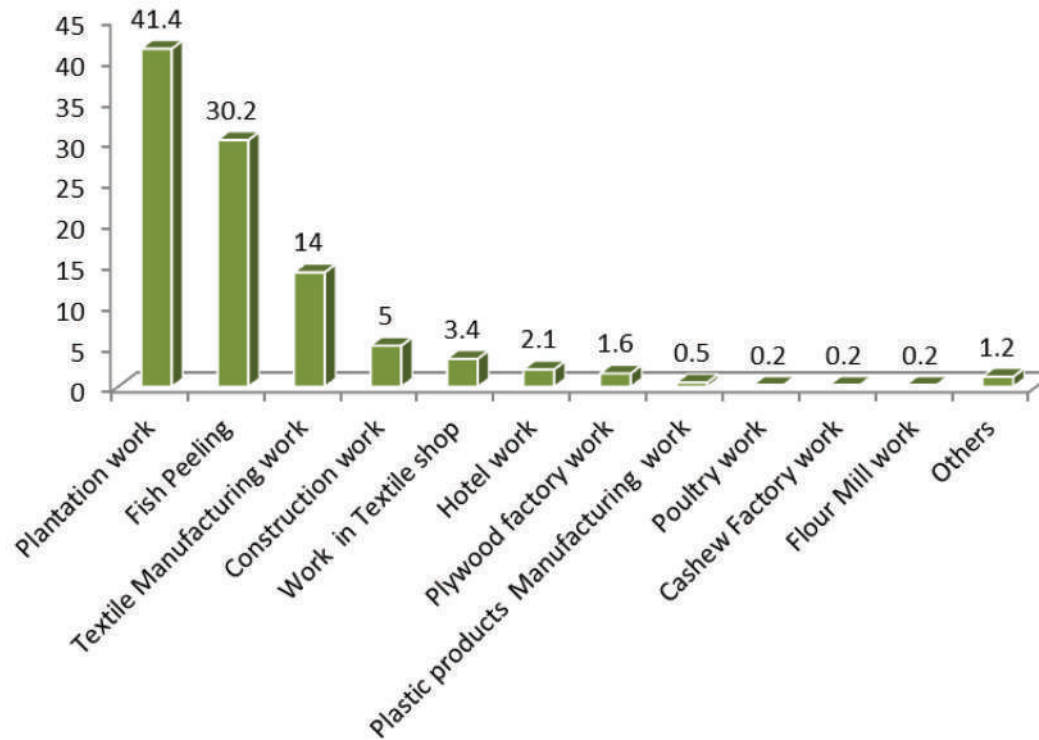
Table 5.31: Interstate migrant women workers by job category and wage

| Variable | Number of women respondents | Percentage |
|-------------------------------------|-----------------------------|------------|
| Job category | | |
| Plantation work | 233 | 41.4 |
| Fish Peeling | 170 | 30.2 |
| Textile Manufacturing work | 79 | 14.0 |
| Construction work | 28 | 5.0 |
| Work in Textile shop | 19 | 3.4 |
| Hotel work | 12 | 2.1 |
| Plywood factory work | 9 | 1.6 |
| Poultry work | 1 | 0.2 |
| Cashew Factory work | 1 | 0.2 |
| Flour Mill work | 1 | 0.2 |
| Plastic products Manufacturing work | 3 | 0.5 |
| Others | 7 | 1.2 |
| Total | 563 | 100.0 |
| Channel of arrival in Kerala | | |
| Directly | 42 | 7.5 |
| Through Relatives | 290 | 51.5 |
| Through Friends | 179 | 31.8 |
| Through Contractors | 32 | 5.7 |
| Others | 20 | 3.6 |
| Total | 563 | 100.0 |





Figure 5.5: Interstate migrant women workers by employment category



the women respondents do not take measures for keeping hygiene during menstrual period. So there is a need of health awareness programmes for the female migrant workers at their camps or working places.

The women respondents were asked whether they received any awareness programme about the health care measures to be taken during adolescent period. Only about 48 percent of the women respondents reported that they have received awareness class during adolescence regarding the measures to be taken during the time of puberty. At the same time 52.3 percent of the respondents have not received any awareness regarding puberty and issues related to

menstruation during their adolescence. That is, awareness level and practice of personal health care is not adequate among women migrant workers.

Delivery Characteristics

Questions related to the number of children and types of delivery have been asked to ever-married women respondents. About 22 percent of the ever married women respondents do not have any children and 22.0 percent have one child. About 36.6 percent of ever married women have two children, about 14 percent have 3 children and 4.8 percent have 4 or more children. Regarding the type of

Table 5.32: Health and hygiene of interstate migrant women workers

| Characteristics | Number of Respondents | Percentages |
|--|------------------------------|--------------------|
| Have any Disease | | |
| Yes | 53 | 9.4 |
| No | 510 | 90.6 |
| Total | 563 | 100 |
| Have any disease due to deficiency of nutrition | | |
| Yes | 27 | 4.8 |
| No | 536 | 95.2 |
| Total | 563 | 100.0 |
| Have any disease related to menstrual cycle | | |
| Yes | 109 | 19.4 |
| No | 454 | 80.6 |
| Total | 563 | 100.0 |
| Keep hygiene during menstrual periods | | |
| Yes | 459 | 81.5 |
| No | 104 | 18.5 |
| Total | 563 | 100.0 |
| Received awareness about health care during adolescence | | |
| Yes | 269 | 47.7 |
| No | 294 | 52.3 |
| Total | 563 | 100.0 |

delivery, 87 percent of the respondent mothers had normal deliveries and remaining 13 percent had caesarean deliveries. Out of 261 respondent mothers, 74.7 percent reported that they received delivery care. Whereas the remaining 25.3 percent reported that they didn't receive delivery care. About 86 percent of the respondent mothers reported that they got adequate awareness regarding breast feeding. Also 58.3 percent of the ever married women respondents have accepted family planning methods.

Only three- fourth of the respondent mothers received enough delivery care. About 86 percent received adequate awareness regarding breast feeding. It is also noted that about three fourth of the respondent mothers have one or two children and 58.3 percent accepted family planning methods

It can be seen that 61.0 percent of the respondents having one child and 70.6 percent of the women with two children have accepted family planning methods. It is very much appreciable. But acceptance of family planning methods among the women with three or more children is only 55.9 percent. That is, the level of acceptance of family planning is not adequate among the women with three or more children.

Results indicate that there is a need for arranging awareness programmes regarding pregnancy, delivery care, family planning and child rearing and health check-ups for the female migrant workers in different parts of the State.

Table 5.33: Delivery characteristics of Interstate migrant women workers

| Characteristics | Number of Respondents | Percentages |
|---------------------------|-----------------------|-------------|
| Number of children | | |
| 0 | 75 | 22.3 |
| 1 | 74 | 22.0 |
| 2 | 123 | 36.6 |
| 3 | 48 | 14.3 |
| 4+ | 16 | 4.8 |
| Total | 336 | 100.0 |
| Type of Delivery | | |
| Normal | 227 | 87.0 |

| | | |
|--|-----|-------|
| Caesarean | 34 | 13.0 |
| Total | 261 | 100 |
| Received Delivery care | | |
| Yes | 195 | 74.7 |
| No | 66 | 25.3 |
| Total | 261 | 100 |
| Acceptance on Family Planning methods | | |
| Yes | 196 | 58.3 |
| No | 140 | 41.7 |
| Total | 336 | 100.0 |

Table 5.34: Number of children and acceptance of Family Planning by interstate migrant women workers

| Number of Children | Whether Accepted Family Planning | | |
|--------------------|----------------------------------|------|-------------|
| | Yes | No | Total |
| 1 | 61.0 | 39.0 | 100.0 (260) |
| 2 | 70.6 | 29.4 | 100.0 (52) |
| 3+ | 55.9 | 44.1 | 100.0 (16) |
| Total | 59.8 | 40.2 | 100.0 (328) |

5.3

FEATURES OF THE MIGRANT LABOUR CAMPS/ DWELLINGS

Investigators collected information on the selected camps or buildings of stay of the migrant labourers, through observation and interview. Information has been collected from a total of 930 camps/dwellings. An observation checklist was prepared and used by the Supervisors to assess the actual situation of the camps/dwellings where the interstate migrant workers stay. Number of labourers staying in the buildings ranges from one to 180 persons, which averages to 16 inhabitants staying per camp. Characteristics of the camps selected for the study are described in this section.

Analysis of the type of roof of the buildings shows that a little less than half (48.8 percent) of the migrant camps are functioning in buildings roofed with sheet. About 42 percent of the camps have concrete roof and 8.7 percent have tiled roof.

Area available for each occupant in a camp is very important in assessing the living conditions of the migrant labourers. Table 5.34 draws inference on the floor area



Table 5.35: Characteristics of the migrant labour camps/dwellings

| Characteristics | Number | Percentage |
|--|--------|------------|
| Type of Roof | | |
| Sheet | 454 | 48.8 |
| Concrete | 386 | 41.5 |
| Tile | 81 | 8.7 |
| Other | 9 | 1.0 |
| Total | 930 | 100.0 |
| Floor Area per person (in square metre) | | |
| <2.5 | 48 | 5.2 |
| 2.5-4.99 | 621 | 66.8 |
| 5-9.99 | 157 | 16.9 |
| >=10 | 104 | 11.2 |
| Total | 930 | 100.0 |
| Availability of Toilets | | |
| Available | 913 | 98.2 |
| Not Available | 17 | 1.8 |
| Total | 930 | 100.0 |
| Number of persons per Toilet | | |
| 1 | 39 | 4.3 |
| 2-3 | 152 | 16.7 |
| 4-5 | 192 | 21.0 |
| 6-10 | 344 | 37.7 |
| >10 | 185 | 20.3 |
| Total | 913 | 100.0 |



available per person in the buildings under study. About 67 percent of the camps have 2.5 to 4.99 square metre area and 16.9 percent have 5 to 9.99 square metres area per inhabitant. In 5.2 percent of the camps/buildings only less than 2.5 square metres floor area is available per person, which is inadequate for the healthy living of inhabitants. At the same time 11.2 percent of the buildings have 10 square metres or more area per person. Compliance to standards has to be prioritised to ensure that adequate area per person is available at all the migrant labour camps in order to ensure healthy living condition.

Availability of toilets is an important aspect which is essential for ensuring personal hygiene of the inhabitants and also to keep cleanliness of their locality. It is an important factor which affects the health of the migrants as well as the people living in the neighbourhood of the camps. Regarding the availability of toilets, it is observed that no toilet is available in 17 camps (1.8 percent). Availability of adequate toilet facility should be addressed strictly for maintaining proper hygiene in the camps. So non-availability of proper toilet facilities in those camps should be given proper attention.

The observational data also reveals that in 4.3 percent of the camps there is separate toilet available for each migrant labourer. At the same time 16.7 percent of the camps have toilets shared by two to three persons and in 21.0 percent of the camps 4 to 5 persons share a toilet. In 37.7 percent of the camps a toilet is shared by 6 to 10 persons and in 20.3 percent of the camps a toilet is shared by more than 10 persons. This heavy load on the toilets may affect the health and hygiene of

the occupants. From the data average number of occupants using a toilet is 7 persons. But the fact that more than 10 migrant workers share a toilet in 20 percent of camps is a matter of serious concern over the public health.

