

**Psychological Problems of Migrant Labourers in Kerala:
A Study in Thiruvananthapuram and Ernakulam Districts**

Dr. Sunil Kumar P. & Dr. Pramod S. K.

2016



Sponsored by:

The Kerala Institute of Labour and Employment (KILE)

PMG Junction, Trivandrum

**Loyola College of Social Sciences
Sreekariyam, Thiruvananthapuram - 695017**

**Psychological Problems of Migrant Labourers in Kerala:
A Study in Thiruvananthapuram and Ernakulam Districts**

Dr. Sunil Kumar P. & Dr. Pramod S. K.

2016

Sponsored by:

The Kerala Institute of Labour and Employment (KILE)

PMG Junction, Trivandrum

Loyola College of Social Sciences

Sreekariyam, Thiruvananthapuram - 695017

ACKNOWLEDGEMENTS

This project consumed huge amount of work and dedication. This would not have been possible if we did not have the support of many individuals and organizations. Therefore we would like to extend our sincere gratitude to all of them.

First of all we are thankful to KILE for their financial and logistical support and for providing necessary guidance concerning project implementation.

We are also grateful to Prof. T.S.N.Pillai, Sri.V.Veerakumar (Director, KILE) and other members of the Core Committee on Research, for the provision of expertise, and technical support in the implementation of the project.

We are extremely thankful to 'Sameeksha' and Fr. Sabu Malayil S.J. of 'Jeevika' for their help in collecting data from migrant labourers in Ernakulam district.

We would like to express our special thanks to the migrant labourers; in spite of their busy schedule, they cooperate with us in providing necessary data for this study. We would also like to acknowledge the sincere work of the field investigators.

Loyola College of social Sciences extended us support and encouragement right from the beginning of this study. We are extremely grateful to our college.

Dr.Sunil Kumar P.

Dr.Pramod S.K.

Contents

Acknowledgements

List of tables

List of figures

		Page No.
Chapter 1	Introduction	1 - 10
Chapter 2	Review of Literature	11 - 30
Chapter 3	Methodology	31 - 43
Chapter 4	Presentation and Analysis of Data	
	Quantitative analysis	44 - 104
	Qualitative analysis	105 - 120
Chapter 5	Findings and inferences	121 - 126
Chapter 6	Summary, Recommendations and Conclusions	127 - 136
Appendices		
Appendix I	Bibliography	i – viii
Appendix II	Schedule for Interviewing the Migrants	ix – xxix
Appendix III	Observation Guide	xxx - xxxi

List of Tables

	Table	Page No.
Table 3.1	Custer wise break up of respondents	33
Table 3.2	Alienation - Reliability Test	34
Table 3.3	Alienation validity test	34
Table 3.4	Alienation Normality test	35
Table 3.5	Loneliness Reliability Test	36
Table 3.6	Loneliness Normality test	37
Table 3.7	Fear about work Related Accidents Reliability test	37
Table 3.8	Fear about work Related Accidents Normality test	38
Table 3.9	Fear of loss of Job Reliability test	39
Table 3.10	Fear of loss of Job Normality test	39
Table 3.11	Emotional Deprivation Scale Reliability test	40
Table 3.12	Emotional Deprivation Tests of Normality	40
Table 3.13	Anxiety Reliability test	41
Table 3.14	Anxiety Tests of Normality	41
Table 3.15	Stress Reliability	41
Table 3.16	Stress Tests of Normality	42
Table 3.17	Reliability of Depression Scale	42
Table 3.18	Depression Tests of Normality	42
Table 4.1.1	Age group wise distribution of respondents	44
Table 4.1.2	Religion wise break up of respondents	45
Table 4.1.3	Caste category	46
Table 4.1.4	Year of Migration	46
Table 4.1.5	Languages known/ used by migrants – English (other than Hindi & Mother tongue)	47
Table 4.1.6	Languages known/ used by migrants – Malayalam	47
Table 4.1.7	Marital status	48
Table 4.1.8	No. of Family Members working in Kerala	48
Table 4.1.9	Educational qualification	49
Table 4.1.10	Employment status before migration	50
Table 4.1.11	State wise homogeneity of the group	51

Table 4.1.12	Presence of Relatives	51
Table 4.1.13	Earning Status	51
Table 4.2.1	Pull factors of migration	52
Table 4.4.1	Difficulties Faced by Migrants	53
Table 4.5.1	Type of work	54
Table 4.5.2	Ethnicity of Immediate Supervisor	55
Table 4.5.3	Working condition	56
Table 4.5.4	Behaviours of Contractors, Supervisors, and Malayalee Co- workers	56
Table 4.6.1	Purposes of Migration to Kerala	57
Table 4.6.2	Fulfillment of Purposes	58
Table 4.7.1	Alienation Descriptives	59
Table 4.7.2	Level of Alienation	60
Table 4.7.3	Alienation Experienced from Different Sources-Descriptives	60
Table 4.7.4	Alienation Experienced from Different Sources	61
Table 4.7.5	Alienation from Malayalee society	62
Table 4.7.6	Alienation VS. Period of dwelling	62
Table 4.7.6	Alienation VS. District of Dwelling	63
Table 4.7.7	Alienation VS. Native State	63
Table 4.7.8	Alienation VS. Knowledge of Malayalam	64
Table 4.7.9	Alienation VS. Educational Qualification	65
Table 4.7.10	Alienation VS. State Wise Homogeneity of the Group	65
Table 4.7.11	Alienation VS. Type of Work	66
Table 4.7.12	Alienation VS. Difficulty in getting Wages	67
Table 4.7.13	Alienation VS. Working Condition	67
Table 4.7.14	Alienation VS. Behaviour of Contractors	68
Table 4.7.15	Alienation VS. Behaviour of Supervisors	69
Table 4.7.16	Alienation VS. Behaviour of co-workers	70
Table 4.8.1	Level of Loneliness	72
Table 4.8.2	Loneliness Vs Age	73
Table 4.8.3	Loneliness Vs Marital Status	73
Table 4.8.4	Loneliness Vs Nature of family	74
Table 4.8.5	Loneliness VS. No. of Family Members working in Kerala	74

Table 4.8. 6	Loneliness VS. Presence of Relatives	75
Table 4.8.7	Loneliness VS. Earning Status(Sole bread winner of family)	75
Table 4.8.8	Loneliness VS. Homogeneity of group	76
Table 4.8.9	Loneliness VS. Educational qualifications	76
Table 4.9.1	Fear about work related accidents	77
Table 4.9.2	Fear of Accidents	78
Table 4.9.3	Fear of Accidents VS. Age	79
Table 4.9.4	Fear of accidents VS. Marital status	79
Table 4.9.5	Fear of accidents VS. Educational Qualification	79
Table 4.9.6	Fear of Accidents VS. Type of Work	80
Table 4.9.7	Fear of accidents VS. Working Condition	80
Table 4.10.1	Fear Arising out of Loss of Job	81
Table 4.10.2	Fear arising out of Loss of Job VS. Age	82
Table 4.10.3	Fear arising out of Loss of Job VS. Marital Status	82
Table 4.10.4	Fear arising out of Loss of Job VS. Earning Status	83
Table 4.10.5	Fear arising out of Loss of Job VS. Educational Qualification	83
Table 4.10.6	Fear arising out of Loss of Job VS. Type of Work	84
Table 4.10.7	Fear arising out of Loss of Job VS. Employment Status before Migration	84
Table 4.10.8	Fear arising out of Loss of Job VS. Difficulty in getting Employment Regularly	85
Table 4.10.9	Fear arising out of Loss of Job VS. Behaviour of contractors	85
Table 4.11.1	Emotional Deprivation VS. Age	87
Table 4.11.2	Emotional Deprivation VS. Marital Status	87
Table 4.11.3	Emotional Deprivation VS. Educational qualification	88
Table 4.11.4	Emotional Deprivation VS. Nature of Native Place	88
Table 4.11.5	Emotional Deprivation VS. Nature of Family	89
Table 4.11.6	Emotional Deprivation VS. No. of Family Members	89
Table 4.11.7	Emotional Deprivation VS. Sub groups of Relatives in Group	90
Table 4.11.8	Emotional Deprivation VS. Homogeneity of the Group	90
Table 4.12.1	Anxiety VS. Age	92
Table 4.12.2	Anxiety VS. Marital Status	92
Table 4.12.3	Anxiety VS. Educational Qualification	93
Table 4.12.4	Anxiety Vs Nature of family	93

Table 4.12.5	Anxiety Vs No. of Family Members	94
Table 4.12.6	Anxiety Vs No. of Family Members Working in Kerala	94
Table 4.12.7	Anxiety Vs Homogeneity of the Group	95
Table 4.12.8	Anxiety Vs Type of work	95
Table 4.12.9	Anxiety VS. Earning Status	96
Table 4.13.1	Stress Level	96
Table 4.13.2	Stress VS Age	97
Table 4.13.3	Stress VS. Marital Status	97
Table 4.13.4	Stress Vs Nature of Family	98
Table 4.13.5	Stress VS No. of Family Members	98
Table 4.13.6	Stress VS. Sub groups of Relatives in Group	99
Table 4.14.1	Spread of Depression among the Migrant Workers	99
Table 4.14.2	Depression VS Age	100
Table 4.14.3	Depression VS Marital Status	100
Table 4.14.4	Depression Vs Nature of Family	101
Table 4.14.5	Depression VS No. of Family Members Working in Kerala	101
Table 4.14.6	Depression VS. Sub groups of Relatives in Group	102
Table 4.14.7	Depression VS. Earning Status	102
Table 4.14.8	Depression Vs Homogeneity of the Group	103
Table 4.14.9	Depression VS. Educational Qualification	103

List of Figures

	Figure	Page No.
Figure 3.1	Normal Q-Q Plot of Alienation	35
Figure 3.2	Box plot of Alienation	36
Figure 3.3	Box plot of Loneliness	37
Figure 3.4	Box plot of Fear about work Related Accident	38
Figure 3.5	Box plot of Fear of loss of Job	39
Figure 4.1.1	Age group wise distribution of respondents	45
Figure 4.1.2	State wise break up of respondents	47
Figure 4.1.3	No. of Family Members working here	49
Figure 4.1.4	Nature of Stay	50
Figure 4.3.1	Monthly Income	52
Figure 4.3.2	Monthly Expenditure	53
Figure 4.5.1	Type of work	55
Figure 4.7.1	Alienation	60
Figure 4.7.2	Alienation from different sources	61
Figure 4.7.3	Alienation VS. Native State	64
Figure 4.7.4	Alienation VS. Type of Work	66
Figure 4.7.5	Alienation VS. Working Condition	68
Figure 4.7.6	Alienation VS. Behaviour of Contractors	69
Figure 4.7.7	Alienation VS. Behaviour of Supervisors	70
Figure 4.7.8	Alienation VS. Behaviour of co-workers	71
Figure 4.8.1	Loneliness	72
Figure 4.9.1	Fear about Work Related Accidents	78
Figure 4.10.1	Fear Arising out of Loss of Job	81
Figure 4.11.1	Emotional Deprivation	86
Figure 4.12.1	Anxiety	91

CHAPTER 1

INTRODUCTION

1.0 Introduction

Migration is the movement of a person from one location to another either within the same nation (internal) or between different nations (International). It is a process of social change. It includes a relatively permanent change of residence from one city or rural area to another; a move from one neighbourhood to another within the same city (residential mobility); temporary moves for purposes such as seasonal employment or to attend school (circulation); and voluntary or involuntary movements across national boundaries (immigration, international labour migration, refugee movements). People choose to move out of their family, friends and the society in which they are brought-up, because of some significant reasons. If they have provided the opportunity to earn and live, many of the migrants would not even think of leaving their native place. Once a person decided to migrate, he must have many thoughts in his mind, “where to go, what to do, shall I be welcomed, when do I back, how can I leave my close ones and so on.” After a series of mental stress and strain, he must have compromised his decision with his immediate environment, whether to leave out the native place or live in there with all the probable pain and pleasure. If the pain is more predominant, there must be an emotional resignation to the inevitable. That is to move out from the homely place and to settle at a strange place, either permanently or temporarily. A migrant comes to an alien place preliminarily with a mindset of the inevitable factors, which he was separated. They must have experienced at first, a sense of loss, dislocation, alienation and isolation, which will lead to process of acculturation (Dinesh Bhugra, 2004).

Importantly, many stresses in the environment would have moulded migrants’ behaviour. That is why the past two to three decades have witnessed migration behaviour as an important development in psychologically-oriented studies. It is worth to know that migration is a topic that links the interests of population psychologists and environmental psychologists recently. It is an important step towards the research on migration, especially intentions and behaviour. On the other hand, migration-psychology focuses on individual behaviour with respect to movement across space. Yet another development was the new decision making models that incorporate place perceptions and motivational constructs, which provide a context for the studies on migration. A complementary

perspective is taken in migration psychology, where the conceptual focus is at the micro level. It is one of the main factors in population redistribution and thus plays a dynamic role in such areas of critical concern as rapid urbanization of the world's population, the balance between population and resources, and human impacts on the natural environment. Studies in this field often deal with the subjective correlates of migration behaviour, such as underlying attitudes, values, perceptions and migration intentions.

To be an immigrant implies that one has no specific date in mind for repatriation. Once a person has decided to go out of his home, he must have a thought of the reception from the place to which he has to be migrated or the inclusion of him in the alien society. Thus, the migrants' decision in leaving from their native place and shifting to an alien place with the expectations of better opportunities and warm reception, leads to a conflict in their minds. In other words, social inclusion of migrants is really a more significant issue than economic factors. This internal psychological issue perhaps is ignored in many studies. A few studies have focussed on these aspects, such as life satisfaction of migrants, distress and cultural identity and health issues of migrants, in nutshell. Major studies across the globe, however are focussed on labour problems, growth of migration, impact of migration, inter-state migration, and international migration.

Migration is an aggregate phenomenon in both macroeconomic and social demographic perspective. The state of Kerala do have issue of migrants in many dimensions such as social, economical, legal, demographical and psychological. Earlier, migration to Kerala was mostly from the neighbouring states of Tamil Nadu and Andhra Pradesh, and the migrants were mostly seeking employment in manual work and unskilled work (Narayana and Venkateswaran, 2013). This trend has suddenly changed, as many people from north-eastern states chose to migrate to Kerala, which is linked mainly with the construction sector. The non-availability of local people in worker category gave them a warm welcome to fulfil the gap, especially in unskilled jobs. Literally speaking, the construction companies have opened the door to the north-eastern migrants to come to Kerala.

It is worth to know that there are many other factors, besides growth of employment in construction industry, which have attracted them to come to the state of Kerala. A few of them are high minimum wages, better climatic conditions, health measures, social services and education. The high linguistic, social and cultural

differences with Kerala and the geographical distances make the migration similar to international migration rather than inter-state migration. Besides this, the migrants already living in the State convey other people in their native place about the attractive salary and the better climatic conditions of the State. The entire disposition attracts more people to Kerala. There are about 35 00 000 north, and north-eastern migrants settled in the State. Their psychological well being is very important as their mental disturbances can cause harmful manifestations in the society. Therefore, a study on their psychological problems finds significance. It is also helpful for taking policy decisions to provide better services to them.

1.1 The Context and Significance of the Study

Construction industry is one of the stable growing industries of the world. In India, it is the largest economic activity after agriculture and it is a labour-intensive industry consisting of 44% of all urban unorganized workers (Thayyil Jayakrishnan et.al, 2013). The two broad categories of construction works are building and civil engineering. Building applies to works involving structures such as houses, offices, shops, factories and schools. Civil engineering applies to all the other built structures in our environment, including roads, tunnels, canals, dams, railways and docks. The migrants working here are exposed to adverse work conditions, hard physical labour, poor living conditions, increased-hours of work and lack of basic amenities. They are also separated from their families and have less job security. They are mostly from remote villages, often are less educated and not cautious about different preventive measures. Most of these inter-state migrants have poor language skills that prevent them from understanding the services available to them and also prevent them to voice their needs and problems.

In the Kerala context, a study conducted by the Gulati Institute of Finance and Taxation (GIFT) found that there are around 25 lakh migrant workers in the State, mainly from north India, who send home an annual remittance of ₹ 17,500 crore or 5 per cent of Kerala's income. The study also reveals that 90 per cent of them have proper ID cards, clears the misgiving that many of these workers are illegal migrants from Bangladesh. Among the total migrants, 60 percent are in the construction sector, 3 percent in the agriculture sector, 7 percent in hospitality, and 8 percent in manufacturing. Ninety percent of the total migrants are men, between the age group of 18 and 36. In every year, it is estimated that 2.35 lakh workers come to Kerala — around 630 a day — registering

an annual growth of 10 percent. The study notes that the migrant workers not only live in poor conditions but are also feeling insecure as Kerala has seen many clashes between them and the local people (Narayana, 2013).

One of the reasons for this inflow of settlers is the labour deficit produced by international migration from Kerala, especially to gulf countries. The Kerala Migration Survey-2014, conducted by Zachariah and Irudaya Rajan of the Research Unit on International Migration at the Centre for Development Studies (CDS), Thiruvananthapuram has found that the flow of Keralites to abroad still continues mainly because of the state's inability to provide suitable jobs for the increasing number of educated youths. The glamour associated with Gulf emigration is still strong among the state's youth. This was the sixth in the series of a migration study conducted by the CDS for the Planning Board of Kerala. The increase in migration in the latest survey was contrary to the forecast in the previous survey in 2011 that migration would decline within three to four years. "Kerala is not able to create enough jobs suitable for an increasingly larger number of youngsters with a secondary or higher level of education. As long as the employment conditions in Kerala (among the educated youths) does not improve, more of the Kerala youngsters could be expected to try their luck abroad," reported the study. This is an important positive factor in their decision to emigrate instead of working in the State.

The number of Kerala emigrants as estimated by the migration survey in 2014 is 23.63 lakhs. The corresponding number was 22.81 lakhs in 2011, 21.93 lakhs in 2008, 18.38 lakhs in 2003 and 13.62 lakhs in 1998. These numbers indicate that emigration from Kerala has been increasing since 1998. Between 2011 and 2014, the total number of emigrants from Kerala increased by about 81,000. The report said that the remittances to Kerala have continued to grow ever since Keralites started migrating to the Gulf region. Total remittances to Kerala during the 12-month period ending in March 1, 2014 were ₹ 72,680 crore. This amount is about 46 percent higher than the remittances in 2011. These numbers indicate that the rate of growth of remittances has accelerated in recent years in spite of the slowing down of the annual increase of emigration from the State since 2008 (Philip, 2014).

The money flowing from abroad and the good climatic condition prevailing in Kerala act as catalysts and as the pulling factors of migration. The elevated wages here

compared to many other parts of India is the major reason for this phenomenon. The migrant labour force is helping Kerala in many ways, mainly in supporting the emerging construction sector. They have penetrated almost all sectors such as agriculture, industry, business, marketing, etc... and spread all over Kerala. But they are facing many problems as a good majority of them are unskilled workers.

The high minimum wages with comparatively better living conditions in Kerala even in the villages are often the motivating factors for migrant workers from other states as the wages are often double or even three times(300%)of the wages obtained in other major cities in India. However, Kerala-workers are paid even higher amounts and so, most of the times the local residents prefer the migrant workers because of the comparatively cheaper labour. It is interesting to note that even though the wages for labour are high, the cost of living in the state is also high.

Kerala is having high literacy rates and better education facilities. High linguistic, social and cultural differences with their states, makes the unskilled migrant labourers to feel Kerala as an alien society. Standard of living and purchasing power of migrant workers are less compared to the Keralites. Cultural differences - dress, rituals, habits, - increases the feeling of alienation. Attitude of native people, especially at work place, is another factor. Living cost of Kerala is also high when compared to the migrants' native state. Even though there are many studies dealing with social, economical and financial aspects of migrant labourers, no detailed study was yet conducted on the psychological problems of the migrants in Kerala.

In this context to understand the psychological problems faced by migrant labourers in the construction sector is of paramount importance to advocate policy measures. It aims to suggest ways to tackle the problems with a labour-friendly point of view and also give migrants more empathetic consideration which is very important as far the integrity of the nation is concerned.

1.2 Statement of the Problem

The researchers' informal interaction with a few migrant workers had thrown light on the personal problems the migrants faced during their stay in Kerala. A few of such problems are: alienation from the local community; loneliness, especially due to separation from kith and kin in the native place; fear about work related accidents;

uncertainty arising out of the fear of loss of job; emotional deprivation (loss of affection and care of family members); the stresses and strains, anxiety and depression.

Another significant problem the migrant labourers highlighted while interacting with them was that the native people and the police set eyes on them with suspicion. Lack of coping with regional language makes them difficult to express even their innocence. The language barrier further leads to stress and strain as they could not communicate properly with health providers, merchants, bankers and policemen. Even though they appear happy outside, they are experiencing many psychological problems that remain suppressed as they are compelled to stay here for survival. In the light of these problems, the study envisages understanding how the psychological problems affect their life, how they deal with the problems, and whether any supportive aids are available to overcome these problems. Thus the study is focusing on psychological problems of migrant workers, aiming to get a holistic, inter-connected perspective of their problems.

Thus this study is focusing on the following objectives to investigate and understand the psychological problems that the migrant labourers intensely experience while they are engaged in work; or when they deal with the people around them in their locality.

1.3 Objectives of the study

1.3.1 General Objective

To understand the nature and impact of psychological problems – the stresses and strains - experienced by the migrant workers in their day to day living and work in Kerala.

1.3.2 Specific Objectives

- To study the alienation experienced by the migrant labourers
- To examine the loneliness experienced by migrant labourers
- To analyse the fear experienced by migrant labourers about work related accidents
- To study the fear experienced by migrant labourers arising out of the insecurity of job
- To study about the emotional deprivation experienced by migrant labourers.

- To examine the anxiety experienced by the migrant labourers as they are far away from their family
- To understand life stress and depression experienced by migrant labourers
- To understand how they cope with the problems

1.4 Research Questions

- I. When the psychological issues arise, how migrant workers cope with it?
- II. How psychological problems affect the migrants' life?

1.5 Definitions of Key Terms

- **Migration**

Definition:

Earnest S Lee broadly defines Migration as “a permanent or semi permanent change of residence. No restriction is placed upon the distance of the move or upon the voluntary and involuntary nature of act, and distinction is made between external and internal migration” (International Encyclopaedia of Social Sciences, 2008)

- **Migrant labourer**

Definition:

“A worker who travel from place to place to take short term or seasonal jobs, such as those in agriculture and construction” (Baker, 1991)

Operational Definition:

Labourers, who reside in Kerala either permanently or temporally, came from northern part of India, to carry out construction work.

- **Psychological problems**

Operational Definition:

Problems affecting the mental state of the migrant labourer, such as alienation, loneliness, emotional deprivation, anxiety, stress and depression.

- **Construction Sector**

Definition:

According to North American Industry Classification System (NAICS), 'Construction Sector' comprises establishments primarily engaged in construction, repairing and renovating buildings, engineering works and subdividing and developing land.

1.6 Theoretical Base of the Study

The theoretical base of the study has been derived from Migration Psychology theory which studies the factors responsible for a person's voluntary change of location and the consequences of the new environmental factors associated with the change of location. Migration leads to adjustment, acculturation, and adaptation that bring environmental stress, mental health issues and the need for necessary community intervention (James Fawcett, 2015). According to Kantor (1969), mobility causes life changes that influence the immigrant's adjustment. Oberg's (1962) observed the cultural shock perspective, contending that cultural conflicts cause an immigrant to misinterpret cues of social interaction; daily life poses a host of insurmountable problems.

The following theoretical concepts are extracted from various theories for this study:

1. Push factors and Pull factors (Lee,1966) - Push factors exist at the point of origin and act to trigger emigration; these include the lack of economic opportunities, religious or political persecution, hazardous environmental conditions, and so on. Pull factors exist at the destination and include the availability of jobs, religious or political freedom, and the perception of a relatively benign environment. Pushes and pulls are complementary — that is, migration can only occur if the reason to emigrate (the push) is remedied by the corresponding pull at an attainable destination.

2. The notion of place utility- place utility may be expressed as a positive or negative quantity, expressing respectively the individual's satisfaction or dissatisfaction with respect to that place. It is related to a person's goals or values as well as the perceived likelihood of attaining the goals or values in alternative places (Wolpert, 1965).
3. The field theory approach to search behaviour - The degree to which the individual's action space accurately represents the physically objective world in its totality is a variable function of the characteristics of both man and the variability of the environment (Lewin, 1951). The migrating behaviour is influenced by the migrant's personality and the environment (Wolpert, 1965).
4. The life cycle approach - migration is viewed as a rational investment process carried out at each stage of life cycle. Migration pattern changes over time (Wolpert, 1965).

1.7 Research design

The study follows mixed research design in which the quantitative part is cross-sectional and the qualitative part is case study. The universe of the study includes the male migrant labourers in Kerala and the unit is single migrant male-labourer.

1.8 Expected Outcome

The current study provides a dependable understanding of the psychological needs and problems of the migrant workers in detail. Causative factors (variables)-personal, socio-economic and work related are identified and explained. The study aims to understand the psychological problems faced by migrant labourers working in Kerala. It also examines the various demographic characteristics that act as push and pull factors for migration, work related information, purposes of migration, and fulfilment of purposes. The study assesses the level of alienation experienced by the migrant workers from Malayalee society, Malayalee co-workers, and from government authorities. The extent of loneliness

experienced by migrant workers is measured. Fear arising out of work related accidents and loss of job is also measured. A clear understanding about the extent of emotional deprivation experienced by the migrants will help to know the emotional needs of the workers. An understanding of anxiety and depression faced by the migrants will help to provide adequate psychological support to reduce nervousness associated with anxiety. Knowing the level of stress faced by the migrant workers will enable to formulate strategies that will aid in reducing strain caused by stress. More than that study explores how, within limitations, they worked out to cope with the psychological problems and to what extent they succeed. All together the findings of the study will help to formulate appropriate support systems and policies to help these workers.

CHAPTER 2

REVIEW OF LITERATURE

Study of migration is rooted in many disciplines: Anthropology, Demography, Economics, Political Science, Sociology and Psychology. Various studies in these fields have investigated internal migration involving movements between rural or traditional areas and urban areas within a country. These studies often focus upon the negative effects, physically and/or emotionally, not only of the stress of movement and adaptation to a new and very different lifestyle, but of movement to an area with more health damaging exposures. The area may be less healthy in terms of factors relating to the physical environment, socio-cultural environment, and health behaviours. There is a clear role for psychologists to play in this field especially matters related to psychological acculturation, intergroup relations, behavioural change – accommodation, assimilation, socialization, and its related distress including, alienation, emotional deprivation, anxiety, fear, depression etc. Some literature on psychological aspects of migration deals with the analysis of the impact of cultural differences, and differences in language and verbal expression between migrant groups and host populations.

Review of literature of the present study mainly focuses on, ‘concepts and theories of migration’ and ‘previous research studies on migration’. Studies, across the globe, on migration are more concerned about the economic, social and demographical characteristics of migration. Behavioural features come to the next place in the world; there are studies on motives for migration, health status on arrival, cultural background and so forth.

India is one of the major immigration countries in the world. It has been receiving large numbers of immigrants, mostly from the neighbouring countries of South Asia, and some from other parts of the world (Binod Khadria & Perveen Kumar, 2015).

UNICEF reports, based on Census of India 2001, that internal migration in India accounts for a large population of 309 million of which 70.7 per cent are women, and are excluded from the economic, cultural, social and political life of society; they are often treated as second-class citizens. The constraints faced by migrants are many - lack of formal residency rights; lack of identity proof; lack of political representation; inadequate

housing; low-paid, insecure or hazardous work; extreme vulnerability of women and children to trafficking and sex exploitation; exclusion from state-provided services such as health and education and discrimination based on ethnicity, religion, class or gender. There are reports of large number of human rights violations too. One of the significant issues highlighted in the native migration is social integration or social inclusion. Migrants continually face difficulties in becoming an integral part of the economic, cultural, social and political lives of society. Regulations and administrative procedures exclude migrants from access to legal rights, public services and social protection programmes accorded to residents, on account of which they are often treated as second-class citizens.

Migration in Kerala has shown a different picture. There was an outward flow for the past four to five decades to the West Asian countries for employment (Prakash, 2015). The inward flow was slow and it was from only the neighbouring states like, Tamil Nadu, Karnataka and Andhra Pradesh. But, in the past two decades, the flow of inward migration from the neighbouring states and north-east states has increased significantly and the reasons are many. The migration problem in Kerala has become the subject of serious study only recently. Gulati Institute of Finance and Taxation has submitted a report (2013) after studying about the 'Domestic Migrant Labour in Kerala (DML)', which was focused on estimating the stock of DML. This is the only serious study among the internal migrants in Kerala which deals with socioeconomic and demographic factors; but the psychological dimension is not included.

Migration is partly a result of transformations taking place in the receiving places. Kerala as a receiving state has great difficulty in regulating migrant population. With the possibility of much larger influx in view of the large scale expansion of economic activities in the State, the migrants can put heavy pressure on urban infrastructure, environment and public services. They are vulnerable to psychological problems and may also pose many challenges in governance, particularly of urban areas.

A better and in-depth understanding about the nature of migration will help to tackle the issues related to migration. The current study's review of literature will help to understand the varying dynamics of migration. Theoretical aspect covered in the literature is given below.

2.1 Literature on Concepts and Theories of Migration

Neo-classical migration theory assumption showed that migration was associated with decreased post-move satisfaction (Gordon and De Jong, 2002). This neo-classical microeconomic theory leads to several important generalizations on the impact of migration on individual (Massey et al., 1998). Individual human capital characteristics (education, experience, occupational skills) increase both the likelihood of migration and the probability of employment in the destination area relative to the sending area. Furthermore, better human capital characteristics also lower the costs of migration, which in turn increase the returns to migration. Microeconomic theory's indicators showed that it is to increased employment satisfaction but decreased post-move satisfaction with living environment. Whereas the 'Network theory indicators' showed the opposite pattern – related to improved living environment satisfaction but decreased employment post-move satisfaction. However, temporary migrants were disadvantaged in post-move employment satisfaction compared to more permanent single move labour force migrants.

Yet another significant concept is 'Migration and Life Satisfaction'. Subjective well-being concepts are related to migration, alienation, empowerment, life satisfaction and so forth. An increasing literature on migration studies is justifying the theoretical importance and measurement of life satisfaction as an indicator of human well-being (Locke, 1976; Mortimer, 1979; Saris et al., 1996). European Union governments have included life satisfaction as a basic national performance indicator along with economic growth, employment, and economic competitiveness measures (European Commission, 1994). Furthermore, migration and life satisfaction can be linked theoretically through the assumption that the benefits of moving outweigh the costs (Ziegler and Britton, 1981). Wen H. Kuo (1978) in his study, 'Immigrant/Minority Status and Alienation', assumed that people view the migration decision as one of utility maximization, i.e., they migrate in order to become better off in some subjective sense. The purpose of his study was to explore this basic theoretical assumption that internal migration results in increased levels of life satisfaction for migrants after they move compared to life satisfaction in their previous residence.

An important exploratory framework for migration behaviour is based on 'Migrant-network Theory'. Networks link migrants with former migrants and non-migrants in

origin and destination areas through sets of interpersonal ties of kinship and friendship. According to network theory, these ties increase the likelihood of migration by lowering costs and risks and increasing the expected net returns to migration (Massey et al., 1993). In theory, networks increase the probability of migration, which in turn expands the networks. Over time, the process spreads to include broader segments of the sending community (Gurak and Caces, 1992; Massey, 1990; Massey and Garcia Espana, 1987; Taylor, 1986).

Similarly, Zelinsky's (1971) 'Theory of the Mobility Transition' sees an increase in non-job-related movement as a concomitant of the process of modernization in developing countries. The use of surveys in migration studies has become more common over the past twenty years in part because of frustration with the limitations of census data on past migration and a related recognition of the analytic advantages of collecting survey data on a wide range of correlates of migration intentions as well as behavior. Surveys can thus provide data directly relevant to the key questions posed in migration psychology (Goldstein and Goldstein, 1981; Findley, 1982). Zuiches (1980), after reviewing findings from 15 well-known migration surveys conducted in the U.S., posed a series of research challenges that includes: What are the qualities in a community that people expect, and are these expectations realistic? How are preferences related to satisfaction with one's community? Does satisfaction or preference change over time, as one experiences different location?

Subsequent to Zuiches' review, a few important studies addressing these issues have been conducted with U.S. samples. In a study in Seattle, for example, Landale and Guest (1985) analyzed the relationship among such variables as thoughts about moving, actual mobility, satisfaction with home, and satisfaction with community. Their findings are interpreted as being inconsistent with Speare's stress threshold model which states that subjective satisfaction is a strong predictor of thought about moving, but the authors are unsure of the reasons for the inconsistency because of the paucity of pertinent studies.

