



Protection, Support and Integration of Inter-State Migrants in Kerala

Benny Chiramel

P. O. Martin

**Sneharam Centre for Social Action and Research
Anchuthengu, Thiruvananthapuram – 695309
&
Labour & Migration Unit, Indian Social Institute (ISI)
Bangalore – 560046**

2019

**INTER-STATE CONSTRUCTION WORKERS IN
A RURAL SETTING IN NORTH PARUR, ERNAKULAM DT**



**INTER-STATE MIGRANT WORKERS IN MUNAMBAM HARBOUR,
ERNAKULAM, KERALA**



**PROTECTION, SUPPORT AND INTEGRATION OF INTER-STATE MIGRANTS IN
KERALA**

RESEARCH TEAM

PRINCIPAL RESEARCHER

DR BENNY CHIRAMEL, S. J.
(SNEHARAM, CENTRE FOR SOCIAL ACTION AND RESEARCH
ANCHUTHENGU, THIRUVANANTHAPURAM)

FIELD INVESTIGATORS

SABU MALAYIL, S.J. & SUBIN JOSE
(JEEVIKA-MIGRANT WORKERS MOVEMENT, KALADY)

FR GIBI N. JOSE & SR GRACY S.C.N.
(JEEVIKA-MIGRANT OUTREACH SERVICE, S.R.C., KOZHIKODE)

RUTH RAISON, RAMANAND & PUNEETH
(SNEHARAM, THIRUVANANTHAPURAM)

RESEARCH SUPERVISOR

P. O. MARTIN, S. J.
(LABOUR & MIGRATION UNIT, INDIAN SOCIAL INSTITUTE, BANGALORE)

2019

*Until one is committed, there is hesitancy,
the chance to draw back, always ineffectiveness.
Concerning all acts of initiative (and creation),
there is one elementary truth,
the ignorance of which
kills countless ideas and splendid plans -
that the moment one definitely commits oneself,
then Providence moves too.
All sorts of things occur to help one
that would never otherwise have occurred.
Whatever you can do or dream you can, begin it.
Boldness has genius, power and magic in it.
BEGIN IT NOW!*

- GOETHE

Disclaimer: The views represented in this report are those of the author and do not necessarily represent the views of the Indian Social Institute, Bangalore.

© ISI, Bangalore Publications, 2019

TABLE OF CONTENTS

	ACKNOWLEDGEMENTS	4
	ABBREVIATIONS	5
	EXECUTIVE SUMMARY	6
CHAPTER 1	BACKGROUND AND CONTEXT	8
CHAPTER 2	METHODOLOGY	21
CHAPTER 3	ANALYSIS AND DISCUSSION	25
CHAPTER 4	MAJOR FINDINGS, CONCLUSION AND RECOMMENDATIONS	86
	SELECT BIBLIOGRAPHY	100
	APPENDIX 1 INTERVIEW SCHEDULE	107
	APPENDIX 2 GLOSSARY	119

ACKNOWLEDGEMENTS

THE STUDY ON 'PROTECTION AND SUPPORT AND INTEGRATION OF INTER-STATE MIGRANTS IN KERALA' brought together the views of many stakeholders, namely, interstate migrants, academicians, social workers, activists, house owners, hotel owners, contractors, and government and non-government institutions to understand the problem of lack of social protection, support and integration of interstate migrants in Kerala and to reflect on the possible future interventions to deal with it in a collaborative manner. Some stakeholders did not cooperate with us since they felt threatened by the possibility of future interventions that could disturb the status quo. We are grateful to both the groups since both acceptance and rejection helped us understand the gravity of the problem and the difficulty involved in evolving a viable action plan to address the problem.

Special mention must be made of the Indian Social Institute (ISI), Bangalore, which initiated the process under the leadership of Dr Prakash Louis S. J. and guided it under the leadership of Dr SelvaArulnathan S. J., through its Labour and Migration Unit headed by Fr Martin Puthussery S. J.

This final report is posthumously dedicated to the Late Fr Sabu Malayil S. J., whose contribution as Director of Jeevika, Kalady, was invaluable in terms of the great enthusiasm and sheer commitment he showed to help the inter-state migrants to deal with their problems. While leading the data collection work in Ernakulam district along with his usual duties with the help of Subin Jose, he fell seriously ill. The final interview for this study with Fr Sabu Malayil scheduled in September 2016 was postponed due to his unexpected hospitalization and he never returned to active ministry to complete the study and to continue his work, thus leaving a great gap in the constant accompaniment he provided to our brothers and sisters from other states of India and the social advocacy he was spearheading.

Fr Gibi N. Jose and Sr Gracy S.C.N., of Jeevika-Migrant Outreach Services, of Socio-Religious Centre (S.R.C.), Kozhikode, led the data collection efforts at various pockets of interstate migrants in Kozhikode district under the guidance of Fr Jose Thachil S.J., Director, SRC. Their counterparts at Thiruvananthapuram included Mrs Sulfath Farooq, Ms. Puneeth Kaivalliam, Ms Ruth Raison and Mr Ramanand who teamed up under Sneharam, Centre for Social Action and Research, Anchuthengu, Thiruvananthapuram.

Special thanks to Fr Richard Sequeira S. J. whose constant support as the first reader helped me write this report more logically and lucidly.

Many groups of inter-state migrants and individuals consisting of employers, contractors, house owners, health workers and police have enlightened us on many aspects of this study. Many thanks to all who have committed themselves in one way or the other to the task of bringing justice to our migrant brothers and sisters.

Dr Benny Chiramel, S. J.

Lok Manch Project State Coordinator & Director
Sneharam, Centre for Social Action and Research,
Anchuthengu – 695309

ABBREVIATIONS

ADB	Asian Development Bank
AIDS	Acquired Immuno Deficiency Syndrome
ARC	Administrative Reforms Commission
CBOs	Community Based Organizations
DGFASLI	Directorate General of Factory Advice Service and Labour Institutes
DGMS	Directorate General of Mines Safety
FBOs	Faith Based Organizations
FGDs	Focus Group Discussions
GIAN	Global Ignatian Advocacy Network
GIFT	Gulati Institute of Finance and Taxation
GOs	Government Organizations
HIV	Human Immuno Virus/
ICDS	Integrated Child Development Society
ISI-B	Indian Social Institute, Bangalore
KASE	Kerala Academy of Skills Excellence
KASE	Kerala Academy of Skills Excellence
KILE	Kerala Institute of Labour and Employment
NGOs	Non-Governmental Organizations
NREGA	National Rural Employment Guarantee Act
N-vivo	A Qualitative Data Analysis Package
OSH	Occupational Safety and Health
PDS	Public Distribution System
PHC	Primary Health Centers
SPSS	Statistical Package for Social Sciences
UN	United Nations
UN HABITAT	United Nations Human Settlements Programme
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNRISD	United Nations Research Institute For Social Development

EXECUTIVE SUMMARY

Social integration has been recognized the world over as the key issue affecting every aspect of the life of migrants. Social protection measures of both central and state governments and social support from the host communities could become more effective only if adequate care is given to address the problem of social integration. Even when welfare, legal and other social protection measures are available, the inter-state migrants would not avail them properly unless they are socio-culturally accepted and empowered as labourers with their inalienable rights of equality and dignity as citizens of this country. The study has shown that the exploitation of the inter-state migrants could be seen as an extension of the ill-effects of the erstwhile caste-based socio-cultural exclusion.

The inter-state migrants replace the younger generation of the erstwhile entrenched labour force of the feudal times in Kerala that migrated to other places especially to the Gulf. While the erstwhile excluded and exploited people who belonged to the so-called 'low-class' and 'low caste' kept on achieving a certain social mobility through a process of human capital formation, the vacuum was being filled by the inter-state migrant labourers who belonged to similar identities in their states of origin in other parts of India. The recent spate of violence involving inter-state migrants in Kerala is not to be seen in isolation from the socio-cultural violence of exclusion and the attendant exploitation meted out to them by Kerala society. As their numbers increase crossing the threshold of one tenth of the population of Kerala, namely, 40 Lakhs, and they become aware of the wage differential between their states of origin and the state of destination, along with a certain sub-conscious level of assimilating the values of their rights as workers in Kerala, they will start bargaining and negotiating. Inter-state in-migration to Kerala has become a socio-economic, cultural and political problem, exposing many social psychological aspects like exclusion, aggression and esteem, related to politics of identity. Thus better inclusion of migrants in Kerala has become a necessary step towards its sustainable development, based on the values of cultural diversity, social cohesion and human rights.

The report has been organized into the following chapters: Chapter 1 focuses on the background and context of the study developing a conceptual framework to understand the importance of social protection in relation to social support and social

integration. Chapter 2 deals with the methodological aspects of the study. Chapter 3 is on the analysis and discussion of the quantitative and qualitative variables in the study under nine sections, namely an overview of the analysis, demographic profile, migration profile, job profile, health profile, deprivation of selected human, political and socio-cultural assets, social support received by inter-state migrants, social Integration of inter-state migrants and qualitative analysis. Chapter 4 lists out the major findings and recommendations of the study with a conclusion.

The study has clarified the following points: 1. To address the problems related to the profile of inter-state migrants, namely, their basic necessities like food, shelter, safe drinking water and hygienic living and working conditions, over and above the individual and collective initiatives of non-State actors, there is a need for social protection measures from the State and Central Governments, considering the scale of problems to be tackled. 2. To deal with various kinds of social support required by the inter-state migrants, there is a need for community-based and other rights-based initiatives from all stakeholders to create a democratic environment of mutual respect for the inter-state migrants, irrespective of all kinds of differences based on caste, creed, culture, language and gender. This work should be focused on identifying groups of inter-state migrants with permanent migration intention, creating and facilitating groups of 'friends of migrants' in the geo-social settings of the inter-state migrants, and progressively interfacing both the groups with a view to improve social support activities. 3. To ensure the inclusion of inter-state migrants in Kerala society as an ever-widening and -deepening agenda of a democratic and pluralist India, their social integration is to be aimed at. In fact, instead of integration, considering the need for mutual adjustments, understanding and acceptance required of both the groups, co-integration must be the way forward. Ultimately it is a challenge for nation-building in India beyond the borders of states, barriers of caste, creed and culture.

Future interventions need to be rights-based, ensuring the coordination and convergence of various actors with a common platform in every sending and receiving state capable of research-based social action with special focus on networking and collaboration for policy interventions and advocacy. A model action plan is proposed for such a movement towards collaborative action.

CHAPTER 1

BACKGROUND AND CONTEXT

Introduction

This report is on a Baseline Survey and Needs Assessment conducted in Kerala, mandated by the Labour and Migration Unit, Indian Social Institute, Bangalore, in order to assess the basic needs of the inter-state migrants so as to be able to prepare a model intervention strategy to ensure them a minimum of social support, social protection and eventual social integration. There were many individual and group discussions to plan the study and it was proposed, right from the beginning, that the study must be with a view to help them access their rights. A wider consultation was suggested by Dr Prakash Louis S. J., the then Director of ISI-B, to propose the idea of a baseline study which should be some kind of an action research clubbed with some entitlement-oriented works like 1) filling in an application for an ID Card 2) supplying a list of benefactors who could be approached by migrants wherever they could be reached and 3) providing information on available social support in each region. Literature review was supposed to be done by someone appointed by Jeevika, Kalady. A rough draft of a preliminary literature review to be presented in the consultation was supposed to include a statement of the problem, magnitude, remedies, government orders, and policies on inter-state migration.

A wider two days' State-level consultation was organized by Jeevika in collaboration with ISI-B, with an enlarged participation of various stakeholders, at Sameeksha, Kalady, Ernakulam on 7th and 8th July, 2015. The main objective of the consultation was to (1) understand the issue, and (2) plan out a research-based action programme for and with the migrants. The consultation brought in many academicians and members of Faith-Based Organizations (FBOs) and Non-Government Organizations (NGOs) on a common platform. It highlighted the major problems faced by the migrants in their respective areas of work. There was palpable joy and enthusiasm in coming together to search for meaningful ways of addressing the vulnerability of the migrants.

Participation in the two day consultation on work with migrants and the one day national seminar on 'Internal Migration in India and Migrant Labourers in Kerala' on 27-28 October 2015, organised by the Department of Sociology, Loyola College of Social Sciences, Thiruvananthapuram in collaboration with Indian Social Institute, Bangalore, made the researcher aware of the following unavoidable aspects of any future intervention with and for the inter-state migrants:

1. To address the problems related to their basic necessities like food, shelter, safe drinking water and hygienic living and working conditions, over and above the individual and collective initiatives of non-State actors, there is a need for social protection measures from the State and Central Governments, considering the scale of problems to be tackled.
2. To deal with various kinds of social support required by the inter-state migrants, there

- is a need for community-based and other rights-based initiatives from all stakeholders to create a democratic environment of mutual respect for the inter-state migrants, irrespective of all kinds of differences based on caste, creed, culture, language and gender.
3. To ensure the inclusion of inter-state migrants in Kerala society as an ever-widening and -deepening agenda of a democratic and pluralist India, their social integration is to be aimed at. In fact, instead of integration, considering the need for mutual adjustments, understanding and acceptance required of both the groups, co-integration must be the way forward. Ultimately it is a challenge for nation-building in India beyond the borders of States, barriers of caste, creed and culture.

Magnitude of the problem: Interstate Migrants: A Messy Ebb and Flow of People

About the ubiquitous presence and negative visibility of inter-state migrants someone said recently, “There is no single day in Kerala, without a mention of some untoward incident in the media connected with inter-state migrants.”

Since migrants are not required to be registered in India either at the place of origin or at the place of destination, their mobility is less restricted. With the ushering in of liberalization and privatization in a globalized India, transportation of goods and labour has made it easier for market forces to fill the gaps as and when they emerged. The gap created by the rather literate and better educated Keralites who emigrated for more skilled and better paying jobs is being filled by the less educated and less skilled inter-state migrants. According to the Census 2001, 1.3 per cent of the population of Kerala, namely 413,400 were migrants (by place of birth) from other states. While the largest number of in-migrants in the state were from the neighbouring state of Tamil Nadu (67.8 per cent), a significant number also came from Karnataka (13.5 per cent). There were others who migrated from Maharashtra (4.5 per cent), Andhra Pradesh (2.3 per cent), Pondicherry (2.1 per cent), Uttar Pradesh (1.4 per cent) and West Bengal (1 per cent). Recent trends based on Census 2011 showed unprecedented increase in the flow of inter-state migrants from North and North-Eastern parts of India. According to a survey done by the Gulati Institute of Finance and Taxation (GIFT) in 2013, there were over 25 lakh domestic migrant labourers in Kerala from other states of India. The annual arrival rate of migrants to Kerala by trains was 2.35 lakhs or around 630 new migrant workers a day. A sum of Rs 17500 crores was estimated as their domestic remittance each year (GIFT 2013).