Availability of water is the important factor related to a migrant labour camp. All the available sources of water are considered for the analysis. Well/ Tube well is the main source of water (66.1 percent) for the camps of migrant labourers, 44.6 percent of the camps have own tap in the dwelling as a source of water and inhabitants of 2.6 percent of the camps/dwellings depend upon public taps. Residents of 17.9 percent of the camps use water distributed in tanker lorry for fulfilling their daily needs. Inhabitants of 1.8 percent of the camps use other sources of water.

Food is cooked in 97.1 percent of the camps. Wood is the main fuel used for cooking in half the number of camps under study. LPG is used by 26.0 percent of the camps and diesel is used for cooking 20.8 percent of the camps. Kerosene is used in 1.1 percent of the camps. A few camps (2.2 percent) use other sources like electricity, bio gas, husk of cashew nut etc. for cooking.

Proper disposal of bio-wastes and plastic wastes is essential for maintaining cleanliness and hygiene in and around the place of stay. The waste disposal mechanism in the camps/dwellings selected for the study, collected through interview and observation, are analysed. In 28.1 percent of the camps there are pits for the disposal of wastes and just over one fifth of the camps have proper system of waste collection by private agencies. Local bodies namely Panchayats, Municipalities and Corporations collect waste from 14.5 percent of the camps. About six percent of the camps put the waste in public bins placed by the local bodies. In 6.4 percent of the camps food waste is disposed in biogas plants. Plastic wastes are burned in 8.6 percent

Table 5.36: Facilities of the migrant labour camps/dwellings

| Characteristics | Number | Percentage |
|-----------------------------------|--------|------------|
| Sources of water* | | |
| Well/ Tube well | 614 | 66.1 |
| Own tap in the dwelling | 414 | 44.6 |
| Public tap | 24 | 2.6 |
| Tanker Lorry | 167 | 17.9 |
| Others | 17 | 1.8 |
| *multiple response | | |
| Cook food in the camp | | |
| Yes | 903 | 97.1 |
| No | 27 | 2.9 |
| Main Fuel used for cooking | | |
| Wood | 464 | 49.9 |
| LPG | 242 | 26.0 |
| Diesel | 193 | 20.8 |
| Kerosene | 10 | 1.1 |
| Others | 20 | 2.2 |

of the camps, which is hazardous to the whole community. There is no proper waste disposal mechanism in 9.2 percent of the camps. They throw waste in public places and rivers. Such unhygienic practices should be seriously dealt with and authorities should ensure proper waste disposal mechanism in all the labour camps.

Cleanliness of the surroundings is an essential factor related to the health of the inhabitants of a labour camp. Cleanliness of the surroundings when assessed on a four point scale, we find 3.1 percent of the camps under study with 'very bad' cleanliness and 15.7 percent with 'bad' condition. At the other extreme, cleanliness of 21.6 percent



Table 5.37: Cleanliness and waste disposal of the migrant labour camps/ dwellings

| Characteristics | Number | Percentage |
|--|--------|------------|
| Method of waste disposal* | | |
| Disposed in Pit | 292 | 28.1 |
| Taken away by Private agencies | 234 | 22.5 |
| Taken away by Local bodies | 151 | 14.5 |
| Burned | 89 | 8.6 |
| Disposed in Biogas Plant | 67 | 6.4 |
| Disposed in Public bin | 65 | 6.3 |
| Sold in Scrap shop | 17 | 1.6 |
| Plastic disposed in plant | 29 | 2.8 |
| No proper disposal system | 96 | 9.2 |
| *Multiple Response | | |
| Cleanliness of the surroundings | | |
| Good | 201 | 21.6 |
| Satisfactory | 554 | 59.6 |
| Bad | 146 | 15.7 |
| Very bad | 29 | 3.1 |
| Attitude of neighbors towards the migrant camps | | |
| Good | 887 | 95.4 |
| Bad | 43 | 4.6 |
| Total | 930 | 100.0 |



of the camps is good and that of 59.6 percent is satisfactory. The result points to the necessity to improve the cleanliness of the surroundings of the camps of migrant labourers in Kerala. According to the inhabitants of the camps, attitude of the neighbours towards 95.4 of the camps is good and attitude of neighbours towards the remaining 4.6 percent of the camps is reported as bad.

Inhabitants of 89.4 percent of the camps reported that their employers or contractors collect identification details of labourers. Aadhar card is the main document collected from the labourers (84.5 percent). Another important document collected is voter ID card (21.8 percent) which is followed by PAN card (5.3 percent). The other documents like ration card, School certificate or Passport are collected from the migrant workers in less than two percent of the camps. Collection of fingerprint which is very important to identify the inhabitants is collected only in 0.6 percent of the camps.

Table 5.38: Verification of identification details of interstate migrant workers by employers and contractors

| Characteristics | Number | Percentage |
|--|--------|------------|
| Whether the employers or contractors collect identification details of interstate migrant workers | | |
| Yes | 831 | 89.4 |
| No | 99 | 10.6 |
| Identification details collected from the inhabitants * | | |
| Aadhar Card | 702 | 84.5 |
| Voter ID Card | 181 | 21.8 |
| Pan card | 44 | 5.3 |
| Ration Card | 6 | 0.7 |
| Bank Pass Book | 16 | 1.9 |
| School Certificate | 10 | 1.2 |
| Labour card | 2 | 0.2 |
| Passport | 2 | 0.2 |
| License | 5 | 0.6 |
| Photo | 433 | 52.1 |
| Finger print | 5 | 0.6 |
| Collect no details | 93 | 11.2 |
| * Multiple answers | | |

CHAPTER 6

SUMMARY AND CONCLUSION

A sample of 5720 interstate migrant labourers in Kerala was selected covering all the 14 districts. A pilot study was conducted covering 270 interstate migrant workers. Final interview schedule was prepared after enriching the experience from the pilot study by incorporating the pertinent suggestions of experts. The information related to the life and work of the selected migrant labourers in Kerala has been obtained using a structured interview schedule. Information related to their demographic conditions and occupational particulars have been obtained. Variables related to their living conditions, economic conditions, socio-cultural conditions, health and hygiene are also covered in the study. Another main variable under the scope of the study is their compliance with various laws in force in the State. Level of enrolment and awareness regarding Aawaz insurance programme are also included in the study, which will give policy implications to improve the health seeking behaviour of the migrant labourers. The work and life of the women migrant labourers and physical conditions of the migrant camps are also dealt with separately in the analysis.

The State of origin of more than 90 percent of the respondents are the five States: West Bengal, Odisha, Assam Bihar and Jharkhand. More than one third of the migrant workers came to Kerala from West Bengal. The second largest proportion of migrants came from Odisha, followed by Assam and Bihar. Similar findings of other studies (CDS, 2015; GIFT, 2013) justify the sampling of this survey. However the list of top 5 major migrant contributing States of migrant workers does not match with that of Census, 2011 as the Census data provides the details of entire migrants together and does not separately provide origin of migrant labourers. Network of friends and to an extent the relatives is the main channel through which the respondents came to Kerala. . It is similar to the findings of Department of Labour and Rehabilitation (2017). It is interesting to see that majority of the respondent migrant labourers found their employment opportunity in Kerala without the help of agents.

Possession of valid identification documents by the migrant labourers is necessary for ensuring the safety of native people in any State. It is promising to see from the study that about 90 per cent of the migrant labourers have Aadhar card. But it is desirable that all of them have Aadhar



or any other valid identity proof with them. State wise analysis shows that possession of Aadhar card is highest among respondent migrant labourers from Tamil Nadu (97.5 percent) and is lowest among the respondents from Assam (65.2 percent). In order to maintain law and order in our State there should be effective mechanism for verification of proper identification details of the migrants who come to Kerala and hence the lack of Aadhar card among the small section of migrants may be addressed.

The variables related to demographic profile of the interstate migrant labourers used for the analysis are their age, gender, marital status, number of children they have, educational status and technical qualification. Majority of the respondents belong to the younger and dynamic work force. They represent about 88 percent of the migrant labourers under study. This is being reflected in the huge presence of migrant labourers in the construction sector where the work is comparatively tough. Mishra and Rajan (2018) also found such age pattern among the interstate migrant workers in Kerala using 64th round of NSSO data. It is also observed that migration stream of workers to Kerala is heavily dominated by males and also about 45 percent of the respondents are unmarried. Main reason for the male domination may be the substantial physical exertion needed for the manual labour in which most of the migrants are engaged in Kerala.

Around 39 percent of the respondents have educational qualification of secondary school level and above, which include 9.8 percent with higher secondary and 2.2 percent with degree qualifications. But the low level of education of 61 percent of the workers will be delimiting their opportunities in the labour market and it may also affect their earnings. Even then it is appreciable that majority of the migrant labourers (81.1 percent) are literates. About 97 per cent of the migrant workers are unskilled labourers. This is in par with the level of education attained by labourers. Only 2.3 percent

are skilled labourers and 0.5 percent of them are working in supervisory jobs. It clearly reveals the real picture of migrant workers who mainly do the unskilled manual work in the state. Highest proportion of the migrant workers in Kerala (58.0 percent) is employed in the construction field which is the most flourishing employment sector in the State now. Compared to other sectors construction sector is far ahead in the percentage of migrant workers involved. Compared to female respondents more male respondents are engaged in skilled and supervisory jobs. Also about 99 percent of the respondents are getting more than 21 work days in a month. So it can be concluded that there exists no unemployment among the migrant labourers in Kerala.

None of the respondents earn an amount less than Rs. 350 per day. About 40 per cent of the migrant workers earn Rs 351 to Rs. 450 per day. Only 15.2 percent are getting daily wages above Rs. 651 to Rs. 1000. At the same time about 88 percent of the respondents could earn less than Rs 450 per day at their home state, by doing the same job. It implies that even though the amount received by migrant workers in Kerala is less compared to corresponding domestic workers, it is very much valuable for them. This is the most important pull factor behind the inflow of manual labourers to Kerala from other States

Job satisfaction is very important as far as the productivity of an employer is concerned. Other than wages, working condition is also an important factor influencing the concept of job satisfaction. About 14 percent of the workers are highly satisfied and another 62 percent are moderately satisfied with their job. But about 20 percent reported 'poor satisfaction' and 3.6 are 'not at all satisfied' with their job. It can be concluded that about one quarter of the migrant labourers are poorly satisfied or not satisfied with their wage or work environment in Kerala.

Job satisfaction is highest among skilled labourers (86.5

percent), followed by supervisors and is lowest among unskilled labourers. Job satisfaction is found to be directly associated with the level of wages of the respondents, being lowest for the respondents with wages less than Rs.450 per day (74.6 percent) and highest for the respondents with wages of more than Rs. 1000 per day (88.6 percent). Job satisfaction is highest among the respondents working in Textile manufacturing companies and hotels and is lowest among the respondents working in flour mills and hollow bricks companies.

Availability of safety equipments as per their requirements was assessed. Safety measures are applicable to workers only in certain organised sectors and 3697 respondents responded to the questions on safety measures. About 72 percent of these respondents opined that they were provided with all safety instruments at the work place. About 78 percent of the respondent workers were of the opinion that they received training to use the safety equipments at worksite. Frequent inspections of the authorities in the workplaces are crucial for ensuring adequate safety of the workers. Among the respondents 87 percent reported that there is periodic visit of authorities in their worksite and about 89 percent of the workers reported that there is provision for the timely medical treatment in case of any accident or illness at their work site.

Regarding promptness in getting wage payment 5.4 percent of the respondents reported that they faced the situation of not getting wages on time. Among the respondents 6.5 percent were forced to do overtime work periodically at their work place, 6.2 percent of the respondents opined that there was reduction in their wages from the amount promised to them. About two percent of the respondents reported that they do not get rest time at the work place as per rule. Proper seating facilities are not being availed at the work place by 13.8 percent of the respondents.