Behavioral geographers McHugh (1984) and Roseman (1983), emphasized the importance of the life cycle in migration decision-making. McHugh conducted a longitudinal study to test the applicability of 'Ajzen and Fishbein's theory' of reasoned action and, in that context, developed a sophisticated model that incorporates place utility,

normative influences, and constraints on decisions. Roseman differentiates life cycle and career cycle influences and raises important issues about how individuals accumulate a "stock" of alternative destinations across their lifespan. He also speculates that different decision rules may be used at different stages of the residence selection process. Another innovative study was conducted by Christenson, Gar kovich, and Taylor (1983), who measured three types of values; patriotism, helping others and salvation and showed that these values were important in destination selection for non-job-related migration. Their findings can be considered as a demonstration of the importance of understanding values in an era of greater mobility choices.

A basic source of information about contemporary theoretical and empirical approaches is *'Migration Decision Making'* (De Jong and Gardner, 1981), a collection of review articles representing diverse social science disciplines. In this work, two chapters explicitly employ well-established psychological models and apply them to the topic of migration. De Jong and Fawcett (1981) draw on Ajzen and Fishbein's (1980) theory of reasoned action and related subjective expected utility models in their chapter on 'Motivations for Migration: An Assessment and a Value Expectancy Research Model.' The authors point out that expectancy models are especially well-suited to the topic of migration, because expectations can be measured for alternative locations (including the present residence). Thus, "place utility" is assessed by a formulation that takes into account the person's goals or values as well as the perceived likelihood of attaining the goals or values in alternative places. Elaborations of the model include measurement of perceived norms concerning migration and other types of facilitators and constraints, all operating within a larger socio economic context (De Jong et al. and Fuller et al.). The value-expectancy model focuses on the content of decisions and largely ignores the process of decision-making. By contrast, Haberkorn (1981) takes as a starting point the Janis-Mann conflict model, positing five stages in the decision process: appraising the challenge, surveying alternatives, weighing of alternatives, deliberating about commitment, and adhering despite negative feedback. Haberkorn discusses each stage in relation to the migration context and analyzes some policy implications of the approach. His review provides a number of useful insights by drawing upon the general decision-making literature, but it is not presented as an operational research model. A key factor in understanding migration decision processes is the specification of constraints. This issue is taken up in a thoughtful review by the geographer Desbarats (1983), who presents a model of how

objective features of the environment may restrict the role of subjective preferences in spatial behavior. One part of that model is essentially the Ajzen Fishbein's (1980) scheme, which Desbarats sees as the most useful for analyzing the formation of voluntary intentions to migrate. Another part of the model classifies different types of constraints, external and internal, and discusses how they enter into decision processes. Whereas internal constraints account for the instability of intentions over time and result in satisfying choices, external constraints account for the absence of volitional control and result in the non-actualization of choice.

Another review focusing on the relationship between migration in tensions and behaviour is provided by Zuiches (1980), who also addresses the broader issue of where "attitudinal" studies fit in the migration literature. While economists who model migration decisions are quite distrustful of subjective data (Da Vanzo, 1981), other researchers see an increasing importance of such data because migration is becoming more responsive to personal preferences. An example frequently cited is the sun-belt migration in the United States, where labor market factors take second-place to lifestyle considerations (such as climate and recreational opportunities).

'Behavioural aspects of the Decision to Migrate' was studied by Julian Wolpert (1965). According to Wolpert, the impetus for the development of a behavioural approach came from the failure of available macro level models to account for the changes occurring in migration patterns in the United States, especially when net inter-censual migration patterns were disaggregated to reveal more complex underlying flows and counter flows. He also noted that model building in migration research have largely focused on variables and surrogates such as distance and ecological characteristics of places exerting 'push and pull' forces to the exclusion of behavioral parameters of the migrants". Wolpert discusses three concepts that he regards as central to a behavioral approach: place utility, field theory, and the life-cycle approach. While he does not attempt to provide an integrated model, his insightful discussion touches upon many issues that remain important today. For example, he draws on behavioral economics for the notion of expected utility and, perhaps influenced by Thibaut and Kelley's (1959) psychological decision model, notes the existence of a threshold for "aspiration level" that adjusts itself on the basis of experience. Connecting these ideas with the concept of place utility, Wolpert concludes that migration may be considered to be the result of a decision process

which aims at altering the future in some way and the recognized differences in utility associated with different places. Thus, the flow of population reflects a subjective place utility evaluation by individuals.

The second concept used by Wolpert, field theory, comes, of course, from the work of Kurt Lewin (1951), particularly the idea of a person's life space or "subjective action space." This cognitive concept points to the critical role of information in the migration decision process. While also recognizing that those individuals have received, processed, and internalized information. The degree to which the individual's action space accurately represents the physically objective world in its totality is a variable function of the characteristics of both man and the variability of the environment.

The life cycle concept is not clearly articulated by Wolpert, but he uses it to give recognition to patterned changes in the "subjective action space" that are associated with position in the life cycle, analyzed in conjunction with other factors such as sex and socioeconomic status. This allows for subgroup analysis of migration for the purpose of entry into the job market, or change of residence owing to the birth of the first child. The relevance of the life cycle for decisions about residential moves was highlighted earlier by Rossi (1955), in his influential study, *'Why Families Move'*. In this analysis, the concept of "dissatisfaction" emerges as a central motivational construct, often triggered with respect to housing needs by an increase in family size. The concept has proved to be useful as an explanatory variable in surveys of mobility (Speare, 1974), but a debate continues about the relative usefulness of "dissatisfaction," a subjective concept, in comparison with social-structural explanations of migration behavior (Landale and Guest, 1985). Rossi (1955) also deals with stages of the migration decision process, distinguishing inclinations to move, intentions to move, and movement behavior. Similarly, Goldsmith and Beegle (1962) divide the process into the desire to move, the consideration of movement, and the expectation that movement will occur. These typologies, which are drawn from empirical studies, reflect the fact that the decision to move is often the result of deliberations over an extended period of time, with a careful weighing of pros and cons (Sell and De Jong, 1978). It is not surprising, then, that decision-making models have gained increasing attention in migration studies. An early perspective on decision processes was provided by Taylor (1969), in an article on *'Migration and Motivation: A Study of Determinants and Types.'* Taylor's approach was

to analyze decisions within a social-structural context and in relation to different types of migrants, perspective that warrants continuing attention (Fawcett and De Jong, 1982). Taylor (1969) found that both migration choices and subsequent adjustment were better understood when three types of migrants-Aspiring, Dislocated, and Resultant - were studied as separate groups.

Ritchey's contribution to the Annual Review of Sociology (1976), on the topic "Explanations of Migration," carried forward the idea that individual-level data, particularly is on values and attitudes could enlarge the explanation provided by social-structural analysis alone. In a section on Cognitive Behavioral Approach, Ritchey also highlights the linkage that should in principle forge a bond between population psychologists and environmental psychologists: "There is a growing literature on the relationship between geographic mobility and community preferences, although much research and theoretical discussion is aimed at residential mobility rather than migration". One of the exceptions to the emphasis on residential mobility is a study that deals with the decision process among immigrants to Australia (Richardson, 1974). For Richardson, the disposition to emigrate is a function of the "climate of emigration" at the origin, "energizing" factors stemming from dissatisfaction in attaining goals, and a "directional component" that is a function of information and place perceptions. Within this broad framework "disposition to action" factors come into play, involving personality variables, strength of family ties, and so on. Since the 1950s there has clearly been a growing interest in models of migration decision making and, as part of that, an increasing awareness that the measurement of subjective phenomena's like, attitudes, values, perceptions, and intentions could play an important role in gaining deeper understanding of migration choices and behavior. Although the earlier work often drew upon conceptual frameworks from psychology, there were few systematic attempts to apply contemporary psychological theorizing to the topic of migration. That has changed in the 1980s, with the publication of several reviews and a number of pertinent empirical studies.

2.1.1 Effect of migration - alienation

The effect of migration on migrants' mental health affects them in a more positive or negative way, by certain risk factors. Social support from informal ethnic networks, at time of arrival, seems to benefit migrants and had long-lasting effects on their mental

health. Social support from members of the ethnic network provided invaluable “stress-buffering” effects and reduces alienation and emotional discomfort.

Otto and Feather Man (1975) suggested a model contending that alienation is a consequence of inadequate adult socialization precipitated by social and psychological conditions. In their model, they demonstrated that (1) one's ascribed characteristics influence one's socio-economic attainment; (2) one's socio economic status determines activism in social participation and socializing experiences; and (3) alienation is in turn predicted by variables of family background, SES, social participation, and socializing. SES exerts an influence on the scope of one's social network, one's ethnic cohesion, sense of being discriminated against, and the easiness or difficulty of adapting to new social roles. And finally, alienation is regarded as a determinant of these minority and immigrant characteristics.

2.1.2 Migration psychology in context

Migration psychology is the study of individual behavior with respect to movement across space. Studies in this field often deal with the subjective correlates of migration behavior, such as underlying attitudes, values, perceptions and migration intentions. While the focus of migration psychology is the individual, most theoretical and empirical work in migration psychology is directed toward uncovering general person-environment-movement relationships, rather than toward the understanding of particular events. For many people, movements across space are among the most significant transitional events marking the life course; the study of such events is fundamental to understanding human behavior. Two broad questions define the scope of migration psychology: What factors are responsible for a person's voluntary change of location? And, what are the consequences for the person of the new environmental factors associated with a change of location? The first question points toward the application of motivational constructs and decision models in migration psychology. The second question relates to adjustment, acculturation, or adaptation models and brings in issues of environmental stress, mental health, and community intervention (Brody, 1969; Olmedo, 1979). Psychological studies on the determinants and consequences of migration would seem to be a natural focus for the American Psychological Association's Division of Population and Environmental Psychology. They focus on the motivational and decisional approaches to migration

behavior. The remarkable fact is that neither in population psychology nor in environmental psychology has there been enough work on migration to produce a distinctive body of knowledge on the topic. Social scientists in other disciplines, notably geographers and sociologists have carried out solid theoretical and empirical work based on psychological models, so a substantial literature on migration psychology is available. An important recent development in migration psychology is a focus on the relationship between migration intentions and migration behavior, viewed from the perspective of decision-making processes. The five empirical articles in this special issue on "Migration Intentions and Behavior: Third World Perspectives," reflect that decision-making perspective and they are a highly complementary set. All the studies are based on surveys conducted in developing countries, and four of the five articles draw on longitudinal data that allow examination of the relationship between the intention to migrate and subsequent behavior.

This brief review has focused on developments in migration studies. The unifying theme is an interest in decision-making: how people make choices about moving or staying and alternative destinations. The theoretical models reviewed here have subjective data or concepts; attitudes, preferences, values, intentions; thus distinguishing them from microeconomic decision models that typically make inferences about underlying processes based on post-hoc behavioral observations. It makes use of theories and concepts from the psychological literature; the label "migration psychology" has been applied to emphasize the continuities among various studies. The topic of migration will in time provide an important meeting ground for population psychology and environmental psychology. Psychologists working on migration will also make important contributions to the interdisciplinary field of migration studies. In the United States and in other developed countries, there is a clear need to gain greater understanding of the role of personal preferences and lifestyle considerations in future patterns of population distribution. In the Third World, there is a growing awareness that families devise conscious migration strategies to ensure their survival in a world fraught with uncertainties and controlled by distant forces. The study focused on the basic psychological processes that guide decision-making in migrating situation and decisions foreclosed by structural constraints.

2.2 Previous Research Studies on Migration

Migration and its different dimensions are studied by researchers in different disciplines. Some important previous studies, which are relevant for the present study, are reviewed as follows:

2.2.1 Migration, Stress and Mental Ill health

Petter Tinghog (2009) studied migration and its relation to stress and mental ill health among the immigrants in Sweden. The main objective was to achieve a better understanding of those factors, circumstances and experiences occurring after settlement that may influence migrants' mental health.

In the thesis of his study Petter mentions about the numerous Swedish studies based on mental ill health, which was more common among immigrants than among the native-born (Bayard-Burfield et al., 2000; Bayard-Burfield et al., 2001; Ferrada-Noli & Asberg, 1997; Rundberg et al., 2006; Stockholms läns landsting, 2008; Sundquist, 1994; Vogel et al., 2002). Furthermore, it has been shown that some immigrant groups are particularly at risk for various forms of mental ill health (Bayard-Burfield et al., 2001; Socialstyrelsen, 2000; Wiking et al., 2004). The same has been observed in most Western countries, (Carta et al., 2005; Al-Issa & Tousignant, 1997; Nazroo & Policy Studies Institute, 1997) even though exceptions have been reported (Cochrane & Stopes-Roe, 1981; Vega et al., 1998; Nazroo & Policy Studies Institute, 1997). If one considers not only the individual suffering involved, but also the fact that immigrants in Sweden amount to about 14% of the entire population and that mental ill health is the second most burdensome disease in terms of disability-adjusted life years (Ljung et al., 2005), immigrants' mental health can be regarded one of the most urgent public health issues in Sweden today.

Petter used the concept of "Push and Pull" factors for migration and the concept of culture for explaining shared Migration, Stress and Mental Ill Health. The concept of acculturation has been used to describe changes occurring on a macro or a micro level when representations or "goods" produced in different cultural contexts comes into contact. On the macro level a variety of changes of a technological, social, political or cultural nature can appear (Redfield et al., 1936). On an individual level, exposure to different cultural influences may induce changes in behaviour, values or even sense of

identity (Gordon, 1978; Graves, 1967). He also has compared two conceptualisations of mental ill health, the symptomatic one and the low subjective wellbeing one, because, these two conceptualisations partially overlap and that both are essential.

He concluded that immigrants' mental health is a complex and multi-faceted issue. The immigrants' culture, post-migratory social and economic living conditions as well as factors linked to immigration or minority status are all of importance when it comes to understanding and explaining the high prevalence of mental ill health observed among immigrants in Sweden.

More specifically the major findings from his thesis suggest that:

1. The higher prevalence of mental ill health among immigrants in Sweden than among native-born Swedes may to a very high extent be accounted for by the fact that immigrants are more exposed to poor socio-economic living conditions.
2. Poor socio-cultural adaptation is independently associated with mental ill health, while neither a high level of perceived ethnic discrimination nor a high level of commitment to any of the acculturation strategies could be fully substantiated as an independent risk factor.
3. The WHO (ten) Wellbeing Index and HSCL-25 are instruments that seem to produce estimates that are comparable between Scandinavians and immigrants of Middle Eastern descent. This finding supports the notion that both instruments are cross-culturally equivalent and may be appropriate for use in multicultural Western settings.
4. Operationalisation of mental ill health in terms of symptoms of anxiety/depression is likely to show greater relative risks for non-European immigrants in relation to native-born Swedes than a wellbeing measurement would do.
5. To consider to what extent immigrants' stressful experiences are influenced by culture-specific representations and whether the experiences are immigrant/minority-specific appears to be a fruitful approach to comprehending stress among immigrants.
6. Non-universal representations that can be found in Iraq and Iran have the potential to amplify, or even be necessary ingredients of, certain types of stressful experiences among immigrant women from these countries. It also appears that the most long-lasting and difficult experiences for this group of women are a

result of value conflicts between family members who have not internalized Swedish culture to the same extent.

2.2.2 Migration, Distress and Cultural Identity

Dinesh Bhugra (2004) in his study assumed that when people migrate from one nation or culture to another they carry their knowledge and expressions of distress with them. On settling down in the new culture, their cultural identity is likely to change and that encourages a degree of belonging; they also attempt to settle down by either assimilation or biculturalism. In this study he referred a classic study of Odegaard that the rates of schizophrenia among Norwegians who had migrated to the USA were higher when compared with Norwegians who had stayed back in Norway. This study set the standard for further studies comparing rates of schizophrenia and other psychiatric illnesses as well as for comparing those who had migrated and those who had been left behind or who had not chosen to migrate. Although Sashidharan (1993) has argued that the same principles of migration and its impact on whites cannot be considered exactly similar to the stress and impact on African–Caribbeans, it can be argued that in the process of migration, sense of dislocation and alienation must contribute to the stress on the individuals and their families even though their experiences of alienation and dislocation will be different both at individual and group levels. Several studies in the UK have demonstrated high rates of schizophrenia among the migrant groups especially African–Caribbeans in the UK. These studies have shown consistently high rates of schizophrenia.

Two important hypotheses that were considered in this study are (1) migration in itself produces stress, which, in vulnerable individuals, leads to psychological morbidity. Theoretically this should lead to a proportionate increase in common mental disorders as well. But, it could not be established in his study. He interpreted that there might be other intermediary factors that contribute to stress and elevated rates. It was conceivable that it was not the stress of migration but the stress of living in an alien culture that might be more relevant. Furthermore, factors such as cultural identity, self-esteem, patterns of attachment and prolonged periods of separation from one or both parents may play some role in the genesis of mental disorders. (2) It is likely that where migrants live together, especially with others from the same community around them, this may work as a protective factor from some psychiatric illnesses. He mentioned that the comparable equal rates of schizophrenia among Asians and whites may be explained by the fact that there

were large numbers of Asians living in the particular geographical areas—the population reaching 50% in some parts. However, high population density may well lead to other psychiatric conditions such as common mental disorders or increased rates of deliberate self-harm, through the mediation of an underlying culture conflict.

When political and economic upheavals and natural crises lead to mass migration, this may produce a sense of hopelessness and helplessness in the individual leading to a depressive effect. Social assimilation may be affected and may not occur for a number of reasons.

Therefore a sense of alienation emerges that further adds to the sense of failure, loss and poor self-esteem. In these conditions it is likely that the migrants and their dependants develop depressive symptoms. If there are additional factors such as discrepancy between achievement and expectation, it is likely to contribute to a sense of dejection, leaving the migrant psychologically vulnerable. Why this vulnerability leads to psychosis in general and schizophrenia in particular is difficult to explain and deserves to be studied in its own right in relation to social networks and support systems.

When individuals migrate from one nation, state or culture to another, be it for temporary or permanent residence or for economic, political or educational purposes, there is every likelihood that aspects of that individual's cultural and ethnic identity will change. The degree of alteration will be determined by a number of factors—individual, kinship and societal. The changes may be transient, semi-permanent or permanent; some individuals may not undergo any changes in identity at all.

In conclusion, he was little doubtful that the rates of schizophrenia are higher among some migrant groups; this increase might well be linked with a number of complex factors and interactions. Race, ethnicity and an alien cultural group may function as vulnerability factors and continuing socio-economic disadvantage, discrimination and alienation may work as chronic difficulties, making vulnerable individuals develop psychosis. A deep sense of alienation, loss and failure might contribute to poor self-esteem, which in turn contributed to distorted images of the self. Broader social factors play a role and deserve to be studied in the specific context of the influence of migration on the development of schizophrenia.

2.2.3 Impact of migration on mental health

According to Kantor (1969) mobility causes life changes that influence the immigrant's adjustment, but whether the changes are for the better or worse is not inherent in the migration itself. Rather, they depend on the experiences accompanying or following migration. In a discussion of the impact of migration on mental illness, Kantor explained it this way: "Migration, in and of itself, does not precipitate the development of mental illness. Migration, however, does involve changes in environment which imply adjustments on the part of the migrant. These adjustments may be reflected in improved or worsened mental health." By viewing the nature of migration in this way, three important aspects of life changes among immigrants can be identified in literature: (1) facing a new social setting dominated by a different culture; (2) adjusting to new social roles, and (3) experiencing a relatively restricted social network and communication channels. Each aspect necessarily affects the immigrant's feelings and attitudes toward the host society, but individual adjustment seems to be a function of personal resources and the characteristics of particular receiving communities. Immigrants become alienated because adoption of the cultural values of the majority involves a fundamental disruption of and shift in the cognitive, affective and evaluative modes of behavior patterned by the immigrant's native culture. Such changes were believed to be particularly stressful because the worth of the immigrant's native cultural orientation, which has long served as a behavioral guide, was now challenged and devalued by the dominant values

Oberg (1962) adopted a cultural shock perspective, contending that cultural conflicts cause an immigrant to misinterpret cues of social interaction; daily life can no longer be taken for granted, and it becomes instead a host of insurmountable problems. Regardless of the different emphases, however, both perspectives concurred that difficulties in acculturation, coupled with anomie, or norm conflicts, tend to intensify alienation. The second aspect of life change among immigrants, adjusting to new social roles, implies that immigration involves much more than a mere change in location. There is also an abrupt "social uprooting," which not only terminates the immigrant's native social position but also forces him to seek a new occupation, a new political identity, and a new community role. Historically, certain roles were adopted because of economic necessity.

2.2.4 Social Inclusion of Internal Migrants in India

The Internal Migration in India Initiative (IMII) was jointly launched by UNESCO and UNICEF in 2011, as a result of a two-day workshop on Internal Migration and Human Development in India, in order to better respond to the many challenges raised by the internal migration phenomenon in India. IMII, UNESCO and UNICEF helps to support the social inclusion of migrants in the economic, social, political and cultural life of the country, using a three-legged approach combining research, policy and advocacy.

IMII with UNESCO (2013) has initiated a study on ‘Social Inclusion of Internal Migrants in India’. This study started with an argument that in the absence of proofs of identity and residence, internal migrants are unable to claim social protection entitlements and remain excluded from government sponsored schemes and programmes. Children face disruption of regular schooling, adversely affecting their human capital formation and contributing to the inter-generational transmission of poverty. Further, migrants are negatively portrayed as a “burden” to society, discouraged from settling down and excluded from urban planning initiatives. Most internal migrants are denied basic rights, yet internal migration is given very low priority by the government in policy and practice, partly due to a serious knowledge gap on its extent, nature and magnitude.

‘Migration and urbanisation’ is an integral part of economic development and societal transformation, and historical experience has shown that it cannot be stopped. The rising contribution of cities to India’s GDP would not be possible without migration and migrant workers. Migrants are indispensable and yet invisible key actors of socially dynamic, culturally innovative and economically prosperous societies. An independent study examining the economic contribution of circular migrants based on major migrant employing sectors in India revealed that they contribute 10 per cent to the national GDP (Deshingkar and Akter, 2009).

The study further noted that no holistic approach to addressing the multiple challenges associated with internal migration and is yet to be developed. Internal migration is, by its very nature, a cross-sectoral theme, which requires the interaction of several departments and Ministries at central and state level governments. It involves a majority of women, and men and children, young and old, migrating in family or alone, on a long or short term basis, for work, for marriage, or both; it touches the entire spectrum of the human

life: education, labor, citizenship, gender, children, health, nutrition, voting; it is an urban and rural phenomenon. There is an urgent need to develop a governance system for internal migration in India, i.e. a dedicated system of institutions, legal frameworks, mechanisms and practices aimed at supporting internal migration and protecting migrants.

The study has thrown the need of registration and identity, political and civic inclusion, labour market inclusion, legal aid and dispute resolution, inclusion of women internal migrants, inclusion through access to food, inclusion through housing, educational inclusion, public health inclusion, and financial inclusion.

2.2.5 Domestic Migrant Labour in Kerala

Gulati Institute of Finance and Taxation submitted a study to the Labour and Rehabilitation Department, Govt. of Kerala in the wake of growing presence of Domestic Migrant Labour (DML) in Kerala.

This study mainly focused on estimation of stock and flows of DML. It includes some characteristics of the DML in Kerala, duration of stay of DML in Kerala, work arrangements, unemployment and underemployment among them, wages etc. The significant chapter in this study was the life and work environment of DML. This study gave insight to the housing and accommodation of DML, employment, wages, leisure, migrants and the locals, demographic and gender dimensions, the economics of sub-contracting and formalizing migrant labours - emerging challenges. This study also put forwarded important recommendations for the following areas. They are:

1. A voluntary registration of DML based on which all benefits to the DML, will coverage
2. Improving housing and living conditions of the DML
3. Social security and health issues
4. Employment issues
5. Sustaining good relations between the DML and the local population in Kerala
6. Help-line in different language

2.2.6 Some other significant studies on migration

Several studies considered migration as a positive avenue toward achieving higher income, subjective social position, occupational status, and greater family integration (Rosen, 1973; Balu and Duncan, 1967; Hsu, 1972). In contrast, a substantial body of literature stressed social disorganization, poor housing, and problems of adjustment to the host society (Handlin, 1961; Germani, 1967; Hanna and Hanna, 1969; Mangin, 1970; Abu-Lughod, 1961; Srole, et al., 1962; Sung, 1976; Light and Wong, 1975). These contending emphases indicated that: (1) researchers placed different values on changes accompanying migration and (2) the immigrant's adjustment was influenced by the specific conditions of the community into which he had moved.

Gordon (1964) reviewed a large number of sociological studies dealing with assimilation problems. Some of these studies adopted a cultural change perspective, suggesting that immigrants to America become alienated because adoption of the cultural values of the majority involves a fundamental disruption of and shift in the cognitive, affective and evaluative modes of behavior patterned by the immigrant's native culture. Such changes were believed to be particularly stressful because the worth of the immigrant's native cultural orientation, which has long served as a behavioral guide, was now challenged and devalued by the dominant American values (Hallowell, 1942; Abel and Hsu, 1949; Vogt, 1951). Oberg (1960) adopted a cultural shock perspective, contending that cultural conflicts cause an immigrant to misinterpret cues of social interaction; daily life can no longer be taken for granted, and it becomes instead a host of insurmountable problems. Regardless of the different emphases, however, both perspectives concurred that difficulties in acculturation, coupled with anomie, or norm conflicts, tend to intensify alienation. The second aspect of life change among immigrants, adjusting to new social roles, implies that immigration involves much more than a mere change in location. There is also an abrupt "social uprooting," which not only terminates the immigrant's native social position but also forces him to seek a new occupation, a new political identity, and a new community role. Historically, certain roles were adopted because of economic necessity. For example, earlier European peasant immigrants accepted low-paid, unskilled industrial jobs in order to survive (Handlin, 1951); and non-English speaking professional men from Hong Kong took jobs as busboys or waiters in Chinatown. Legal restrictions impose new political roles upon immigrants, because citizenship is required for casting votes, and new social structures generate role conflicts, particularly within the

immigrant's family. Differences in Americanization cause generational conflicts over parental authority, sex roles and social mannerisms (Fong, 1973; Wong, 1950). Frequently, it is found that the second generation suffered from social marginality and lack of assertiveness (Sue and Sue, 1971). In short, adoption of new social roles requires a readjustment of social interaction, community status, working habits, self-image, and life style. Like occupationally mobile people, immigrants can experience "social disorientation," mental strain, loneliness, and isolation. All problems which were placed serious burdens on traditional moral codes (Sorokin, 1972). The third aspect of life changes deals with the fact that the immigrant's social network seldom expands outside his own ethnic group (Eisenstaedt, 1955).

Gordon (1964) further argued that interactive association at the primary group level developed along the "ethnic class" line, and studies on Asian-Americans confirmed that they were circumscribed by their own ethnic group (Feagin and Fujitaki, 1972). Whether the restricted social circle has a direct effect on alienation, however, remains unclear. Johnson (1973) observed that Japanese-Americans in Hawaii were able to avoid socially alienating experiences because of their tight family and ethnic social network. In contrast, many authors believed that alienation was the result of an exclusive attachment to members of one's family or ethnic group (Hajda, 1961). Lystad (1972) cited a Department of Labor study (1965), reporting that large numbers of black youth appear to be withdrawing from American society. The present generation of black youth growing up in the urban ghetto probably has less personal contact with the white world than any earlier generations. This suggests that a restricted social network prevents the minority citizen or the immigrant from gaining full access to communication and interaction with the larger society.

A PhD research titled 'Migrant child labour in Kerala: A study based on children employed in hotels, restaurants and teashops in the district of Thiruvananthapuram' conducted by Biju Lekshmanan at School of Gandhian Thought and Development studies, Mahatma Gandhi University focuses on the causes of migration, living conditions of migrant child labourers, the exploitation and abuse faced by them and their bad habits. He assumed that "There is a positive correlation between adult labour migration and child labour". The finding of the study indicates that that there are push as well as pull factors for migration and work of children. Poverty, adult migration, irresponsibility of male

members of family, inadequate measures of social security, and family conflicts are the push factors. Comparatively higher income differentials, high income opportunities and attraction of city life are the pull factors responsible for migration (Lekshmanan, 2002).

Based on the ‘Researching International Migration: Lessons from the Kerala Experience’ by Zachariah and Irudaya Rajan, to familiarise beginners to examine the linkage between migration and development, utilising the large scale sample surveys of migration.” The impact of the remittance on the possession of house- hold goods, amenities, houses and consumer durables is discussed. However, it does not offer a suitable framework to analyse the contract migration of workers.

The review of the literature on migration shows many significant studies on migration, both socio-economic and psycho-social issues of migrants. But no serious study is conducted in Kerala except the survey by the Gulati Institute of Finance and Taxation. However, the survey research study shows that the migrant workers is a work force consisting almost entirely of single males aged between 18 to 35 years and is highly mobile within Kerala, whereas 60% of them work in the construction sector.

The above reviewed literature provides knowledge from the theories and studies of migration for better understanding the issues faced by the migrant laborers in Kerala. There are very limited studies focusing on their psychological dimensions in detail. So an exploration on psychological aspects of construction migrant workers becomes significant.

CHAPTER 3

METHODOLOGY

3.0 Introduction

The present chapter includes details of research design, the pilot study, universe of the study, unit of the study, sampling procedures, sources and methods of data collection including the psychological tools, data analysis, and statistical techniques used for analyzing the data.

3.1 Research design

The study follows mixed research design in which the quantitative part is cross-sectional and the qualitative part is case study. According to Bryman and Bell, (2007), "A cross-sectional design entails the collection of data on more than one case and at a single point in time in order to collect a body of quantitative or quantifiable data in connection with two or more variables, which are then examined to detect patterns of association". The cross-sectional design can only measure differences between or from among a variety of people, subjects, or phenomena rather than time dependent variations. Case study provides an opportunity for in-depth analysis based on the research questions. This provides qualitative information that corroborates the quantitative analysis. Case study helps explain both process and outcome of a phenomenon through complete observation reconstruction and analysis of the cases under investigation (Tellis, 1977). Case study consists of the following processes:

- 1 Identifying migrant labourers having various psychological problems.
- 2 In-depth structured interview and interactive sessions for eliciting data for analysis.
3. The researchers observed the feelings, emotions, expressions, behaviour and body language of the respondents as these are important for a psychological study. Thus the

case study gives explicit information from a smaller group which helps to strengthen the results of quantitative analysis.

3.2 Pilot study

A pilot study was conducted in the first week of January 2016 among 10 migrant labourers in Thiruvananthapuram. The pilot study aims to understand the field reality, sources of information and its availability. It also enabled to get an idea about the heterogeneity of the population. A clear idea regarding the nature of psychological problems and its intensity among the migrant labourers was visible. It also helped to draw ideas in the preparation of the interview schedule through the interaction with the migrants. A better understanding of the behaviour dynamics of the migrant labourers was obtained. The pilot study also revealed the barriers to be tackled in the course of the study especially the language barrier and the busy time schedule of the labourers. This also gave idea about the strategy to get respondents for the study. The researchers approached supervisors or contractors and got permission for data collection which is necessary as they will help to get the respondent during their free time. On the basis of the pilot study detailed methodology was worked out.

3.3 Universe and Unit of the study

The universe of the study includes the male migrant labourers from northern India working in Kerala. However the study is limited to Thiruvananthapuram and Ernakulam districts. The unit is a single migrant male-labourer from northern India.

3.4 Sampling

The study follows cluster sampling as the migrant labours are staying in groups, and are concentrated in specific geographical areas or pockets. Four important clusters were identified from both the districts based on the concentration of migrant labourers.

Sreekariyam, Kazhakkottam, Pothencode, and Karakulam are the clusters included from Thiruvananthapuram District. In Ernakulam district, Perumbavoor, Aluva, Kalady, and Edapally are the clusters selected for the study. The distribution of the respondents in each cluster is given in table 3.1.

Table 3.1
Cluster wise break up of respondents

District	Cluster	Frequency	Percent
Thiruvananthapuram (50% n=100)	Sreekariyam	25	12.5
	Kazhakkottam	25	12.5
	Pothencode	25	12.5
	Karakulam	25	12.5
Ernakulam (50% n=100)	Perumbavoor	25	12.5
	Aluva	25	12.5
	Kalady	25	12.5
	Edapally	25	12.5
	Total	200	100.0

A sample of 100 respondents was selected from each district. Thus the sample size is 200. The sample is divided equally among these clusters. i.e., 25 respondents were included from each cluster.

Apart from this for the qualitative study, 10 different cases, covering different psychological variables of the study, were identified and detailed analyses of the cases are included.

3.5 Sources and methods of data collection

The following are the tools used for data collection:

1. A *Structured Interview Schedule* comprising of scales to measure various psychological variables. For assessing alienation, 'alienation scale' was prepared and used. For assessing loneliness UCLA Loneliness Scale by Daniel Russell was used. For assessing emotional deprivation, emotional deprivation scale was used. Anxiety was

measured using state anxiety scale by Agra institute of psychology. For assessing stress Perceived Stress Scale by Ellen Conser was used. The level of depression was measured by employing Beck Depression inventory.

2. An **Observation Guide** to understand their routine activities level of hygiene, health status, life satisfaction and acculturation and substance abuse.

