

# **Influence of Interstate Labour Migration on Socio, Economic, Political and Cultural Scenario in Kerala**

**Kerala Institute of Labour and Employment (KILE)**

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## EXECUTIVE SUMMARY

In recent years, there is a heavy flow of unskilled and semi-skilled migrant workers to Kerala from different parts of India. They comprised nearly all entrepreneurs and contribute to the growth of our economy. Migration tends to cause economic, cultural and social changes in the state. Objective of the present study is to analyse the 'Influence of Interstate Labour Migration on Socio, Economic, Political and Cultural Scenario in Kerala' and to study the extent of socialisation of interstate migrant workers in Kerala. Primary data for the study were collected from various institutions which employ interstate migrant workers as well as from households from one district each in south, central and north regions in Kerala. The districts selected are Thiruvananthapuram, Ernakulam and Kozhikkode respectively. Institution data was collected from the employers of selected institutions in which interstate migrants work. Also, Responsible persons, probably the heads of the households were interviewed from the selected households. A total of 297 institutions and 903 households were covered for the study. Selected institutions are classified in to four broad categories according to the sector in which they belong to. The categories identified are industrial sector, commercial sector; traditional sector and infrastructure development sector. Majority of the selected institutions belong to industrial and commercial sectors. According to the employers of the selected institutions, lower wage, readiness to work hard, easy availability and willingness to do overtime work are the main reasons for appointing the migrant workers. About 81 percent of the employers consider the appointment of migrant workers as a good decision and a negligible percent consider it as a bad decision. Native workers were rearranged in 6 percent and were terminated in 9 percent of the institutions due to the appointment of migrant workers. In about one fourth of the institutions nature of job of the native workers changed due to the appointment of migrant workers. Employers of about 57 percent of the institutions opined that they will be appointing only migrant workers if they need more staff in future. More than one-fourth of the employers reported that low wage of the migrant workers motivated them to appoint more workers. Only 58 percent of the employers under study were aware of the Government rules regarding appointment of migrant workers. There should be some sensitisation programmes among the employers regarding the rules set by the Government.

Even though it is mandatory for the employers to register institutions with migrant workers, only 70 percent of the institutions under study have registration. As per the Government norms, the employers of migrant workers are expected to keep certain Registers with them. Analysis shows that the employers of migrant workers do not keep all the necessary registers. Employers of about one-fourth of the institutions reported that there was increase in their income due to the appointment of the migrant workers. They reported the reason for it as hardworking, more hours of work and low wage rate of migrant workers.

Among the 903 households selected for the study, 324 were from Thiruvananthapuram district, 278 were from Ernakulam district and 301 were from Kozhikode district. About 43 percent of the selected households were in rural areas and 57 percent in urban areas. Among the households 38 percent appointed migrant workers for one purpose or other. Major reason reported for appointing migrant workers was easy availability. Low wages and willingness to do overtime work were the other reasons highlighted. Highest percent of the respondents hired migrant workers for doing work in their compound and about 9 percent appointed them for doing household work inside home. About three-fourth of the respondents consider the appointment of migrant workers as good decision and only a negligible percent consider the decision to appointment migrant workers as a bad one. A little less than three-fourth of the respondents who appointed migrant workers were of the opinion that they have full satisfaction on the work done by them. About one-third of the respondents rated the attitude of neighbours towards migrant workers as friendly. Involvement of the migrant workers in the social and family functions of local people is found to be very low and vice versa. Family members of about one quarter of the respondents rated the hygienic status of the migrant workers as bad and about 7 percent rated it as very bad. Also 43 percent of the respondents reported that the migrant workers use intoxicants and about 4 percent of the respondents reported that there were criminal cases against migrant workers in their area. Four percent of the respondents were of the opinion that the presence of migrant workers negatively affected the developments in their area.

Lower wage, readiness to work hard, easy availability and willingness to do overtime work are the main factors which encourage employers to appoint migrant workers. Majority of the employers consider the appointment of migrant workers as a good decision. Native workers were terminated in some of the institutions due to the appointment of migrant

workers. More than half of the employers opined that they will appoint only migrant workers if they need more staff in future. A little less than half of the employers under study were not aware of the Government rules regarding appointment of migrant workers. There should be some sensitisation programmes among the employers regarding the rules set by the Government. There are lacunae in the case of registration of migrant workers and keeping various records related to migrant workers. There should be sufficient sensitisation programmes for the employers of the migrant workers. Increase in income has been observed in about one fourth of the institutions due to the presence of migrant workers. The study also reveals that the migrant workers have socialisation only to a certain extent. The level of social involvement of the migrant labourers in the social and family functions of local people is very low and vice versa. 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. LSGDs can play a vital role in the mandatory registration of migrant workers in each ward. ASHAs and Anganwadi workers may be trained and incentivized for registering migrant worker in their area.



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# Chapter1

## Introduction

Movement of people from their home to another city, state or country, for a job, shelter or some other reasons is called migration (Manu Mohan, 2020). Migration is the movement of people from one place to another with the intentions to settle in a new location. A migrant leaves his or her locality and reorganises daily life in another place for different reasons. Migration is not a new phenomenon since migration in search of food, shelter and other basic needs were found in ancient history of human beings. Greater human migration in the world witnessed superior civilization in the world. Migration created development and modernization in the world. Socio-economic and demographic transformations occurred both at the places of destination and at the places of origin. Migration has become an inseparable part of economic development in the globalized world. Migration is an event which was neglected earlier but now recognized as an important event having a significant role in the development of a nation. According to the World Migration Report (2020), the pace of international migration is closely connected to acute events as well as long-term trends. Increasing unemployment, poverty, population pressure, environmental degradation, depletion of natural resources etc. limit the livelihood options of people in an area and may force them to move to another place. People are forced to move as a result of conflict, human rights violations, violence and extreme weather. Demographic changes, economic development, urbanization, better employment and educational opportunities, improvement in communication and transportation also influence the mobility of population.

Now-a-days many people decide to migrate to have a better life. Employment opportunities are the most common reason due to which people migrate (Manu Mohan, 2020). Any developmental activity in an economy creates greater demand for skilled, semi-skilled and unskilled labour force to achieve the goals. Invention and innovation, development of information, communication and technology, shortage of labour force in specific works, better working environment, better packages, easy access to market, business opportunities better return on investment etc. are the major driving forces for labour migration in today's environment. India, with its great labour force, is becoming an

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

Internal migrants - those who move within national boundaries - are several times more significant in terms of the numbers involved compared to those who move across countries, but fail to receive the attention international migration receives from researchers, international organisations and funding agencies. According to the UNDP Human Development Report 2009, the number of those who moved across the major zonal demarcations within their countries was nearly four times larger (740 million) than those who moved internationally (214 million) (UNESCO 2013).

India is one among the top in migration country and also one among the countries where migration originated in ancient periods. Internal migration spurred primarily by employment and marriage helps shape the economic, social and political life of India's sending and receiving regions. About two out of ten Indians are internal migrants who have moved across district or state lines. (Manu Mohan, 2020).

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 18<sup>th</sup> 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.

Over the years, the census data has been capturing information regarding the migrant labours in the country. Earlier, the place of birth was considered as an important factor in defining the term migration but with the emergence of industrialisation, the division of rural-urban took place and Census data started to incorporate these detail of last residence ever since 1971. Along with which, the detail on the reasons for migration is also included in these data. According to the Census data of 2011, there was 615849 inter-state migrants workers there in Kerala, out of which 53.17 percent are from Tamil Nadu and 16.42 percent are from Karnataka and 13.13 percent constitutes people from Bengal, Odisha, Assam, Bihar, Rajasthan and Delhi. Out of the total migrant labours, 51.7 percent are males and 53.4 percent live in urban areas.

## **Migration Scenario in Kerala**

Labour emigration is a major factor in the development of Kerala and has contributed to social and economic change in the State. During the first half of the Twentieth century, destinations of migrants from Kerala were neighbouring States of Tamil Nadu, Karnataka and Maharashtra. In the beginning of the century majority opted for Madras province. Then the share of migrants who preferred Maharashtra and Karnataka started to increase and the share of migrants to Tamil Nadu got reduced. Gradually Kerala people started working in almost all Indian States.

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.

Migration (both internal and international) has been the single most dynamic factor in the development of Kerala since its formation in 1956. Until 1971, most Keralites were migrating within India, mostly to emerging cities such as Delhi, Mumbai, Chennai and Bangalore. According to Prof. IrudayaRajan, 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 patterns and their socio-economic impact have significantly influenced the culture and political process in Kerala. 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.

## **In-migration in to Kerala**

Over the last 60 years, Kerala has been witnessing a large inflow of migrant workers from other states of the country. International migration of Keralites has led Kerala economy and society towards the path of development. At the same time, it has also resulted in an inadequate labour supply in the State. This gap has opened door for many migrant labour to come and make their livelihood. Migrant labourers in Kerala are a significant economic force in the state.

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. 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, welfare programmes for the labourers and less exploitation of migrant workers that accelerated the migrant flow into Kerala.

Kerala has emerged as one of the most promising destinations among the Indian states for migrant workers from many of the major states known for out-migration in the country. Given the demographic scenario of the native population, shortage of labour, current penetration of migrant workers in the state and the precarious state of human development in the source regions, this migration is only likely to increase. Workers from beyond south India take care of most of the low-skilled, low-valued jobs at present. While these migrants have become an inevitable part of the Kerala society. A study conducted by CMID found that migrants from 194 districts across 25 Indian states/Union Territories working in Kerala during 2016- 2017. More than four-fifths of these districts belong to eight Indian states - Tamil Nadu, Karnataka, Odisha, Jharkhand, Bihar, Uttar Pradesh, West Bengal and

Assam. The profile of migrant workers in Kerala varied from place to place, and also on the basis of the states of their origin as well as the sectors of their employment. Construction, hospitality, plantation, iron and steel, wooden furniture, marine fishing, mining and quarrying, plywood, textile and apparel, seafood and footwear are the major economic sectors in Kerala that heavily engage 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. The reluctance of Kerala workers to take up certain types of work has created demand for migrant workers to fill the gap.

The migrant workers in Kerala mainly consist of people who are engaged in the informal sector. The category of manual work they usually undertake 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 workers are largely employed. These migrant workers are ready to work for longer hours and on hard tasks. They are also seemed to be less demanding. The attitude of ‘we do any job which the employers offer us’ ensures continuous job security to the interstate migrants. At the same time, migrant workers face disparity in wage rates and also difficulty in getting daily income (NarayanaVenkiteswran, Joseph M.P, 2013).

According to the report on Domestic Migrant Labour in Kerala (Government of Kerala, Feb 2013), at present the state has migrant labour from all the states of India and other countries such as Nepal. The largest population are from West Bengal (20%), followed by Bihar (18.10%), Assam (17.28%) and Uttar Pradesh (14.83%). On an average, migrant workers are staying in Kerala for a minimum of 3 years. One of the notable point is that the migrant workers are always moving around almost across the state and undertake various works in various places. Friends (54.69%), contractors (28.16%), relatives (10.61%) are the major sources of information for the migrant workers to know about the

job opportunities. The report revealed that 69.52% of migrants have been engaged as unskilled works while 18.50% of migrants are employed in skilled works. Regarding the periodical remittance 42.18% have informed that migrant workers remit their salary occasionally or every month.

Migrants in Kerala include both long distant labours and people from neighbouring states who use different means of transport to enter the state. According to the reports of Gulati Institute of Finance and Taxation in 2013, there were around 2.5 million internal migrants in Kerala. As per the study, it is observed that 75 per cent of the Domestic Migrant Labour (DML) are from five states namely West Bengal, Bihar, Assam, Uttar Pradesh and Orissa and most of them are males falling under the age group of 18 – 35 years. Most of the migrants are working under contractors and get employment either for six or seven days. Construction, hospitality, manufacturing, trade and agricultural sectors are the major areas that provide employment opportunities for the migrants workers. It is highlighted in the report that the migrant workers do not get the benefits of social security schemes as they are unaware of labour rights and obligations and are not unionized. Though the report appreciated the efforts taken by migrant workers, the problems in connection with the migrant workers are also highlighted in the report. The living conditions of the migrant workers are not even up the mark. It is observed that the migrant workers are often staying in the work site, factories, overcrowded rooms with poor water supply and sanitation facilities. According to the KMS- 2018 (Kerala Migration Survey) conducted by Centre for Development Studies, it is estimated to having around 30 lakh internal migrants from different states including west Bengal, Odisha, Bihar, Uttar Pradesh, etc. According to Rejimon (2017), yearly increase of 2.35 lakh migrant worker population in Kerala is expected. Valapattanam in Kannur, Vellimadukunnu in Kozhikode, Kanjikode and Pattambi in Palakkad, Kandanthara, Adivadu, Vathuruthy and Ambalamugal in Ernakulam district, Aroor in Alappuzha, Paippad in Kottayam and Kazhakkootam in Thiruvananthapuram are the major areas of concentration of migrant workers.



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.

### **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. Apart from purchase of grocery and mobile recharging they do not spend more in Kerala, according to Rajan and Ambili (2017). The remittance amount is used for various purposes ranging from household consumption, education of their children, pay-off debt, marriages etc. 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.

### **Living condition**

Migrants always wants to stay together especially with the same language speaking members in a room. Several researchers (Kumar, 2016; Narayana and Venkiteswran, 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. 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. Surabhi and Ajith Kumar (2007), reported that only 34 percent of them properly dispose domestic waste. Their settlement is often littered with waste, creating a threat to public hygiene.

## **Health and hygiene**

There is a dynamic and complex relationship between migration and health. Migration can negatively affect health of the population at destination. Currently Kerala population is frightened to receive back those communicable diseases which were eradicated decades before due to the high concentration of interstate migrants.

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 their 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. Medical teams consisting of doctors, Lab technicians and pharmacists along with the officials of Labour Department, conducts medical camp in each district of Kerala. The number of camps conducted has increased from 70 in 2016-17 to 242 in 2019-20. An insurance scheme named AAWAZ has been initiated in the State in 2017, to provide cashless treatment, death claim and disability claim for the registered migrant workers. The study titled “A Study on Work and Life of Interstate Migrant Workers in Kerala” under took by the research team of KILE, Thiruvananthapuram revealed that only less than half of the migrant workers were enrolled in Aawaz insurance scheme & slightly one third of them were aware of the benefit of the same. 46 percent of the migrant workers who visited hospitals for medical treatment had to meet the expenditure of treatment from their own pocket. Promotion of Aawaz needs to be prioritized among the migrant workers.

## **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).

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. The noticeable change was displaying of names of places in Hindi or Bengali in buses at places having high concentration of migrant population. Opening of special markets on fixed days was also a remarkable change in the business sector after the interstate migration boom. Even the food culture of north and north eastern states and southern neighbouring state is visible everywhere in the state. 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.

### **Membership in Trade unions**

Migrant workers in Kerala have not reaped the benefits of the enormous social capital amassed by Kerala's trade unions. Even in 2020, more than 90% of workers are not members of any trade union, depriving them of collective bargaining power (CMID 2020). They are frequently exploited and exposed to unfair workplace practises since they are not represented by labour unions. The salaries paid to migrant employees are lower than those paid to natives for the same task (Parida et al. 2020). Employee welfare measures such as employees' state insurance (ESI), provident fund (PF), and pension are not available to most migrant workers. They are hired directly or through contractors under verbal agreements that do not require them to be on the payroll, and they are paid in cash. Employers have delayed registering workers with DOLS in the past to lower the obligations and benefits they must offer to their employees (Krishnakumar 2019).

## **Social Security Measures**

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. Different social security schemes have been implemented in Kerala to uplift the employment and living conditions of migrant workers. Kerala is the first Indian state to enact a social security scheme for migrant workers (Srivastava 2020). The state's concern in the welfare of the interstate migrant workers is reflected in the way it constituted a Working Group on Labour Migration under the 13th Five-Year Plan deliberations (2017–2022). The state also organised several national and state-level deliberations on the challenges faced by the workers in the state. There are measures taken by various departments for the inclusion of migrant workers. The state also offers the highest wages for migrant workers for jobs in the unorganised sector in the entire Indian subcontinent.

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 government organizations have played a major role in promoting the social inclusion of interstate migrant workers in Kerala.

## **Care given to Migrant Workers during COVID-19 Lockdown**

The shutdown of commercial activities effectively cut off the primary source of income for the labour migrants, leaving them with little or no resources to ride out a lockdown period. One of the most affected sections of population was the migrant workers as there were no economic activities during the period causing loss of jobs and income. During the lockdown, Government of Kerala introduced various measures to protect and rehabilitate the migrant workers in Kerala. Most of them were not able to pay the rent and as a consequence some of them even faced eviction and were thrown onto the streets. There were approximately 5 lakh migrant workers at the time of lockdown in Kerala. Consequently the interstate migrant workers who lost their jobs and income were identified as 4,34,280 by the Department of Labour and were sheltered in 21,556 camps all over the State. As a result of intervention from the Labour Department no guest worker was deprived of food, drinking water and other adequate physical amenities. Building owners had been warned strictly against any kind of unlawful evictions. The State set the best example by providing food to workers through 'Community Kitchen' managed by Kudumbasree in convergence with the Local Governments. Kerala has taken care of guest workers by providing them with decent accommodation, food, health care and all their needs during lockdown period.

## **Policies Implemented in Kerala for Inter-State Migrant Workers**

Kerala is the first State in India to start a social security scheme for the interstate migrant workers. Recognizing the importance of interstate migrants, different social security schemes have been implemented in Kerala to uplift the employment and living conditions of them. As a result of these welfare programmes, Kerala ranked first on the Interstate Migrant Policy Index 2019. As early as in 1979, Interstate Migrant Work Men Act was enacted to regulate the work of migrants and to protect their interests. Also 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.

### ***'Interstate Migrant Workers Welfare Scheme' (ISMWWS)***

Government of Kerala launched 'Interstate Migrant Workers Welfare Scheme' (ISMWWS) in 2010 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. A separate fund for ISMWWS was created under the Kerala Building and Other Construction Workers Welfare Board (KBOCWBB) for the migrant workers. Migrant workers in the age group 18 to 60 years were eligible to enrol under the scheme by paying an annual membership fee of ₹30. A membership card was issued to each migrant worker who gets enrolled. Each registered worker would get healthcare assistance for in-patient care in empanelled hospitals in case of accidents or chronic diseases. But the programme has received a little attention and the enrolment in the scheme was very low due to several reasons.

### **AAWAZ**

A new insurance scheme called Aawaz was launched by the Department of Labour and Skills, Government of Kerala with the help of CHIAK to provide social security to the migrant workers. The programme was started on 1<sup>st</sup> November 2017. Along with this Kerala has become the first State in the country to provide insurance and cashless medical treatment for the migrant workers. Aawaz insurance scheme provides cashless treatment,

death claim and disability claim for the registered migrant workers. An interstate migrant worker can enrol free of cost under Aawaz scheme. It also acts as a database of interstate migrant workers in Kerala. Aadhar or any identity card issued by Government is necessary for the registration in the scheme. Biometric information is also collected from the migrants during registration. A benefit of health insurance cover of Rs.15,000 and an accidental death insurance cover of Rs. 2 lakh 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.

### ***ApnaGhar***

Department of Labour, Government of Kerala has initiated a programme called 'ApnaGhar' for migrant workers. It aimed to provide good quality hostel accommodation to interstate migrant workers with all basic facilities on rental basis. The project was run by Bhavanam Foundation Kerala. The building constructed was equipped with dormitory type rooms having cots, cupboards, tables, etc. Facilities like cooking and dining facilities, cloth washing area, bathrooms and toilets. Recreational facilities were ensured in the hostel. The first 'ApnaGhar' Project was commissioned in Kanjikode in Palakkad district, which can accommodate 640 persons.

### ***Garima***

First time in the state, the district administration of Kozhikode adopted measures named as 'Garima', to ensure quality living arrangements for the migrant workers. Three level committees were formed to monitor the camps where migrant workers concentrated in the district. Ward member, Panchayat/Municipal/Corporation Secretary, Health Inspector and one Civil Police Officer were part of the grass root level 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 conditions of the interstate migrants in the district.

### **Changaathi and Roshni**

The State Literacy Mission implemented a programme called 'Changaathi' (friend) in 2017 to equip the interstate migrant workers with reading and writing in Malayalam and Hindi and thousands of migrant workers have enrolled in the literacy classes. Department of Education has been providing education for children of migrant workers, since 2008, to improve their language efficiency. Educational volunteers who speak the mother tongues of the migrant children have been appointed under Sarva Shiksha Abhiyan in some selected schools in areas with high concentration of migrant workers.

Modification and Proper execution of the innovative programmes like Aawaz, Changaathi, Roshni, ApnaGhar and Garima will contribute in further improvement of the living and working conditions of migrant workers in Kerala. A collective strategy need to be framed by department of labour through the cooperation with other Government departments like department of Home, department of social justice and department of local self-government, for the welfare of interstate migrant workers in Kerala.

### **Major Studies done among the Inter-State Migrant workers in Kerala**

#### **Study conducted by Gulati Institute of Finance and Taxation (GIFT) (2013)**

Gulati Institute of Finance and Taxation (GIFT), Thiruvananthapuram conducted a study among interstate migrant workers during 2013 which pointed an annual flow of 0.23 million migrants from other States of India to Kerala. The estimated stock of migrant workers in Kerala for the year was 2.5 million in 2013.

The major highlights of the report of GIFT are opening another eye on the migrant workers in the state. Some of the highlights are;

- It is estimated from the survey that there are about 25 lakh Domestic Migrant Labour (DML) in Kerala with an annual arrival rate of 2.35 lakh
- The remittances to their home states by the DML are over Rs. 17,500 crores



- As per the study, it is observed that 75 per cent of the DML are from five states namely West Bengal, Bihar, Assam, Uttar Pradesh and Orissa and most of them are males falling under the age group of 18 – 35 years.
- Most of the migrants are working under contractors and get employment either for six or seven days.
- Construction, hospitality, manufacturing, trade and agricultural sectors are the major areas that provide employment opportunities for the migrant workers
- On an average they may remit Rs.70,000/- per person annually and work for long hours, sometimes say 8 – 10 hours per day
- As they are working for long hours, generally these migrants are hard workers and dedicated to their work and there are hardly complaints from their employers
- It is highlighted in the report that the migrant workers do not get the benefits of social security schemes as they are unaware of labour rights and obligations and are not unionized

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

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

## **Report on Domestic Migrant Labour in Kerala (Government of Kerala, Feb 2013),**

Major highlights of the report are;

- The State had migrant labour from all the states of India and from Nepal
- The largest population of migrant workers were from West Bengal followed by Bihar, Assam and Uttar Pradesh
- On an average, migrant workers were staying in Kerala for a minimum of 3 years
- The migrant workers always move around the state and undertake various works in various places
- Friends, contractors and relatives were the major sources of information for the migrant workers to know about the job opportunities
- More than two-third of migrants were engaged in unskilled works
- Less than half of the migrant workers remit their salary every month or occasionally
- About 39 percent migrant workers were remitting an average amount between Rs.5000 to Rs.10000/- per month

## **Study conducted by Kerala Institute of Labour and Employment (KILE, 2019)**

The study titled 'A Study on Work and Life of Interstate Migrant Workers in Kerala' under took by the research team of KILE; Thiruvananthapuram was carried out in 2019. A sample of 5720 interstate migrant workers in Kerala was selected for the study, covering all the 14 districts.

Major findings of the study are:

- The State of origin of more than 90 percent of the respondents was the five States namely West Bengal, Odisha, Assam, Bihar and Jharkhand.
- Networks of friends and relatives were the main channels through which the respondents came to Kerala.
- Majority of the respondent migrant labourers found their employment opportunity in Kerala without the help of agents.

- About 90 per cent of the migrant labourers had Aadhar card or any other valid identity proof with them.
- All the migrants earned more than Rs.350 per day and More than one third of the respondents earned between Rs.350 and Rs.450 per day.
- About three-fourth of the workers were satisfied with their job in Kerala.
- Only less than half of the migrant workers were enrolled in Aawaz insurance scheme & slightly one third of them were aware of the benefits of the scheme.
- About half of the migrant workers who visited hospitals for medical treatment had to meet the expenditure from their own pocket.
- Level of social involvement of the migrant workers in Kerala was found to be low. Physical condition and availability of toilets in the migrant camps were found to be inadequate.
- More than half of the respondents felt that social up gradation had happened to them through their association with the people of Kerala.
- More than 98 percent of the migrant workers had no membership or affiliation with Trade Unions or Political Parties.

### **Studies on Social integration of Migrant Workers**

Moses and IrudayaRajan (2012) in their study Labour Migration and Integration in Kerala, made an attempt to show how out of State migrants are kept isolated from the surrounding community. They found that migrant workers to Kerala were unable to integrate with local workers and residents. They opined that the labour unions have to be effective and keen in integrating the workers and the natives in Kerala so that their working environment will become safe. Ajithkumar (2012) examined the dimensions of vulnerability of migrant labourers in Kerala. The paper explored how the state and other agencies in Kerala responded to reduce the vulnerability of Inter-State migrant workers. The paper calls for better coordination among Kerala and the States of origin and also to formulate better strategies to reach out to migrant workers coming from diverse backgrounds to improve the migration outcomes. Dr.Lizy James (2016) in her study examined the attitudes, Feelings and behaviour of the migrant workers towards local people of Kerala whether these migrant workers, whose contribution to the economy and social life of Kerala are duly recognized and accepted by the local population. Her study 'Social Integration of Migrant workers in Kerala- Problems and prospects' used the model of Ethnosizer and major findings say that 82% of the migrant workers feel that the local people are friendly and helpful. The government organizations have played a major role in promoting the social inclusion of interstate migrant workers in Kerala. Krishnakumar (2019) found that

employee welfare measures such as employees' state insurance (ESI), provident fund (PF), and pension are not available to most migrant workers in Kerala, as they are in the rest of the country. They are hired directly or through contractors under verbal agreements that do not require them to be on the payroll, and they are paid in cash. Employers have delayed registering workers with DOLS in the past to lower the obligations and benefits they must offer to their employees. Parida et al. (2020) found that migrant workers are frequently exploited and exposed to unfair workplace practises since they are not represented by labour unions. The salaries paid to migrant employees were lower than those paid to natives for the same work.

Benoy Peter, Shachal Sanghvi and Vishnu Narendran (2021) in their study 'Inclusion of Interstate Migrant Workers in Kerala and lessons for India' has examined the labour migration to Kerala and how the government measures helped to ensure social security of the workers and the state's response to the distress of migrant workers during the lockdown.

### **Context of the Study**

During the last decade, the entire scenario of migrant population in Kerala has changed a lot. The high wage rate as compared to the other States of the country in both agricultural and non-agricultural job sectors has attracted in-migrants from other States; especially from those have low wage rate (*Economic Review, 2020*). Migrant labourers in Kerala are a significant economic force in the state. A study conducted by CMID found that migrants from 194 districts across 25 Indian states/Union Territories are working in Kerala during 2016- 2017. According to the reports of Gulati Institute of Finance and Taxation, there were around 2.5 million internal migrants in Kerala in 2013. According to the Kerala Migration Survey (2018) conducted by Centre for Development Studies, it is estimated to have around 30 lakh internal migrants from different states. The migrant population has already become a decisive force, influencing the economic sphere of Kerala. Their presence is almost visible in all walks of economic activity of the state. Construction, hospitality, plantation, iron and steel, wooden furniture, marine fishing, mining and quarrying, plywood, textile and apparel, seafood and footwear are the major economic sectors in Kerala that heavily engage migrant workers. The migrant workers have become an inevitable part of the Kerala society. But they are sometimes kept at a distance by Kerala society due to fear and suspicion. They are rarely invited for family functions.

This happens due to the suspicion about their honesty and intention. Incidents reported by media on the violence by some migrant workers put the average Keralites in fear which prompts them to keep them away at a safe distance. A certain amount of segregation exists due to bias, prejudices and difference in language and culture. So it is also important to study the socialisation of migrant workers and perspective of the native population towards the interstate migrant workers in Kerala.

### **Objectives of the study**

Objective of the study is to analyse the ‘Influence of Interstate Labour Migration on Socio, Economic, Political and Cultural Scenario in Kerala’ and to study the extent of socialisation of Inter-State Migrant Workers in Kerala

Specific objectives:

1. To study the changes in the employment sector in Kerala due to the appointment of Inter-State Migrant Workers.
2. To study the extent of economic change occurred to entrepreneurs in Kerala due to the appointment of Inter-State Migrant Workers.
3. To study whether the presence of Inter-State Migrant Workers affected the job opportunities of native workers in Kerala.
4. To analyse the attitude of native people towards the Inter-State Migrant Workers.
4. To study the extent of socialisation of Inter-State Migrant Workers in Kerala.

## **Chapter 2**

### **Data and Methodology**

In order to study the 'Influence of Interstate Labour Migration on Socio, Economic, Political and Cultural Scenario in Kerala' Two sets of Primary data, namely Institution data and Household data were collected. For data collection two surveys namely 'Employer Survey' and 'Household Survey' have been conducted. Structured Employer Interview Schedule and Household Interview Schedule were prepared to collect data from the employers as well as from the heads of the households. Discussions with experts were conducted on the schedules prepared and were modified based on their suggestions. The final schedules were presented before the Ethical committee of the Institute and obtained permission.

Data has been selected from all the three regions of Kerala namely south, central and north. One district each was selected from each region on random basis. The districts selected are Thiruvananthapuram, Ernakulam and Kozhikkode from south, central and north region respectively.

#### **Selection of institutions**

Lists of institutions in the selected ALO circles having interstate migrant workers were prepared and required number of institutions were selected from the lists using systematic sampling method. Responsible persons, possibly the heads of the selected institutions were interviewed using a structured Employer interview Schedule.

#### **Selection of Households**

Selection of households for the 'Household Survey' was also done from the same areas using systematic sampling method. Heads of the households or any other senior members of the households were interviewed from the selected households using a structured Household Interview Schedule.

## **Sampling:**

### Sample Size calculation

The sample size was determined using the formula for the research methodology

$$N = \frac{Z_{\alpha}^2 \times P \times Q}{\delta^2}$$

Where

$Z_{\alpha} = 1.96$  (for 95% confidence interval)

$P = 0.50$  (Which gives maximum value for N)

$Q = 1 - P$

$\delta$  (margin of error) = 0.05

N = 384.16 rounded off to 400

The sample size N = 400

Thus the minimum sample size required is 400 to analyse the State level scenario. But for Region wise comparison more number of samples from each region was need. So the sample size at each region has been fixed as 300. Hence the total sample size required is 900, including native persons interviewed at household level and employers interviewed at selected institutions/

## **Selection and Training of Field Investigators**

The field investigators were selected from different parts of the State by inviting application. A total of 18 investigators who completed post-graduation in social sciences were selected for training. Mock interviews as well as field training were included in the training programme. On successful completion of training, 13 interviewers were finally selected for conducting the survey. The field survey was conducted in November-December 2021. A total of 297 institutions and 903 households were covered during the survey.

## **Data entry**

Data entry has been done in Microsoft Excel worksheet by the data entry operators.

## **Tools for Data Analysis**

Data analysis was done using Statistical Package for Social Science (SPSS).  
Univariate and bivariate analysis were done for the survey.



## Chapter3

# Analysis and Results

Data of both ‘Employer Survey’ and ‘Household Survey’ are analysed using the SPSS package. Results obtained in the analysis of the two sets of data are presented separately in this section.

### 1. Employer survey

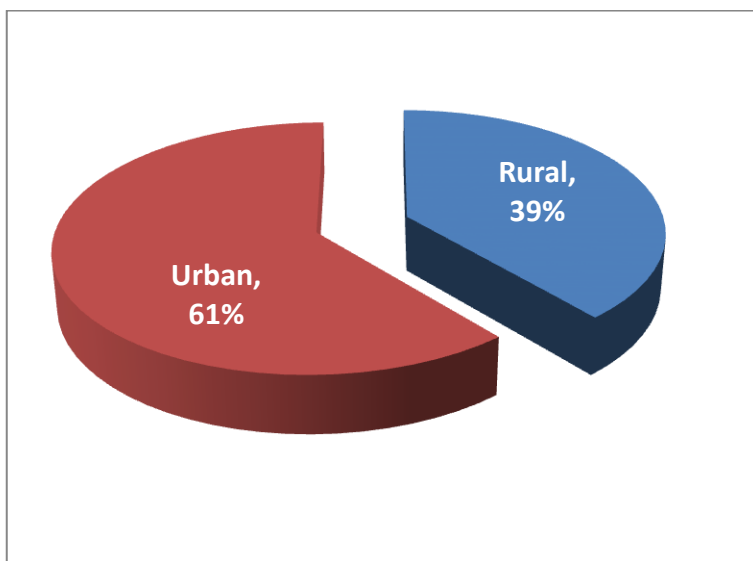
All the three regions of Kerala have been covered in the employer survey. Districts selected from South, Central and North regions are Thiruvananthapuram, Ernakulam and Kozhikode respectively.