Vast majority of the respondents are not aware of the procedure for registering complaints with Labour Department, in case of denial of labour rights. It is a serious matter of concern and there should be some awareness programme among the migrant workers in this regard.

According to the study only about 46 percent of the respondents have registration in Aawaz insurance scheme and the remaining are outside the coverage of the scheme. At the same time awareness of the respondents regarding benefits of the scheme is lesser (34.7 percent) compared to the proportion of respondents registered in the scheme. That is, some of the migrant workers who have registration in the Aawaz are not aware of the benefits available through the scheme. They might have simply enrolled in the scheme without knowing the benefits, when somebody insisted them to do so. Analysis reveals that even though the Government has launched the ambitious Aawaz insurance scheme for the benefit of the migrant workers, a good number of them are outside the benefits of the scheme. It is also reflected in the poor utilisation statistics of the scheme. Till now Rs.34 lakh has been spend as the death benefit for 17 interstate migrant workers and Rs.17,23,263 as treatment benefit for 299 interstate migrant workers. However, statistics on the utilization of the scheme showed that the number of interstate migrant workers availed the treatment benefit under the scheme has increased from 11 in 2018-19 to 170 in 2020-21. At the same time, it is a positive indication that the accident death toll among the interstate migrant workers is only 17 till 2020-21. Department of Labour in Kerala tries to popularise the scheme and takes measures for enrolling migrant labourers in to the scheme. Initiatives from other Government agencies are also necessary to propagate the knowledge of the scheme among the entire migrant labourers in Kerala.

Living conditions of migrant labourers are examined through the information collected on different variables,



namely source of drinking water, type of fuel used for cooking, food habit, toilet facilities, language problem and ways of entertainment. The availability of safe drinking water is an indicator determining the vulnerability of a marginalised group in a population, for maintaining their health and through which to maintain the wellbeing of the society. It is seen from the analysis that the main source of water for the respondents is 'well or tube well', followed by 'Own tap in the dwelling'. It can be inferred from the analysis that most of the respondents get enough safe water for their daily need, which indicates the quality of life of the migrant labourers in Kerala. Fuel used for cooking is another important indicator of the quality of life. It can be seen that only about 30 per cent of the respondents use modern cooking fuel namely LPG for cooking. Remaining 70 percent of the migrant labourers use firewood, diesel and kerosene as cooking fuels.

Availability of sufficient number of toilets is essential for maintaining personal hygiene as well as wellbeing of the inhabitants in a migrant camp/ dwelling. In Kerala, people give top importance to hygiene and so give utmost importance to toilet facilities. But still there are migrant workers (1.6 percent) with no access to toilet facilities at their dwelling place in Kerala. This situation may lead to spreading of infectious diseases in community.

More than one-third of the migrant labourers experience difficulty in communication with Keralites. Remaining respondents manage to communicate with Keralites as they may be staying in Kerala for a longer duration, compared to others. So it could be inferred that the migrant labourers are trying to learn Malayalam for making their work and life more comfortable. As proper communication between employer and employee is very essential for smooth conduct of work in a site, there should be some efforts to teach the migrant workers common and essential words in Malayalam.

The programmes like 'Changathi' may be enhanced by the authorities to equip the migrant workers.

It is found that about 38 per cent of the respondents have no entertainment and they simply stay within the place of residence during free time. Listening of music is the mode of entertainment widely used by the respondents. Majority of the respondents reported that they have security feeling in Kerala. It may be due to the healthy social system existing in Kerala, compared to many other States.

Prevalence of infectious diseases and skin diseases among the migrant workers need to be looked into since it may affect the health of the other migrant workers who live with them or closely interact with them at work place. Nature of their work and stay may create vulnerable environment for the spread of diseases. On analysing the disease pattern of the respondents it is seen that 3.4 percent of the respondent labourers have suffered from diseases like TB, HIV, Malaria and Leprosy. Also 12.1 percent of the respondents have suffered from skin diseases and six respondents have suffered from stress or mental disease. It points out the need of proper health care monitoring of the migrant workers. Authorities can solve the problem by conducting frequent medical check-ups for the migrant workers at their camps and at their work places.

It is essential for a person to get timely medical attention for any health related problem he/she is faced with. Also the prevalence of such diseases, if not taken proper treatment, may affect health and thus the productivity of the workers. So it is important for a migrant worker to have accessibility to consult a doctor in case of an illness or injury at workplace or at the place of stay. The study found 96 percent of the respondents having any health issue reporting that they consulted medical practitioners for their health problems. Among the respondents who sought treatment, 26.5 percent were admitted in the IPD of the hospitals as part of their

treatment. The results clearly depict the accessibility of the migrant workers to the health system.

Availability and source of money for the payment of hospital bills for treatment is an important factor which influences the treatment seeking behaviour of a person. About 46 percent of the respondents who visited hospitals for medical treatment had to meet the expenditure of treatment from their own pocket. It is a point to be noticed that they had to spent money by their own, when there was a provision for free medical treatment in the 'Aawaz Insurance Scheme' for the migrant labourers in Kerala. So it is very important to make the migrant workers aware of the benefits of the Aawaz scheme and strengthen the efforts to enrol all the migrant workers in the scheme.

Personal as well as environmental hygiene of a worker is vital for maintaining a healthy life and work culture. It is more important in the case of migrant labourers who live in groups in labour camps or other dwellings. About 97 percent of the respondents are of the opinion that their attitude towards hygiene has improved during their stay in Kerala. While working in Kerala they got a great experience for improving their attitude towards personal and environmental hygiene. We can see that more than 99 per cent of the respondents wash clothes, brush teeth and take bath daily. This type of attitudinal change is very much appreciable. From the analysis, it is clear that the hygiene of the migrant labourers have improved a lot while they are in Kerala, through the contact with colleagues and others. It is the impact of the hygiene practices and custom of the native people. But substance abuse is found to be common among the respondents. Among the respondents about 48 percent use one or other kind of intoxicants. Alcohol is the intoxicant mainly used by the respondents. About one quarter (24 percent) of the respondents reported that they use alcohol. Smoking of tobacco is reported by 12.7 percent of the respondents and 11.8 percent consume chewable tobacco

or tobacco products. This extensive use of intoxicants might be due to the prevailing culture and custom at their native places. It means that effective awareness programmes are needed among the migrant labourers in order to induce changes in their attitude towards substance use. They cannot change this habit easily due to the fact that it is a life style practiced by them at their native places.

The habit of saving is the first of improvement in the economic condition of a person, as the savings can be converted into various types of investments. The analysis shows that a little more than half of the migrant labours have the habit of saving money. It is also seen that majority of the migrant workers (95.6 percent) send monthly remittance to their families living at their native places. This habit of saving and remittances indicates an improvement in their economic condition and in their family setup. About 88 per cent of the respondents opined that an improvement in the financial position of their family had happened through their job in Kerala. It is obvious that the main aim of majority of the migrant labourers is to support their families at their native place, in the form of savings and monthly remittances.

The impact of higher wage rate at Kerala on wage rate of the native places of migrant labourers is also examined. The result shows that only slight increase has occurred in the wage rate at their native place as a result of higher wage rates in Kerala. Slight improvement had happened in the bargaining power of respondents at their native place as a result of their migration to Kerala. At the same time more than one quarter of the respondents opined that they are able to bargain for wages in Kerala.

Socio-cultural integration is one of the important parameters for assessing the capability of the in-migrants to follow the social and cultural conditions of the new locality. The level of social integration will indicate the social health of the migrant labourers. Mingling with the local



community usually happen in the form of participation in the social gatherings such as festivals, marriage and other local functions. Only about 41 percent of the migrant labourers are able to mingle with natives who are in contact with them. Only about 18 percent of the respondents have received invitation to the functions conducted at the houses of native colleagues and 13 percent have participated in social functions of natives. From the above results it is clear that the level of social involvement of the migrant labourers is very low. Only a smaller proportion of the respondents have social relationship with the native people. This might be mainly due to the cultural differences between the migrant labourers and people of Kerala. Language barrier may be playing a significant role in it. Another aspect can be the lower social status of migrant labourers as perceived by the natives. It is a belief in Kerala that the migrant labourers lack hygiene and health standards, which also seems to prevent natives from mingling with migrant workers.

With regard to social enrichment, a little more than half of the respondents feel that social upgradation had happened to them through their association with the people of Kerala. Some of them have engaged in marital relationship with Keralites and 4.4 percent of unmarried respondents showed interest to marry Keralites. Only one percent of the respondents reported experience of harsh behaviour from local people. So the people of Kerala are extending a very cooperative and friendly attitude to the migrant labourers.

Regarding the association of migrant labourers towards politics and Trade Unions, more than 98 percent of the migrant workers have no membership or affiliation with Trade Unions or Political Parties. They may have affiliation with political parties at their native place, even then they do not maintain it here due to their unfamiliarity towards the local politics.

Regarding the migrant labourers' compliance with laws, it

is found that 3.1 percent of the migrant labourers have visited local police station for registering complaints or as witness of any case. Cases have been registered in Kerala against 0.3 percent of the respondents. Also 1.3 percent of the migrant labourers have involved in police cases at their native places. But, there may be chances of under reporting of police cases by the respondents. It indicates that higher number of migrants may have criminal background and involved in police cases at their native places. Some of them might have even absconded from their native place to escape from arrest and punishment. Hence there should be an effective mechanism from police for the verification of criminal background of the migrant labourers at corresponding police stations of their native places.

Profile of Women Migrant Workers

Out of the 5720 migrant workers interviewed for the study 563 (9.8 percent) are women. The variables related to these women namely demographic condition, particulars of job, and details related to health and hygiene are considered separately for the analysis. One in five women respondents came to Kerala from Tamil Nadu. Majority of the women respondents came from five States namely Tamil Nadu, Odisha, Assam, Jharkhand and West Bengal. Analysis of the channel through which the women workers have arrived in Kerala shows that more than half of them came to the state through their relatives.

Vast majority of migrant women workers are youngsters with ability to do manual jobs. About 58 percent of the sample women are currently married and came with their spouses. More than a quarter of the women workers are illiterate. About 12 percent of the respondents have higher secondary education and about three percent have degree qualification.

Major sectors where the female respondents work are

jobs in Plantations (41.4 per cent), Fish Peeling (30.2 percent), Textile Manufacturing work (14.0 percent) and Construction work (5.0 percent). It is reported that majority of the migrant women (89 percent) receive wage payment on monthly basis. Also about 58 percent of the migrant women receive their wage payment in cash and 41.9 percent receive wage through their bank accounts.

Regarding health and hygiene of the female respondents, about nine percent reported that they are suffering from certain ailments. About five percent of the women respondents have diseases related to malnutrition and about 19 percent have been suffering from menstrual problems. Malnutrition is a serious problem which affects the health of the women as well as health of their children. So anaemia among women should be addressed with importance.

Only less than half (47.7 percent) of the women respondents reported that during their teenage they have received awareness regarding the health care to be taken during the time of puberty. Practice of keeping hygiene during menstrual period is very important as far as the reproductive health of a woman is concerned. At present 18.5 percent of the women do not practice measures for keeping hygiene during menstrual period. So there is a need of health awareness programmes for the female migrant workers conducted at their working places.

Awareness level and practice of personal health care is also not adequate among women migrant workers and so measures should be taken by the authorities for supporting them.