2. The tools were translated in Hindi to help the investigators for data collection.
3. In addition to this, discussion with the director of an NGO working in the field of migrant labourers was also conducted to get back ground information including the challenges faced by migrant labourers working in Kerala.
4. The tools developed are given in the appendices.

3.6 Scaling and Scoring

3.6.1 Alienation scale

The alienation among the migrant labourers is measured using a scale consisting of 31 items with five choices. The score ranges from 31 to 155. The reliability and validity of the scale is tested and the results are given below.

Table 3.2
Alienation - Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
.797	31

The Alienation scale is having high reliability with Cronbach's Alpha 0.79.

Table 3.3
Alienation validity test

Correlations			
		Alienation	Emotional Deprivation
Alienation	Pearson Correlation	1	.140*
	Sig. (1-tailed)		.024
	N	200	200
Emotional Deprivation	Pearson Correlation	.140*	1
	Sig. (1-tailed)	.024	
	N	200	200

*. Correlation is significant at the 0.05 level (1-tailed).

Convergent validity of the alienation scale is checked by correlating it with emotional deprivation. There is a positive correlation between alienation and emotional deprivation. The one tailed p-value is 0.024 shows that it is statistically significant.

The measured alienation variable is subjected to normality test to check the nature of distribution so as to take decision on the application of parametric or non parametric test.

Table 3.4
Normality test

Tests of Normality						
	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Alienation	.059	200	.086	.990	200	.165

a. Lilliefors Significance Correction

Figure 3.1

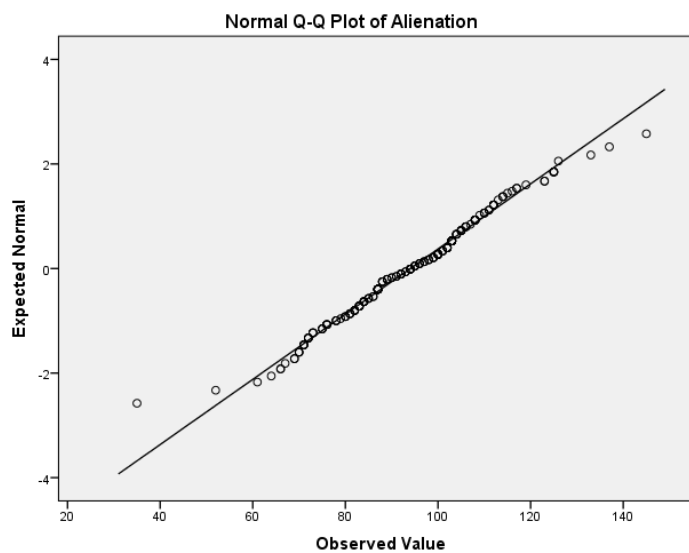
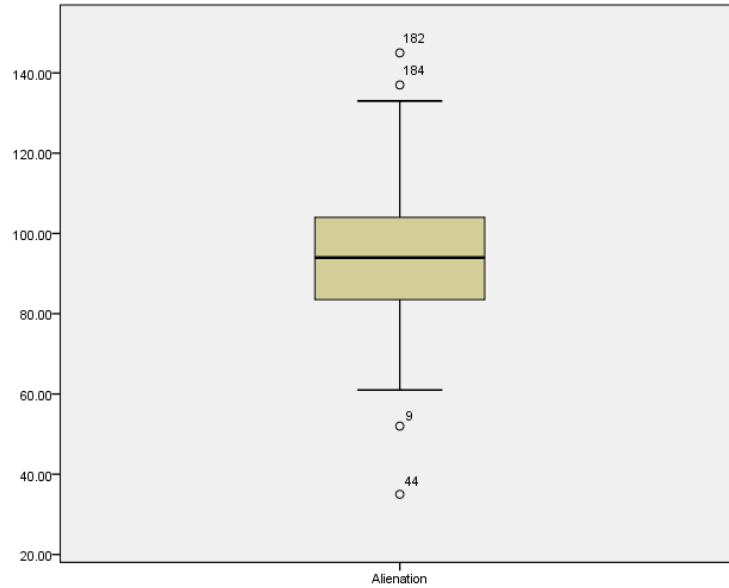


Figure 3.2



Shapiro-Wilk test - P value is greater than .05. Therefore the distribution can be considered as normal.

3.6.2 Loneliness scale

UCLA Loneliness Scale by Daniel Russell was used for assessing the level of loneliness among the migrant labourers. The scale consists of 10 items with choices in the five point Likert format. The minimum score is 10 and the maximum score is 50. The reliability of the scale is tested and the results are given below.

Table 3.5
Reliability Test

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.941	.943	10

The scale is found reliable with a high Cronbach's alpha of 0.94.

The measured loneliness variable is subjected to normality test to check the nature of distribution so as to take decision on the application of parametric or non parametric test.

Table 3.6
Normality test

Tests of Normality						
	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Loneliness	.157	200	.000	.923	200	.000
a. Lilliefors Significance Correction						

Figure 3.3



The distribution is not normal (Shapiro-Wilk test, $p=.000$)

3.6.3 Fear about work Related Accidents

‘Fear about work Related Accidents’ is measured using a scale consisting of 7 items with choices in the 5 point Likert format. The minimum score is 7 and the maximum score is 35. The reliability of the scale is tested and the results are given below.

Table 3.7
Reliability

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.885	.891	7

The scale is reliable with a high Cronbach's Alpha of .885.

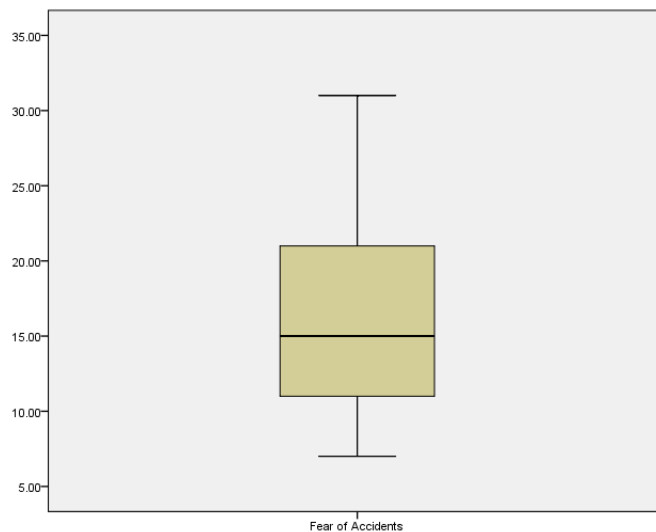
The measured 'Fear about work Related Accidents' variable is subjected to normality test to check the nature of distribution so as to take decision on the application of parametric or non parametric test.

Table 3.8
Normality test

Tests of Normality						
	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Fear of Accidents	.127	200	.000	.938	200	.000
a. Lilliefors Significance Correction						

The distribution of the variable is not normal (Shapiro-Wilk test, $p=.000$).

Figure 3.4



3.6.4 Fear of loss of Job

The fear arising out of loss of job is measured using a 5 point Likert scale with 3 items. The reliability of the scale is tested and the result is given below.

Table 3.9
Reliability test

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.881	.882	3

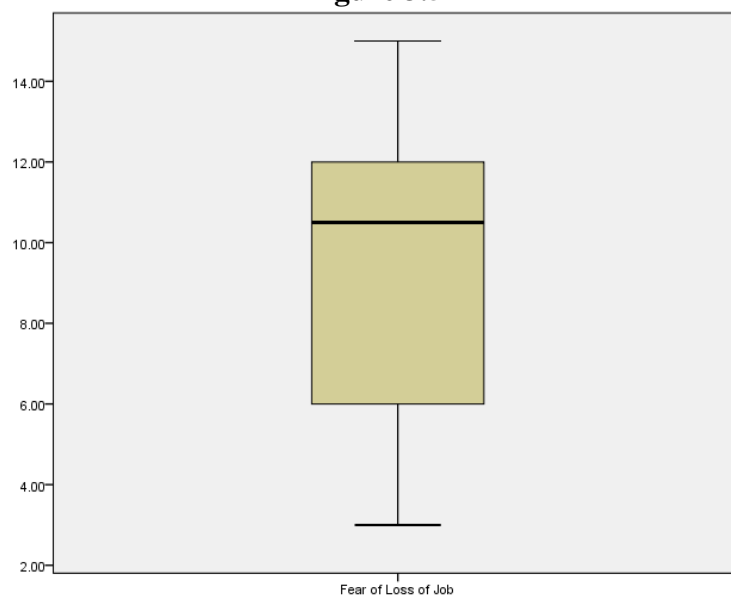
The scale is highly reliable with a Cronbach's alpha of .881

The measured 'Fear of loss of Job' variable is subjected to normality test to check the nature of distribution so as to take decision on the application of parametric or non parametric test.

Table 3.10
Normality test

	Tests of					
	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Fear of Loss of Job	.157	200	.000	.905	200	.000
a. Lilliefors Significance Correction						

Figure 3.5



The distribution is not normal(Shapiro-Wilk p=.000)

3.6.5 Emotional deprivation

The 'Emotional Deprivation Scale' consist of 10 items with choices in the five point Likert format. The minimum score is 10 and the maximum score is 50. The results of the reliability analysis of the scale is given below.

Table 3.11
Reliability test

Reliability Statistics	
Cronbach's Alpha	N of Items
.965	10

The scale is highly reliable with a cronbachs alpha of .965

The measured 'Emotional deprivation' variable is subjected to normality test to check the nature of distribution so as to take a decision on the application of parametric or non parametric tests.

Table 3.12
Tests of Normality

Tests of Normality						
	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Emotional Deprivation	.158	200	.000	.915	200	.000
a. Lilliefors Significance Correction						

The distribution is not normal(Shapiro-Wilk test, p=.000)

3.6.6 Anxiety

Anxiety was measured using modified state anxiety scale by Agra institute of psychology. The scale consists of 13 items with choices in the five point Likert format. The minimum and maximum scores are 13 and 65 respectively. The results of the reliability analysis of the scale is given below.

Table 3.13
Reliability test

Reliability Statistics	
Cronbach's Alpha	N of Items
.918	13

The scale is highly reliable with a Cronbachs alpha of .918

The measured 'Anxiety' variable is subjected to normality test to check the nature of distribution so as to take a decision on the application of parametric or non parametric tests.

Table 3.14
Tests of Normality

Tests of Normality						
	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	Df	Sig.	Statistic	df	Sig.
Anxiety	.084	200	.001	.974	200	.001
a. Lilliefors Significance Correction						

The distribution is not normal(Shapiro-Wilk test, p=.001)

3.6.7 Stress

For assessing stress Perceived Stress Scale by Ellen Conser was used. The scale consists of ten items in five point Likert scale. The minimum score is 10 and the maximum score is 50. The reliability of the scale is tested and the result of the test is given below.

Table 3.15
Reliability

Reliability Statistics	
Cronbach's Alpha	N of Items
.924	10

The scale is found reliable with a Cronbach's alpha of 0.24.

The stress variable is subjected to normality test and the result is given below.

Table 3.16
Tests of Normality

Tests of Normality						
	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Stress	.197	200	.000	.888	200	.000
a. Lilliefors Significance Correction						

The stress measured is not distributed normally. (Shapiro-Wilk Test. P=.000) Therefore non-parametric tests can be used for establishing association of stress with causative factors such as demographic and other variables.

3.6.8 Depression

The level of depression was measured by employing modified Beck Depression inventory. The scale has 9 items in five point Likert scale. The minimum and maximum score are 9 and 45 respectively. The scale is subjected to reliability test and the results are given below.

Table 3.17
Reliability of Depression Scale

Reliability Statistics	
Cronbach's Alpha	N of Items
.865	9

The depression scale is having a good reliability with a Cronbach's alpha of .865 .

The 'depression' variable is subjected to normality test and the result is given below.

Table 3.18
Tests of Normality

Tests of Normality						
	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Depression	.275	200	.000	.747	200	.000
a. Lilliefors Significance Correction						

The variable 'depression' is not distributed normally. (Shapiro-Wilk Test. $P=.000$) Therefore non-parametric tests can be used for establishing association of depression with other variables.

3.7 Statistical techniques

The statistical technique was chosen after checking the normality of the data using Shapiro Wilks test. Based on this both Parametric and non- parametric tests are used appropriately. The major statistical techniques used are independent sample t- test, One-way ANOVA, Duncan test, Mann whitey U test, Kruskal Wallis test, and Spearman's rank correlation. The reliability of the scales were checked using Cronbach's alpha.

3.8 Data analysis and interpretation

The collected data were verified, and coded appropriately and entered in to SPSS. V22, for statistical analysis. Analysis includes both descriptive as well as cross tabulations. The significance of the associations of the variables was tested using statistical tools mentioned earlier. In the analysis part pictorial representation of important variables were also incorporated for clarity.

CHAPTER 4

PRESENTATION AND ANALYSIS OF DATA

4.0 Introduction

The present chapter deals with the analysis and interpretation of the collected data. Demographic profiles such as age, religion, caste, year of migration, native state, languages known, marital status, no. of family members working in Kerala, educational qualification, nature of stay, employment status before migration, nature of group, presence of members from same state, subgroups of relatives in group, and earning status (sole bread winner of family or not) are analysed. Work related information such as type of work, pull factors of migration, purposes of migration are also analyzed.

This chapter also includes descriptive analysis of the psychological variables such as alienation, loneliness, fear, anxiety, stress and depression. A detailed analysis of association of these variables with independent variables such as age, district of dwelling, period of dwelling, religion, age of migration (age at which started working in Kerala), native state, languages known, presence of relatives (relatives staying with them or not), educational qualifications, state wise homogeneity of the group (whether members of the group hail from the same state), type of work, regularity of salary (experience difficulty in getting wages regularly or not), working condition, behaviour of contractors, supervisors, and Malayalee co-workers were done to get an in-depth understanding of dynamics of the psychological issues of the migrants. Various statistical tools such as correlation, t- test, ANOVA, Mann Whitney U test, Kruskal Wallis test, were employed to check the statistical significance of these associations.

4.1 Demographic Profile

Table 4.1.1
Age group wise distribution of respondents

Age groups	Frequency	Percent	Valid Percent	Cumulative Percent
Upto 20	22	11.0	11.0	11.0
21 - 30	117	58.5	58.5	69.5
31 - 40	47	23.5	23.5	93.0
Above 40	14	7.0	7.0	100.0
Total	200	100.0	100.0	

Figure 4.1.1
Age group wise distribution of respondents

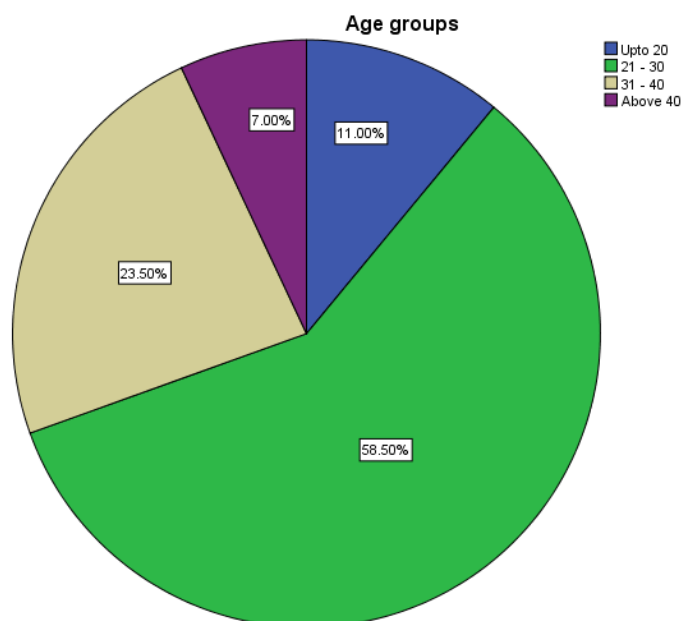


Table 4.1.1 gives the age wise distribution of the respondents. 11% of the respondents belongs to the category age up to 20, 58.50 % belongs to 21 to 30 age group, 23.50% belongs to 31 to 40 age groups and 7% belongs to above 40 age group. Majority of the migrant labourers are youth in the 21 to 30 age group, while only a minority of elderly workers, above 40 years, sustains here. The reasons for this are the migration of youth and their repatriation after reaching middle adulthood.

Table 4.1.2
Religion wise break up of respondents

Religion	Frequency	Percent	Valid Percent	Cumulative Percent
Hindu	125	62.5	62.5	62.5
Muslim	71	35.5	35.5	98.0
Christian	4	2.0	2.0	100.0
Total	200	100.0	100.0	

Table 4.1.2 indicates that 62.5% of the respondents belong to the Hindu religion, 35.5% belongs to Muslim religion and 2% belongs to the Christian religion. Majority of the migrants are Hindus, and next comes the Muslims and the Christians the least. This is in tune with the study conducted by Gulathi Institute.

Table 4.1.3
Caste category

Category	Frequency	Percent	Valid Percent	Cumulative Percent
General	61	30.5	30.5	30.5
OBC	120	60.0	60.0	90.5
SC	17	8.5	8.5	99.0
ST	2	1.0	1.0	100.0
Total	200	100.0	100.0	

Table 4.1.3 shows that 30.5 % of the respondents belong to the general category, 60% belongs to OBC, 8.5% belongs to SC, and 1% belongs to ST category. Even though majority of the respondents belongs to OBC a good percentage of respondents are from general category. Backwardness experienced by the OBC category is reflected in the migrants also. This backwardness may be a push factor towards migration.

Table 4.1.4
Year of Migration

Year of Migration	Frequency	Percent	Valid Percent	Cumulative Percent
Upto 1999	4	2.0	2.0	2.0
2000 - 2009	44	22.0	22.0	24.0
2010 - 2016	152	76.0	76.0	100.0
Total	200	100.0	100.0	

Table 4.1.4 shows that 76% of the respondents migrated during 2010 to 2016 period. It was 22% during 2000 to 2009 and only 2% up to year 1999. There is an exponential growth in the number of migrant labourers during this period especially during 2010 to 2016. The increase in the number can be attributed to the improvement of life conditions of already migrated people. So this has an impact in their native places to motivate the youngsters to find a better opportunity in Kerala as the wages in those states are minimal (₹ 150/day).

Figure 4.1.2
State wise break up of respondents

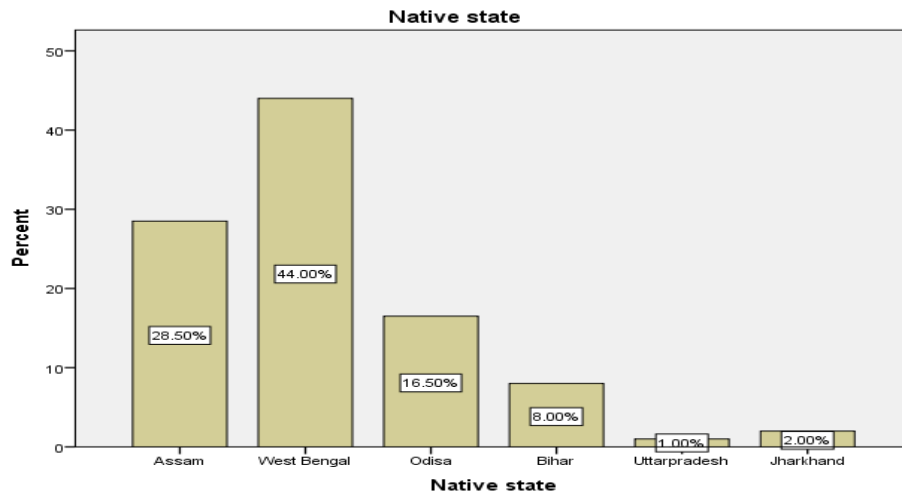


Figure 4.1.2 indicates that 44% of the respondents are from West Bengal, 28.5% from Assam, 16.5% from Odisha, 8% from Bihar, 2% from Jharkhand, and 1% from Uttar Pradesh. Majority of the migrant labourers working in Kerala are from West Bengal. The states of Assam and Odisha are listed next to West Bengal with regard to migration to Kerala and these states show similar patterns.

Table 4.1.5
Languages known/ used by migrants – English
(other than Hindi & Mother tongue)

Language known-English					
	English	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	9	4.5	4.5	4.5
	No	191	95.5	95.5	100.0
	Total	200	100.0	100.0	

Only 4.5% of the sample knows English language. This indicates the poor educational status of the migrant labourers.

Table 4.1.6
Languages known/ used by migrants - Malayalam

Language known – Malayalam					
	Malayalam	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	53	26.5	26.5	26.5
	No	147	73.5	73.5	100.0
	Total	200	100.0	100.0	

26.5% of the respondents know Malayalam language. It seems to be difficult for the migrants to learn and speak Malayalam. Even then they are picking up Malayalam

language for their survival. As the migrants mingle with the Malayalee society they are in the process of gaining Malayalam communication skills.

Table 4.1.7
Marital status

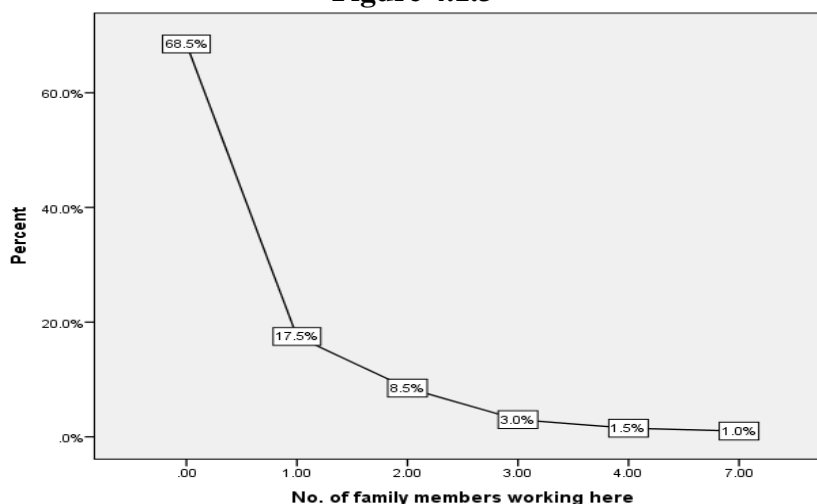
Marital status		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Single	93	46.5	46.5	46.5
	Married	106	53.0	53.0	99.5
	Widower	1	.5	.5	100.0
	Total	200	100.0	100.0	

The respondents can be classified as single and married as majority of them belong to either of these categories. 53% are married where as 46.5% are not married. The higher percentage of married young people among the migrants points to the psychological issues such as emotional deprivation, loneliness, anxiety and stress.

Table 4.1.8
No. of Family Members working in Kerala

No. of family members		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	137	68.5	68.5	68.5
	1	35	17.5	17.5	86.0
	2	17	8.5	8.5	94.5
	3	6	3.0	3.0	97.5
	4	3	1.5	1.5	99.0
	7	2	1.0	1.0	100.0
	Total	200	100.0	100.0	

Figure 4.1.3



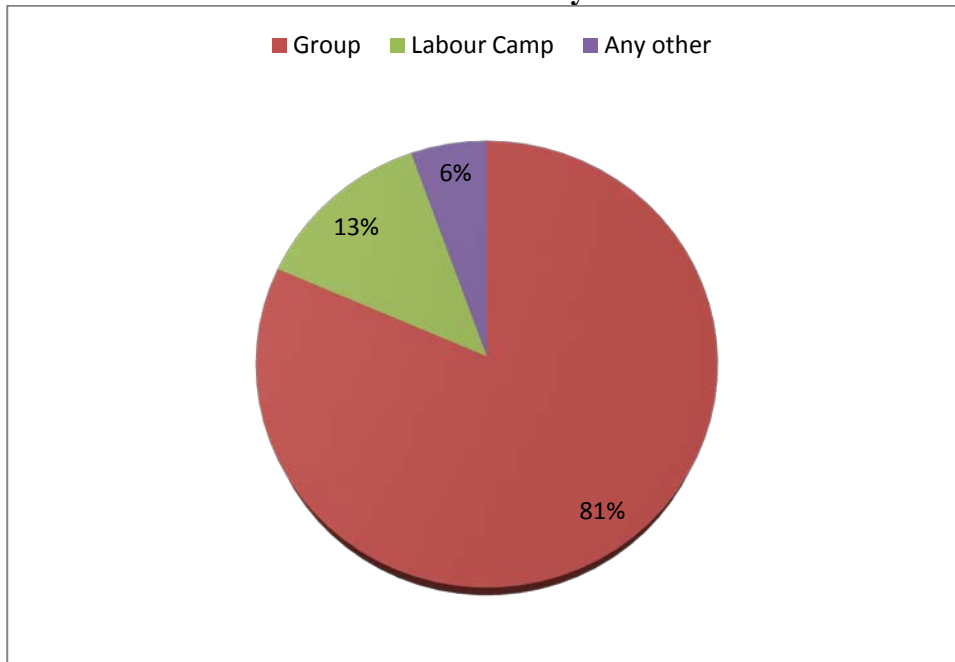
Majority of the respondents (68.5%) do not have any of their family members working here along with them. Others (31.5%) have one or more relatives working here. The migrants are forming network of relatives here. As one of the migrant's from Assan said "in my village there is scarcity of young males as all are migrated to Kerala".

Table 4.1.9
Educational qualification

Educational qualification		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No schooling	58	29.0	29.0	29.0
	Below 10th	102	51.0	51.0	80.0
	10th failed	28	14.0	14.0	94.0
	10th	6	3.0	3.0	97.0
	Plus two failed	1	.5	.5	97.5
	Plus two	3	1.5	1.5	99.0
	Degree failed	1	.5	.5	99.5
	Any Other	1	.5	.5	100.0
	Total	200	100.0	100.0	

Majority of the migrant labourers (51%) have educational qualification below 10th standard. 29 % of them had no schooling at all. 14% are 10th failed and 3% have passed 10th standard. The poor socio – economic standards of living is a reason for this educational backwardness. This also throws light on the burning issues faced by the migrant labourers in their pre-migration life.

Figure 4.1.4
Nature of Stay



81 % of the respondents stay in groups which are organized by them. 13% in labour camps set up by the contractors or ‘Maliks’. The remaining 6 of the migrants stay in facilities provided by companies.

Table 4.1.10
Employment status before migration

Employment status		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	121	60.5	60.5	60.5
	No	79	39.5	39.5	100.0
	Total	200	100.0	100.0	

Majority of the migrant labourers (60.5%) had employment in their native states before migrating to Kerala. Even then they are migrating to Kerala. The major reason or the pull factor is the increased salary here. In their native state they have enough chances for agricultural labour. But the wages are too low that they cannot get even Rupee 1 balance in their pocket after a day’s work. (Even now the average wage is ₹ 150/day).

Table 4.1.11
State wise homogeneity of the group

State wise homogeneity		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	137	68.5	68.5	68.5
	No	63	31.5	31.5	100.0
	Total	200	100.0	100.0	

68.5% of the respondents are staying together with people from their own state. This indicates the network among migrant labourers working here. The migration includes a chain process in which one person act as a link to other people in his village for migration.

Table 4.1.12
Presence of Relatives

Sub groups of relatives in group					
Relatives		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	88	44.0	44.0	44.0
	No	112	56.0	56.0	100.0
	Total	200	100.0	100.0	

44% of the migrants had one or more relatives staying with them. This is important as far as a psychological study is concerned. The presence of relatives provides a means for ventilation in case of psychological issues. This again points towards one to one linkage working behind the migration.

Table 4.1.13
Earning Status

Whether Sole Bread Winner of family					
Sole Bread Winner		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	103	51.5	51.5	51.5
	No	97	48.5	48.5	100.0
	Total	200	100.0	100.0	

51.5% of the respondents are sole breads winners of their family. Family responsibilities are acting as major reason for migration. Migrant labourers are continuing here even when they have to face hardships just because of the responsibilities back home.

4.2 Pull Factors of Migration

Table 4.2.1
Pull factors of migration

Factor	Frequency	Percent
More salary	153	76.5
More job opportunity	70	35.0
To see Kerala	2	1.0
To have better food	2	1.0

For 76.5% of the respondents, more salary in Kerala acts as a pull factor whereas for 35% of respondents more job opportunities acts as the pull factor. The salary difference between the north Indian states and Kerala is acting as the major reason for this internal migration.

4.3 Income and Expenditure

Figure 4.3.1

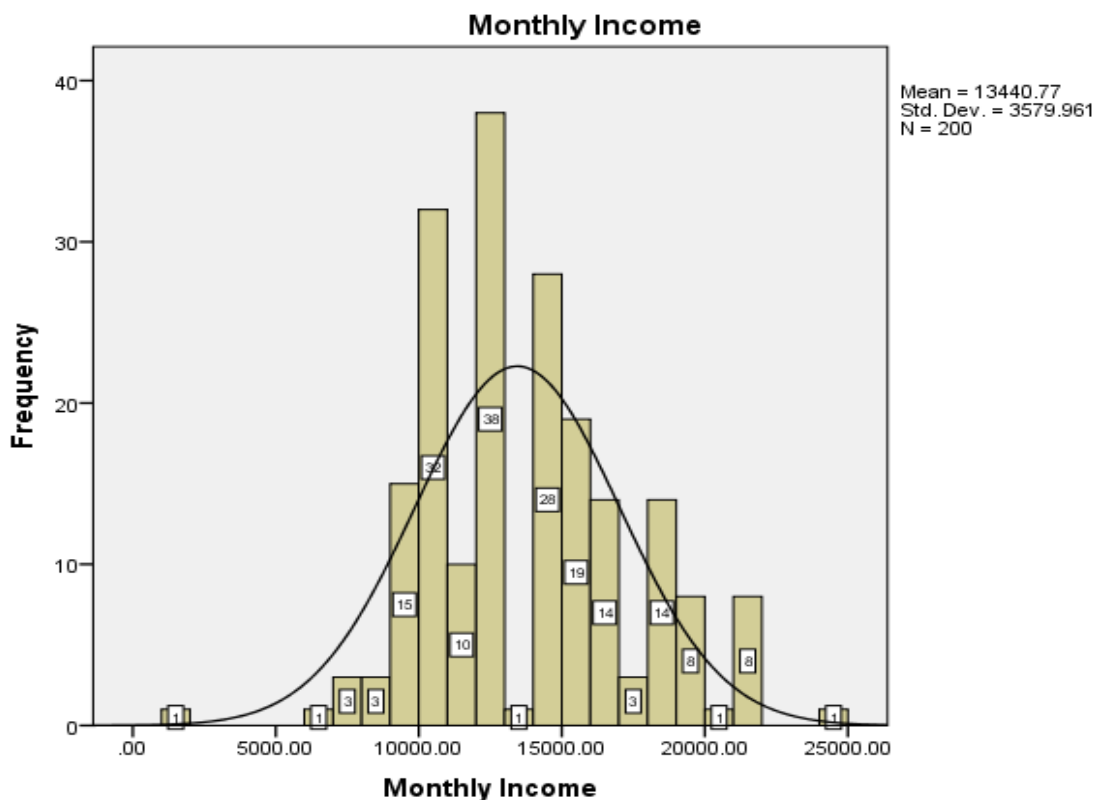
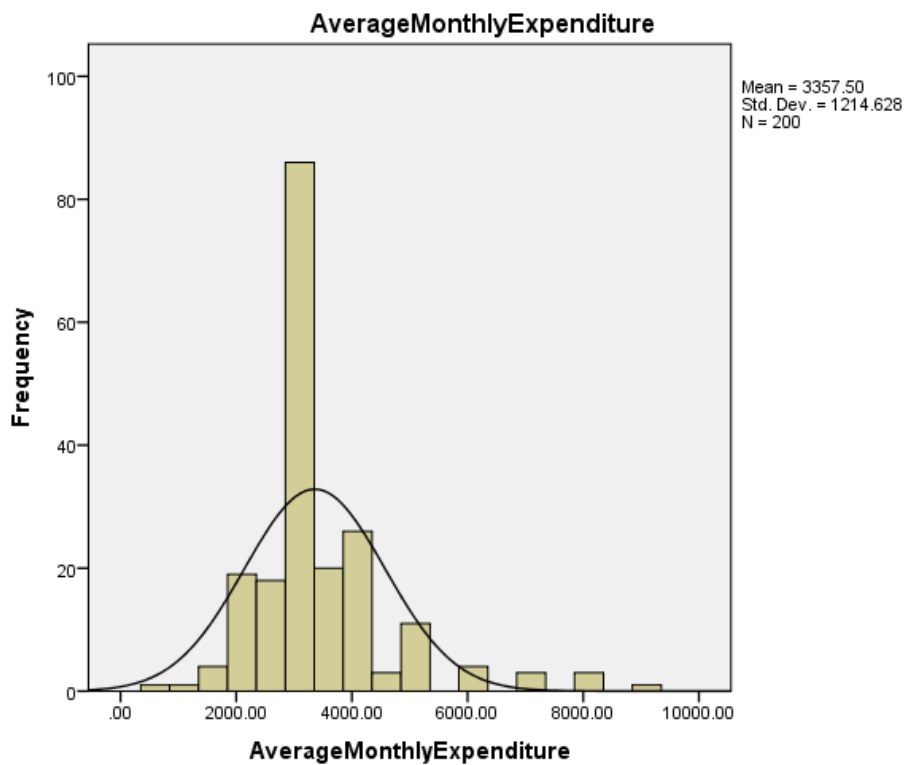


Figure 4.3.2



The mean monthly income of the migrant labourers here is ₹. 13440.77/- and their mean monthly expenditure is ₹ 3357.50 /- that means on an average they are saving ₹ 10,000/month. They cannot even imagine this much earnings in their native state. This saving acts as an important factor to withstand almost all the psychological barriers faced by them.