The number of migrant workers in Kerala was much larger compared to only 16 lakh Keralites working abroad. In 2013, the number of migrant workers in Kerala was almost one-tenth of that of the local population which was about 33 million in 2011. In 2016 it became 40 lakhs (Unnithan 2016). The number of migrants was estimated to rise as high as 48 lakhs (4.8 million) by 2023 despite the decline of migration of Keralites to other countries for lucrative jobs. Besides, within 10 years, there would be a further

decline in the available domestic workforce since the majority of the local population would have aged above 40 years. This could lead to a further increase of migration from other states. Inter-state migrants are proving to be a major demographic asset to Kerala, filling a critical gap in the State's labour market (GIFT 2013).

Seen from a global perspective of macro-economic, socio-cultural and climatic changes, the intensity of migration is expected to increase in the future even further (Deshingkar and Sandi 2012). In particular, global environmental changes, especially climate change impacts, will directly affect population mobility. Estimates indicate that by 2050, 200 million people worldwide may become permanently displaced due to environmental factors such as sea level rise, floods, more intense droughts, and other climate-driven changes (Myers 2002). In such a scenario, migration should be seen as an appropriate and manageable adaptation strategy to cope with environmental, socio-economic and political stress (UNESCO 2011; Foresight 2011).

Statement of the problem

Solution for some groups of people can be a vexing problem for others. Thus, on the one hand, inter-state migrants are a solution to Kerala as regards replacement of its missing blue collar labourers. On the other hand, given the messy flow of millions of other people of different identities into Kerala, the already brimming socio-economic, political and cultural problems triggered by the interface of different identities of inter-state migrants and local populations with their multiple identities, are only to escalate. Just as the inter-state migrants replace the erstwhile entrenched labour force that was forced to do the hard and dirty work due to their socio-cultural identity, they also replace the vacuum created by the 'erstwhile excluded and exploited people who belonged to the so-called 'low-class' or 'low caste' who used to be abused and exploited at will. Inter-state in-migration to Kerala has become a socio-economic, cultural and political problem, exposing many social and psychological aspects like exclusion, aggression and esteem, related to politics of identity. Thus better inclusion of migrants in Kerala has become a necessary step towards its sustainable development, based on cultural diversity, social cohesion and human rights.

The current research points further to the fact that the recent spate of violence involving inter-state migrants in Kerala is not to be seen in isolation from the socio-cultural violence of exclusion and the attendant exploitation meted out to them by Kerala society. The discussions connected with the alleged murder of a Dalit woman Jisha at Perumbavoor, Kalady, by an inter-state migrant had received national attention. The socio-cultural identities of the inter-state migrants also point to their aspiration for higher mobility in their society. As they become aware of the wage differential between their state of origin and the state of destination, along with a certain sub-conscious level of assimilating the values of their rights as workers in Kerala, they will start bargaining and negotiating. Currently it is only their fear of losing their security and the apathy and insensitivity of the unjust socio-economic, political and cultural system that is blocking

them from asserting their rights. In the meanwhile, the role of NGOs, GOs and FBOs including concerned citizens is not to allow the situation to continue reaching crisis proportion and cause irreparable damage to the society at large. It is in the best interests of the mainstream society to see this dynamics and take corrective steps towards social integration of the excluded and the marginalized.

Contextualizing inter-state migration: Problems faced by inter-state migrants

Although, migration is not a new phenomenon in Kerala, in the last two decades more in-migrants have moved in than ever before. In a sense, this in-migration was to fill the gap created by Keralites. Cross-border migration of women from Kerala was largely found in the service sector, especially in the care sectors as well as entertainment work. Male migration from Kerala, by contrast, was more in response to the requirements of construction and manufacturing as well as semi-skilled service. If out-migrants from Kerala faced and continue to face severe socio-economic, cultural and political problems elsewhere in their destination, what the inter-state migrants went through and still go through seem to be even worse.

In general, internal migrants face numerous constraints, including: a lack of political representation; inadequate housing and a lack of formal residency rights; low paid, insecure or hazardous work; limited access to state-provided services such as health and education; discrimination based on ethnicity, religion, class or gender; extreme vulnerability of women and children migrants to trafficking and sex exploitation (UNESCO/ UN-HABITAT 2012).

Women migrants face double discrimination, encountering difficulties peculiar to migrants, coupled with their specific vulnerability as victims of gender-based violence, and physical, sexual or psychological abuse, exploitation and trafficking (*Article 2, UNESCO Universal Declaration on Cultural Diversity 2001*).

Migrants are looked upon as ‘outsiders’ by the local host administration, and as a burden on systems and resources at the destination. In India, migrants’ right to the city is denied on the political defense of the ‘sons of the soil’ theory, which aims to create vote banks along ethnic, linguistic and religious lines. Exclusion of and discrimination against migrants take place through political and administrative processes, market mechanisms and socio-economic processes, causing a gulf between migrants and locals (Bhagat 2011). This leads to marginalization of migrants in the decision-making processes of the city, and exacerbates their vulnerabilities to the vagaries of the labour market, poverty traps, and risks of discrimination and violence.

Since migrants mostly have restricted access to education, they remain unaware of their legal rights and are unable to access an impartial forum to register their grievances. Women migrants are even more vulnerable to exploitation, possessing negligible or often lower educational qualifications than their male counterparts. As a result, they face harassment and other aspects of labour market discrimination. Due to their mobile status, migrants face difficulties in unionizing, and remain a fragmented workforce.

In the States of origin, families and communities have got disintegrated by the very process of development and now by the growing flexibility in the labour market. Migration (rural to urban) and across borders adds to the eroding of the family and community ties, so that in times of economic and environmental disasters in different life-cycles there is no informal system of social protection (KILE 2012).

Recent researches have shown the deplorable living and working conditions of the unskilled inter-state migrants in Kerala, especially in the construction sector. The inter-state migrants would require adequate and affordable housing, health and education services as well as infrastructure and sanitation. Improving migrants' access to government services and welfare programmes can improve the quality of life of migrants (Shamna and Baiju 2016). Lack of integration in society and labour market is another crucial issue to be tackled (Moses and Rajan 2012).

This will in turn lay the foundations for a more inclusive and integrated society and balanced economic prosperity and social diversity.

There is a pressing need to ensure that urban and rural settlements in Kerala become inclusive spaces as they expand in size and diversity.

A profile of inter-state migrants and their contribution

Internal migration is an integral part of development, and cities are important destinations for migrants. The rising contribution of cities to India's GDP would not be possible without migration and migrant workers. Some of the important sectors in which migrants work include: construction, brick kiln, salt pans, carpet and embroidery, commercial and plantation agriculture and a variety of jobs in urban informal sectors such as vendors, hawkers, rickshaw pullers, daily wage workers and domestic workers (Bhagat 2012).

Evidence reveals that with rising incomes, migrant remittances can encourage investment in human capital formation, particularly increased expenditure on health and, to some extent, on education (Deshingkar and Sandi 2012).

Many positive impacts of migration remain unrecognized. Migrants are indispensable and yet invisible key actors in 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). In particular, women migrants' economic contribution at the destination remains unacknowledged, despite the fact that they shoulder the double burden of livelihood (being often engaged as unregistered, unpaid and therefore invisible workers) and household work, in the absence of traditional family-based support systems.

Migrants bring back to source locations a variety of skills, innovations and knowledge, known as 'social remittances', including changes in tastes, perceptions and attitudes, such as for example, a lack of acceptance of poor employment conditions, low wages and semi-feudal labour relationships, and improved knowledge and awareness

about workers' rights (Bhagat 2011). Migration may provide an opportunity to escape caste divisions and restrictive social norms, and work with dignity and freedom at the destination (Deshingkar and Akter 2009).

Women left behind enjoy empowerment effects, with increased interaction in society, including their participation as workers and as household decision-makers (Srivastava 2012a).

Internal migration can expand people's freedoms and capabilities, and make a substantial contributions to human development in terms of improved incomes, education and health (UNDP 2009). In India, as per Census of India 2011, the overall literacy rate was 74.04 per cent, the male literacy rate being 82.14 per cent and the female literacy rate being 65.46 per cent. The majority of the inter-state labour migrants who come from less literate societies of other States of India are likely to be exposed to the positive aspects of Kerala's development in general. This is particularly true of Kerala that has achieved substantial improvement in human and social development even without achieving commensurate level of economic development. Inter-state migrants into Kerala while getting exposed to the positive aspects of the much-talked about Kerala model of development, and the labour movement, will eventually influence the labour force in their States of origin with regard to human and social development and workers' rights. Their vulnerable presence, it is expected, will gradually influence the social imagination of political parties and the public in the host State regarding migrant workers' rights.

Migration as an exodus of people seeking Justice, Peace and Security: A challenge to local, national and international communities and systems of governance

Migration has become a universal phenomenon in modern times. Due to the expansion of transport and communication, it has become part of the worldwide process of urbanization and industrialization. In most countries, it has been observed that industrialization and economic development have been accompanied by large-scale movement of people from villages to towns, from towns to other towns and from one country to another country. From the demographic point of view, migration is one of the three basic components of population growth of any area, the others being fertility and mortality. But whereas both fertility and mortality operate within the biological framework, migration does not. It influences size, composition and distribution of population. More importantly, migration influences the social, political and economic life of the people.

There is an urgent need to develop a governance system for internal migration in India, i.e. a dedicated system of institutions, a legal framework, mechanisms and practices aimed at supporting internal migration and protecting migrants.

Issues of internal migration need to be addressed in a comprehensive and focused manner, and mainstreamed into national development planning and policy documents.

Social protection measures available to inter-state migrants in Kerala

Working conditions of the inter-state migrant workmen are dealt with in the Inter-

State Migrant Workmen Regulation of Employment and Conditions of Service Act, 1979. As per the provision of the Act the contractor has to obtain a recruitment license from the state from where the workers are recruited (Original State) and an employment license from the state where they are employed (Recipient State).

Though Kerala was the first State in the country to enact a social security scheme for the migrant workers with the Kerala Migrant Workers Welfare Scheme in 2010, only about 33765 out of an estimated more than 25 lakh migrants had signed up as on 31 May 2013 (GIFT 2013a). While a comprehensive legislation for migrants' welfare is still in the process, at present the scheme provides a registered migrant four benefits: accident/medical care for up to Rs.25,000/- in case of death, 1 lakh to the family; children's education allowance; and termination benefits of Rs.25,000/- after five years of work. When a worker dies, the welfare fund provides for the embalming of the body and air transportation. To avail himself of the benefit, a worker needs to register with the scheme. The membership has to be renewed every year by paying Rs.30/- (Basheer 2015).

Availing information on the Government's scheme has been difficult for the inter-state migrants and the majority of them were unaware of the government scheme. When they were ready to act on the information provided by some social activists and social workers, many inter-state migrants did not possess the required documents and most of their employers refused to certify them as their employees. Researchers, social workers and even government authorities have acknowledged the inefficient and ineffective implementation of the scheme (Basheer 2015). Most migrants are still clueless about the welfare schemes provided by Kerala Government as it was evident from the queries raised by the inter-state migrants before the Chairman and members of the Administrative Reforms Commission (ARC) at a public hearing in Ernakulam Town Hall (The Hindu 2018).

The provisions on Occupational Safety and Health (OSH) of workers as provided for in the Constitution of India are being implemented through the offices of Directorate General of Mines Safety (DGMS) and the Directorate General of Factory Advice Service and Labour Institutes (DGFASLI). Especially important are the passing of Workmen Act of 1979 and the establishment of primary health centers (PHC). In PHC one needs to pay only a minimum amount of two rupees, as outpatient consultation charges, while medicines are provided free of cost (PRIA 2014). However, available research findings reveal that most of the migrants surveyed had only limited access to the PHCs or other government hospitals due to various reasons (Peter Benoy 2012).

Another measure in place is the 'Migrant Suraksha Project' aimed at curtailing the spread of HIV/AIDS through targeted intervention among migrant workers. The state-funded AIDS Control Society implements it with the support from nongovernmental organizations (Sankar Anjana 2016).

Kerala currently offers free health care for all the migrant workers and is ready with a draft of "The Kerala Migrant Workers Social Security Bill". The first official labour camp will also be opened for workers from the North and North eastern parts of the country in Palakkad district which would accommodate about 1500 workers, and camps will be established in all other districts in the next phase. The department also plans to start kiosks and call centres with people proficient in Hindi as staff to interact and understand the problems of the labourers (Economic Times 2015). Besides, the Kerala government is also considering the development of a Skill Development Institute for migrant workers (Philip, Shaju 2016). It has already established Indian Institute of Infrastructure and Construction in Kollam and new centres of Kerala Academy of Skills Excellence (KASE) will be opened soon in other districts (Government of Kerala 2016).

CONCEPTS AND DEFINITIONS

1. Social protection

Social protection, as defined by the United Nations Research Institute for Social Development, is concerned with preventing, managing, and overcoming situations that adversely affect people's well-being (UNRISD 2010). Social protection consists of policies and programmes designed to reduce poverty and vulnerability. It promotes efficient labour markets. Its main aim is to diminish people's exposure to risks, and to enhance their capacity to manage economic and social risks, such as unemployment, exclusion, sickness, disability and old age. Of the most commonly used social protection measures, labour market interventions like direct employment generation, job training and employment services are of crucial importance if people are to be made self-reliant. The second in importance is social insurance such as health insurance or unemployment insurance that mitigates risks associated with unemployment, ill health, disability, work-related injury and old age. The third type of social protection measures is social assistance interventions which may include welfare and social services to highly vulnerable groups such as the physically or mentally disabled, orphans, or substance-abusers; cash or in-kind transfers, such as food stamps and family allowances and temporary subsidies, such as life-line tariffs, housing subsidies, or support of lower prices of staple food in times of crisis (ADB 2012).