Regarding the number of children of the women migrant workers, about 22 percent of the ever married women respondents do not have any children. Among the mothers about three fourth have one or two children. It is also noted that three-fourth of the respondent mothers received proper delivery care and about 86 percent received adequate

awareness regarding breast feeding. Also about 58 percent of the ever married women respondents have accepted family planning methods. All these results are positive indicators that most of the migrant women workers have a sufficient level of awareness regarding pregnancy, delivery care, family planning and child rearing.

Outline /profile of Migrant camps/dwellings

Investigators have collected information on the camps or buildings of stay of the selected respondents, through observation and interview. Information on a total of 930 buildings or camps has been collected. Analysis of the number of labourers staying in the buildings gives an average of about 71 inhabitants per camp. Area available for occupants in the buildings of stay is very important in assessing the living conditions in the camps. Area available per migrant worker varies from 0.33 square metres to 55.7 square metres. It is also seen that only less than 2.5 square metres area is available per person in 5.2 percent of the buildings, which is inadequate for the healthy living of the inmates. About 67 percent of the respondents have 2.6 to 5 square metre area and about 28 percent of the buildings have more than 10 square metre area per person. This finding is similar to that of the study done by Department of Labour and rehabilitation in 2017. 'Garima' programme implemented at Kozhikode Corporation recommend to ensure a minimum of 2.5 square meter area per inhabitants in the labour camps in order to ensure healthy living conditions for them. At least 2.5 square metre areas per person should be ensured in the buildings where the migrant labourers are accommodated. Necessary steps may be taken to ensure that adequate area per person is available in all the migrant labour camps in Kerala.



CHAPTER 7

SUGGESTIONS AND RECOMMENDATIONS

Based on the findings from the study as well as ideas emerged through a series of discussions of the core committee and Technical advisory committee a set of suggestions and recommendations are framed for policy and programme implementation.

Recommendations for Policy and Programme implementation:

Migrant labourers in Kerala enjoy better working and life conditions compared to their counterparts in most of the other Indian States. Documentation and Proper implementation of good practices like Aawaz, Changathi, Roshni, ApnaGhar and Garima introduced by Government of Kerala or other Government machineries in Kerala can lead to improve the living condition and work conditions of migrant labourers. Such successful models for improving the life of migrant labourers are worth replicating in other States in India. A collective strategy need to be framed by including departments of Home, Local Self Government, and Social Justice apart from department of Labour for the welfare of the interstate migrant workers in Kerala.

Recommendations for policy and programme implementation which can lead to an improvement in the life and work status of the migrant labourers in Kerala based on the study are given below:

1. Accommodation/Living condition

- The observational data revealed that the living condition of the migrant labourers in the camps/dwellings needs to be improved. Issues like availability of toilets, usage of proper cooking fuel, availability of drinking water, proper waste disposal mechanism etc need to be ensured in the camps/dwellings of migrant workers. The Local Self Government Department (LSGD) should regularly monitor the camps/dwellings of migrant workers in their area.
- Combined effort of the members of major Government departments similar to that seen in 'Garima' programme should be implemented at needed areas to ensure proper facilities in the camps of migrant labours. The

prescribed measures need to be strictly followed in all labour camps/dwellings.

Programme to be implemented

1. A coordination committee should be formed under the headship of ward member in each ward of the Panchayat/Municipality/Corporation.
2. ASHA, AWW, JHI/JPHN and a civil police officer should be included as regular members of the committee.
3. The monitoring committee should visit the labour camps/dwelling of migrants in their area. Also opinion of the native persons living in the neighbourhood of the camps/dwellings of migrant labourers need to be collected through interactions. A detailed report should be submitted to the Secretary of the concerned LSG on quarterly basis.
4. The report should focus on availability of space, toilets, cooking area, washing area, facility for waste disposal etc. in the camps/dwellings
5. Consolidated report need to be collected by concerned Labour officer/JHI/Civil Police Officer and cross verification of 10 percent of the camps on sample basis must be done.
6. Corrective measures should be taken jointly by the Department of labour and LSG
7. The team should inspect the 'Apna Ghar' accommodation facilities also in their area, if available.
8. On the basis of the reports of the committees, identify the places for implementing 'Garima' model programme.
9. Members from Labour, Revenue, Health, Police and LSG

should be included in the 'Garima' model committee for the implementation of the programme.

10. ApnaGhar' accommodation programme may be implemented in areas where the existing accommodation facilities are found to be inadequate.

2. Registration and identification of migrant labourers

- All the migrant workers in Kerala are not registered with any Government department and is the major obstacle for them in availing various social security programmes implemented by the government. About 54 percent of the migrant workers under the study are not registered in Aawaz scheme. They are not aware of the treatment and financial benefit of the scheme.
- There is a chance that persons who flee from their native places after involving in criminal cases work in other States as migrant workers. The survey revealed that one tenth of the respondents does not possess Aadhar card.

Programme to be implemented

Registration units should be started in all major railway stations and bus stations in Kerala with high concentration of interstate migrant workers.

1. Information regarding mandatory registration must be provided in all the major States of origin of the migrant workers.
2. Employers of migrant labourers should be given instruction to register all their migrant employees.
3. Employer must be penalized for non-registration of their migrant labourers.

4. LSGD may initiate to register all the employment units and Contractors in their area. They may be categorized in to three groups namely Small scale (less than 10 employees), Medium scale (10 to 50 employees) and large scale (more than 50 employees) and ensure availability of facilities in each unit needed for corresponding category .
5. Promotion of Aawaz needs to be prioritized among the migrant workers. Employers need to be sensitized for proper registration of their migrant labourers under this scheme.
6. LSGD can play a vital role in mandatory registration of migrant workers in each ward of Panchayat/ Municipality/Corporation.
7. ASHA or AWW may be trained and incentivized for registering migrant worker in Aawaz.
8. Department of Labour may issue official Identity cards with biometric information to all registered migrant workers with permanent address. Department of Home and Social Justice need to be provided access to the digitalized information of migrant workers.
9. Police stations must be collected information of the migrant workers from the corresponding native police stations. It will be useful for resolving issues of migrant workers among themselves and natives of Kerala.

3. Safety measures at work place

Nearly 30 percent of the respondents involved in hazardous jobs opined that they were not provided with safety instruments during the time of their work. Safety measures must be ensured in all employment sectors. Provision of medical aid must be ensured at factory/

institution in case of an emergency. A trained person should be given responsibility for the same.

Programme to be implemented —

1. Monitoring mechanism of Department of Labour should be strengthened.
2. Periodical inspection must be done at all work sites to ensure availability and proper usage of safety equipments.
3. Availability of First aid and presence of trained person need to be ensured through monitoring.
4. ASHA/JPHN/JHI in the nearest health centre should visit the camp/dwelling of migrant workers once in a week.

4. Wages, Work conditions and Training

Nearly 40 percent of the migrant workers are getting daily wage of Rs.351 to Rs.450 and about 45 percent earn an amount of Rs.451 to Rs.650 per day. As per the new labour policy (2018) minimum daily wages has been raised to Rs. 600/-. For ensuring actual amount of daily wages to the migrant workers, exploitation by the middle men needs to be eliminated. Only 42 percent of the migrant labourers are receiving their salary through bank accounts and so transaction of salary through accounts may be promoted. Though less in percent, violations of labour rights namely 'denial of eligible leave', 'delay in disposal of salary', 'pressure to do over time work', 'not getting assured salary' etc. are pointed out by the respondents. Only 15 percent of the respondents were aware of the procedure for registering complaints with Labour Department.



Programme to be implemented

1. The available toll-free number system should be strengthened by better IEC to enhance grievance redressal of migrant labourers.
2. District level toll-free numbers should be introduced
3. The toll-free number should be displayed in local languages of migrants in all factories/ work sites with migrant labourers.
4. Remedial measures should be taken on the calls received.
5. Issues like denial of leave and wages including the complaints received through toll-free number should be addressed and resolved at Assistant Labour officer level.
6. Proper disposal of complaints related to service issues must be addressed by the concerned labour officer.
7. For ensuring quality of life, Department of Labour need to monitor and assure minimum daily wage to the migrant labourers.
8. Periodic random surveys must be conducted among the migrant labourers regarding their wages and work conditions
9. A mechanism of sending monthly salary statement of employees by the contractor or employer to the concerned labour office need to be made mandatory.
10. Employers may be incentivized/appreciated for promoting e-transfer of monthly salary.
11. For avoiding exploitation from the middle men, Mobile apps or websites may be developed for migrant workers

to directly find out jobs suitable for them.

12. Technical in-service training may be given to utilise the capacity of the migrant workers effectively.
13. Department of Labour may provide proper orientation to the employers to effectively utilize the potential of young migrant labourers by giving them proper training.
14. Annual appraisal of each unit regarding training status must be done by the department of labour.
15. A platform need to be developed to discuss and solve issues related to migrant labourers in each employment sector in the absence of trade union system among them.
16. Proper awareness regarding labour laws need to be imparted to the migrant labourers in their local language.
17. Promotion of short videos or GIFs will be more useful in this regard. This should contain contact number of local labour officer also.

5. Banking and Savings

According to the study only 16 percent of the migrant workers save more than Rs. 5000/-in a month including their remittance to family in the native place. Savings system among interstate migrant workers need to be studied separately especially among the scattered migrant labourers. This will be helpful for the planning of financial policy in the state.

Programme to be implemented

Employers may help the migrant worker to open recurring

deposit in the newly formed Kerala Bank or Service societies in the nearby area.

1. Reliable saving schemes need to be introduced for migrant workers in collaboration with public sector banks.
2. Along with the ongoing welfare programmes, the NPS or Atal Pension Yojana needs to be promoted among the migrant workers.
3. Employer contribution of scattered employees/small scale employees may be provided by the Government for a limited period for promoting the programme.
4. A survey to be specially conducted among the scattered interstate migrant workers in Kerala.

6. Aawaz and other Welfare Schemes

More than half of the interstate migrant workers have not registered under Aawaz scheme. The benefits of the scheme like free treatment facilities and financial assistance to the family on death of the incumbent are known to below one third of the respondents. Measure to be taken to popularise the schemes like Aawaz and 'Interstate Migrant Workers Welfare Scheme' among them. The prevailing amount of free treatment facility under Aawaz is inadequate. This may be raised similar to Ayushman Bharath or KASP scheme which will provide them free cashless treatment up to Rs. 5 Lakhs. The other benefits like consolation amount for accident death and disability due to accident need to be increased periodically.

Programme to be implemented

1. All the Employers has to ensure Aawaz registration for their employees

2. The scheme need to be promoted with attractive videos and GIFs in other languages
3. Akshaya centres may be entrusted for the registration of the scheme
4. ASHA workers may be incentivized for promoting the scheme on the basis of new enrolment through them on monthly basis
5. A high level committee consisting of top members of department of Labour, CHIAK and Finance need to be formed to fix the consolation benefits under the scheme periodically

7. Health and Hygiene

29 percent of the migrant labourers depend on Tanker Lorrys for drinking water and 41 percent use firewood for cooking. Nearly half of them are living with limited toilet facilities. Communicable diseases and Skin diseases are reported by about 15 percent of the migrant labourers. About 46 percent of the migrant labourers met their treatment cost from their own pocket. It negatively affects the treatment seeking behavior. Nearly 46 percent of the migrant workers do not have proper knowledge about family planning methods.

Programme to be implemented

The Health standing committee member of the Panchayat should coordinate the ASHA and AWW to monitor the availability of basic amenities to the migrant camps/dwellings.