*Table 1: District wise distribution of selected Institutions*

District	Number	Percent
Thiruvananthapuram	99	33.4
Ernakulam	98	33.1
Kozhikode	100	33.5
Total	297	100.0

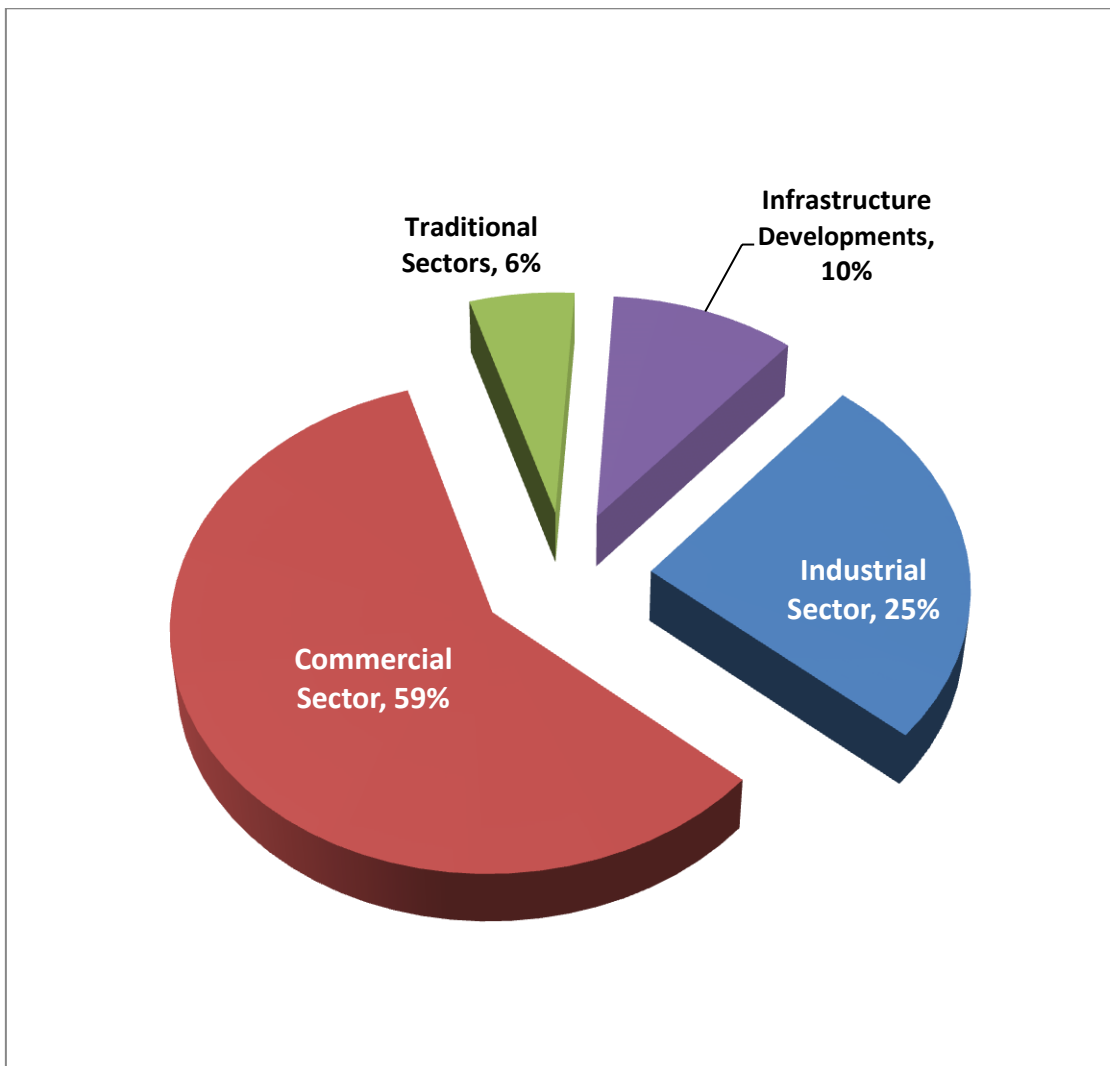
Almost equal number of institutions was selected from all the three regions in Kerala. Among the 297 institutions selected for the study, 99 (33.4 percent) were from Thiruvananthapuram district, 98 (33.1 percent) were from Ernakulam district and 100 (33.5 percent) were from Kozhikode district.

*Figure 1: Locality in which the selected Institutions function*



Selected institutions are classified according to their Locality. Figure 1 shows that 39 percent of the selected institutions are functioning in rural areas and 61 percent are in urban areas.

*Figure 2: Sectors in which the selected institutions belong to*



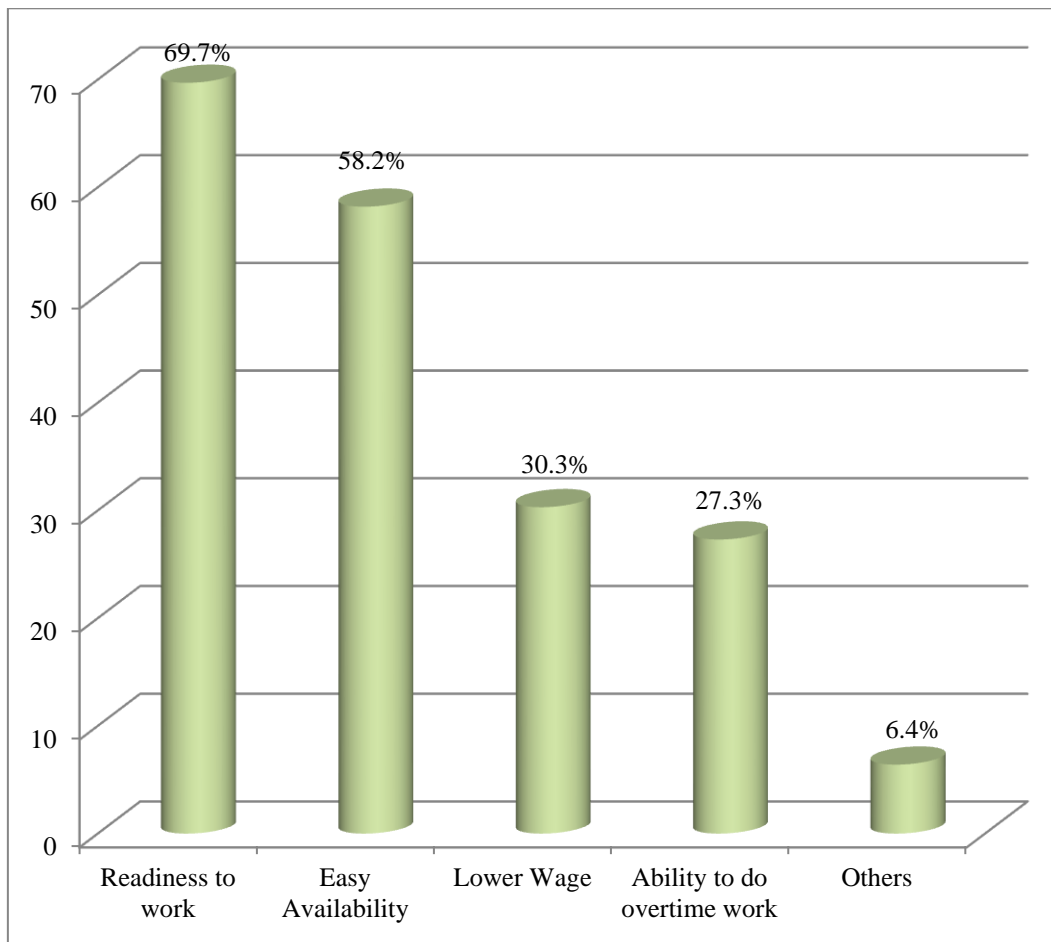
Selected institutions are classified into four broad categories according to the sectors in which they belonged to. The categories identified are industrial sector, commercial sector, traditional sector and infrastructure development sector. Majority of the selected institutions belonged to industrial and commercial sectors. About one quarter (25.3 percent) of the selected institutions are in industrial sector and about 59 percent are in commercial sector. At the same time about 6 percent of the selected institutions are in traditional sector and about one tenth is in the infrastructure development sector.

*Table 2: Nature of the selected Institutions*

Nature of the selected Institutions	Number	Percent
Hotel/ Restaurant	87	29.3
Shops	69	23.2
Construction company/ unit	44	14.8
Saw mill	12	4.0
Carpentry unit	9	3.0
Food processing Unit	9	3.0
Hollow Bricks manufacturing unit	6	2.0
Plywood factory	6	2.0
Flour mill	4	1.3
Financial institution	2	.7
Fish processing unit	1	.3
Other	48	16.2
Total	297	100.0

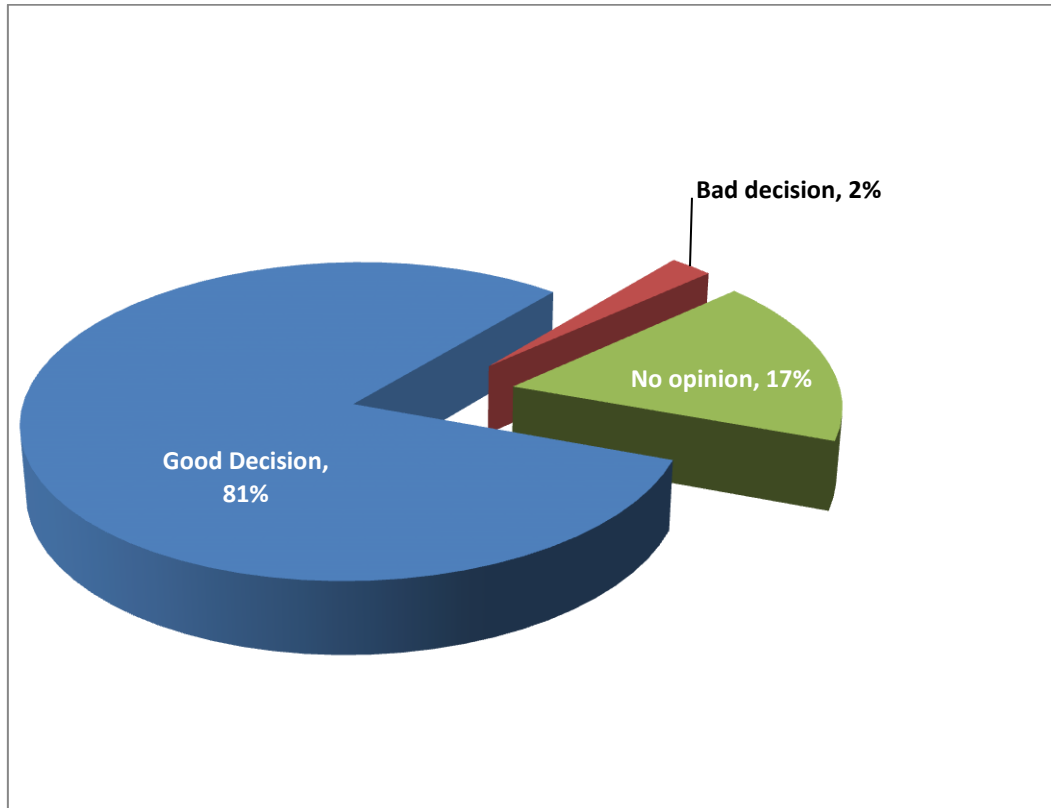
Nature of the institutions selected for the study is given in Table 2. Table shows that about 29 percent of the selected institutions are Hotels/restaurants, which is followed by shops (23.2 percent). About 15 percent of the selected institutions are construction company/unit. Saw mills (4 percent) and carpentry units and food processing units (3 percent each) are the other institutions included in the sample for the study. Flour mills, financial institutions and fish processing units are included in the sample for the study but have negligible proportions.

Figure 3: Reason for appointing migrant workers



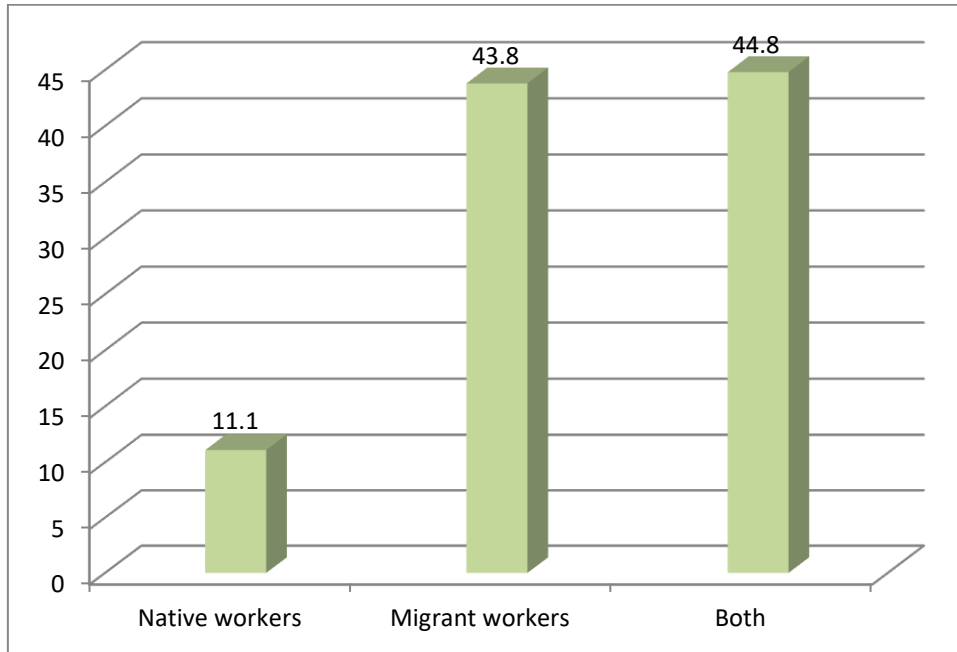
According to the employers under study, lower wage, readiness to work, easy availability and ability to do overtime work are the main reasons for appointing the migrant workers. About 70 percent of the respondents reported readiness to work as the reason for appointing migrant workers. Easy availability was reported by about 58 percent and lower wage was reported by about 30 percent of the respondents. Willingness to do overtime work was reported by 27.3 percent of the employers as the reason for appointing migrant workers.

*Figure 4: Opinion of employers about the appointment of migrant workers*



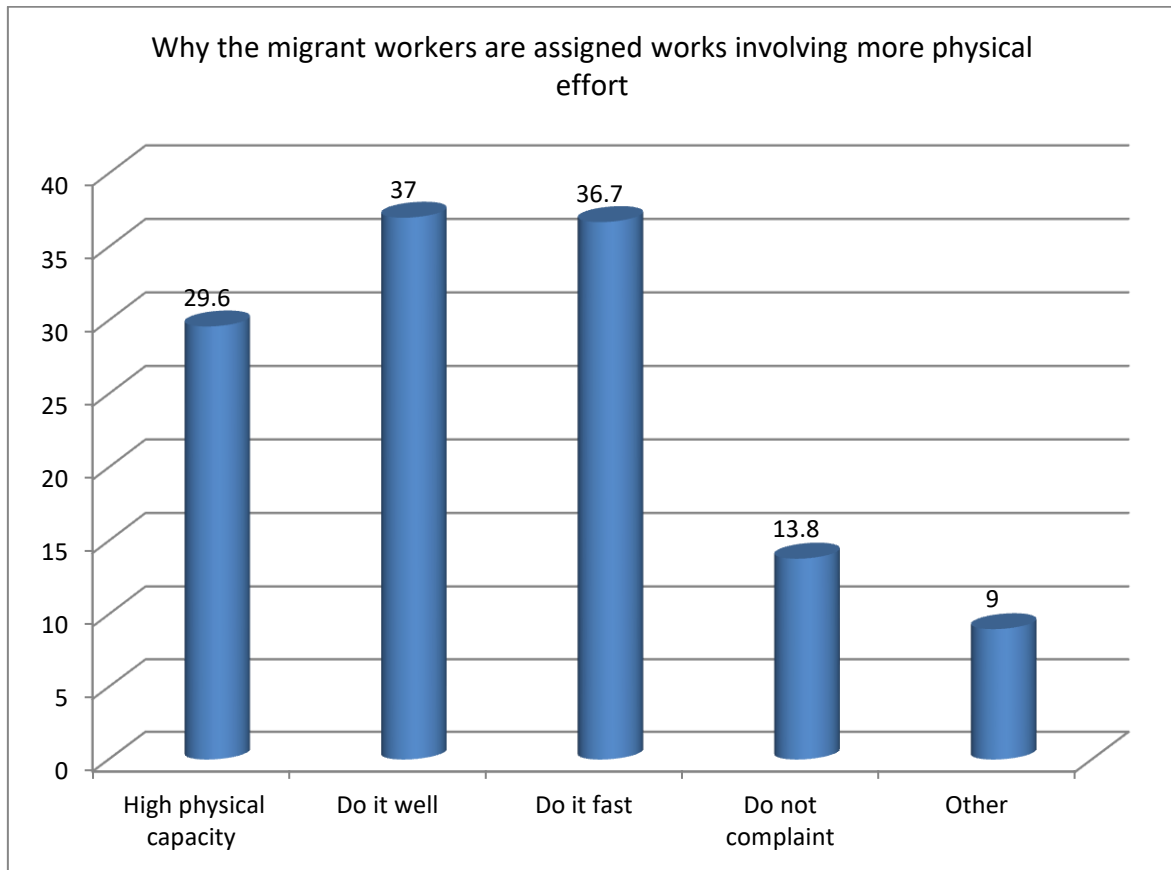
Current opinion of employers regarding appointment of migrant workers has been collected for the study. The result shows that about 81 percent of the employers consider the appointment of migrant workers as a good decision. At the same time only a negligible percent of the employers opined that the decision was a bad one and 17 percent has no opinion about the appointment of migrant workers.

Figure 5: To whom the works which require more physical effort are assigned



About 44 percent of the employers reported that the works involving physical exertion are done by the migrant workers and another 44.8 percent reported that both native and migrant workers do works involving physical exertion. For only about 11 percent of the employers the works involving physical exertion are done by the native workers. The analysis shows that the works involving physical effort are done mainly by the migrant workers.

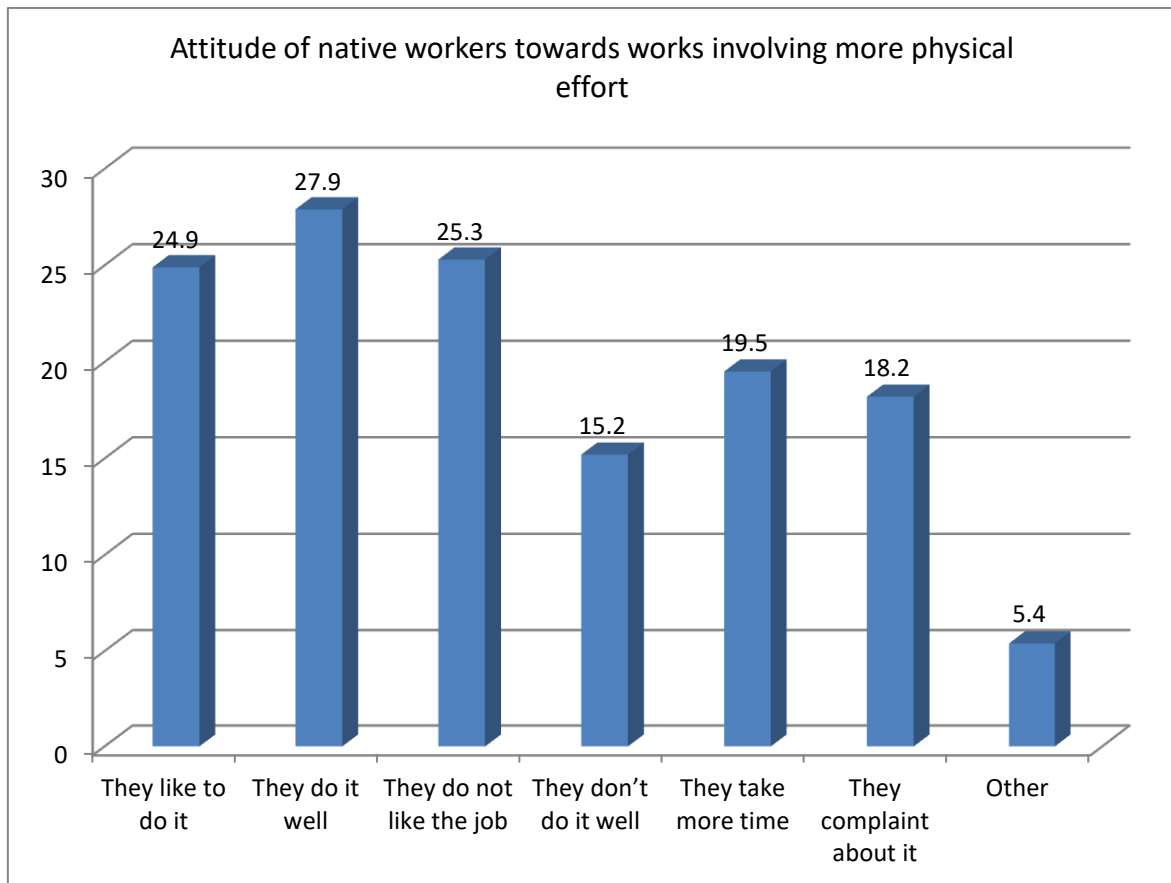
Figure 6: Why the migrant workers are assigned works involving more physical effort



According to the employers, main reasons for assigning the works which require more physical effort to migrant workers are ‘they do it well’ (37.0 percent) and ‘they do it fast’ (36.7 percent). About 30 percent mentioned ‘high physical capacity’ of the migrant workers as the reason for appointing. About 14 percent of the employers assign the works which require more physical effort to migrant workers because of the fact that they do not complain about the work. .

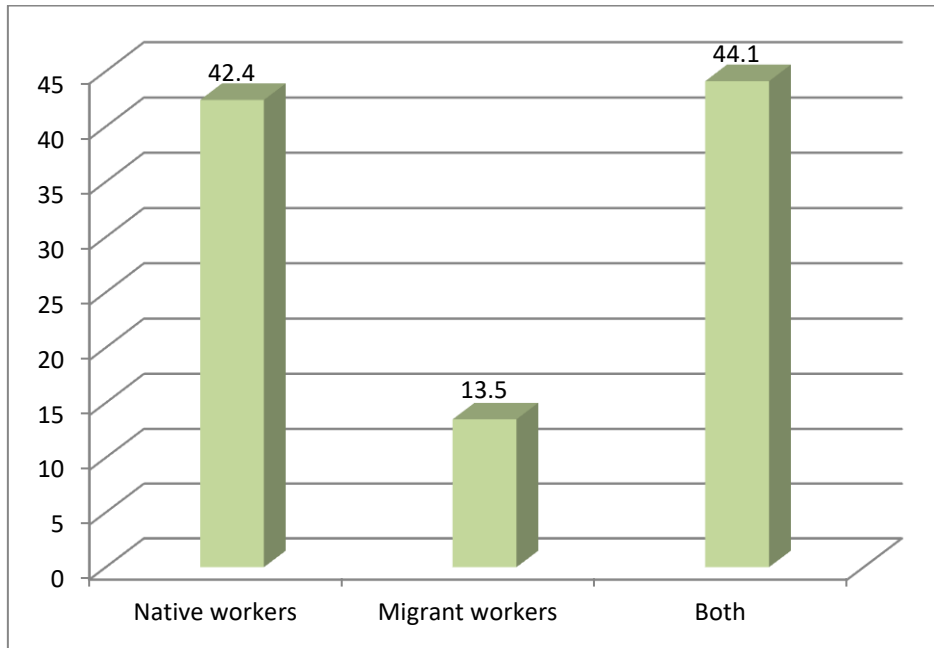


Figure 7: Attitude of native workers towards works involving more physical effort



About a quarter of the employers said that the native workers like to do job which involve physical effort and 27.9 percent also said that native workers do the job well. At the same time another one quarter of the employers said that the native workers do not like to do jobs involving more physical effort and 15.2 percent opined that they don't do it well. According to 19.5 percent of the employers they take more time to do such work and 18.2 percent said that they complain about doing such jobs.

Figure 8: To whom the works which require Skill are assigned



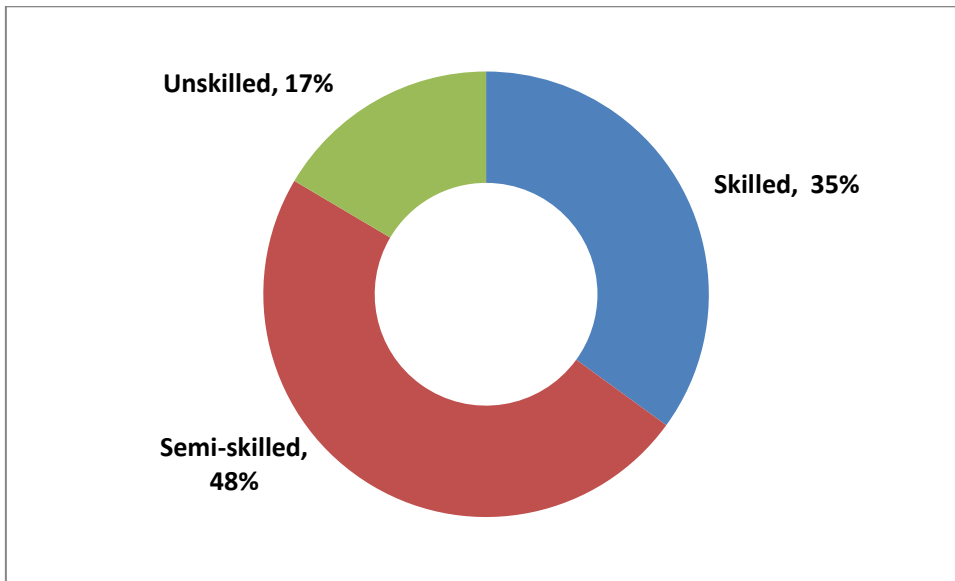
Regarding the works which need skill, it can be seen that in 42.4 percent of the institutions native workers do such job and in 44.1 percent of the institutions both native and migrant workers do job involving skill. At the same time in 13.5 percent of the institutions migrant workers do job which need skill.

Table 3: Whether given skill training to the migrant workers doing skilled jobs

Whether given skill training	Number	Percent
Yes	86	29.0
No	211	71.0
Total	297	100.0

Responding to the question on skill training of the workers, 29 percent of the employers reported that they provided the migrant workers skill training required for their job. The remaining 71 percent employers didn't give any skill training to their Interstate migrant workers.

Figure 9: Category in which more migrant workers work in the institution



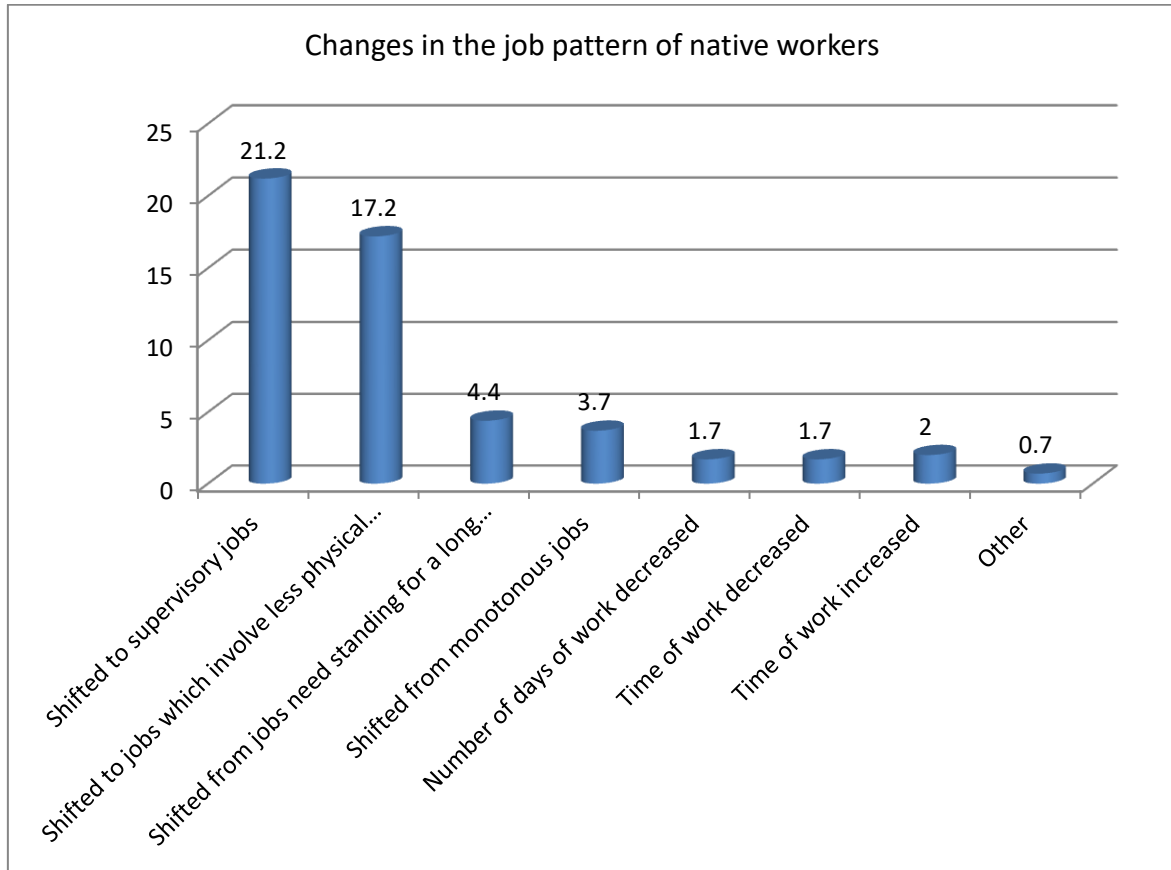
According to the employers under study, most of the Interstate migrant workers are employed in semi-skilled jobs (48.5 percent). 35 percent of the Interstate migrant workers in the institutions under study are skilled workers and 16.5 percent are unskilled workers.

Table 4: Whether the appointment of migrant workers affected job of native workers

	Number	Percent
No change	247	83.2
Reshuffled	18	6.1
Terminated	28	9.4
Others	4	1.3
Total	297	100.0

Appointment of interstate migrant workers in the institutions under study didn't affect the job of native workers in 83.2 percent of the institutions. At the same time in about 6 percent of the institutions native workers were reshuffled and in 9.4 percent of the institutions under study native workers were terminated due to the appointment of migrant workers. There should be measures for not terminating native workers due to the appointment of migrant workers.

Figure 10: Changes in the job pattern of native workers



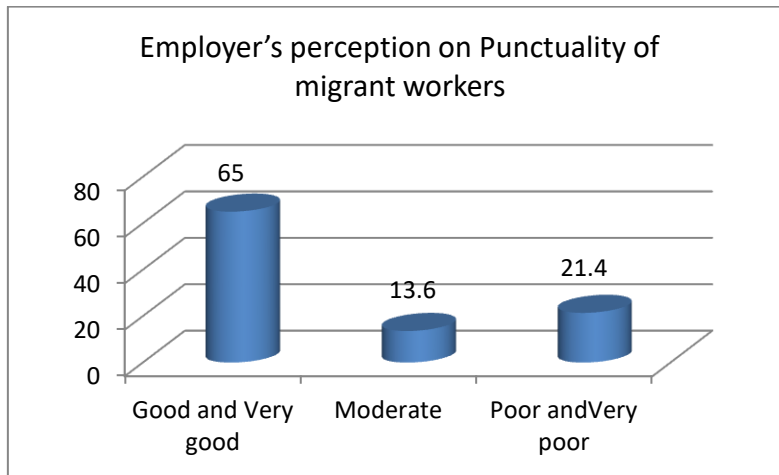
Nature of job of native workers changed in some of the institutions under study, as the migrant workers are appointed. About 21 percent of the employers said that the native workers were shifted to supervisory jobs and 17.2 percent said that native workers were shifted to jobs which involve less physical effort. Other changes occurred to the nature of job of native employees include ‘Shifted from jobs needed standing for a long time’, ‘Shifted from monotonous jobs’, ‘Number of days of work decreased’ and ‘Time of work decreased’. At the same time two percent of the employers said that the time of work of the native workers increased after the appointment of migrant workers.

*Table 5: Relation between the number of terminated workers and the number of newly appointed migrant workers*

Number of terminated workers to migrant workers	Number	Percent
Equal	12	42.9
Higher	7	25.0
Lesser	9	32.1
Total	28	100.0

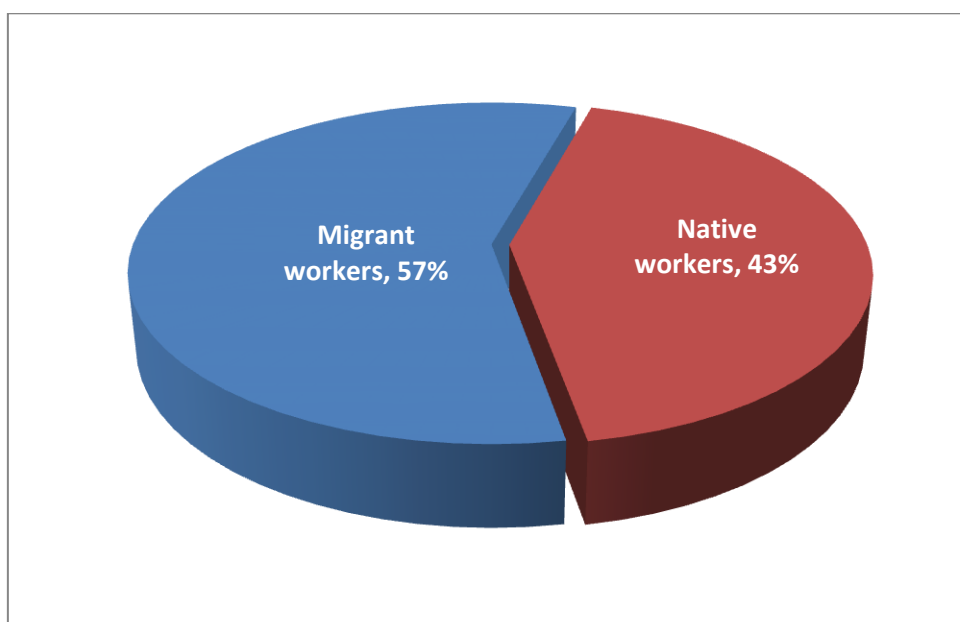
In 42.9 percent of the institutions in which native workers were terminated due to the appointment of migrant workers, number of terminated staff was equal to the number of newly appointed migrant workers. In 25 percent of the institutions the number of terminated staff was higher and in 32.1 percent institutions the number of terminated staff was lesser than the number of newly appointed migrant workers.

*Figure 11: Employer's perception on Punctuality of migrant workers*



Employers of about two third (65 percent) of the institutions under study opined that the migrant workers have good or very good punctuality. At the same time employers of 21.4 percent of the institutions opined the punctuality of the migrant workers as poor or very poor.

*Figure 12: Preference in future appointments*



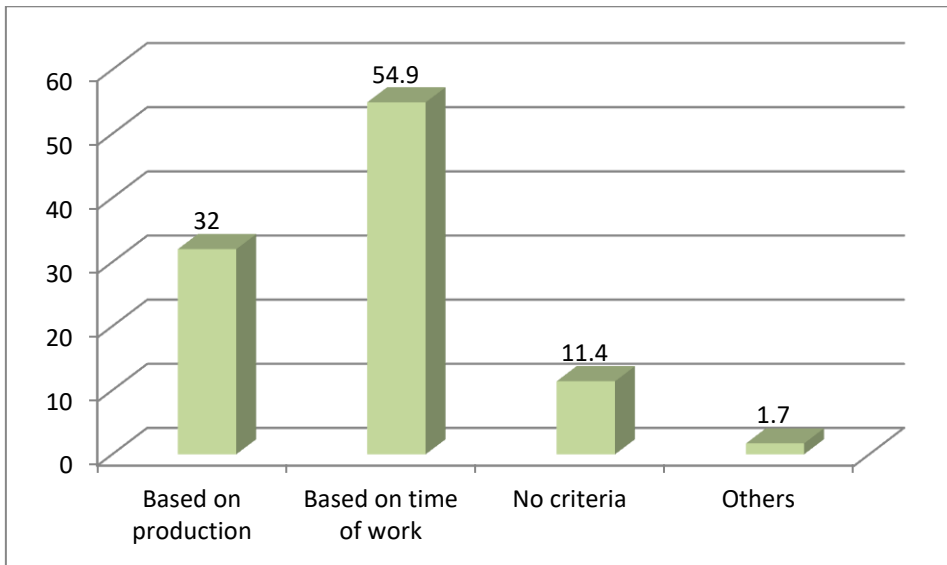
Employers of about 57 percent of the institutions under study opined that they will appoint only migrant workers in case they need more staff in their institutions in future. About 43 percent were of the opinion that they will appoint native workers if they need more staff in their institution.