2. Social Support

Social support means various kinds of tangible and intangible help people give and receive, especially in times of stress and difficulties. Social support refers to the various types of assistance or help that people receive from others and is generally classified into two or sometimes three major categories, namely, emotional, instrumental and sometimes informational support. Emotional support refers to the things that people do that make others feel loved and cared for, that bolster their sense of self-worth. For example, talking over a problem, providing encouragement or positive feedback and such support frequently takes the form of non-tangible types of assistance. By contrast, instrumental support refers to the various types of tangible help that others may provide,

namely, help with childcare or housekeeping, provision of food, transportation or money. Informational support represents a third type of social support which is sometimes included within the instrumental support category and refers to the help that others may offer through the provision of information (Seeman 2008).

3. Social Integration

Social integration is “the process of fostering societies that are stable, safe and just and that are based on the promotion and protection of all human rights, as well as non-discrimination, tolerance... participation of all people, including disadvantaged and vulnerable groups and persons” (Commitment 4, Copenhagen Declaration on Social Development).

4. Migration

UN Multilingual Demographic Dictionary defines migration as “*a form of geographical mobility between one geographical unit and another, generally involving a change in residence from the place of origin or place of departure to the place of destination or place of arrival*”. Migration is a demographic process of movement of population from one geographical area or political boundary to another geographical area or political boundary within a time interval involving a change of residence.

5. Inter-state migrant

An inter-state migrant is someone who moves to reside in a different administrative territory in a Union of States like in India but stays within national boundaries.

6. Migrant

A person undergoing a (semi-) permanent change of residence that involves a change of his or her social, economic and/or cultural environment.

7. Internal Migrant

An internal migrant is someone who moves to a different administrative territory to reside but stays within national boundaries. Typically this is a change in residence that crosses provincial or urban boundaries. In the developing world today one of the most common internal migration flows is from rural areas to cities.

8. Deprivation

Deprivation refers to a situation in which one does not have things or conditions that are usually considered necessary for a pleasant life (Cambridge Advanced Learner's Dictionary & Thesaurus).

9. Assets

The term 'asset' often stands for financial capital or houses and cars. In Law and Commerce, assets mean all the property of a person or a company which may be made liable for his or their debts (Oxford Dictionary 2004). Assets are also something valuable that an entity owns, benefits from, or has use of, in generating income. In accounting, an asset can be (1) something physical, such as cash, machinery, inventory, land or building, (2) an enforceable claim against others, such as accounts receivable, (3) right, such as copyright, patent, trademark, or (4) an assumption, such as goodwill (Businessdictionary.com 2016). Figuratively used, social assets can mean the social capital available to a person to generate income and ward off vulnerability.

10. Vulnerability

In everyday use of language, the term vulnerability refers to the inability to withstand the effects of a hostile environment. In scientific assessment the term vulnerability can have many meanings, differentiated mostly by (a) the vulnerable entity studied, (b) the stakeholders of the study.

The technical sciences' perspective of vulnerability emphasizes assessments of hazards and their impacts, in which the role of human systems in mediating the outcomes of hazard events is downplayed or neglected. The social sciences' perspective puts the human system on the centre stage and focuses on determining the coping capacity of society, the ability to resist, respond and recover from the impact of a natural hazard. While the technical sciences' perspective of vulnerability focuses primarily on physical aspects, the social sciences' perspective takes into account various factors and parameters that influence vulnerability, such as physical, economic, social, environmental, and institutional characteristics. Other approaches emphasize the need to account for additional global factors, such as globalization and climate change. Thus, the broader the vulnerability assessment is in scope, the more interdisciplinary it becomes (Birkmann 2006).

Social protection: A conceptual framework for vulnerable communities

Developing social protection measures and scaling them up depending on the context of the vulnerable populations at stake, benefits all of society by fostering inclusive economic growth. They are supposed to indirectly reduce inequality and improve security and political stability. If social protection measures are well-designed and cost-effective, they will be critical for dealing with the negative impacts of globalization. Given the well-acknowledged deprived status of informal workers from vulnerable communities' vis-à-vis human development, it is hoped that social protection measures "contribute to greater human capital thus boosting competitiveness in a

globalized world” (ADB 2012).

Social protection is the set of all initiatives, both formal and informal, that provide: social assistance to extremely poor individuals and households; social services to groups who need special care or would otherwise be denied access to basic services; social insurance to protect people against the risks and consequences of livelihood shocks; and social equity to protect people against social risks such as discrimination or abuse (Devereux and Wheeler 2004).

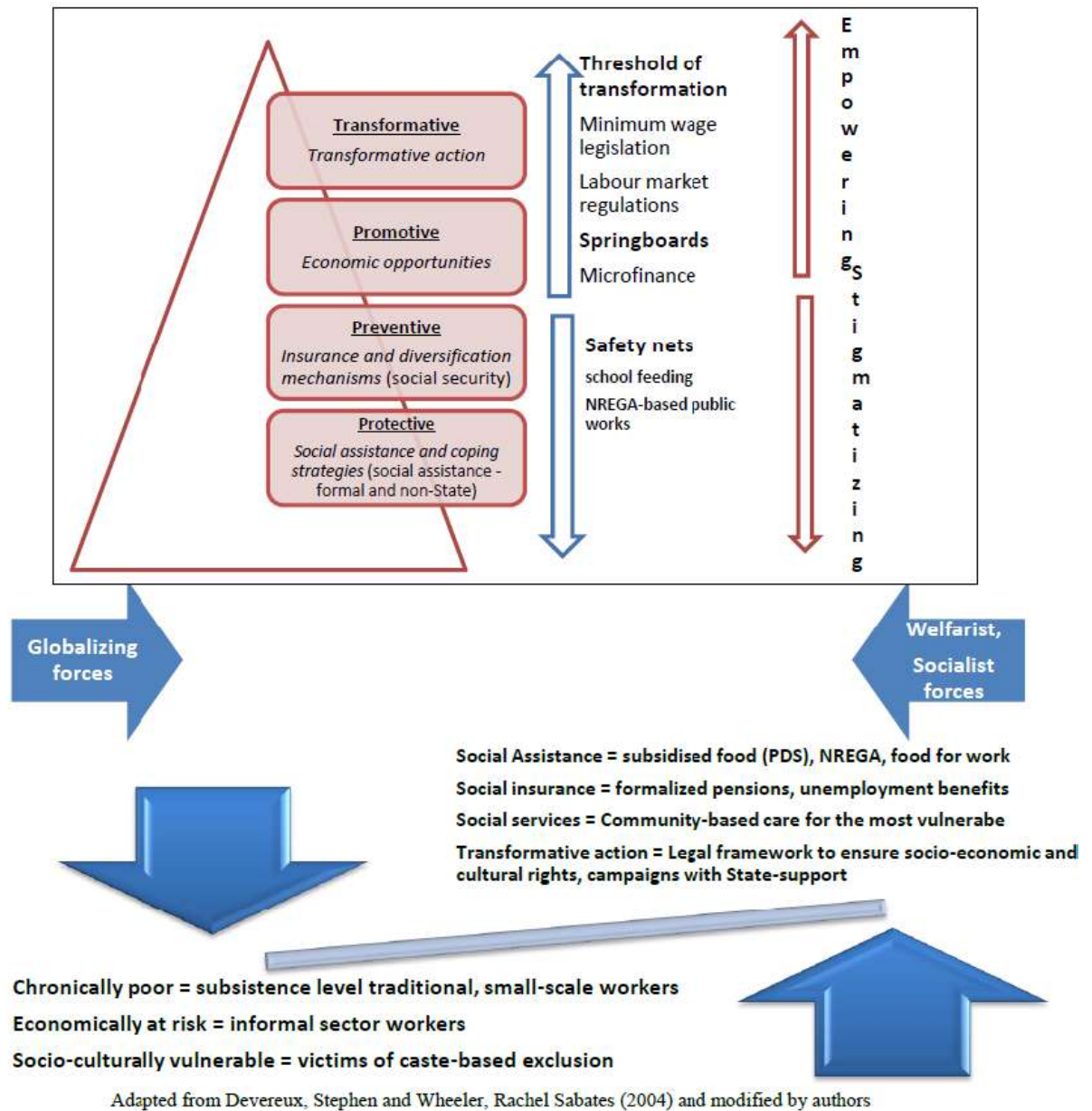
The key objective of social protection is to reduce the vulnerability of the poor. The full range of social protection interventions can be categorized as protective, preventive, promotive and transformative. **Protective measures** provide relief from deprivation; **Promotive measures** aim to enhance real incomes and capabilities, which is achieved through a range of livelihood-enhancing programmes; **Preventive measures** seek to avert deprivation. Preventive measures deal directly with poverty alleviation. They include social insurance for “economically vulnerable groups” – people who have fallen or might fall into poverty; and **Transformative measures** aim to set up a legal framework to ensure socio-economic and cultural rights, and supporting campaigns for quality education and gender equality.

Social protection is a relatively new policy approach that aims to integrate concerns about social security and poverty-reduction into a unified framework (Kabeer 2008).

Adapting Stephen Devereux and Rachel Sabates-Wheeler’s (2004) theoretical perspective on social protection to the situation of migrant workers of Kerala, Figure 1.1 explains the orientation of this study. In the current scenario, it is well accepted in national and international level studies that globalizing forces have made the poor, especially unprotected migrant workforce, more vulnerable in the labour markets in many ways. Responsible States across the world have found it difficult to turn a deaf ear to the cry of the poor. As shown in the figure, the globalizing forces’ dehumanizing tendencies are being counter-balanced by State as well as non-State actors in the form of various people’s representations, as in many political parties’ election manifestoes, and campaigns supported by civil society organizations and NGOs.

As implied by Srivastava (2012b), the rights of the inter-state migrant workers are not objective facts operationalized outside of the influence of society. “They are social constructs, determined by a process of consciousness” (Sreevastava 2012b p.170). Social protection measures for inter-state migrants need to be evolved through a process of accepting their needs and inalienable rights. Influencing the perception of the host society is so vital in this regard. The more the inter-state migrants are accepted, the more they are likely to enjoy their rights or get support to ensure their rights.

Figure 1.1
A conceptual framework for social protection



Impact of globalization has made the chronically poor, like the subsistence-level traditional, small-scale workers, the economically-at-risk, like the informal sector workers, and socio-culturally vulnerable like the victims of caste-based exclusion, more vulnerable and insecure in the global economy. Globalizing forces have sometimes dovetailed so well with the local exploitative systems and agents of exploitation that it has further entrenched the poor migrants in being victims of continued exploitation as

part of the informal economy (KILE 2012).

Welfarist, socialist forces take inspiration from the Indian Constitution's Fundamental rights and international guidelines to protect workers' rights to counterbalance the situation. The following instruments of social protection have evolved in this context: (1) Social assistance like subsidized food through PDS, employment under NREGA, and food for work; (2) Social insurance like formalized pensions and unemployment benefits; (3) Social services like community-based care for the most vulnerable like the mentally and physically challenged; and (4) Transformative action like setting up a legal framework to ensure socio-economic and cultural rights, and supporting campaigns for equality, dignity and worker-rights (Devereux and Wheeler 2004).

The present study would like to highlight that the transformative aspect of social protection should never be lost sight of. Bereft of that orientation, protective and preventive measures would keep on stigmatizing the participants and they would never go through an empowering process. Seen from that perspective, more often than not, school feeding programmes and NREGA-supported employment programmes could remain merely as safety-nets for inter-state migrants' families in their states of origin. Microfinance programmes could be springboards to empower participants to become self-reliant and reach the threshold of transformation. Needless to say, among the presently available social protection instruments for vulnerable inter-state migrants at the host state, only the minimum wage legislation and the labour market regulations have the potential to take the migrant workforce to the threshold of transformation (KILE 2012). Back home, in the states of origin, other social protection measures must be of use to their vulnerable family members to support their family to attain an adequate level of human development as envisaged by UNDP.

CHAPTER 2 METHODOLOGY

2.1 Introduction

The overall objective of the study was to assess the basic needs of the inter-state migrants so as to evolve a model intervention strategy to ensure them a minimum of social support, social protection and eventual social integration in Kerala.

Overview of research methodology and research design

The research methodology was structured around the following four areas (See Table 2.1):

Methodology	Details
Desk-review	Secondary data analysis
Key informant interviews	Village level social workers (NGOs, CBOs and GOs, State level (policymakers, and researchers)
Semi-structured inter-view schedules for inter-state migrants	Total of 150 interviews (50 each in each district)
Participation at the Stakeholders' consultations and seminars	One state level two day consultation at Sameeksha, Kalady, organized by Jeevika in collaboration with ISI Bangalore; Another one day national seminar at Loyola College of Social Sciences, Sreeekariyam, Thiruvananthapuram.
Focus group discussions, group discussions and informal interviews	Two pilot FGDs and Five FGDs with the inter-state migrants in Thiruvananthapuram and Kozhikode districts respectively, several informal interviews with migrants by three research assistants in the select districts. Two consultations with the ISI-B staff with interim findings of the research.

Choice of research method

A mixed method was used combining the quantitative method of survey and the qualitative methods of informal interviews, discussions and Focused Group Discussions.

The tools of data collection

A semi-structured inter-view schedule for the inter-state migrants, an adapted version of the same for NGO workers and an FGD schedule for the inter-state migrants were the main tools used. The semi-structured inter-view schedule was prepared after a

desk-review, some informal discussions, a two day consultation, and two pilot FGDs.

2.2 Objectives of the study

The main objectives of the study proposed in the beginning did not specify item number five of the following seven items given below. Though the limited scope of the primary data collection did not include item number two and four mentioned below, secondary data analysis would deal with them.

1. To ascertain the socio-economic and living status of the migrants in Kerala;
2. To ascertain the number of migrants from outside Kerala;
3. To identify the trends of migration and to respond accordingly;
4. To establish linkages between the place of origin and destination so as to ensure safe migration;
5. To assess the social protection measures and social support available to inter-state migrants and their social integration in Kerala.
6. To plan for short term and long term responses with various stakeholders
7. To strengthen the networking and collaboration between Jeevika and ISI B and with others working on migration issue in Kerala.