4.4 Difficulties faced by Migrants

Table 4.4.1
Difficulties Faced by Migrants

Difficulties	Yes	To some extent	No	Total
Getting Wages Regularly	9.5 % (19)	15%(30)	75.5%(151)	100% (200)
Getting employment regularly	33.5%(67)	0%(0)	66.5%(133)	100% (200)

9.5% of the respondents reported as having difficulty in getting wages regularly. 15% of the sample reported as having difficulty to some extent, whereas 75.5% of the sample reported as having no difficulty in getting wages regularly. Even though the percentage of having difficulty is less (24.5% - Cumulative) this has significance as far as a psychological

problems are concerned. Main motive behind migration is economic advantage. So anything against this will have far reaching implications.

33.5% respondents reported as having difficulty in getting employment regularly. Majority of the respondents (66.5%) did not have any difficulties in getting employment regularly. Some of the contractors include more migrant labourers than they needed. As a result the migrants may not get employment regularly. The contractors give regular employment to those who give undue favours to him like working more time, doing his personal works etc. Thus lack of regular employment becomes a cause that makes the migrants' life stressful.

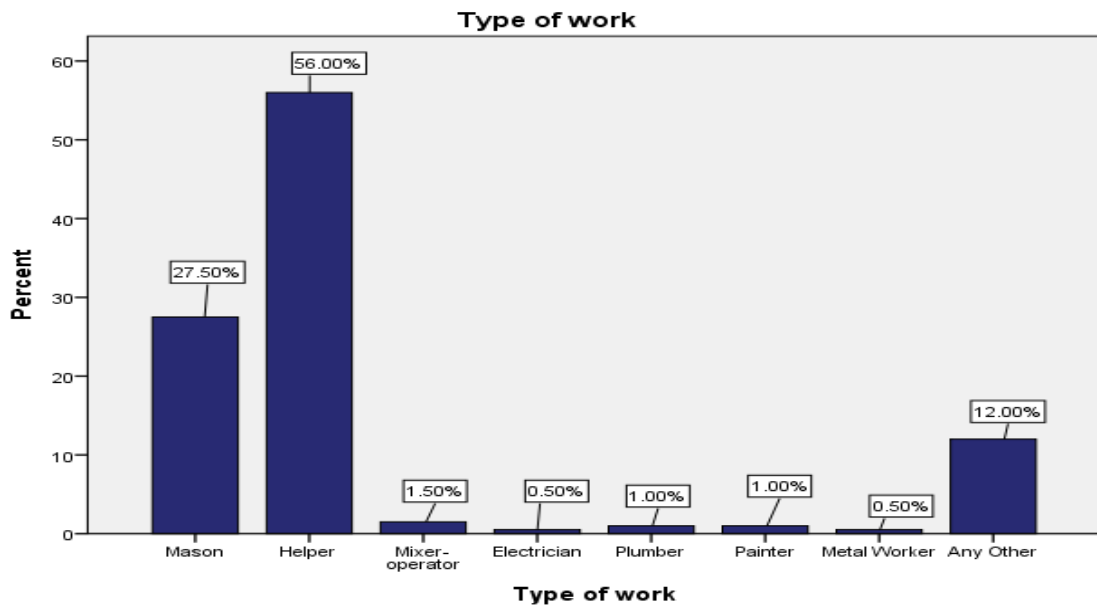
4.5 Work related Information

4.5.1 Type of Work

Table 4.5.1
Type of work

Type of work		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Mason	55	27.5	27.5	27.5
	Helper	112	56.0	56.0	83.5
	Mixer-operator	3	1.5	1.5	85.0
	Electrician	1	.5	.5	85.5
	Plumber	2	1.0	1.0	86.5
	Painter	2	1.0	1.0	87.5
	Metal Worker	1	.5	.5	88.0
	Any Other	24	12.0	12.0	100.0
	Total	200	100.0	100.0	

Figure 4.5.1



Majority of the migrant labourers (56%) are helpers and 27.5% are masons. Other skilled workers such as plumbers, electricians, mixer operators etc...were very few. This can be interpreted in relation with their educational qualifications. Thus the majority of migrants are in the poor illiterate category mainly engaged in unskilled or semi-skilled work.

4.5.2 Ethnicity of Immediate Supervisor

Table 4.5.2
Ethnicity of Immediate Supervisor

Immediate supervisor		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Malayalee	182	91.0	91.0	91.0
	Non-Malayalee	11	5.5	5.5	96.5
	No Supervisor	7	3.5	3.5	100.0
	Total	200	100.0	100.0	

Majority of the respondents (91%), work under Malayalee supervisors. Only 5.5% of respondents have non- Malayalee supervisors. This indicates that the migrants working here are not having much opportunity for career growth since majority of the top working positions are occupied by Malayalees.

4.5.3 Nature of Working Condition

Table 4.5.3
Working condition

Working condition		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Comfortable	154	77.0	77.0	77.0
	Somewhat Comfortable	41	20.5	20.5	97.5
	Uncomfortable	5	2.5	2.5	100.0
	Total	200	100.0	100.0	

Majority (77%) of respondents were comfortable with the working condition prevailing in Kerala. 20.5% felt somewhat comfortable and 2.5 % felt uncomfortable. The opinion about working condition is framed by the migrant labourers in comparison with the working condition prevailing in their native states. So the working condition is to be improved and they should also get proper safety measures and other rights enjoyed by the labour force all over the world.

4.5.4 Behaviours of Contractors, Supervisors, and Malayalee Co- workers

Table 4.5.4
Behaviours of Contractors, Supervisors, and Malayalee Co- workers

Behaviour					
	Cordial	Somewhat cordial	Not Cordial	Not applicable	Total
Contractors	58.5%(117)	25%(50)	3%(6)	13.5%(27)	100%(200)
Supervisors	61%(122)	34%(68)	2.5%(5)	2.5%(5)	100%(200)
Malayalee co-workers	60.5%(121)	35%(70)	1.5%(3)	3%(6)	100%(200)

The behaviour of contractors, supervisors and Malayalee co-workers are analysed here to get a picture of interaction of people at work with the migrant labourers. Among these categories, the contractors are the least cordial. And there is not much difference between supervisors and Malayalee co-workers regarding cordial relationship with the migrants. So, all the stake holders must take special attention to treat the 'bhayees' as true brothers.

4.6 Purposes and Fulfilment of Migration

4.6.1 Purposes of Migration to Kerala

Table 4.6.1
Purposes of Migration to Kerala

Purposes	Yes	No	Total
To have a house/property in my native place	80%(160)	20%(40)	100%(200)
To provide better education to children	39.5%(79)	60.5%(121)	100%(200)
To get the children married	19.5%(39)	80.5%(161)	100%(200)
To earn money for medical Treatment of Kith and Kin	29%(58)	71%(142)	100%(200)
To pay back the debts	49.5%(99)	50.5%(101)	100%(200)
To get married	15.5%(31)	84.5%(169)	100%(200)

Among the purposes to migrate to Kerala, ‘to build a house or to buy a property’ ranks first. 80% of respondents have this purpose. 49.5% of the respondents migrate to Kerala for paying back the debts they had in their native state. 39.5% of the respondents see migration as means for getting money to educate their children. 29% of respondents work here for providing medical treatment to their loved ones. 19.5% of the migrants work here to mobilize resource for their children’s marriage where as 15.5% of respondents migrated to get married. The fulfilment these purposes are given in table 4.6.2.

4.6.2 Fulfillment of Purposes

**Table 4.6.2
Fulfillment of Purposes**

Purposes	Fulfilled	Somewhat fulfilled	Not Fulfilled	Not applicable	Total
To have a house/property in my native place	11.5%(23)	44%(88)	24.5%(49)	20%(40)	100%(200)
To provide better education to children	1.5%(3)	36.5%(73)	2%(4)	60%(120)	100%(200)
To get the children married	6.5%(13)	6.5%(13)	6%(12)	81%(162)	100%(200)
To earn money for medical Treatment of Kith and Kin	6%(12)	27%(54)	1%(2)	66%(132)	100%(200)
To pay back the debts	14.5%(29)	30%(60)	2%(4)	53.5%(107)	100%(200)
To get married	4.5%(9)	5.5%(11)	7%(14)	83%(166)	100%(200)

The purposes of migrant labourers coming to Kerala are: to have a house/property at their native place, to provide better education to children, to get the children married, to get married, to pay back the debts, and/or to earn money for medical treatment of kith and kin. 11.5% of the respondents were able to build house or to have a property of their own. 44% had somewhat fulfilled this purpose. 14.5% of respondents were able to clear their debts, where as 30% of respondents somewhat fulfilled this purpose. Migrants' expectations and their ability to fulfil the basic needs will act as a catalyst which accelerates the rate of migration as they cannot dream such things with the low earnings in their states.

Psychological problems

4.7 Alienation

Psychologists view alienation as a state of being emotionally separated from others and from one's own feelings. According to sociologists, individuals become alienated when they perceive government, employment, or educational institutions as cold and impersonal, unresponsive to those who need their services. From human resource management view alienation is a sense of estrangement felt by employees, reflected in their lack of warmth towards the organization and in believing that their job/work is not meaningful to other aspects of their lives. Alienation is caused commonly by factors such as a lack of involvement in even basic decision making, lack of human contact, little hope for betterment, and a feeling of powerlessness. Separation from one's own native place to an alien land creates a sense of estrangement and psychological struggle among the migrant labourers.

The alienation among the migrant labourers is measured using a scale consisting of 31 items with five choices. The score ranges from 31 to 155. Descriptive statistics for the observed alienation score is given in the table 4.7.1

**Table 4.7.1
Alienation**

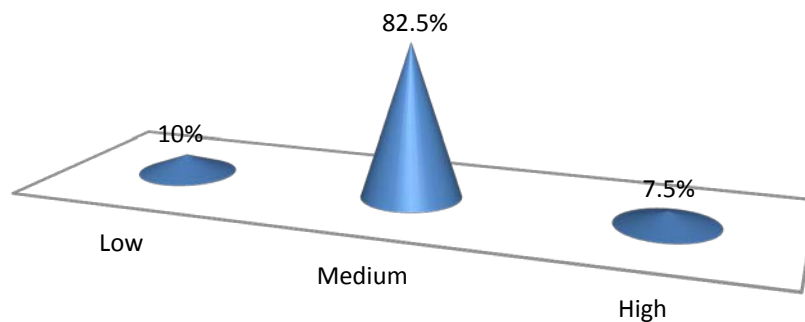
Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Alienation	200	35.00	145.00	94.0200	16.04358
Valid N (list wise)	200				

The minimum score is 35 and the maximum score is 145. The mean score for alienation is 94.02. This clearly indicates the higher level of alienation experienced by the migrant labourers. For percentage analysis the variable is transformed into categories such as high, medium and low.

Table 4.7.2
Level of Alienation

	Frequency	Percent	Valid Percent	Cumulative Percent
Low	20	10.0	10.0	10.0
Medium	165	82.5	82.5	92.5
High	15	7.5	7.5	100.0
Total	200	100.0	100.0	

Figure 4.7.1
Alienation



82.5% of respondents have medium level of alienation and 7.5% experience high level of alienation. Only 10% has low level of alienation. Language barrier is one of the major reason for alienation. The attitude of the ‘Malayalee’ towards migrants is another reason for this. Integration of migrants into our society is to be done at the grassroots level so that they should get a ‘feel at home’ experience while working in Kerala.

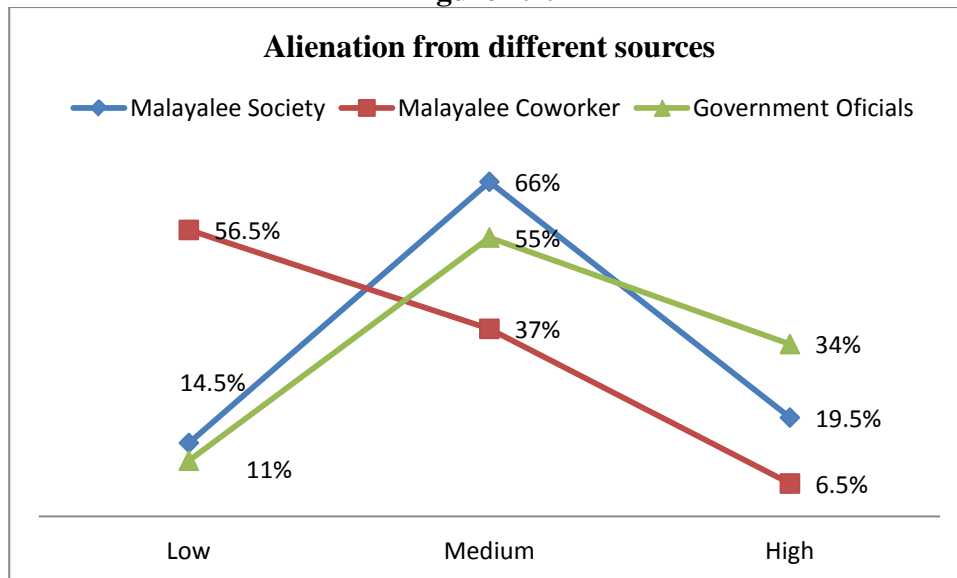
Table 4.7.3
Alienation Experienced from Different Sources

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Alienation from Malyali Society	200	10.00	50.00	32.1250	7.96786
Alienation from Malyalee Co-workers	200	9.00	43.00	20.1250	8.32743
Alienation Government officials	200	12.00	60.00	41.7700	10.21513
Valid N (listwise)	200				

Table 4.7.4
Alienation from Different Sources

Alienation				
	Low	Medium	High	Total
Malayalee Society	14.5%(29)	66%(132)	19.5%(39)	100%(200)
Malayalee Co-worker	56.5%(113)	37%(74)	6.5%(13)	100%(200)
Government Officials	11%(22)	55%(110)	34%(68)	100%(200)

Figure 4.7.2



Migrating to a new place to find work may create a sense of alienation. The alienation experienced by the migrant workers in this study is categorised in to alienation experienced from ‘Malayalee society’, alienation experienced from ‘Malayalee co-workers’ and alienation experienced from government officials. The results indicate that 19.5% of the migrant labourers experience high level of alienation from the ‘Malayalee society’. 6.5% of the respondents are having high level of alienation from Malayalee co-worker and 34% of the respondents are having a high level of alienation due to government officials such as bank officials, bus conductors, police men etc. The authorities should address this issue as this is one of the factors, leading to other psychological problems

Some of the important items in the scale for measuring alienation are analysed are given in table 4.7.5.

Table 4.7.5
Alienation from Malayalee society

	Strongly Disagree	Disagree	Somewhat Agree	Agree	Strongly Agree	Total
Viewing migrants' with suspicion	28.5%(57)	15%(30)	29.5%(59)	10%(20)	17%(34)	100%(200)
Not considering migrants on par	32.5%(65)	17%(34)	30.5%(61)	11%(22)	9%(18)	100%(200)
Threaten migrants	42.5%(85)	24%(48)	25%(50)	3%(6)	5.5%(11)	100%(200)
Hate migrants	43.5%(87)	22.5(45)	24.0(48)	4.5(9)	5.5(11)	100%(200)

The 'Malayalee' society view migrants with suspicion. (17% of the respondents strongly agree, 10% agree and 29.5% somewhat agree). This is due to the sensitisation and exaggeration of the crimes conducted by migrants. There are roughly more than 35 lakhs of migrant workers. So considering this huge population, the prevalence of crime is low. Majority of them are having no criminal background.

Table 4.7.6
Alienation VS. Period of dwelling

Correlations			
		Alienation	Period of Dwelling
Alienation	Pearson Correlation	1	.111
	Sig. (2-tailed)		.118
	N	200	200
Period of Dwelling	Pearson Correlation	.111	1
	Sig. (2-tailed)	.118	
	N	200	200

There exist no significant relationship between alienation and period of dwelling.

Whether the migrant labourer stays in Kerala for a short or long time is not making any significant increase or decrease in their level of alienation. It is expected that alienation may decrease over time. But the current results in this study indicate the absence of a statistically significant relationship (Pearson Correlation, $p=0.118$). Alienation depends on a various other factor too that includes, expectations, socialization patterns, communication and interaction patterns within the work field and the life styles.

Table 4.7.6
Alienation VS. District of Dwelling

Group Statistics						
	District of Dwelling	N	Mean	Std. Deviation	Std. Error Mean	t- value
Alienation	Thiruvananthapuram	100	91.1800	14.78081	1.47808	2.54*
	Ernakulam	100	96.8600	16.81150	1.68115	

*Note:** The difference in mean value is significant at 0.05 levels (p=.012)

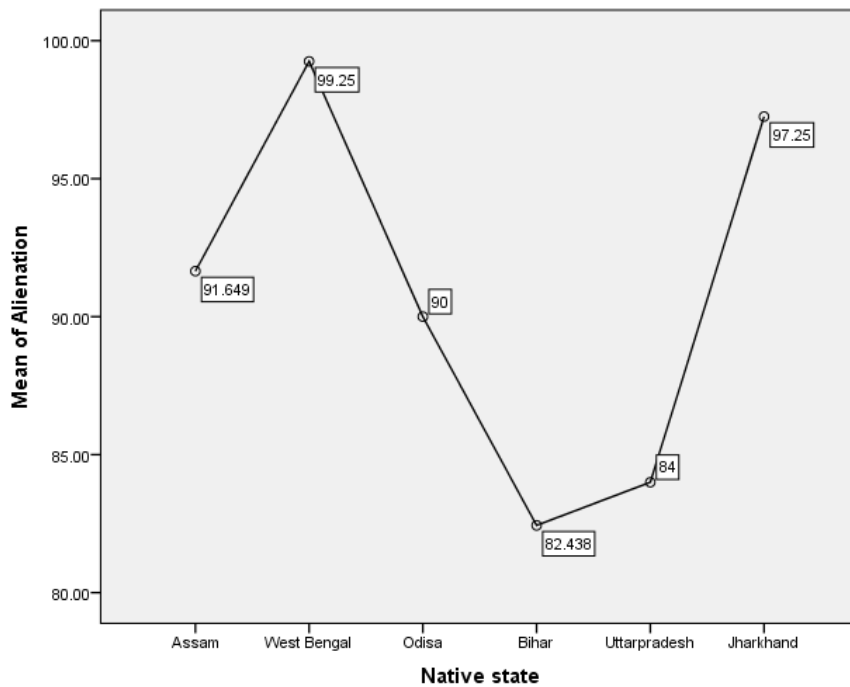
There exists a significant difference in alienation on the basis of district of dwelling. Migrants living in Ernakulam district are having higher level of alienation when compared to those who dwell in Thiruvananthapuram. Increased presence of migrants at Ernakulam is one of the reasons for this. The researcher went to Ernakulam for data collection by Guahati Express and step down at Aluva. It is really very difficult to get down from the train as the train and the railway station are completely filled with migrant labourers. Thus the public facilities enjoyed by the Malyalees (public transportation, public health, parks, cinema theatres, shops etc) are now become crowded and this also acts as a reason for the negative attitude of Malayalees towards the migrants. This is experienced more in Ernakulam district as it has more migrant population. Polluted urban life styles and settlements may be another reason that contributes to the increased sense of alienation.

Table 4.7.7
Alienation VS. Native State

Alienation					ANOVA	
	N	Mean	Std. Deviation	Std. Error	df	F
Assam	57	91.6491	15.71225	2.08114	4.81**	
West Bengal	88	99.2500	17.13184	1.82626		
Odisha	33	90.0000	12.04419	2.09662		
Bihar	16	82.4375	8.45355	2.11339		
Uttarpradesh	2	84.0000	5.65685	4.00000		
Jharkhand	4	97.2500	12.47330	6.23665		
Total	200	94.0200	16.04358	1.13445		
Between Groups					5	
Within Groups					194	

Note: ** The difference in mean value is significant at 0.01 levels (p=.000)

Figure 4.7.3



There exist significant differences among the Migrants in their alienation on the basis of the state they belong to. Migrants from West Bengal (mean = 99.25) and Jharkhand (mean = 97.25) is having highest level of alienation. People from Bihar is having the lowest level of alienation (mean = 82.438)

Table 4.7.8
Alienation VS. Knowledge of Malayalam

Group Statistics						
Alienation	Knowledge of Malayalam	N	Mean	Std. Deviation	Std. Error Mean	t- value
	Yes	53	95.7925	15.23579	2.09280	.938#
	No	147	93.3810	16.32811	1.34672	

Note:# The difference in mean value is not statistically significant at .05 level ($p=.349$)

There exists no significant difference among the migrants in their experience of alienation on the basis of whether they know Malayalam language or not (Independent Samples Test, $p=0.349$). Those who know Malayalam language will be able to communicate more effectively in Kerala; but that does not mean that it will help to reduce or increase alienation.

Table 4.7.9
Alienation VS. Educational Qualification

Alienation					ANOVA	
	N	Mean	Std. Deviation	Std. Error	df	F
No schooling	58	97.8793	14.84668	1.94946	7	1.663#
Below 10th	102	94.1176	15.55972	1.54064		
10th failed	28	88.5714	18.95497	3.58215		
10th	6	93.0000	16.33401	6.66833		
Plus two failed	1	95.0000	.	.		
Plus two	3	81.6667	11.01514	6.35959		
Degree failed	1	76.0000	.	.		
Any Other	1	73.0000	.	.		
Total	200	94.0200	16.04358	1.13445		
Between Groups					7	
Within Groups					192	

Note: # The difference in mean value is not significant at 0.05 levels (p=.120)

There exists no significant difference among the migrants in the level of alienation on the basis of educational qualification (ANOVA, p=0.120).

Table 4.7.10
Alienation VS. State Wise Homogeneity of the Group

Group Statistics						
Alienation	Living together workers from same state	N	Mean	Std. Deviation	Std. Error Mean	t- value
	Yes	137	93.8613	17.36510	1.48360	.206#
	No	63	94.3651	12.82676	1.61602	

Note:# The difference in mean value is not statistically significant at .05 level (p=.837)

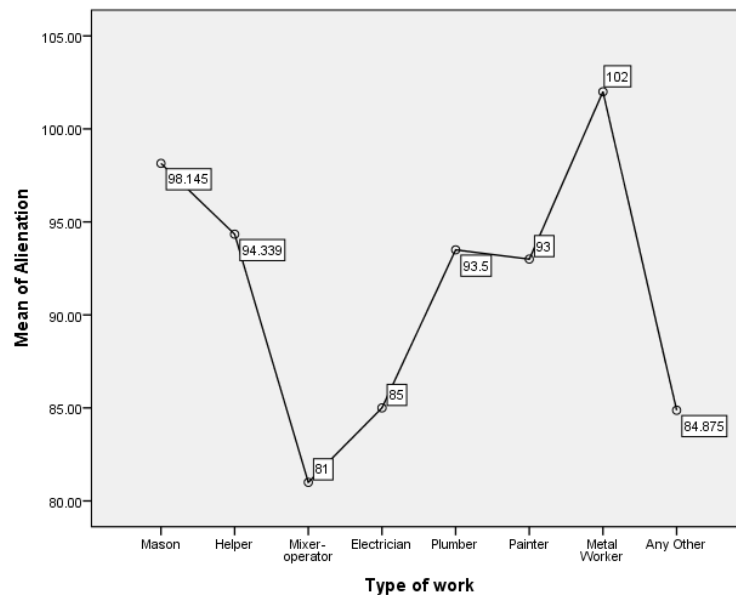
There exist no significant difference among the migrants in their alienation on the basis of whether they stay together with the people of their same state or not (Independent Samples t-Test, p=0.837)

Table 4.7.11
Alienation VS. Type of Work

Alienation					ANOVA	
	N	Mean	Std. Deviation	Std. Error	df	F
Mason	55	98.1455	14.75280	1.98927	7	2.080*
Helper	112	94.3393	15.84699	1.49740		
Mixer-operator	3	81.0000	15.13275	8.73689		
Electrician	1	85.0000	.	.		
Plumber	2	93.5000	10.60660	7.50000		
Painter	2	93.0000	14.14214	10.00000		
Metal Worker	1	102.0000	.	.		
Any Other	24	84.8750	17.70854	3.61474		
Total	200	94.0200	16.04358	1.13445		
Between Groups						
Within Groups					192	

Note: * The difference in mean value is significant at 0.05 levels ($p = .047$)

Figure 4.7.4



There exists significant difference among the migrants in their alienation on the basis of type of work (ANOVA, $p = 0.047$). Metal workers experienced more alienation than others. Mason and helpers come next with mean scores 98.1455 and 94.3393 respectively. Painters and plumbers are also experienced similar levels of alienation with mean scores

93.5000 and 93.0000 respectively. Mixer operators and electricians being more skilled experienced low levels of alienation (mean scores 81.0 and 85.0 respectively).

Table 4.7.12
Alienation VS. Difficulty in getting Wages

Alienation					ANOVA	
	N	Mean	Std. Deviation	Std. Error	df	F
Yes	19	89.6316	15.70283	3.60248		.999#
To Some extent	30	92.7333	15.95669	2.91328		
No	151	94.8278	16.10083	1.31027		
Total	200	94.0200	16.04358	1.13445		
Between Groups					2	
Within Groups					197	

Note: # The difference in mean value is not significant at 0.05 levels ($p=.370$)

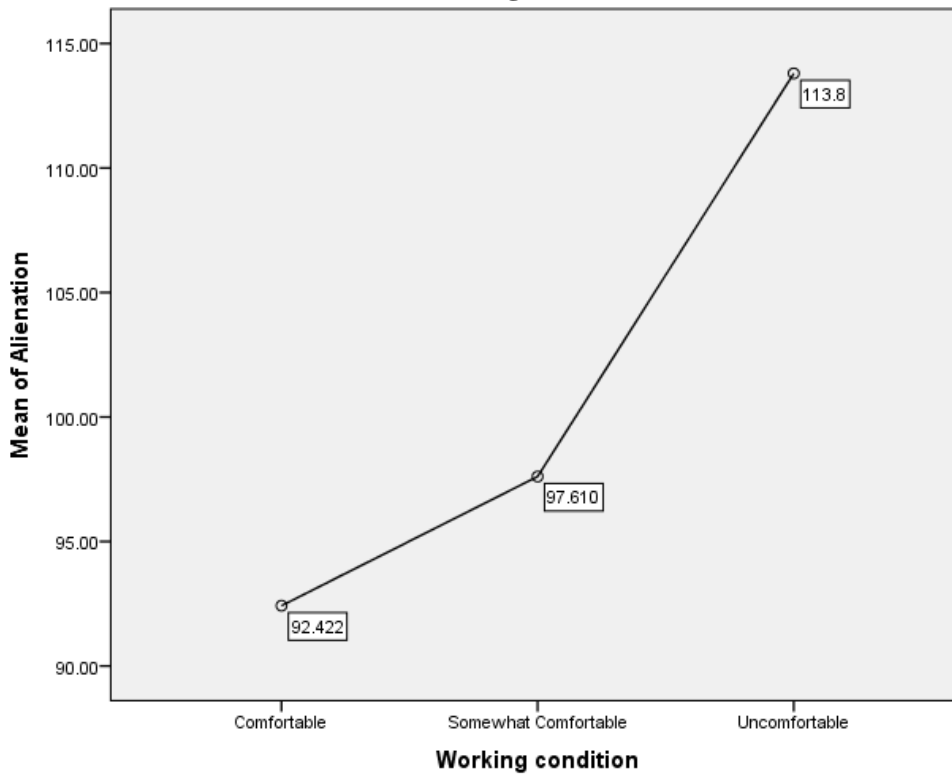
There exist no significant differences in the level of alienation of migrants who get their wages on time and who do have difficulty in getting wages regularly (ANOVA, $p = 0.370$)

Table 4.7.13
Alienation VS. Working Condition

Alienation					ANOVA	
	N	Mean	Std. Deviation	Std. Error	df	F
Comfortable	154	92.4221	16.45981	1.32637		. 5.863**
Somewhat Comfortable	41	97.6098	12.75711	1.99233		
Uncomfortable	5	113.8000	9.78264	4.37493		
Total	200	94.0200	16.04358	1.13445		
Between Groups					2	
Within Groups					197	

Note: ** The difference in mean value is significant at 0.01 levels ($p=.003$)

Figure 4.7.5



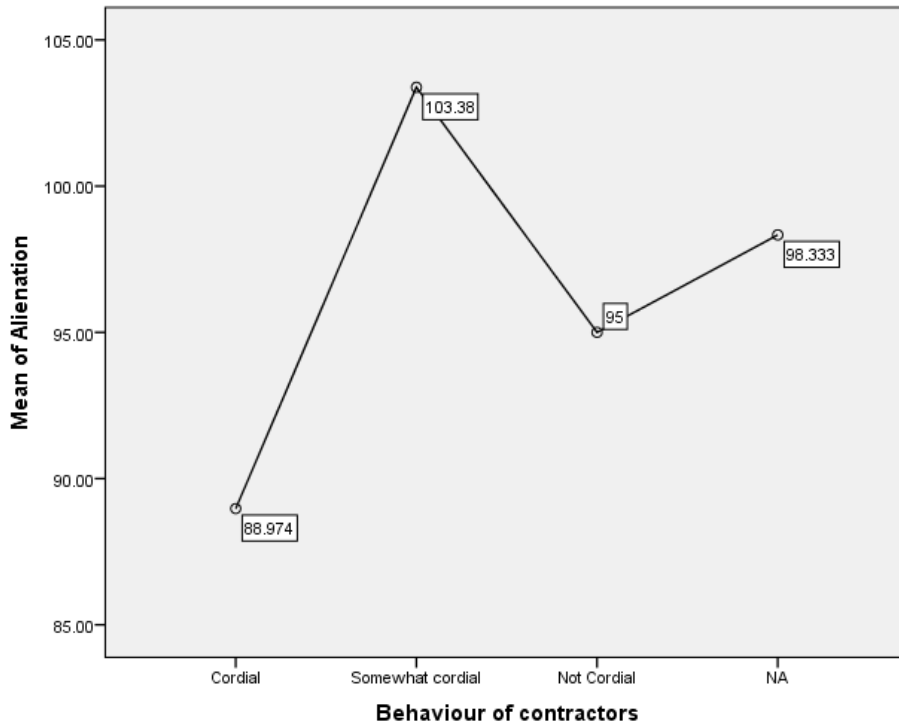
There exists significant difference among the migrant labourers in the level of alienation on the basis of working condition (ANOVA, $p = .003$). Mean scores of alienation of migrant workers having comfortable working condition and uncomfortable working condition are 92.4221 and 113.800 respectively. Those who reported as having uncomfortable working conditions have very high level of alienation. Cordial working conditions if provided will help to reduce psychological distress especially the feeling of alienation.

Table 4.7.14
Alienation VS. Behaviour of Contractors

Alienation					ANOVA	
	N	Mean	Std. Deviation	Std. Error	df	F
Cordial	117	88.9744	14.32592	1.32443		11.855**
Somewhat cordial	50	103.3800	15.76471	2.22947		
Not Cordial	6	95.0000	14.54648	5.93857		
NA	27	98.3333	15.58105	2.99858		
Total	200	94.0200	16.04358	1.13445		
Between Groups					3	
Within Groups					196	

Note: ** The difference in mean value is significant at 0.01 levels ($p = .000$)

Figure 4.7.6



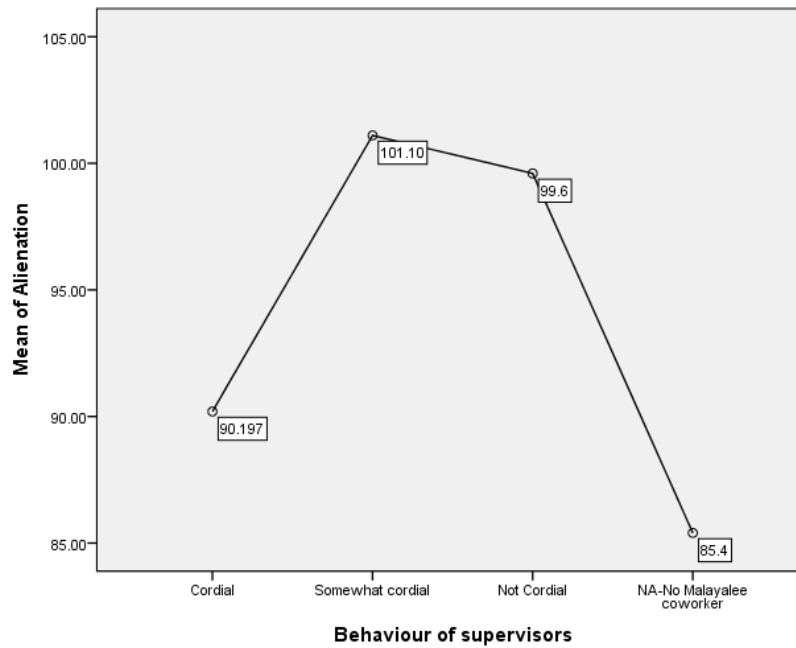
The behaviour of contractors is having a significant impact on the level of alienation experienced by the migrant labourers. The mean score for ‘cordial’ behaviour is only 88.94. Whereas mean score for somewhat cordial and not cordial are 103.38 and 95.00 respectively. Unfavourable attitude of contractors towards migrants is one of the contributing factors leading to the experience of alienation among the migrants.