*Table 6: Whether migrant workers are included in the decision making meetings in the institution*

	Number	Percent
Yes	90	30.3
No	207	69.7
Total	297	100.0

In 30.3 percent of the institutions under study migrant workers are also participate in the meetings for decision making and in the remaining institutions they are not permitted to participate in such meetings.

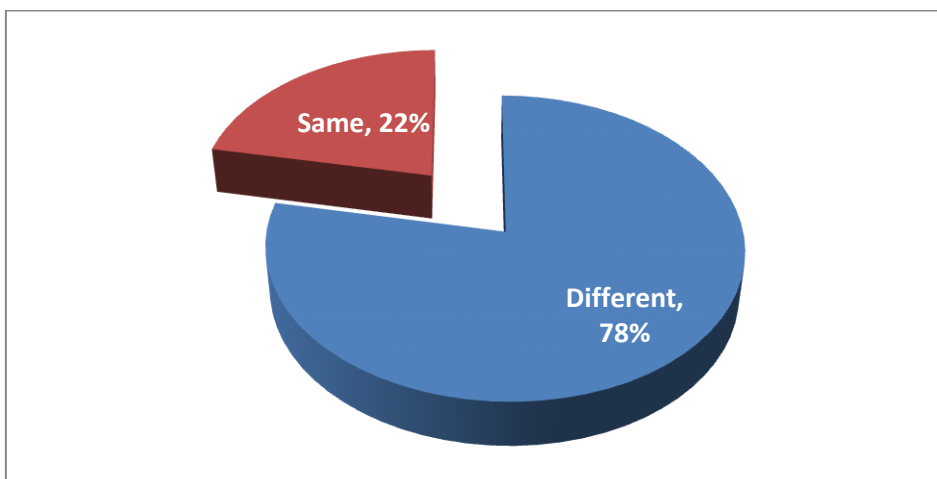
*Figure 13: Basis of fixing wage of migrant workers*



In 32 percent of the institutions under study wage of migrant workers was fixed based on production and in 54.9 percent of the institutions it was based on the time of work. In 11.4 percent of the institutions there were no such criteria for the payment to migrant workers.

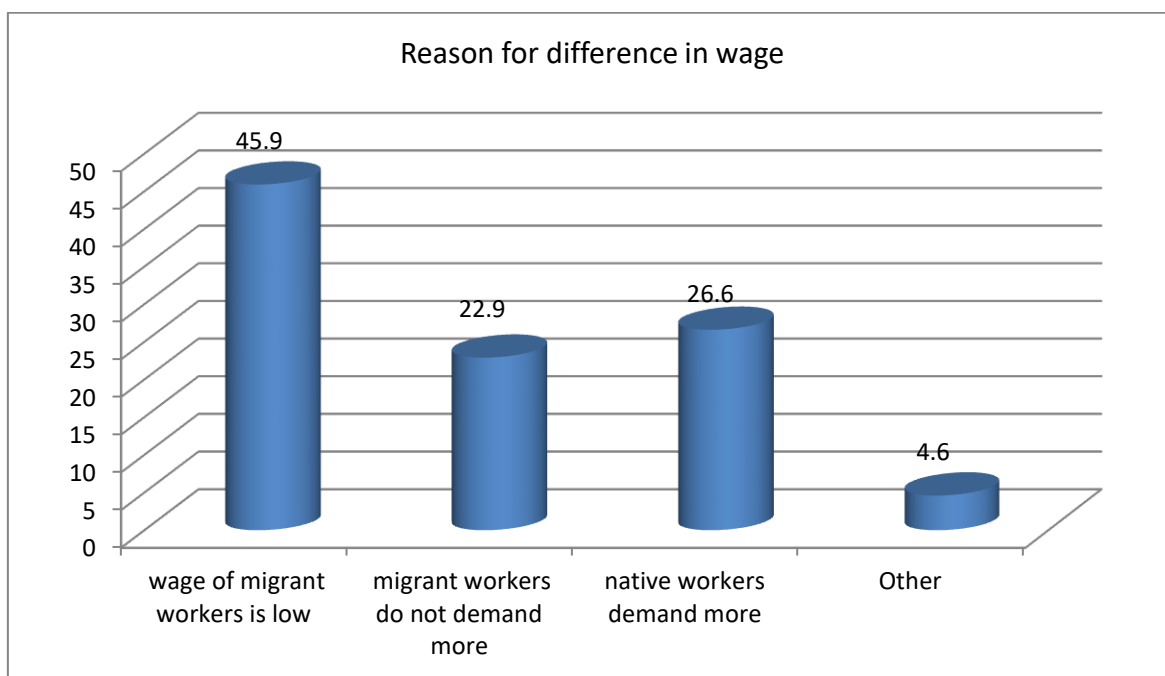
It is also found from the survey that in all the institutions under study wages received by migrant workers is less compared to the wages of native workers doing the same job.

*Figure 14: Whether increment in wage of migrant workers and native workers different*



In more than three quarter (78.1 percent) of the institutions under study there were difference in the wage increment of migrant workers and native workers.

Figure 15: Reason for difference in wage increment of migrant workers and native workers



Low wage of the migrant workers is termed as the reason for giving low increment by 45.9 percent of the respondents. According to 22.9 percent of the employers they give low increment to migrant workers since they do not demand for more increment. Similarly 26.6 percent highlighted the reason for giving more increment to native workers is due the demand of native workers for more increment in their salary.

Table 7: Whether low wage of migrant workers motivate employer to appoint more migrant workers

	Number	Percent
Yes	83	27.9
No	214	72.1
Total	297	100.0



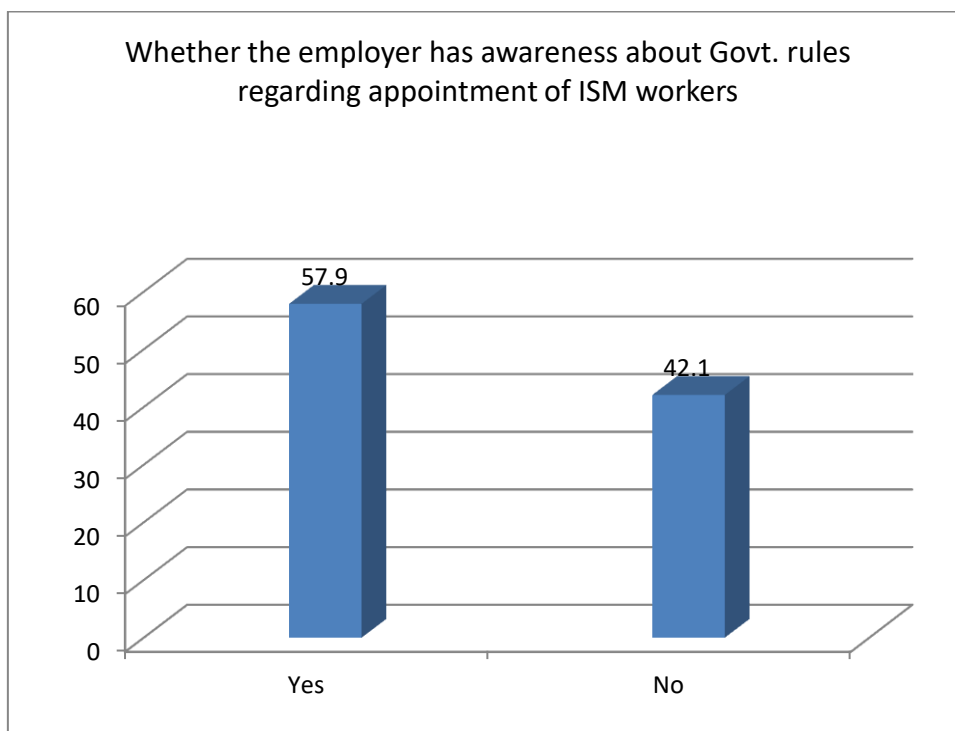
Low wage of the migrant workers motivated about more than one-fourth (27.9 percent) of the employers to appoint more migrant workers. At the same the remaining 72.1 percent of the employers opined that they had no intension to appoint more migrant workers.

*Table 8: Whether migrant workers are given bonus/incentives etc.*

<i>Whether interstate migrant workers are given bonus/incentives etc</i>	Number	Percent
Yes	152	51.2
No	145	48.8
Total	297	100.0

A little more than half (51.2 percent) of the institutions under study give bonus/incentives to their migrant workers. About 49 percent of the institutions under study do not give bonus/incentives to their migrant workers.

*Figure 16: Awareness of employer about Government rules regarding appointment of migrant workers*



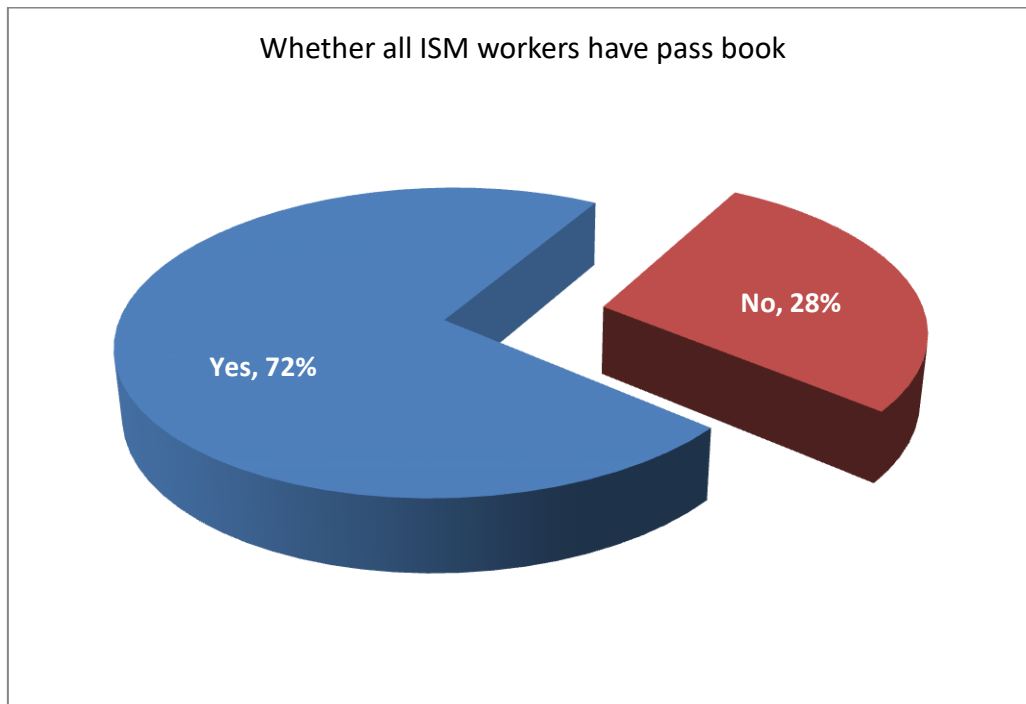
As per the Inter State Migrant Workmen Act 1979, certain rules and conditions are to be followed for employing the migrant labours. From the survey we found that only 57.9 percent of the employers are aware of the rules and act whereas 42.1 percent of employers are not aware of ISM Act and the rules. It is not reasonable that the employers of the interstate migrant workers do not know the rules for appointing them. So there should be some sensitisation programmes among the employers of interstate migrant workers regarding the rules set by the Government for appointing them.

*Figure 17: Registration of the institution as per Government norms*



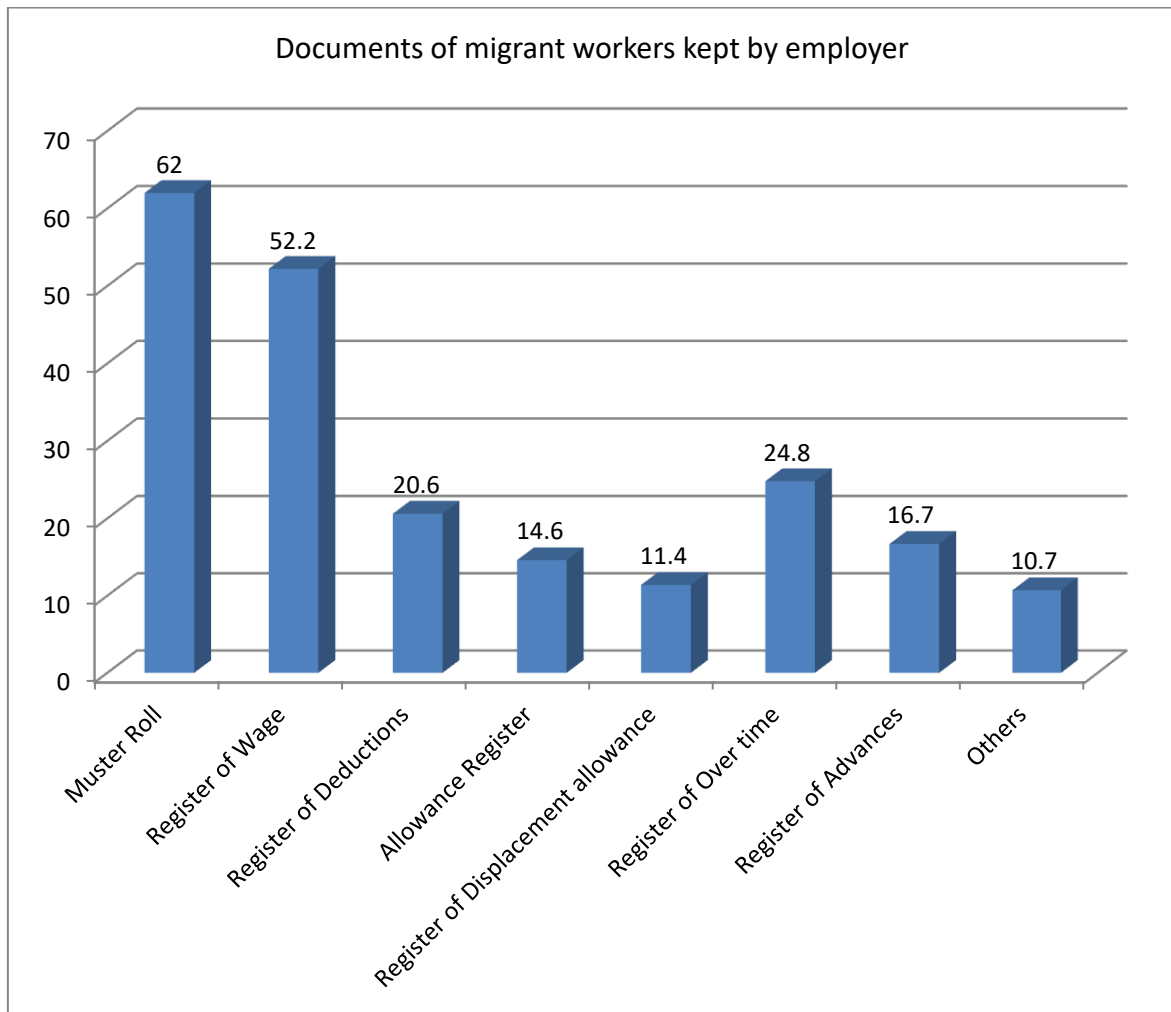
The analysis shows that only about 70 percent of the institutions under study have registration as per the ISM Act. Remaining 30 percent of the institutions under study were not registered. It is a serious issue that more than a quarter of the institutions with migrant workers are not registered.

*Figure 18: Whether all migrant workers have pass book*



In about 72 percent of the institutions under study employers keep pass book for all migrant workers and employers of the remaining 28 percent of the institutions do not maintain pass books for the migrant workers.

Figure 19: Documents of migrant workers kept by employer



As per the Government norms the employers of migrant workers should keep documents like Muster Roll, Register of Wage, Register of Deductions, Allowance Register, Register of Displacement allowance, Register of Over time, Register of Advances etc. with them. Analysis shows that none of the above documents are kept by all the employers of migrant workers. Among the documents Muster Roll is the one kept by highest number of employers (62.0 percent). It is followed by Register of Wage (52.2 percent), Register of Over time (24.8 percent) and Register of Deductions (20.6 percent). The remaining documents are kept by only less than 20 percent of the employers.

*Table 9: Items for which the employers spent money for migrant workers*

	Number	Percent
Treatment of interstate migrant workers	179	60.3
Drinking water facility	147	49.5
Travel allowance for vacation	130	43.8
Hygiene of interstate migrant workers	120	40.4
First Aid services	88	29.7
Registration	76	25.6
Hospital treatment expenses	76	25.6
For safety equipments	66	22.3
Lawful Travel Allowance	48	16.2

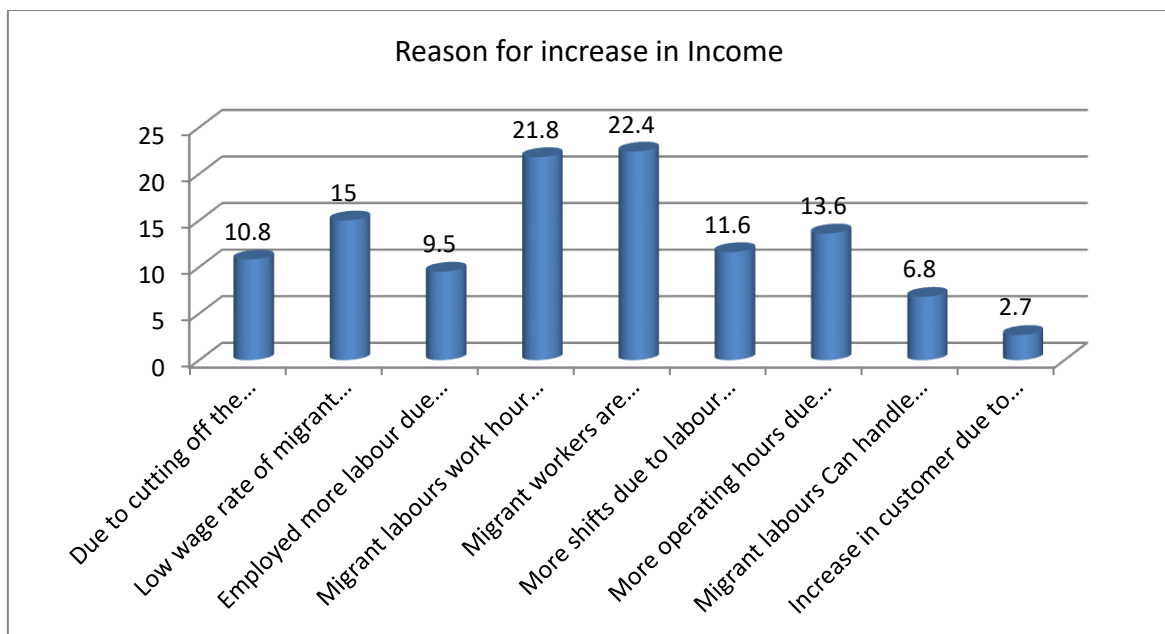
As per the Government rule, employers are expected to provide some benefits to the migrant workers. Data collected in this regard shows that in 60.3 percent of the institutions under study employers spent money for the treatment of migrant workers and about half of the employers spent money for Drinking water facility. About 44 percent of the employers spent money for meeting the travel expenses of migrant workers to their native places during vacation and 40.4 percent spent money for the hygiene of migrant workers. For First Aid services 29.7 percent of the employers spent money where as one-fourth of the employers each spent money for the Registration of migrant workers and for Hospital treatment expenses. 22.3 percent spend money for safety equipments and 16.2 for Lawful Travel Allowance.

Table 10: Changes in income of the institutions due to the appointment of migrant workers

Change in income	Number	Percent
Increased	67	22.6
Decreased	7	2.4
No change	223	75.1
Total	234	100.0

Employers of the selected institutions were asked about the changes occurred in the income of their institutions due to the appointment of migrant workers. Employers of about 23 percent of the selected institutions opined that there was increase in their income due to the appointment of the migrant workers. At the same time employers of a negligible proportion (2.4 percent) of institutions reported that their income decreased due to the appointment of migrant workers. About three quarter of the employers were of the opinion that there were no change in their income due to the appointment of migrant workers.

Figure 20: Reasons for increase in Income of the institutions



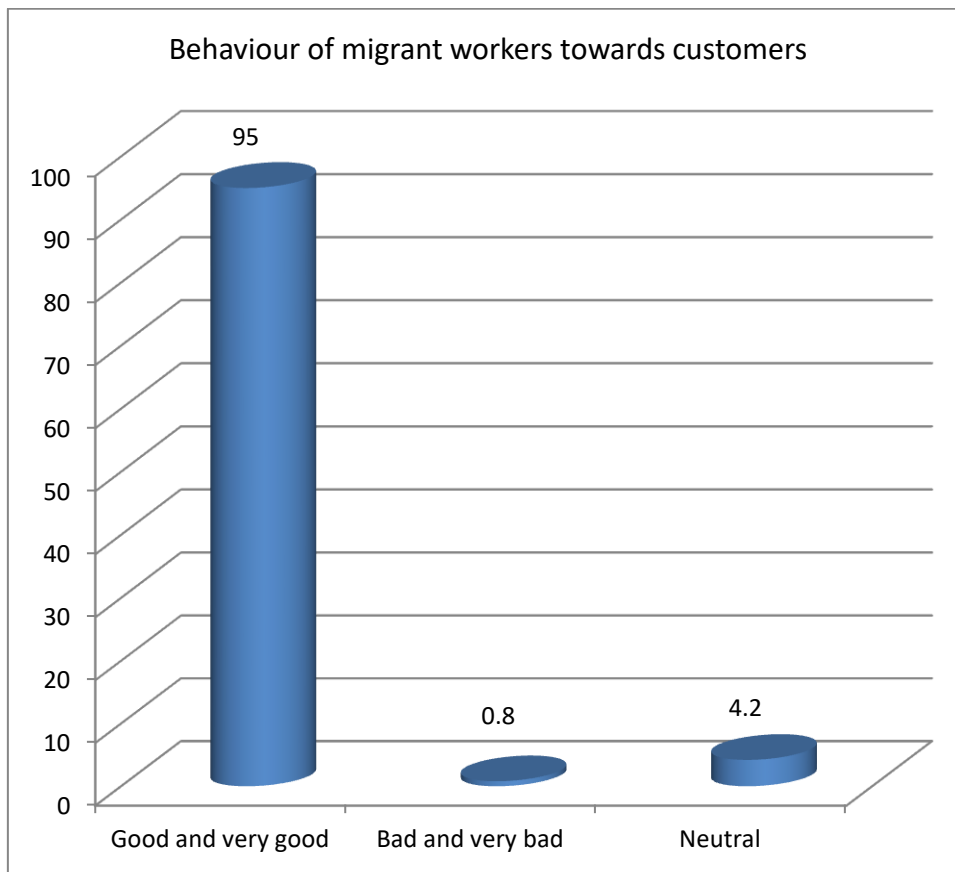
Employers of the institutions with increase in income were asked to classify the reasons for the increase in income. Highest percent (22.4 percent) of the employers reported the reason for increase in income as ‘hardworking of Migrant workers’, followed by ‘more hours of work done by Migrant labours’ (21.8 percent), ‘Low wage rate of migrant workers’ (15.0 percent), and ‘More operating hours due to labour availability’ (13.6 percent). Other reasons cited by the employers are ‘More shifts due to labour availability’ (11.6 percent), ‘Cutting off of the number of labours’ (10.8 percent), ‘Employed more labour due to low wage’(9.5 percent), ‘Migrant labours Can handle more customers’ (6.8 percent) and ‘Increase in customer due to the service of migrant labours’ (2.7 percent).

*Table 11: Reason for decrease in Income after appointing migrant workers*

Reason for decrease in Income	Number	Percent
Low productivity of migrant workers due to low skill	13	11.9
Less working hours of migrant workers	2	1.8
Others	4	1.3

Employers of the institutions with decrease in income due to the appointment of migrant workers were asked to identify the reasons for the decrease in their income. Major reasons reported are ‘Low productivity of migrant workers due to low skill’ (11.9 percent) and ‘Less work hours of migrant workers’ (1.8 percent).

Figure 21: Behaviour of migrant workers to customers



Employers of the institutions in which the staff have to interact with the customers were asked about the behaviour of migrant workers to the customers. The responses were coded in a rating scale. The results show that in 95 percent of the institutions under study the behaviour of migrant workers was 'Good or Very good'. Behaviour of migrant workers was reported as 'Bad or Very bad' by only 0.8 percent of the employers. In 4.2 percent of the institutions their behaviour was reported as 'Neutral'.



*Table 12: Change in income occurred due to behaviour of migrant workers*

Item	Number	Percent
<i>Income increased</i>		
Yes	50	21.6
No	181	78.4
<i>Income decreased</i>		
Yes	17	7.4
No	214	92.6
Total	231	100.0

According to 21.6 percent of the employers, income of their institutions increased due to decent behaviour of migrant workers towards their customers. It was also reported that in 7.4 percent of the institutions under study income decreased due to poor behaviour of migrant workers to the customers.

*Table 13: Loss of working hours/ man days occurred to migrant workers due to illness*

Item	Number	Percent
<i>Whether occurred any loss of working hours/ man days due to illness of migrant workers</i>		
Yes	81	27.3
No	216	72.7
Total	297	100.0

Illness of workers is an important factor which causes loss of productivity. It is reported that in 27.3 percent of the institutions under study loss of working hours/ man days occurred due to illness of migrant workers.

*Table 14: Whether the lack of hygiene or illness of migrant workers affected the native workers*

<i>Whether affected the native workers</i>	Number	Percent
No	283	95.3
Yes, they complained about it	12	4.0
Yes, they also got infection	1	.3
Yes, they quit job	1	.3
Total	297	100.0

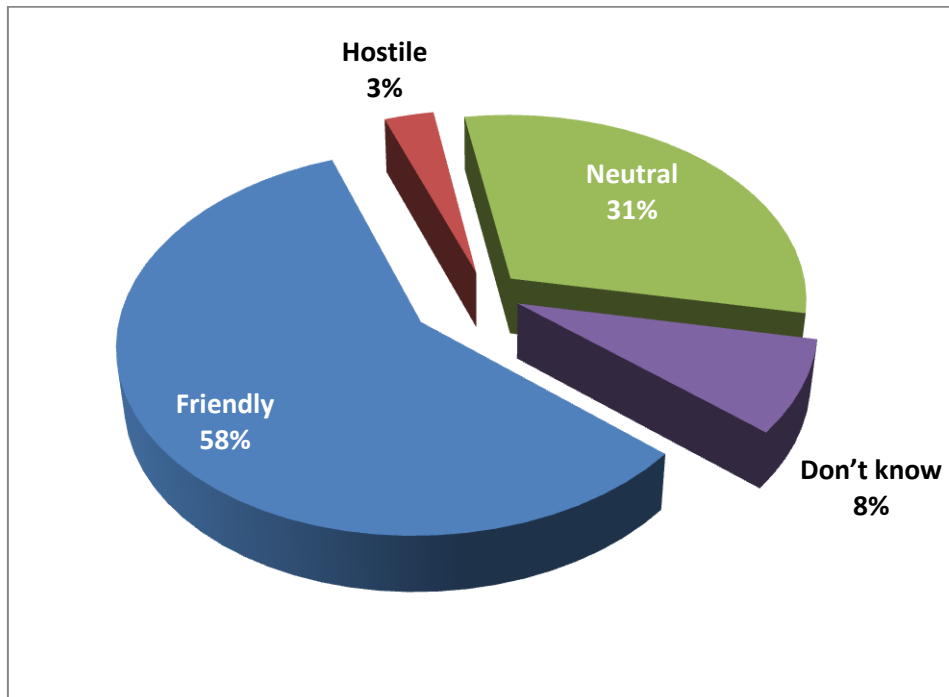
According to the employers lack of hygiene or illness of migrant workers affected the native workers in 4.6 percent of the institutions under study. Four percent of the native workers complained about it to the authorities, in one institution native workers got infection from migrant workers and in another institution native workers quit job due to the problem.

*Table 15: Whether all migrant workers in the institution received first dose of Covid Vaccine*

	Number	Percent
Yes	266	89.6
No	17	5.7
Don't know	14	4.7
Total	297	100.0

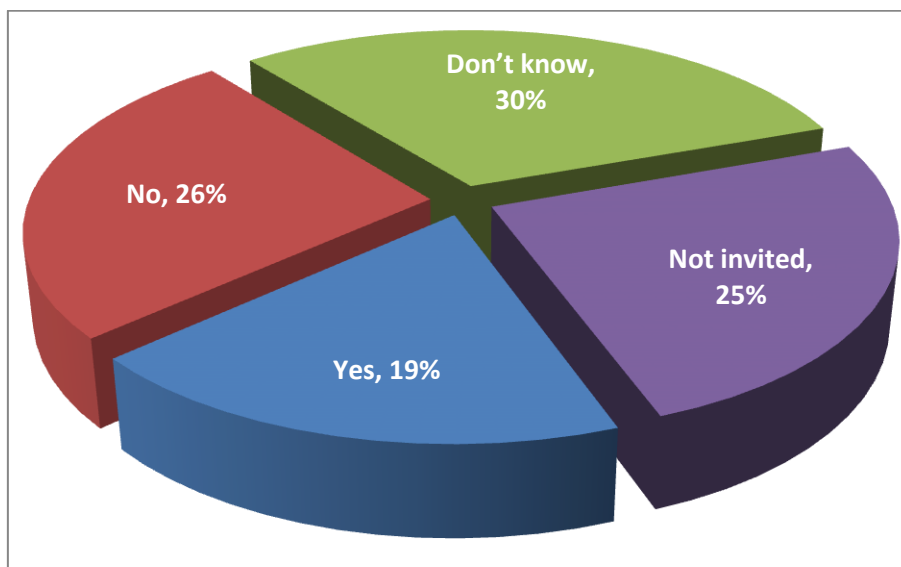
It is expected that all the people should take both the doses of Covid vaccine in order to prevent the problems due to the pandemic. According to the employers, migrant workers of 89.6 percent of the institutions under study received first dose of Covid Vaccine at the time of data collection.

*Figure 22: Attitude of neighbours towards migrant workers*



Migrant workers are kept at a distance by people in some of the places in Kerala. It is mainly due to fear and suspicion. Incidents reported by media on the violence by some migrant workers put the Keralites in fear which leads them to keep away from the migrant workers. About 58 percent of the employers reported that neighbours have friendly attitude and only 3 percent have hostile attitude towards migrant workers. About 31 percent of the respondents reported a neutral attitude of the neighbours.

*Figure 23: Whether migrant workers attend the functions arranged by the neighbours or colleague native workers*



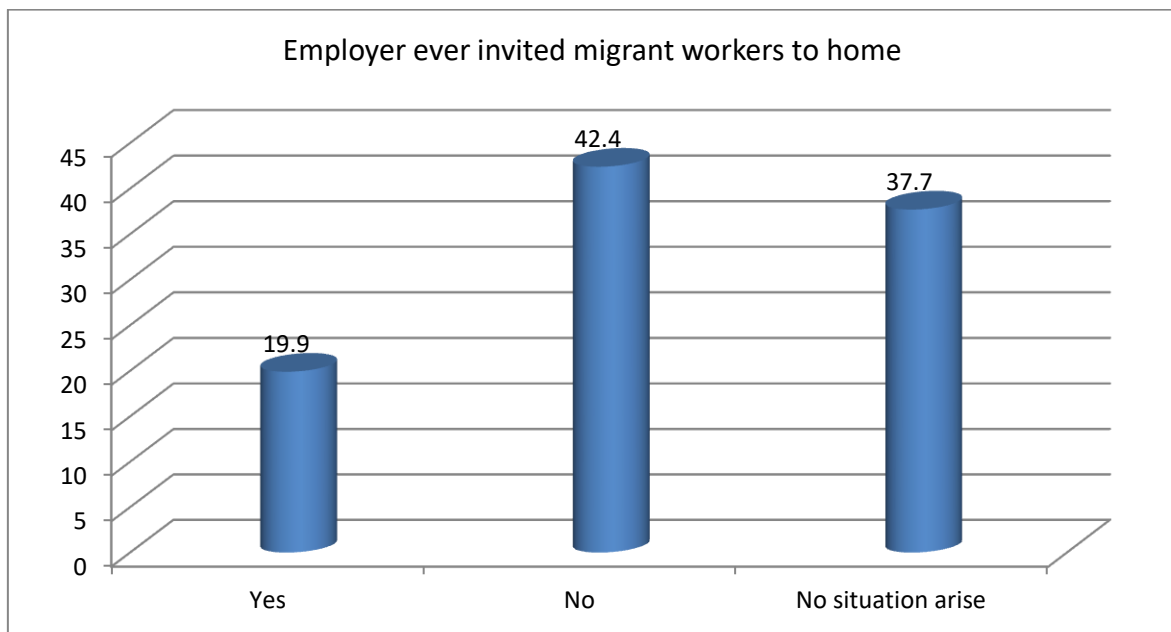
Mingling of migrants with local community usually happens in the form of participation in the social gatherings such as festivals, marriage and other local functions. It can be seen that migrant workers of only 19 percent of the institutions under study have participated in social functions arranged by the neighbours or domestic workers.

*Table 16: Whether native people or domestic workers visit the place of residence of migrant workers*

Visit to the residence of migrant workers by native people	Number	Percent
Yes	52	17.5
No	93	31.3
Don't know	78	26.3
Not invited	74	24.9
Total	297	100

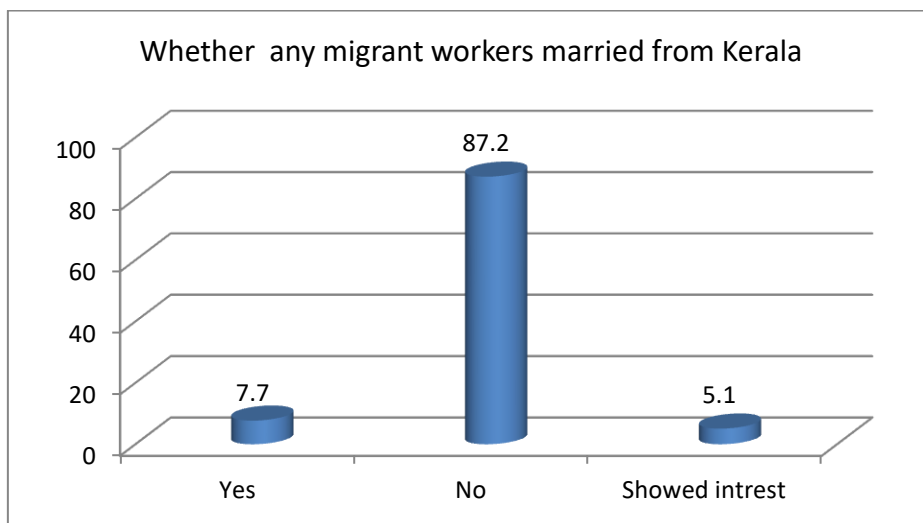
About 18 percent of the respondents reported that the local people participated in the functions organised by migrant workers and the remaining 88.7 percent reported no involvement of local people in such functions. So it is clear that the level of social involvement of the migrant labourers in the social and family functions of local people is very low and vice versa.