The main objectives of the desk-review

The main objectives of the desk-review were:

(1) to understand the overall view of inter-state migration with a view to map out key state of origin-specific and destination state-specific vulnerability of inter-state migrants and to identify how social protection, social support and social integration are (or are not) already discussed and integrated within the context of Kerala society's interaction with inter-state migrants, especially in policies and programmes of NGOs, FBOs, and GOs at the state and national levels.

The survey of inter-state migrants from the selected pockets of the three districts of Kerala was conducted to provide information on eight areas:

1. Demographic profile of inter-state migrants
2. Migration profile of inter-state migrants
3. Job profile of inter-state migrants
4. Health profile of inter-state migrants
5. Deprivation of selected human, political and socio-cultural assets and entitlements
6. Social Protection Measures availed by inter-state migrants
7. Social Support received by inter-state migrants
8. Social Integration of inter-state migrants

2.3 The focus of the survey was on three areas:

i. Was the general and socio-economic profile of the migrants in the study comparable to the one made available by other state level studies such as the one by Gulati Institute of Finance and Taxation (GIFT 2013)?

ii. What were the problems faced by the inter-state migrants at the states of origin

and destination, to what extent are these problems are development- and globalization-induced and how are they are making them more vulnerable?

iii. What were the response strategies of the GOs, NGOs and FBOs in dealing with the problems faced by inter-state migrants?

2.4 Population and sampling

The universe of the study included an estimated population of 30 lakhs of inter-state migrants in Kerala. Research was conducted in about five to ten clusters of Thiruvananthapuram, Ernakulam and Kozhikode districts of Kerala. Sites were selected drawing on a purposive sampling technique. Within the clusters or pockets, a list of probable respondents (10 each) was prepared using snow-ball method. In the absence of any reliable list of respondents, the area of identification was widened to at least five clusters with roughly a perimeter of 20 kilometers in each district.

The identification of respondents also involved selecting at least one cluster from the major sectors, namely, construction, service, agriculture, manufacture and trade. An attempt was made to get at least ten percent of representation of female respondents which did not materialize. A quota of five respondents per cluster was set as the ideal, though it was not fully practical due to lack of time. The final sample drawn from the three districts of Kerala, namely, Thiruvananthapuram, Ernakulam and Kozhikode, represented about 100 villages in 47 districts of 13 States of origin which almost approximated a random sample as far as States of origin were concerned. Since respondents were part of a constant stream of inter-state migrants who kept on moving across districts within Kerala, identifying them in terms of their destination districts was less important than in terms of their districts of origin.

Analysis

Analysis of quantitative and qualitative data was done using SPSS and N-vivo respectively.

2.5 Scope and limitations of the study

The results of the study could not claim to arrive at generalized conclusions applicable to all inter-state migrants in Kerala since it depended on a non-random sampling method. However, suffice it to say, that the final sample arrived at has captured the heterogeneity and complexity of the livelihood struggles of the inter-state migrants who form a major part of the flux of unorganized labour that is likely to be the most vulnerable among them.

Respondents' self-report regarding their income and expenses and availing themselves of welfare measures provided by GOs and NGOs could not be verified with any written records. Most often there might have been attempts by some respondents to overestimate their expenses and underestimate their income. At times, being illiterate or non-critical, some respondents did not seem to understand which of the organizations were trade unions, GOs, NGOs and FBOs.

Given the rights-based dimension of some of the questions, certain privacy was

required to get the true self-report of the respondents. But this was difficult, since sometimes the respondents might have been under pressure to give a pleasing self-report regarding their employers or other significant members in their work environment.

The study was carried out at one end of the migration corridor, the destination. As a result, the acute cases of illnesses or serious injuries which often lead to return of migrants were missed out. Ideally, the study should have included an inquiry at the source end as well; however, due to time and resource constraints, one could not incorporate that component. In the course of the investigation, access to workers was a constraint due to long tiring work hours, festival season, restrictions by employers and language.

Despite all these lacunae, the findings of the study would be useful in two ways: 1) as a spring board for further research on the same population with a random sample and 2) as a document detailing a range of issues to be kept in mind as the governmental and non-governmental organizations plan to improve their policies and programmes for social protection, social support and social integration of the inter-state migrants.

CHAPTER 3

ANALYSIS, DISCUSSION AND MAJOR FINDINGS

3.1 Overview

The analysis is presented in two parts, namely, the quantitative and the qualitative. The former consists of nine parts: (1) The analysis of the demographic variables such as age, mother tongue, marital status, household size, adult sex ratio, occupation and educational qualification showed the vulnerability of the inter-state migrants. (2) Their pattern of migration indicated the decline of agriculture in their states of origin, their intention to stay on in Kerala on a permanent or semi-permanent basis, their concentration in Kerala almost doubled in the last two decades. A network of relationships was supportive to them to migrate safely. Their job profile manifested multiple forms of exploitation and insecurities such as low wages, irregular payment or non-payment of wages, continuous work without even a weekly break. Lack of formal written agreements made them vulnerable to be exploited by ruthless contractors. Most of the unskilled inter-state migrants were getting absorbed into the insecure labour markets in the construction sector. Most of the inter-state migrants were deprived in human assets. Only less than five per cent had any vocational training. They mentioned that they did not need any special skills other than keeping good health and stamina even while they were engaged in sectors that required skilled workers such as construction which very likely endangered their very lives. Their deprivation in human assets made them victims of the vagaries of the labour markets. Their socio-political and cultural assets in terms of their membership in respective organizations were negligible. A wide range of help could be offered to interstate migrants in terms of social support that could alleviate their suffering and eventually make them capable of asking for their rights. A lot of collaboration and convergence of NGOs, GOs and FBOs is required in this matter. Sensitizing various Governmental, Non-Governmental and Faith-Based service providers about the vulnerable conditions of the inter-state migrants would mitigate their suffering and ensure the protection of their rights as citizens of India. Being accepted by others in the host state is a need of the migrants and maintaining a positive perception and appreciation of the 'other-ness' in the migrants is a duty of the host society. Conscious efforts need to be made by NGOs, GOs and FBOs to create public and private 'spaces' to reduce prejudices between different social groups and to achieve better co-integration.

3.2 Demographic Profile

Demographic profile of a population can help us identify its vulnerability in select areas. Percentage analysis of the respondents by age, mother tongue, districts in the host state, knowledge of mother tongue, Malayalam and Hindi; marital status, State of origin,

household size, sex ratio, occupation at native place, occupation in Kerala, educational qualification, socio-cultural identity and religion was done to assess the vulnerability of the respondents.

The working age population is defined as those aged 15 to 64. The basic indicator for employment is the proportion of the working age population aged 15-64 to those who are employed.

		Gender		Total
		Male	Female	
Age of the respondents	16 – 25	64 (42.7)	6 (4)	70 (46.7)
	26 - 35	51 (34)	2 (1.3)	53 (35.3)
	36 – 45	19 (12.7)	1(0.7)	20 (13.3)
	46 and above	7 (4.7)	0 (0)	7 (4.7)
Total		141 (94)	9 (6)	150 (100)

All the respondents were from the working age population with four out of five of them (82 per cent) being in the age group of 16-35 (See Table 3.1). The percentage of female respondents was only six per cent.

		District			Total (%)
		Thiruvananthapuram	Kochi	Kozhikode	
Mother Tongue	Bengali	17 (11.3)	26 (17.3)	29 (19.3)	72 (48)
	Oriya	3 (2)	9 (6)	15 (10)	27 (18)
	Hindi	16 (10.7)	8 (5.3)	3 (2)	27 (18)
	Tamil	4 (2.7)	0 (0)	0 (0)	4 (2.7)
	Assamese	8 (5.3)	5 (3.3)	0 (0)	13 (8.7)
	Santali	2 (1.3)	0 (0)	1 (0.7)	3 (2)
	Kobrok	0 (0)	0 (0)	2 (1.3)	2 (1.3)
	Bhojpuri	0 (0)	1 (0.7)	0 (0)	1 (0.7)
	Oraon	0 (0)	1 (0.7)	0 (0)	1 (0.7)
Total		50 (33.3)	50 (33.3)	50 (33.3)	150 (100)

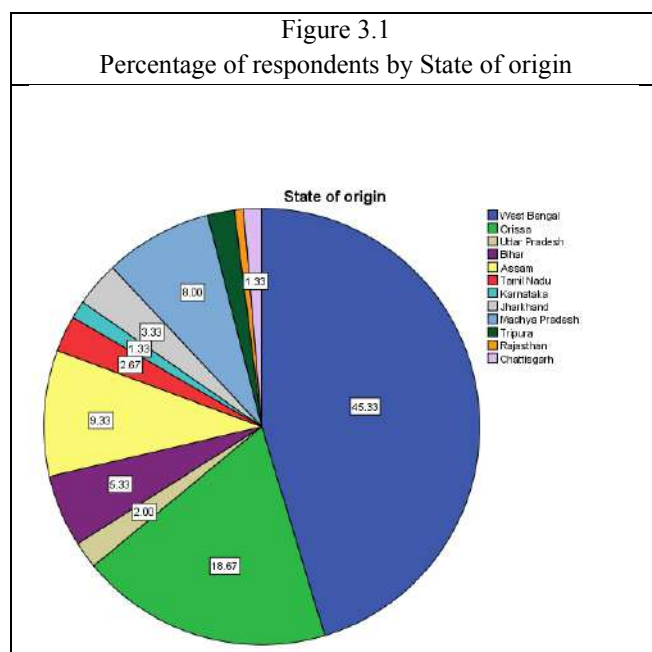
Mother tongues of a vast majority of the respondents (97 per cent) were Northern languages. Bengali and Oriya speaking respondents together formed the majority (66 per cent) among them. There were a minority of respondents speaking tribal languages, namely Santali, Kobrok, Bhojpuri and Oraon (See Table 3.2).

Sl No.	Language	Understand well (%)		Read (%)		Write (%)	
		Yes	No	Yes	No	Yes	No
1	Mother Tongue	NA	NA	121 (80.7)	29 (19.3)	113 (75.3)	37 (24.7)
2	Malayalam	67 (44.7)	83 (55.3)	6 (4)	144 (96)	5 (3.3)	145 (96.7)
3	Hindi	127 (84.7)	23 (15.3)	62 (41.3)	88 (58.7)	54 (36)	94 (64)
'No response' was treated as 'No'.							

Three-fourths of the respondents could read and write their mother tongue. Though four out of five of them could understand Hindi well, only less than half of them (41.3 per cent) could read it. Only about one-third of them could write Hindi. Though about half of the respondents could understand Malayalam, only a minimum of four and three per cent of respondents could read and write it respectively (See Table 3.3).

		Frequency	Percent
Valid	Married	74	49.3
	Unmarried	75	50.0
	Divorced	1	0.7
	Total	150	100.0

One half of the respondents were married and the other half unmarried with the exception of one person who was divorced later.



As indicated by their mother tongue, about three-fourths of them (72 per cent) were from West Bengal and Orissa. Comparison of the data regarding mother tongue with that of states of origin revealed that about six per cent of the respondents from West Bengal and Orissa did not speak their mother tongue. As often seen in other recent studies with bigger samples, the next states of origin of inter-state migrants with higher representation were Assam and Bihar (GIFT 2013).

		Frequency	Percent
Valid	Four and less than four	49	32.7
	Between 4 and 5	40	26.7
	Above 5	61	40.7
	Total	150	100.0
Household size Median = 5, Household size Mean 6.14			

The analysis revealed that the median household size in the families of the respondents was five. About 33 per cent of the households had only four or less members. About 41 per cent of the households had above five members.

An analysis of recently released census data revealed that the median household size in urban India was now less than four for the first time in history (Srinivasan, Rukmini 2016). Data on houses and households released by the Census office showed that 56 per cent of households in urban India now have four or less members. This is a marked change from 10 years ago, when the median household size in urban India was

between four and five members. With 49.7 per cent of all Indian households having four or less members, the median Indian household has just a fraction over four members. In rural India, the median household size is between four and five members, but closer to four than it has ever been. As many as 47.1 per cent of rural households now have four or less members, compared to less than 40 per cent of rural households ten years ago.

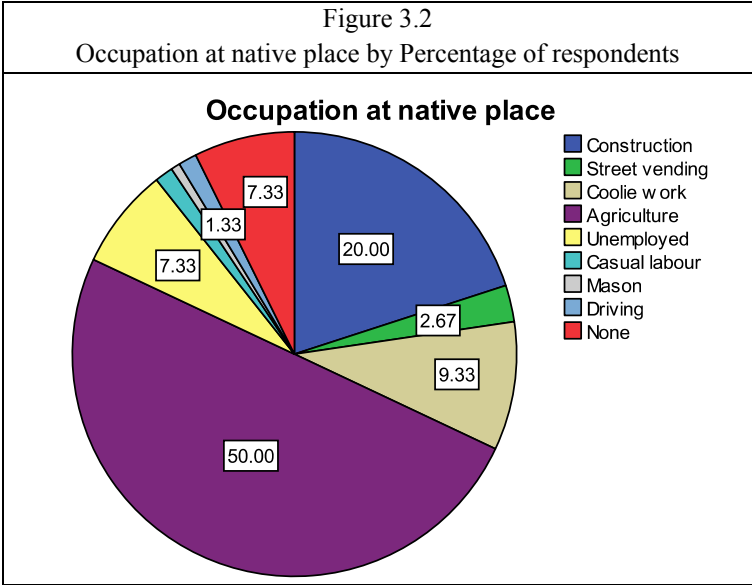
The analysis showed that the median size of this sample, namely five, is more or less the same as that in urban India ten years ago. The fact that only 33 per cent of the respondents' households had four or less members now indicated that the present sample seemed to belong to a rural population that is even more backward than the rural households ten years ago when an average of 40 per cent of households belonged to the same category.

Larger families are more vulnerable to more frequent early marriages and rapid birth of the first child, improper care of children with more corporal punishment and less investment of resources. Smaller families tend to result in higher IQ, academic achievement, and occupational performance. Large families produce more delinquents and alcoholics (Wagner, M.E. et al 1985).