Table 4.7.15
Alienation VS. Behaviour of Supervisors

Alienation					ANOVA	
	N	Mean	Std. Deviation	Std. Error	df	F
Cordial	122	90.1967	14.89281	1.34833		8.216**
Somewhat cordial	68	101.1029	15.59768	1.89150		
Not Cordial	5	99.6000	21.13764	9.45304		
NA-No Malayalee Supervisor	5	85.4000	11.99166	5.36284		
Total	200	94.0200	16.04358	1.13445		
Between Groups					3	
Within Groups					196	

Note: ** The difference in mean value is significant at 0.01 levels (p =.000)

Figure 4.7.7



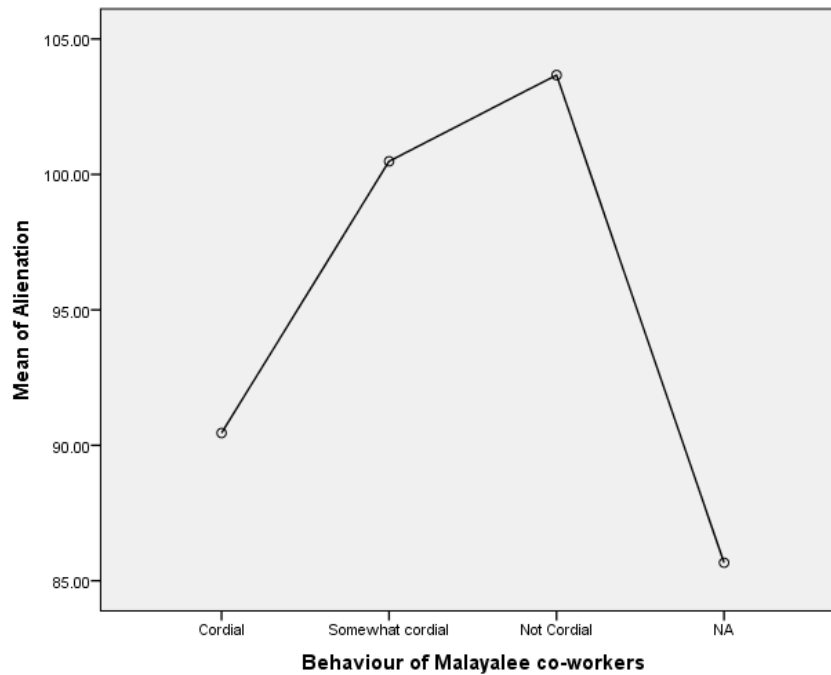
The behaviour of supervisors is having a significant impact on the level of alienation experienced by the migrant labourers. The mean scores for alienation due to behaviour of supervisors corresponding to the different choices are showing similar pattern as that of the contractors. The mean score for ‘cordial’ behaviour is only 90.1967. Whereas mean score for somewhat cordial and not cordial are 101.1029 and 99.00 respectively. Unfavourable attitude of contractors towards migrants is one of the contributing factors leading to the experience of alienation among the migrants.

Table 4.7.16
Alienation VS. Behaviour of co-workers

Alienation					ANOVA	
	N	Mean	Std. Deviation	Std. Error	df	F
Cordial	121	90.4545	14.56079	1.32371		7.323**
Somewhat cordial	70	100.4857	16.24696	1.94188		
Not Cordial	3	103.6667	13.01281	7.51295		
NA	6	85.6667	20.32404	8.29726		
Total	200	94.0200	16.04358	1.13445		
Between Groups					3	
Within Groups					196	

Note: ** The difference in mean value is significant at 0.01 levels ($p = .000$)

Figure 4.7.8



The behaviour of Malayalee co-workers is having a significant impact on the level of alienation experienced by the migrant labourers. The mean scores for alienation due to behaviour of supervisors corresponding to the different choices are showing similar pattern as that of the contractors and supervisors. The mean score for ‘cordial’ behaviour is only 90.4545. Whereas mean score for somewhat cordial and not cordial are 100.4857 and 103.6667 respectively. Unfavourable attitude of Malayalee co-workers towards migrants results in a sense strange feeling associated with alienation.

4.8 Loneliness

Loneliness is a universal human emotion, yet it is both complex and unique to each individual. Loneliness, according to many experts, is not necessarily about being alone. Instead, it is the *perception* of being alone and isolated that matters most. It is the distress that results from discrepancies between ideal and perceived social relationships and is the distressing feeling that occurs when one’s social relationships are perceived as being less satisfying than what is desired.

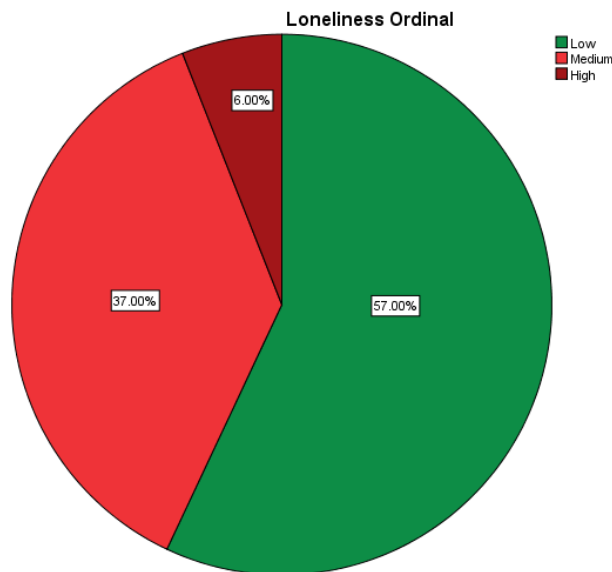
Loneliness causes people to feel empty, alone and unwanted. People who are lonely often crave human contact, but their state of mind makes it more difficult to form connections

with other people. When migrant workers have to work in a mechanical world their emotional needs are not often met and there is a greater chance for them to end up with loneliness.

Table 4.8.1
Level of Loneliness

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Low	114	57.0	57.0	57.0
	Medium	74	37.0	37.0	94.0
	High	12	6.0	6.0	100.0
	Total	200	100.0	100.0	

Figure 4.8.1
Loneliness



Among the migrant labourers 6% (n=114) are experiencing a very significant high level of loneliness and 37% (n=74) of the migrants are experiencing medium level of loneliness. The feeling of isolation impacts almost all areas of functioning. Usually loneliness is associated with feeling of alienation and depression. Unhappiness, having no one to talk to, lack of affection, care, being isolated by native people etc. leads to loneliness.

**Table 4.8.2
Loneliness Vs Age**

Correlations				
			Age	Loneliness
Spearman's rho	Age	Correlation Coefficient	1.000	.121
		Sig. (2-tailed)	.	.088
		N	200	200
	Loneliness	Correlation Coefficient	.121	1.000
		Sig. (2-tailed)	.088	.
		N	200	200

There exist no significant correlation between loneliness and age among the migrant population

Loneliness can occur at any age. It depends upon a multitude of personal, social and environmental factors. Almost all the migrant labourers working in Kerala especially in the construction sector is having similar experiences related to work and life in Kerala. Most of the times they engage in work in a mechanical manner no matter what age they all have to strive hard for their daily bread.

**Table 4.8.3
Loneliness Vs Marital Status**

	Marital Status	N	Mean Rank	df	Kruskal Wallis Test Chi-Square
Loneliness	Single	93	89.97	2	5.979*
	Married	106	109.50		
	Widower	1	125.50		
	Total	200			

Note * The difference in mean rank is significant at 0.05 level (p = .050)

There exists a significant difference among the migrant labourers in their loneliness on the basis of marital status at 0.05 levels (Kruskal Wallis Test). Widowers and married people are experiencing high level of loneliness compared to people who are not married. Being a part of the family and having mutual responsibilities people who are married will experience loneliness when separated from their beloved ones. Family responsibility pushes the migrant labourer to migrate and hence when they are in an alien world they find it difficult to tolerate the pain of separation.

Table 4.8.4
Loneliness Vs Nature of family

	Nature of family	N	Mean Rank	df	Kruskal Wallis Test Chi-Square
Loneliness	Nuclear	131	107.11	2	7.420*
	Joint	67	89.77		
	Extended	2	27.00		
	Total	200			

Note * The difference in mean rank is significant at 0.05 level (p = .024)

There exists significant difference among them migrant labourers in their loneliness on the basis of type of family. The Kruskal Wallis test reveals that migrant labourers from nuclear families are having high level of loneliness when compared to those from joint and extended families. People from extended families are having the least level of loneliness when compared to other groups. People from nuclear families are closely knitted among themselves and when they get separated usually feel greater level loneliness as a result of loss of affection and intimacy due to isolation. Personality factors can also contribute to the experience of loneliness. People from nuclear families are having constrained personality types when compared to people from joint and extended families.

Table 4.8.5
Loneliness VS. No. of Family Members working in Kerala

Correlations				
			Loneliness	No. of family members working here
Spearman's rho	Loneliness	Correlation Coefficient	1.000	.124
		Sig. (2-tailed)	.	.081
		N	200	200
	No. of family members working here	Correlation Coefficient	.124	1.000
		Sig. (2-tailed)	.081	.
		N	200	200

There exist no significant relationship between loneliness and the number of family members working in Kerala. No matter whether relatives or family members working in Kerala, Migrants have their own work hardships and face similar experience related to work. Loneliness even persists in families where people live together as families. So

whether family members are present or not may not affect the level of loneliness among the migrant labourers.

Table 4.8. 6
Loneliness VS. Presence of Relatives

	Presence of Relatives	N	Mean Rank	Sum of Ranks	Mann-Whitney U
Loneliness	Yes	88	105.81	9311.50	4460.500#
	No	112	96.33	10788.50	
	Total	200			

Note:# The difference in mean rank is not significant at 0.05 level (p= .244)

The presence or absence of subgroups of relatives in the group is not making any significant change in the level of loneliness among the migrant labourers. In a perceived alien world the migrants have to work hard to achieve their expected goals. So most of the time they are in the work place and engaged in strenuous works, and when they finish it they spent their time in taking rest. They have lesser time to communicate and convey their concerns and regards. And hence they all are having similar patterns of experiences including loneliness.

Table 4.8.7
Loneliness VS. Earning Status
(Sole bread winner of family)

	Whether Bread Winner of family	N	Mean Rank	Sum of Ranks	Mann-Whitney U
Loneliness	Yes	103	100.98	10400.50	4946.500#
	No	97	99.99	9699.50	
	Total	200			

Note # The difference in mean rank is not significant at 0.05 level (p= .903)

Whether the migrant labourer is the breadwinner of the family or not, is not making a significant difference in the level of loneliness among the labourers. Loneliness among the migrant labourers usually results from a feeling of isolation, alienation, personality and situational factors.

Table 4.8.8
Loneliness VS. Homogeneity of group
(Workers from same state live together)

	Homogeneity of group	N	Mean Rank	Sum of Ranks	Mann-Whitney U
Loneliness	Yes	137	86.51	11852.00	2399.000**
	No	63	130.92	8248.00	
	Total	200			

Note: ** The difference in mean rank is significant at 0.01 level (p= .000)

There exists significant difference among the migrant labours in their loneliness on the basis of whether the workers from the same state live together or not. Under conditions were workers from the same state live together , loneliness was found to be significantly low when compared to conditions were workers live in the absence of the workers form the same state.

Table 4.8.9
Loneliness VS. Educational qualifications

	Educational qualification	N	Mean Rank	df	Kruskal Wallis Test Chi-Square
Loneliness	No schooling	58	82.87	7	10.782#
	Below 10th	102	105.88		
	10th failed	28	106.57		
	10th	6	132.75		
	Plus two failed	1	173.50		
	Plus two	3	96.17		
	Degree failed	1	138.50		
	Any Other	1	113.00		
	No schooling	58	82.87		
	Below 10th	102	105.88		
	10th failed	28	106.57		
	10th	6	132.75		
	Total	200			

Note: # The difference in mean ranks is not significant at 0.05level (p=.148)

Educational qualification is not having a significant impact on the level of loneliness among the migrant labourers.

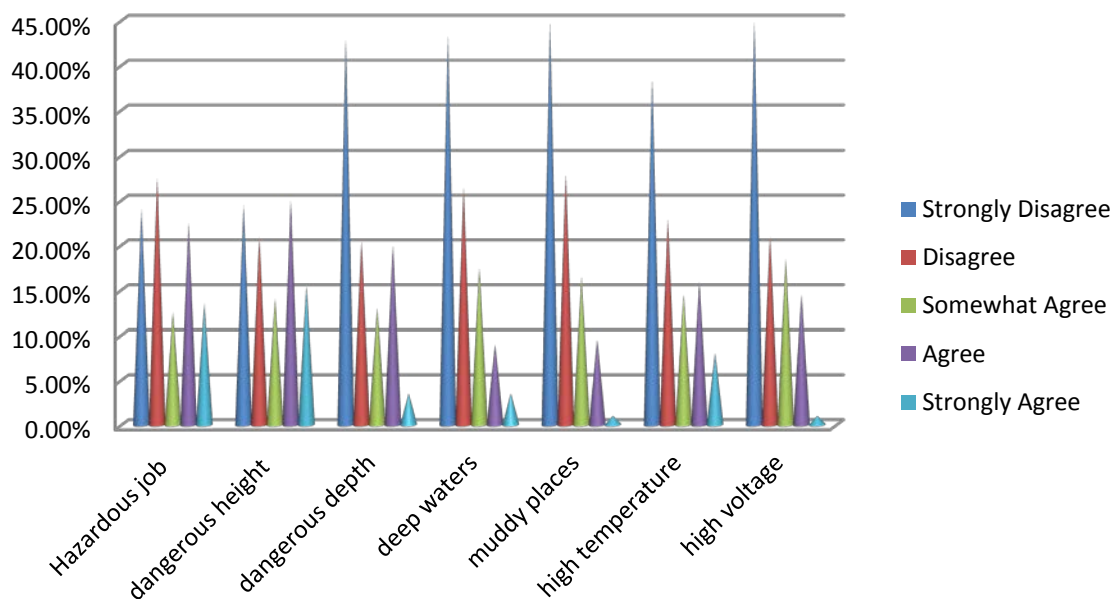
4.9 Fear

Fear is a vital response to physical and emotional danger. Fear is both a feeling and an emotion, an entirely subjective or mental feeling component which is difficult to detect as it would not be accompanied by immediate visible or noticeable physical reactions. Migrant workers do have mild to moderate fear about work related accidents and loss of job.

Table 4.9.1
Fear about work related accidents

Fear of accidents						Total
	Strongly Disagree	Disagree	Somewhat Agree	Agree	Strongly Agree	
Feeling fear as the job entrusted is a hazardous one	24.0% (48)	27.5% (55)	12.5% (25)	22.5% (45)	13.5% (27)	100.0% (200)
Feeling fear working at a dangerous height without safety	24.5% (49)	21.0% (42)	14.0% (28)	25.0% (50)	15.5% (31)	100.0% (200)
Feeling fear working at a dangerously deep place	43.0% (86)	20.5% (41)	13.0% (26)	20.0% (40)	3.5% (7)	100.0%(200)
Feeling fear working in deep waters	43.5% (87)	26.5% (53)	17.5% (35)	9.0% (18)	3.5% (7)	100.0% (200)
Feeling fear working at muddy places	45.0% (90)	28.0% (56)	16.5% (33)	9.5% (19)	1.0% (2)	100.0%(200)
Feel fear working on hot days at high temperature	38.5% (77)	23.0% (46)	14.5% (29)	16.0% (32)	8.0% (16)	100.0% (200)
Feeling fear working at dangerously high voltage	45.0% (90)	21.0% (42)	18.5% (37)	14.5% (29)	1.0% (2)	100.0% (200)

Figure 4.9.1
Fear about Work Related Accidents



36 % (cumulative) of the migrant workers have a feeling of fear as the job entrusted is a hazardous one. 35.5% (cumulative) of the migrants feel fear in working at a dangerous height without safety.

Table 4.9.2
Fear of Accidents

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Fear of Accidents	200	7.00	31.00	16.1400	6.78754
Valid N (listwise)	200				

The mean score for 'fear of accidents' is 16.14 and the observed maximum score is 31. There is an average level of fear prevailing among the migrant workers regarding accidents during their work. Appropriate safety measures should be provided so that they can work confidently in a safe ambience.

Table 4.9.3
Fear of Accidents VS. Age

Correlations				
			Fear of Accidents	Age
Spearman's rho	Fear of Accidents	Correlation Coefficient	1.000	.044
		Sig. (2-tailed)	.	.536
		N	200	200
	Age	Correlation Coefficient	.044	1.000
		Sig. (2-tailed)	.536	.
		N	200	200

There exists no significant relationship between age and fear of accidents.

Table 4.9.4
Fear of accidents VS. Marital status

	Marital Status	N	Mean Rank	df	Kruskal Wallis Test Chi-Square
Fear of Accidents	Single	93	92.04	2	4.530#
	Married	106	107.38		
	Widower	1	158.00		
	Total	200			

#Note: The difference in mean rank is not statistically significant at 0.01 level ($p = .104$)
There exists no significant difference among single, married and widowed migrant labourers in their fear about work related accidents.

Table 4.9.5
Fear of accidents VS. Educational Qualification

	Educational qualification	N	Mean Rank	df	Kruskal Wallis Test Chi-Square
Fear of Accidents	No schooling	58	93.47	7	12.700#
	Below 10th	102	97.58		
	10th failed	28	110.05		
	10th	6	151.42		
	Plus two failed	1	190.00		
	Plus two	3	69.33		
	Degree failed	1	168.50		
	Any Other	1	168.50		
	Total	200			

#Note: The difference in mean ranks is not statistically significant at 0.05 level ($p = .080$)

Migrant labourers having different educational qualification do not differ significantly in their fear about accidents.

Table 4.9.6
Fear of Accidents VS. Type of Work

	Type of work	N	Mean Rank	df	Kruskal Wallis Test Chi-Square
Fear of Accidents	Mason	55	93.24	7	7.873#
	Helper	112	97.95		
	Mixer-operator	3	101.17		
	Electrician	1	161.50		
	Plumber	2	104.75		
	Painter	2	115.25		
	Metal Worker	1	190.00		
	Any Other	24	121.13		
	Total	200			

#Note: The difference in mean ranks is not statistically significant at 0.05 level ($p = .344$)

There exists no significant difference among the migrant labourers doing different types of construction work in the level of fear about accidents. Most of the migrant labourers are engaging in works that require physical effort, and hardship. Most of them engage in work without any precautions. Construction workers even climb great heights of the building and work there without any scientific safety measures. But practice and experience with these kinds of work patterns often help them to avoid accidents.

Table 4.9.7
Fear of accidents VS. Working Condition

	Working condition	N	Mean Rank	df	Kruskal Wallis Test Chi-Square
Fear of Accidents	Comfortable	154	93.47	2	11.885*
	Somewhat Comfortable	41	128.10		
	Uncomfortable	5	90.60		
	Total	200			

*Note: The difference in mean ranks is statistically significant at 0.01 level ($p = .003$)

The fear about work accidents differs among the migrant labourers on the basis of working conditions. The mean rank score for the fear of accidents for the migrant who reported about their working condition as 'somewhat comfortable' is 128.1. This is the highest among the categories of working condition. Migrant working in comfortable and uncomfortable working condition shows similar mean rank scores such as 93.47 and

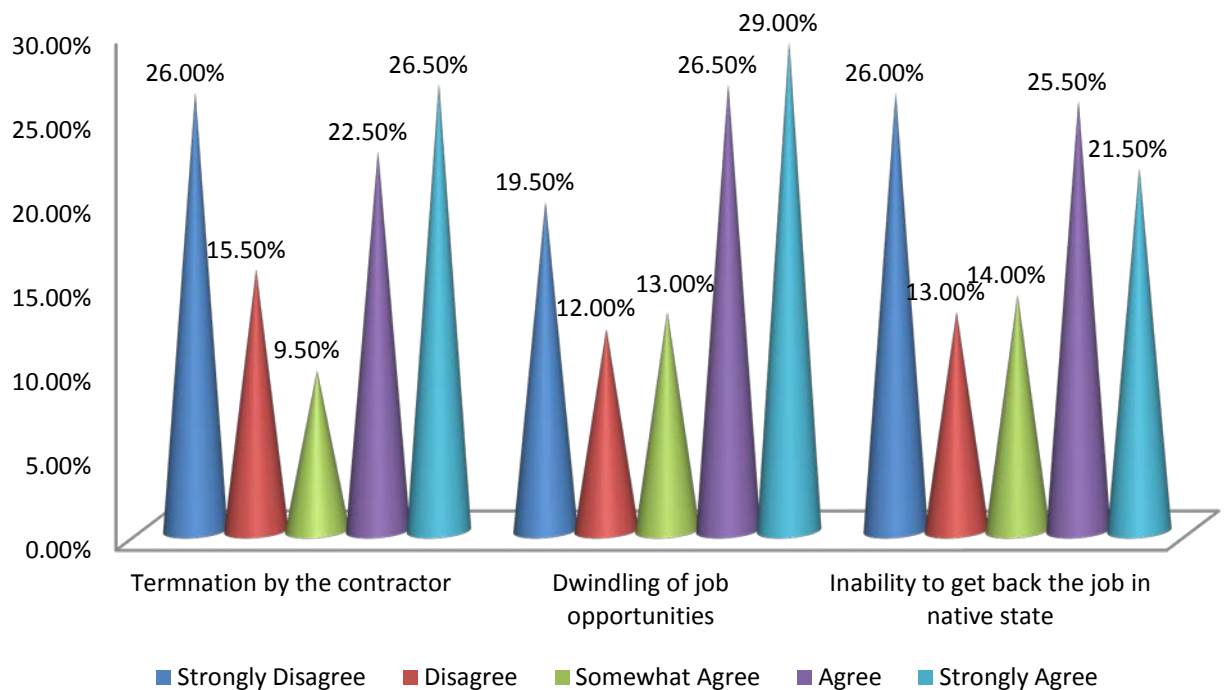
90.60 respectively. For comfortable working conditions the chances for accident is less and for uncomfortable working conditions they may take more protective/ safety measures so that they may not feel much fear about accidents.

4.10 Fear about Loss of Job

Table 4.10.1
Fear Arising out of Loss of Job

	Strongly Disagree	Disagree	Somewhat Agree	Agree	Strongly Agree	Total
Feeling fear - Termination by the contractor	26.0% (52)	15.5% (31)	9.5% (19)	22.5% (45)	26.5% (53)	100.0% (200)
Feeling fear - dwindling of job opportunities	19.5% (39)	12.0% (24)	13.0% (26)	26.5% (53)	29.0% (58)	100.0% (200)
Feeling fear - inability to get back the job in native state	26.0% (52)	13.0% (26)	14.0% (28)	25.5% (51)	21.5% (43)	100.0% (200)

Figure 4.10.1



Many of the migrant workers do have the fear of loss of job. 29% strongly agreed that they have the feeling of fear regarding the loss of job because of dwindling of job opportunities where as 26.5% of the respondents fear that they may lose job due to termination by the contractor. Only 21.5% reported the feeling of fear caused by the inability to get back the job in their native state.

Table 4.10.2
Fear arising out of Loss of Job VS. Age

Correlations				
			Age	Fear of Loss of Job
Spearman's rho	Age	Correlation Coefficient	1.000	-.005
		Sig. (2-tailed)	.	.945
		N	200	200
	Fear of Loss of Job	Correlation Coefficient	-.005	1.000
		Sig. (2-tailed)	.945	.
		N	200	200

There exist no significant correlation between fear arising out of loss of job and age. Migrant workers migrate for the reason of gaining more salary and hence loss of job can create psychosocial impacts in their personal lives. So no matter what age they are, migrants do fear the chances of losing the job.

Table 4.10.3
Fear arising out of Loss of Job VS. Marital Status

	Marital Status	N	Mean Rank	df	Kruskal Wallis Test Chi-Square
Fear of loss of Job	Single	93	92.58	2	3.524#
	Married	106	107.14		
	Widower	1	133.50		
	Total	200			

#Note: The difference in mean ranks is not statistically significant at 0.05 level (p= .172)

The levels of fear arising out of the loss of job among migrant labourers do not differ on the basis of marital status. Married or unmarried, migrants do fear the loss of job and try to avoid all circumstances that lead to it. Most of them have very clear goals that they

have set to fulfil while working in Kerala. So fear of loss of job is common among single, married and the widowed.

Table 4.10.4
Fear arising out of Loss of Job VS. Earning Status
(Whether Bread Winner of family)

	Whether Bread Winner of family	N	Mean Rank	Sum of Ranks	Mann-Whitney U
Fear of Loss of Job	Yes	103	103.16	10625.50	4721.500#
	No	97	97.68	9474.50	
	Total	200			

#Note: The difference in mean ranks is not statistically significant at 0.05 level (p=.499)

Whether bread winners of their family or not, migrant labourers do not significantly differ among themselves in their fear of loss of job. Migrant workers have specific goals for which they are striving for. Not only they have family responsibilities to fulfil but also they have to satisfy their personal needs and hence level of fear of loss of job is almost similar among them.

Table 4.10.5
Fear arising out of Loss of Job VS. Educational Qualification

	Educational qualification	N	Mean Rank	df	Kruskal Wallis Test Chi-Square
Fear of Loss of Job	No schooling	58	118.11	7	11.248#
	Below 10th	102	94.57		
	10th failed	28	84.66		
	10th	6	106.42		
	Plus two failed	1	133.50		
	Plus two	3	68.83		
	Degree failed	1	90.50		
	Any Other	1	164.00		
	Total	200			

#Note: The difference in mean ranks is not statistically significant at 0.05 level (p=.128)

The level of fear arising out of loss of job does not differ among the migrant labourers on the basis of educational qualification. Educated or uneducated, migrant labourers need job safety, and they strive their best to continue to work in Kerala. One pull factor that motivates migrants is the more salary they get here when compared to their native state.

Work skills are better considered here in construction field than education. So there exists no significant change in the level of fear of loss of Job among the migrant labourers.

Table 4.10.6
Fear arising out of Loss of Job VS. Type of Work

	Type of work	N	Mean Rank	df	Kruskal Wallis Test Chi-Square
Fear of Loss of Job	Mason	55	92.28	7	4.503#
	Helper	112	99.73		
	Mixer-operator	3	112.50		
	Electrician	1	90.50		
	Plumber	2	102.00		
	Painter	2	101.00		
	Metal Worker	1	133.50		
	Any Other	24	120.31		
	Total	200			

#Note: The difference in mean ranks is not statistically significant at 0.05 level ($p=.720$)
Migrant labourers doing different works do not differ significantly in their fear of loss of job.

Table 4.10.7
Fear arising out of Loss of Job VS. Employment Status before Migration

	Employment Status Before Migration	N	Mean Rank	Sum of Ranks	Mann-Whitney U
Fear of Loss of Job	Yes	121	98.36	11902.00	4521.000#
	No	79	103.77	8198.00	
	Total	200			

#Note: The difference in mean ranks is not statistically significant at 0.05 level ($p=.515$)

Migrant labourers do not differ among themselves in their fear of loss of job on the basis of employment status before migration. Those who have worked before migration do have almost similar level of fear of loss of job compared to those who did not had any work experience before coming to Kerala.

Table 4.10.8

Fear arising out of Loss of Job VS. Difficulty in getting Employment Regularly

	Difficulty in getting employment regularly	N	Mean Rank	Sum of Ranks	Mann-Whitney U
Fear of Loss of Job	Yes	67	108.07	7241.00	3948.000#
	No	133	96.68	12859.00	
	Total	200			

#Note: The difference in mean ranks is not statistically significant at 0.05 level ($p=.185$)
Difficulty in getting employment regularly or not is not making any significant difference in the level of fear arising out of the loss of Job.

Table 4.10.9

Fear arising out of Loss of Job VS. Behaviour of contractors

	Behaviour of contractors	N	Mean Rank	df	Kruskal Wallis Test Chi-Square
Fear of Loss of Job	Cordial	117	88.71	3	12.867**
	Somewhat cordial	50	122.14		
	Not Cordial	6	110.92		
	NA	27	109.20		
	Total	200			

**Note: The difference in mean ranks is statistically significant at 0.01 level ($p=.005$)

Migrant labourers, whose contractor's behaviour is somewhat cordial, experience more fear about loss of job, than whose contractor's behaviours is cordial. Most of the migrant's life is oriented towards the working environment. Their salary and other benefits are centred towards the contractors approach towards them. Contractors who are harsh and not cordial usually avoid humanitarian consideration and utilize the man power of migrants to the maximum without providing them appropriate pay. They can also terminate the job of the workers on their wish. So migrants find it difficult to work with contractors whose behaviour is not cordial but try to sustain here due to fear of loss of job.

4.11 Emotional deprivation

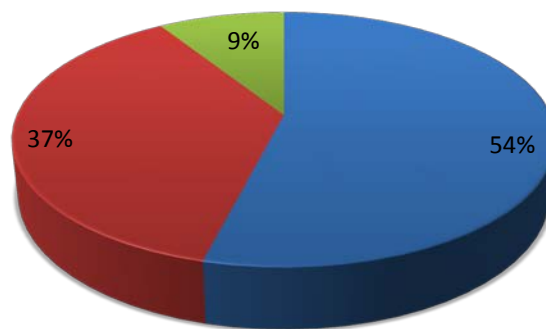
Lack of satisfaction of emotional needs results in emotional deprivation. It arises out of lack of nurturance, empathy, and protection. Deprivation of nurturance is when there one feels there is no one there to hold them, pay attention to them and give them physical

affection. Deprivation of empathy makes people feel that no one is there to listen or try to understand who they are and how they feel. Lastly, deprivation of protection is when one feels there is no one there to protect and guide them. A scarcity of emotional support reduces one's effectiveness as a potential individual. For a migrant worker lack of immediate support, care and affection from near and dear can cause emotional deprivation that may alter his psychological equilibrium.

Figure 4.11.1

Emotional Deprivation

■ Low ■ Medium ■ High



9% (n=18) of the sample is experiencing high level of emotional deprivation. 37% (n=74) is experiencing a medium level of emotional deprivation. Majority of the respondents (54%) have low level of emotional deprivation. Emotional support and care is very important for any individual to function effectively as all humans are emotional beings too. Migrants working in a different place usually lack acceptance and recognition from the family or relatives. They have to part themselves from their loved ones for long periods to strive and achieve their expectations and to fulfil their livelihood. A lack of authentic affirmation and emotional strengthening in one's life leads to underachievement and psychological breakdown. Criticisms, neglect, abuse, emotional rejection results in stunted emotional growth. This in turn results in stress and strain.

**Table 4.11.1
Emotional Deprivation VS. Age**

Correlations				
			Emotional Deprivation	Age
Spearman's rho	Emotional Deprivation	Correlation Coefficient	1.000	.169*
		Sig. (2-tailed)	.	.017
		N	200	200
	Age	Correlation Coefficient	.169*	1.000
		Sig. (2-tailed)	.017	.
		N	200	200

*. Correlation is significant at the 0.05 level (2-tailed).

There exists a significantly low positive correlation between emotional deprivation and age among migrant labourers. The reason for this low positive correlation is that as age increases and the migrant's need for emotional support also increases. They work in an alien world mostly for the benefit of their family members without getting any direct emotional support from them. So there is a greater need for getting emotional support and recognition from their family members.

**Table 4.11.2
Emotional Deprivation VS. Marital Status**

	Marital Status	N	Mean Rank	df	Kruskal Wallis Test Chi-Square
Emotional Deprivation	Single	93	88.94	2	7.278*
	Married	106	110.33		
	Widower	1	134.00		
	Total	200			

*Note: The difference in mean ranks is statistically significant at 0.05 level (p=.026)

There exists significant difference among the migrant labourers in their emotional deprivation on the basis of marital status. Married and widowed migrant labourers are experiencing more emotional deprivation than those who are single. Being emotional beings human beings strive to maintain close relationships from where they can satisfy their emotional needs. This is basically achieved from family relationships especially from life partners. Separation from life sources of emotional need satisfaction results in

greater level of emotional deprivation. This happens among migrants too. . Most of the time migrants engage in strenuous physical works and lead a mechanical lifestyle where time for emotional expressions is limited. They strive hard to stay and continue work to make enough money for their goals satisfaction, even though their emotional needs are not met.