*Figure 24: Whether the employer ever invites the migrant workers to home*



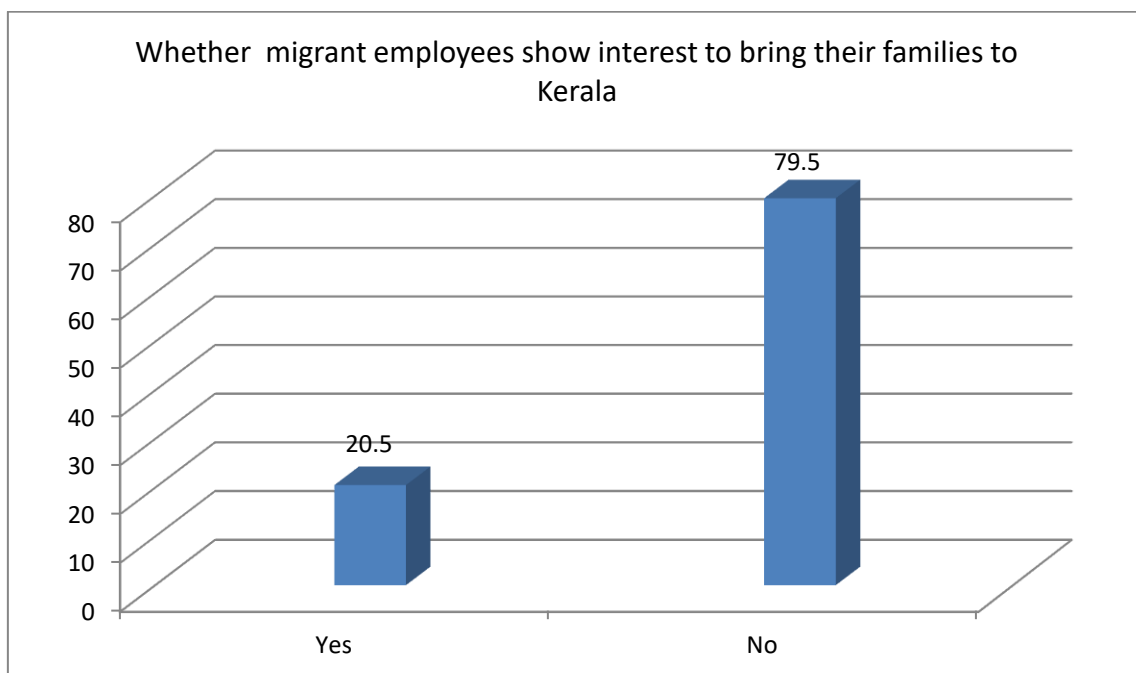
About 20 percent of the employers invited the migrant workers to their home on special occasions and 42.4 percent didn't invite the migrant workers to their home on any occasion. About 38 percent reported that there was no such occasion to invite migrant workers.

Figure 25: Whether any migrant workers married from Kerala



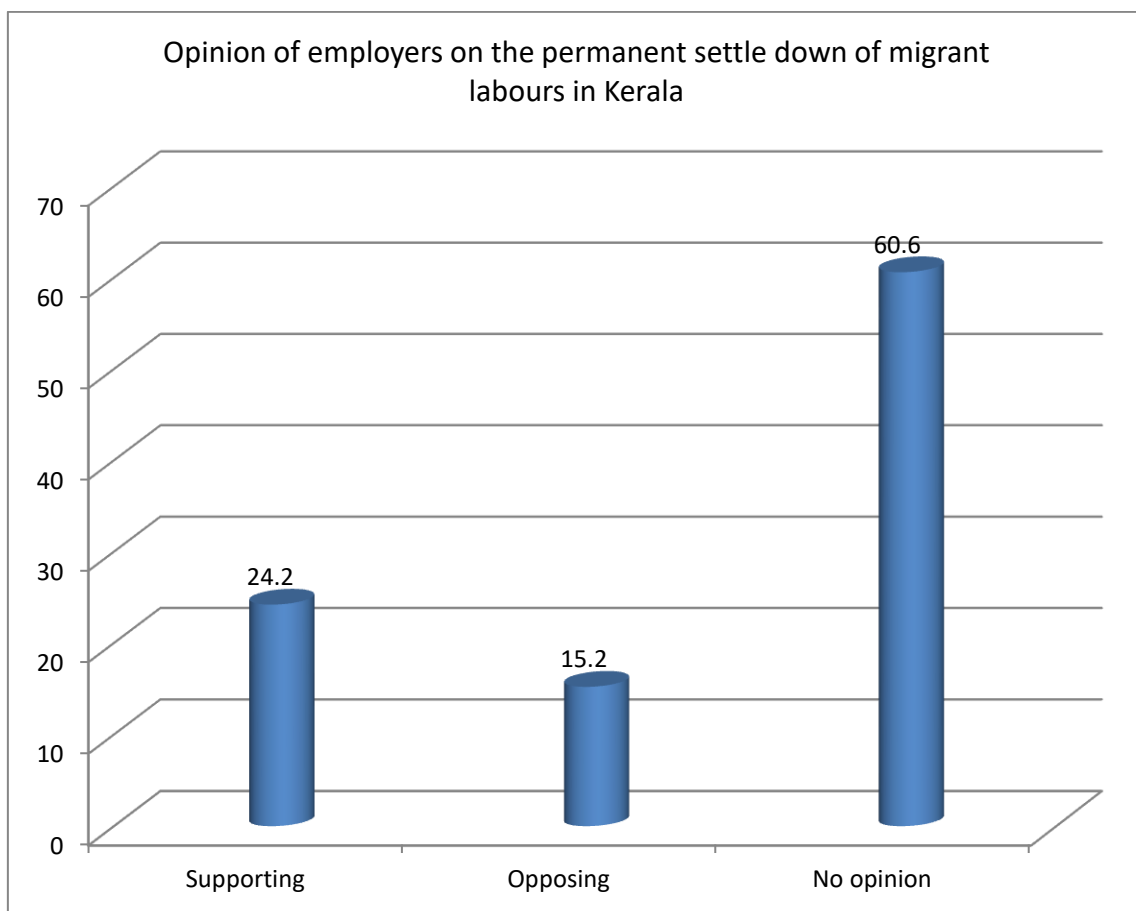
In response to the question regarding the marital relationship of the migrant workers with the natives of Kerala, only a small proportion of the employers (7.7 percent) reported that migrant workers under them engaged in marital relationship with Keralites.

Figure 26: interest of migrant workers to bring their families to Kerala



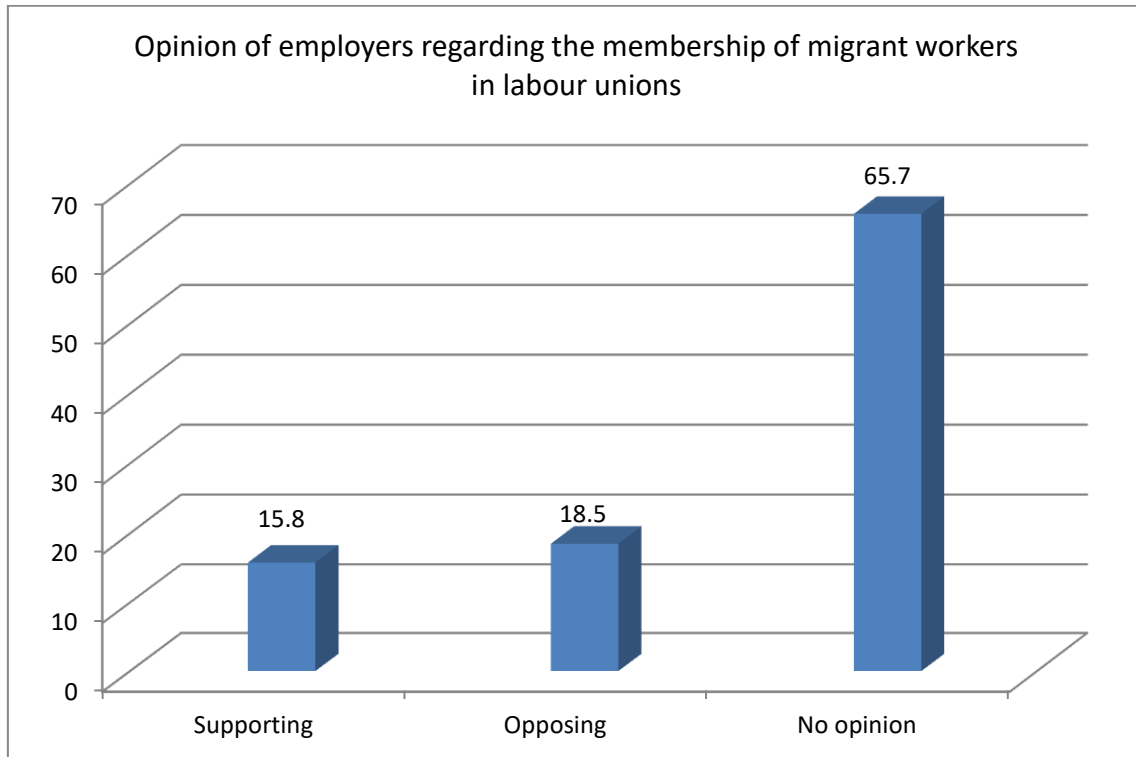
Willingness of the migrant labourers to bring their families to Kerala was also explored in the study. About 21 percent of the employers reported that migrant workers wish to bring their families to Kerala with them.

*Figure 27: Opinion of employers on the permanent settle down of migrant workers in Kerala*



Employers were asked to express their opinion on the settling of the migrant workers in Kerala. About a quarter of the employers opined that they support the idea of their migrant workers to settle down in Kerala. At the same time about 15 percent of the employers were against the permanent settling of the migrant workers in Kerala. About 61 percent of the employers remained neutral to this question.

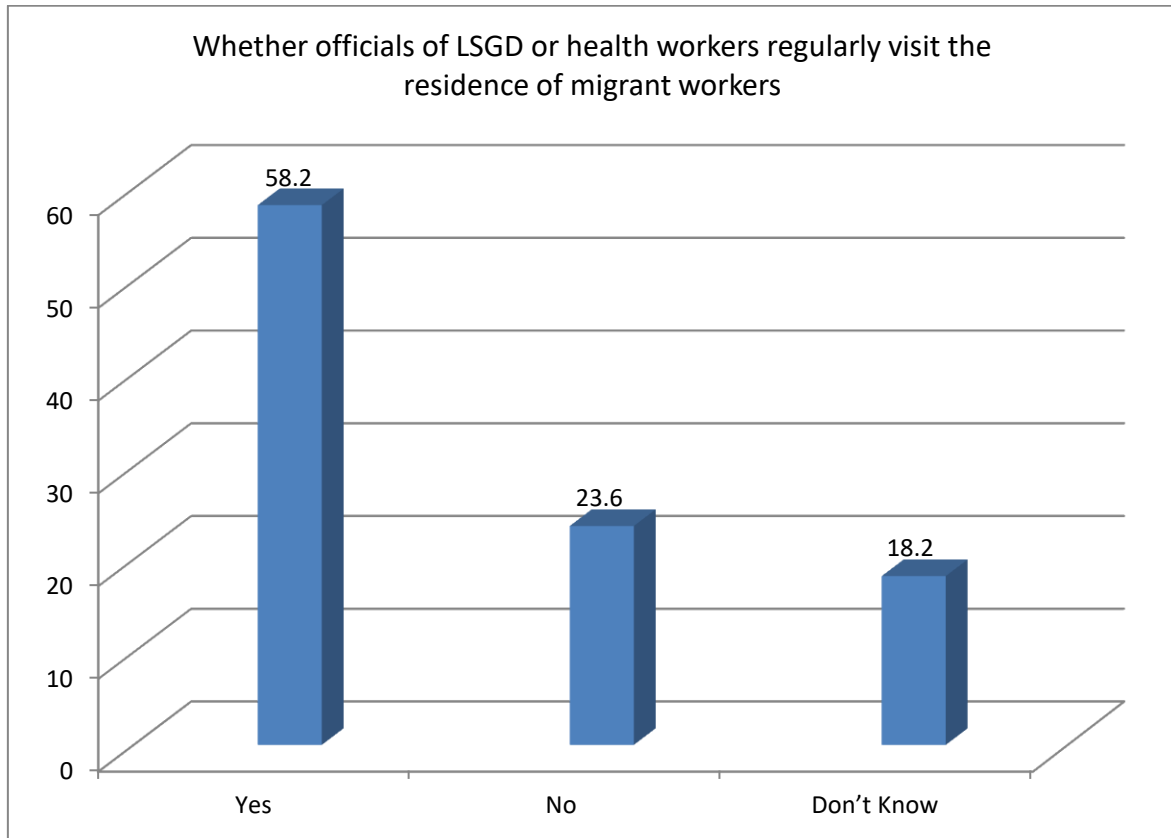
*Figure 28: Opinion of employers regarding membership of migrant workers in labour unions*



Membership in labour union will improve the status of the migrant workers. It will strengthen their bargaining power and reduce the existing disparity in their wage and job conditions compared to native workers. About 16 percent of the employers supported the idea of giving migrant workers membership in Trade Unions and about 19 percent opposed it. About 66 percent of the respondents didn't express any opinion in the matter.



Figure 29: Whether officials of LSGDs or health workers visit the residence of migrant workers



Regarding the question on the visit of officials of LSGDs or health workers at the residence of migrant workers, it is reported by 58.2 percent of the employers that there is regular visit of officials or health worker to the residence of migrant workers. No visit by officials or health worker in the residence of migrant workers was reported by 23.6 percent of the employers and 18.2 percent said that they were not aware of the visits of the LSGD officials and health workers.

*Table 17: Any criminal case charged against the migrant workers employed in the institution*

<i>Any criminal case charged</i>	Number	Percent
Yes	9	3
No	219	73.7
Don't Know	69	23.3
Total	297	100

Some questions on the criminal background of the migrant workers have been asked to the employers. According to the employers cases has been registered with the local police station against three percent of the migrant workers under them. About 74 percent reported that there is no police case against the migrant workers in their institutions and 23.3 percent of the employers opined that they were not aware of any police case against the migrant workers in their institutions.

*Table 18: Whether any of the migrant workers are punished for involving in criminal cases*

	Number	Percent
Yes	7	2.4
No	218	73.4
Don't Know	72	24.2
Total	297	100

From the table we can see that the migrant workers in 2.4 percent of the institutions were punished for involving in criminal cases.

## 2. Household Survey

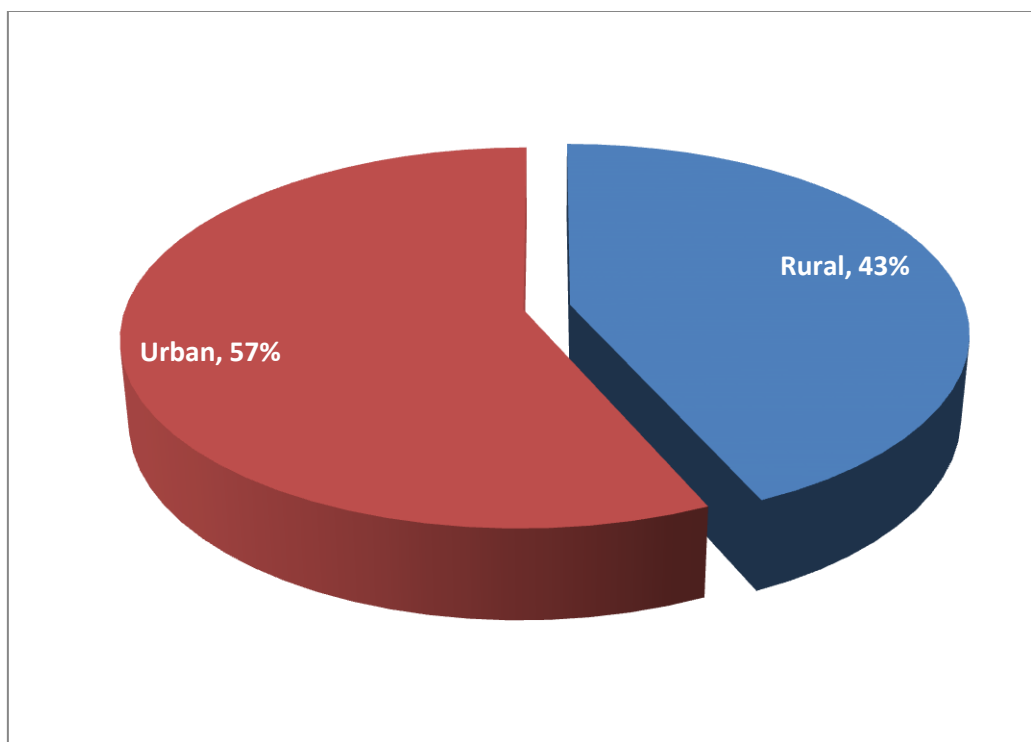
The districts selected from the south, Central and North regions of Kerala for the household survey were Thiruvananthapuram, Ernakulam and Kozhikode respectively. A total of 903 households were selected for the study from the three districts.

*Table 19: Distribution of the selected households by District*

District	Number	Percent
Thiruvananthapuram	324	35.9
Ernakulam	278	30.8
Kozhikode	301	33.3
Total	903	100.0

Among the 903 households selected for the study, 324 (35.9 percent) were from Thiruvananthapuram district, 278 (30.8 percent) were from Ernakulam district and 301 (33.3 percent) were from Kozhikode district.

*Figure 30: Distribution of the selected households by locality*



Selected Households are classified according to their locality. Figure shows that 43 percent of the selected Households are in rural areas and 57 percent are in urban area.

*Figure 31: Sex distribution of the respondents*

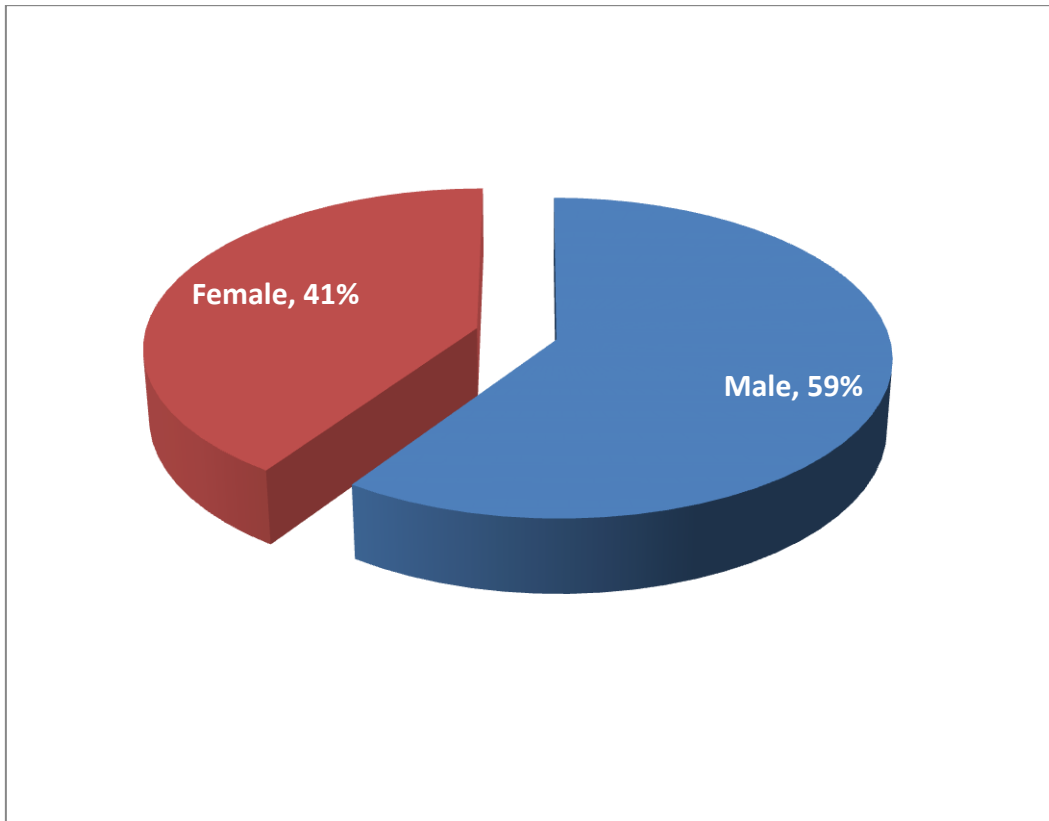
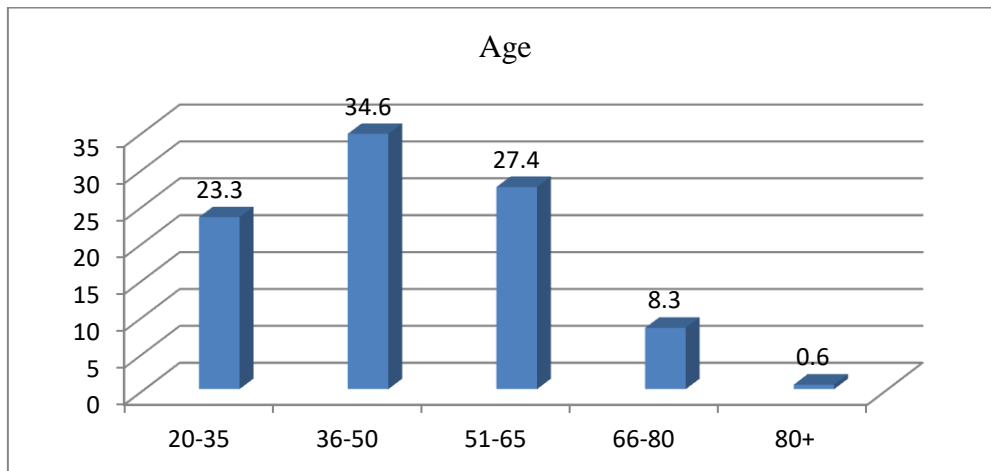


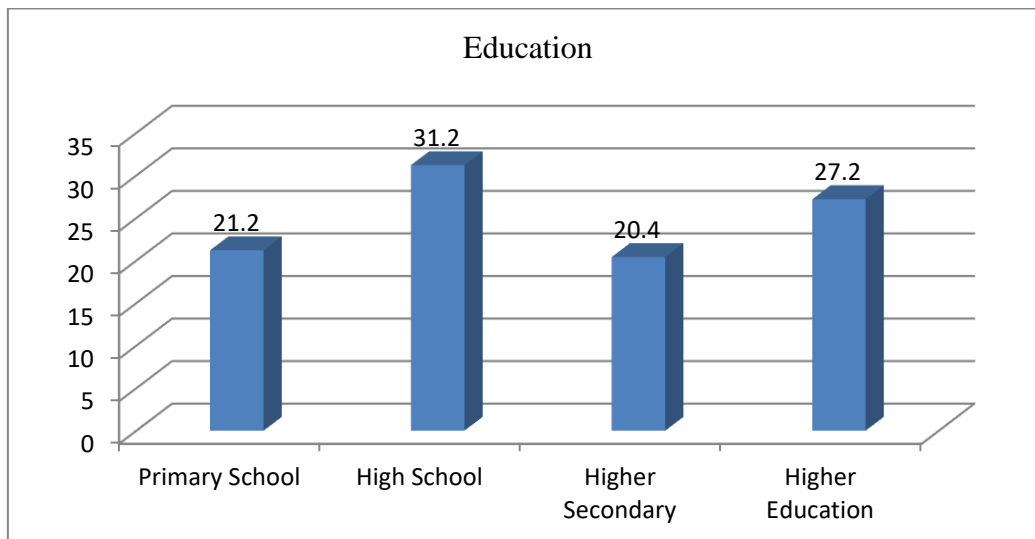
Figure gives the distribution of the respondents of the Household survey by their gender. Among the 903 respondents, 537 (59.5 percent) are males and the remaining 366 (40.5 percent) are females.

*Figure 32: Age of the Respondents*



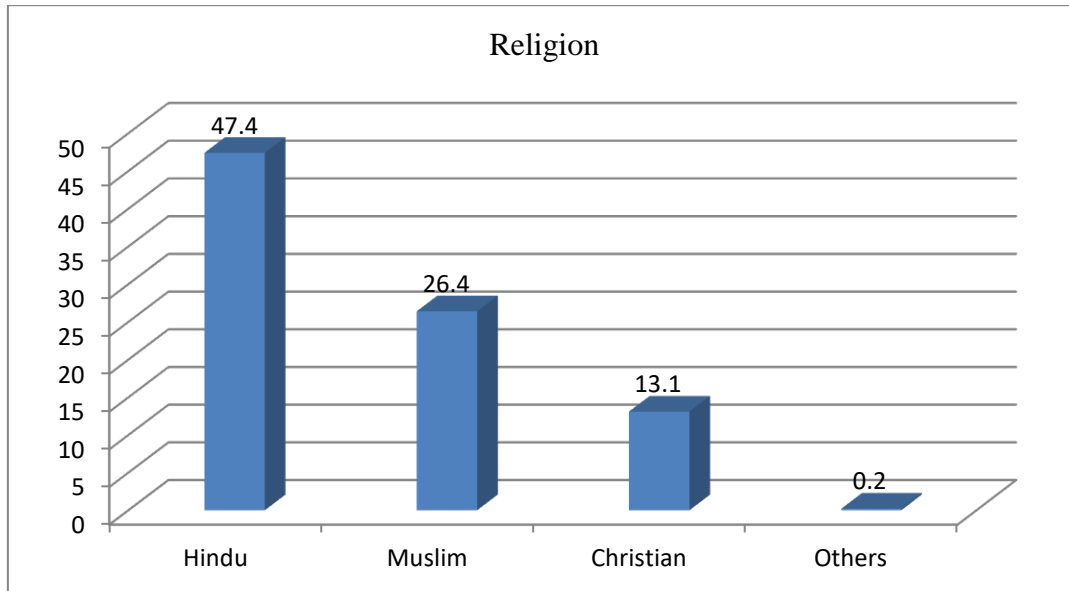
Among the respondents 23.3 percent belong to the age group 20-35 years and 34.6 percent belong to the age group 36-50 years. About 36 percent of the respondents were above the age of 50 years and 6 percent of the respondents were not ready to disclose their age.

*Figure 33: Education of the Respondents*



Among the respondents 21.2 percent were with primary school education, 31.2 percent were with high school education and 20.4 percent were with higher secondary education. Remaining 27.2 percent of the respondents have higher education.

*Figure 34: Religion of the Respondents*



About 47 percent of the respondents were Hindus, 26.4 percent were Muslims and 13.1 percent were Christians. There were 2 respondents who belong to other religious categories and 13 percent of the respondents didn't disclose their religion.

*Table 20: Status of employing migrant workers*

Response	Number	Percent
Employed	342	37.9
Not employed	561	62.1
Total	903	100.0

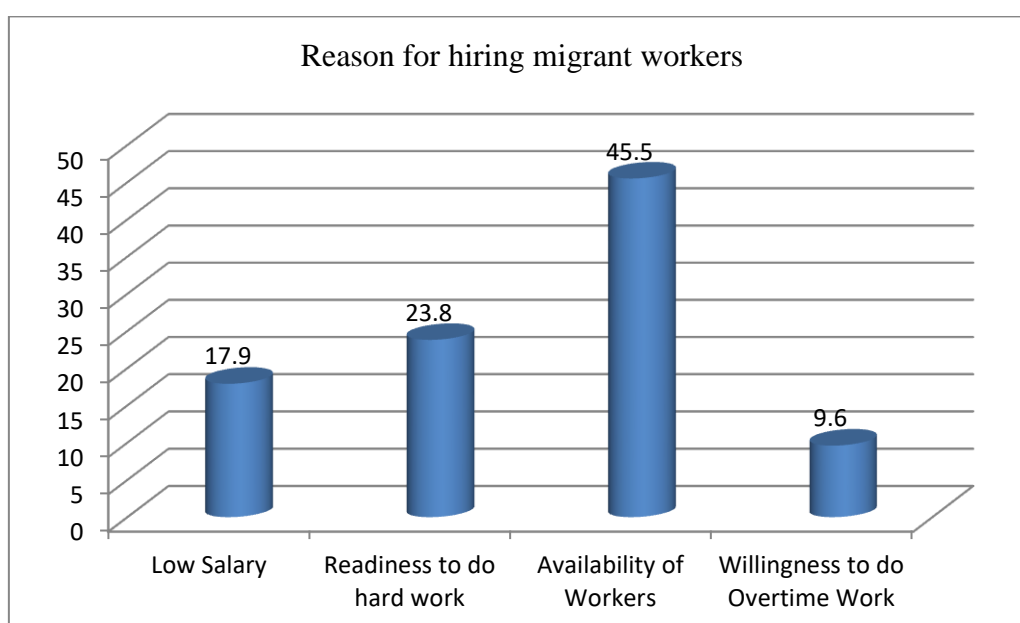
Among the 903 Households selected for the study, 342 (37.9 percent) appointed migrant workers for one or other purpose. Remaining 62.1 percent of the Households never hired migrant workers.

*Table 21: Reason for not employing Migrant Workers*

Reasons	Number	Percentage
No need to appoint migrant workers	169	63.1
Don't know their language	7	2.8
Don't know their nature	23	8.5
Fear	11	4.1
Lack of hygiene	8	3.1
Prefer native workers	27	10.2
Others	22	8.2
Total	267	100

Among the respondents who didn't appoint any migrant workers till now 63.1 percent reported that there was no need for appointing them. About 9 percent mentioned that they do not know their nature and 2.8 percent said that they do not know their language. About 4 percent said that they do not appoint migrant workers due to fear about them and 3.1 percent do not appoint them due to the lack of hygiene of the migrant workers.

*Figure 35: Reason for hiring migrant workers*



Respondents in the Households having a history of appointing migrant workers were asked about the reason for hiring Migrant Workers. Major reason reported by the respondents (45.5 percent) for appointing migrant workers is the availability of the workers. About 18 percent of the respondents pointed out low salary as the reason for appointing migrant workers. ‘Readiness to work’ was the reason highlighted by 23.8 percent of the respondents as the reason and about 10 percent reported the ‘readiness of migrant workers to do overtime work’ as the reasons for appointing them.

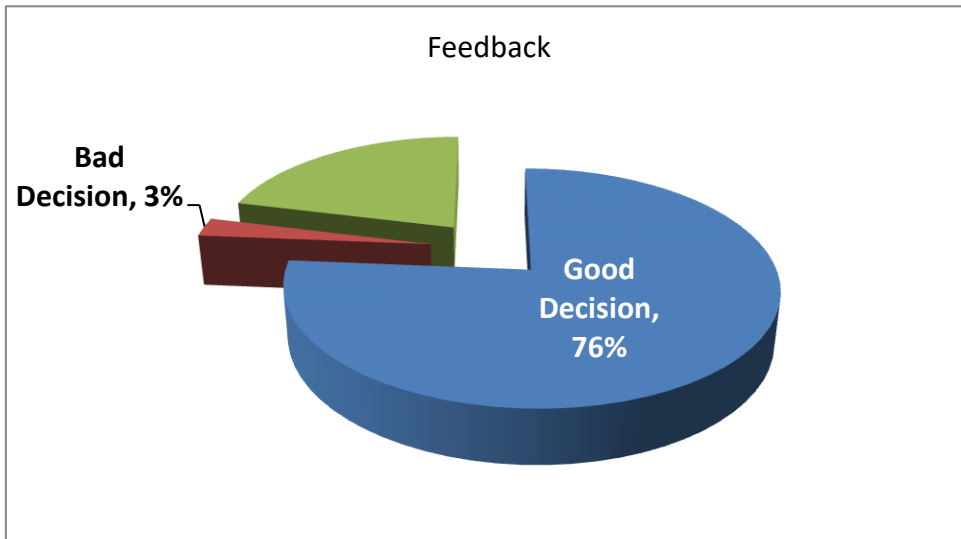
*Table 22: Mode of appointing Migrant Workers*

Source	Number	Percentage
Self	124	36.2
Friends	80	23.4
Contractors	133	38.9
Other Sources	5	1.5
Total	342	100

About 36 percent of the respondents who appointed migrant workers for job appointed them by their own. At the same time 23.4 percent of the respondents appointed migrant workers through their friends and 38.9 percent appointed them through contractors.



Figure 36: Feedback on the appointment of migrant workers



Feedback of the respondents regarding appointment of migrant workers has been asked. The result shows that about 76 percent of the respondents consider the decision to appoint migrant workers as a good decision. At the same time 2.6 percent opined that the appointment of migrant workers was a bad decision and 21.1 percent has no opinion about the appointment of migrant workers.

Figure 37: Need of hiring migrant workers



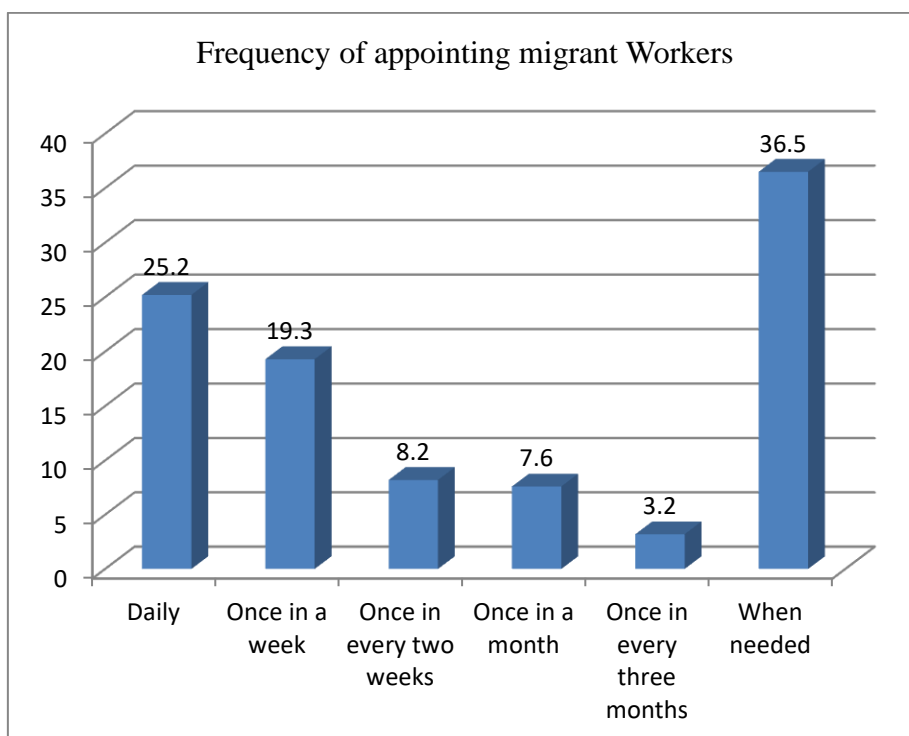
Highest percent of the respondents who hired migrant workers (53.4 percent) hired them for doing work outside home that is in their compound. About 17 percent appointed migrant workers for doing work in the field and 9 percent appointed them for doing household work inside house. About 19 percent appointed migrant workers for other purposes.