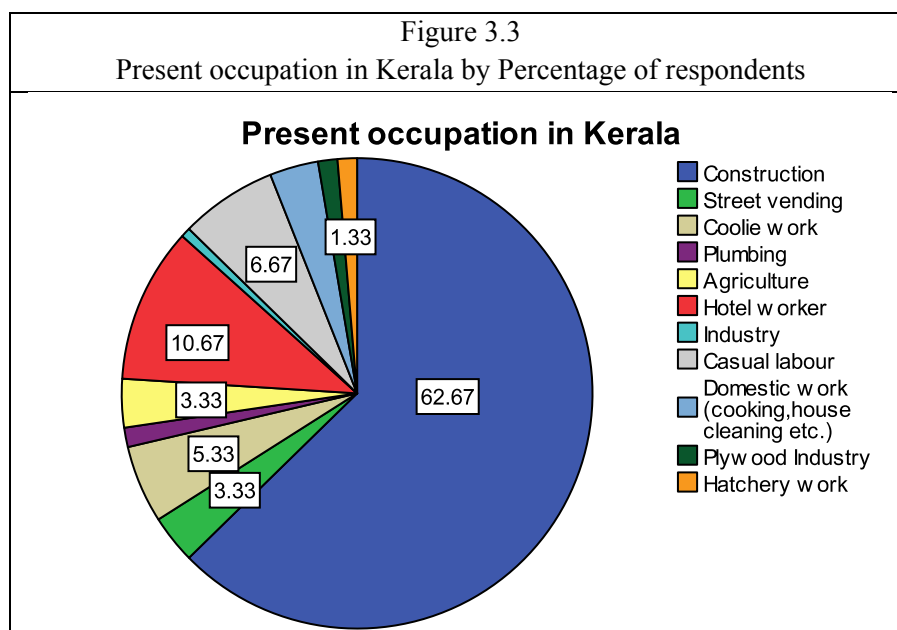
Adult sex ratio in the respondents' families

	N	Minimum	Maximum	Sum	%
Total number of men in the family	150	1.00	32.00	434.00	53
Total number of women in the family	150	.00	20.00	391.00	47
Valid N	150			825.00	100

The majority of adult members in the respondents' families were male (53 per cent). Adult sex ratio of the families of the respondents, namely, female to male ratio of 901 to 1,000, was almost indicative of the skewed sex ratio prevalent in their States of origin in general. As is the case with much of Asia, a strong son preference for son has affected high female child mortality, the impact of which has been reinforced by the recent spread of sex-selective abortion. In most of the native states of the inter-state migrants, there is an unusually large number of boys relative to girls. Sex ratios were also skewed by migration, most notably male labour migration. Unbalanced sex ratios have many adverse effects like the consequences of male outmigration for those who are left behind, especially vulnerable wives and children. Values of patriarchy may go unchallenged, voices of women may be suppressed with even further implications of 'the coming heightened masculinity of young adult populations in India, for example, with respect to marriage and crime' (Dyson, Tim 2012).



The analysis of their occupation at the native place showed that all of them were in the informal sector with 50 per cent of them being in the agricultural sector. Twenty per cent in the construction sector, nine per cent in coolie work and the rest in casual work, driving and advanced masonry were part of the unorganized sector workforce in their state of origin except 15 per cent of the unemployed inter-state migrant youth.

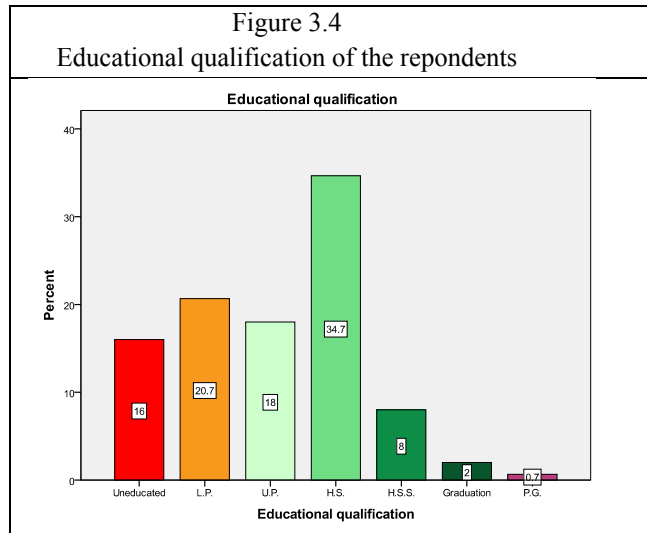


The present occupation of the respondents revealed that all of them were employed. Only three per cent were employed in agriculture whereas 63 per cent were in construction sector. Diversification possibilities were more available to them in Kerala than in their own native land, though the nature of their occupation showed they were all absorbed in the unorganized sector itself, whether in the State of origin or in the host State.

Overall, the count of people being without a job is on the rise in India as economic slowdown and slower business expansion activities cast a shadow on employment generation. According to a Times of India report (PTI 2014),

Indicating sluggishness in the country's job market, the International Labour Organisation (ILO) has said in its recent report that the unemployment scenario in India over the last two years has been showing a rising trend.... India's jobless rate could be 3.8% this year. In South Asia, labour markets continued to suffer from high rates of informal/agricultural employment where jobs are poorly paid and unprotected.... India was experiencing 'jobless growth' due to the fact that total employment grew by only 1.1 million from 2004/05 to 2009/10 (based on the National Sample Survey), representing an employment elasticity of almost zero. However, total employment in India expanded from 2009/10 to 2011/12 by a much healthier 13.9 million, "though many of these jobs are in the informal economy," it added....in the last couple of years Indian and global economies have been facing slowdown. New business expansions are also not happening at all or has gone down... A large pool of youth in the age group of 18-25 years despite being skilled are facing unemployment issues since there are not enough opportunities for them... In India... 21.2% of working men (aged 15-59) had a regular salaried job (in 2011/12 period). "India's biggest worry and centre of all debates essentially needs to be the growing informal employment which counts for 94 per cent of the workforce and is growing faster than formal employment," Indian Staffing Federation Vice-President Rituparna Chakraborty said. Chakraborty further said there is a need to seriously invest and build skills amongst the youth. It means "a complete overhaul of our education

system closely integrating it with an effective apprenticeship regime," he noted.



The majority of the respondents (55 per cent) had only less than High School level of education. Sixteen per cent of them were illiterate and uneducated. About 45 per cent of them were educated up to High School and above. Interestingly there were about 11 per cent of the respondents who were in the category of Higher Secondary School and above (See Figure 6). Though poorer, a similar level of educational standard of attainment was revealed in another recent study of inter-state migrants (Manoj P.K., Viswanath, V. 2015). The presence of about 11 per cent of inter-state migrants who have finished up to Plus Two and above level of education showed that even if the socio-culturally vulnerable sections of Indian society could get educated, many of them are likely to be absorbed more into the unorganized and informal sector due to lack of opportunities and discriminatory processes of recruitment. Low educational attainment affects the employability of people. Educational status of the migrant construction workers indicated their vulnerability to unemployment and hard manual labour in insecure conditions in the unorganized sector without adequate social security measures.

Table 3.7
Respondents' Socio-cultural category by Religion

		Religion				Total
		Hindu	Muslim	Christian	NR	
Socio-cultural categories	SC	11 (7.3)	0 (0)	5 (3.3)	0 (0)	16 (10.7)
	ST	8 (5.3)	0 (0)	5 (3.3)	1 (0.7)	14 (9.3)
	OBC	34 (22.7)	52 (34.7)	5 (3.3)	0 (0)	91 (60.7)
	General	1 (7)	0 (0)	0 (0)	0 (0)	1 (0.7)
	Any other	19 (12.7)	4 (2.7)	0 (0)	0 (0)	23 (15.3)
	NR	3 (2)	2 (1.3)	0 (0)	0 (0)	5 (3.3)
Total		76 (50.7)	58 (38.7)	15 (10)	1 (0.7)	150 (100)

Almost all the respondents were from the so-called low-castes including Scheduled Castes (10.7 per cent), Other Backward Castes (60.7 per cent), the Scheduled Tribes (9.3 per cent) and the so-called upper castes or General Category of people (one per cent). About 15 per cent of Hindus and four per cent of Muslims did not reveal their socio-cultural identities in terms of castes or tribes. The majority of the respondents belonged to Other Backward Castes (60.7 per cent).

Discussion:

Analysis of demographic profile revealed that the vast majority of the respondents (95 per cent) came from northern parts of India. All of them were from the working age population with four out of five of them (82 per cent) being in the age group of 16-35. Mother tongues of a vast majority of the respondents (97 per cent) were Northern languages with Bengali and Oriya having a bigger share in the pool. One-third of the respondents did not even know how to read and write their own mother tongue. Though majority of them could understand Hindi (80 per cent), more than half of them could not read it and still more of them were unable to write it. Expectedly, proficiency in language was still lower in Malayalam with more than half of them being unable to understand Malayalam and a vast majority unable to read (96 per cent) and write (97 per cent) it. Most of them could be vulnerable to sexually transmitted diseases since half of them were at their prime working age (less than 35 years) and remained unmarried and half of them were married and lived away from their partners. About 67 per cent of them belonged to larger families which were more likely to be vulnerable to difficult and early marriages, unhealthy practices of child birth and child care, insecure approach to ensuring academic achievement and occupational performance. Their large families could also be prone to producing more delinquents and alcoholics (Wagner, M.E. et al 1985).

Skewed sex ratio of the sample indicated the vulnerability of those who are left behind, especially vulnerable wives and children. Though Kerala society has its own struggles to cope with the ill-effects of patriarchal values, presence of a large influx of inter-state migrants with heightened masculinity and unchecked patriarchal values could cause more chaos when they interact with the women of Kerala with better educational opportunities and social mobility. Confidential information shared by some social workers even indicated sporadic sexual exploitation/encounters of the married women whose husbands were abroad, by inter-state migrants. This and other such interactions could cause violence and crime. An alarming majority of the inter-state migrants joining the informal sector labour force without adequate job security and social security could add to their woes as well as create wedge issues in the socio-cultural and political fabric of Kerala Society. Though the interstate migrants could have job diversification within the unorganized sector in Kerala, they were deprived of such a variety in the job markets of their own states, even in the unorganized sector. Educational status of the migrant construction workers indicated their vulnerability to unemployment and hard manual labour in insecure conditions in the unorganized sector without adequate social security measures. Socio-cultural identities made

them even more vulnerable to the vagaries of labour market, since most of them belonged to the reservation categories and would not enjoy any affirmative action-oriented benefits from the privatized labour market.

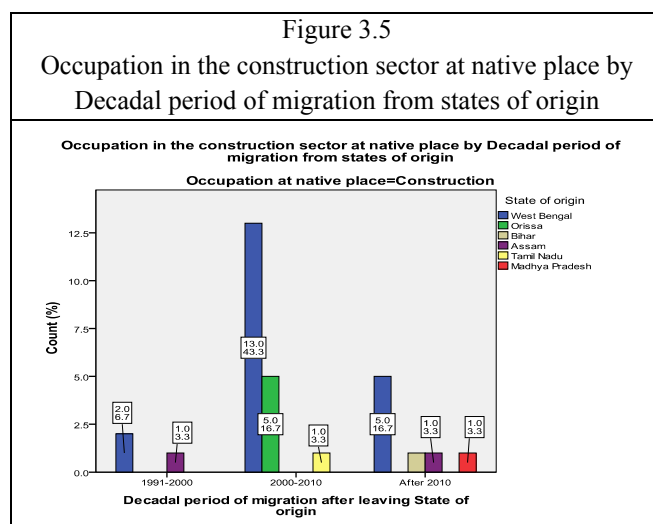
3.3 Migration profile

Before 1990s the presence of inter-state migrants from the North and North-Eastern parts of India was not so noticeable in Kerala. Out of 150 respondents only one such person who was employed in agricultural sector migrated from his native place. He reached as a migrant in Kerala only in the decade between 1991 and 2000 (See Table 3.7 and 3.8). The analysis showed how inter-state migration increased rapidly in the decade between the years 2000 and 2010 and that too as an exodus from the agricultural and construction sectors.

		Occupation at native place								Total (%)
		Construction	Street vending	Coolie work	Agriculture	Unemployed	Casual labour	Mason	Driving	
Decadal period of migration after leaving State of origin	Before 1990	0 (0)	0 (0)	0 (0)	1 (0.7)	0 (0)	0 (0)	0 (0)	0 (0)	1 (0.7)
	1991-2000	3 (2)	0 (0)	1 (0.7)	7 (4.7)	1 (0.7)	0 (0)	0 (0)	0 (0)	12 (8)
	2000-2010	19 (12.7)	1 (0.7)	5 (3.3)	27 (18)	9 (6)	0 (0)	1 (0.7)	1 (0.7)	63 (42)
	After 2010	8 (5.3)	3 (2)	8 (5.3)	40 (26.7)	12 (8)	2 (1.3)	0 (0)	1 (0.7)	74 (49.3)
Total		30 (20)	4 (2.7)	14 (9.3)	75 (50)	22 (14.7)	2 (1.3)	1 (0.7)	2 (1.3)	150 (100)

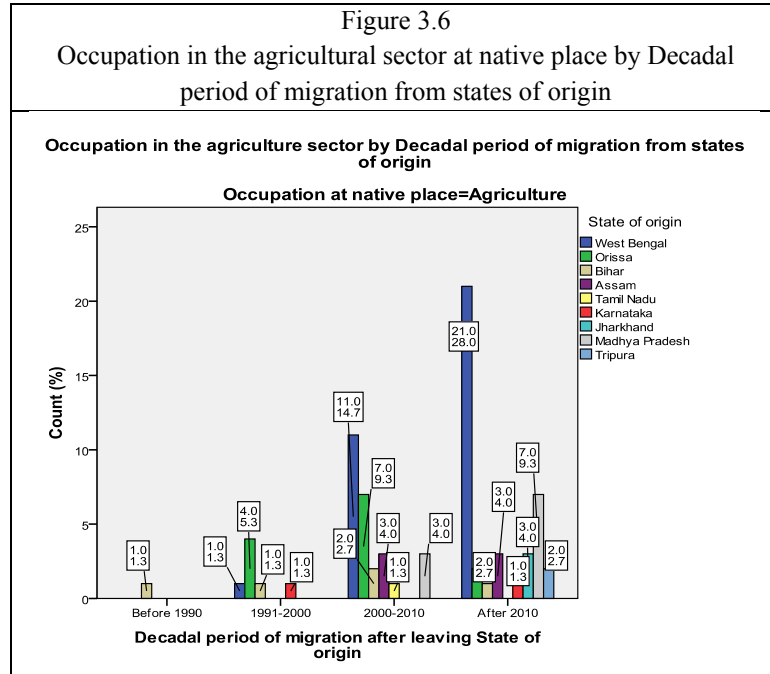
		Decadal period of migration of respondents after leaving their State of origin				Total (%)
		Before 1990	1991-2000	2000-2010	After 2010	
Decadal period of arrival to work in Kerala as migrants	Before 1990	0 (0)	1 (100)	0 (0)	0 (0)	1 (100)
	1991-2000	0 (0)	2 (100)	0 (0)	0 (0)	2 (100)
	2000-2010	0 (0)	6 (12.2)	43 (87.8)	0 (0)	49 (100)
	After 2010	1 (1)	3 (3.1)	20 (20.4)	74 (75.5)	98 (100)
Total		1 (0.7)	12 (8)	63 (42)	74 (49.3)	150 (100)

Of those who arrived in Kerala in the decade 2000-2010, the majority (87.8 per cent) started their migration in the same decade. The inflow to Kerala doubled in the period between 2010 and 2015 compared to the previous decade and the majority of those who arrived in Kerala after 2010 were those who left their native place after 2010. Though there was a steady increase in migration from the states of origin to various other states, the concentration of inter-state migrants in Kerala almost doubled in the last two decades (See Table 3.8).