Table 4.11.3
Emotional Deprivation VS. Educational qualification

	Educational qualification	N	Mean Rank	df	Kruskal Wallis Test Chi-Square
Emotional Deprivation	No schooling	58	93.04	7	6.806#
	Below 10th	102	100.77		
	10th failed	28	102.48		
	10th	6	128.92		
	Plus two failed	1	189.50		
	Plus two	3	94.00		
	Degree failed	1	151.50		
	Any Other	1	159.00		
	Total	200			

#Note: The difference in mean ranks is not statistically significant at 0.05 level (p=.449)

Migrant labourers do not differ in their emotional deprivation on the basis of educational qualification.

Table 4.11.4
Emotional Deprivation VS. Nature of Native Place

	Nature of native place	N	Mean Rank	Sum of Ranks	Mann-Whitney U
Emotional deprivation	Rural	196	100.09	19618.00	312.000#
	Urban	4	120.50	482.00	
	Total	200			

#Note: The difference in mean ranks is not statistically significant at 0.05 level (p=.480)

Migrant labourers from both rural and urban areas are experiencing almost similar level of emotional deprivation. No matter from where the migrant labourer is from they all experience similar emotional needs. Emotional need satisfaction is limited in a migrated work place because most of them are separated from family and kith and kin, who are the main source of emotional support.

Table 4.11.5
Emotional Deprivation VS. Nature of Family

	Nature of family	N	Mean Rank	df	Kruskal Wallis Test Chi-Square
Emotional Deprivation	Nuclear	131	106.44	2	4.765#
	Joint	67	90.21		
	Extended	2	56.50		
	Total	200			

#Note: The difference in mean rank is not statistically significant at 0.01 level (p= .092)

Migrant labourers belonging to nuclear, joint, and extended families do not differ in their level of emotional deprivation. Family is the major source of emotional support no matter whether it is nuclear, joint or extended family. Emotional deprivation among migrants arises when the source of emotional support is unavailable.

Table 4.11.6
Emotional Deprivation VS. No. of Family Members

Correlations				
			Emotional Deprivation	No. of Family members
Spearman's rho	Emotional Deprivation	Correlation Coefficient	1.000	.121
		Sig. (2-tailed)	.	.088
		N	200	200
	No. of Family members	Correlation Coefficient	.121	1.000
		Sig. (2-tailed)	.088	.
		N	200	200

There exists no significant relationship between emotional deprivation and number of family members. It's not the number of family members but the extend of emotional support gained from the family that matters a lot with respect to emotional need satisfaction and emotional deprivation.

Table 4.11.7
Emotional Deprivation VS. Sub groups of Relatives in Group

	Sub groups of relatives in group	N	Mean Rank	Sum of Ranks	Mann-Whitney U
Emotional Deprivation	Yes	88	104.49	9195.00	4577.000#
	No	112	97.37	10905.00	
	Total	200			

#Note: The difference in mean ranks is not statistically significant at 0.05 level (p=.382)

The presence or absence of sub groups of relatives in the group does not make any difference in the level of emotional deprivation among the migrant labourers. Most of the migrant workers are engaging in arduous physical labour almost during the day time. They have rare chance to communicate their emotional feelings to those around them. Since the work schedule has made their life style a mechanical one, the presence or absence of relatives in the group is not making any significant impact on the level of emotional deprivation.

Table 4.11.8
Emotional Deprivation VS. Homogeneity of the Group

	Workers from same state living together	N	Mean Rank	Sum of Ranks	Mann-Whitney U
Emotional Deprivation	Yes	137	87.39	11972.50	2519.500**
	No	63	129.01	8127.50	
	Total	200			

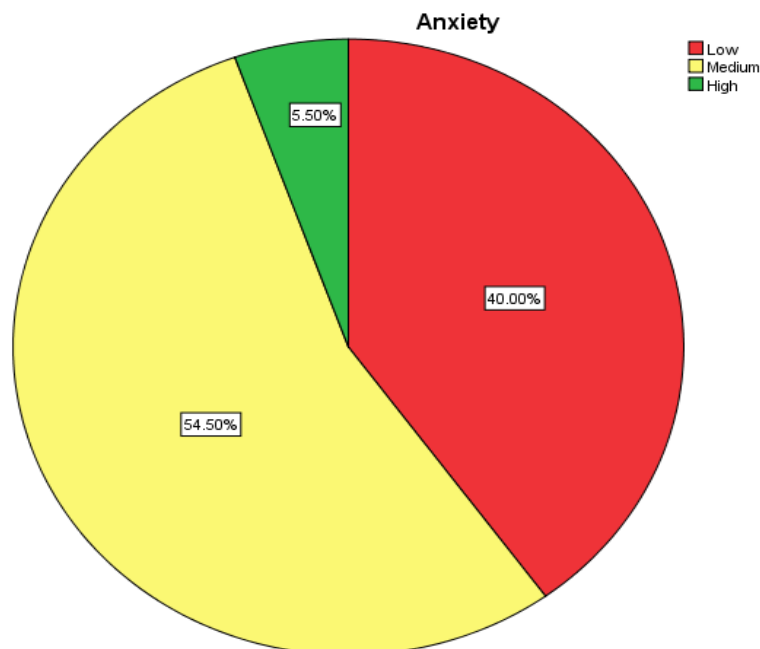
**Note: The difference in mean ranks is statistically significant at 0.01 level (p=.000)

Migrant workers from same state living together do have low emotional deprivation when compared to workers staying isolated or staying with other state members.

4.12 Anxiety

Anxiety is an emotion characterized by feelings of tension, worried thoughts and physical changes like increased blood pressure. It is a mood state characterized by worry, apprehension, and somatic symptoms. It is similar to the tension caused when an individual anticipates impending danger, catastrophe, or misfortune. The threat the person is responding to may be real or imagined or internal or external. It may be an identifiable (cued) situation or a more vague fear of the unknown (uncued). The body often mobilizes itself to meet the threat, whether this is real or imagined: Muscles become tense, breathing becomes faster, and the heart beats more rapidly. Anxiety may be distinguished from real fear both conceptually and physiologically, although the two terms are often mistakenly used interchangeably in everyday language. People with increased anxiety usually have recurring intrusive thoughts or concerns. They may avoid certain situations out of worry.

Figure 4.12.1



5.5% (n=11) of the migrants are experiencing high level of anxiety. 54.5% (n=109) of the sample are experiencing medium level of anxiety. 40% of them are having low level of anxiety. As long as uncertainty in life prevails anxiety too creeps in. Thus the migrants

working here are also under the effects of anxiety due to the prevailing uncertainties in their work and life in Kerala.

**Table 4.12.1
Anxiety VS. Age**

Correlations				
			Anxiety	Age
Spearman's rho	Anxiety	Correlation Coefficient	1.000	.238**
		Sig. (2-tailed)	.	.001
		N	200	200
	Age	Correlation Coefficient	.238**	1.000
		Sig. (2-tailed)	.001	.
		N	200	200
**. Correlation is significant at the 0.01 level (2-tailed).				

There exists a significant low positive correlation between anxiety and age. This means that as age increases the level of anxiety also increases mainly due to the greater responsibilities in both family and society.

**Table 4.12.2
Anxiety VS. Marital Status**

	Marital Status	N	Mean Rank	df	Kruskal Wallis Test Chi-Square
Anxiety	Single	93	88.53	2	7.663*
	Married	106	110.65		
	Widower	1	137.50		
	Total	200			

*Note: The difference in mean rank is statistically significant at 0.05 level (p= .022)

Married and widowed migrants are experiencing high level of anxiety when compared to migrants who are single. This is obvious as the migrants have to deliver their family roles as husbands/parents which are not effectively undertaken due to their absence.

Table 4.12.3
Anxiety VS. Educational Qualification

	Educational qualification	N	Mean Rank	df	Kruskal Wallis Test Chi-Square
Anxiety	No schooling	58	86.86	7	11.550#
	Below 10th	102	103.37		
	10th failed	28	101.04		
	10th	6	153.83		
	Plus two failed	1	165.00		
	Plus two	3	101.50		
	Degree failed	1	124.00		
	Any Other	1	172.50		
Total	200				

#Note: The difference in mean ranks is not statistically significant at 0.05 level (p=.116)
Migrant labourers having different educational qualification do not differ significantly in their anxiety.

Table 4.12.4
Anxiety Vs Nature of family

	Nature of family	N	Mean Rank	df	Kruskal Wallis Test Chi-Square
Anxiety	Nuclear	131	106.35	2	4.576#
	Joint	67	90.39		
	Extended	2	56.00		
	Total	200			

#Note: The difference in mean rank is not statistically significant at 0.01 level (p= .101)

Migrant labourers from nuclear, joint and extended families do not differ significantly in their anxiety. Anxiety can arise out of work and residential conditions if it gives a sense of uncertainty to the migrant labourer.

Table 4.12.5
Anxiety Vs No. of Family Members

	No. of Family Members	N	Mean Rank	df	Kruskal Wallis Test Chi-Square
Anxiety	1	7	35.86	10	17.703#
	2	10	82.05		
	3	23	86.07		
	4	43	115.09		
	5	38	108.07		
	6	36	88.75		
	7	11	110.59		
	8	6	119.83		
	9	14	104.57		
	10	6	107.50		
	11	4	88.75		
	Total	198			

#Note: The difference in mean rank is not statistically significant at 0.01 level (p= .060)

Having varied number of family members is not making any difference among the migrant labourers in their level of anxiety as anxiety being the apprehensive fear of the possible danger arises due to many other factors including personality, experiences, circumstances, expectations etc..

Table 4.12.6
Anxiety Vs No. of Family Members Working in Kerala

	No. of Family Members working in Kerala	N	Mean Rank	df	Kruskal Wallis Test Chi-Square
Anxiety	0	137	96.04	5	2.717#
	1	35	110.00		
	2	17	111.56		
	3	6	106.92		
	4	3	104.00		
	7	2	121.00		
	Total	200			

#Note: The difference in mean rank is not statistically significant at 0.01 level (p= .743)

The presence or absence of family members working here in Kerala, do not make a significant difference in the level of anxiety experienced by the migrant labourers. This

indicates that there is no strong network among even the relatives of migrant labourers working in Kerala. On the other hand, if there is a strong bond between them, it would have a positive influence in reducing the anxiety of the labourers. Instead they strive independently for their survival.

Table 4.12.7
Anxiety Vs Homogeneity of the Group

	Workers from same state living together	N	Mean Rank	Sum of Ranks	Mann-Whitney U
Anxiety	Yes	137	87.75	12021.50	2568.500**
	No	63	128.23	8078.50	
	Total	200			

**Note: The difference in mean ranks is statistically significant at 0.05 level (p=.000)

Migrant labourers living together with workers from the same state do have significantly low level of anxiety when compared to workers living in heterogeneous groups.

Table 4.12.8
Anxiety Vs Type of work

	Type of work	N	Mean Rank	df	Kruskal Wallis Test Chi-Square
Anxiety	Mason	55	82.05	6	5.100#
	Helper	112	90.89		
	Mixer-operator	3	67.67		
	Electrician	1	144.00		
	Plumber	2	120.25		
	Painter	2	74.25		
	Metal Worker	1	147.50		
	Any Other	176			
	Total	55	82.05		

#Note: The difference in mean rank is not statistically significant at 0.01 level (p= .531)

Migrant labourers doing different types of work do not significantly differ among themselves in their level of anxiety. Almost all the works done by the migrant labourers require physical efforts and the work conditions are almost similar in nature. They have to fulfil the requirements as instructed by their respective supervisors or coordinators and hence mostly they all experience certain level of stress in all types of work.

Table 4.12.9
Anxiety VS. Earning Status
(Whether Bread Winner of family)

	Whether Bread Winner of family	N	Mean Rank	Sum of Ranks	Mann-Whitney U
Anxiety	Yes	103	108.24	11149.00	4198.000#
	No	97	92.28	8951.00	
	Total	200			

#Note: The difference in mean ranks is not statistically significant at 0.05 level (p=.051)

Migrant workers who are sole bread winners of their family do not differ from those who are not sole breadwinners in their anxiety levels. If a migrant labourer is a sole bread winner of his family, obviously slight uncertainties can cause anxiety in him. Even though a migrant labourer is not a sole bread winner of his family, he may have his own personal reasons to get anxious as he is migrated with specific purposes in his mind.

4.13 Stress

Stress is simply a reaction to a stimulus that disturbs the physical or mental equilibrium. In other words, it's an omnipresent part of life. A little bit of stress, keeps an individual active and alert but long-term, or “chronic stress,” can have detrimental effects on health. Stress includes distress, the result of negative events, and eustress, the result of positive events. Stress can directly and indirectly contribute to general or specific disorders of body and mind. Stress can have a major impact on the physical functioning of the human body. Stress increases the heart-rate, respiration, blood-pressure and puts more physical stress on bodily organs. Long-term stress can be a contributing factor in heart disease, high blood pressure, stroke and other illnesses.

Table 4.13.1
Stress Level

		Frequency	Percent	Min.	Max.	Mean	Std. Deviation
Valid	Low	106	53.0	10.00	50.00	21.03	9.30765
	Medium	90	45.0				
	High	4	2.0				
	Total	200	100.0				

2% (n=4) of the sample experience high level of stress. 45% (n=90) of the migrant workers experience medium level of stress and majority (53%) experience low level of stress. The means stress score is 21.03 which is less when compared to the observed maximum score of 50. Migrant labourers are experienced to various stress situations even during pre-migration times and hence they are more resilient enough to face adverse life situations.

**Table 4.13.2
Stress VS Age**

Correlations				
			Age	Stress
Spearman's rho	Age	Correlation Coefficient	1.000	.186**
		Sig. (2-tailed)	.	.009
		N	200	200
	Stress	Correlation Coefficient	.186**	1.000
		Sig. (2-tailed)	.009	.
		N	200	200

** . Correlation is significant at the 0.01 level (2-tailed).

There exists a significant low positive correlation of .186 between stress and age, which is significant at 0.01 level. As age increase the level of stress also increases due to obvious reasons.

**Table 4.13.3
Stress VS. Marital Status**

	Marital Status	N	Mean Rank	df	Kruskal Wallis Test Chi-Square
Stress	Single	93	91.19	2	4.853#
	Married	106	108.35		
	Widower	1	134.00		
	Total	200			

#Note: The difference in mean rank is not statistically significant at 0.05 level (p= .088)

Single, married and widowed migrant labourers do not differ significantly in their level of stress. Stress in work place is common no matter whether the person is single, married or widowed. Even though family responsibilities and family conflicts can increase the level of stress of an individual, the results indicate that it is not different from that of a person

staying single as the decision of migration is taken by a person after giving up all the comforts available in his native place to fulfil certain objectives in life, sometimes even to satisfy the primary needs such as food, clothing, and shelter.

Table 4.13.4
Stress Vs Nature of Family

	Nature of family	N	Mean Rank	df	Kruskal Wallis Test Chi-Square
Stress	Nuclear	131	102.38	2	.445#
	Joint	67	96.72		
	Extended	2	103.75		
	Total	200			

#Note: The difference in mean rank is not statistically significant at 0.01 level ($p = .800$)

Migrant labourers do not differ significantly in their level of stress on the basis of nature of family. Stress is common to all human beings and its experience depends upon the resilience capacity of the individual. Stress is mostly triggered as a result of immediate stressors in the environment. Usually the migrant workers are having similar working conditions and common work environments. Thus stress may not vary among the workers.

Table 4.13.5
Stress VS No. of Family Members

Correlations				
			Stress	No. of Family members
Spearman's rho	Stress	Correlation Coefficient	1.000	.079
		Sig. (2-tailed)	.	.263
		N	200	200
	No. of Family members	Correlation Coefficient	.079	1.000
		Sig. (2-tailed)	.263	.
		N	200	200

There exists no significant correlation between stress and number of family members. Migrant workers life styles are mostly influenced by their subjective working conditions and environments. So the stress depends mostly on the situational factors than other factors.

Table 4.13.6
Stress VS. Sub groups of Relatives in Group

	Sub groups of relatives in group	N	Mean Rank	Sum of Ranks	Mann-Whitney U
Stress	Yes	88	96.00	8448.00	4532.000#
	No	112	104.04	11652.00	
	Total	200			

#Note: The difference in mean ranks is not statistically significant at 0.05 level (p=.321)

Migrant workers staying with relatives do not significantly differ from those who live with non relatives in their level of stress. It is not the presence or absence of relative in the group but the bond between the members helps in reducing stress levels.

4.14. Depression

Depression is a more pervasive experience of repetitive negative rumination, bleak outlook, and lack of energy. It is not a sign of personal weakness or a condition that can be willed or wished away. People with depression cannot merely "pull themselves together" and get better. Depression is more than just sadness. People with depression may experience a lack of interest and pleasure in daily activities, significant weight loss or gain, insomnia or excessive sleeping, lack of energy, inability to concentrate, feelings of worthlessness or excessive guilt and recurrent thoughts of death or suicide. Depression affects a person's occupational functioning. It reduces work performance.

Table 4.14.1
Spread of Depression among the Migrant Workers

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Low	176	88.0	88.0	88.0
	Medium	23	11.5	11.5	99.5
	High	1	.5	.5	100.0
	Total	200	100.0	100.0	

0.5% (n=1) of the sample experience high level of depression. 11.5% (n=23) of the sample experience medium level of depression. Only a very minor part of the migrant

group is experiencing high level of depression. Being active at a physical work and engaged work schedules reduces the level of depression. They have less time to think and most of them are having mechanical schedules and act accordingly to full fill their expectation.

Table 4.14.2
Depression VS Age

Correlations				
			Age	Depression
Spearman's rho	Age	Correlation Coefficient	1.000	.146*
		Sig. (2-tailed)	.	.039
		N	200	200
	Depression	Correlation Coefficient	.146*	1.000
		Sig. (2-tailed)	.039	.
		N	200	200

*. Correlation is significant at the 0.05 level (2-tailed).

There exists a low positive correlation of .146 between depression and age which is significant at 0.05 level. As the age increases life expectations and its fulfilment is evaluated by the person to a deeper extent. If there exists inconsistency in it there is a greater chance for getting depression.

Table 4.14.3
Depression VS Marital Status

	Marital Status	N	Mean Rank	df	Kruskal Wallis Test Chi-Square
Depression	Single	93	89.86	2	8.650*
	Married	106	108.94		
	Widower	1	195.00		
	Total	200			

*Note: The difference in mean ranks is statistically significant at 0.05 level (p=.013)

Married and widowed migrant workers are experiencing significantly high depression when compared to migrant workers who are single. Separation from the perceived loved ones is a stress factor that contributes to depression. Many of the migrant labours have

migrated to Kerala not for their personal gain but for fulfilling their family responsibilities. They spent their life time toiling in an alien world and have to sacrifice their personal expectations. This in turn can increase the level of depression and sadness among them.

Table 4.14.4
Depression Vs Nature of Family

	Nature of family	N	Mean Rank	df	Kruskal Wallis Test Chi-Square
Depression	Nuclear	131	101.85	2	.938#
	Joint	67	98.91		
	Extended	2	65.00		
	Total	200			

#Note: The difference in mean rank is not statistically significant at 0.01 level (p= .626)

Migrant labourers do not significantly differ among themselves in their level of depression on the basis of nature of family. Whether, belonging to a nuclear, joint or extended family is not making any significant difference among the migrant labourers in their level of depression. Depression is a subjective factor that depends upon a variety of subjective bio - psychosocial factors. It also depends upon the person's ability to cope with stress.

Table 4.14.5
Depression VS No. of Family Members Working in Kerala

Correlations				
			Depression	No. of family members working in Kerala
Spearman's rho	Depression	Correlation Coefficient	1.000	.189**
		Sig. (2-tailed)	.	.007
		N	200	200
	No. of family members working here	Correlation Coefficient	.189**	1.000
		Sig. (2-tailed)	.007	.
		N	200	200

** . Correlation is significant at the 0.01 level (2-tailed).

There exists a low positive correlation between depression and the number of family members working in Kerala.

Table 4.14.6
Depression VS. Sub groups of Relatives in Group

	Sub groups of relatives in group	N	Mean Rank	Sum of Ranks	Mann-Whitney U
Depression	Yes	88	98.95	8707.50	4791.500#
	No	112	101.72	11392.50	
	Total	200			

#Note: The difference in mean ranks is not statistically significant at 0.05 level (p= .728)

The presence or absence of subgroup of relatives in the group does not make a significant difference in the level of depression among the migrant labourers. Each of the migrant workers have to strive for their daily living and have limited time to spent among the group members for personal matters. They are guided by mechanical work patterns and hence the presence or absence of relative may not make a difference in their level of depression.

Table 4.14.7
Depression VS. Earning Status
(Whether Bread Winner of family)

	Whether Bread Winner of family	N	Mean Rank	Sum of Ranks	Mann-Whitney U
Depression	Yes	103	101.64	10469.00	4878.000#
	No	97	99.29	9631.00	
	Total	200			

#Note: The difference in mean ranks is not statistically significant at 0.05 level (p=.766)

Migrant workers who are and who are not sole bread winners of family do not differ in their level of depression. Almost all the migrants working here are having very crucial expectations that guide them to work and earn a better living in Kerala. So they are determined to take up the challenges and are motivated by money that works as reinforcement. Each migrant stays here for family and self related reasons. Hence being the bread winner of the family itself may not make difference in the level of depression among the migrant labourers.

**Table 4.14.8
Depression Vs Homogeneity of the Group**

	Workers from same state living together	N	Mean Rank	Sum of Ranks	Mann-Whitney U
Depression	Yes	137	90.95	12459.50	3006.500**
	No	63	121.28	7640.50	
	Total	200			

**Note: The difference in mean ranks is statistically significant at 0.01 level (p=.000)

The mean rank for depression obtained by the migrant labourers who do not live together with the workers of the same state is 121.28 which is far greater than the mean rank obtained by the migrant workers who lives with workers of the same state which is 90.95 Migrant labourers living together with workers from the same state do have significantly low level of depression when compared to workers living in heterogeneous groups. Social familiarity and effective communication among the people from the same state help to reduce the feeling of loneliness. Migrants reported that when able to stay with the people from the same state they get a WE feeling that helps them to share their concerns each another and for stress ventilation. More than that they are able to use their native language well that help them to reduce the sense of an alien world.

**Table 4.14.9
Depression VS. Educational Qualification**

	Educational qualification	N	Mean Rank	df	Kruskal Wallis Test Chi-Square
Depression	No schooling	58	90.81	7	19.137**
	Below 10th	102	97.77		
	10th failed	28	103.55		
	10th	6	178.42		
	Plus two failed	1	164.50		
	Plus two	3	138.17		
	Degree failed	1	190.50		
	Any Other	1	121.00		
	Total	200			

**Note: The difference in mean ranks is statistically significant at 0.01 level (p=.008)

There exists significant difference among the migrant labourers having different educational qualification in their depression levels. As education level increases it is generally observed that an individual becomes more vulnerable to have depression if he or she is not getting an adequate job that is matching their qualification.. This is because of the higher expectation of educated migrant. The higher level of thinking of educated people and varying level of impact of negative behaviours experienced from the Malayalee society on them are the reasons for this variation.

QUALITATIVE ANALYSIS

The qualitative analysis is done by using case studies. Data for this purpose are collected through observation and in-depth interviews with the help of the observation guide, prepared for this purpose. Ten cases are selected by giving importance to respondents who experience real issues, leading to psychological manifestations. The narrative analysis gives insights, which supports the findings of the quantitative part of the study.

4.15.1 Case 1

Mr. Vignesh Das (Name Changed) is a migrant worker from Assam. He is twenty nine years old and married. He has no children. His wife is now carrying and stays along with his parents. He belongs to a joint family and has three sisters and all of them are married. His family had to pay dowry for their marriage. He belongs to Hindu, scheduled caste community and came to Kerala recently in 2016 from a rural area of Karbi Anglong district of Assam. He knows Hindi and English in addition to Bengali, his mother tongue. He has no relatives staying in Kereala. He is having education up to plus two and is able to speak English. His father is an agriculture worker. He shared his experiences and feelings without any hesitation or fear.

Being married to a lady from a poor family, he received no dowry and his financial condition is really pathetic. He has the desire to study more. But it was not possible as he had to look after his family. More salary in Kerala is the pulling factor that makes him to choose Kerala. He worked as a security staff in Delhi, before migrating to Kerala. His salary was ₹ 10000/- per month. But he had to spend nearly ₹ 6000/- per month and the extreme climate prevailing in Delhi also made him to migrate to Kerala.

Vignesh usually wakes up at 3.30 AM and starts his daily activities with cleaning the room and premises, and in the early morning he goes for a snack and tea from an outside tea shop. At 6.00 AM his work starts and he eats breakfast (Parotta) at 7.30 AM at the work site. He is a concrete worker and the work usually gets over by 1.00PM; but sometimes the work extends up to 5PM, for that he gets more salary. He is having lunch (rice) usually at 1 PM. Most often he spends his remaining time (up to 8.PM) for outing and resting. Dinner is prepared by the group members at night and they generally have dinner at 9.00 PM. The preparation of dinner is done in a shift system consisting of 8

people in a shift. He used to have non-vegetarian food including fish (most often), chicken (twice in a week), and mutton (once in a month). By 10.PM he goes to bed.

Vignesh's health is overall good but has an eye problem - strabismus (eyes pointing in different directions) that disturbs him mentally. He is getting good support from his family, community, contractors and supervisors. But he is not aware about any of the legal support measures. He is able to adjust with the life in Kerala and is having a general level of life satisfaction. As far as food is concerned, he dislikes Kerala's street food such as 'dosai' and 'iddli'; but has no problem with other foods including rice.

Working as a helper in the 'concrete workers' team, he receives, on an average, ₹ 18000 per month. His monthly expenditure varies between ₹ 5000 and ₹ 6000. He has good experience with the Malayalee people and he experiences no difficulty in getting wages or regular employment. According to him, the overall working condition is comfortable and the contractors, supervisors and Malayalee co-workers deal cordially with him.

He left his native place to have sufficient money to look after his family as well as to have a fairly good house. He is planning to build a small house in his native village after six months and expecting to fulfil this desire during his stay in Kerala.

He experiences a sense of alienation from the Malayalee people mainly because of the language barrier. It is very difficult for him to communicate with Malayalees, both during work and in the community. The Malayalee people usually don't include him in their personal and other celebrations. 'Give and take' of help in distress is not common between him and the Malayalee people. At the same time, the Malayalees do not show any hatred, suspicion or pose any threat; the Malayalee workers do not show any discrimination against him. Though he has the skills for other works, he is working only as a helper. He has neither secured the labour identity card nor membership in welfare fund. In fact, he is not aware of these. The police often ask for his ID card while he is roaming around; if he does not show the ID, the police will behave rudely. So membership in welfare fund and ID card are two important measures on the part of government to make the migrants feel endeared.

He finds it very difficult to make friends and feels unable to reach out and communicate with people around him. These cause a feeling of exclusion and loneliness. He is unhappy as he is unable to see his family members, especially his pregnant wife. He is also worried

about his father's illness. But people from Assam at workplace and at the place of stay, help him to overcome loneliness.

He is not having any fear about work related accidents. In his words: *"I am here for doing work and earning money to look after my family. So I will do whatever works assigned to me and do not fear to take risks such as working at 24th level of a building."* He feels fear that in the future the job opportunity may dwindle as so many migrant workers are coming and the construction sector may reach a level of saturation. In that case he will not be able to get back the job that he had before coming to Kerala.

Even though the group members support him in many respects, he feels there is no one to pay attention to him like his family members and he is deprived of the 'pat' he had been receiving as a sign of affection from his family members. The group members are busy, taking care of themselves and so they do not listen him carefully and understand his feelings. At his native place there were many relatives who guided him. But here he lacks that guidance and sometimes has a feeling of emotional emptiness. He is not much anxious, but often feels tensed, stressed and guilty when he thinks about his family.

He has no entertainments other than roaming around. To get rid of small stress and strains, he sometimes uses 'Panmasala'.

Even though there seem to be no perceived psychological problems, deeper exploration revealed the presence of alienation, emotional deprivation, and a small level of anxiety and stress.

4.15.2 Case 2

Afsel (name changed) from West Bengal is now 26 years old and is residing at Permumbavoor in Ernakulam district. He reached Kerala when he was 14 years old. His father left their family and married another lady when he was very young. So he had to work hard at an early age (10 years) in the agricultural fields in his native state to look after his mother and other family members. He did not get the opportunity to go to school. The sadness and agony experienced by him can be read from his face. While interviewing, his eyes watered. He is survived by his wife and three children. He lost his mother recently. He is living in a congested small room with tinned roof. His children are not going to school. Like their father, they also wear untidy and shabby dress. The

researchers gave them sweets and biscuits. This made the children very happy as if it may be the first time they get such biscuits. The pathetic condition of the children of migrants and the denial of basic rights to them make it important to take steps to address this issue. Otherwise this will result in the formation of an illiterate group of youth who have no attachment either to their native state or to Kerala. They will be growing with a feeling of inferiority and will be having low self esteem and self confidence. So they will easily move on to dangerous practices as there will be a high degree of inequality between them and their Kerala counterparts. They may also face confusion with respect to cultural norms as there are great differences in the cultural practices of their parents and the society around. This will create an identity crisis and a loss of attachment to the existing societal system which in turn will manifest as anti social behaviours and attitudes.

Afsel is working here not under a contractor. So he has to find job by himself. Now he is working as a loading labourer getting a salary of ₹ 200 to ₹ 400 a day. Even though he wants to seek a better job and working condition, available choices are limited and he continues his struggle to survive. He has no contact with the local community and poor command over Malayalam language. Hence his friendship zones are limited and non-availability of at least a single individual to share his concerns results in considerable distress and so he experiences a sense of alienation. He really experience constant worry and anxiety as he did not have a fixed earning. Life seems to be an uneasy task for him as he experiences a sense of powerlessness and hurt feeling. He has no entertainment such as the TV, radio and movies. He is not experiencing loneliness as his family is with him. But he is struggling hard to meet the requirements of his family members. These problems had impact on every aspect of his life including his physical health. Right from his childhood he is deprived of happiness and entertainments, that continues even now. His physical health appears to be weak and it is evident in his body appearance. He is always in a state of tension and has often difficulty in sleeping. He gets upset very often because of work related issues, often lose control in what is happening in his life, and get nervous. He has no Job security and because of this he has no regular income; but has to pay rent at the rate of Rs 2000/month. He is not having any immediate support systems and is not that much satisfied with his life. He uses 'Panmasala' regularly. He often goes to mosque as religious belief and prayers are the only coping strategies followed by him to overcome the difficulties faced.

This case indicates the extent of alienation, anxiety and stress faced by an unsecured migrant labourer. This also reveals that uncertainties with respect to work and life increase the level of psychological distress, thereby reducing the self worth and effectiveness as a person. This case also points to another problem regarding the children of migrant labourers which may arise in future, development of an unsecure generation without proper nutrition, education, proper values and social commitment.

4.15.3 Case 3

Pradeep (Name Changed), 25 years old from West Bengal was working in the office of a small construction company in Ernakulam. He has been here since 2011. He has mother, father and four brothers and has education up to Plus two. One month back, owner of the company closed the office due to lack of work and he lost his job. He was planning to marry but now he is not confident to get marry as there is no permanent income or secured job. Since he lost his job he donot know what to do as he has to pay a rent of ₹ 1000/- per month for sharing a room. So he is planning to return. He had shown the researcher a tree which according to him was a sapling when he first came to that place. He was rather emotional while saying this. The confusion and fear about future was reflecting in his face and words. He told that there is enough employment in his village (mainly agricultural work), but the wages are very poor, Rs. 150 per day. This is not enough to have even good food. He said *"After all I will not have even a rupee in my pocket after a day's work"*

He is seemingly healthy but reluctant to do the work of a helper in the construction field. The restlessness and nervousness caused by the stress, and the sadness experienced by him are clearly visible in his gestures. He feels that there is no one to support him in this situation and often feels a sense of emptiness. He used cigarette in front of the researcher and often uses it as a stress buster. He also uses Panmasala. As a result of the stress, and frequent use of substances he is experiencing headache and other physical problems.

This typical case reveals that the influx of large number of migrant labourers cause lack of job opportunities and associated tensions such as difficulty in finding stay. The uncertainty of life is adversely affecting their overall physical, psychological and social wellbeing.

4.15.4 Case 4

Harshan (Name changed) aged 42 years is a married man from Bihar. He is having two daughters. He works as a mason and stays at Sreekariyam, Trivandrum. He is the sole bread winner of his family. He has no schooling. His work skills are good and gets ₹ 800 per day. Even though he is very much attached to his family, initially he enjoyed working in Kerala as it helped him to gain more money to fulfil his personal and family needs. But gradually he lost the pleasure gained out of money. Having no body to express his affection and concerns, monotonous work schedules and the conflict with the ideal that 'to spent time and life together with close ones is the essence of life' creates a sense of emotional numbness and emptiness feeling. His expectations and views about life seems contradictory to the existing reality and hence he experiences loneliness and emotional deprivation; he is fed up and wants to go back to his village. But his family members (especially his wife) compel him to work in Kerala. This is because of the money he is earning from Kerala and his family is living comfortably with the money he sends. He said "*I am working like a machine.*" He has no entertainments. After a day's work he goes to his room. In the next morning again start working mechanically. Life became dull; but he has no alternatives. He wants money to look after his family. However, according to him "*money is not the only thing in life.*" He is away from his family and relatives as well as the community around. His bond with his children is very weak. He cannot attend many functions both in his family as well as that of his relatives. The purposes of his migration were to have a house in his native place, to provide better education to his children, to get his children married and to pay back his debts. All these purposes except the marriage of children are somewhat fulfilled. This may be the reason for the compulsion from the part of his wife to continue his work here in Kerala. In short he is sacrificing his life including family life, for earning money. His mechanical work style affected his health and he is suffering from back pain. To overcome his loneliness and emotional deprivation he uses 'Panmasala'.