*Table 23: Number of migrant workers appointed in the household and field*

Number of Workers	Number	Percent
1-2	252	73.7
3-4	65	19.0
5+	25	7.4
Total	342	100.0

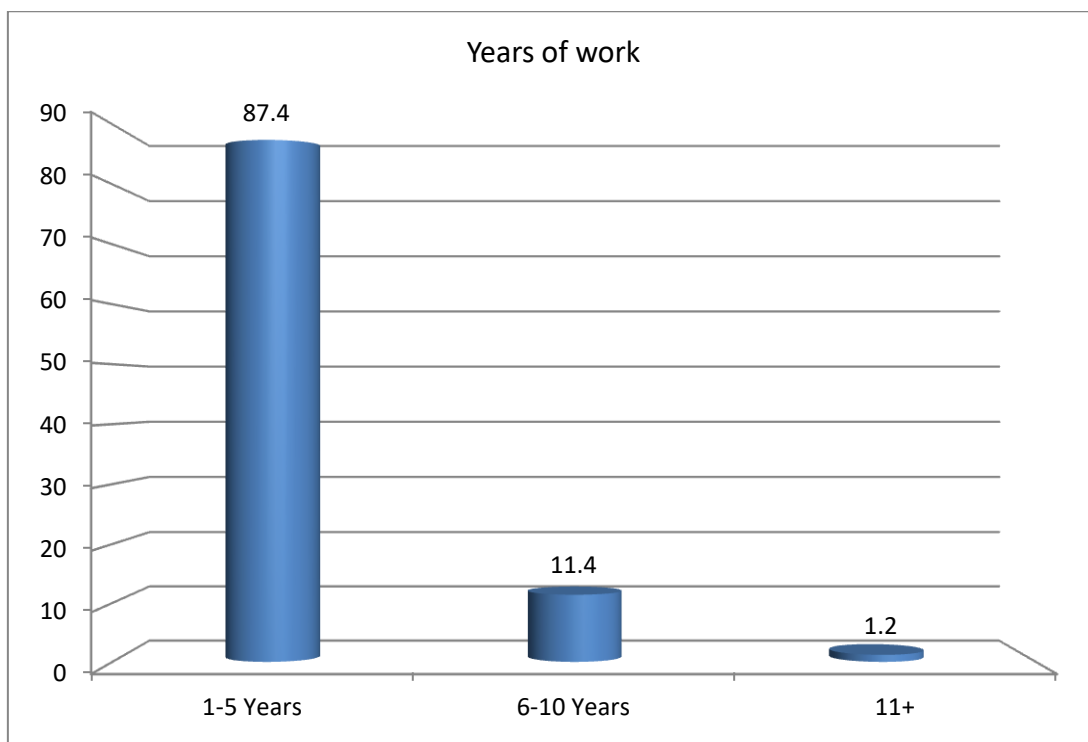
From the table it can be seen that about three quarter (73.7 percent) of the respondents appointed one or two ISM workers in their house or field. 19 percent of the respondents appointed 3 or 4 migrant workers and the remaining 7.4 percent appointed 5 or more migrant workers in their house or field.

*Figure 38: Frequency of appointing migrant workers*



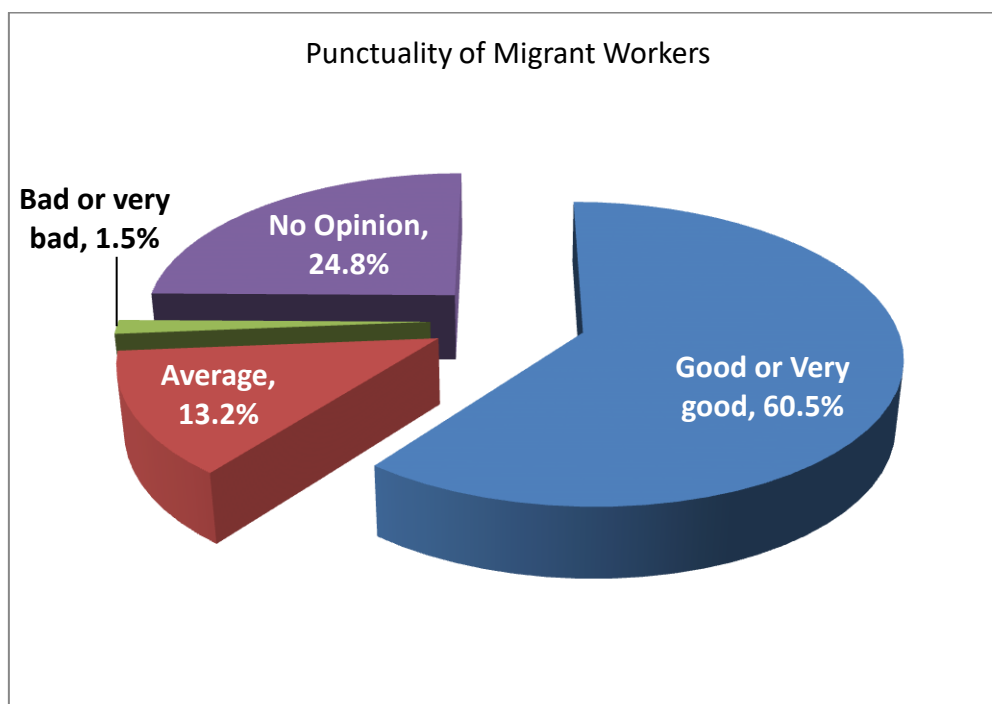
The respondents who appointed migrant workers in their house or field were asked about the frequency of appointment. About one-fourth (25.2 percent) of the respondents reported that they appointed migrant workers daily. Another 19.3 percent appointed migrant workers once in a week and 8.2 percent appointed them twice in a week. About 8 percent appointed them once in a month and 3.2 percent appointed them once in three months. About 37 percent opined that there is no fixed interval in the appointment of migrant workers and they use their service when needed.

*Figure 39: Years of work of migrant workers*



About 87 percent of the respondents have appointed migrant workers for less than 5 years. At the same time 11.4 percent have been appointing them for 6 to 10 years and 1.2 percent have been appointing them for 11 or more years. The table reveals that 12.6 percent of the respondents have association with the migrant workers for a long time.

Figure 40: Opinion about Punctuality of migrantworkers



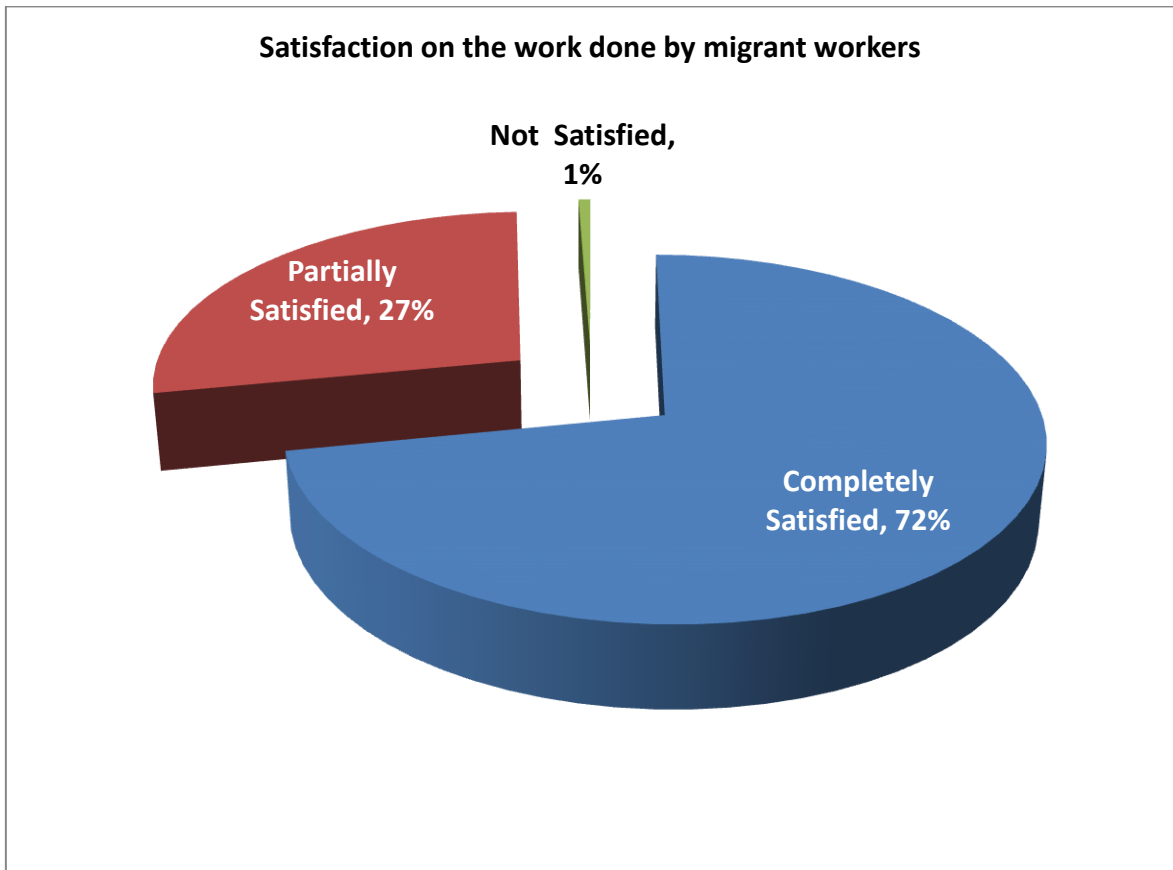
About 61 percent of the respondents under study opined that the migrant workers have good or very good punctuality. About 13 percent of the respondents under study rated the punctuality and discipline of migrant as average. Only a few (1.5 percent) respondents under study rated the punctuality and discipline of the migrant workers as poor or very poor. At the same time about one-fourth (24.8 percent) of the respondents didn't express any opinion about the punctuality of the migrant workers.

Table 24: Dissatisfaction about Behaviour of the migrant workers

Any dissatisfaction	Number	Percent
Yes	22	6.4
No	320	93.6
Total	342	100.0

Of the 342 respondents who employed migrant workers 6.4 percent reported their dissatisfaction on the behaviour of the migrant workers and the remaining 93.6 percent have no dissatisfaction on the behaviour of the migrant workers.

*Figure 41: Satisfaction on the work done by migrant workers*



About 72 percent of the respondents who appointed migrant workers opined that they have complete satisfaction on the work done by the migrant workers. About 28 percent said that they have partial satisfaction and only a few (1 percent) respondents have dissatisfaction on the work done by the migrant workers.

*Table 25: Status of Appointment of Native Workers*

Response	Number	Percentage
No native labours at present	34	9.9
Native labours are more	104	30.4
migrant workers are more	34	9.9
Based on the availability	155	45.4
Not interested to appoint native labours	15	4.4
Total	342	100.0

About 10 percent of the respondents reported that there are no native workers with them at present and 4.4 percent of the respondents are not interested to appoint native workers. About 30 percent of the respondents appoint more number of native laborers, compared to the migrant workers and 9.9 percent engage more migrant workers. At the same time 45.4 percent appoint the migrant workers or native workers according to their availability at the time of need.

*Table 26: Frequency of appointing Native Workers*

Frequency	Number	Percentage
Daily	163	47.7
Once in a week	45	13.2
Once in a month	11	3.2
Once in every three months	3	0.9
When needed	120	35
Total	342	100.0

The respondents who appointed native workers in their house or field were asked about the frequency of appointment. About 48 percent of the respondents reported that they appointed native workers on daily basis. Another 13.2 percent appointed migrant workers once in a week and 3.2 percent appointed them once in a month and 0.9 percent appointed them once in three months. About 35 percent opined that there is no fixed interval in the appointment of migrant workers and they use their service when needed.

*Table 27: Attitude of Native workers towards doing difficult jobs*

<i>Attitude of Native workers</i>	<i>Percentage</i>
Interested to do the work	14.9
Do the Work Perfectly	16.2
Do not Like that Job	14.9
Do not Work Perfectly	13.2
Take Extra Time	26.7
Complain About the Work	7.7
Others	6.4
Total	100.0

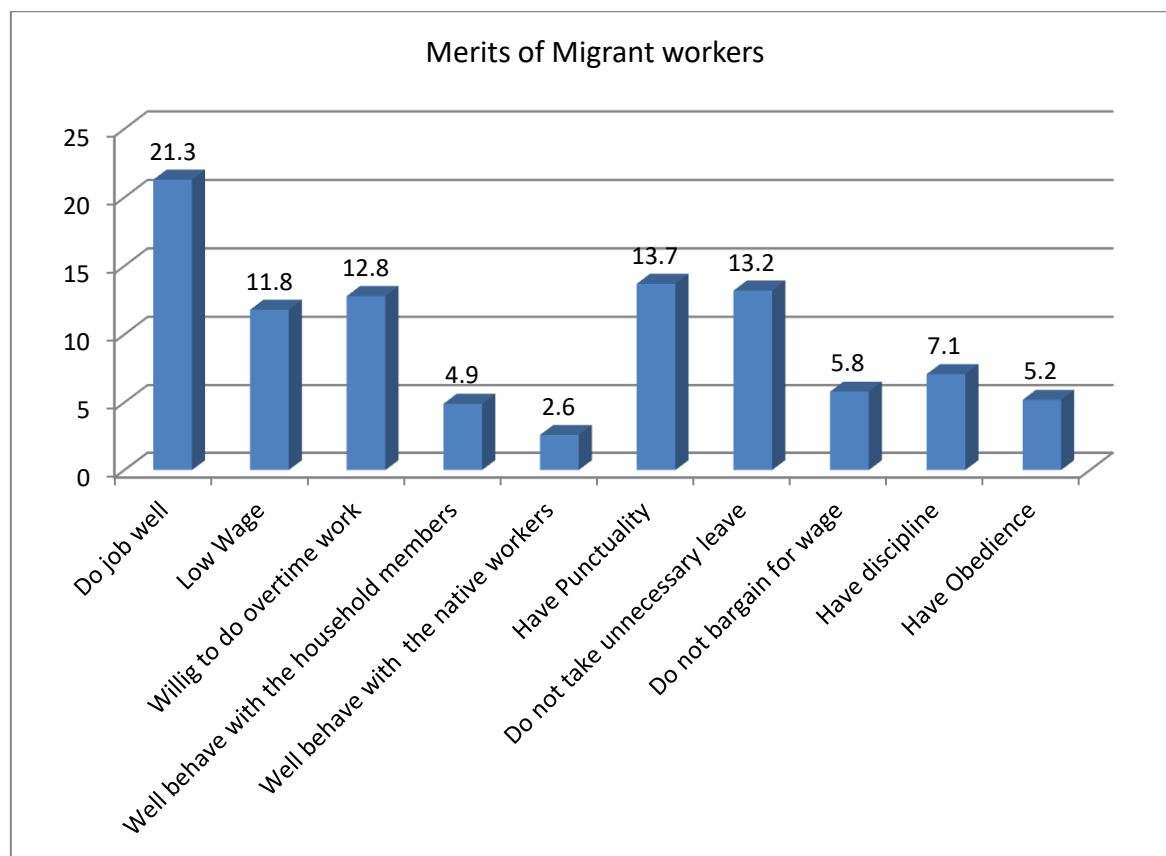
About 15 percent of the respondents said that the native workers like to do job which involve more physical effort and 16.2 percent said that native workers do such jobs perfectly. At the same time another 14.9 percent of the respondents said that the native workers do not like to do jobs which involve more physical effort and 13.2 percent opined that they don't do it perfectly. According to 26.7 percent of the respondents native workers take more time to do such work and 7.7 percent said that they complain about doing such jobs.

*Table 28: Whether the nature of job of the native workers changed due to the appointment of migrant workers*

Change in nature of job	Number	Percent
Yes	43	12.6
No	299	87.4
Total	342	100.0

As majority of the migrant workers are manual labourers the nature of job of the native workers changed to a certain extent. The respondents who appointed migrant workers were asked about it and 12.6 percent said that the nature of job of the native workers changed as a result of the appointment of migrant workers.

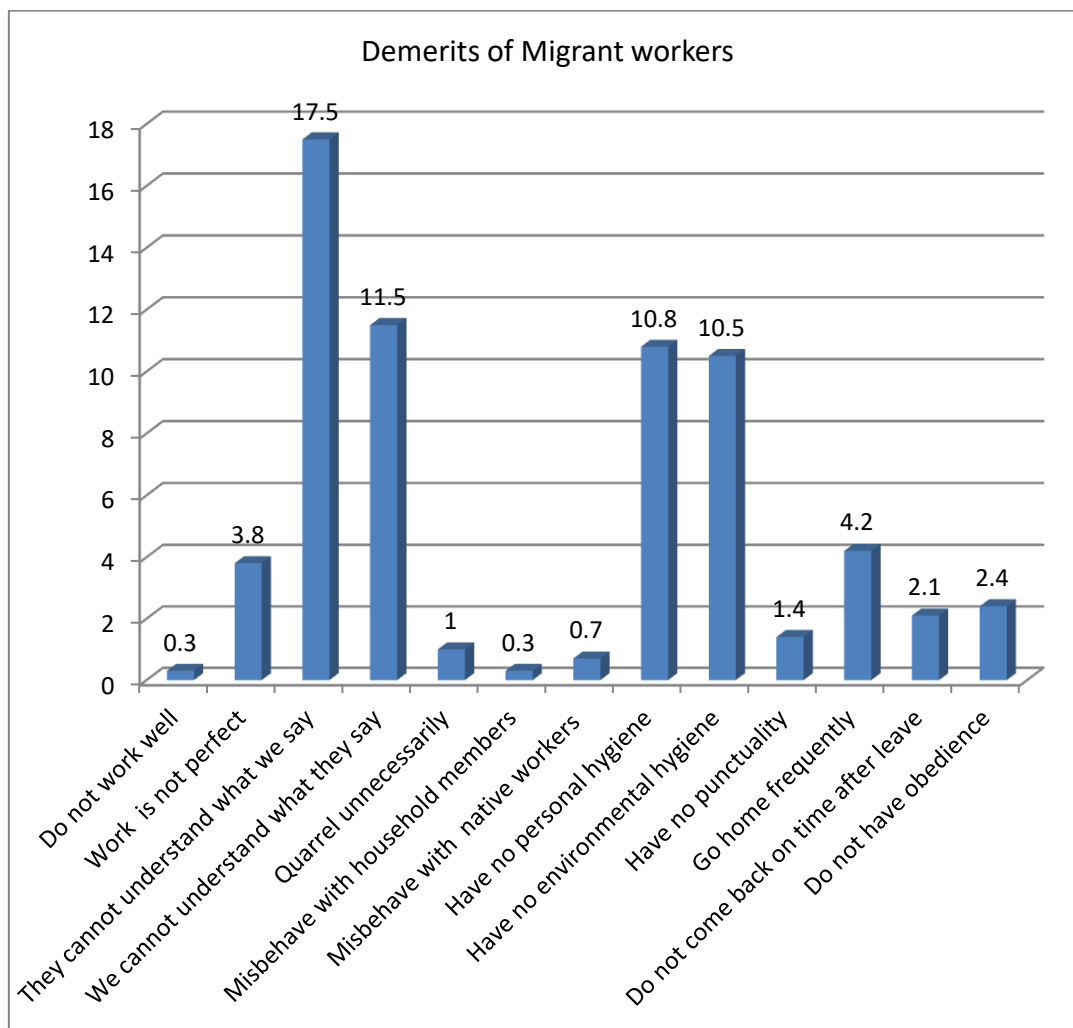
*Figure 42: Merits of Migrant Workers in comparison with native workers*





Highest proportion of the respondents (21.3 percent) reported the merit of the migrant workers as ‘they do job well’, followed by ‘have punctuality (13.7 percent) and ‘Do not take unnecessary leave (13.2 percent).

Figure 43: Demerits of Migrant Workers in comparison with native workers



Highest proportion of the respondents (17.5 percent) reported the demerit of the migrant workers as the inability of the migrant workers to understand local language, followed by inability of the respondents to understand migrant workers language (11.5 percent) and lack of personal hygiene of migrant workers (10.8 percent).

*Table 29: Changes occurred in the area due to the presence of migrant workers*

Item	Number	Percent
<i>Whether new shops have been opened in the area due to the presence of migrant workers</i>	512	56.7
<i>Whether the respondent rented out any building to migrant workers</i>	98	10.9
<i>Whether any fixed day market functions in the area for migrant workers</i>	165	18.3
<i>Whether the presence of migrant workers interrupt developments in the area</i>	36	4.0
<i>Whether People around hesitate to come and settle in the area due to the presence of migrant workers</i>	115	12.7

Presence of the migrant workers created changes in their places of stay. About 57 percent of the respondents said that new shops were started in the area due to the presence of migrant workers. Among the respondents 10.9 have rented out their buildings for accommodation of the migrant workers. In several areas of concentration of migrant workers in Kerala there is a practice of starting special markets on some particular days for them. The respondents were asked about the presence of such markets in their area. About 18 percent of the respondents said that such market function in their area. Only 4 percent of the respondents were of the opinion that the presence of migrant workers negatively affected the development of their area. Settlement of people in a locality from neighbouring areas depends upon the physical and social environment in the area. Concentration of interstate migrant workers is such a factor. About 13 percent of the respondents said that others hesitate to come and settle in their area due to the presence of migrant workers. About 51 percent opined that there not such hesitancy regarding their area and 36.1 percent said that they do not know about such a hesitancy.

*Table 30: Way of communication between Respondent and migrant workers*

Way of communication	Percent
Communication not needed	38.0
Know their language	22.1
They know Malayalam	21.7
Through help of agents	6.1
Communicate to an extent with difficulty	12.1
Total	100

The respondents who appointed migrant workers were asked about their communication to them. 38 percent said that there is no communication was needed between them. At the same time 22.1 percent of the respondents know the language of the migrants and 21.7 said that the migrant workers whom they appoint know Malayalam. Help of agents was obtained by 6.1 percent of the respondents and 12.1 percent communicated to an extent with difficulty. They might have used nonverbal communication also for the purpose.

### **Socio-cultural integration**

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. Socialization of migrants with the population in the destination is an integral and important part of the migration cycle. 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. Socio-cultural integration usually happens in the form of participation in the social gatherings such as festivals, marriage and other local functions.

Socio-cultural integration is an important parameter determining healthy social life of in-migrants in the place of their destination. The present study also tries to analyse the involvement of migrant labourers in the socio-cultural activities of native place. 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.

*Table 31: Socio-cultural integration of the interstate migrant workers*

<i>Item</i>	Yes	No/ Don't Know
<i>Whether migrant workers visit worship places in the area</i>	42.3	57.7
<i>Whether migrant workers follow custom/ ceremonies in the area</i>	29.6	70.4
<i>Whether migrant workers participate in social functions/public meetings</i>	29.0	71.0
<i>Whether migrant workers mingle with family of other workers or natives</i>	35.9	64.1
<i>Whether migrant workers participate in marriages in the neighbourhood</i>	12.1	87.9
<i>Whether any migrant worker known to the respondent married to a person from Kerala</i>	5.3	94.7

The migrant workers' practice of visiting the places of worship in Kerala has been explored as part of the study. About 42 percent of the respondents opined that the migrant workers visit the worship places in the area. More than one quarter (29.6 percent) of the respondents opined that the migrant workers follow custom/ceremonies in the locality. Also 29 percent of the respondents reported that migrant labourers participate in social functions and public meetings arranged in the locality. Information about mingling of migrant workers with family of native fellow workers is collected from the respondents. About 36 percent of the respondents reported that the migrant workers mingle with the family of native workers if there is any need. Only 12.1 percent of the respondents said that migrant workers participate in marriage functions in their neighbourhood.

In response to the question regarding the marital relationship of the migrant workers with Kerala people, 5.3 percent of the respondents reported that the migrant workers known to them engaged in marital relationship with Keralites. 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 workers and native Keralites. 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.

*Table 32: Socio-cultural integration of the interstate migrant workers*

<i>Item</i>	Yes	No/ Don't Know
<i>Whether the respondent invited migrant workers to home</i>	28.9	71.1
<i>Whether the Migrant workers are given food when assigned job at home/land</i>	79.6	20.4
<i>Whether migrant workers given accommodation (If appointed them for domestic work)</i>	71.1	28.9
<i>Ever visited the place of stay of migrant workers</i>	19.7	80.3
<i>Whether support permanent settle down of migrant workers in Kerala</i>	21.7	78.3

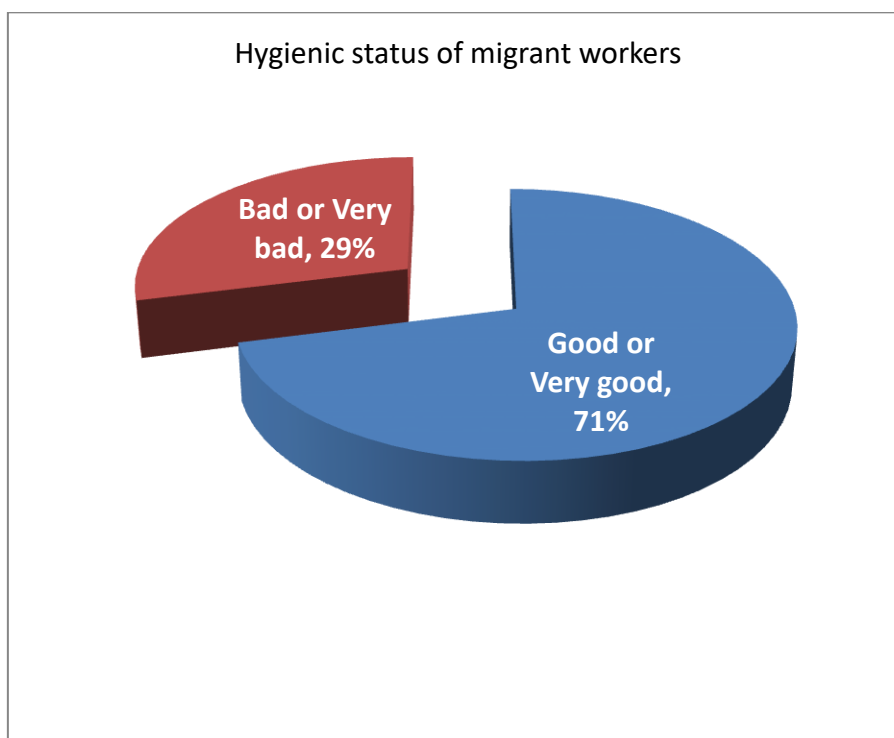
The respondents were asked whether they invited migrant workers to their home in case of any function at their home. From their response it can be seen that only 28.9 percent of the respondents invited migrant workers to home in case of any function. There is a custom in Kerala that the household provide food to the workers who are assigned work in and around the house. About 80 percent of the respondents who appointed migrant workers at home or land said that they give food to them when appointed. It symbolises the intimacy

towards the migrant workers by the members of the household. It is remarkable that about 71 percent of the migrant workers appointed for domestic work by the respondents are given accommodation. About 20 percent of the respondents visited the place of stay of the migrant workers. Even though low in proportion, it is appreciable that one fifth of the respondents visited the place of stay of the migrant workers, who are working with them. Respondents were asked to express their opinion on permanent settle down of the migrant workers in Kerala. 21.7 percent of the respondents supported settle down of migrant workers in Kerala.

### **Health and Hygiene**

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. At the same time, the public health focuses on how migration can affect the health of populations. Migration can affect health of the population in the destination through the spread of communicable diseases.

*Figure 44: Hygienic status of migrant workers*



According to 71 percent of the respondents hygienic status of the migrant workers is good or very good and 29 percent rated the hygiene of migrant workers as bad or very bad.

*Table 33: Maintenance of hygiene and health of migrant workers*

Item	Yes	No/Don't Know
Whether any one complained about the hygiene of the migrant workers	15.8	84.2
Whether migrant domestic workers keep respondents' house clean	76.3	23.7
Whether anyone complained about poor maintenance of cleanliness of the surroundings by migrant workers	15.8	84.2
Whether the migrant workers in the neighbourhood suffer from any disease or symptoms	2.3	97.7
Spread of diseases in the area due to migrant workers	5.9	94.1
Whether any official of LSGD or any health worker visit the residence of migrant workers	44.9	12.6

About 16 percent of the respondents who appointed migrant workers at home said that others complained about the lack of hygiene of the migrants who are working with them. More than three fourth (76.3 percent) of the respondents who appointed migrant workers at home said that the migrant workers keep their home clean and remaining 23.7 percent are of the opinion that migrant workers do not keep their home clean. About 16 percent of the respondents said that others complained about the poor maintenance of cleanliness of the surroundings by migrant workers.

If poorly managed, migration can negatively affect health of a community. Kerala population is frightened to receive back those communicable diseases which were eradicated decades before due to the high concentration of interstate migrants. The respondents were asked whether the migrant workers in their neighbourhood have any symptom or disease. 2.3 percent of the respondents reported that migrant workers have symptoms or diseases.

5.9 percent of the respondents said that some diseases spread in the area due to the presence of migrant workers. Regarding the question on the visit of officials of LSGDs or

health worker at the residence of migrant workers, it is reported by 44.9 percent of the respondents that there is regular visit of officials or health worker to the residence of migrant workers. No visit by officials or health worker in the residence of migrant workers was reported by 12.6 percent of the respondents and 42.5 percent said that they are not aware of such visits.

*Table 34: Law and order issues related to migrant workers*

Response	Percentage of Respondents		
	Yes	No	Don't know
<i>Whether migrant workers use any Intoxicants</i>	42.5	17.3	40.2
<i>Whether migrant workers create any problem</i>	8.6	66.1	25.2
<i>Is there any criminal cases charged against the migrant workers</i>	3.8	39.0	57.3
<i>Were any of the migrant workers prosecuted</i>	1.6	33.3	65.1
<i>Were any of the migrant workers penalised</i>	1.2	32.2	66.6
<i>Whether lost peace in the area due to migrant workers</i>	3.5	61.2	35.2

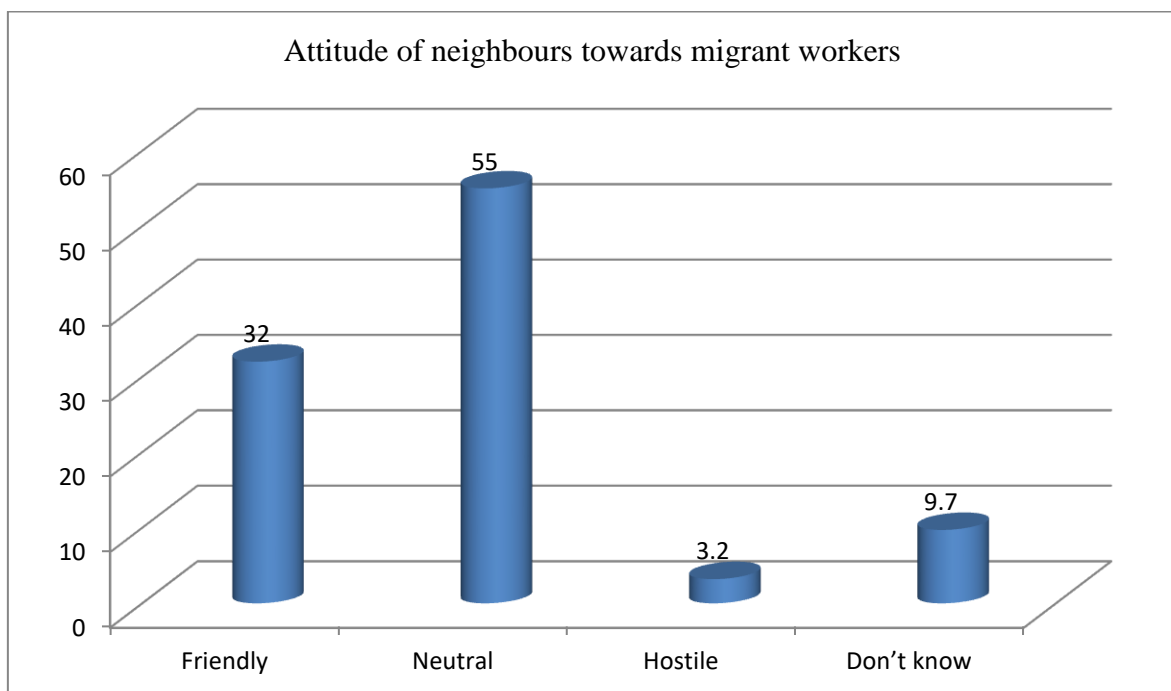
To the question on the use of intoxicants, 42.5 percent of the respondents said that migrant workers use intoxicants. Only 17.3 percent ruled out the use of intoxicants by migrant workers and 40.2 percent opined that they are not aware about it. To the question related to the law and order problems related to migrant workers, 8.6 percent of the respondents said that migrant workers in their area make problems. About 66 percent said that they do not create any problem and about one quarter (25.2 percent) are of the opinion that they don't know whether migrant workers in their area make problems. To the question related to criminal cases charged against migrant workers, 3.8 percent of the respondents said that migrant workers in their area were charged criminal cases against them.



One third of the respondents said that no criminal case is charged against migrant workers and 57.3 percent of them didn't know whether any criminal case is charged against migrant workers. About two percent of the respondents said that migrant workers in their area were prosecuted and 1.2 percent reported that migrant workers in their area were penalised. Regarding the change in the harmony of their area due to the presence of migrant workers, 3.5 percent of the respondents reported that they lost peace in the area due to the presence of migrant workers.