1. Members of 'Arogyasena' may be given supervisory role in monitoring the health status of the migrant workers.



2. A separate committee should be formed at Panchayat level for leading these programmes.
3. The programmes like VHND may focus on migrant workers also.
4. Health check-ups of migrant workers must be done at least once in three months by the health department with the help of LSGD.
5. Routine health camps may be organized through the employer.
6. Proper medical assistance and reimbursement need to be ensured by the employer or through enrolment in Aawaz.
7. Proper information about health and hygiene and education on sexually transmitted diseases and condom usage etc. need to be given to the migrant workers especially those in the young adult ages (20-30).
8. Health department need to conduct awareness camps using IEC materials in their own language containing adequate number of pictures.
9. Reproductive health of women migrant labourers need to be given prior importance. Proper health checkups, rest in-between long hours of work, proper sitting and other facilities need to be provided to them.
10. IEC on importance and benefits of family planning methods and menstrual hygiene need to be provided to female migrant workers in an effective manner through electronic media. Department of labour may provide mandatory classes once in a month in a unit.
11. Anganwadi based programme need to be extended to the family members of migrant workers.

12. Ward surveys by ASHA/JPHN/AWW must include members of interstate migrant workers also.

13. IEC programmes need to be initiated to reduce the substance abuse among migrant labourers through electronic media (whatsapp or youtube videos).

8. Security and Social inclusion

Though 41 percent of the migrant labourers mingle with the locals in Kerala, their involvement in family functions, marriages and cultural events are negligible. About 53 percent of the migrant workers rate themselves upgraded socially, after reaching Kerala. However, the feeling of social isolation exists among a segment of the migrant workers in Kerala. Anxiety of the locals towards them needs to be eliminated. Female migrant labourers are generally invisible in the state.

Programme to be implemented

1. Measures to be adopted to include migrant workers in the core of the community
2. LSG have to take lead role in social inclusion of migrant workers.
3. The programmes like Village Health Nutrition Day (VHND) and Gramasabha need to ensure participation of migrant labourers living in the locality.
4. Best practices among them may be appreciated in community level meetings.
5. Measures to be adopted to increase the utilisation of local police by the migrant workers.
6. People friendly Police (Janamaithri) system need to reach migrant labourers also.

7. Providing IEC in local languages, language training for the police personnel and empathy towards migrant labourers etc. will help to achieve this goal.
8. Chances of work place harassment against female migrant workers need to be eliminated.
9. Department of Labour need to create a monitoring wing to ensure rights of female migrant workers.
10. Local Self Government need to form a committee for monitoring the safety and working condition of female migrant labourers in their area.
11. ASHA, AWW, and other grass root level workers need to be trained for detection of work place harassment against female migrant labourers.

9. Education

About 30 percent of the migrant workers are either illiterate or without schooling. It affects their overall capacity to cope with the day-to-day life.

Programme to be implemented

1. The programmes like 'Changathi' need to be properly implemented in all sectors to improve the education of the migrant workers.
2. The programmes of 'Saksharatha Mission' should include the migrant labourers also.
3. Employers need to provide special allowances to those migrant labourers who improve their education status during the course of their life in Kerala.



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APPENDIX

KERALA INSTITUTE OF LABOUR AND EMPLOYMENT (KILE)

കേരള ആസ്റ്റ് എംപ്ലോയ്മെന്റ് (കിലെ)

(KILE ,4th floor, Thozhil Bhavan,Vikas Bhavan.P.O,Thiruvananthapuram -695033)
(Phone: 0471 2309012, 2307742)

Government Order : 889/2018 Dated 02/08/2018

കേരള റ്റൂട്ടിങ്ങ് ഓഫ് ആസ്റ്റ് എംപ്ലോയ്മെന്റ് (കിലെ) 2019
 ത്തികവർഷം ത്തുന്ന ഒരു പ്രധാ ഷെട്ട ഗവേ ണ്. 'ഉത്തരസംസ്ഥാ
 ണ്-ഒരു പം ഞ്ഞത്. ഈ പം
 ലുടയാണ് വിവരശേഖ

ലേക്ക് മാത്ര

കുന്ന ഡാറ്റു ഉപ ത്. വൃശ്തി ണ് ഒരുതര
 ണ്ക്ക് ഉപ ല്ല. താങ്കൾ ത്കുന്ന വിവ ണ് പൂർണ്ണ
 ശാസ്ത്രീയ അവ ണമോ പ്രസി
 ണ് വെളി ല്ല. ഈ സർവേ താങ്കൾ പൂർണ്ണ
 മെന് ണ്ണങ്ങൾ പ്രതീ ന്നു. ഈ സർവേ ഏത് ഭാഗത്ത്
 ന്നും പിൻമാ

തന്നിരിക്കുന്ന വിവരങ്ങൾ ഹിന്ദിയിൽ ഉത്തര ഭാതാവിനു വിശദീകരിച്ചു
നൽകേണ്ടതാണ്:

अध्ययन में उपयोग किए जानेवाले डेटा का उपयोग केवल नीति निर्माण के उद्देश्यों के लिए किया जाएगा।
 आपकी व्यक्तिगत जानकारी का उपयोग किसी अन्य उद्देश्य के लिए नहीं किया जाएगा। आपके द्वारा दी गई जानकारी को
 गोपनीय रखा जाएगा। कोई भी वैज्ञानिक प्रस्तुतिया प्रकाशन आपकी व्यक्तिगत जानकारी का खुलसा नहीं
 करेगा। हमें उम्मीद है कि आप इस सर्वेक्षण में पूरा सहयोग करेंगे। आप इस सर्वेक्षण के किसी भी भाग से बाहर निकल सकते
 हैं।

മേൽ നിർദേശിച്ച വിവരങ്ങൾ മാധി സഹ കാൻ ഉത്ത
 ാൽ ഈ ചോദ്യാ മുന്നോട്ട് പോകു

Seal:

ഫീൽഡ് ഇൻവെസ്റ്റിഗേറ്ററുടെ പേര്:

:



Interview Schedule

Ref.No.:

ഇതരസംസ്ഥാനത്തൊഴിലാളികളുടെ തൊഴിൽ-ജീവിത സാഹചര്യങ്ങൾ: ഒരു പഠനം

ജില്ല :
 പഞ്ചായത്ത് :
 മുനിസിപ്പാലിറ്റി :
 കോർപ്പറേഷൻ :
 വാർഡ് നം. :

താഴെ കൊടുത്തിരിക്കുന്ന ചോദ്യാവലിയിലെ വിവരങ്ങൾക്ക് ബാധകമായ കോളത്തിൽ (✓) രേഖപ്പെടുത്തുക.

| 1 | | DEMOGRAPHIC DETAILS (തൊഴിലാളികളെ സംബന്ധിച്ച വിവരങ്ങൾ) | | | | |
|-------|---|---|---------------------------|--------------------------|---|-----------------------|
| 1.1 | പേര് : | | | | | |
| 1.2 | വയസ്സ് | 1. 11 - 20 | 2. 21 - 30 | 3. 31 - 40 | 4. 41-50 | 5. 51 - 60 |
| 1.3 | ലിംഗം | 1. സ്ത്രീ | | 2. പുരുഷൻ | | 3. ഭിന്നലിംഗം |
| 1.4 | വിവാഹാവസ്ഥ | 1. വിവാഹിതൻ/ വിവാഹിത | 2. അവിവാഹിതൻ/ അവിവാഹിത | 3. വിവാഹമോചിതൻ/ മോചിത | | 4. വിഭാര്യൻ / വിധവ |
| 1.5 | വിദ്യാഭ്യാസ യോഗ്യത | 1. നിരക്ഷരൻ | | 2. സാക്ഷരൻ | 3. പ്രാഥമികം | |
| | | 4. സെക്കന്ററി | | 5. ഹയർ സെക്കന്ററി | 6. ഡിഗ്രി | |
| 1.6 | സാങ്കേതിക വിദ്യാഭ്യാസം ഉണ്ടോ? | 1. ഉണ്ട് | | 2. ഇല്ല | | |
| 1.6.0 | ഉണ്ടെങ്കിൽ | 1. ഐ.റ്റി.ഐ | | 2. ഡിഗ്രി | 3. ഡിപ്ലോമ | |
| 1.7 | എത്ര വർഷത്തെ തൊഴിൽ പരിചയം ഉണ്ട് ? | | | | | |
| 1.8 | ഏതു സംസ്ഥാനത്തു നിന്നാണ് വരുന്നത് ? | | | | | |
| 1.9 | കുടുംബത്തിന്റെ വിശദവിവരങ്ങൾ : | | | | | |
| | എ | കുട്ടികളുടെ എണ്ണം | | | | |
| | | 1. വിദ്യാഭ്യാസ യോഗ്യത | | 2. തൊഴിൽ | 3. ഇപ്പോൾ താമസിക്കുന്ന സ്ഥലവും സംസ്ഥാനവും | |
| ബി | ഭാര്യ/ഭർത്താവ് | | | | | |
| സി | കുട്ടികൾ | | | | | |
| | | 1. പഠിക്കുന്നു. | | 2. പഠിക്കുന്നില്ല | 3. ജോലിക്ക് പോകുന്നു. | |
| 1.10 | ആധാർ | 1. ഉണ്ട് | 2. ഇല്ല | | | |
| 2 | | OCCUPATIONAL PROFILE (തൊഴിൽ പ്രൊഫൈൽ) | | | | |
| 2.1 | തൊഴിൽ മേഖല | 1. നിർമ്മാണം | 2. പ്ലെയർ | 3. ഫിഷ് പീലിംഗ് | 4. ഹോട്ടൽ | |
| | | 5. ഹോളോബ്രിക്സ് | 6. റിംഗ് വർക്ക് | 7. പൗൾട്രി | 8. മറ്റേതെങ്കിലും | |
| 2.2 | തൊഴിൽ ഇനം | | | | | |
| 2.3 | തൊഴിലിന്റെ സ്വഭാവം | 1. Skilled | | 2. Unskilled | 3. Supervisory | |
| 2.4 | വേതനം എത്രയാണ് ? | 1. <450 | 2. <650 | 3. <1000 | 4. >1000 | |
| 2.5 | താങ്കളുടെ നാട്ടിൽ ഇതേ തൊഴിലിന് ശരാശരി ദിന വേതനം എത്രയാണ്? | | | | | |
| 2.6 | മാസം എത്ര ദിവസം തൊഴിൽ ലഭിക്കാറുണ്ട് ? | | | | | |
| 2.7 | വേതനം ലഭിക്കുന്ന രീതി | 1. ദിവസക്കൂലി | | 2. മാസവേതനം | 3. ആഴ്ചയിൽ വേതനം | |
| 2.8 | വേതനം കൈപ്പറ്റുന്ന രീതി | 1. രൂപയായി | | 2. ബാങ്ക് അക്കൗണ്ടിൽ | | |