This case reveals that money can never always provide happiness to a migrant labourer. Personal ideals, expectations in congruence with the reality are highly essential to provide life satisfaction. The decision for migration is taken after a conflict of interests. At the time of migration, the migrant gives more importance to the economic aspect to satisfy their needs. But as time goes, the social need deprivation, especially from the family,

matters more and out of loneliness and emotional deprivation the migrants will take decision to go back.

4.15.5 Case 5

Ali, 23 years old uneducated young man, is from a rural area of West Bengal, and is currently living in Perumbavoor, Ernakulam district. He is from a nuclear family consisting of 4 members. Before coming to Kerala, he worked as a farmer. Low income from farming in his native state and better salary and working conditions in Kerala forced him to choose Kerala for his work. He migrated to Kerala to have a house in his native place and to get his sisters married. Since he arrived to Kerala a year ago, he gets only twelve days job in a month. He stays in a single rented home. He shared his bad experiences from staff of banks, bus conductors and auto rickshaw drivers. The staffs of banks are not at all cordial towards him. They behave indifferently and he observed that the same officer behaves courteously with 'Malayalee' customers. The bank officers have the notion that he is illiterate and don't know the formalities of the bank. They also think that the migrants are alien to Kerala and can be treated badly.

Most of the time, he is treated as a secondary citizen by the Malayalee society. The bus conductors behave rudely. The migrants don't know Malayalam and the conductors find it very difficult to communicate with them. The irritation created by this communication barrier along with the negative attitude towards them account for this behavior. The conductors will not help them in terms of information regarding the place to step down. They demand exact ticket fare and ask for 'change' (smaller denomination of Rupees) and if he is not having the 'change', the conductor would behave rudely and often shout at him.

Auto rickshaw drivers charge more from him than the Malayalee travellers. The same is the case with shopkeepers. They also charge more from him. He finds it difficult to bargain because of language barrier. At work place, he feels excluded by Malayalee co-workers and the behaviour of supervisors is bad towards him. As a new comer he is not familiar with the Malayalam language, local places, formalities of banks, fare of rickshaw, prices of goods and in general the nature of Malayalees. Since he is hailing from a remote village his inexperience with the urban life style and lack of enough social skills makes him difficult to socialise effectively with the Malayalee society.

He is a Muslim and goes to mosque for prayers. The Malayalees coming there some times interact with him, inside the mosque. But outside the mosque they are not ready to show acquaintance and exclude him. Thus he has a feeling of alienation and is of the opinion that Malayalee people view him with suspicion and hatred. He experiences loneliness, unhappiness, and lack somebody to openly talk with. He has the fear of losing job as the contractor may terminate him at any time. Even though he is emotionally deprived he is still working here only to look after his family in West Bengal.

He often gets stressed up and feels fatigued. His living conditions including dressing patterns, stay, toilet and bathing facilities, and even quality of food is very low. He uses 'Panmasala' and cigarette to cope with the stresses and strains experienced. As he is a believer of Islam, so considers drinking alcohol as 'haram'.

This case throws light on the alienation experienced by migrant labourers due to the negative attitude and behaviours of bank officers', conductors, auto rickshaw drivers and Malayalee society. Territorial instinct of Malayalee society makes them isolate the migrant labourers interacting with them. The Malayalee society also considers this as an opportunity to express and satisfy their need for power and they do not consider the migrant labourers on par with Malayalee people. So there is a greater chance for the migrants to have psychosomatic symptoms like headache, migraine, stomach pain etc. This is felt less by the migrant workers staying here for a long time than the new comers as their experience give them familiarity with the situations here.

4.15.6 Case 6

Subramayan (Name changed) 41 years old, is a Brahmin from Odisha who works in Thiruvananthapuram district at Kazhakuttom. He is married, and has 4 children. He studied up to 4th standard only. He was a priest of a small temple in a village in Odisha. The income (₹ 3000) there was so low that he can't even satisfy the 'food needs' of his family. More than that, he has unmarried sisters, who are under his care, and he needs money for their marriage. These are the push factors for his migration. In Kerala he lives with a group of people from his state (Odisha) belonging to his caste. He is not under any contractor. He goes to work given by anybody and is a helper in the construction sector. He earns ₹ 600 per day and receives on an average of 24 days work in a month. As far as monetary benefit is considered, he is satisfied and with the money earning from Kerala he can do many things in his native state.

Even though he belongs to the upper caste, he has no hesitation in mingling with people from other castes at workplace. This is not the situation in his state. Migration has changed his attitude towards lower castes considerably. He now considers them like his brothers, as they toil together to find a livelihood.

When he first reached Kerala, he tried for a job as priest in a temple. But he was offered only ₹ 5000 per month in a small Shiva temple. With this money he cannot survive as he has to pay a rent of ₹ 1000 per month and ₹ 3000 for food. So he was unwilling to take that job and turned to the construction sector. At home, he has land and during sowing and harvesting times he goes to his village.

He feels deprived of the support and feelings of his family members and close relatives. He also finds it very difficult to communicate with others around as result of the low language skills. He is not able to express his thoughts and feelings to others around which in turn creates a feeling of alienation in him; but he has good opinion about Malayalee people and their behaviour. He is not experiencing loneliness, as he uses mobile phone to communicate with his family members regularly. He is somewhat comfortable with the working conditions in Kerala. He is maintaining a good level of hygiene with respect to dressing, stay, toilet, bathing and food. He stays along with a group of people of the same caste in a rented house located in a comparatively large area of land (35 cents) with a comfortable ambience. He gets social support from co-workers, and is having life satisfaction.

This case clearly highlights the importance of secure, environment friendly and hygienic staying facility and cordial interaction of the people working with, for balanced mental condition of the migrants.

4.15.7 Case 7

Das is a migrant from Assam, 38 years old working as a helper in the construction sector. He is here for the last 8 years. He is married and belongs to a joint family with 7 members. He is the sole bread winner of his family. He studied up to 9th standard only. He lives in a camp with totally unhygienic conditions. The waste water generated is flowing in front of his room. There are flies and the foul smell is really intolerable. The researcher saw the owner of his room shouting at him and telling him that he has to leave the room as he didn't pay the rent. The researcher could see the helplessness and fear in

his face and enquired about the reason for default in paying the rent. Then he revealed the exploitation experienced by him on the part of Malayalee contractor. The contractor pays salary not daily but monthly. At times he did not pay the full salary. In this case the contractor has to pay ₹ 50,000/- to him. He cannot demand the salary because of the fear of loss of job. So he finds it very difficult to pay the rent and has to pay for his food also. He is really tensed as he can't send money to his family. He is not that much assertive as his self esteem is low. He feels sadness as there is no body to help him in a totally unfamiliar place. He neither has labour card nor has a membership in the welfare fund of the Dept. of labour, Govt. of Kerala. The police are not actively involved in such problems and there is no NGO or other organizations in Thiruvananthapuram to raise such issues of the migrant workers. He often feels alienation, and avoidance from the Malayalee people and finds difficulty in getting friends. He has fear related to work as he often has to work at dangerous heights without safety. He is not able to enjoy his current life situations, he used to enjoy at his native palace, and is often sad and guilty.

This case represents a group of people who suffer from psychological issues like alienation, sadness, guilt, helplessness, fear and anxiety caused by the maltreatment of contractors. Often they are not able to raise their voice and attain their rights. They are exploited and sometimes face such helpless situations which necessitate the importance of NGOs and other organisations in intervening into the problems of migrants. The labour department and Police should also take proactive roles in such human right issues of migrants. If such labour issues are not handled properly on time, this may cause frustration which in turn may lead to collective bargaining. Once the collective bargaining starts, it is difficult to predict its consequences but it will surely cause law and order situations which cannot be handled by the existing police force of Kerala.

4.15.8 Case 8

On a Sunday evening the researchers visited a place in Kazhakuttom where the migrants from different northern states live together. The place was totally unhygienic with waste water flowing near their stay. The toilets are in a pathetic condition. The migrants are mainly from Assam and Odisha. They do not get employment regularly; but they earn ₹ 600 to 700 per day. Among them is a 15 year old boy who is here to look after his family. He lost his father and has to help his family by working in the agricultural field. He stopped education because of poverty. Hearing the better work opportunities and salary in

Kerala, he decided to migrate. The train fare was given by his mother. Without knowing much about the place and people, he somehow managed to reach here and started working as a helper. He is also not having a permanent contractor. Initially he faced difficulty in adjusting with the unfamiliar job situations but gradually he got accustomed to the situation. Often a sense of despair caused by the separation from his mother affected his daily routines. But he finds happiness in sending money to his mother. He used to call his mother over telephone and keeps the contact regularly. He is a victim of child labour and is lacking the enjoyments and privileges of childhood. There is a greater chance for him to be getting addicted to alcohol and other substances as the other elder members of the group uses both.

It is observed that many children are forced to migrate and engaged in hard physical works due to their life circumstances. They have to spare their child hood life and energy to earn for their livelihood. They are compelled to work like any other migrant adult at times when they are supposed to engage in education and play. This inconsistency will affect their psychological development. There is a greater chance for them to have emotional isolation leading to psychological trauma. Since they lack the child hood pleasures, they show signs of over maturity and early aging. Psychological issues like, depression, anxiety, fear, suicidal ideation etc. may arise. Sometimes they feel despair and regret about their fate and often become addicted to alcohol or substance as a coping strategy and even become engage in antisocial activities. Most of them do not know about the child rights and become victims of exploitation under the unscrupulous and cunning work providers. The child rights should be considered and adequate measures should be taken to protect the children from becoming victims of child labour

4.15.9 Case 9

Mr. Hamsa (name changed), 26 years old, from west Bengal is now staying in Kerala at Perumbavoor. He migrated to Kerala at the age of 21. He is not married and has 6 members in his family. He studied up to 10th standard. He works as a mason and earns more than ₹ 20000/month and spends around ₹ 9000/month. He goes for work regularly and do more work than many of his co-workers. His contractor too has a special concern for him and pays more salary. He is staying in a room shared by seven others. He is not

satisfied with the facilities and thinks that the rent (₹ 1000 per head) is very high. He is here in Kerala to have a house in his village, and to get married. These are not yet fulfilled. He receives help and support from his contractor and Malayalee co-workers. He is having an altruistic nature. Once he helped a Malayalee boy who met with a road accident and he took initiative to rush the boy to the hospital on time. Even then he has the opinion that Malayalee people view him with suspicion. He stays along with other migrants who are elder to him and is not ready to mingle with them as he doesn't like their habits and attitudes. He feels a generation gap that often keeps him avoid interactions with his roommates. This nature causes unhappiness and leads to the feeling that he has no one to talk to, to support or to pay attention to. He feels unable to reach out and communicate with others around him and experiences loneliness. Even though he is a lonely and reserved person, he is not using alcohol and avoids alcoholic roommates. He is an orthodox Muslim who goes to mosque regularly. This is the only means for ventilation. When asked about his close ones who can pat him when in pain as a sign of affection, his eyes were filled with tears. He is undergoing a sort of emotional deprivation. His activities other than work are limited and he has no entertainment. He often listens to music as a coping strategy during stress. He appeared to be physically fit but his level of hygiene was average. He like the dressing pattern of Keralites but dislikes the food of Kerala. He is having an average level of life satisfaction. He is having language difficulty. He is not using mobile phone to communicate with his family. When the researchers enquired about the reason for it, he simply said "I am not interested" and was not ready to disclose anything further. Similarly, he is undergoing tensions, but is not willing to reveal the reasons for his tensions.

This case reveals the extent of loneliness and emotional deprivation experienced by migrant labourers. Even though they have comparatively higher earnings (in this case ₹ 20000 per month) they are undergoing psychological issues and various need deprivations. Even though many migrant workers are ready to mingle with and help the Malayalee people, the lack of open acceptance of the Malayalee society often ends up with stress and emotional pain. This will cause reduced work performance, work related accidents, or even absenteeism. Migrants usually depend on music, religiosity and spirituality as coping strategies. Opportunities for public interaction between migrant workers and Malayalee society will help to develop a mutual understanding about the

culture, lifestyle, and related issues faced by the two. Since the migrants are working for the benefit of Keralites, they should be given humanitarian consideration and recognition.

4.15.10 Case 10

17 years old Ramesh (Name changed) had a really sad and pitiable experience to share about the 'Police' in Kerala. He is from Odisha and migrated to Kerala when he was 15 years old. His father, mother, three sisters and two brothers are living in his village and are very poor. He got no opportunity to go to school. At a very early age, due to his poor family circumstances, he went to work at agricultural farms in his village. There, he was very poorly paid. So he decided to migrate to Kerala. In Kerala, he started his work in a match box company. There he faced overload of work. At that time one person from his state, promised him a better job in a hotel at Moovattupuzha. In fact this person was a thief. Without knowing the back ground of the person, expecting a good fortune, Ramesh went along with the man and reached Moovattupuzha. While having a tea from a restaurant, police came and the other person escaped, leaving his bag there. Police caught Ramesh and confiscated the bag. The bag was full of mobile phones stolen by that man. Police charged a case against Ramesh and considered him as the accused. The Police severely tortured this innocent boy and unable to withstand their torture, he admitted the crime. He got punished and was sent to jail and spent 9 months there. The jail authorities, after seeing his polite behaviour verified his records and found that he was a Juvenile. So they transferred him to Juvenile home for 6 months. While hearing this news, a non-governmental organization named 'Jeevika' intervened in this issue and released him on bail. As reported by the officials of 'Jeevika', Ramesh's traumatic conditions like emotional numbness, panic reactions were pathetic enough at the time of his release. When the researchers visited Ramesh for interview, he was staying in a rehabilitation centre arranged by 'Jeevika'. Physical hardships experienced by him had a great impact on his mental status. His affective desperation, emotional isolation, and helplessness were reflected in his face and body language; even then he was willing to share his concerns with the researchers. He still keeps hope due the warm welcome and the homely environment provided by the rehabilitation centre. He wants to study more, want to learn Malayalam language and to work to alleviate the poverty of his family and also to achieve a good quality of life for him. He also wishes to visit his family members and to spend time with them.

The migrants expect polite and cordial behaviour from the side of the police force. Many migrants view police with fear and suspicion. They are not sure about the nature of the interaction of the police men. And hence try to keep away from the police. This is because migrants have a tendency to generalise the cruel and unjust behaviour of the police in rare and unusual cases. The fear and panic that arise due to the cruel torture of the police will not remain in that individual only; it will penetrate in to the migrant community and has repercussions that have far reaching consequences. This can lead to mob behaviour challenging the law and order situation in Kerala.

The police and the Malayalee society have a tendency to view migrants with suspicion based on isolated incidents where migrants are also part of the crime. This exaggerated suspicion that is far from reality, often makes the Malayalee society to see the migrants as criminals or intruders.

4.15.11 Case Summaries

In case 1, Vignesh experience of a sense of alienation mainly because of the language barrier. He has a feeling of exclusion and loneliness and is unhappy as he is not able to see his family. He feels there is no one to pay attention to him like his family members and he feels deprived of the emotional affection from his family members and feels emotional emptiness. He often feels tensed, stressed and guilty when he thinks about his family. Migration clearly has negative impact on his mental conditions; roaming around and using 'Panmasala' are the coping mechanisms adopted by him.

In case 2 Afsel experiences sadness, and agony and thus his physical health condition is very poor. His children are living in pathetic conditions and are denied of the basic rights. He is having identity crisis and a loss of attachment to the existing societal system. His friendship zones are limited and he undergoes distress, worry, anxiety, and experiences a sense of alienation. He also experiences a sense of powerlessness and hurt feeling and is always in a state of tension and has often difficulty in sleeping. He often gets upset, loses control, and gets nervous. As a coping mechanism he uses 'Panmasala' and regularly goes to mosque.

In case 3 Pradeep is seemingly healthy but reluctant to work as a helper in the construction field after loss of job in an office. He experiences restlessness, nervousness, sadness, headache and other physical problems caused by the stress, Feeling of lack of

support and emptiness makes his condition more vulnerable to psychological distress. He uses cigarette and Panmasala as coping mechanisms. This case reveals the impact of the influx of large number of migrant labourers and the resulting uncertainty of life that is adversely affecting their overall physical, psychological and social wellbeing.

In case 4 Harshan is the sole bread winner of his family. He has no schooling. He experiences emotional numbness, emptiness, loneliness and emotional deprivation. His mechanical work style affected his health and he is suffering from back pain. To overcome his loneliness and emotional deprivation he uses 'Panmasala'. Personal ideals and expectations in congruence with the reality are highly essential to provide life satisfaction.

In case 5 Ali, experiences a feeling of alienation, loneliness, unhappiness, emotional deprivation, stress, fatigue, fear of loss of job and lack somebody to openly talk with. The quality of his living conditions is very low. He uses 'Panmasala' and cigarette to cope with the stresses and strains experienced. This case throws light on psychological distress experienced by migrant labourers due to the negative attitude and behaviours of bank officers', conductors, auto rickshaw drivers, and Malayalee society.

Case 6 clearly highlights the importance of secure, environment friendly and hygienic staying facility and cordial interaction of the people working with, for balanced mental condition of the migrants. Subramayan even though has alienation to certain extent, is not experiencing loneliness. He maintains a good level of hygiene with respect to dressing, stay, toilet, bathing and food.

Case 7 highlights the condition of Das's suffering from psychological issues like alienation, sadness, guilt, helplessness, fear and anxiety caused by the exploitation and maltreatment of contractors. The case also reveals the importance of labour department, Police, NGOs and other organisations in intervening into the problems of migrants.

Case 8 is a case of child labour and highlights the importance of child rights. Psychological issues like, depression, anxiety, fear, may prevail among the child migrants leading to substance abuse, suicidal ideation and antisocial behaviour if their rights are not protected.

Case 9, the case of Hamsa, reveals the extent of loneliness, emotional deprivation and emotional pain leading to reduced work performance, work related accidents, or even absenteeism. He makes use of music, religiosity and spirituality as coping strategies.

Case 10, the case of Ramesh is a good example of the impact of rude and harsh behaviour of police on the mental status of migrant worker. The trauma experienced by him makes him to view police with fear and suspicion. This fear radiates in almost all aspects of his life and manifests itself as alienation, and stress, leading to the development of a negative perception about the Kerala society as a whole.

CHAPTER 5

FINDINGS AND INFERENCES

The major findings related to psychological problems derived from the study are described below.

5.1 Alienation

82.5% of the migrants experienced medium level of alienation and 7.5% experienced high level of alienation. Only 10% had low level of alienation. 19.5% of the migrant labourers experienced high level of alienation from the 'Malayalee society'. 6.5% of the respondents had high level of alienation from Malayalee co-worker and 34% of the respondents had a high level of alienation due to government officials such as bank officials, bus conductors, police men etc. There exist no significant relationship between alienation and period of dwelling. Migrants living in Ernakulam district had higher level of alienation when compared to those who dwell in Thiruvananthapuram.

There exists no significant difference among the migrants in their alienation on the basis of whether they know Malayalam language or not. There exists no significant difference among the migrants in their alienation on the basis of educational qualification. There exists no significant difference among the migrants in their alienation on the basis of whether they stay together with the people of their same state or not. There exists significant difference among the migrants in their alienation on the basis of type of work. Metal workers experienced more alienation than others. There exist no significant differences in the level of alienation of migrants who got their wages on time and who do have difficulty in getting wages regularly. There exists significant difference among the migrant labourers in their alienation on the basis of working condition. Those who reported as having uncomfortable working conditions had high level of alienation.

The behaviour of contractors creates a significant impact on the level of alienation experienced by the migrant labourers. Unfavourable attitude of contractors towards migrants is one of the contributing factors leading to the experience of alienation among the migrants. Similarly, the behaviour of supervisors had significant impact on the level of alienation experienced by the migrant labourers. Unfavourable attitude of Malayalee co-workers towards migrants resulted in a sense strange feeling associated with alienation. The behaviour of Malayalee co-workers had a significant impact on the level of alienation experienced by the migrant labourers.

5.2 Loneliness

Among the migrant labourers 6% experienced a significant high level of loneliness and 37% of the migrants experienced medium level of loneliness. The feeling of isolation impacts almost all areas of functioning. There exists no significant correlation between loneliness and age among the migrant population. There exists a significant difference among the migrant labourers in their loneliness on the basis of marital status. Widowers and married people are experiencing high level of loneliness compared to people who are not married. There exists significant difference among them migrant labourers in their loneliness on the basis of type of family. Migrant labourers from nuclear families are having high level of loneliness when compared to those from joint and extended families. There exist no significant relationship between loneliness and the number of family members working in Kerala. The presence or absence of subgroups of relatives in the group is not making any significant change in the level of loneliness among the migrant labourers. Whether the migrant labourer is the breadwinner of the family or not, is not making a significant difference in the level of loneliness. There exists significant difference among the migrant labours in their loneliness on the basis of whether the

workers from the same state live together or not. Workers from the same state living together do have significantly lower level of loneliness when compared to workers who live in a separate heterogeneous group. Educational qualification is not having a significant impact on the level of loneliness among the migrant labourers.

5.3 Fear about work related accidents

36 % (cumulative) of the migrant workers have a feeling of fear as the job entrusted is a hazardous one. 35.5% (cumulative) of the migrants feel fear in working at a dangerous height without safety. There exists no significant relationship between age and fear of accidents. There exists no significant difference among single, married and widowed migrant labourers in their fear about work related accidents. Migrant labourers having different educational qualification do not differ significantly in the level of fear about accidents. There exists no significant difference among the migrant labourers doing different jobs regarding fear of accidents.

5.4 Fear arising out of loss of Job

29% of the migrant labourers strongly agreed that they have the feeling of fear regarding the loss of job because of dwindling of job opportunities where as 26.5% of the respondents fear that they may lose job due to termination by the contractor. Only 21.5% reported the feeling of fear caused by the inability to get back the job in their native state. There exist no significant correlation between fear arising out of loss of job and age. The level of fear arising out of the loss of job among migrant labourers do not differ on the basis of marital status. Migrant labours who are bread winners of family and who are not bread winners do not significantly differ among themselves in the level of fear of loss of job. The fear arising out of loss of job does not differ among the migrant labourers on the

basis of educational qualification. Migrant labourers engaged in different works do not differ significantly in their fear of loss of job. Migrant labourers do not differ among themselves in their fear of loss of job on the basis of employment status before migration. Difficulty in getting employment regularly or not is not making any significant difference in the level of fear arising out of the loss of Job. Migrant labourers, whose contractor's behaviour is somewhat cordial, experience more fear of loss off job, than whose contractor's behaviours is cordial.

5.5 Emotional deprivation

A high level of emotional deprivation is experienced by 9% of the migrants. 37% is experiencing a medium level of emotional deprivation. There exists a significantly low positive correlation between emotional deprivation and age among migrant labourers. There exists significant difference among the migrant labourers in their emotional deprivation on the basis of marital status. Married and widowed migrant labourers are experiencing more emotional deprivation than those who are single. Migrant labourers do not differ in their emotional deprivation on the basis of educational qualification. Migrant labourers from both rural and urban areas are experiencing almost similar level of emotional deprivation. Migrant labourers belonging to nuclear, joint, and extended families do not differ in the level of emotional deprivation. There exists no significant relationship between emotional deprivation and number of family members. The presence or absence of sub-groups of relatives in the group does not make any difference in the level of emotional deprivation among the migrant labourers. Migrant workers from same state living together do have low emotional deprivation when compared to workers staying isolated or staying with members from other states.

5.6 Anxiety

5.5% of the migrants are experiencing high level of anxiety. 54.5% of the sample are experiencing medium level of anxiety. There exists a significant low correlation between anxiety and age. Married and widowed migrants are experiencing high anxiety when compared to migrants who are single. Migrant labourers having different educational qualification do not differ significantly in their anxiety. Migrant labourers from nuclear, joint and extended families do not differ significantly in their anxiety. Having varied number of family members is not making a difference among the migrant labourers in their level of anxiety. Whether their family members are working here in Kerala or not do not make a significant difference in the level of anxiety experienced by the migrant labourers. Migrant labourers living together with workers from the same state do have significantly low level of anxiety when compared to workers living in heterogeneous groups. Migrant labourers doing different types of work do not significantly differ among themselves in their level of anxiety. Migrant workers who are sole bread winners of their family do not differ from those who are not sole breadwinners in their anxiety level.

5.7 Stress

2% of the migrants experience high level of stress. 45% of the migrant workers experience medium level of stress. There exists a significant low positive correlation between stress and age. Single, married and widowed migrant labourers do not differ significantly in their level of stress. Migrant labourers do not differ significantly in their level of stress on the basis of nature of family. There exists no significant correlation between stress and the number of family members. Migrant workers life styles are mostly influenced by their subjective work patterns. Migrant workers staying with relatives do not significantly differ from those who live with non relatives in their level of stress.

5.8 Depression

0.5% of the migrant workers experience high level of depression. 11.5% of the respondents experience medium level of depression. There exists a low positive correlation between depression and age. Married and widowed migrant workers are experiencing significantly high depression when compared to migrant workers who are single. Migrant labourers do not significantly differ among themselves in their level of depression on the basis of nature of family. The presence or absence of subgroup of relatives in the group does not make a significant difference in the level of depression among the migrant labourers. Migrant workers who are and who are not sole bread winners of family do not differ in their level of depression. Migrant labourers living together with workers from the same state do have significantly low level of depression when compared to workers living in heterogeneous groups. There exists significant difference among the migrant labourers having different educational qualification in their depression levels. It is observed that as education level increases the person is more vulnerable to have depression.

CHAPTER 6

SUMMARY, RECOMMENDATIONS AND CONCLUSIONS

6.1 Summary

'Psychological Problems of Migrant Labourers in Kerala: A study in Thiruvananthapuram and Ernakulam Districts' is focused on identifying and analyzing psychological issues faced by the migrant labourers in Kerala. The study looks into the problems both quantitatively and qualitatively. The study is based on theoretical concepts extracted from various theories in the field. The concepts include: Push factors and Pull factors, the notion of place utility, the field theory approach to search behaviour, and the life cycle approach. A pilot study was conducted in Thiruvananthapuram to get feasibility of the study and to get an understanding of the problems prevailing among the migrant labourers. The study deeply analysed the level of alienation, loneliness, fear, emotional deprivation, stress, anxiety and depression experienced by the migrant labourers. The sample of the study included 200 male migrant labourers from northern India working in Kerala. Cluster sampling technique was used and the sample was divided equally among four clusters from each district. A structured interview schedule was prepared comprising of internationally accepted scales for measuring most of the psychological variables. For assessing alienation, 'Alienation Scale' was prepared and used. For assessing loneliness UCLA Loneliness Scale by Daniel Russell was used. For assessing emotional deprivation, Emotional Deprivation Scale was used. Anxiety was measured using State Anxiety Scale by Agra Institute of Psychology. For measuring stress, Perceived Stress Scale by Ellen Conser was used. The level of depression was measured by employing modified Beck Depression Inventory. After data collection the data were analyzed using SPSS. v22.

Various parametric and non parametric statistical tools were used to check the statistical significance of observed associations.

Majority of the migrant labourers experience a medium level of alienation. 19.5% of the migrant labourers experienced high level of alienation from the 'Malayalee society'. 6.5% of the respondents had high level of alienation from Malayalee co-worker and 34% of the respondents had a high level of alienation due to government officials such as bank officials, bus conductors, police men etc. Migrants living in Ernakulam district had higher level of alienation when compared to those who dwell in Thiruvananthapuram. There exists significant difference among the migrants in their alienation on the basis of type of work. Metal workers experienced more alienation than others. Migrants who reported as having uncomfortable working conditions had high level of alienation. The behaviour of contractors creates a significant impact on the level of alienation experienced by the migrant labourers. Unfavourable attitude of contractors towards migrants is one of the contributing factors leading to the experience of alienation among the migrants. Similarly, the behaviour of supervisors had significant impact on the level of alienation experienced by the migrant labourers. Unfavourable attitude of Malayalee co-workers towards migrants resulted in a sense strange feeling associated with alienation. The behaviour of Malayalee co-workers had a significant impact on the level of alienation experienced by the migrant labourers.

Among the migrant labourers 6% experienced a significant high level of loneliness and 37% of the migrants experienced medium level of loneliness. The feeling of isolation impacts almost all areas of functioning. Widowers and married people are experiencing high level of loneliness compared to people who are not married. Migrant labourers from nuclear families are having high level of loneliness when compared to those from joint and extended families. Workers from the same state living together do have significantly

lower level of loneliness when compared to workers who live in a separate heterogeneous group.

36 % (cumulative) of the migrant workers have a feeling of fear as the job entrusted is a hazardous one. 35.5% (cumulative) of the migrants feel fear in working at a dangerous height without safety.

29% of the migrant labourers strongly agreed that they have the feeling of fear regarding the loss of job because of dwindling of job opportunities where as 26.5% of the respondents fear that they may lose job due to termination by the contractor. Only 21.5% reported the feeling of fear caused by the inability to get back the job in their native state. Migrant labourers, whose contractor's behaviour is somewhat cordial, experience more fear of loss off job, than whose contractor's behaviours is cordial.

A high level of emotional deprivation is experienced by 9% of the migrants. 37% is experiencing a medium level of emotional deprivation. There exists a significantly low positive correlation between emotional deprivation and age among migrant labourers. Married and widowed migrant labourers are experiencing more emotional deprivation than those who are single. Migrant labourers from both rural and urban areas are experiencing almost similar level of emotional deprivation. Migrant labourers belonging to nuclear, joint, and extended families do not differ in the level of emotional deprivation. The presence or absence of sub-groups of relatives in the group does not make any difference in the level of emotional deprivation among the migrant labourers. Migrant workers from same state living together do have low emotional deprivation when compared to workers staying isolated or staying with members from other states.

5.5% of the migrants are experiencing high level of anxiety. 54.5% of the sample are experiencing medium level of anxiety. There exists a significant low correlation between anxiety and age. Married and widowed migrants are experiencing high anxiety when compared to migrants who are single. Having varied number of family members is not making a difference among the migrant labourers in their level of anxiety. Migrant labourers living together with workers from the same state do have significantly low level of anxiety when compared to workers living in heterogeneous groups.

2% of the migrants experience high level of stress. 45% of the migrant workers experience medium level of stress. There exists a significant low positive correlation between stress and age

0.5% of the migrant workers experience high level of depression. 11.5% of the respondents experience medium level of depression. There exists a low positive correlation between depression and age. Married and widowed migrant workers are experiencing significantly high depression when compared to migrant workers who are single. The presence or absence of subgroup of relatives in the group does not make a significant difference in the level of depression among the migrant labourers. Migrant labourers living together with workers from the same state do have significantly low level of depression when compared to workers living in heterogeneous groups. There exists significant difference among the migrant labourers having different educational qualification in their depression levels. It is observed that as education level increases the person is more vulnerable to have depression.

6.2 Recommendations

The following recommendations are derived on the light of the observation, field experience, analyses of the data, inferences, and findings. From the field experience of the researchers it is found that most of the migrant labourers do not have membership in welfare fund and labour identity card. There is no clear statistics about the number of migrant labourers in Kerala and their whereabouts. Because of this it is very difficult to conduct a study among them and also it becomes difficult to intervene into their problems. Therefore all the migrant labourers should be registered and be enrolled in the welfare scheme for issuing them the labour identity card. The main hurdle in issuing the identity card is the contractors' signature in the application form. Usually the contractors are not willing to register the labourers working under them. An authorized labour identity card will give them a sense of security and identity so that they do not feel alienated. The card is also helpful at times when police interfere with the migrants.

The interaction with migrants also revealed that they are unaware of the facilities provided by the government of Kerala for their welfare. Therefore awareness programs should be organized for both migrants and the contractors. College students, especially social science students can play an important role in conducting these awareness programs as part of their community work in the form of camps, classes, and street play.

Majority of the migrants are travelling by train. Therefore facility for registration should be provided at the railway station.

Even though they are seemingly happy, a good percentage of them face most of the psychological problems envisaged in the study. Therefore mental health care provision should be established for the psychological wellbeing of the migrant labourers.