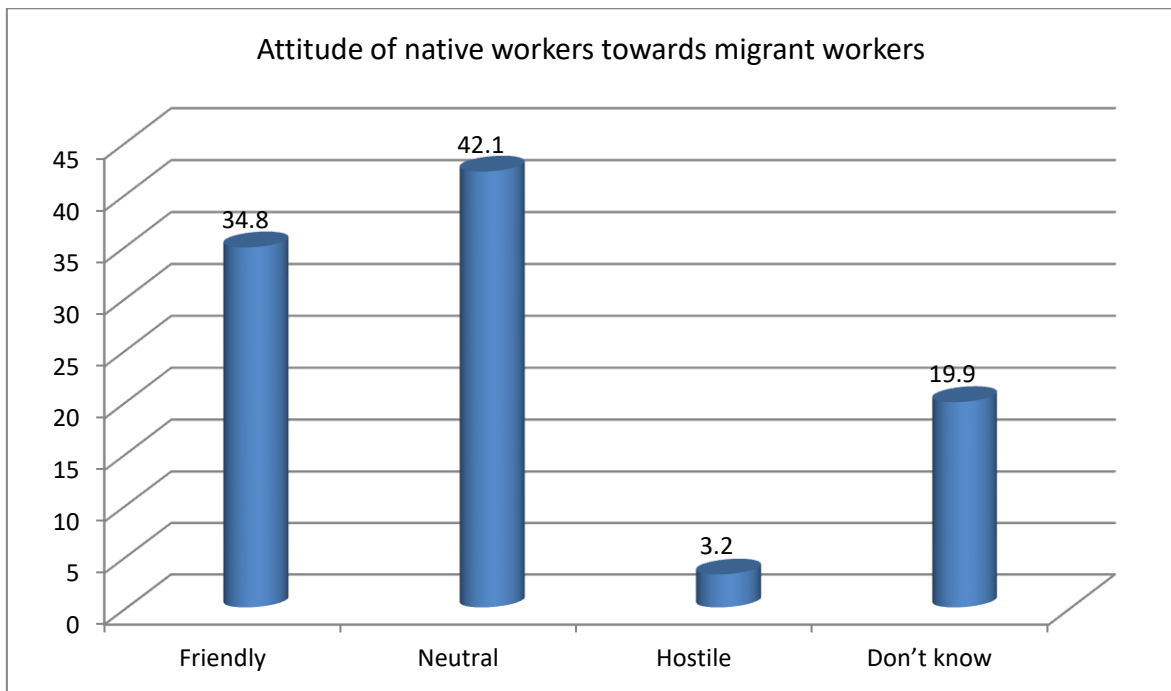
### **Attitude of neighbours and native workers towards migrant workers**

*Figure 45: Attitude of neighbours towards migrant workers*



About 32 percent of the respondents reported that the attitude of neighbours towards migrant workers is friendly. At the same time 3.2 percent opined that the attitude of neighbours towards migrant workers is hostile and 55 percent termed the attitude as neutral. About 10 percent said that they are not aware about the attitude of neighbours to migrant workers.

Figure 46: Attitude of native workers towards migrant workers



About 35 percent of the respondents reported that the attitude of native workers towards migrant workers is friendly. At the same time 3.2 percent opined that the attitude of native workers towards migrant workers is hostile and 42.1 percent termed the attitude as neutral. About 20 percent said that they are not aware about the attitude of native workers to migrant workers.

## Chapter 4

### Summary and Conclusions

In recent years, there is a heavy flow of unskilled and semi-skilled migrant workers to Kerala from different parts of India. Kerala has become a reliable job market for workers coming from other Indian States. Presence of migrants in a community will boost the economic activities, trade, demand for more housing, travel facilities etc. While interstate migrant workers represent only a small percent of our population, they comprised nearly all entrepreneurs and contribute to the growth of our economy. Migration tends to cause economic, cultural and social changes in the state. But the Migrant workers are sometimes kept at a distance by Kerala society due to fear and suspicion. Objective of the present study is to analyse the 'Influence of Interstate Labour Migration on Socio, Economic, Political and Cultural Scenario in Kerala' and to study the extent of social inclusion of interstate migrant workers in Kerala. Primary data were collected from institutions as well as from households from the three regions in Kerala namely south, central and north. The districts selected from the regions for data collection are Thiruvananthapuram, Ernakulam and Kozhikkode respectively. Institution data was collected from the employers of selected institutions and responsible persons, probably the heads of the selected households. A total of 297 institutions and 903 household were covered for the study.

Majority of the selected institutions belong to industrial and commercial sectors. About one quarter of the selected institutions are in industrial sector and about 59 percent are in commercial sector. At the same time about 6 percent of the selected institutions are in traditional sector and about 10 percent are in the infrastructure development sector. According to the employers of the selected institutions, lower wage, readiness to work, easy availability and ability to do overtime work are the main reasons for appointing the migrant workers. About 81 percent of the employers consider the appointment of migrant workers as a good decision. At the same time a negligible percent of the employers opined that the decision to appoint migrant workers was a bad decision.

Appointment of migrant workers in the institutions under study didn't affect the job of native workers in 83.2 percent of the institutions. At the same time in 6 percent of the institutions native workers were reshuffled and in about 9 percent of the institutions under study native workers were terminated due to the appointment of migrant workers. In the institutions in which native workers were terminated due to the appointment of migrant workers, number of terminated staff was equal to the appointed migrant workers in 43 percent of institutions. In about one quarter of the institutions under study nature of job of the native workers changed due to the appointment of migrant workers and in the remaining institutions no change occurred in the nature of job of the native workers. Employers of about 57 percent of the institutions opined that they will appoint only migrant workers in case they need more staff in their institutions. Low wage of the migrant workers motivated about 28 percent of the employers to appoint more migrant workers.

Only 58 percent of the employers under study were aware of the Government rules regarding appointment of migrant workers. It is not acceptable that the employers of the interstate migrant workers are ignorant of the Government rules for appointing them. So there should be some sensitisation programmes among the employers of interstate migrant workers regarding the rules set by the Government. The analysis shows that only about 70 percent of the institutions under study have registration as per Government norms. It is a serious issue that more than a quarter of the institutions which employed migrant workers are not registered. As per the Government norms the employers of migrant workers should keep documents like Muster Roll, Register of Wage, Register of Deductions, Allowance Register, Register of Displacement allowance, Register of Over time, Register of Advances etc. with them. Analysis shows that none of the above documents are kept by all the employers of migrant workers.

Employers of about a quarter of the selected institutions opined that there was increase in their income due to the appointment of the migrant workers. At the same time a negligible percent of employers said that their income decreased due to the appointment of migrant workers. Highest percent of the employers of institutions with increase in income reported the reason for increase as hardworking of migrant workers, followed by more hours of work done, Low wage rate and more operating hours due to labour availability. Other

reasons cited by the employers are 'More shifts due to labour availability', 'cutting off the number of labours', 'Employed more labour due to low wage', Migrant labours Can handle more customers and Increase in customer due to the service of migrant labours.

Lower wage, readiness to work hard, easy availability and willingness to do overtime work are the main factors which encourage employers to appoint migrant workers. Majority of the employers consider the appointment of migrant workers as a good decision. Native workers were terminated in some of the institutions due to the appointment of migrant workers. More than half of the employers opined that they will appoint only migrant workers if they need more staff in future. A little less than half of the employers under study were not aware of the Government rules regarding appointment of migrant workers. There should be some sensitisation programmes among the employers regarding the rules set by the Government. There are lacunae in the case of registration of migrant workers and keeping various records related to migrant workers. There should be sufficient sensitisation programmes for the employers of the migrant workers. Increase in income has been observed in about one fourth of the institutions due to the presence of migrant workers.

Among the 903 Households selected for the study, 43 percent are in rural areas and about 57 percent are in urban area. Among the 903 Households selected for the study, 38 percent appointed migrant workers for one or other purpose. Major reason reported by the respondents for appointing migrant workers is the availability of the workers. Low salary and readiness to do hard work was the other reasons highlighted by the respondents. About 10 percent reported the readiness of migrant workers to do overtime work as the reason for appointing migrant workers. Highest percent of the respondents who hired migrant workers (53 percent) hired them for doing work outside home in their compound. About 17 percent appointed migrant workers for doing work in the field and 9 percent appointed them for doing work inside home. More than three-fourth of the respondents rates the decision to appoint migrant workers as a good decision. Only a negligible percent opined that the appointment of migrant workers was a bad decision made by them.

About three-fourth of the respondents have complete satisfaction on the work done by the migrant workers. Several changes have been occurred in the areas where migrant workers are located. About 57 percent of the respondents said that new shops were started in the area due to the presence and concentration of migrant workers. According to 18 percent of the respondents special markets started to function in their area on fixed days for migrant workers. Only 4 percent of the respondents were of the opinion that the presence of migrant workers negatively affected the developments in their area.

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 happens in the form of participation in the social gatherings such as festivals, marriage and other local functions. A little more than one third of the respondents reported that the migrant workers mingle with the family of native workers if there is any need. About 32 percent of the respondents reported that the attitude of neighbours towards migrant workers is friendly and about 3 percent opined that the attitude of neighbours towards migrant workers is hostile.

The level of social involvement of the migrant labourers in the social and family functions of local people is very low and vice versa. Participation of migrant workers in marriage functions in their neighbourhood was reported by only 12 percent of the respondents. Only 29 percent of the respondents invited the migrant workers working under them to the functions conducted at their home. About 80 percent of the respondents who appointed migrant workers at home or land said that they used to give food to them when appointed. About 22 percent of the respondents supported permanent settle down of migrant workers in Kerala. From the above results it is clear that the level of social involvement of the migrant workers is 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. About 29 percent of the respondents rated the hygienic status of the migrant workers as bad or very bad. About 16 percent of the respondents who appointed migrant workers at home said that others complained about the lack of hygiene of the migrants working with them. About one-fourth of the respondents who appointed migrant workers at home are of the opinion that migrant workers do not keep their home clean.

Migration can negatively affect health of a community if not managed properly. Kerala population is frightened to receive back those communicable diseases which were eradicated decades before due to the high concentration of interstate migrants. About six percent of the respondents think that diseases are spread in the area due to the presence of migrant workers. Only about 45 percent of the respondents reported that there is regular visit of officials of LSGD or health worker to the residence of migrant workers. The Health standing committee member of the Panchayat should coordinate the ASHA and AWW to monitor the availability of basic amenities in the camps/dwellings of the migrant workers. Members of 'Arogyasena' may be given supervisory role in monitoring the health status of the migrant workers. Health check-ups of migrant workers must be done at least once in three months by the health department with the help of LSGD. Routine health camps may be organized through the employer. Proper medical assistance and reimbursement needs to be ensured by the employer or through enrolment in AAWAZ.

About 43 percent of the respondents reported that the migrant workers use intoxicants. IEC programmes need to be implemented to reduce the substance abuse among migrant labourers through electronic media. To the questions related to the law and order problems related to migrant workers, 9 percent of the respondents opined that migrant workers in their area create problems. Regarding the change in the harmony of their area due to the presence of migrant workers, 4 percent of the respondents reported that they lost peace in the area due to the presence of migrant workers. Some of the migrant workers may have criminal background and might have 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 workers at corresponding police stations of their native places. Proper mechanism for the registration of the migrant workers will be useful in this regard. Employers of migrant labourers should be given instruction to register all their migrant employees. LSGDs can play a vital role in the mandatory registration of migrant workers in each ward of Panchayat/Municipality/Corporation. LSGDs may initiate to register all the migrant workers in the employment units and under the contractors in their area. ASHA's and Anganwadi workers may be trained and incentivized for registering migrant worker in Aawaz. Police stations must be collected information of the migrant workers from the corresponding native police stations. Department of Home and Social Justice need to be provided access to the digitalized information of migrant workers. It will be useful for resolving issues of migrant workers among themselves and natives of Kerala. More programmes should be implemented for bringing the migrant workers to the main stream of our society.



## Chapter 5

# Policy Recommendations

Based on the findings from the study as well as ideas emerged through discussions with technical advisory committee a set of recommendations are framed for policy and programme implementation. The recommendations are given below.

### Programmes to be implemented

#### A. To Reduce Language Barrier

1. To overcome the language barriers employers, supervisors, colleagues of migrant workers, shop keepers and other native people coming into contact with migrant workers may be given training in Spoken Hindi or in the language of the major migrant group in the locality
2. Spoken Malayalam classes for the migrant workers should be conducted in the evenings, holidays or at any convenient time
3. Govt. of Kerala can organise the language training programme, with the help of Department of General Education, State Literacy Mission and concerned LSGDs

#### B. To Improve Social Interaction/Socialisation

1. With the help of NGOs as well as LSGDs create a common platform for enabling interaction between migrant workers and native people
2. Take measures for improving the socialisation of migrant workers by ensuring their participation in Govt. programmes
3. Invite migrant workers to the community programmes/festivals arranged in the locality and take measures to ensure their participation
4. Encourage colleagues and neighbours for inviting migrant workers to the functions organised at their houses.
5. Make arrangements in public places like parks for enabling interaction between the migrant workers and native people.
6. Conduct programmes among native people for eliminating their fear about the migrant workers, with the help of Department of Health and LSGDs.
7. Anganwadi based programme need to be extended to the family members of migrant workers.
8. Measures should be adopted to include migrant workers in the core of the community

9. Employers of migrant workers should be given instruction to keep all the necessary registers related to migrant workers.
10. Employer must be penalized for not keeping registers related to migrant workers.
11. Proper awareness regarding labour laws and rights of labourers need to be imparted to the migrant workers in their local language.
12. A platform need to be developed to discuss and solve issues related to migrant labourers in each employment sector.
13. Take measures for the membership of migrant workers in trade unions.

### **C. To Improve Health and Hygiene**

1. Take measures to ensure that the migrant workers keep proper personal and environmental sanitation, with the help of Health Inspectors.
2. Health department need to conduct awareness camps on health and hygiene using IEC materials in their own language or using appropriate pictorial IEC materials
3. Take measures to ensure that the camps of migrant workers follow the prescribed standards.
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. The programmes like Village Health Nutrition Day (VHND) need to ensure participation of migrant workers living in the locality.
7. IEC programmes need to be initiated to reduce the substance abuse among migrant labourers through electronic media.
8. Ward surveys by ASHA/JPHN/AWW must include members of interstate migrant workers also.
9. Proper medical assistance and reimbursement need to be ensured to the migrant workers by the employer or through enrolment in Aawaz.

#### **D. To Increase Registration in Aawaz Insurance Scheme**

1. Promote enrolment in Aawaz scheme among the migrant workers.
2. Employers of migrant workers should be given instruction to ensure the registration of their migrant workers in Aawaz scheme.
3. ASHAs and AWWs may be trained and incentivized for registering migrant workers in Aawaz scheme.
4. LSGDs can play a vital role in the registration of migrant workers in each ward of Panchayat/Municipality/Corporation.

#### **E. For Capacity building**

1. Technical in-service training may be given for utilizing the capacity of the migrant workers effectively.
2. Institutions like KILE should provide proper skill training programmes to migrant workers
3. Skill training programmes should be conducted for native workers for effectively exploring the available opportunities for them and to avoid job loss due to the presence of migrant workers.
4. Native workers should be equipped and mechanisation to a certain extent should be implemented in different sectors to handle the situations like 'going back' of the migrant workers as seen during the Covid-19 lockdown.

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# Appendix I

## A. Tables- Employer Survey

*Table 35: Locality in which the selected Institutions function*

Locality	Number	Percent
Rural	115	38.7
Urban	182	61.3
Total	297	100.0

*Table 36: Sector in which the selected institutions belong to*

Sector	Number	Percent
Industrial Sector	75	25.3
Commercial Sector	175	58.9
Traditional Sectors	17	5.7
Infrastructure Developments	30	10.1
Total	297	100.0

*Table 37: Reason for appointing Migrant workers*

Reason	Number	Percent*
Readiness to work	207	69.7
Easy Availability	173	58.2
Lower Wage	90	30.3
Willingness to do overtime work	81	27.3
Others	19	6.4

*\*Multiple answers*

*Table 38: Opinion of employers about the appointment of migrant workers*

Opinion	Number	Percent
Good Decision	239	80.5
Bad decision	7	2.4
No opinion	51	17.2
Total	297	100.0

*Table 39: To whom the works which require more physical effort are assigned*

To whom assigned	Number	Percent
Native workers	33	11.1
Migrant workers	130	43.8
Both	133	44.8
Total	297	100.0

*Table 40: Why the migrant workers are assigned works involving more physical effort*

Item	Number	Percent
Migrant workers have High physical capacity	88	29.6
Migrant workers do it well	110	37.0
Migrant workers do it fast	109	36.7
Migrant workers do not complaint	41	13.8
Other	9	3.0

*Table 41: Attitude of native workers towards works involving more physical effort*

Attitude of native workers as perceived by Employers	Number	Percent
They like to do it	74	24.9
They do it well	83	27.9
They do not like the job	75	25.3
They don't do it well	45	15.2
They take more time	58	19.5
They complaint about it	54	18.2
Other	16	5.4

*Table 42: To whom the works which require Skill are assigned*

To whom assigned	Number	Percent
Native workers	126	42.4
Migrant workers	40	13.5
Both	131	44.1
Total	297	100.0

*Table 43: Category in which migrant workers are appointed*

Category of work	Number	Percent
Skilled	104	35.0
Semi-skilled	144	48.5
Unskilled	49	16.5
Total	297	100.0

*Table 44: Changes occurred in the job pattern of native workers*

Changes	Number	Percent
Shifted to supervisory jobs	63	21.2
Shifted to jobs which involve less physical effort	51	17.2
Shifted from jobs need standing for a long time	13	4.4
Shifted from monotonous jobs	11	3.7
Number of days of work decreased	5	1.7
Time of work decreased	5	1.7
Time of work increased	6	2.0
Other	2	.7

*Table 45: Employer's perception on Punctuality of migrant workers*

	Number	Percent
Very good	61	20.6
Good	132	44.4
Moderate	41	13.6
Poor	2	0.8
Very poor	61	20.6
Total	297	100

*Table 46: Preference of workers in future appointments*

	Number	Percent
Migrant workers	170	57.2
Native workers	127	42.8
Total	297	100.0

*Table 47: Reason for difference in wage increment of migrant workers and Native workers*

Reason for difference in wage	Number	Percent
As the wage of migrant workers is low	50	16.8
As the migrant workers do not demand more	25	8.4
As the native workers demand more	29	9.8
Other	5	1.7

*Table 48: Basis of fixing wage of migrant workers*

	Number	Percent
Based on production	95	32.0
Based on time of work	163	54.9
No criteria	34	11.4
Others	5	1.7
Total	297	100.0

*Table 49: Whether increment in wage of migrant workers and Native workers different*

Whether increment of workers different	Number	Percent
Yes	232	78.1
No	65	21.9
Total	297	100.0

*Table 50: Awareness of employer about Government rules regarding appointment of migrant workers*

Whether the employer has awareness	Number	Percent
Yes	172	57.9
No	125	42.1
Total	297	100.0

*Table 51: Registration of migrant workers as per Government norms*

Whether all migrant workers have registration	Number	Percent
Yes	164	70.1
No	70	29.9
Total	234	100.0

*Table 52: Whether all migrant workers have pass book*

<i>Whether all ISM workers have pass book</i>	Number	Percent
Yes	168	72.1
No	65	27.9
Total	233	100.0

*Table 53: Documents of migrant workers kept by employer*

	Number	Percent
Muster Roll	155	62.0
Register of Wage	129	52.2
Register of Deductions	51	20.6
Allowance Register	36	14.6
Register of Displacement allowance	28	11.4
Register of Over time	61	24.8
Register of Advances	41	16.7
Others	26	10.7

*Table 54: Reason for increase in Income of the institution*

Reason for increase in Income	Number	Percent
Due to cutting off of the number of labours	16	10.8
Low wage rate of migrant labours	22	15.0
Employed more labour due to low wage	14	9.5
Migrant labours work hour are more	32	21.8
Migrant workers are hardworking	33	22.4
More shifts due to labour availability	17	11.6
More operating hours due to labour availability	20	13.6
Migrant labours Can handle more customers	10	6.8
Increase in customer due to the service of migrant labours	4	2.7
Others	1	0.7

*Table 55: Behaviour of migrant workers towards customers*

*(if working in Shops, restaurants, hotels, financial institutions etc.)*

Behaviour of migrant workers to customers	Number	Percent
Very good	55	23.1
Good	171	71.8
Bad	2	0.8
Very bad	0	0.0
Neutral	10	4.2
Total	238	100.0



*Table 56: Attitude of neighbours towards migrant workers*

<i>Attitude of neighbours</i>	Number	Percent
Friendly	173	58.2
Hostile	9	3.0
Neutral	91	30.6
Don't know	24	8.1
Total	297	100

*Table 57: Whether migrant workers attend the functions arranged by the neighbours or colleague native workers*

<i>Whether attend the functions</i>	Number	Percent
Yes	56	18.9
No	77	25.9
Don't know	90	30.3
Not invited	74	24.9
Total	297	100

*Table 58: Whether the employer ever invite the migrant workers to home*

Employer ever invited	Number	Percent
Yes	59	19.9
No	126	42.4
No context/situation	112	37.7
Total	297	100

*Table 59: Whether any migrant workers married from Kerala*

Options	Number	Percent
Yes	23	7.7
No	259	87.2
Showed interest	15	5.1
Total	297	100

*Table 60: Whether migrant workers show interest to bring their families to Kerala*

	Number	Percent
Yes	61	20.5
No	236	79.5
Total	297	100

*Table 61: Opinion of employers on the permanent settle down of migrant workers in Kerala*

	Number	Percent
Supporting	72	24.2
Opposing	45	15.2
No opinion	180	60.6
Total	297	100

*Table 62: Opinion of employers on giving labour union membership to migrant workers*

	Number	Percent
Supporting	47	15.8
Opposing	55	18.5
No opinion	195	65.7
Total	297	100

*Table 63: Whether officials of LSGD or health workers visit the residence of migrant workers*

	Number	Percent
Yes	173	58.2
No	70	23.6
Don't Know	54	18.2
Total	297	100

## 2. Household Survey

*Table 64: Locality of the households selected*

Area	Number	Percent
Rural	391	43.3
Urban	512	56.7
Total	903	100.0

*Table 65: Sex distribution of the respondents*

Gender	Number	Percent
Male	537	59.5
Female	366	40.5
Total	903	100.0

*Table 66: Age of the Respondents*

Age	Number	Percent
20-35	210	23.3
36-50	312	34.6
51-65	247	27.4
66-80	75	8.3
Above 80	5	0.6
Age not stated	54	6.0

*Table 67: Education of the Respondents*

Education	Number	Percent
Primary School	191	21.2
High School	282	31.2
Higher Secondary	184	20.4
Higher Education	246	27.2
Total	903	100.0

*Table 68: Religion of the Respondents*

Religion	Number	Percent
Hindu	428	47.4
Muslim	238	26.4
Christian	118	13.1
Others	2	.2
Not Interested To Disclose	117	13.0
Total	903	100.0

*Table 69: Reason for Hiring Migrant Workers*

Reasons	Number	Percentage
Low Salary	61	17.9
Readiness to work	81	23.8
Availability of Workers	156	45.5
Ready to Overtime Work	33	9.6
Others	11	3.2
Total	342	100

*Table 70: Feedback on the appointment of migrant Workers*

Opinion	Number	Percentage
Good Decision	261	76.3
Bad Decision	9	2.6
Nothing	72	21.1
Total	342	100

*Table 71: Purpose of appointing migrant workers*

Need of Hiring migrant workers	Percentage
Work Inside the House	9.0
Take care of Elderly	1.1
Work outside the House	53.4
Work in the Field	17.2
Others	19.3
Total	100.0

*Table 72: Frequency of appointing migrant workers*

Frequency of appointing migrant workers	Number	Percent
Daily	86	25.2
Once in a week	66	19.3
Once in every two weeks	28	8.2
Once in a month	26	7.6
Once in every three months	11	3.2
When needed	125	36.5
Total	342	100.0

*Table 73: Years of work of migrant workers*

Years	Number	Percent
1-5 Years	299	87.4
6-10 Years	39	11.4
11+	4	1.2
Total	342	100.0

*Table 74: Punctuality of migrant workers*

<i>Punctuality of migrantworkers</i>	Number	Percent
Very Good	66	19.3
Good	141	41.2
Average	45	13.2
Bad	2	0.6
Very Bad	3	0.9
No Opinion	85	24.8
Total	342	100

*Table 75: Satisfaction on the work done by migrant workers*

Response	Number	Percent
Complete Satisfaction	246	71.9
Partial Satisfaction	94	27.5
No Satisfaction	2	.6
Total	342	100.0

*Table 76: Merits of Migrant Workers in comparison with native workers*

Merits of Migrant workers	Number	Percent
Migrant workers do jobs well	73	21.3
Migrant workers have Lower Wage	40	11.8
Migrant workers have Ability to do overtime work	44	12.8
Migrant workers Respect the household members	17	4.9
Migrant workers well behave with the native workers	9	2.6
Migrant workers have Punctuality	47	13.7
Migrant workers do not take unnecessary leave	45	13.2
Migrant workers do not bargain for wage	20	5.8
Migrant workers have discipline	23	7.1
Migrant workers have Obedience	18	5.2
Others	3	0.8
Nothing	1	0.3
Don't know	2	0.5
Total	342	100



*Table 77: Demerits of Migrant Workers when compared to native workers*

Demerits of Migrant workers	Number	Percent
Migrant workers do not work well	1	0.3
Work of Migrant workers is not clean	13	3.8
They do not understand what we are saying	60	17.5
We do not understand what they are saying	39	11.5
Migrant workers quarrel unnecessarily	3	1
Migrant workers treat householders badly	1	0.3
Migrant workers treat native workers badly	2	0.7
Migrant workers have no personal hygiene	37	10.8
Migrant workers have no environmental sanitation	36	10.5
Migrant workers have no punctuality	5	1.4
Migrant workers go home frequently	14	4.2
Migrant workers do not come back in time from home	7	2.1
Migrant workers do not have obedience	8	2.4
No problem	91	26.5
Don't know	25	7
Total	342	100

*Table 78: Attitude of neighbours to migrant workers*

Response	Number	Percent
Friendly	289	32.0
Neutral	497	55.0
Hostile	29	3.2
Don't know	88	9.7
Total	903	100.0

*Table 79: Attitude of native workers to migrant workers*

Response	Number	Percent
Friendly	314	34.8
Neutral	380	42.1
Hostile	29	3.2
Don't know	180	19.9
Total	903	100.0

*Table 80: Whether the respondent invited migrant workers to home*

Response	Number	Percent
Yes	44	28.9
No	46	30.3
Had no reason	62	40.8
Total	152	100.0

*Table 81: Hygienic status of migrant workers*

Opinion	Number	Percent
Very Good	17	11.2
Good	91	59.9
Bad	33	21.7
Very Bad	11	7.2
Total	152	100.0

## **Appendix II**

### **Interview Schedules**

# Employer Consent Form

നമസ്കാരം,

എന്റെ പേര് ..... എന്നാണ്. ഞാൻ കേരള സർക്കാരിന്റെ തൊഴിൽ വകുപ്പിന് കീഴിൽ തീരുവനതപുര ത്തനു പ്രവർത്തിക്കുന്ന Kerala Institute of Labour and Employment (KILE) എന്ന സ്ഥാപനത്തിൽ ജോലിചെയ്യുന്നു.

കേരളത്തിലെ തൊഴിൽ മേഖലയിൽ അന്തർസംസ്ഥാന തൊഴിൽ കുടിയേറ്റത്തിന്റെ സ്വാധീനം വിശകലനം ചെയ്യുന്നതിനായി 'കേരളത്തിലെ അന്തർസംസ്ഥാന കുടിയേറ്റത്തിന്റെ സ്വാധീനം' എന്ന ഒരു പഠനം നടത്തുന്നു. പഠനം നടത്താനുള്ള ഉത്തരവാദിത്തം കേരള സർക്കാരിലെ തൊഴിൽ മന്ത്രാലയം KILE യെ ആണ് ഏൽപ്പിച്ചിരിക്കുന്നത്.

ഈ പഠനത്തിന്റെ ഭാഗമായി താങ്കളുടെ സ്ഥാപനത്തെയും തിരഞ്ഞെടുത്തിട്ടുണ്ട്. ഈ സ്ഥാപനത്തിലെ ഉത്തരവാദിത്തമുള്ള വ്യക്തിയെന്ന നിലയിൽ, ഇവിടെത്തെ അന്തർസംസ്ഥാന കുടിയേറ്റ തൊഴിലാളികളെക്കുറിച്ച് ഞങ്ങൾക്ക് ചില വിവരങ്ങൾ നൽകാൻ ഞാൻ താങ്കളോട് അഭ്യർത്ഥിക്കുന്നു. ഈ അഭിമുഖത്തിന് ഏകദേശം 30 മിനിറ്റ് എടുക്കും.

കേരളത്തിലെ അന്തർസംസ്ഥാന കുടിയേറ്റ തൊഴിലാളികൾക്കായി നയങ്ങൾ രൂപീകരിക്കാൻ സർക്കാരിനെ സഹായിക്കുന്നതിൽ താങ്കളുടെ പ്രതികരണം വളരെ മൂല്യവത്തായിരിക്കും. താങ്കൾ ഞങ്ങൾക്ക് നൽകുന്ന വിവരങ്ങൾ കർശനമായും ഭാഗ്യമായി സൂക്ഷിക്കും. വ്യക്തിഗത തിരിച്ചറിയൽ ഉണ്ടാകാത്തരീതിയിൽ ഗവേഷണ-ആസൂത്രണ ആവശ്യങ്ങൾക്കായി മാത്രമേ ഈ വിവരങ്ങൾ ഉപയോഗിക്കൂ.

വളരെ പ്രധാനപ്പെട്ട ഈ ഗവേഷണപഠനത്തിൽ പങ്കാളിയാകുവാൻ ഞങ്ങൾ താങ്കളെ ക്ഷണിക്കുകയാണ്. ഈ പഠനത്തിൽ പങ്കെടുക്കണമോ വേണ്ടയോ എന്ന് താങ്കൾക്ക് സ്വേച്ഛയാ തീരുമാനിക്കാവുന്നതാണ്. എന്നാലും താങ്കൾ ഇതിൽ പങ്കെടുക്കണമെന്ന് തന്നെയാണ് ഞങ്ങളുടെ ആഗ്രഹം. ചോദ്യവലിയിലെ ഏതെങ്കിലും ചോദ്യത്തിന് ഉത്തരം നൽകണമോ വേണ്ടയോ എന്ന് തീരുമാനിക്കുവാനുള്ള പൂർണ്ണസ്വാതന്ത്ര്യവും താങ്കൾക്കുണ്ടായിരിക്കുന്നതാണ്.

ഈ സർവ്വേയുമായി ബന്ധപ്പെട്ട് എന്തെങ്കിലും സംശയങ്ങൾ ഉണ്ടെങ്കിൽ ഞങ്ങളോട് ചോദിക്കാവുന്നതാണ്. അല്ലെങ്കിൽ താങ്കളെക്കൊടുത്തിരിക്കുന്ന വിലാസത്തിൽ/നമ്പറിൽ ബന്ധപ്പെടേണ്ടതാണ്.

**Director,  
KILE, Thozhil Bhavan  
Thiruvananthapuram  
Tel : 0471 2309012**

(ചോദ്യകർത്താവ്: ഉത്തരവാദിത്തം സംശയങ്ങൾക്ക് ഓരോപടിനൽകുക)  
താങ്കളുടെ സമ്മതം വ്യക്തമാക്കുന്നതായി താങ്കളുടെ ഒപ്പ് രേഖപ്പെടുത്തണമെന്ന് അപേക്ഷിക്കുന്നു.

പേരും ഒപ്പും \_\_\_\_\_

- 1. ഒപ്പോടുകൂടി സമ്മതം നൽകി
- 2. ഒപ്പില്ലാതെ സമ്മതം നൽകി
- 3. സമ്മതം നൽകിയില്ല.

ചോദ്യകർത്താവിന്റെ പേരും ഒപ്പും : ..... തീയതി : .....  
(ഉത്തരം നന്നോ രണ്ടോ ആണെങ്കിൽ അഭിമുഖം തുടങ്ങുക)

## Schedule for Employer/ Contractor

### Section I

#### Background Variables

Schedule No : .....

1. ജി ജി : .....
2. താലൂക്ക് : .....
3. ഗ്രാമം / നഗരം : .....
1. ഗ്രാമം : .....
2. നഗരം : .....
4. സ്ഥാപനത്തിന്റെ പേര് : .....
5. ഉത്തരവാദിത്വത്തിന്റെ പേര് : .....
6. ഉത്തരവാദിത്വത്തിന്റെ പദവി : .....

Contact No : .....

7. സ്ഥാപനം ഏതു വിഭാഗത്തിൽപ്പെടുന്നു?

1. Industrial Sector

2. Commercial Sector

3. Traditional Sectors

4. Infrastructure Developments

8. സ്ഥാപനം ഏതു തരത്തിൽപ്പെടുന്നു?

1. Construction company/unit

2. Financial institution

3. Plastic factory

4. Plywood factory

5. Carpentry unit

6. Hollow Bricks manufacturing unit

7. Cashew factory

8. Fish processing unit

9. Plantation

10. Shops

11. Hotel/ Restaurant

12. Food processing Unit

13. Flour mill

14. Saw mill

15. Other (specify) .....

9. ഈ സ്ഥാപനം/ തദ്ദേശീയ ആഭിവിദ്യകൾ എത്ര തരത്തിൽ ..... വർഷം ..... രാജ്യം

10. ഇവിടെ എത്ര തൊഴിലാളികൾ അല്ലെങ്കിൽ എത്ര തൊഴിലാളികൾ?

a. ആകെ തൊഴിലാളികൾ : .....

b. തദ്ദേശീയ തൊഴിലാളികൾ : .....

c. ഇതരസ്വഭാവ തൊഴിലാളികൾ : .....



20. ഇതരസംസ്ഥാന തൊഴിലാളികളെ അഭിജ്ഞ നിയമിച്ചതുകൊണ്ട് തദ്ദേശീയരായ തൊഴിലാളികളിൽ ആവെയെങ്കിലും അഭിമുഖീകൃതമായ നിലനില്പ്, ആവാഹണമോ മോ മറ്റേതെങ്കിലും വന്നിട്ടുണ്ടോ?

1. ഇല്ല  2. ചുരുക്കിയിട്ടുണ്ട്  3. പിടിച്ചുപിടിച്ചിട്ടുണ്ട്

4. മറ്റൊന്നെങ്കിലും (വ്യക്തമാക്കുക) .....