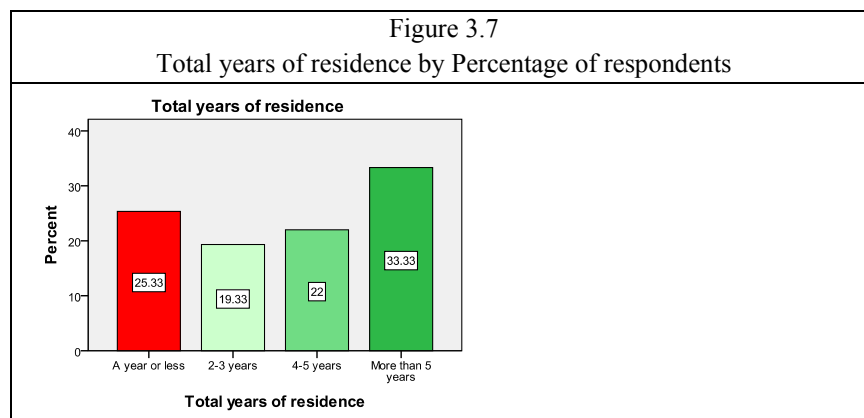


Among the 30 respondents, namely, 20 per cent of the total sample (150) who left construction sector of their states of origin for migrating to Kerala, the majority were

from West Bengal (67 per cent) followed by Odisha (17 per cent) and the majority of them (63.3 per cent) migrated in the decade between 2000 and 2010 from West Bengal (43.3 per cent), Odisha (16.7 per cent) and Tamil Nadu (3.3 per cent).



A majority of fifty per cent of the total respondents were from the agricultural sector and among them the majority were from West Bengal (43 per cent) followed by Odisha (17 per cent), Madhya Pradesh (13 per cent) and others (27 per cent).

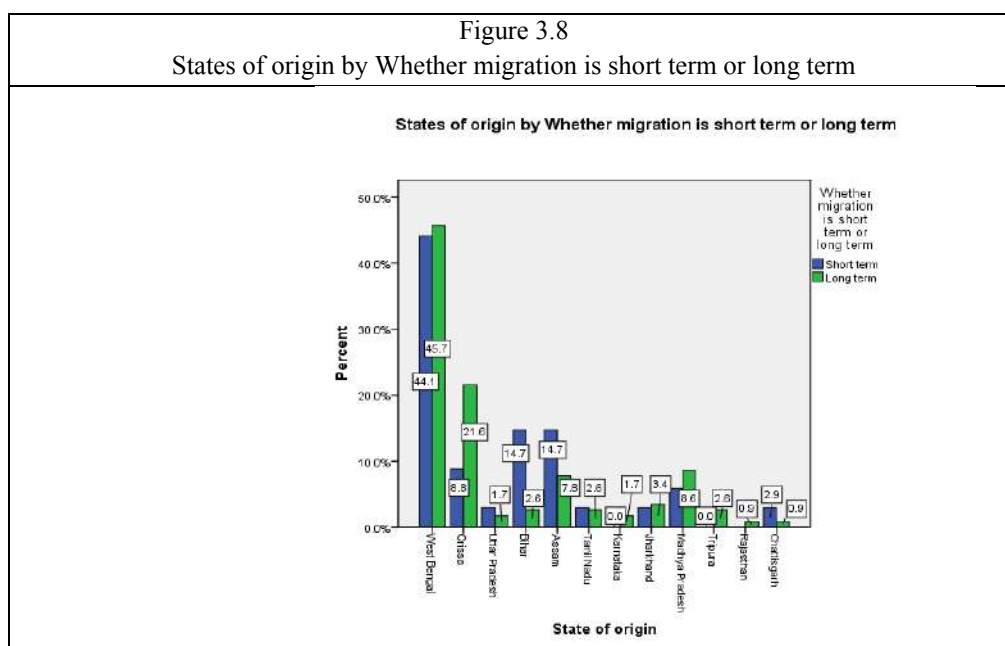


The majority of the respondents (55 per cent) who migrated to Kerala completed at least four years of stay in Kerala and about 33 per cent of them had been in Kerala for more than five years (Figure 3.7).

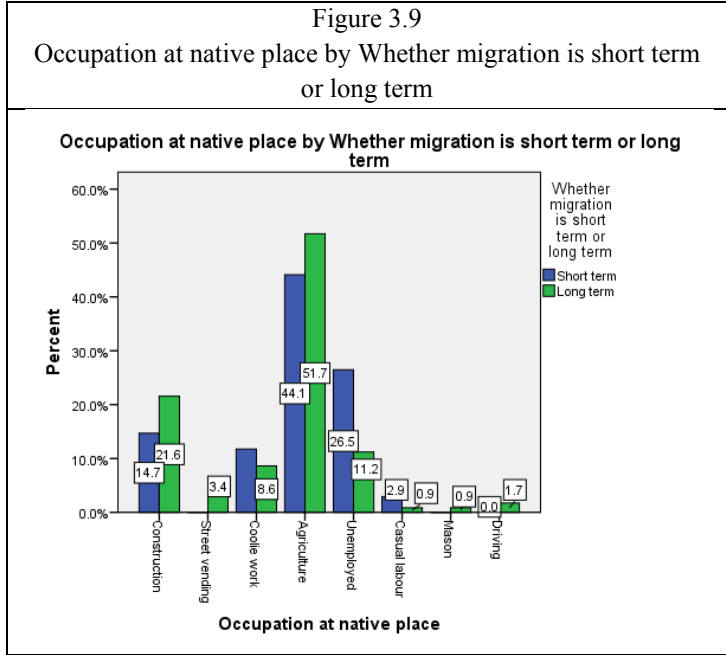
Present place of stay

		District			Total (%)
		Thiruvananthapuram	Kochi	Kozhikode	
The location of the respondents' house	Inner city	7 (14)	8 (16)	1 (2)	16 (10.7)
	Inner suburb	17 (34)	24 (48)	17 (34)	58 (38.7)
	Outer suburb	25 (50)	12 (24)	32 (64)	69 (46)
	NR	1 (2)	6 (12)	0 (0)	7 (4.7)
Total		50 (100)	50 (100)	50 (100)	150 (100)

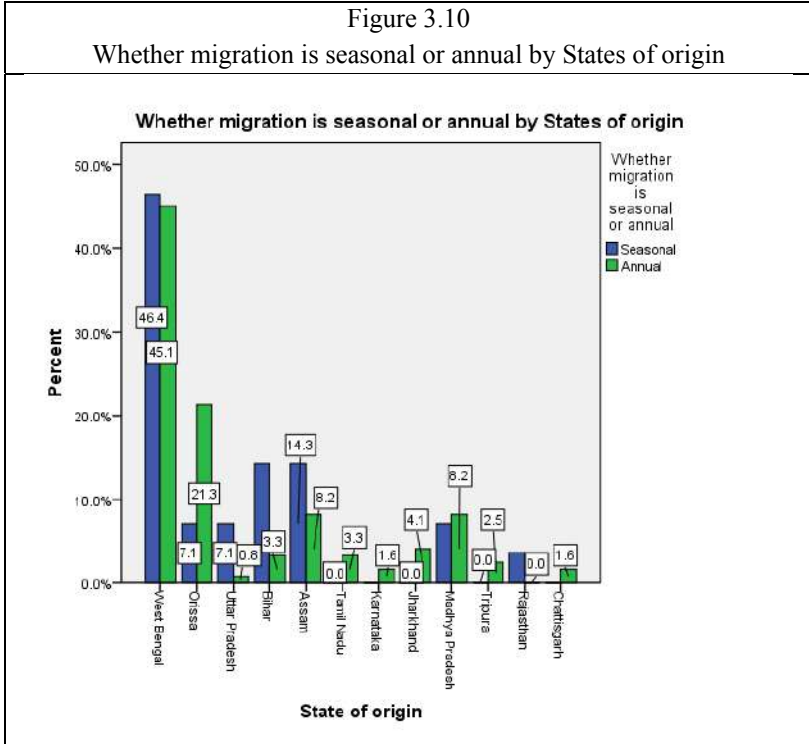
Analysis of data revealed that the respondents from Thiruvananthapuram district represented inter-state migrants who stayed in 20 different geographical locations at a distance of about five to 10 kilometres between the nearest two pockets. Respondents from Ernakulum districts were from 15 pockets and the ones from Kozhikode were spread in seven pockets. As shown in Table 3.10, overall, most of the respondents (46 per cent) were from outer suburban areas of the selected districts. But in Ernakulum district, most of the respondents (48 per cent) were from inner suburban areas.



The analysis revealed that the majority of the respondents (77.3 per cent) intended to stay on in Kerala on a long term basis (See Figure 3.8). Of these, the greater numbers of respondents were from West Bengal, Odisha, Madhya Pradesh and Assam respectively in the descending order.



Even among those who were occupied in the construction and agriculture sector in their native place greater numbers would like to opt for long term migration in Kerala rather than think of returning to their native place.

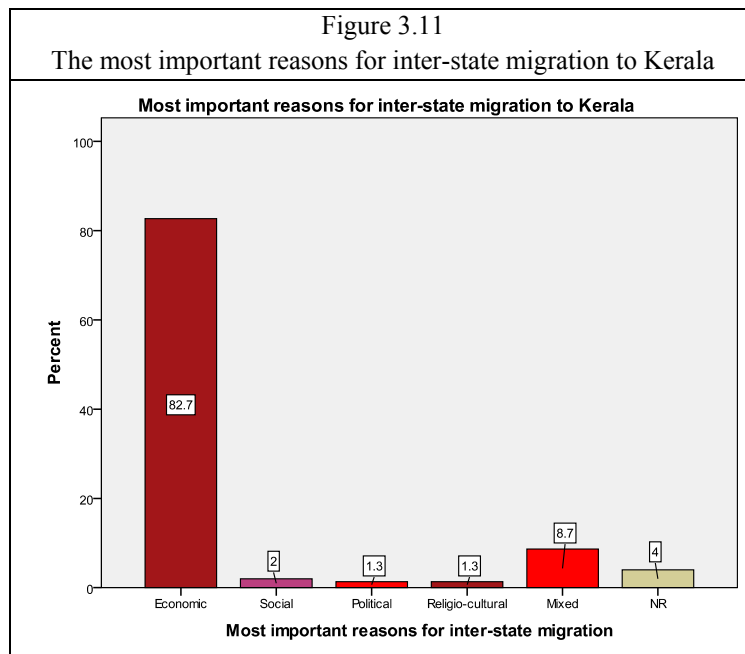


Respondents who hailed from West Bengal, Bihar, Uttar Pradesh, Rajasthan and Assam reported more preference towards seasonal migration than annual. But the respondents from Odisha, Madhya Pradesh, Tamil Nadu, Jharkhand, Tripura and Chhattisgarh showed more preference towards annual migration. Respondents from West Bengal showed only marginal preference for seasonal migration (See Figure 3.10).

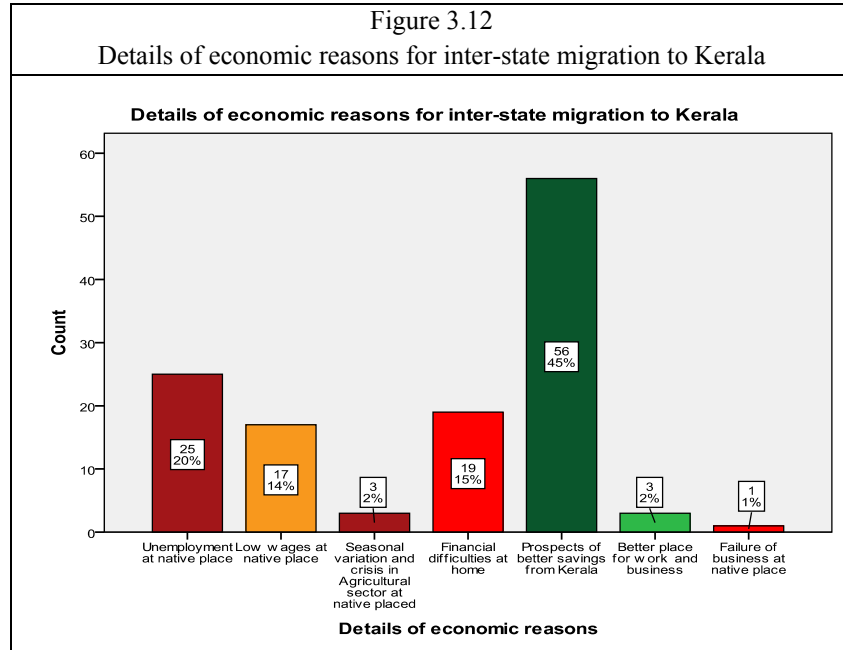
Most important reasons for migration

The answers to the open-ended question given by the respondents as to the reasons for migration were categorized as economic, social, political, religio-cultural and mixed. The following was a specimen of the answers:

“Brother is in Kerala; Came in search for work as agriculture did not provide stable income; Earn money; Father was crippled due to an accident; Came in search of a job to support my siblings; For money; Good place for business; Good place for work Less employment opportunities and income in the states of origin; Low wages in home state; To earn more, save and invest in native place; To work, earn and support family; Due to poverty; Due to suspension from police department; Failure of business at native place; Family pressure; Financial crisis, Poor family background, no home, and father was murdered.”