| | | | | | | |
|---|--|--|---------------------|-----------------------|------------------|-------------------------------------|
| 2.9 | ഇപ്പോൾ ജോലി ചെയ്യുന്ന സ്ഥലത്ത് എത്തിയത് | 1. നേരിട്ട് | 2. ബന്ധുക്കൾ വഴി | 3. കൂട്ടുകാർ വഴി | 4. കരാറുകാരൻ വഴി | 5. മറ്റെന്തെങ്കിലും (വ്യക്തമാക്കുക) |
| 2.10 | നാട്ടിൽ നിന്ന് തൊഴിൽ സ്ഥലത്ത് വരുന്നതിന് ചെലവായ തുക ? | | | | | |
| 2.11 | തൊഴിൽ ദാതാക്കൾ താങ്കളുടെ സുരക്ഷയ്ക്കുവേണ്ടി എന്തെല്ലാം നടപടികൾ സ്വീകരിക്കുന്നു. | | | | | |
| | 01. | സുരക്ഷാ ഉപകരണങ്ങൾ ലഭ്യമാക്കുന്നുണ്ടോ ? | 1. ഉണ്ട് | 2. ഇല്ല | | |
| | 02. | ട്രെയിനിംഗ് നൽകുന്നുണ്ടോ ? | 1. ഉണ്ട് | 2. ഇല്ല | | |
| | 03. | മെഡിക്കൽ സഹായം ലഭ്യമാക്കുന്നുണ്ടോ ? | 1. ഉണ്ട് | 2. ഇല്ല | | |
| | 04. | അധികൃതർ പരിശോധന നടത്താറുണ്ടോ ? | 1. ഉണ്ട് | 2. ഇല്ല | | |
| | 05. | മറ്റെന്തെങ്കിലും | | | | |
| 2.12 | തൊഴിൽ ദാതാക്കൾ നൽകുന്ന സുരക്ഷാ ഉപകരണങ്ങൾ താങ്കൾ ഉപയോഗിക്കുന്നുണ്ടോ? | | | | | |
| | 1. ഉണ്ട് | | 2. ഇല്ല | | | |
| 2.13 | ഇല്ലെങ്കിൽ കാരണം | 1. പ്രയോജനമില്ല | 2. അസൗകര്യം | 3. സമയമില്ലായ്മ | | |
| | 4. അറിവില്ലായ്മ | 5. മറ്റെന്തെങ്കിലും | | | | |
| 2.14 | ജോലിയിൽ താങ്കൾ തൃപ്തനാണോ? | | 1. അതെ | 2. അല്ല | | |
| 2.15 | ആണെങ്കിൽ | 1. വളരെ തൃപ്തനാണ് | 2. തൃപ്തനാണ് | 3. സാമാന്യം തൃപ്തനാണ് | | |
| | | 4. അത്യപ്തനാണ് | 5. വളരെ അത്യപ്തനാണ് | | | |
| 2.16 | തൊഴിൽസ്ഥലത്ത് എന്തെങ്കിലും അപകടം/അസുഖം വന്നാൽ വേണ്ട സമയത്ത് ചികിത്സാ സഹായം ലഭ്യമാക്കാറുണ്ടോ? | | | 1. ഉണ്ട് | 2. ഇല്ല | |
| 3. തൊഴിൽ നിയമം സംബന്ധിച്ചുള്ള അവബോധവും പാലനവും | | | | | | |
| 3.1 | തൊഴിലുമായി ബന്ധപ്പെട്ട് ബുദ്ധിമുട്ടുകൾ ഉണ്ടാകാറുണ്ടോ ? | | | 1. ഉണ്ട് | 2. ഇല്ല | |
| 3.2 | ഉണ്ടെങ്കിൽ എന്ത് ? | | | | | |
| 3.3 | വേതനം നൽകാതിരിക്കാറുണ്ടോ ? | | 1. ഉണ്ട് | 2. ഇല്ല | | |
| 3.4 | നിശ്ചിത ജോലി സമയത്തിൽ കൂടുതൽ ജോലി ചെയ്യിപ്പിക്കാറുണ്ടോ ? | | | 1. ഉണ്ട് | 2. ഇല്ല | |
| 3.5 | അവധി നൽകാതിരിക്കാറുണ്ടോ ? | | 1. ഉണ്ട് | 2. ഇല്ല | | |
| 3.6 | വേതനം കുറവ് ചെയ്യാറുണ്ടോ ? | | | 1. ഉണ്ട് | 2. ഇല്ല | |
| 3.7 | വിശ്രമത്തിന് സമയം നിൽപ്പില്ലാതെ ഉണ്ടോ ? | | | 1. ഉണ്ട് | 2. ഇല്ല | |
| 3.8 | അതിന് സമയം നൽകാറുണ്ടോ ? | | | 1. ഉണ്ട് | 2. ഇല്ല | |
| 3.9 | അതിനുള്ള സൗകര്യം നൽകുന്നുണ്ടോ ? | | | 1. ഉണ്ട് | 2. ഇല്ല | |
| 3.10 | ഇരിപ്പിട സൗകര്യം ലഭിക്കുന്നുണ്ടോ ? | | | 1. ഉണ്ട് | 2. ഇല്ല | |
| 3.11 | മേൽ വിഷയം സംബന്ധിച്ച് തൊഴിൽ വകുപ്പിൽ പരാതി നൽകാവുന്നതാണ് എന്ന് അറിയാമോ ? | | | 1. ഉണ്ട് | 2. ഇല്ല | |
| 3.12 | അത്തരത്തിൽ പരാതി നൽകിയിട്ടുണ്ടോ? | | | 1. ഉണ്ട് | 2. ഇല്ല | |
| 3.13 | ഉണ്ടെങ്കിൽ പരാതിക്ക് പരിഹാരം ലഭിച്ചിട്ടുണ്ടോ? | | | 1. ഉണ്ട് | 2. ഇല്ല | |
| 3.14 | വേതന കുടിശ്ശിക ലഭിക്കുന്നതിന് തൊഴിൽ വകുപ്പിന്റെ / മറ്റാരുടെയെങ്കിലും സഹായം തേടിയിട്ടുണ്ടോ? | | | 1. ഉണ്ട് | 2. ഇല്ല | |
| 3.15 | ഉണ്ടെങ്കിൽ ആരുടെ? | | 1. പ്രദേശവാസികൾ | 2. പ്രാദേശിക നേതാക്കൾ | | |
| | | | 3. പോലീസ് | 4. മറ്റാരുടെയെങ്കിലും | | |



| | | | | | | | |
|-----------|--|---|-------------------|----------------------|--------------------|-------------------|--|
| 3.16 | ആവാസ് | 1. ഉണ്ട് | 2. ഇല്ല | | | | |
| 3.17 | ആവാസിനെക്കുറിച്ച് അറിവുണ്ടോ ? | 1. ഉണ്ട് | 2. ഇല്ല | | | | |
| 3.18 | അത് വഴി ലഭിക്കുന്ന ചികിത്സാ സൗകര്യങ്ങളെക്കുറിച്ച് അറിയാമോ ? | 1. ഉണ്ട് | 2. ഇല്ല | | | | |
| 3.19 | മരണാനന്തര സഹായം ലഭ്യമാകുന്നതിനെക്കുറിച്ച് അറിവുണ്ടോ? | 1. ഉണ്ട് | 2. ഇല്ല | | | | |
| 3.20 | ഇതുമായി ബന്ധപ്പെട്ട് തൊഴിൽ വകുപ്പിനെ സമീപിച്ചിട്ടുണ്ടോ ? | 1. ഉണ്ട് | 2. ഇല്ല | | | | |
| 4. | Living Conditions (ജീവിത സാഹചര്യങ്ങൾ) | | | | | | |
| 4.1 | ജലം കിട്ടുന്ന രീതി | 1. ടാങ്കർ ലോറി | 2. കിണർ | 3. പൈപ്പ് | 4. പൊതുടാപ്പ് | | |
| 4.2 | ക്ഷേണം ഉണ്ടാക്കുന്ന ഇന്ധനം? | 1. വിറക് | 2. ഗ്യാസ് അടുപ്പ് | 3. ഡീസൽ സ്റ്റൗ | 4. മണ്ണെണ്ണ സ്റ്റൗ | | |
| 4.3 | താങ്കളുടെ ഭക്ഷണശീലം | 1. സസ്യഭുക്ക് | 2. മാംസഭുക്ക് | | | | |
| 4.4 | ശുചിമുറികളുടെ എണ്ണം ? | | | | | | |
| 4.5 | മറ്റുള്ളവരുമായി ഇടപഴകുമ്പോൾ ഭാഷ ഒരു പ്രശ്നമാകാറുണ്ടോ? | 1 ഉണ്ട് | 2. ഇല്ല | | | | |
| 4.6 | ഏതെല്ലാം വിനോദ ഉപാധികൾ ഉപയോഗിക്കുന്നു? | 1. പാട്ട് കേൾക്കുന്നു | | | | | |
| | | 2. വിനോദസഞ്ചാര കേന്ദ്രങ്ങൾ സന്ദർശിക്കുന്നു. | | 3. സിനിമ കാണുന്നു | | 4. മറ്റേതെങ്കിലും | |
| 4.7 | സിനിമ കാണാറുണ്ടെങ്കിൽ ഏത് ഭാഷകളിലുള്ളവ | 1. ഹിന്ദി | 2. മലയാളം | 3. തമിഴ് | 4. മറ്റേതെങ്കിലും | | |
| 5. | Economic Conditions (സാമ്പത്തിക സാഹചര്യങ്ങൾ) | | | | | | |
| 5.1 | താങ്കൾ ഏതെല്ലാം ആവശ്യങ്ങൾക്കായി പണം ചെലവഴിക്കാറുണ്ട് ? | | | | | | |
| | 1. ആഹാരം | 2. വസ്ത്രങ്ങൾ | 3. വിനോദം | 4. മൊബൈൽ ഫോൺ | 5 മറ്റു വസ്തുക്കൾ | | |
| 5.2 | സമ്പാദിക്കാൻ സാധിക്കാറുണ്ടോ ? | 1. ഉണ്ട് | 2. ഇല്ല | | | | |
| 5.3 | ഉണ്ടെങ്കിൽ മാസം എത്ര രൂപ ? | | | | | | |
| 5.4 | താങ്കൾ നാട്ടിലേക്ക് രൂപ അയയ്ക്കാറുണ്ടോ ? | 1. ഉണ്ട് | 2. ഇല്ല | | | | |
| 5.5 | നാട്ടിൽ അയയ്ക്കുന്ന തുക എന്തിനു വേണ്ടി വിനിയോഗിക്കുന്നു ? | | | | | | |
| | 1 സമ്പാദ്യം | 2. വീടിന്റെ പണി | 3. പുതിയ വീട് | 4. സഹോദരിയുടെ വിവാഹം | | | |
| | 5. സ്വന്തം വിവാഹം | 6. വാഹനം | 7. മറ്റേതെങ്കിലും | | | | |
| 5.6 | താങ്കൾ ഇവിടെ വന്നതിനുശേഷം കുടുംബത്തിന്റെ സാമ്പത്തിക സാമൂഹിക സാഹചര്യങ്ങൾ മെച്ചപ്പെട്ടിട്ടുണ്ടോ? | | | | 1. ഉണ്ട് | 2. ഇല്ല | |
| 5.7 | ഉണ്ടെങ്കിൽ | 1. വളരെ ഉയർന്ന തോതിൽ | | 2. ഉയർന്ന തോതിൽ | 3. സാമാന്യ തോതിൽ | | |
| | | 4. കുറഞ്ഞ തോതിൽ | | 5. വളരെ കുറഞ്ഞ തോതിൽ | | | |
| 5.8 | സ്വദേശത്ത് വേതനം വർദ്ധിച്ചിട്ടുണ്ടോ ? | | | 1. ഉണ്ട് | 2. ഇല്ല | | |
| 5.9 | സ്വദേശത്ത് വേതനം വിലപേശി വാങ്ങാൻ സാധിക്കാറുണ്ടോ? | | | 1. ഉണ്ട് | 2. ഇല്ല | | |
| 5.10 | കേരളത്തിൽ വേതനം വിലപേശി വാങ്ങാൻ സാധിക്കാറുണ്ടോ? | | | 1. ഉണ്ട് | 2. ഇല്ല | | |
| 6. | Socio-cultural Conditions in Kerala (കേരളത്തിലെ സാമൂഹിക സാമ്പത്തിക സാഹചര്യങ്ങൾ) | | | | | | |
| 6.1 | തദ്ദേശീയരുമായി ഇടപഴകാൻ സാധിക്കുന്നുണ്ടോ? | | | 1. ഉണ്ട് | 2. ഇല്ല | | |
| 6.2 | തദ്ദേശീയരായ സഹജോലിക്കാരുടെ വീടുകളിൽ നടക്കുന്ന ചടങ്ങുകളിലേക്ക് ക്ഷണം ഉണ്ടാകാറുണ്ടോ ? | | | | | | |
| | | | | 1. ഉണ്ട് | 2. ഇല്ല | | |
| 6.3 | വിവാഹം തുടങ്ങിയ ഗാർഹിക ചടങ്ങുകളിൽ പങ്കെടുക്കാറുണ്ടോ? | | | 1. ഉണ്ട് | 2. ഇല്ല | | |
| 6.4 | പ്രാദേശിക-സാമൂഹിക-സാംസ്കാരിക ചടങ്ങുകളിൽ പങ്കെടുക്കാനുള്ള ക്ഷണം ഉണ്ടാകാറുണ്ടോ? | | | | | | |
| | | | | 1. ഉണ്ട് | 2. ഇല്ല | | |