21. അഭിജ്ഞതയോടെ, അഭിജ്ഞതയോടെ എണ്ണം ചുരുക്കിയ നിയമിച്ച ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ എണ്ണത്തിൽ തമ്മിലുള്ള വ്യത്യാസം

1. തമ്മിലുള്ള വ്യത്യാസം  2. കുറവായിട്ടുണ്ട്  3. കൂടുതലായിട്ടുണ്ട്

22. ഇതരസംസ്ഥാന തൊഴിലാളികളെ അഭിജ്ഞ നിയമിച്ചതുകൊണ്ട് തദ്ദേശീയരായ തൊഴിലാളികളുടെ അഭിമുഖീകൃതമായ നിലനില്പ് മറ്റുപോലെ?

1. അതേ  2. ഇല്ല

23. മറ്റുപോലെ എന്ത് മറ്റു മറ്റു മറ്റു മറ്റു (അവകാശം എല്ലാ ഉത്തരങ്ങളും അടയാളപ്പെടുത്തുക)

- a. അന്യരായ അഭിജ്ഞന്മാർ  b. അന്യരായ കുറഞ്ഞ അഭിജ്ഞന്മാർ
- c. അന്യരായ അപേക്ഷ നൽകാതെ അഭിജ്ഞ നിലനില്പ്
- d. മൂലം ഉണ്ടാകുന്ന അഭിജ്ഞ നിലനില്പ്
- e. അഭിജ്ഞ നിലനില്പ് ഉണ്ടാകുന്ന മറ്റു മറ്റു  f. അഭിജ്ഞ നിലനില്പ് ഉണ്ടാകുന്ന മറ്റു മറ്റു
- g. അഭിജ്ഞ നിലനില്പ്  h. അഭിജ്ഞ നിലനില്പ്
- i. മറ്റൊന്നെങ്കിലും (വ്യക്തമാക്കുക) .....

24. താങ്കളുടെ അഭിജ്ഞതയിൽ ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ കൃത്യനിഷ്ഠ/അപേക്ഷം എത്രമാണ്?

1. വളരെ തമ്മിൽ  2. തമ്മിൽ  3. അപേക്ഷ  4. അപേക്ഷ  5. വളരെ അപേക്ഷ

25. എന്തെങ്കിലും കാരണത്താൽ, അഭിജ്ഞതയോടെ അഭിജ്ഞ നിലനില്പ് ഉണ്ടാകുന്ന ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ അഭിജ്ഞതയോടെ അപേക്ഷം ഉണ്ടാകാതെ ചില തദ്ദേശീയ തൊഴിലാളികളെ ആണോ മോ ഇതരസംസ്ഥാന തൊഴിലാളികളെ ആണോ താങ്കൾ പിടിച്ചുപിടിച്ചു?

1. ഇതരസംസ്ഥാന തൊഴിലാളികളെ  2. തദ്ദേശീയ തൊഴിലാളികളെ

26. സ്വപ്നത്തിൽ തൊഴിലാളി സഹായക കാര്യങ്ങളിൽ തമ്മിലുള്ള വ്യത്യാസം ഇതരസംസ്ഥാന തൊഴിലാളികളെ കൂടി ഉൾപ്പെടുത്താനുണ്ടോ?

1. ഉണ്ട്  2. ഇല്ല

**SECTION III**

*Objective 2: To study the extent of economic development occurred to entrepreneurs in Kerala due to the presence of interstate migrant workers*

**Economic variables**

27. ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ പ്രതിദിനവേതനം എത്ര രൂപയാണ്? .....
28. തദ്ദേശീയ തൊഴിലാളികളുടെ പ്രതിദിനവേതനം എത്ര രൂപയാണ്? (Ask 29-30, only if there is a difference) .....
29. ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ വേതനവും, തദ്ദേശീയ തൊഴിലാളികളുടെ വേതനവും തമ്മിൽ വ്യത്യാസം ഉണ്ടെങ്കിൽ, ഈ വ്യത്യാസത്തിന് കാരണമെന്താണ്?



30. ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ വേതനം കുറയാതെക്കൊണ്ട് ഈ കുറവ് കൂടുതൽ ഇതരസംസ്ഥാന തൊഴിലാളികളെ അഭിമാനപൂർവ്വമായി താങ്കളെ പ്രേരിപ്പിക്കുന്നുണ്ടോ?

a. ഉണ്ട്  b. ഇല്ല

31. താങ്കൾ ഇതര സംസ്ഥാന തൊഴിലാളികൾക്ക് വേതനം നൽകുന്നതിന് ഉൽക്കർഷണപരമായോ അഭിപ്രായപരമായോ അഭിപ്രായനമാക്കുന്നുണ്ടോ?

1. ഉൽക്കർഷണപരമായ അഭിപ്രായനമാക്കുന്നു  2. അഭിപ്രായപരമായ അഭിപ്രായനമാക്കുന്നു  3. ഇവ രണ്ടും നോക്കാൻില്ല   
4. മറ്റെന്തെങ്കിലും (വ്യക്തമാക്കുക) .....

32. ഇതരസംസ്ഥാന തൊഴിലാളികളുടെയും തദ്ദേശീയതൊഴിലാളികളുടെയും വേതന വർദ്ധനവിൽ വ്യത്യാസമുണ്ടോ?

1. വ്യത്യാസമില്ല  2. വ്യത്യാസമുണ്ട്  3. വ്യത്യാസം (തുക) .....

a. ഉണ്ടെങ്കിൽ എന്തുകൊണ്ട്?

33. (തദ്ദേശീയ തൊഴിലാളികൾക്കും ഇതരസംസ്ഥാന തൊഴിലാളികൾക്കും നൽകുന്ന വേതനവർദ്ധന വ്യത്യാസമാണെങ്കിൽ) എന്തുകൊണ്ടാണ് ഈ വ്യത്യാസം? (ബാധകമായ എല്ലാ ഉത്തരങ്ങളും അടയാളപ്പെടുത്തുക)

- a. ഇതരസംസ്ഥാന തൊഴിലാളികൾക്ക് പൊതുവെ വേതനം കുറവായതുകൊണ്ട്
- b. ഇതരസംസ്ഥാന തൊഴിലാളികൾ കൂടുതൽ ആവശ്യപ്പെടാത്തതുകൊണ്ട്
- c. തദ്ദേശീയ തൊഴിലാളികൾ കൂടുതൽ ആവശ്യപ്പെടുന്നത് കൊണ്ട്
- d. മറ്റെന്തെങ്കിലും (വ്യക്തമാക്കുക) .....

34. താങ്കൾ ഇതരസംസ്ഥാന തൊഴിലാളികൾക്ക് ബോണസ് എക്സിഗ്നേഷ്യ ഉൽക്കർഷണപരമായ അഭിപ്രായനമാക്കിയിട്ടുള്ള ഇൻസെന്റീവുകൾ എന്തിന് നൽകാറുണ്ടോ?

1. ഉണ്ട്  2. ഇല്ല

35. ഇതരസംസ്ഥാന തൊഴിലാളികളെ നിയമിക്കുന്നതുവായി ബന്ധപ്പെട്ടുള്ള സർക്കാരിന്റെ നിയമങ്ങളെപ്പറ്റി താങ്കൾക്ക് അറിവുണ്ടോ?

1. ഉണ്ട്  2. ഇല്ല

*(Ask 36-38, only if answer is option 1)*

36. താങ്കളുടെ കീഴിൽ അോജി ചെയ്യുന്ന എല്ലാ ഇതരസംസ്ഥാന തൊഴിലാളികൾക്കും അതുസംസ്ഥാന തൊഴിലാളി നിയമപ്രകാരമുള്ള ശിക്ഷകൾ താങ്കൾ നടത്തിയിട്ടുണ്ടോ?

1. ഉണ്ട്  2. ഇല്ല

a. ഇല്ലെങ്കിൽ എന്തുകൊണ്ട്?

37. താങ്കളുടെ കീഴിൽ അോജി ചെയ്യുന്ന എല്ലാ ഇതര സംസ്ഥാനതൊഴിലാളികൾക്കും ഇതരസംസ്ഥാന തൊഴിലാളി നിയമപ്രകാരമുള്ള പാസ്റ്റർമുക്ക് ഉണ്ടോ?

1. ഉണ്ട്  2. ഇല്ല

a. ഇല്ലെങ്കിൽ എന്തുകൊണ്ട്?

38. ഇതരസംസ്ഥാന തൊഴിലാളികളുമായി താരതമ്യം ചെയ്താൽ താഴെ പറയുന്ന രേഖകൾ താങ്കളുടെ സംസ്ഥാനത്തിൽ സൂക്ഷിച്ചിട്ടുണ്ടോ?

- a. Muster Roll
- b. Register of Wage
- c. Register of Deductions
- d. Allowance Register
- e. Register of Displacement allowance
- f. Register of Over time
- g. Register of Advances
- h. Others (Specify).....
- i. Others (Specify).....
- j. None

a. ഇല്ലെന്ന് എന്തുകൊണ്ട്?

39. താഴെപറയുന്നവയിൽ ഏതൊക്കെ കാർഡുകൾ ഉണ്ട്? (ഘടനാപരമായ എല്ലാ ഉത്തരങ്ങളും അടയാളപ്പെടുത്തുക)

- a. സർക്കാർ നിയമപ്രകാരം ഇല്ല രജിസ്ട്രേഷനുകൾക്ക്
- b. അല്ലെങ്കിൽ സർക്കാർ കൂടി വെള്ളപ്പാച്ചി രാജ്യ അടിസ്ഥാന സൗകര്യങ്ങൾക്കും
- c. വർഷത്തിൽ ഒരിക്കൽ അവരുടെ താഴ്വരകളുടെ യാത്രാചെലവുകൾക്ക്
- d. നിയമപ്രകാരം ഇല്ല യാത്രാ അടിസ്ഥാന സൗകര്യങ്ങൾക്കും
- e. സുരക്ഷാ പദ്ധതികൾക്കും വേണ്ടി
- f. ഏറ് എന്ത് ചികിത്സ സൗകര്യങ്ങൾക്ക്
- g. ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ ആരോഗ്യപരിചരണ ചികിത്സാ ചെലവുകൾക്ക്

40. ഇതരസംസ്ഥാന തൊഴിലാളികളെ അഭിമുഖീകരിക്കുന്നതിനായി എന്തെല്ലാം നടപടികൾ സ്വീകരിച്ചിട്ടുണ്ട്? (ഘടനാപരമായ എല്ലാ ഉത്തരങ്ങളും അടയാളപ്പെടുത്തുക)

- 1. വാങ്ങൽ കൂടി
- 2. വാങ്ങൽ കുറയ്ക്കൽ
- 3. വാങ്ങൽ തടയൽ
- a. വാങ്ങൽ കൂടി എന്തിന് എന്തെന്തൊക്കെ കൂടി? .....
- b. വാങ്ങൽ കുറയ്ക്കൽ എന്തിന് എന്തെന്തൊക്കെ കുറയ്ക്കൽ? .....

41. (വാങ്ങൽ കൂടി എന്തിന് അഭിമുഖീകരിക്കുക) എന്തെല്ലാം കാര്യങ്ങൾ കൊണ്ടാണ് വാങ്ങൽ കൂടിയിരുന്നത്? (ഘടനാപരമായ എല്ലാ ഉത്തരങ്ങളും അടയാളപ്പെടുത്തുക)

- a. തൊഴിലാളികളുടെ എണ്ണം കുറയ്ക്കാൻ കഴിഞ്ഞതുകൊണ്ട്
- b. ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ കുറഞ്ഞ വേതന നിരക്കുകൊണ്ട്
- c. കുറഞ്ഞ വേതന നിരക്കുകൊണ്ട് കൂടുതൽ തൊഴിലാളികളെ നിയമിച്ചതിനാൽ
- d. ഇതരസംസ്ഥാന തൊഴിലാളികൾ കൂടുതൽ സ്ഥലം അല്ലെങ്കിൽ ചെലവുകൾക്കാണ്
- e. ഇതരസംസ്ഥാന തൊഴിലാളികൾ കുറഞ്ഞ വേതനം ചെലവുകൾക്കാണ്
- f. തൊഴിലാളികളുടെ ജന്മ കൂടിയിരുന്നത് കൂടുതൽ ചികിത്സ അല്ലെങ്കിൽ അല്ലെങ്കിൽ
- g. തൊഴിലാളികളുടെ ജന്മ കൂടിയിരുന്നത് കൂടുതൽ സ്ഥലം സംരക്ഷണം നൽകുന്നതിനാൽ
- h. ഇതരസംസ്ഥാന തൊഴിലാളികൾ വേതനത്തിൽ അല്ലെങ്കിൽ ചെലവുകൾക്കാണ് കൂടുതൽ പദ്ധതികളുടെ കൈകാര്യം ചെയ്തത് അല്ലെങ്കിൽ
- i. ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ സാമ്പത്തിക കാര്യം പദ്ധതികൾക്കാണ് കൂടിയിരുന്നത്
- j. മറ്റ് ഏതെങ്കിലും (വ്യക്തമാക്കുക) .....

42. (വാങ്ങൽ കുറയ്ക്കൽ എന്തിന് അഭിമുഖീകരിക്കുക) എന്തെല്ലാം കാര്യങ്ങൾ കൊണ്ടാണ് വാങ്ങൽ കുറയ്ക്കൽ? (ഘടനാപരമായ എല്ലാ ഉത്തരങ്ങളും അടയാളപ്പെടുത്തുക)

- a. ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ വേതനം കുറയ്ക്കൽ കൂടുതൽ ഉപയോഗം കുറയ്ക്കൽ കൊണ്ട്

- b. ഇതരസംസ്ഥാന തൊഴിലാളികൾ കുറ്റശുശ്രൂഷണം അഭിപ്രായപ്പെടുന്നത് കാരണം
- c. ഇതരസംസ്ഥാന തൊഴിലാളികൾ കഠിനമായതും ചെറുതായതുമായ കാരണം
- d. ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ സാന്നിധ്യം കാരണം പ്രജാജനറൽ ക്യാമ്പത്തിനാൽ
- e. ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ ശുചിത്വക്കുറവ് കാരണം പ്രജാജനറൽ ക്യാമ്പത്തിനാൽ
- f. ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ അഭിപ്രായം മേൽ കുറഞ്ഞതാകാതെ കുറച്ച് പ്രജാജനറൽ ക്യാമ്പം കൈകാര്യം ചെയ്യാൻ സാധിക്കുന്നതിനാൽ
- g. മറ്റേതെങ്കിലും (വ്യക്തമാക്കുക) .....

(Shops, restaurants, hotels, financial institutions etc. ആവശ്യപ്പെടുന്നതുപോലെ 44 മുതൽ 46 വരെയുള്ള ചോദ്യങ്ങൾ ചേർക്കുക)

43. പ്രജാജനറൽ ക്യാമ്പം ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ പെരുമാറ്റം എപ്രകാരമാണ്?
1. വളരെ നല്ലത്     2. നല്ലത്     3. മോശം     4. വളരെ മോശം     5. (പ്രത്യേകിച്ച് മറ്റൊരു പരാമർശം)

44. ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ മോശം പെരുമാറ്റം കാരണം വെറുപ്പാത്തതിൽ കുറവ് ഉണ്ടായിട്ടുണ്ടോ?
1. ഉണ്ട്     2. ഇല്ല

45. ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ നല്ല പെരുമാറ്റം കാരണം വെറുപ്പാത്തതിൽ വർദ്ധനവ് ഉണ്ടായിട്ടുണ്ടോ?
1. ഉണ്ട്     2. ഇല്ല

**Health and Hygiene related**

46. ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ ചികിത്സാചിലവുമായി ബന്ധപ്പെട്ടു പണം മുടക്കേണ്ടി വന്നിട്ടുണ്ടോ?
1. ഉണ്ട്     2. ഇല്ല

47. ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ ശുചിത്വമായി ബന്ധപ്പെട്ടു പണം മുടക്കേണ്ടി വന്നിട്ടുണ്ടോ?
1. ഉണ്ട്     2. ഇല്ല

48. ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ ദൈന്യാസം (പ്രവൃത്തിദിനങ്ങൾ നഷ്ടപ്പെട്ടിട്ടുണ്ടോ)?
1. ഉണ്ട്     2. ഇല്ല

49. ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ ശുചിത്വം കുറവായ/ ദൈന്യാസം കാരണം തൊഴിലാളികൾ സമൂഹത്തിൽ അകറ്റപ്പെട്ടിട്ടുണ്ടോ?
1. സമൂഹത്തിൽ അകറ്റപ്പെട്ടിട്ടില്ല     2. സമൂഹത്തിൽ അകറ്റപ്പെട്ടിട്ടുണ്ട്
3. അകറ്റപ്പെട്ടിട്ടുണ്ട്     4. തൊഴിൽ വിട്ടു പോയിട്ടുണ്ട്

50. ഞങ്ങളുടെ സഹപാഠികൾ അഭിപ്രായപ്പെട്ട ഇതര സംസ്ഥാന തൊഴിലാളികൾ കോവിഡ് വരുന്നതിൽ തീർച്ചപ്പെടുത്തിയിട്ടുണ്ടോ?
1. ഉണ്ട്     2. ഇല്ല     3. അറിയില്ല

**SECTION IV**

*Objective 3: To study whether enhancement took place in the job opportunities in different employment sectors in Kerala due to the presence of interstate migrant workers*

51. ഇതര സംസ്ഥാന തൊഴിലാളികളെ അഭിജ്ഞിതരായിച്ചത് കൊണ്ട് ഇവിടെ കൂടുതൽ ജീവിതം അഭി നടക്കുന്നുണ്ടോ?

- 1. ഉണ്ട്
- 2. ഇല്ല

**(Ask 52-55 , Only if Shops, restaurants, financial institutions etc. )**

52. ഇതര സംസ്ഥാന തൊഴിലാളികളെ അഭിജ്ഞിതരായിച്ചത് കൊണ്ട് ഈ സ്ഥാപനത്തിന് കൂടുതൽ പ്രവർത്തകർ തുടങ്ങാൻ സാധിച്ചോ?

- 1. സാധിച്ചു
- 2. സാധിച്ചില്ല

53. ഇതര സംസ്ഥാന തൊഴിലാളികളെ അഭിജ്ഞിതരായിച്ചത് കൊണ്ട് ഈ സ്ഥാപനത്തിൽ/യൂണിറ്റിൽ തൊഴിലവസരങ്ങൾക്ക് ഓറ്റം ഉണ്ടായോ?

- 1. തൊഴിലവസരങ്ങൾ കൂടി
- 2. തൊഴിലവസരങ്ങൾ കുറഞ്ഞു
- 3. തൊഴിലവസരങ്ങൾക്കു ഓറ്റം ഉണ്ടായില്ല

54. ഇതര സംസ്ഥാന തൊഴിലാളികളെ അഭിജ്ഞിതരായിച്ചത് കൊണ്ട് ഈ സ്ഥാപനത്തിൽ/യൂണിറ്റിൽ ഓൺതോട്ടം വഹിക്കുന്ന ഉദ്യോഗസ്ഥരുടെ എണ്ണത്തിൽ എന്ത് ഓറ്റം വന്നു?

- 1. കൂടി
- 2. കുറഞ്ഞു
- 3. ഓറ്റമൊന്നും വന്നില്ല
- 4. ഓൺതോട്ടം വഹിക്കുന്ന ഉദ്യോഗസ്ഥർ ഇല്ല

55. ഓൺതോട്ടം വഹിക്കുന്ന ഉദ്യോഗസ്ഥരുടെ എണ്ണം കൂടി എവിടെ എത്ര കൂടി/ കുറഞ്ഞു എവിടെ എത്ര കുറഞ്ഞു? (Construction industry or plantation ആണെങ്കിൽ ഹേർഡിക്കുക)

56. ഇതര സംസ്ഥാന തൊഴിലാളികളെ അഭിജ്ഞിതരായിച്ചത് കൊണ്ട് ഇവിടെ ഉൽപ്പാദനപരമായ തൊഴിൽ മനങ്ങളുടെ എണ്ണത്തിൽ വർദ്ധനവ് ഉണ്ടായോ?

- 1. ഉണ്ട്
- 2. ഇല്ല

**SECTION V**

*Objective 4: To study the extent of social inclusion of interstate migrant workers in Kerala*

**Language**

57. താങ്കളും ഇതര സംസ്ഥാന തൊഴിലാളികളുമായുള്ള ആശയവിനിമയം എങ്ങനെയാണ്?

- 1. ആശയവിനിമയം വളരെ നന്നായി ഉണ്ട്
- 2. ആശയവിനിമയം ബുദ്ധിമുട്ടായതിനാൽ അന്യവായത്തിൽ ഓറ്റം
- 3. ഭാഷാ അടിസ്ഥാനത്തിനാൽ ആശയവിനിമയം നടക്കാറില്ല

58. തദ്ദേശീയ തൊഴിലാളികളും ഇതര സംസ്ഥാന തൊഴിലാളികളുമായുള്ള ആശയവിനിമയം എങ്ങനെയാണ്?

- 1. ഇതര സംസ്ഥാന തൊഴിലാളികൾ ഭാഷയാലും പെട്ടെന്ന് പഠിക്കുന്നു
- 2. തദ്ദേശീയ തൊഴിലാളികൾ ഇതര സംസ്ഥാന തൊഴിലാളികളുടെ ഭാഷ പഠിക്കുന്നു
- 3. ആശയവിനിമയം അധികം നടക്കാറില്ല

59. ഇതരസംസ്ഥാനതൊഴിലാളികളെ അയാളും പഠിപ്പിക്കുന്നതിന് താങ്കൾ എന്തെങ്കിലും പ്രചീകരണങ്ങൾ ചെയ്തിട്ടുണ്ടോ?

1. ഉണ്ട്  2. ഇല്ല

60. താങ്കളുടെ ശാപനത്തിലെ/യൂണിറ്റിലെ ഇതരസംസ്ഥാനതൊഴിലാളികൾ താങ്കളുടെ പ്രദേശത്തെ ആയത്യാലയങ്ങൾ/സ്കൂളുകളെയോ/ അറിയാത്ത രീതികൾ പിന്തുടരുകയോ ചെയ്യുന്നത് താങ്കളുടെ പ്രശ്നമായിട്ടെടുത്തോ?

1. ഉണ്ട്, മിക്കപ്പോഴും  2. ഉണ്ട്, വളരപ്പോഴും  3. ഇല്ല  4. അറിയില്ല

61. താങ്കളുടെ ശാപനത്തിൽ അർജി ചെയ്യുന്ന ഇതര സംസ്ഥാന തൊഴിലാളികൾ ഒഴിവുസമയങ്ങളിൽ എന്തെങ്കിലും വിനോദപ്രവർത്തനങ്ങളിൽ ഏർപ്പെടുന്നുണ്ടോ ?

1. ഉണ്ട്, മിക്കപ്പോഴും  2. ഉണ്ട്, വളരപ്പോഴും  3. ഇല്ല  4. അറിയില്ല

62. ഇതരസംസ്ഥാനതൊഴിലാളികൾ ഗ്രാമസഭ, ഓഫീസർമാർ/അസിസ്റ്റന്റ് മേജർമാർ മീറ്റിംഗുകളിൽ പങ്കെടുക്കാറുണ്ടോ?

1. ഉണ്ട്  2. ഇല്ല  3. അറിയില്ല

63. താങ്കളുടെ ശാപനത്തിലെ/യൂണിറ്റിലെ ഇതരസംസ്ഥാനതൊഴിലാളികൾ സമീപപ്രദേശങ്ങളിൽ നടക്കുന്ന പൊതുയോഗങ്ങളിൽ സമീപപ്രദേശങ്ങളിൽ നടക്കുന്ന ഉത്സവങ്ങളിൽ / ആഘോഷങ്ങളിൽ പങ്കെടുക്കാറുണ്ടോ?

1. ഉണ്ട്  2. ഇല്ല  3. അറിയില്ല  4. ചിങ്ങിതർന്നം

64. താങ്കളുടെ ശാപനത്തിലെ/യൂണിറ്റിലെ ഇതരസംസ്ഥാനതൊഴിലാളികളും സമീപവാസികളും/തദ്ദേശീയതൊഴിലാളികളും തമ്മിൽ ഇടപഴകാറുണ്ടോ?

1. ഉണ്ട്, വളരുന്നതായി  2. ഉണ്ട്, അല്പമെങ്കിലും  3. ഇല്ല  4. അറിയില്ല

65. ഇതരസംസ്ഥാനതൊഴിലാളികളുടെ/ സമീപവാസികളുടെ/ തദ്ദേശീയതൊഴിലാളികളുടെ സമീപനം എങ്ങനെയാണ്?

1. ശല്യകരം  2. അപ്രസാദം  3. നീക്കം  4. അറിയില്ല

66. തദ്ദേശീയ തൊഴിലാളികളുടെ/ സമീപവാസികളുടെ വീട്ടിൽ വിനോദം പോലുള്ള ചടങ്ങുകൾക്കു ക്ഷണിച്ചാൽ ഇതരസംസ്ഥാനതൊഴിലാളികൾ പങ്കെടുക്കാറുണ്ടോ?

1. ഉണ്ട്  2. ഇല്ല  3. അറിയില്ല  4. ക്ഷണിക്കാറില്ല

67. എന്തെങ്കിലും വിഭാഗം അംഗങ്ങളിൽ ഇതരസംസ്ഥാനതൊഴിലാളികൾ ക്ഷണിച്ചാൽ തദ്ദേശീയതൊഴിലാളികൾ/ സമീപവാസികൾ അംഗങ്ങൾ താമസമല്ലേന്തെന്ന് പറയാറുണ്ടോ?

1. ഉണ്ട്  2. ഇല്ല  3. അറിയില്ല  4. ക്ഷണിക്കാറില്ല

68. താങ്കൾ എന്തെങ്കിലും ഇതരസംസ്ഥാനതൊഴിലാളികളെ വീട്ടിലേക്കു ക്ഷണിച്ചിട്ടുണ്ടോ?

1. ഉണ്ട്  2. ഇല്ല  3. ശ്രദ്ധിക്കേണ്ടവനല്ല

ii. ഉണ്ടെങ്കിൽ എന്തായിരുന്നു കാരണം?

69. താങ്കളുടെ മകൻ അർജി ചെയ്യുന്ന/ ചെയ്തിട്ടുണ്ടാകുന്ന എന്തെങ്കിലും ഇതരസംസ്ഥാനതൊഴിലാളികൾ കേരളത്തിൽ നിന്ന് വിനോദം കഴിപ്പിച്ചുണ്ടോ?

1. ഉണ്ട്  2. ഇല്ല  3. ആഗ്രഹം പ്രകടിപ്പിച്ചിട്ടുണ്ട്

70. താങ്കളുടെ കീഴിൽ അർജി ചെയ്യുന്ന/ ചെയ്തിട്ടുണ്ടാകുന്ന എന്തെങ്കിലും ഇതര സംസ്ഥാന തൊഴിലാളികൾ കൂടുതലായതരം കേരളത്തിലേക്ക് കൊണ്ടുവരാനുണ്ട് ആഗ്രഹം പ്രകടിപ്പിച്ചിട്ടുണ്ടോ?

1. ഉണ്ട്  2. ഇല്ല

71. ഇതര സംസ്ഥാന തൊഴിലാളികൾ കേരളത്തിൽ സമീപത്തായത്തോളമുള്ളതായിട്ടെ കണ്ടിട്ടുണ്ടോ അല്ലെങ്കിൽ എന്താണ്?

1. ചിട്ടയോടെയല്ല  2. എന്തിനെയല്ല  3. പ്രത്യേകിച്ച് അല്ലെങ്കിൽ

a. ചിട്ടയോടെയല്ലെന്ന് എന്തുകൊണ്ട്?

b. എന്തിനെയല്ലെന്ന് എന്തുകൊണ്ട്?

72. ഇതര സംസ്ഥാന തൊഴിലാളികൾക്ക് അന്വേഷണത്തിനുള്ളിൽ അംഗീകൃതമായിട്ടെ കണ്ടിട്ടുണ്ടോ അല്ലെങ്കിൽ എന്താണ്?

1. ചിട്ടയോടെയല്ല  2. എന്തിനെയല്ല  3. പ്രത്യേകിച്ച് അല്ലെങ്കിൽ

a. ചിട്ടയോടെയല്ലെന്ന് എന്തുകൊണ്ട്?

b. എന്തിനെയല്ലെന്ന് എന്തുകൊണ്ട്?

73. ഇതര സംസ്ഥാന തൊഴിലാളികളുടെ താൽപ്പര്യങ്ങൾ പരിരക്ഷിക്കാനായി (മുൻപോടിയായി / കോർപ്പറേഷൻ / ആരോഗ്യപ്രവർത്തകർ എന്നിവയ്ക്കിടയിൽ തിന്നും ആരും) സഹായിച്ചിട്ടുണ്ടോ?

1. ഉണ്ട്  2. ഇല്ല  3. അറിയില്ല

74. താങ്കളുടെ സഹപാഠികൾ ഇതര സംസ്ഥാന തൊഴിലാളികൾ സഹപാഠികൾക്ക് എന്തെങ്കിലും കഴുപ്പുകൾ ഉണ്ടാക്കുകയോ / പ്രതിരോധം ചെയ്യുകയോ ഉൾപ്പെട്ടിട്ടുള്ളതോ അറിവുണ്ടോ?

1. ഉണ്ട്  2. ഇല്ല  3. അറിയില്ല

a. ഉണ്ടെങ്കിൽ എന്തല്ലാം?

75. ഇവയിൽ ആരും കോടതി നടപടികൾക്കു വിധേയമാക്കുകയോ / ശിക്ഷിക്കപ്പെട്ടിട്ടുള്ളതോ അറിവുണ്ടോ?

1. ഉണ്ട്  2. ഇല്ല  3. അറിയില്ല

# HH schedule

## Household Consent Form

നമസ്കാരം,

എന്റെ പേര് ..... എന്നാണ്. ഞാൻ കേരള സർക്കാരിന്റെ തൊഴിൽ വകുപ്പിന് കീഴിൽ തിരുവനന്തപുരം തന്തു പ്രവർത്തിക്കുന്ന Kerala Institute of Labour and Employment (KILE) എന്ന സ്ഥാപനത്തിൽ ജോലിചെയ്യുന്നു.

കേരളത്തിലെ തൊഴിൽ മേഖലയിൽ അന്തർസംസ്ഥാന തൊഴിൽ കുടിയേറ്റത്തിന്റെ സ്വാധീനം വിശകലനം ചെയ്യുന്നതിനായി 'കേരളത്തിലെ അന്തർസംസ്ഥാന കുടിയേറ്റത്തിന്റെ സ്വാധീനം' എന്ന ഒരു പഠനം നടത്തുന്നു. പഠനം നടത്താനുള്ള ഉത്തരവാദിത്തം കേരള സർക്കാരിലെ തൊഴിൽ മന്ത്രാലയം KILE യെ ആണ് എൽക്കീഴ്ന്നിരിക്കുന്നത്.

ഈ പഠനത്തിനു വേണ്ടി തിരഞ്ഞെടുത്ത വീടുകളിൽ താങ്കളുടെ വീടും ഉൾപ്പെടുന്നു. ഈ വീട്ടിലെ ഉത്തരവാദിത്തമുള്ള വ്യക്തിയെന്ന നിലയിൽ, ഇവിടുത്തെ ചില അടിസ്ഥാനവിവരങ്ങളും, അന്തർസംസ്ഥാന കുടിയേറ്റ തൊഴിലാളികളെക്കുറിച്ചുള്ള ചില വിവരങ്ങളും ഞങ്ങൾക്ക് നൽകാൻ ഞാൻ താങ്കളോട് അഭ്യർത്ഥിക്കുന്നു. ഈ അഭിമുഖത്തിന് ഏകദേശം 30 മിനിറ്റ് എടുക്കും.

കേരളത്തിലെ അന്തർസംസ്ഥാന കുടിയേറ്റ തൊഴിലാളികൾക്കായി നയങ്ങൾ രൂപീകരിക്കാൻ സർക്കാരിനെ സഹായിക്കുന്നതിൽ താങ്കളുടെ പ്രതികരണം വളരെ മുഖ്യവത്തായിരിക്കും. താങ്കൾ ഞങ്ങൾക്ക് നൽകുന്ന വിവരങ്ങൾ കർശനമായും രഹസ്യമായി സൂക്ഷിക്കും. വ്യക്തിഗത തീർച്ചപ്പെടുത്തൽ ഉണ്ടാകാത്തതിനായി തവേഷണ-ആസൂത്രണ ആവശ്യങ്ങൾക്കായി മാത്രമേ ഈ വിവരങ്ങൾ ഉപയോഗിക്കൂ.

വളരെ പ്രധാനപ്പെട്ട ഈ തവേഷണപഠനത്തിൽ പങ്കാളിയാകുവാൻ ഞങ്ങൾ താങ്കളെ ക്ഷണിക്കുകയാണ്. ഈ പഠനത്തിൽ പങ്കെടുക്കണമോവേണ്ടയോ എന്ന് താങ്കൾക്ക് സ്വതന്ത്രമായി തീരുമാനിക്കാവുന്നതാണ്. എന്നാലും താങ്കൾ ഇതിൽ പങ്കെടുക്കണമെന്ന് തന്നെയാണ് ഞങ്ങളുടെ ആഗ്രഹം. ചോദ്യവലിയിലെ ഏതെങ്കിലും ചോദ്യത്തിന് ഉത്തരം നൽകണമോ വേണ്ടയോ എന്ന് തീരുമാനിക്കാവുന്നതുള്ള പൂർണ്ണസ്വാതന്ത്ര്യവും താങ്കൾക്കുണ്ടായിരിക്കുന്നതാണ്.

ഈ സർവ്വേയുമായി ബന്ധപ്പെട്ട് എന്തെങ്കിലും സംശയങ്ങൾ ഉണ്ടെങ്കിൽ ഞങ്ങളോട് ചോദിക്കാവുന്നതാണ്. അല്ലെങ്കിൽ താങ്കെ കൈമാറുന്നതിനുള്ള വിവരങ്ങൾ നൽകാൻ ബന്ധപ്പെടേണ്ടതാണ്.

Director,  
KILE, Thozhil Bhavan  
Thiruvananthapuram  
Tel : 0471 2309012

(ചോദ്യകർത്താവ്: ഉത്തരവാദിന്റെ സംശയങ്ങൾക്ക് മറുപടിനൽകുക)  
താങ്കളുടെ സമ്മതം വ്യക്തമാക്കുന്നതിനായി താങ്കളുടെ ഒപ്പ് വെച്ചെടുത്തണമെന്ന് അപേക്ഷിക്കുന്നു.

പേരും ഒപ്പും \_\_\_\_\_

- 1. ഒപ്പോടുകൂടി സമ്മതം നൽകി
- 2. ഒപ്പ് ഇല്ലാതെ സമ്മതം നൽകി
- 3. സമ്മതം നൽകിയില്ല.