The majority of the reasons were under the category of economic (83 per cent). Unemployment, low wages, seasonal variation and crisis in agriculture, failure of business and other financial difficulties influenced the respondents as push factors and prospects of better savings from Kerala and perception of Kerala as a better place for work and business were the main pull factors.



Social reasons that compelled the respondents to have recourse to migration were centered on their commitment to their family members. Political reasons implying powerlessness of the respondents in their native place regarding joblessness and poor working conditions were mentioned by two respondents. Irregularity of jobs and long working hours were specifically highlighted by them to show how their rights were not respected in their native place.

Only two respondents mentioned religio-cultural reasons. One of them said that he was a strong believer of Christianity and he felt Christianity was strong in Kerala. Another said he met with some tragedy in connection with the conflict between Hindus and Christians. Though both these respondents' reasons primarily implied religio-cultural aspects, they also implied some political aspects.

Mixed reasons for migration predominantly implied financial crisis related to family background, murder or death of a family member, poor housing condition, lack of facilities for higher studies, peer pressure since majority of some respondents' friends migrated to Kerala along with other political and economic reasons mentioned above.

Who else migrated with the respondents to Kerala

Majority of the respondents migrated without the family (61 per cent). Among those who migrated with family members, the ones with their siblings were the majority (See Table 3.11 below).

Table 3.11				
Who else migrated with the respondents to Kerala				
		Responses		Percent of Cases
		N	Percent	
Who else migrated with the respondents	Spouse	9	5.5	6.0
	Children	11	6.7	7.3
	Siblings	28	17.2	18.7
	Parents	3	1.8	2.0
	Other family members	20	12.3	13.3
	None	92	56.4	61.3
Total		163	100.0	108.7
Multiple responses were allowed				N=150

Before coming to Kerala, the respondents stayed as migrants in many other states. Altogether, they covered 23 States, with the states such as Maharashtra, Tamil Nadu, Karnataka, Delhi, Gujarat and Panjab as more frequented destinations.

Discussion:

In the global context, we have seen how globalization has effected “erasure of national boundaries-opening the way not only to free mobility of capital and goods but also, in effect, to free movement (or uncontrolled migration) of vast labour pools from regions of rapid population growth” (Daly 2004 p.1). The impacts of globalization on national economies could be tragic. As discussed in the contextualization of the problem, while Kerala has been able to replace the labourers who have migrated elsewhere with the interstate migrants, ‘the overt encouragement of free migration’ to Kerala from other states in India has led to massive relocation of people of different socio-religious and cultural background. The demographic shifts in the states of origin and destination could create a tragedy of the open access commons. As witnessed in the FGDs and other discussions on inter-state migrants, as a consequence of migration, the strain on local communities, both the sending and the receiving, has been enormous. The questions raised in the international context are very valid even in the context of Kerala:

“In the face of unlimited migration, how could any national community maintain a minimum wage, a welfare programme, subsidized medical care, or a public school system? How could a nation punish its criminals and tax evaders if citizens were totally free to emigrate? Indeed, one wonders, would it not be much cheaper to encourage emigration of a country's poor, sick, or criminals, rather than run welfare programmes, charity hospitals, and prisons?” (Daly 2004 p.1).

Like the global cosmopolitans who think that it is immoral to make any policy distinction between citizen and non-citizen, people who support the welfarist, socialist forces in India (See Figure 1.1) favour free migration. They would not want any distinction between Keralites and non-Keralites when it comes to labour rights such as

equality of wages. But, though free migration is likely to promote equality of wages worldwide, it is likely to be equalized at a low level. Due to demographic shifts and policy changes related to globalization, “labour bears the cost of reduced wage income; capital enjoys the benefit of reduced wage costs” (Daly 2004 p.1). Blind support to free migration without attending to the problems of the tragedy of the commons, the destruction of local community, and other issues that were raised in the contextualization of the problem (see Chapter 1, p.5) would create insurmountable difficulties to the co-integration of inter-state migrants and the host people. While the capitalist forces would reap the benefits of cheap labour, the burden of supporting the labourers with social protection measures would fall on the governments. A combined analysis of the migration profile of the interstate migrants and their demographic profile would not let us soft-pedal issues related to population growth, migration and globalization.

3.4 Job profile

Information about the availability of jobs was crucial for the unemployed inter-state migrants in their state of origin. Once their family members or relatives found a rather safe haven, they helped others to migrate. Thus a network of relationships was supportive to them to migrate safely. Some persons from certain religious institutions, recruiting agencies and friends formed this network.

		Frequency	Percent
Valid	Yes	61	40.7
	No	84	56.0
	NR	5	3.3
	Total	150	100.0

A significant percentage of respondents (41 per cent) had either a family member or a relative already working in Kerala at the time of the survey (See Table 3.12 above). On further analysis of the multiple responses regarding the sectors in which their relatives and family members worked, construction emerged as the first, followed by industry, agriculture and service (See Table 3.13 below).

Table 3.13				
Sectors in which family members worked				
		Responses		Percent of Cases
		N	Percent	
Sectors in which family members worked	Construction	40	52.6%	62.5%
	Service (Hospital, Hotel)	6	7.9%	9.4%
	Domestic (cooking, house cleaning etc)	3	3.9%	4.7%
	Industry	8	10.5%	12.5%
	Agriculture	8	10.5%	12.5%
	Any other	5	6.6%	7.8%
	Street Vending	2	2.6%	3.1%
	Coolie work	4	5.3%	6.3%
Total		76	100.0%	118.8%
N= 64		Multiple responses allowed		

Sectors in which the respondents worked so far

As shown in the table below (Table 3.14), majority of the respondents (55 per cent) as in the case of their family members and relatives, were absorbed into the construction industry, followed by service, agriculture, other industrial segments such as plywood industry, domestic and other informal sectors such as street vending.

Table 3.14				
Sectors respondents have worked already				
		Frequency	Percent	
Valid	Construction	82	54.7	
	Service (Hospital, Hotel)	18	12.0	
	Domestic (cooking, house cleaning etc)	7	4.7	
	Industry	10	6.7	
	Agriculture	13	8.7	
	Any other	1	.7	
	Street Vending	2	1.3	
	Plywood Industry	7	4.7	
	NR	9	6.0	
	NA	1	.7	
	Total		150	100.0

Regularity in getting wages

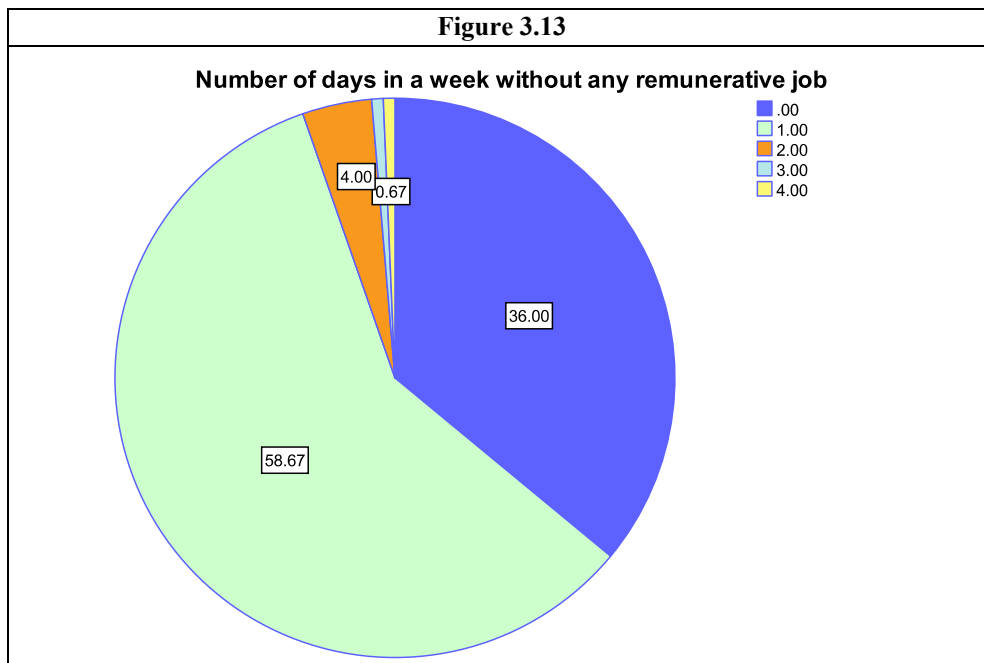
Table 3.15
Whether respondents were getting wages regularly

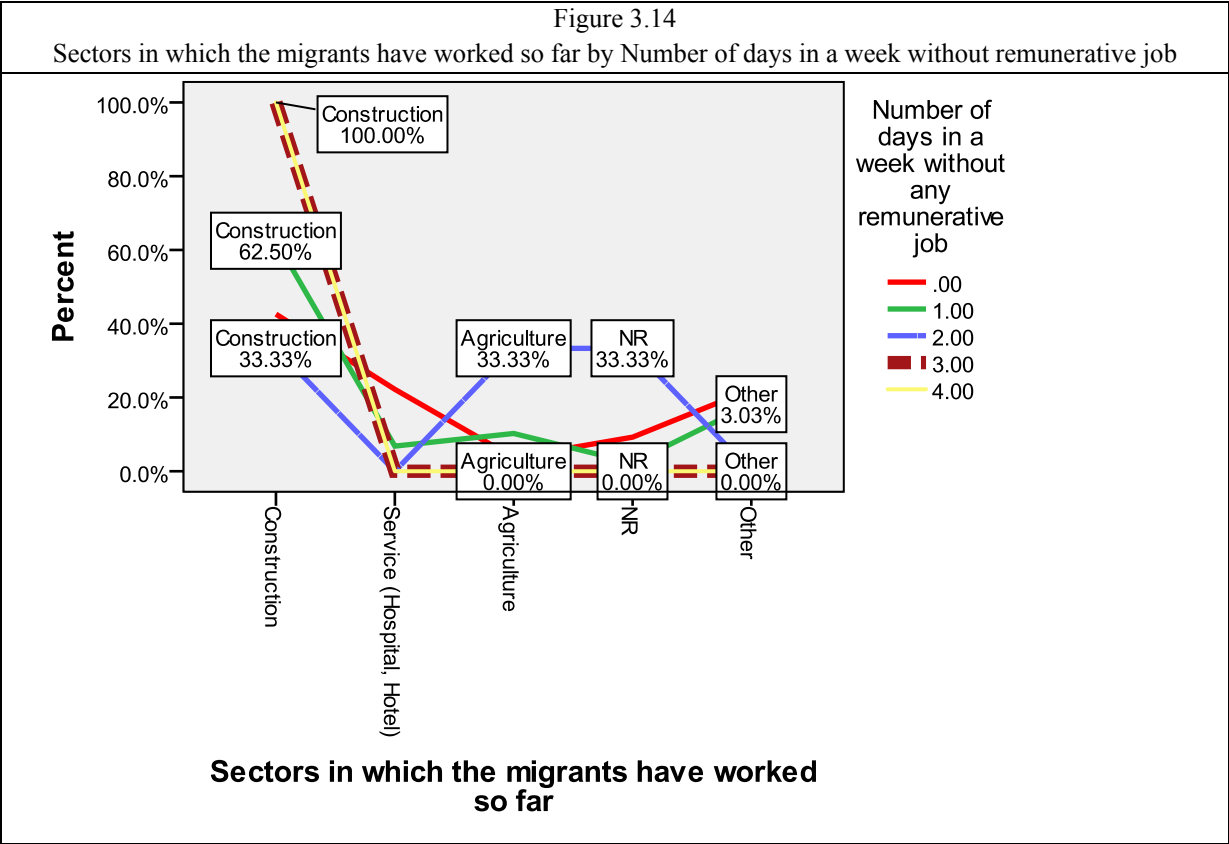
		Frequency	Percent
Valid	Yes	133	88.7
	No	13	8.7
	NR	3	2.0
	NA	1	.7
	Total	150	100.0

The majority of the respondents (89 per cent) were getting their wages regularly. About 10 per cent of the respondents were exploited by their contractors and subcontractors.

Number of days in a week without any remunerative job

A very significant number of respondents (33 per cent) had no weekly holidays or they were engaged in some remunerative job every day of the week. About six per cent of respondents were without any remunerative job more than two days. Majority (59 per cent) were employed with a weekly holiday (See Figure 3.13). Among those who worked without a weekly break, the majority (41 per cent) were in the construction sector and the service sector (21 per cent).





Change of job

There were respondents who never changed their jobs (69 per cent) whereas there were some who changed their jobs even 20 times.

Table 3.16
How many times have you changed your jobs?

	Frequency	Percent
Valid .00	103	68.7
1.00	11	7.3
2.00	13	8.7
3.00	13	8.7
4.00	3	2.0
5.00	2	1.3
7.00	1	.7
10.00	2	1.3
20.00	2	1.3
Total	150	100.0

Among those who never changed their jobs, the majority (57.3 per cent) used to take a weekly day off and the rest did not avail even a single day off (See Figure 3.15).