Since physical and mental health is related migrant labourers should be given proper health services through the public health centres of Kerala. This is important as negligence could result in the spread of diseases in Kerala which are found in the native states of migrants. The migrants' coming to Kerala should undergo medical check up to know whether they are having proper health status to work here. This will also help to know the presence of diseases like HIV/AIDs, malaria, tuberculosis, hepatitis, and STD's. They should also be given vaccination against diseases. Along with the physical health services, there should be provisions in the public health centres for addressing their mental health issues. For this psychotherapy and counselling centres or clinics should be attached to the PHCs with personnel proficient in Hindi. The mental health care centre should be available with the constant support of psychiatrists, psychologists, and counsellors who are qualified enough to handle multicultural issues especially the mental health problems of the migrant labourers. Psychological assessment and remedial measures should be provided with low cost. Field visits, awareness campaigns, and mental health care camps if conducted by this group of mental health professionals will surely help to improve psychological wellbeing of the migrant labourers. Facility for providing psychiatric medicines will supplement the functioning of the centre. Referral services should be readily provided to these migrant labourers so that the existing infrastructure for rehabilitation can be used optimally.

In the study, alienation is considered to be caused by the negative attitude of Malayalee society, Malayalee co-workers, and government officials. So awareness programme should be conducted for these stakeholders to get rid of the attitude of alienating the migrants.

From the case studies, it is revealed that police sometimes act cruelly towards the migrant. So, proper instruction and training should be given to the police force, to give due consideration for the migrants, as they are in an unfamiliar place.

The case study also revealed that some contractors behave rudely and cheat the migrants and there is even non-payment of salary and unfair settlement at the time of repatriation. So the labour department should take initiative to solve such labour issues and there should be a mechanism for this. The labour commissionerate should also give more due attention to labour problems of migrant workers. An active body under the direct control of the labour department should take more steps in monitoring and clearing these issues.

One of the important problems faced by migrants is loneliness. So the government should take policy decisions for providing recreational facilities for the migrants and should strengthen the existing facilities (parks, tourist spots etc.) and should make it available at a cheaper cost. Public health care facilities and public transport systems should be modified and strengthened so as to accommodate the huge number of migrants (more than 35 lakhs now). This is necessary as migrants are occupying the public transport system as well as other common facilities enjoyed by Malayalees. This is essential to avoid frustration among Malayalee people. Opportunities for public interaction between migrant workers and Malayalee society will help to develop a mutual understanding about the culture, lifestyle, and related issues faced by the two. For this intercultural celebrations should be organized in Kerala where they get the opportunity to celebrate their festivals like Holi, and festivals of Kerala like Onam together with Malayalees. Food festivals can be conducted incorporating different traditional food contents from both Kerala and from the migrants' native state.

Many migrants are unaware of child rights and thus many of their children often become victims of exploitation by the unscrupulous and cunning work providers. The child rights should be considered and adequate measures should be taken to protect the children from becoming victims of child labour. Migrant children working here should be given humanitarian consideration and rehabilitation. Education and vocational training should be provided for their personal development. Once they reach adulthood, they should be given freedom to choose the job of their interest.

Adequate care and measures should be taken at the social and legal level to treat the migrants properly with justice. The labour department and Police should also take proactive roles in dealing with human right issues of migrants. If labour issues are not handled properly on time, this may cause frustration which in turn may lead to collective bargaining. Once the collective bargaining starts it is difficult to predict its consequences but it will surely cause law and order situations which cannot be handled by the existing police force of Kerala.

Many migrant workers are having difficulty in getting employment regularly. This is because some contractors have more migrant labourers than their job requirements. This surplus labour force along with those coming here without any specific job or contractor undergoes frustration and will develop a tendency to engage in illegal activities which may hinder the peaceful environment prevailing in Kerala. So, adequate measures should be facilitated to provide employment for all migrant workers who are staying in Kerala. The labour department should take initiative to register the migrant labourers and supply them to the contractors or others. This will help to monitor both the employers and migrant labourers and find the number of unemployed, or not regularly employed migrants.

Government should foster financial assistance and encouragement to NGO's like Jeevika who deal with the issues of migrants. These NGO's should be given power to register migrants in the welfare fund and should take initiative to provide labourer identity card to the migrants. The present governmental schemes such as financial help at times of death of migrants are to be implemented with the cooperation of these NGO's.

Many migrant workers are using substances such as alcohol, Panmasala, marijuana, etc. Adequate steps should be taken to provide awareness against substance abuse, to control the availability and the use of these substances. For those who are addicted to it, de-addiction programmes should be conducted and rehabilitation process should be facilitated.

As the migrant workers depend on train there should be adequate train services to north and north eastern states for their comfortable journey. So government should initiate discussion with Indian railways to augment the travelling facilities of migrants.

Newly arrived migrant labourers usually face problems due to language barrier. Therefore at, railway stations, police stations, bus terminals, there should be help desks to guide them properly.

Health department should strengthen the existing measures to check and ensure the hygiene and safety at the places of stay of migrant labourers. Labour department should check the safety measures provided to migrant labourers at other work sites.

As migrant labourers are working in accident prone environments, insurance facilities with affordable premium for both health and accidents should be provided to migrant labourers. The financial commitment for this can be derived from the migrants themselves. Health card facility should also be extended to the migrant labourers.

6.3 Conclusion

Among the psychological problems alienation is the most prominent among the migrant labourers and depression is the least prominent problem. The results show the existence of other psychological problems under consideration, at varying levels. These factors have impact on almost all facets of their personality resulting in low self esteem and sadness. These are manifested in their behaviour patterns which has a spiralling effect as far as alienation by the Malayalee people is concerned. They are finding their own way-out to cope with their mental status. They resort to religious practices and sharing with people from their own state and using substances such as Panmasala, alcohol, cigarette, and hearing music and telephoning relatives as their coping mechanism. As migrant labourers play an important role in the booming construction sector of Kerala, they should be given due consideration and appropriate welfare measures should be planned and implemented.

APPENDICES

APPENDIX I - BIBLIOGRAPHY

- Abel & Hsu. (1949). Some Aspects of Personality of Chinese as revealed in the Rorschach test. *Journal of Projective techniques*, 13, 285.
- Abu-Lughod. (1961). Migrant Adjustment to City Life: The Egyptian Case. *American Journal of Sociology*, 22- 32.
- Ajzen, I., & Fishbein, M. (1980). Understanding Attitudes and Predicting Social Behavior. Englewood Cliffs, NJ: Prentice-Hall.
- Al-Issa, I. & Tousignant, M. (1997). *Ethnicity, Immigration, and Psychopathology*. Plenum Press: New York.
- Baker, Robert, L. (1991). *The Social Work Dictionary*. Mary Land: National Association of Social Work.
- Bayard-Burfield, J., Sundquist, J., & Johansson, S. E., (2000) Self- reported long-standing psychiatric illness and intake of benzodiazepines: a comparison between foreign-born and Swedish-born people. *European Journal of Public Health*, 10, 51 - 57.
- Bayard-Burfield, L., Sundquist, J. & Johansson, S. E. (2001). Ethnicity, self reported psychiatric illness, and intake of psychotropic drugs in five ethnic groups in Sweden. *Journal of Epidemiology and Community Health*, 55, 657-664.
- Bhugra, D. (2004). Migration and Mental Health. *Acta Psychiatrica Scandinavica*, 109, 243–258.
- Binod Khadria & Perveen Kumar. (2015). Immigrants and Immigraton in India: A fresh approach. *Economic & Political weekly*, 50 (8), 65 – 71.

- Balu, P.M. & Duncan, O. D. (1967). *The American Occupational Structure*. New York: Wiley
- Brody, E. V. (1969). *Behaviour in new environment: Adaptation of Migrant populations*. Beverly Hills: Sage Publications.
- Carta, M. G., Bernal, M., Hardoy, M. C. & Haro-Abad, J. M. (2005). Migration and mental health in Europe (the state of the mental health in Europe working group: appendix 1). *Clinical Practice and Epidemiology in Mental Health*, 1(13).
- Christenson, J.A., Garkovich, L.E., & Taylor, G.S. (1983). Proruralism Values and Migration Behaviour. *Population and Environment*, 3, 166-178.
- Cochrane, R. & Stopes-Roe, M. (1981). Psychological symptom levels in Indian immigrants to England: a comparison with native English. *Psychological Medicine*, 11, 319-327.
- De Jong, G.F., & Fawcett, J.T. (1981). Motivations for migration: An assessment and a value expectancy research model. In G.F. De Jong, and R. W. Gardner, (Eds.), *Migration decision-making* (pp. 13-58). New York: Pergamon.
- De Jong, G.F., & Gardner, R.W. (1981). *Migration decision-making*. New York: Pergamon.
- Desbarats, J. (1983). Spatial Choice and Constraints on Behaviour. *Annals of the Association of American Geographers*, 73, 340-357.
- Deshingkar, Priya, Akter, & Shaheen. (2009). Migration and Human Development in India. *United Nations Development Programme Human Development Research Paper*, 2009/13, UNDP.
- Eisenstadt, S. N. (1955). *The Absorption of Immigrants*. Glencoe, HI.: Free Press.
- European Commission, (1994). Public opinion in the European Union. *Eurobarometer*, 41.
- Feagin & Fujitaki. (1972). On the assimilation of Japanese Americans. *Amerasia Journal* 1, 13-30.

- Ferrada-Noli, M. & Asberg, M. (1997). Psychiatric Health, Ethnicity and Socioeconomic Factors among Suicides in Stockholm. *Psychological Reports*, 81, 323-332.
- Findley, S.E. (1982). Migration survey methodologies: A review of design issues. *Papers of the International Union for the Scientific Study of Population*, 20.
- Fong, Stanley. (1973). Assimilation and changing social roles of Chinese Americans. *The Journal of Social Issues*, 29 (2), 115 – 127.
- Germani, Gino .(1967). The concept of social integration in Glenn. H Beyer (Eds.), *The urban explosion in Latin America* (pp. 175-178). Ithica, NewYork: Cornell University Press.
- Goldsmith, H.C., & Beegle, J.A. (1962). *The initial phase of voluntary migration*. Rural Sociology Studies, No. 1. East Lansing: Michigan State University.
- Goldstein, A. & S Goldstein, (1993). “Migrant Motivations and Outcomes: permanent and temporary migrants compared”. In A. Goldstein and F Wang. Boulder, (Eds.), *China: The many facets of Demographic Change*, CO: Westview Press.
- Gordon. (1964). *Assimilation in American life*. New York: Oxford University Press
- Gordon & De Jong, (2002). For Better, For Worse: Life satisfaction Consequences of migration. *The International Migration Review*, 36(3), 838 – 863.
- Gurak, D . T., & F. Caces, (1992). Migration Networks and the Shaping of migration systems. In M. Kritz , Lim and H. Zlotnik (Eds.), *International migration systems: A global approach*, Oxford: Clarendon Press.
- Haberkorn, G. (1986). The migration decision-making process: Some social-psychological considerations. In G.F. De Jong, & R.W. Gardner (Eds.), *Migration decision making* (pp. 252 278). New York: Pergamon.
- Hajda, J. (1961). Alienation and integration of student intellectuals. *American Sociological Review*, 26 , 758-777.
- Hallowell. (1942). Acculturation process and Personality changes as indicated in the Rorschach technique. *Rorschach research Exchange*, 6, 42.

- Handlin. (1961). *The uprooted*. New York: Grosset & Dunlap.
- Hanna, William J., & Judith Hanna. (1969). *Urban Dynamics in Black Africa*. Washington D C: American University, Centre for research in Social Systems.
- Hsu, Francis. (1972). *Challenge of the American dream: The Chinese in the United States*. San Francisco: Wadsworth.
- International Encyclopaedia of Social Sciences (2008). Detroit: Thomson. 156.
- James T Fawcett (2015). Migration Psychology: New Behavioural Models. *Population and Environment*, 8(1-2), 5 – 14.
- Johnson, Colleen J. (1973). Alternatives to Alienation: A Japanese American Example. In F. Johnson, (Eds.) *Alienation* (Pp 183- 208), New York: Seminar Press.
- Julian Woipert, (1965) Behavioral aspects of the decision to migrate. *Papers of the Regional Science Association*.
- Kantor, M. (1969) Internal migration and mental illness. In S. Plog and R. Edgerton (Eds.) *Changing Perspectives in Mental Illness*, (Pp. 364-397), New York: Holt, Rinehart, and Winston.
- Kevin E. McHugh. (1984). Explaining Migration Intentions and Destination Selection. *The Professional Geographer*, 36 (3), 315–325.
- Kuo, Wen, H., (1978). Immigrant/Minority Status and Alienation. *Sociological Focus*. 11(4), 271-287.
- Landale, N.S., & Guest, A.M. (1985). Constraints, satisfaction, and residential mobility: Speare's model reconsidered. *Demography*, 22, 199-222.
- Lystad, Mary, H. (1972). Social Alienation: A review of Current literature. *The Sociological Quarterly*, 13, 90-113.
- Lee, E. (1966). A Theory of Migration. *Demography* 3(1), 47-57.

- Lekshmanan, Biju.(2002). *'Migrant child labour in Kerala is': A study based on children employed in hotels, restaurants and teashops in district of Thiruvananthapuram.* .Kottayam: School of Gandhian thought and Development studies, Mahatma Gandhi University.
- Lewin, K. (1951) Field theory in social science; selected theoretical papers . In D. Cartwright (Eds.), New York: Harper & Row.
- Light Ivan & Charles Wong,.(1975). Protest or Work. Dilemmas of the Tourist Industry in American China Town. *American Journal of Sociology*, 80, 1342 -1368.
- Ljung, R., Peterson, S., Hallqvist, J., Heimerson, I. & Diderichsen, F. (2005). Socioeconomic differences in the burden of disease in Sweden. *Bulletin of the World Health Organization*, 83, 92-99.
- Locke, E. A. (1976). The nature and cause of Job satisfaction. In. Handbook of Industrial and Organizational Psychology . Chicago: Rand McNally.
- Mangin William E. D. (1970). *Peasants in Cities*. Boston: Houghton Mifflin Company.
- Massey, D. S., & F. Garcia Espana, (1987). The social process of international migration. *Science*, 237, 733 – 738.
- Massey, D. S., et al., (1993). *Worlds in Motion*. Oxford: Clarendon Press.
- Massey, D. S, Arango, J., Hugo, G., Kouaouci, A., Pellegrino, A. & Taylor, J .E. (1998). *Worlds in Motion: Understanding International Migration at the End of the Millennium*. Oxford: Clarendon.
- Mortimer, J. T. , (1979). *Changing Attitudes Towards Work*. NewYork: America Institute Scarsdale.
- Narayana, D. & Venkiteswaran, C. S. (2013). *Domestic migrant labour in Kerala*. Thiruvananthapuram: Gulati Institute of Finance and Taxation.
- Nazroo, J. Y. & Policy Studies Institute. (1997). *Ethnicity and mental health: Findings from a national community survey* . Policy Studies Institute: London.
- Olmedo, E.L. (1979). Acculturation: A psychometric perspective. *American Psychologist*, 34, 1061-1070.

- Oberg, K. (1960). Cultural shock: Adjustment to new cultural environments. *Practical Anthropology*, 7, 177-183.
- Otto Luther & D Featherman. (1975). Social Structural and Psychological Antecedents of Self Estrangement and Powerlessness. *American Sociological Review*, 40, 701 - 719.
- Petter Tinghög . (2009). Migration, Stress and Mental Ill Health Post-migration Factors and Experiences in the Swedish Context. *Linköping Studies in Arts and Science*, No. 480 ,Linköping :Department of Medical and Health Sciences, Linköping University.
- Philip & Shaju.(2014).Kerala Migration Survey 2014: States youth still fly abroad for livelihood. *Indian Express*. September 17, 2014.
- Prakash, B. A., (2015). *Economic & Political weekly*, 50(43), 33 – 34.
- Richardson, A. (1974). *British Immigrants and Australia: A Psycho-Social Inquiry*. Canberra: Australian National University Press.
- Ritchey, P.N. (1976). Explanations of Migration. *Annual Review of Sociology*, 2, 363-404.
- Roseman, C.C. (1983). A framework for the study of migration destination selection. *Population and Environment*, 3, 151-165.
- Rosen, Bernard (1973). Social Change, Migration and family Integration in Brazil. *American Sociological review*, 38, 198 – 212.
- Rossi, P. (1955). *Why families move*. New York: The Free Press.
- Rundberg, J., Lidfeldt, J., Nerbrand, C., Samsioe, G., Romelsjo, A. & Ojehagen, A.(2006). Mental symptoms, psychotropic drug use and alcohol consumption in immigrated middle-aged women. The Women's Health in Lund Area (WHILA) Study. *Nordic Journal of Psychiatry*, 60, 480-485.
- Sashidharan S. (1993). Afro-Caribbeans and schizophrenia. *International Review of Psychiatry*, 5, 129–44.

- Saris W. E. R. et al., (1996). *A comparative study of satisfaction with life in Europe*. Budapest: Eotvos University Press.
- Sorokin, Pitirim A. (1927). *Social and Cultural Mobility*. Glencoe: Free Press.
- Srole, Leo et al., (1962). *Mental Health in the Metropolis*. New York. McGraw Hill.
- Stockholms läns landsting (2008). *Folkhälsorapport: folkhälsan i tockholms län*. Stockholms läns landsting: Stockholm.
- Sue S & D .W. Sue,. (1971). Chinese American Personality and Mental Health. *Amerasia Journal*, 1 , 36 -49.
- Sundquist, J. (1994). *Migration and health.Epidemiological studies in Swedish primary health care*. Sweden: University of Lund.
- Sung Betty Lee (1976). *A survey of Chinese American man power and employment*. New York: Praeger.
- Taylor, (1986). Differential migration, networks, information, and risk. In O. Stark., Grenwich (Eds.), *Research in Human capital and development*, CT: JAI Press
- Thayyil Jayakrishnan, Thomas, B., Rao, B., & George,B. (2013). Occupational health problems of Construction workers in India. *International Journal of medicine and public health*, 3(4), 225 -229.
- Thibaut, J., & Kelley, H. (1959). *The Social Psychology of Groups*. New York: Wiley.
- UNESCO. (2013). *Social Inclusion of Internal migrants in India*. New Delhi; Unicef.
- UNESCO & UNICEF. (2013). *Internal, Migration in India Initiative(IMII)*. Retrieved from <http://unesdoc.unesco.org/images/0022/002214/221486e.pdf>
- Vega, W.A. , Alderete, E., Kolody B, & Aguilar-Gaxiola S.(1998). Illicit drug use among Mexicans and Mexican Americans in California: The effects of gender and acculturation. *Addiction*, 93, 1839–1850.

- Vogel, D. (2002). "Identifying Unauthorized Foreign Workers in the German Labour Market." In: J. Caplan and J. Torpey (Eds.), *Individual Identity: The Development of State Practices in the Modern World* (pp. 328-344), Princeton Oxford, Princeton University Press.
- Vogt E. Z.,(1951). *Navaho Veterans: A study in changing value*. Peabody Museum. *Harvard University Papers*, 41.
- Wen H. Kuo. (1978), Immigrant/Minority Status and Alienation. *Sociological focus*, 11(4), 271 -287.
- Wiking, E., Johansson, S. & Sundquist, J., (2004). Ethnicity, acculturation, and self reported health. A population based study among immigrants from Poland, Turkey, and Iran in Sweden. *Journal of Epidemiology & Community Health*,58(7), 574-582.
- Wolpert, J. (1965). Behavioural aspects of the decision to migrate. *Regional Science association*, 14, 147- 167.
- Wong Jade Snow. (1950). *Fifth Chinese Daughter*. New York: Harper.
- Zachariah, K.C., & S. Irudaya Rajan (2012). Inflexion in Kerala's Gulf Connection: Report on Kerala migration Survey 2011. Working Paper, 450, Thiruvananthapuram: CDS.
- Zelinsky, W. (1971). The hypothesis of the mobility transition. *The Geographical Review*, 61, 219-249.
- Ziegler J. A., & C. R, Britton (1981). A comparative analysis of socio economic variations in measuring the quality of life. *Social Science Quarterly*, 62, 303 – 312.
- Zuiches, J.J. (1980). Residential preferences in migration theory. In D.L. Brown, & J.M. Wardwell (Eds.), *New directions in urban-rural migration* (pp. 163-188). New York: Academic Press.

APPENDIX II

SCHEDULE FOR INTERVIEWING THE MIGRANTS

Cluster:

Name:

1. Demographic profile

Sl.No.	Questions	Response
1.1	District of dwelling	TVPM/ EKM
1.2	Place of dwelling	
1.3	Age	
1.4	Religion	Hindu/Muslim/Christian/any other
1.5	Category	General/ OBC/ SC/ST
1.6	In which year did you first come to Kerala?	
1.7	At what age did you start working in Kerala?	
1.8.1	Native state	
1.8.2	Native District	
1.8.3	Native Place	
1.9	The nature of your native place	Rural/ Urban
1.10	Mother tongue	

1.11	Languages known	Hindi/English/Malayalam/any other(Please specify)
1.12	Marital status	Single /married/ widower/divorced
1.13	Nature of family	Nuclear/ Joint/ Extended
1.13.1	No. of family members	
1.13.2	No. of family members working here	
1.14	Do you have any relatives staying with you?	Yes /No
1.15	Are you the sole bread winner of the family?	Yes/No
1.16	Educational qualification	No schooling/ below 10 th / 10 th failed/10 th /Plus two failed/ Plus two / degree failed/ degree/ any other
1.17	Do you stay in a group / labour camp?	Group/ labour camp/any other
1.18	Do the members of the group/camp hail from the same state?	Yes /No

2. Work related information

Sl.No.	Questions	Response
2.1	Type of work	Mason/helper/mixer-operator/JCB

		operator/electrician/plumber/painter/metal worker/supervisor/any other
2.2	Did you have any employment before migrating to Kerala?	Yes /No
2.2.1	What made you to choose Kerala?	
2.3	Income	Daily: Weekly Monthly(Total) Annual(Total)
2.3.1	Average monthly expenditure	
2.4	Do you experience any difficulty in getting the wages regularly?	Yes/To some extent/ No
2.4.1	If yes/to some extent, please explain	
2.4.2	Do you experience any difficulty in getting employment regularly?	Yes /No

2.5	Who is your immediate supervisor?	Malayalee/ Non-Malayalee
2.6	Working condition (perception)	Comfortable/ somewhat comfortable/ uncomfortable
2.6.1	Please explain	
2.7	How the contractors deal with you?	Cordial/somewhat cordial/not cordial/ NA
2.7.1	How the supervisors deal with you?	Cordial/somewhat cordial/not cordial/ NA
2.8	How the Malayalee co-workers deal with you?	Cordial/somewhat cordial/not cordial/ NA
	If not cordial, are you unhappy about it? Explain	

3. Purposes of migration

Sl.No.	Questions	Response
3.1	Please indicate the purpose of coming to Kerala	i) To have a house/property in my native place ii) To provide better education to children iii) To get the children married iV) To earn money for medical treatment of kith and kin

		<p>v) To pay back the debts</p> <p>vi) To get married</p> <p>vii) Any other (specify)</p>
3.2	Fulfillment of purposes	
3.2.1	i) To have a house/property in my native place	<p>Fulfilled/ somewhat fulfilled/not fulfilled/NA</p> <p>Explain:</p>
3.2.2	ii) To provide better education to children	<p>Fulfilled/ somewhat fulfilled/not fulfilled/ NA</p> <p>Explain:</p>
3.2.3	iii) To get the children married	<p>Fulfilled/ somewhat fulfilled/not fulfilled/ NA</p> <p>Explain:</p>
3.2.4	iv) To earn money for medical treatment of kith and kin	<p>Fulfilled/ somewhat fulfilled/not fulfilled/ NA(4)</p> <p>Explain:</p>
3.2.5	v) To pay back the debts	<p>Fulfilled/ somewhat fulfilled/not fulfilled/ NA(4)</p> <p>Explain:</p>

3.2.6	vi) To get married	Fulfilled/ somewhat fulfilled/not fulfilled/ NA/ Explain:
3.2.7	vii) Any other (specify)	Fulfilled//somewhat fulfilled/not fulfilled/ NA Explain:

4. Alienation

Alienation	Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree
4.1 Alienation from the Malayalee society					
4.1.1) Malayalee people who interact with me invite me to their family functions(marriage, death)					
4.1.2) Malayalee people with whom I interact include me in their celebrations(eg.Onam)					
4.1.3) Malayalee people who interact with me seek					

my help when they face diseases or other emergencies					
4.1.4) Malayalees help me when I face accidents or diseases					
4.1.5) Malayalees attend my personal functions (eg. birth day)					
4.1.6) Malayalees attend in our celebrations (eg. Holy)					
4.1.7) Native people view me with suspicion					
4.1.8) Native people do not consider me on par with them.					
4.1.9) Native people threaten me					
4.1.10) Native people hate me					
4.2 Alienation from the Malayalee Co-workers					
4.2.1) I feel excluded by Malayalee co-workers at					

the workplace					
4.2.2) I have to work harder than my Malayalee counterpart					
4.2.3) The behaviour of supervisors is bad towards me compared to Malayalee co-workers					
4.2.4) My mistakes at work are treated severely compared to that by a Malayalee co-worker					
4.2.5) I am working only as a helper even though I have skills in masonry/skilled work. This generates a feeling of alienation in me.					
4.2.6) I am receiving salary less than that of Malayalee co-workers. This generates a feeling of alienation in me.					
4.2.7) The discrimination shown towards					

me(compared to Malayalee co-workers) in the duration of leisure time makes me feel alienated					
4.2.8) Accident prone works are assigned more to me than to my Malayalee counterparts. This generates a feeling of alienation in me.					
4.2.9)The discrimination towards me (compared to Malayalee co-workers)in granting leave generates a feeling of alienation					
4.3 Alienation from the Govt. officials					
4.3.1)The indifferent behaviour of government servants creates a feeling of alienation in me					
4.3.2) Labour department issued me labour identity card. This creates a feeling of endearment.					

<p>4.3.3) Labour department provides us protection from work related accidents. This creates a feeling of endearment.</p>					
<p>4.3.4) Labour department creates a feeling of endearment by including us in welfare fund</p>					
<p>4.3.5) In case of death, the labour department make arrangements for travel to our state. This creates a feeling of endearment.</p>					
<p>4.3.6) In case of death, the labour department provide us financial aid. This creates a feeling of endearment.</p>					
<p>4.3.7) The labour department intervenes in labour issues. This creates a feeling of endearment.</p>					
<p>4.3.8) The labour department officials verify</p>					

<p>whether we have sufficient facilities at our dwellings.</p> <p>This creates a feeling of endearment.</p>					
<p>4.3.9) We receive protection from police.</p> <p>This creates a feeling of endearment.</p>					
<p>4.3.10) Police officers treat us like criminals. This generates a feeling of alienation</p>					
<p>4.3.11) Police begins the enquiry of a crime, taking place in and around our place of dwelling, from us.</p> <p>This generates a feeling of alienation</p>					
<p>4.3.12) Police shows discrimination towards us compared to Malayalees.</p> <p>This generates a feeling of alienation</p>					

5. Loneliness

Loneliness	Strongly Agree	Agree	Neutral/ undecided	Disagree	Strongly Disagree
5.1) I feel unhappy doing so many things alone					
5.2) I feel I have no one to talk to					
5.3) I feel I cannot tolerate being so alone					
5.4) I feel as if no one understands me					
5.5) I find myself waiting for people to call or write					
5.6) I feel completely alone					
5.7) I feel unable to reach out and communicate with those around me					
5.8) I feel starved for company					
5.9) I feel it is difficult for me to make friends					

5.10) I feel excluded by others					
---------------------------------	--	--	--	--	--

6. Fear

6.1 Fear about work related accidents

	Strongly Agree	Agree	Neutral/ undecided	Disagree	Strongly Disagree
6.1.1) I feel fear, as the job entrusted to me is a hazardous one					
6.1.2) I feel fear, as I have to work at a dangerous height without safety					
6.1.3) I feel fear, as I have to work at a dangerously deep trenches/ pits					
6.1.4) I feel fear, as I have to work in deep waters					
6.1.5) I feel fear, as I have to work at muddy places					

6.1.6) I feel fear, as I have to work on hot days at high temperature					
6.1.7) I feel fear, as I have to work at dangerously high voltage					

6.2 Fear arising out of loss of job

Fear	Strongly Agree	Agree	Neutral/ undecided	Disagree	Strongly Disagree
6.2.1) I feel fear as the contractor may terminate me at any time					
6.2.2) I feel fear that I may lose the job as the job opportunities dwindle					
6.2.3) I have the fear that I will not be able to get back the job that I had in my state, once I lose the job here					

7. Emotional deprivation

Emotional deprivation	Strongly Agree	Agree	Neutral/ undecided	Disagree	Strongly Disagree
7.1. I feel there is no one to hold (stand by) me when in trouble					
7.2. I feel there is no one to pay attention to me					
7.3. I feel there is no one to pat me when in pain as a sign of affection					
7.4. I feel there is no one to listen to me patiently					
7.5. I feel there is no one who understands my feelings					
7.6. I feel there is no one to protect me against threat or assault if any					
7.7. I feel there is no one to guide me when in distress					
7.8. I often feel abandoned by my co-workers when I am under pressure at work					
7.9. I feel withdrawing myself from the people I work with					
7.10. Sometimes I feel a sense of emptiness					

8. Anxiety

Anxiety	Strongly Agree	Agree	Neutral/ undecided	Disagree	Strongly Disagree
8.1) I feel tenseful					
8.2) I am at ease					

8.3) I feel regretful					
8.4) I feel upset					
8.5) I feel comfortable					
8.6) I feel nervous					
8.7) I feel frightened					
8.8) I feel joyful					
8.9) I feel contend					
8.10) I feel secure					
8.11) I feel inferior					
8.12) I feel dizziness					
8.13) I feel exhausted					

9. Stress

Stress	Never	Very rarely	Sometimes	Fairly Often	Very Often
9.1) In the last month, how often have you been upset because of something that happened unexpectedly?					
9.2) In the last month, how often have you felt that you were unable to control the important things in your life?					
9.3) In the last month, how often have you felt nervous and “stressed”?					
9.4) In the last month, how often have you felt confident about your ability to handle your personal problems?					
9.5) In the last month, how often have you felt that things were going your way?					

9.6) In the last month, how often have you found that you could not cope with all the things that you had to do?					
9.7) In the last month, how often have you been able to control irritations in your life?					
9.8) In the last month, how often have you felt that you were on top of things?					
9.9) In the last month, how often have you been angered because of things that were outside of your control?					
9.10) In the last month, how often have you felt difficulties were piling up so high that you could not overcome them?					

10. Depression

Describe the way you have been feeling during the past two weeks, including today		
10.1) Sadness	0	I do not feel sad
	1	I feel sad much of the time
	2	I am sad all the time
	3	I am so sad or unhappy that i can't' stand it
10.2) Loss of pleasure	0	I get as much pleasure as i ever did from the things i enjoy
	1	I don't enjoy things as much as i used to
	2	I get very little pleasure from things i used to enjoy
	3	I can't get any pleasure from the things that i used to enjoy
10.3) Guilty feelings	0	I don't feel particularly guilty
	1	I feel guilty over many things i have done or should have done
	2	I feel quite guilty most of the time
	3	I feel guilty all of the time

10.4) Self – Dislike	0	I feel the same about myself as ever
	1	I have lost confidence in myself
	2	I am disappointed in myself
	3	I dislike myself
10.5) Suicidal thoughts or wishes	0	I don't have any thoughts of killing myself
	1	I have thoughts of killing myself but myself but i would not carry them out
	2	I would like to kill myself
	3	I would kill myself if i had the chance
10.6) Loss of interest	0	I have not lost interest in other people or activities
	1	I am less interested in other people or things than before
	2	I have not lost most of my interest in other people or things
	3	It's hard to get interested in anything
10.7) Worthlessness	0	I do not feel i am worthless
	1	I don't consider myself as worthwhile and useful as i used to
	2	I feel more worthless as compared to other people
	3	I feel utterly worthless

10.8) Loss of energy	0	I have as much as energy as ever
	1	I have less energy than used to have
	2	I don't have enough energy to do very much
	3	I don't have enough energy to do anything
10.9)Tiredness or fatigue	0	I am no more tired or fatigued than usual
	1	I get more tired or fatigued more easily than usual
	2	I am too tired or fatigued to do a lot of the things i used to do
	3	I am too tired or fatigued to do most of the things i used to do

APPENDIX III

OBSERVATION GUIDE

- 1. Routine:** Time of activities. wake up time, activities like food preparation, cleaning, onset of work, work schedules, off time activities, work duration, evening activities till sleep time

2.1 Hygiene:

Hygiene	High	Medium	Low
Dressing			
Stay			
Toilet			
Bathing			
Food			

3. Health status

3.1 Is there any physical health problem? Yes / No

If yes, specify

3.2 Is there any mental health problem? Yes / No

If yes, specify

4. Support systems: Yes/No

If yes, elaborate: legal, government, community, family, contractors/supervisors.

5. Life satisfaction: are you satisfied with your life in general? Yes/No

If yes, elaborate

6. Acculturation: Are you able to adjust with the culture of Kerala? Yes/No

Please elaborate

7. Substance abuse: Pan masala/ alcohol/ cigarette/ any other(Please specify)

8. Impact of psychological problems on day to day living and work in Kerala

9. Coping with the problems

Interaction pattern

Relationship building

Recreation

Religious practices as a technique of ventilation