| | | | |
|-----------|--|--|-----------------------|
| 6.5 | നിങ്ങളുടെ ആലോചനകളിൽ മലയാളികൾ പങ്കെടുക്കുന്നുണ്ടോ? | 1. ഉണ്ട് | 2. ഇല്ല |
| 6.6 | സാമൂഹികമായ മാറ്റം ഉണ്ടായതായി തോന്നുന്നുണ്ടോ? | 1. ഉണ്ട് | 2. ഇല്ല |
| 6.6.a | ഉണ്ടെങ്കിൽ തോത്? | 1. വളരെ ഉയർന്ന തോതിൽ | 2. ഉയർന്ന തോതിൽ |
| | | 3. സാമാന്യ തോതിൽ | 4.. കുറഞ്ഞ തോതിൽ |
| | | 5. വളരെ കുറഞ്ഞ തോതിൽ | |
| 6.7 | ആരാധനാലയങ്ങൾ സന്ദർശിക്കാറുണ്ടോ? | 1. ഉണ്ട് | 2. ഇല്ല |
| 6.8 | കേരളീയരുമായി വിവാഹ ബന്ധത്തിൽ ഏർപ്പെട്ടിട്ടുണ്ടോ? | 1. ഉണ്ട് | 2. ഇല്ല |
| 6.9 | കേരളീയരുമായി വിവാഹബന്ധത്തിൽ ഏർപ്പെടാൻ താല്പര്യമുണ്ടോ? | 1. ഉണ്ട് | 2. ഇല്ല |
| 6.10 | കുടുംബത്തെ കൊണ്ടുവരാൻ താല്പര്യമുണ്ടോ? | 1. ഉണ്ട് | 2. ഇല്ല |
| 6.11 | ഇല്ലെങ്കിൽ എന്തുകൊണ്ട് ? | 1.സാമ്പത്തികം | 2.സാമൂഹികം |
| | | 3.സ്വന്തം നാട് | |
| 6.12 | തദ്ദേശവാസികളിൽ നിന്നും ഏതെങ്കിലും തരത്തിലുള്ള അവഗണനയോ, പീഡനമോ നേരിടേണ്ടി വന്നിട്ടുണ്ടോ? | 1. ഉണ്ട് | 2. ഇല്ല |
| 6.13 | ഉണ്ടെങ്കിൽ എവിടെ വെച്ച്? | 1.ഹോട്ടൽ | 2.ബസ്സ് |
| | | 3.ട്രെയിൻ | 4.പൊതുസ്ഥലം |
| | | 5.സിനിമാഹാൾ | 6. മറ്റേവിടെയെങ്കിലും |
| 6.14 | നിങ്ങൾ ഏതെങ്കിലും തരത്തിലുള്ള കുട്ടായ്മയിൽ പങ്കെടുക്കുന്നുണ്ടോ? | 1. ഉണ്ട് | 2. ഇല്ല |
| 6.15 | ഉണ്ടെങ്കിൽ വ്യക്തമാക്കുക. | | |
| | | 1. തൊഴിൽപരം | 2. സാംസ്കാരികം |
| | | 3. സാമൂഹികം | 4. മതപരം |
| | | 5. രാഷ്ട്രീയം | |
| 6.16 | നിങ്ങൾ ഏതെങ്കിലും തൊഴിലാളി സംഘടനയിൽ അംഗമാണോ? | 1. അതെ | 2. അല്ല |
| 6.17 | കേരളത്തിൽ ഏതെങ്കിലും രാഷ്ട്രീയ പാർട്ടിയുമായി ബന്ധപ്പെട്ടിട്ടുണ്ടോ? | 1. ഉണ്ട് | 2. ഇല്ല |
| 7. | Health & Hygiene (ആരോഗ്യവും ശുചിത്വവും) | | |
| 7.1 | സാധാരണയായി ആരോഗ്യ പ്രശ്നങ്ങൾ ഉണ്ടാകുമ്പോൾ ആശുപത്രിയിൽ പോകാറുണ്ടോ ? | 1. ഉണ്ട് | 2. ഇല്ല |
| 7.2 | ചികിത്സാ ചെലവ് എങ്ങനെയാണ് കണ്ടെത്തുന്നത് ? | 1. സ്വന്തമായി | 2. ഇൻഷുറൻസ് |
| | | 3. തൊഴിൽ ദാതാവ് | 4. കോൺട്രാക്ടർ |
| 7.3 | താങ്കളോ, കൂടെ ജോലി ചെയ്യുകയോ, താമസിക്കുകയോ ചെയ്യുന്നവരോ താഴെപ്പറയുന്ന ഏതെങ്കിലും രോഗങ്ങൾക്ക് ചികിത്സ നേടിയിട്ടുണ്ടോ? | | |
| | | 1. മലേറിയ | 2. കുഷ്മം |
| | | 3. HIV | 4. റ്റി.ബി |
| | | 5. മറ്റേതെങ്കിലും | |
| 7.4 | മാനസിക സംഘർഷത്തിനിടമുണ്ടാക്കി ചികിത്സയിലിരിക്കുകയോ അല്ലെങ്കിൽ മുമ്പ് ചികിത്സ നേടുകയോ ചെയ്തിട്ടുണ്ടോ? | 1. ഉണ്ട് | 2. ഇല്ല |
| 7.5 | വീടുവിട്ട് ഇവിടെ താമസിക്കുന്നതിനാൽ എന്തെങ്കിലും തരത്തിലുള്ള മാനസിക പിരിമുറുക്കം അനുഭവിക്കുന്നുണ്ടോ? | 1. ഉണ്ട് | 2. ഇല്ല |
| 7.6 | താങ്കൾക്ക് ഇവിടെ സുരക്ഷിതത്വം അനുഭവപ്പെടുന്നുണ്ടോ? | 1. ഉണ്ട് | 2. ഇല്ല |
| 7.7 | ശുചിത്വ ശീലങ്ങളിൽ കാര്യമായ മാറ്റം ഉണ്ടായിട്ടുണ്ടോ? | 1. ഉണ്ട് | 2. ഇല്ല |
| | എ | ദിവസവും കുളിക്കുന്നതിനുള്ള സൗകര്യം ഉണ്ടോ? | 1. ഉണ്ട് |
| | | | 2. ഇല്ല |
| | ബി | വസ്ത്രം നനയ്ക്കാനുള്ള സൗകര്യം ഉണ്ടോ? | 1. ഉണ്ട് |
| | | | 2. ഇല്ല |
| | സി | പല്ലുകൾ ദിവസവും തേയ്ക്കാനുള്ള സൗകര്യം ഉണ്ടോ? | 1. ഉണ്ട് |
| | | | 2. ഇല്ല |