ചോദ്യകർത്താവിന്റെ പേരും ഒപ്പും : ..... തീയതി : .....  
(ഉത്തരം ഒന്നോ രണ്ടോ ആണെങ്കിൽ അഭിമുഖം തുടങ്ങുക)

**Schedule for Household Survey**

**Section I**

Schedule No : .....

**Background Variables**

Contact No : .....

1. ജില്ല : .....
2. താലൂക്ക് : .....

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3. ഗ്രാമമാണോ / നഗരമാണോ
  1. ഗ്രാമം : .....
  2. നഗരം : .....
4. ഉത്തരദാതാവിന്റെ പേര് : .....

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5. ലിംഗം
  1. പുരുഷൻ       2. സ്ത്രീ       3. ട്രാൻസ്ജെൻഡർ
6. താങ്കൾ പൂർത്തിയാക്കിയ വയസ്സ് എത്രയാണ്? .....

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7. താങ്കൾ പൂർത്തിയാക്കിയ ഏറ്റവും ഉയർന്ന വിദ്യാഭ്യാസ യോഗ്യത എന്താണ്?
  1. പ്രാഥമിക വിദ്യാഭ്യാസത്തിൽ കുറവ് (7 ക്ലാസ്സിൽ കുറവ്)
  2. പ്രാഥമിക വിദ്യാഭ്യാസം പൂർത്തിയാക്കി (ക്ലാസ് 7)
  3. സെക്കന്ററി വിദ്യാഭ്യാസം / മെട്രിക്കുലേഷൻ (10 ക്ലാസ്)
  4. ഹയർസെക്കന്ററി/ഇന്റർമീഡിയറ്റ്/സീനിയർ സെക്കന്ററി വിദ്യാഭ്യാസം പൂർത്തിയാക്കി (12 ക്ലാസ്)
  5. ഡിപ്ലോമ അല്ലെങ്കിൽ സർട്ടിഫിക്കറ്റ്
  6. ബിരുദം ബിരുദാനന്തര ബിരുദം അല്ലെങ്കിൽ അതിനു മുകളിൽ
  7. പ്രൊഫഷണൽ ബിരുദം
  8. മറ്റെന്തെങ്കിലും (വ്യക്തമാക്കുക).....

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8. താങ്കളുടെ മതം എന്താണ്?
  1. ഹിന്ദു       2. മുസ്ലിം       3. ക്രിസ്ത്യൻ
  4. മറ്റെന്തെങ്കിലും (വ്യക്തമാക്കുക).....
  5. പറയാൻ താല്പരമില്ല

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## Schedule for Household Survey

### Section I

Schedule No : .....

### Background Variables

Contact No : .....

1. ജില്ല : .....

2. താലൂക്ക് : .....

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3. ഗ്രാമമാണോ / നഗരമാണോ

1. ഗ്രാമം : .....

2. നഗരം : .....

4. ഉത്തരഭാഗത്തിന്റെ പേര് : .....

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5. ലിംഗം

1. പുരുഷൻ       2. സ്ത്രീ       3. ട്രാൻസ്ജെൻഡർ

6. താങ്കൾ പൂർത്തിയാക്കിയ വയസ്സ് എത്രയാണ്? .....

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7. താങ്കൾ പൂർത്തിയാക്കിയ ഏറ്റവും ഉയർന്ന വിദ്യാഭ്യാസ യോഗ്യത എന്താണ്?

1. പ്രാഥമിക വിദ്യാഭ്യാസത്തിൽ കുറവ് (7 ക്ലാസ്സിൽ കുറവ്)

2. പ്രാഥമിക വിദ്യാഭ്യാസം പൂർത്തിയാക്കി (ക്ലാസ് 7)

3. സെക്കന്ററി വിദ്യാഭ്യാസം / മെട്രിക്കുലേഷൻ (10 ക്ലാസ്)

4. ഹയർസെക്കന്ററി/ഇന്റർമീഡിയറ്റ്/സീനിയർ സെക്കന്ററി വിദ്യാഭ്യാസം പൂർത്തിയാക്കി (12 ക്ലാസ്)

5. ഡിപ്ലോമ അല്ലെങ്കിൽ സർട്ടിഫിക്കറ്റ്

6. ബിരുദം ബിരുദാനന്തര ബിരുദം അല്ലെങ്കിൽ അതിനു മുകളിൽ

7. പ്രൊഫഷണൽ ബിരുദം

8. മറ്റെന്തെങ്കിലും (വ്യക്തമാക്കുക).....

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8. താങ്കളുടെ മതം എന്താണ്?

1. ഹിന്ദു       2. മുസ്ലിം       3. ക്രിസ്ത്യൻ

4. മറ്റെന്തെങ്കിലും (വ്യക്തമാക്കുക).....

5. പറയാൻ താല്പരമില്ല

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9. താങ്കൾ ഇതരസംസ്ഥാന തൊഴിലാളികളെ ജോലിക്ക് നിയോഗിച്ചിട്ടുണ്ടോ?

- 1. ഉണ്ട്
- 2. ഇല്ല

**ഉണ്ട് എങ്കിൽ ചോദ്യം 11ലേക്ക് പോവുക, ഇല്ല എങ്കിൽ തുടർന്ന് ചോദിക്കുക**

10. ഇതരസംസ്ഥാന തൊഴിലാളികളെ ജോലിക്ക് നിയോഗിക്കേണ്ട എന്ന് താങ്കൾ തീരുമാനിച്ചിട്ടുണ്ടെങ്കിൽ കാരണമെന്ത്?

**Note:** ഇതരസംസ്ഥാന തൊഴിലാളികളെ ജോലിക്ക് നിയോഗിച്ചില്ലെങ്കിൽ section III ലേക്ക്പോവുക  
 ഇതരസംസ്ഥാന തൊഴിലാളികളെ ജോലിക്ക് നിയോഗിച്ചിട്ടുണ്ടെങ്കിൽ മാത്രം ചുവടെയുള്ള ചോദ്യങ്ങൾ ചോദിക്കുക.

11. താങ്കൾ ആദ്യമായി ഇതരസംസ്ഥാന തൊഴിലാളികളെ ജോലിക്കു നിയോഗിക്കാൻ കാരണം എന്തായിരുന്നു? (ബാധകമായ എല്ലാ ഉത്തരങ്ങളും അടയാളപ്പെടുത്തുക)

- 1. കുറഞ്ഞ വേതനം
- 2. ജോലി സന്നദ്ധത
- 3. തൊഴിലാളികളുടെ ലഭ്യത
- 4. അധിക സമയം ജോലി ചെയ്യുന്നു
- 5. മറ്റെന്തെങ്കിലും (വ്യക്തമാക്കുക).....

12. ആവശ്യമുള്ള ഇതരസംസ്ഥാന തൊഴിലാളികളെ ആദ്യമായി എങ്ങനെയാണ് കണ്ടെത്തിയത്/ തെരഞ്ഞെടുത്തത്?

- 1. നേരിട്ട്
- 2. സുഹൃത്തുക്കൾ
- 3. കോൺട്രാക്ടർവഴി
- 4. മറ്റെന്തെങ്കിലും (വ്യക്തമാക്കുക).....

13. ഇതരസംസ്ഥാന തൊഴിലാളികളെ ജോലിക്കു നിയോഗിച്ചതിനെക്കുറിച്ച് ഇപ്പോൾ എന്തോന്നുന്നു?

- 1. നല്ല തീരുമാനമായിരുന്നു
- 2. മോശം തീരുമാനമായിരുന്നു
- 3. പ്രത്യേകിച്ചൊന്നും തോന്നുന്നില്ല

**Section II**

**Objective:** To study the changes in the employment sector in Kerala due to the presence of interstate migrant workers

14. എവിടെയാണ്/എന്ത് ആവശ്യത്തിനാണ് താങ്കൾ ഇതരസംസ്ഥാന തൊഴിലാളികളെ ജോലിക്കു നിയോഗിച്ചത്? (ബാധകമായ എല്ലാ ഉത്തരങ്ങളും അടയാളപ്പെടുത്തുക)

- a. വീട്ടിൽ (വീട്ടിനുള്ളിലെ ജോലികൾ ചെയ്യുന്നതിന്)
- b. വീട്ടിൽ (വയസ്സായവരെ നോക്കുന്നതിന്)
- c. വീട്ടിൽ (പുറത്തെ ജോലികൾ ചെയ്യുന്നതിന്)
- d. കുടുംബത്തിന്റെ ഉടമസ്ഥതയിലുള്ള പാടത്ത്/ പറമ്പിൽ
- e. മറ്റെന്തെങ്കിലും (വ്യക്തമാക്കുക).....

**Note:** ചോദ്യം 14 പരിരോധിക്കുക. ഇതര സംസ്ഥാന തൊഴിലാളികളെ വീട്ടിൽ അല്ലെങ്കിൽ പാടത്ത് /പറമ്പിൽ ജോലിക്കു നിയോഗിച്ചിട്ടുണ്ടെങ്കിൽ മാത്രം 15 മുതൽ 30 വരെയുള്ള ചോദ്യങ്ങൾ ചോദിക്കുക. അല്ലാത്തപക്ഷം section III ലേക്ക് പോവുക

15. എത്ര ഇതരസംസ്ഥാന തൊഴിലാളികൾ ഇവിടെ (വീട്ടിൽ അല്ലെങ്കിൽ പാടത്ത്/പറമ്പിൽ) ജോലി ചെയ്യുന്നുണ്ട്/ ചെയ്തിരുന്നു?

16. താങ്കൾ ഇതരസംസ്ഥാന തൊഴിലാളികളെ ജോലിക്കു നിയോഗിക്കുന്നത് എത്രദിവസം കൂടുമ്പോഴാണ് / ആയിരുന്നു?

- 1. സ്ഥിരമായി / എല്ലാദിവസവും
- 2. ആഴ്ചയിൽ ഒരിക്കൽ
- 3. രണ്ടാഴ്ചയിൽ ഒരിക്കൽ
- 4. മാസത്തിൽ ഒരിക്കൽ
- 5. മൂന്ന് മാസത്തിൽ ഒരിക്കൽ
- 6. മറ്റെന്തെങ്കിലും (വ്യക്തമാക്കുക) .....

17. എത്ര നാളായി ഇതര സംസ്ഥാന തൊഴിലാളികൾ ഇവിടെ ജോലിചെയ്യുന്നു / ചെയ്തിരുന്നു?

..... വർഷം..... മാസം

18. ഇവിടെതദ്ദേശീയതൊഴിലാളികളുംജോലിചെയ്യുന്നുണ്ടോ / ചെയ്തിരുന്നോ?

- 1. ഇല്ല
- 2. തദ്ദേശീയ തൊഴിലാളികൾ ആണ് കൂടുതൽ
- 3. ഇതര സംസ്ഥാന തൊഴിലാളികൾ ആണ് കൂടുതൽ
- 4. തൊഴിലാളികളെ ലഭിക്കുന്നതിന് അനുസരിച്ച്
- 5. തദ്ദേശീയ തൊഴിലാളികളെ നിർത്താൻ താല്പര്യമില്ല

19. താങ്കൾ തദ്ദേശീയ തൊഴിലാളികളെ ജോലിക്കു നിയോഗിക്കുന്നത് എത്ര ദിവസം കൂടുമ്പോഴാണ് / ആയിരുന്നു?

- 1. സ്ഥിരമായി / എല്ലാദിവസവും
- 2. ആഴ്ചയിൽഒരിക്കലൊരിക്കലും
- 3. മാസത്തിൽഒരിക്കലൊരിക്കലും
- 4. മൂന്ന്മാസത്തിൽഒരിക്കലൊരിക്കലും
- 5. മറ്റെന്തെങ്കിലും (വ്യക്തമാക്കുക) .....

20. കൂടുതൽ ശാശിരികാധാനം വേണ്ട ജോലികൾ ചെയ്യുന്നതിനോട് തദ്ദേശീയ തൊഴിലാളികളുടെ സമീപനം എന്താണ്? (ബാധകമായഎല്ലാഉത്തരങ്ങളുംഅടയാളപ്പെടുത്തുക)

- a. അവർക്ക് ആ ജോലി ചെയ്യുന്നത് ഇഷ്ടമാണ്
- b. അവർ ആ ജോലിനന്നായി ചെയ്യും
- c. അവർക്ക് ആ ജോലിചെയ്യുന്നത് ഇഷ്ടമല്ല
- d. അവർ ആ ജോലി നന്നായി ചെയ്യുകയില്ല
- e. അവർ ആ ജോലി ചെയ്യുന്നതിന്കൂടുതൽസമയം എടുക്കും
- f. അവർ ആ ജോലി ചെയ്യുന്നതിനെപ്പറ്റിപരാതിപറയും
- g. മറ്റെന്തെങ്കിലും (വ്യക്തമാക്കുക).....

21. ഇതരസംസ്ഥാനതൊഴിലാളികളെജോലിക്കുവച്ചതുകൊണ്ട്തദ്ദേശീയതൊഴിലാളികളുടെജോലിയുടെഭീതികളിൽ /വിഭാഗങ്ങളിൽമാറ്റംവന്നോ?

- 1. അതെ
- 2. ഇല്ല

22. ഇതരസംസ്ഥാന തൊഴിലാളികൾ ഒരുദിവസം എത്ര സമയം ജോലി ചെയ്യും? (മണിക്കൂറിൽ) .....

23. തദ്ദേശീയ തൊഴിലാളികൾ ഒരു ദിവസം എത്ര സമയം ജോലി ചെയ്യും? (മണിക്കൂറിൽ) .....

24. പ്രതിദിന വേതനം എത്ര രൂപയാണ്? .....

1. ഇതരസംസ്ഥാനതൊഴിലാളികൾ - .....

2. തദ്ദേശീയതൊഴിലാളികൾ - .....

24 a. വ്യത്യാസം ഉണ്ടെങ്കിൽ ഈ വ്യത്യാസത്തിന് കാരണമെന്താണ്?

25. (തദ്ദേശീയ തൊഴിലാളികൾക്കും അന്യസംസ്ഥാന തൊഴിലാളികൾക്കും വേതനം നൽകുന്ന രീതി വ്യത്യസ്തമാണെങ്കിൽ) എന്തുകൊണ്ടാണ് ഈ വ്യത്യാസം?

26. താങ്കളുടെ അഭിപ്രായത്തിൽ ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ കൃത്യനിഷ്ഠ, അച്ചടക്കം എപ്രകാരമാണ്?

1. വളരെനല്ലത്  2. നല്ലത്  3. ശരാശരി  4. മോശം

5. വളരെമോശം

27. ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ പെരുമാറ്റത്തിൽ താങ്കൾക്കോ /കുടുംബാംഗങ്ങൾക്കോ എന്തെങ്കിലും അസംതൃപ്തി ഉണ്ടോ?

1. ഉണ്ട്  2. ഇല്ല

a. ഉണ്ടെങ്കിൽ കാരണമെന്ത്?

28. ഇതരസംസ്ഥാനതൊഴിലാളികൾ ചെയ്യുന്ന ജോലിയിൽ താങ്കൾക്കോ /കുടുംബാംഗങ്ങൾക്കോ തൃപ്തിയുണ്ടോ?

1. പൂർണ്ണ സംതൃപ്തി ഉണ്ട്  2. ഭാഗികമായ സംതൃപ്തി ഉണ്ട്

3. സംതൃപ്തി ഇല്ല

29. താങ്കളുടെ അഭിപ്രായത്തിൽ ഇതരസംസ്ഥാന തൊഴിലാളികൾക്ക് തദ്ദേശീയരായ തൊഴിലാളികളെ അപേക്ഷിച്ചുള്ള മേന്മകൾ എന്തെല്ലാം? (ബാധകമായ എല്ലാ ഉത്തരങ്ങളും അടയാളപ്പെടുത്തുക)

a. ഇതരസംസ്ഥാന തൊഴിലാളികൾ കൂടുതൽ നന്നായി ജോലിചെയ്യും

b. ഇതരസംസ്ഥാന തൊഴിലാളികൾക്ക് കുലികുറവാണ്

c. ഇതരസംസ്ഥാന തൊഴിലാളികൾ കൂടുതൽ സമയം ജോലിചെയ്യും

d. വീട്ടുകാരോട് നന്നായി പെരുമാറും

e. തദ്ദേശീയരായ തൊഴിലാളികളോട് നന്നായി പെരുമാറും  f. കൃത്യനിഷ്ഠയുണ്ട്

g. അനാവശ്യമായി അവധി എടുക്കില്ല  h. ശമ്പളത്തിനും മറ്റുമായി വില പേശാറില്ല

- i. നല്ല അച്ചടക്കമുണ്ട്
- j. നല്ല അനുസരണമുണ്ട്
- k. മറ്റെന്തെങ്കിലും (വ്യക്തമാക്കുക) .....
- l. യാതൊരുമേന്മയും ഇല്ല
- m. അറിയില്ല

30. താങ്കളുടെ അഭിപ്രായത്തിൽ ഇതരസംസ്ഥാന തൊഴിലാളികൾക്ക് തദ്ദേശീയരായ തൊഴിലാളികളെ അപേക്ഷിച്ചുള്ള ദോഷങ്ങൾ / കുറവുകൾ എന്തെല്ലാം? (ബാധകമായ എല്ലാ ഉത്തരങ്ങളും അടയാളപ്പെടുത്തുക)

- a. ഇതരസംസ്ഥാന തൊഴിലാളികൾ നന്നായി ജോലി ചെയ്തില്ല
- b. ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ ജോലിക്കു വൃത്തിയില്ല
- c. ഞങ്ങൾ പറയുന്നത് അവർക്ക് മനസ്സിലാക്കുന്നില്ല
- d. അവർ പറയുന്നത് ഞങ്ങൾക്ക് മനസ്സിലാക്കുന്നില്ല
- e. അനാവശ്യമായി വഴക്കിടും
- f. വീട്ടുകാരോട് മോശമായി പെരുമാറും
- g. തദ്ദേശീയ തൊഴിലാളികളോട് മോശമായി പെരുമാറും
- h. വ്യക്തിശുചിത്വം ഇല്ല
- i. പരിസരശുചിത്വം ഇല്ല
- j. കൃത്യനിഷ്ഠയില്ല
- k. ഇടയ്ക്കിടെ നാട്ടിൽ പോകും
- l. തിരികെ സമയത്തു എത്താറില്ല
- m. അച്ചടക്കമില്ല
- n. അനുസരണമില്ല
- o. മറ്റെന്തെങ്കിലും (വ്യക്തമാക്കുക) .....
- p. യാതൊരുദോഷവും / കുറവും ഇല്ല
- q. അറിയില്ല

**SECTION III**

Objective 2: To study the extent of economic change occurred to entrepreneurs in Kerala due to the presence of interstate migrant workers

- 31. ഇതരസംസ്ഥാന തൊഴിലാളികൾ വന്നു താമസിക്കുന്നത് കൊണ്ട് സമീപപ്രദേശങ്ങളിൽ കൂടുതൽ കടകൾ തുറക്കപ്പെട്ടോ?
  - 1. ഉണ്ട്
  - 2. ഇല്ല

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- 32. താങ്കൾ ഇതരസംസ്ഥാന തൊഴിലാളികൾക്ക് താമസിക്കുന്നതിന് കെട്ടിടം നൽകിയിട്ടുണ്ടോ?
  - 1. ഉണ്ട്
  - 2. ഇല്ല

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- 33. ഇതരസംസ്ഥാന തൊഴിലാളികൾ താമസിക്കുന്നത് കൊണ്ട് ഈ പ്രദേശത്ത് അവർക്കുവേണ്ടി അവധിദിനങ്ങളിൽ/ പ്രത്യേക ദിവസങ്ങളിൽ പുതുതായി ചന്തകൾ നടത്തപ്പെടുന്നുണ്ടോ?
  - 1. ഉണ്ട്
  - 2. ഇല്ല

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- 34. ഇതരസംസ്ഥാന തൊഴിലാളികൾ വന്നു താമസിക്കുന്നത് കൊണ്ട് ഈ പ്രദേശത്തിന്റെ വികസനത്തിന് എന്തെങ്കിലും തടസ്സം ഉണ്ടായോ?
  - 1. ഉണ്ടായി
  - 2. ഉണ്ടായില്ല
  - 3. അറിയില്ല

a. ഉണ്ടായെങ്കിൽ എന്തെല്ലാം?

**Section IV**

*Objective 4 - To study the extent of social inclusion of interstate migrant workers in Kerala*

35. ഇതരസംസ്ഥാനതൊഴിലാളികളുമായി ആശയവിനിമയം നടത്തുന്നത് എങ്ങനെ?

- 1. ആശയവിനിമയം നടത്താറില്ല
- 2. ഇതര സംസ്ഥാന തൊഴിലാളികളുടെ ഭാഷ അറിയാം
- 3. ഇതരസംസ്ഥാന തൊഴിലാളികൾക്ക് മലയാളം അറിയാം
- 4. മറ്റുള്ളവരുടെയോ ഏജൻ്റിയുടെയോ സഹായത്തോടുകൂടി
- 5. ആശയവിനിമയം നടത്താൻ പ്രയാസം

36. ഇതരസംസ്ഥാന തൊഴിലാളികൾ ഇവിടെ വന്നു താമസിക്കുന്നത് കാരണം മറ്റ് പ്രദേശങ്ങളിൽ നിന്നുള്ളവർ ഇവിടേക്ക് താമസത്തിനു വരാൻ മടിക്കുന്നുണ്ടോ?

- 1. ഉണ്ട്
- 2. ഇല്ല
- 3. അറിയില്ല

37. ഇതരസംസ്ഥാന തൊഴിലാളികൾ താങ്കളുടെ പ്രദേശത്തെ ആചാരങ്ങൾ പാലിക്കുന്നതായി/ പാലിക്കാൻ ശ്രമിക്കുന്നതായി താങ്കളുടെ ശ്രദ്ധയിൽ പെട്ടിട്ടുണ്ടോ?

- 1. ഉണ്ട്, മിക്കപ്പോഴും
- 2. ഉണ്ട്, വല്ലപ്പോഴും
- 3. ഇല്ല
- 4. അറിയില്ല

38. ഇതര സംസ്ഥാന തൊഴിലാളികൾ താങ്കളുടെ പ്രദേശത്തെ ആരാധനാലയങ്ങൾ സന്ദർശിക്കാറുണ്ടോ?

- 1. ഉണ്ട്, മിക്കപ്പോഴും
- 2. ഉണ്ട്, വല്ലപ്പോഴും
- 3. ഇല്ല
- 4. അറിയില്ല

39. ഇതരസംസ്ഥാന തൊഴിലാളികൾ സമീപപ്രദേശങ്ങളിൽ നടക്കുന്ന പൊതുയോഗങ്ങളിൽ/ഉത്സവങ്ങളിൽ ആഘോഷങ്ങളിൽ പങ്കെടുക്കാറുണ്ടോ?

- 1. ഉണ്ട്
- 2. ഇല്ല
- 3. അറിയില്ല

40. താങ്കളുടെ അറിവിൽ ഇതരസംസ്ഥാനതൊഴിലാളികൾ സമീപവാസികളുമായോ, തദ്ദേശീയരായ തൊഴിലാളികളുമായോ, അവരുടെ കുടുംബങ്ങളുമായിട്ടോ ഇടപഴകാറുണ്ടോ?

- 1. ഉണ്ട്, വളരുന്നതായി
- 2. ഉണ്ട്, അത്യാവശ്യത്തിന് മാത്രം
- 3. ഇല്ല
- 4. അറിയില്ല

41. താങ്കളുടെ അറിവിൽ ഇതരസംസ്ഥാനതൊഴിലാളികളോട് സമീപവാസികളുടെ സമീപനം എങ്ങനെയാണ്?

- 1. സൗഹൃദപരം
- 2. നിഷ്പക്ഷം
- 3. ശത്രുതാപരം
- 4. അറിയില്ല

42. ഇതരസംസ്ഥാനതൊഴിലാളികളോട് തദ്ദേശീയതൊഴിലാളികളുടെ സമീപനം എങ്ങനെയാണ്?

- 1. സൗഹൃദപരം
- 2. നിഷ്പക്ഷം
- 3. ശത്രുതാപരം
- 4. അറിയില്ല

43. സമീപപ്രദേശത്തെ വിവാഹംപോലുള്ള വിശേഷാടങ്ങളിൽ/അവസരങ്ങൾ ഉള്ളപ്പോൾ ഇതരസംസ്ഥാനതൊഴിലാളികളെ പങ്കെടുപ്പിക്കാറുണ്ടോ ?

- 1. ഉണ്ട്
- 2. ഇല്ല
- 3. അറിയില്ല
- 4. ക്ഷണിക്കാറില്ല
- 5. ക്ഷണിക്കാറുണ്ടാകില്ല

Note: ഇതര സംസ്ഥാന തൊഴിലാളികളെ സ്ഥിരമായി അഥവാ ആഴ്ചയിൽ ഒരിക്കലെങ്കിലും ജോലിക്കുനിയോഗിക്കുന്നുണ്ടെങ്കിൽ മാത്രം 44 മുതൽ 48 വരെയുള്ള ചോദ്യങ്ങൾ ചോദിക്കുക

44. താങ്കൾഎന്തെങ്കിലുംവിശേഷഅവസരങ്ങളിൽ ഇതരസംസ്ഥാനതൊഴിലാളികളെ വീട്ടിലേക്കുകുക്ഷണിച്ചിട്ടുണ്ടോ?

- 1. ഉണ്ട്
- 2. ഇല്ല
- 3. സന്ദർശനമില്ല

45. വിശേഷ അവസരങ്ങൾ ഉണ്ടായിട്ടും താങ്കൾ ഇതരസംസ്ഥാന തൊഴിലാളികളെ വീട്ടിലേക്കു ക്ഷണിച്ചിട്ടില്ലെങ്കിൽ കാരണമെന്ത്?

46. ഇതരസംസ്ഥാന തൊഴിലാളികൾ താങ്കളുടെ കുടുംബാംഗങ്ങളുമായി ഇടപഴകാറുണ്ടെങ്കിൽ /ഇടപഴകിയാൽ അക്കാലത്തിൽ താങ്കളുടെ മനോഭാവം എന്താണ്/ എന്തായിരിക്കും?

- 1. പിന്തുണയ്ക്കും
- 2. എതിർക്കും
- 3. ഇടപെടില്ല
- 4. മറ്റേതെങ്കിലും (വ്യക്തമാക്കുക).....

47. പറമ്പിലോ പാടത്തോ ജോലിക്കു വരുന്ന തദ്ദേശീയതൊഴിലാളികൾക്ക് ഭക്ഷണ-പാനീയങ്ങൾ നൽകുന്നതുപോലെ ഇതരസംസ്ഥാനതൊഴിലാളികൾക്കും ആഹാരംനൽകാറുണ്ടോ?

- 1. ഉണ്ട്
- 2. ഇല്ല
- 3. അറിയില്ല

a. ഇല്ലെങ്കിൽഎന്തുകൊണ്ട്?

48. താങ്കളുടെ കീഴിൽ ജോലി ചെയ്യുന്ന/ചെയ്തിരുന്ന എന്തെങ്കിലും ഇതരസംസ്ഥാന തൊഴിലാളികൾ കേരളത്തിൽ നിന്ന് വിവാഹം കഴിച്ചിട്ടുള്ളതായി അറിവുണ്ടോ?

- 1. ഉണ്ട്
- 2. ഇല്ല
- 3. അറിയില്ല

49. ഇതരസംസ്ഥാന തൊഴിലാളികൾ കേരളത്തിൽ സ്ഥിരതാമസമാക്കുന്നതിനെക്കുറിച്ച് താങ്കളുടെ അഭിപ്രായം എന്താണ്?

- 1. പിന്തുണയ്ക്കുന്നു
- 2. എതിർക്കുന്നു
- 3. പ്രത്യേകിച്ച്അഭിപ്രായമില്ല

a. പിന്തുണയ്ക്കുന്നെങ്കിൽ എന്തുകൊണ്ട്?

b. എതിർക്കുന്നെങ്കിൽഎന്തുകൊണ്ട്?

Note: സ്ഥിരമായി ജോലി ചെയ്യുന്നുണ്ടെങ്കിൽ മാത്രം 50 മുതൽ 57 വരെ ചോദിക്കുക

50. താങ്കളുടെ വീട്ടിൽ ജോലിചെയ്യുന്ന/ചെയ്തിരുന്ന ഇതര സംസ്ഥാന തൊഴിലാളികൾക്ക് താങ്കൾ

താമസസൗകര്യം നൽകിയിട്ടുണ്ടോ?

- 1. ഇല്ല
- 2. താമസസ്ഥലം നൽകി
- 3. താമസസ്ഥലം കണ്ടുപിടിക്കാൻ സഹായിച്ചു
- 4. അവർക്ക് താമസസ്ഥലം ഉണ്ടായിരുന്നു

51. താമസസൗകര്യം ഒരുക്കാൻ ഇതരസംസ്ഥാനതൊഴിലാളികൾക്ക് താങ്കൾ സഹായം ചെയ്തിരുന്നെങ്കിൽ എന്തെല്ലാം?

52. താങ്കൾ എപ്പോഴെങ്കിലും ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ താമസസ്ഥലം സന്ദർശിച്ചിട്ടുണ്ടോ?

- 1. ഉണ്ട്
- 2. ഇല്ല

a. ഉണ്ടെങ്കിൽ എന്തിനു വേണ്ടിയിരുന്നു പോയത്?

Health / Hygiene

53. താങ്കളുടെ അഭിപ്രായത്തിൽ ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ വൃശ്ചി ശുചിത്വം എപ്രകാരമാണ്?

- 1. വളരെനല്ലത്
- 2. നല്ലത്
- 3. മോശം
- 4. വളരെമോശം

54. ഇതരസംസ്ഥാന തൊഴിലാളികൾ കാരണം സമീപപ്രദേശത്ത് രോഗലക്ഷണങ്ങളോ / പകർച്ചവ്യാധികളോ അനുഭവപ്പെട്ടിട്ടുണ്ടോ?

- 1. ഉണ്ട്
- 2. ഇല്ല
- 3. അറിയില്ല

55. താങ്കളുടെ വീട്ടിൽ ജോലിചെയ്യുന്ന ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ പരിസരശുചിത്വപാലനം/ വൃശ്ചിശുചിത്വത്തെപ്പറ്റി താങ്കൾക്കും വീട്ടിലെ മറ്റുള്ളവർക്കും എന്താണ് അഭിപ്രായം?

- 1. വളരെനല്ലത്
- 2. നല്ലത്
- 3. മോശം
- 4. വളരെമോശം

56. താങ്കളുടെ വീട്ടിൽ ജോലിചെയ്യുന്ന അവസരത്തിൽ ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ പരിസരശുചിത്വത്തിന്റെ അഭാവത്തെപ്പറ്റി മറ്റാരെങ്കിലും പരാതി പറഞ്ഞിട്ടുണ്ടോ?

- 1. ഉണ്ട്
- 2. ഇല്ല

57. താങ്കളുടെ വീട്ടിൽ ജോലി ചെയ്യുന്ന സാഹചര്യങ്ങളിൽ അന്യസംസ്ഥാന തൊഴിലാളികൾ താങ്കളുടെ വീട് വൃത്തിയായി സൂക്ഷിക്കാറുണ്ടോ?

- 1. ഉണ്ട്
- 2. ഇല്ല

58. ഇതരസംസ്ഥാന തൊഴിലാളികളുടെ താമസസ്ഥലത്ത് പഞ്ചായത്ത്/ മുനിസിപ്പാലിറ്റി / കോർപ്പറേഷൻ/ ആരോഗ്യപ്രവർത്തകർ തുടങ്ങിയ ആരെങ്കിലും സന്ദർശിക്കാറുണ്ടോ?

- 1. ഉണ്ട്
- 2. ഇല്ല
- 3. അറിയില്ല

59. സമീപപ്രദേശത്തെ ഇതര സംസ്ഥാന തൊഴിലാളികൾക്ക് എന്തെങ്കിലും അസുഖങ്ങൾ/ രോഗലക്ഷണങ്ങൾ ഉള്ളതായി ശ്രദ്ധയിൽപ്പെട്ടിട്ടുണ്ടോ?

- 1. ഉണ്ട്
- 2. ഇല്ല
- 3. അറിയില്ല



60. ഉണ്ടെങ്കിൽ എന്തൊക്കെ അസുഖങ്ങൾ/രോഗലക്ഷണങ്ങൾ ആണ് അവർക്ക് സാധാരണയായി കാണുന്നത്?

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61. അവർ എന്തെങ്കിലും ലഹരിവസ്തുക്കൾ ഉപയോഗിക്കാറുണ്ടോ?

1. ഉണ്ട്                       2. ഇല്ല                       3. അറിയില്ല

a. ഉണ്ടെങ്കിൽ എന്ത് ?

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62. താങ്കളുടെ സമീപപ്രദേശത്ത് ജോലി ചെയ്യുന്ന ഇതരസംസ്ഥാന തൊഴിലാളികൾ എന്തെങ്കിലും കുഴപ്പങ്ങൾ/പ്രശ്നങ്ങൾ ഉണ്ടാക്കിയിട്ടുണ്ടോ?

1. ഉണ്ട്                       2. ഇല്ല                       3. അറിയില്ല

a. ഉണ്ടെങ്കിൽ എന്തെല്ലാം?

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63. താങ്കളുടെ സമീപപ്രദേശത്ത് ജോലി ചെയ്യുന്ന ഇതര സംസ്ഥാന തൊഴിലാളികൾ എന്തെങ്കിലും ക്രിമിനൽ കേസുകളിൽ ഉൾപ്പെട്ടിട്ടുള്ളതായി അറിവുണ്ടോ?

1. ഉണ്ട്                       2. ഇല്ല                       3. അറിയില്ല

a. ഉണ്ടെങ്കിൽ എന്തെല്ലാംതരം കേസുകളിൽ?

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64. ഇവരിൽ ആരെങ്കിലും കോടതി നടപടികൾക്ക് വിധേയമായിട്ടുള്ളതായി അറിവുണ്ടോ?

1. ഉണ്ട്                       2. ഇല്ല                       3. അറിയില്ല

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65. ഇവരിൽ ആരെങ്കിലും ശിക്ഷിക്കപ്പെട്ടിട്ടുള്ളതായി അറിവുണ്ടോ?

1. ഉണ്ട്                       2. ഇല്ല                       3. അറിയില്ല

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66. ഇതരസംസ്ഥാന തൊഴിലാളികൾ കാരണം സമീപപ്രദേശത്ത് ക്രമസമാധാനം നഷ്ടപ്പെട്ടിട്ടുണ്ടോ?

1. ഉണ്ട്                       2. ഇല്ല                       3. അറിയില്ല
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