| | | | |
|-----------|---|---------------------------|-----------------------------|
| 7.8 | താങ്കൾ ലഹരി ഉപയോഗിക്കാറുണ്ടോ? | 1. ഉണ്ട് | 2. ഇല്ല |
| 7.10 | ഉണ്ടെങ്കിൽ ഏതു രീതിയിൽ | | |
| | 1. മദ്യം | 2. പുകയില | 3. പുകവലി |
| | 4. ഗൂഡ്ബ | 5. ഹാൻസ് | 6. മറ്റെന്തെങ്കിലും |
| 7.11 | എപ്പോഴെങ്കിലും ലഹരി വിമുക്ത കേന്ദ്രത്തിൽ പോകേണ്ട സാഹചര്യം വന്നിട്ടുണ്ടോ? | | |
| | 1. ഉണ്ട് | 2. ഇല്ല | |
| 7.12 | ആരോഗ്യകരമായ ലൈംഗിക ബന്ധത്തെപ്പറ്റി അറിയാമോ ? | 1. ഉണ്ട് | 2. ഇല്ല |
| 7.13 | ഗർഭനിയന്ത്രണത്തെക്കുറിച്ച് അറിയാമോ ? | 1. ഉണ്ട് | 2. ഇല്ല |
| 7.14 | താഴെപ്പറയുന്ന ഏതെങ്കിലും ചർമ്മരോഗം താങ്കൾക്ക് ഉണ്ടായിട്ടുണ്ടോ? | | |
| | 1. ചൊറിച്ചിൽ | 2. തടിപ്പ് | 3. കളർ വ്യത്യാസം |
| | 4. ചർമ്മം പൊളിയൽ | | |
| 7.15 | മുൻകാലങ്ങളിൽ താഴെപ്പറയുന്ന ഏതെങ്കിലും തരത്തിലുള്ള അസുഖങ്ങൾ ഉണ്ടായിട്ടുണ്ടോ? | | |
| | 1. ക്ഷയം | 2. മന്ദ് | 3. എച്ച്.ഐ.വി |
| | 4. കുഷ്ഠം | 5. പകരുന്ന ലൈംഗിക രോഗങ്ങൾ | 6. മാനസികാരോഗ്യം |
| | 7. മറ്റെന്തെങ്കിലും | | |
| 7.16 | ഉണ്ടെങ്കിൽ | | |
| a. | ആശുപത്രിയിൽ കിടത്തി ചികിത്സ നടത്തിയിട്ടുണ്ടോ | 1. ഉണ്ട് | 2. ഇല്ല |
| b. | ശസ്ത്രക്രിയ നടത്തിയിട്ടുണ്ടോ | 1. ഉണ്ട് | 2. ഇല്ല |
| c. | കൗൺസിലിംഗിന് വിധേയമായിട്ടുണ്ടോ ? | 1. ഉണ്ട് | 2. ഇല്ല |
| 7.17 | സ്ത്രീ തൊഴിലാളികൾക്ക് മാത്രം ബാധകമായത് | | |
| എ | സ്ത്രീ സഹജമായ രോഗങ്ങൾ എന്തെങ്കിലും വന്നിട്ടുണ്ടോ? | 1. ഉണ്ട് | 2. ഇല്ല |
| ബി | പോഷകക്കുറവ് മൂലം എന്തെങ്കിലും രോഗം/അസ്വസ്ഥത ഉണ്ടോ? | 1. ഉണ്ട് | 2. ഇല്ല |
| സി | ആർത്തവ സംബന്ധമായിട്ടുള്ള രോഗം/അസ്വസ്ഥത ഉണ്ടോ? | 1. ഉണ്ട് | 2. ഇല്ല |
| ഡി | എത്ര തവണ ഗർഭധാരണം നടന്നിട്ടുണ്ട് ? | | |
| ഇ | ഏതു രീതിയിലുള്ള പ്രസവമാണ് നടന്നത് ? | 1. സാധാരണ | 2. സിസേറിയൻ |
| എഫ് | പ്രസവാനന്തര ശുശ്രൂഷ ലഭിച്ചിട്ടുണ്ടോ ? | 1. ഉണ്ട് | 2. ഇല്ല |
| ജി | കുടുംബാസൂത്രണ മാർഗ്ഗങ്ങൾ സ്വീകരിക്കാറുണ്ടോ ? | 1. ഉണ്ട് | 2. ഇല്ല |
| എച്ച് | ആർത്തവ സമയത്ത് പാലിക്കേണ്ട ശുചിത്വത്തെക്കുറിച്ച് | | |
| | മനസ്സിലാക്കാനുള്ള സാഹചര്യം ലഭിച്ചിട്ടുണ്ടോ? | 1. ഉണ്ട് | 2. ഇല്ല |
| ഐ | കൗമാരക്കാരുടെ ആരോഗ്യത്തെപ്പറ്റി അവബോധം ലഭിക്കാനുള്ള സാഹചര്യം ഉണ്ടോ ? | | |
| | | 1. ഉണ്ട് | 2. ഇല്ല |
| ജെ | പ്രതിരോധ കുത്തിവെയ്പ്പ് നടത്താറുണ്ടോ? | 1. ഉണ്ട് | 2. ഇല്ല |
| കെ | മുലയുട്ടലിനെപ്പറ്റി അവബോധം ലഭിച്ചിട്ടുണ്ടോ? | 1. ഉണ്ട് | 2. ഇല്ല |
| എൽ | വിരയിളക്കൽ നടത്തിയിട്ടുണ്ടോ? | 1. ഉണ്ട് | 2. ഇല്ല |
| 8. | നിയമപാലനം | | |
| 8.1 | എന്തെങ്കിലും ആവശ്യത്തിന് പോലീസ് സ്റ്റേഷനിൽ പോകേണ്ടി വന്നിട്ടുണ്ടോ? | 1. ഉണ്ട് | 2. ഇല്ല |
| 8.2 | ഉണ്ടെങ്കിൽ എന്തിന് ? | 1. സ്വന്തം കാര്യത്തിന് | 2. സുഹൃത്തിന്റെ കാര്യത്തിന് |
| | | 3. മറ്റെന്തെങ്കിലും | |
| 8.3 | അവിടെനിന്ന് ആവശ്യപ്പെട്ട സഹായം ലഭിച്ചിട്ടുണ്ടോ? | 1. ഉണ്ട് | 2. ഇല്ല |
| 8.4 | ഏതെങ്കിലും തരത്തിലുള്ള പോലീസ് കേസുകളിൽ ഉൾപ്പെട്ടിട്ടുണ്ടോ? | 1. ഉണ്ട് | 2. ഇല്ല |

| | | | | |
|----------------------------------|---|----------------------------|----------------------------|-------------------|
| 8.5 | ഉണ്ടെങ്കിൽ | | | |
| | 1. വധ ശ്രമം | 2. താമസസൗകര്യം സംബന്ധിച്ച് | 3. വേതനം ലഭിക്കാത്തതിന് | |
| | 4. കവർച്ച | 5. ഭവനഭേദനം | 6. കുടുംബ പ്രശ്നം | 7. ലൈംഗികാതിക്രമം |
| | 8. ലഹരി വസ്തുക്കളുടെ ഉപയോഗം / വാങ്ങൽ / സൂക്ഷിപ്പ് / വില്പന | | | |
| | 9. താമസ സ്ഥലത്തുള്ള കലഹം | | 10. തദ്ദേശീയരുമായുള്ള കലഹം | |
| 8.6 | ഇത് സംബന്ധിച്ച് ജയിൽവാസം അനുഭവിച്ചിട്ടുണ്ടോ? | | | 1. ഉണ്ട് 2. ഇല്ല |
| 8.7 | കോടതി നടപടികളിൽ ഉൾപ്പെട്ടിട്ടുണ്ടോ? | | | 1. ഉണ്ട് 2. ഇല്ല |
| 8.8 | നാട്ടിൽ ഏതെങ്കിലും തരത്തിലുള്ള കേസുകളിൽ ഉൾപ്പെട്ടിട്ടുണ്ടോ? | | | 1. ഉണ്ട് 2. ഇല്ല |
| 8.9 | ഉണ്ടെങ്കിൽ ഏതുതരം കേസുകൾ | | | |
| 8.10 | ക്യാമ്പിലുള്ളവർ ലഹരി ഉപയോഗിക്കാറുണ്ടോ | | | 1. ഉണ്ട് 2. ഇല്ല |
| 8.11 | ഉണ്ടെങ്കിൽ എങ്ങനെയാണ് ലഭ്യമാകുന്നത്? | | | |
| Remarks : - | | | | |
| ഫീൽഡ് ഇൻവെസ്റ്റിഗേറ്ററുടെ പേര് : | | | | |
| മേൽവിലാസം : | | | | |
| ഒപ്പും തീയതിയും | | | | |



**കേരള ഇൻസ്റ്റിറ്റ്യൂട്ട് ഓഫ് ലേബർ ആന്റ് എംപ്ലോയ്മെന്റ് (കിലെ)
ഇതര സംസ്ഥാനത്തൊഴിലാളികളുടെ തൊഴിൽ ജീവിത സാഹചര്യങ്ങളുടെ പഠനം**

നിരീക്ഷണത്തിനുള്ള വിവര ശേഖരണ ഉപാധി



01. താമസ സ്ഥലത്തിന്റെ ഏകദേശ വിസ്തീർണ്ണം
02. കെട്ടിടത്തിന്റെ സ്വഭാവം ഷീറ്റ് ഓട് ടെറസ്സ്
03. കെട്ടിടത്തിൽ താമസിക്കുന്ന തൊഴിലാളികളുടെ എണ്ണം
04. ശുചിമുറികളുടെ എണ്ണം
05. ജലം ലഭിക്കുന്ന മാർഗ്ഗം കിണർ പൈപ്പ് പൊതുടാപ്പ് കുഴൽകിണർ
മറ്റുമാർഗ്ഗം വ്യക്തമാക്കുക
06. കരാറുകാരൻ /മുതലാളിയാണോ ദിവസേന ഭക്ഷണം നൽകുന്നത്? അതെ അല്ല
07. താമസ സൗകര്യം ആരാണ് ഒരുക്കുന്നത് ? കരാറുകാരൻ സ്വന്തമായി മറ്റാരെങ്കിലും
08. വാടക ഇനത്തിൽ പണമോ മറ്റോ ഈടാക്കുന്നുണ്ടോ? ഉണ്ട് ഇല്ല
09. ഭക്ഷണം പാകം ചെയ്യുന്നതിനുള്ള മാർഗ്ഗമുണ്ടോ? ഉണ്ട് ഇല്ല
09.1 ഉണ്ടെങ്കിൽ എങ്ങനെയാണ് ഭക്ഷണം പാചകം ചെയ്യുന്നത്?
വിറക് ഗ്യാസ് മണ്ണെണ്ണ സ്റ്റൗ ഡീസൽ
മറ്റുള്ളവ വ്യക്തമാക്കുക
10. പരിസര ശുചിത്വം:
മികച്ചത് തൃപ്തികരം മോശം വളരെമോശം
11. നിത്യോപയോഗ സാധനങ്ങൾ സമീപ പ്രദേശത്ത് ലഭ്യമാണോ? ഉണ്ട് ഇല്ല
12. പ്രദേശവാസികളിൽ നിന്നും ഏത് തരത്തിലുള്ള പ്രതികരണം ആണ് ലഭിക്കുന്നത്?
വ്യക്തമാക്കുക?
13. ക്യാമ്പുകളിൽ Waste Disposal ഏതു രീതിയിലാണ് നടത്തുന്നത്?
14. ലഹരി ഉപയോഗം ഉണ്ടോ? ഉണ്ട് ഇല്ല
14.1 ആരാണ് ലഭ്യമാക്കുന്നത്?
15. താമസ സ്ഥലത്തു നിന്നും ജോലി സ്ഥലത്തേയ്ക്കുള്ള യാത്രാമാർഗ്ഗം എന്താണ്?

15.1 ഉണ്ടെങ്കിൽ ഇതാരാണ് ലഭ്യമാക്കുന്നത്?

16. തൊഴിലാളികൾ ജോലി ചെയ്യുന്ന സ്ഥാപനം (Interstate Migrant Workmen Act 1979) ൽ പറയുന്ന പ്രകാരം രജിസ്റ്റർ ചെയ്തിട്ടുണ്ടോ?

ഉണ്ട് ഇല്ല

17. ഈ സ്ഥാപനത്തിൽ തൊഴിലാളികളെക്കൊണ്ട് തൊഴിൽ ചെയ്യിപ്പിക്കുന്നത് നിയമനടപടികൾക്ക് വിധേയമായിട്ടുണ്ടോ?

അതെ അല്ല

18. തൊഴിലാളികളെ പണിയെടുപ്പിക്കുന്ന കോൺട്രാക്ടർമാർ ലൈസൻസ് ഉള്ളവരാണോ?

അതെ അല്ല

19. തൊഴിലാളികളെ അവരുടെ സ്ഥലത്തുനിന്നും കൊണ്ടുവരുമ്പോഴും, തൊഴിലാളികൾ തിരിച്ചു പോകുമ്പോഴും displacement fare, return fare എന്നിവ നൽകാറുണ്ടോ

ഉണ്ട് ഇല്ല

20. തൊഴിൽ ദാതാവ് തൊഴിലാളികളെപ്പറ്റിയുള്ള വിവരങ്ങൾ യഥാസമയം അധികാരികളെ അറിയിക്കാറുണ്ടോ?

ഉണ്ട് ഇല്ല

21. തൊഴിൽ ഉടമ തൊഴിലാളികളെപ്പറ്റിയും, കോൺട്രാക്ടർ മാരെപ്പറ്റിയുള്ള വിവരങ്ങൾ ശേഖരിച്ചു വയ്ക്കാറുണ്ടോ?

ഉണ്ട് ഇല്ല

22. തൊഴിൽ ഉടമ, ഏജന്റ്, കോൺട്രാക്ടർ എന്നിവർ തൊഴിലാളികളുടെ മാനസികാരോഗ്യം, ശാരീരികാരോഗ്യം അവരുടെ ക്രിമിനൽ പശ്ചാത്തലം എന്നിവയെപ്പറ്റി വിവരങ്ങൾ ശേഖരിക്കാറുണ്ടോ?

ഉണ്ട് ഇല്ല

22.1 ഉണ്ടെങ്കിൽ ഏതെല്ലാം വിവരങ്ങൾ ?

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23. ഫീൽഡ് ഇൻവെസ്റ്റിഗേറ്ററുടെ അഭിപ്രായം

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| ഫീൽഡ് ഇൻവെസ്റ്റിഗേറ്ററുടെ പേര് | |
| ഒപ്പും തീയതിയും | |