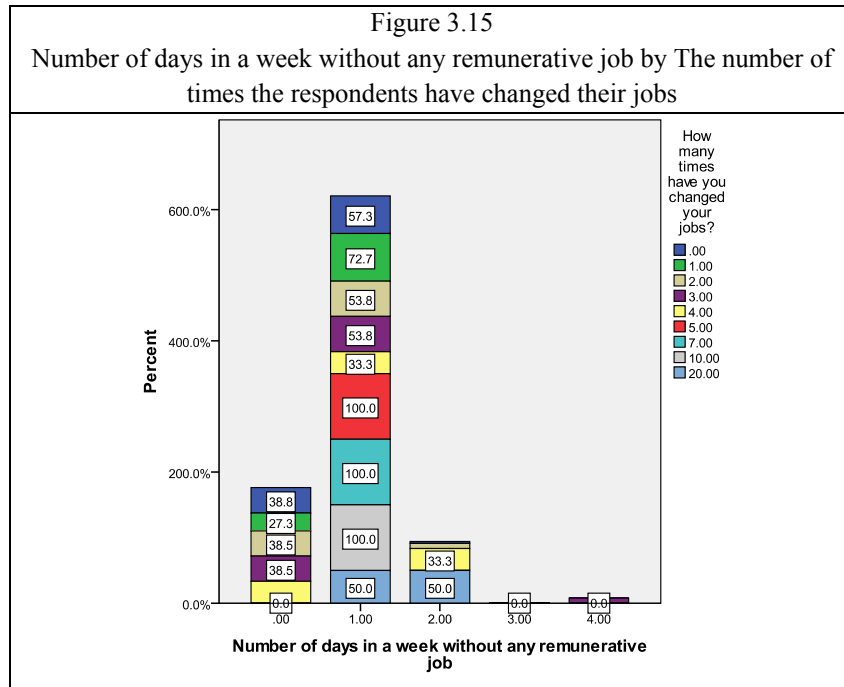


Table 3.17
The reasons for change of jobs

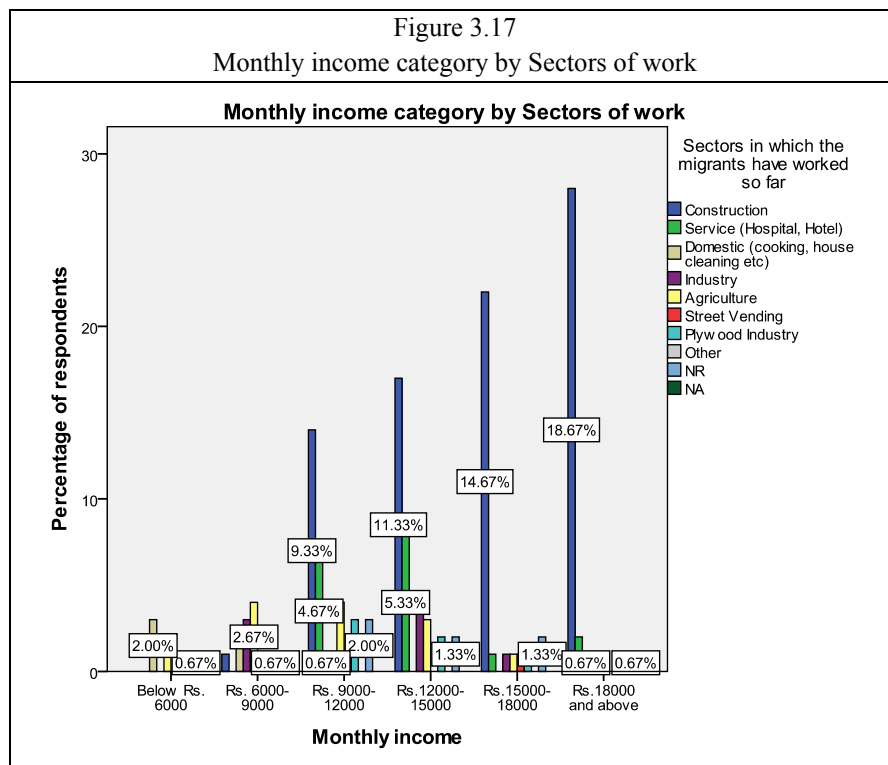
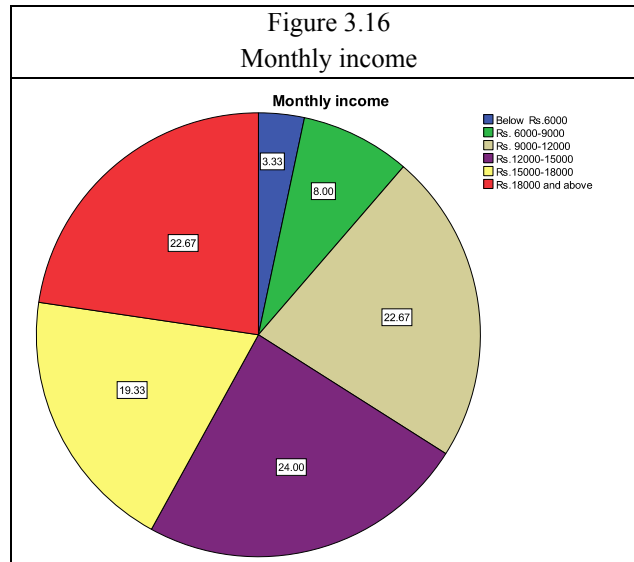
		Frequency	Percent
Valid	End of contract	12	8.0
	Low wages	16	10.7
	Conflict with employer	4	2.7
	Unable to cope with	2	1.3
	Irregular payment of wages	4	2.7
	Any other	5	3.3
	NR	25	16.7
	NA	82	54.7
Total		150	100.0

Low wages, end of contract, irregular payment of wages, conflict with employer and inability to cope with the demands of work were the major reasons mentioned by those who kept changing their jobs. While the majority (66 per cent) was stuck with one type of work, some changed their jobs even 15 times.

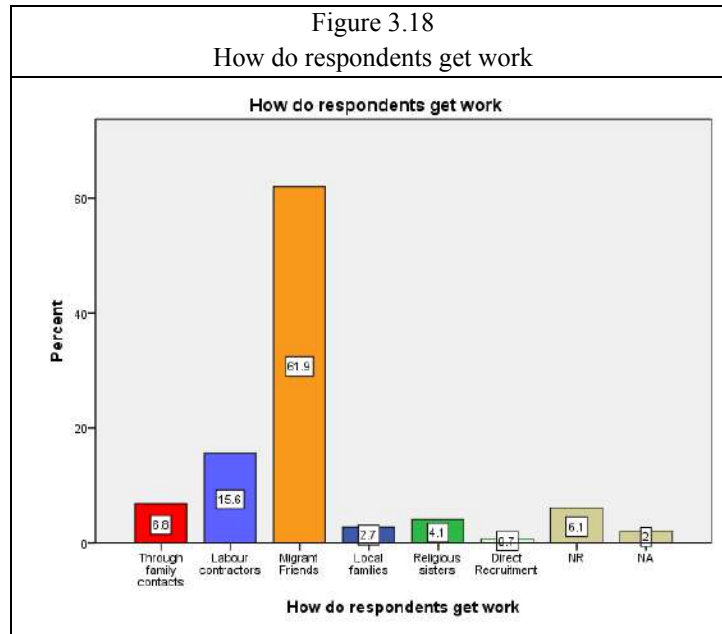
Monthly income

Monthly average income of the respondents was Rs.14918/- Only three per cent of the respondents had less than Rs.6000/- as monthly income. Majority of them (66 per

cent) got Rs.12000/- or more. About 23 per cent of the respondents got Rs.18000/-or above.

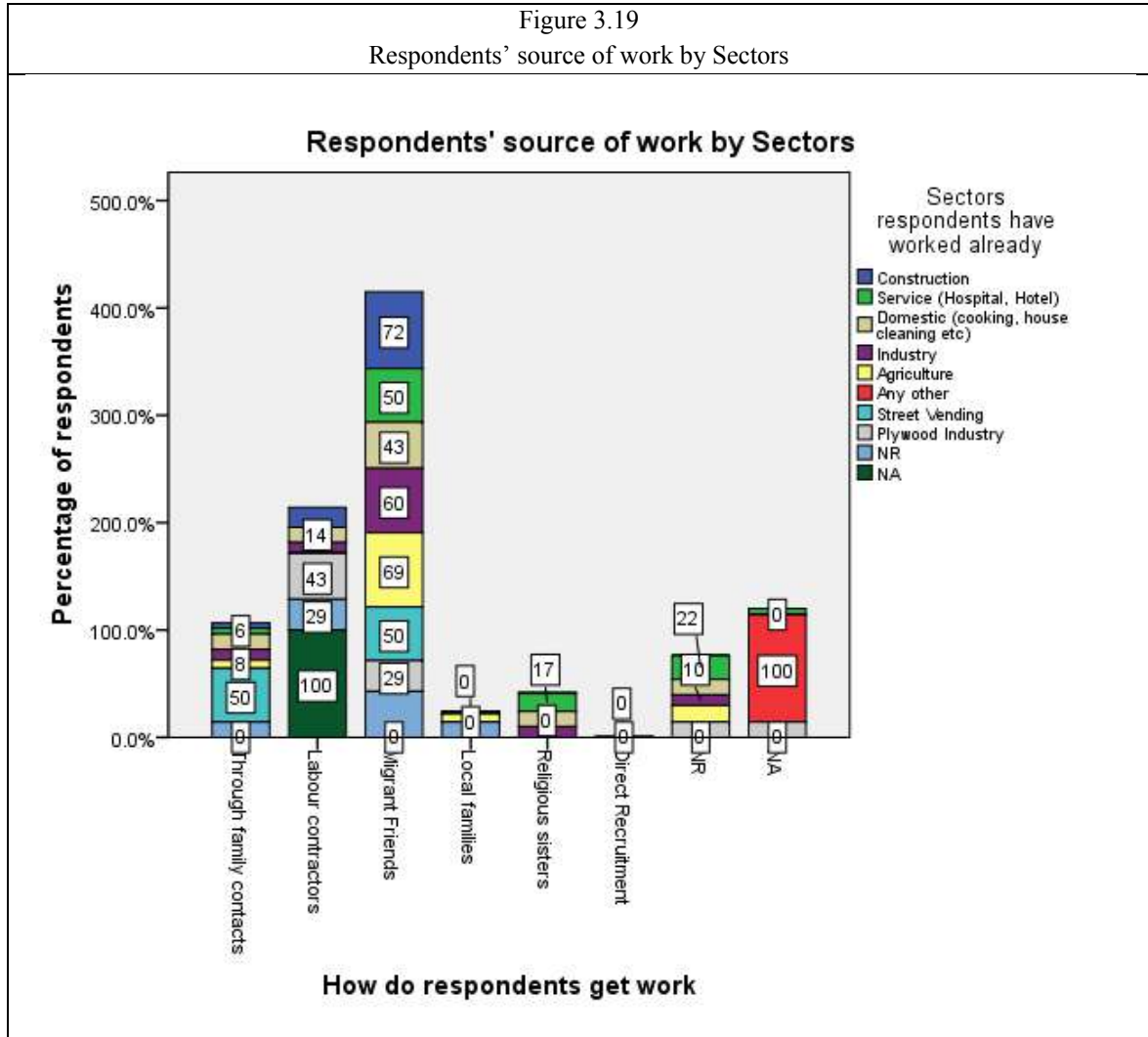


As shown above (See Figure 3.17) construction sector offered the most lucrative occupation. In all the higher income categories, construction workers were the majority.



As shown in Figure 3.18, migrant friends, labour contractors, family members, religious sisters and local families were the major channels for the interstate migrants to find work in Kerala. Here also, the channels of work differed depending on the sector (See Figure 3.19 below). Majority of those who worked in the construction sector (72 per cent), agriculture (69 per cent), industry (60 per cent), service (50 per cent), and street vending (50 per cent) found their work through their migrant friends. A significant number (43 per cent) of workers in the plywood industry got their work through labour contractors. In fact, after migrant friends, the major work providers were labour contractors, though some sectors were not clearly mentioned by the migrant workers who got work through the contractors.

Figure 3.19
Respondents' source of work by Sectors



Even those who got work through labour contractors were introduced to them through their friends and family members. Direct contact with the contractors was very rare.

Table 3.18
Whether the respondents find the jobs here similar to what they were doing in their home town

		Frequency	Percent
Valid	Yes	52	34.7
	No	98	65.3
	Total	150	100.0

Majority of the respondents (65 per cent) did not find their jobs similar to what they were doing in their States of origin.

Table 3.19
Whether the respondent had to learn a new job after coming here

		Frequency	Percent
Valid	Yes	80	53.3
	No	70	46.7
	Total	150	100.0

Majority of them (53 per cent) had to learn a new job after coming here. Further analysis revealed that the majority among those who had prior exposure to similar jobs elsewhere (60 per cent) did not need to learn a new job in Kerala. Conversely, the majority among those who did not have prior exposure to similar jobs (60 per cent) had to learn a new job after coming to Kerala (See Table 3.20).

Table 3.20

‘Whether the respondents find the jobs here similar to what they were doing in their home town’ by ‘Whether the respondent had to learn a new job after coming here’

		Whether the respondent had to learn a new job after coming here		Total (%)
		Yes	No	
Whether the respondents find the jobs here similar to what they were doing in their home town	Yes	21 (40.4)	31 (59.6)	52 (100)
	No	59 (60.2)	39 (39.8)	98 (100)
Total		80 (53.3)	70 (46.7)	150 (100)

How did the respondents learn the new job?

Table 3.21
How they learned the new job by Sectors respondents have worked already

How they learned the new job		Sectors respondents have worked already										
		Construction	(Hospital, Hotel)	service cleaning etc) house	Industry (cooking, rooming)	Agriculture	Any other	Street Vending	Plywood Industry	NR	NA	Total (%)
How they learned the new job	Informal apprenticeship	32 (86.5)	3 (8.1)	0 (0)	0 (0)	0 (0)	0 (0)	1 (2.7)	0 (0)	1 (2.7)	0 (0)	37 (100)
	Self-learning on the job	15 (41.7)	6 (16.7)	2 (5.6)	4 (11.1)	5 (13.9)	0 (0)	1 (2.8)	0 (0)	3 (8.3)	0 (0)	36 (100)
	Accompanying and watching close relatives	1 (33.3)	0 (0)	0 (0)	1 (33.3)	1 (33.3)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	3 (100)
	Accompanying and watching friends	1 (25)	1 (25)	0 (0)	0 (0)	1 (25)	0 (0)	0 (0)	0 (0)	1 (25)	0 (0)	4 (100)
	Accompanying and watching co-workers	3 (100)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	3 (100)
	Formal training by a company	1 (33.3)	0 (0)	0 (0)	2 (66.7)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	3 (100)
	NR	11 (55.0)	2 (10.0)	1 (5.0)	2 (10.0)	1 (5.0)	0 (0)	0 (0)	1 (5.0)	2 (10.0)	0 (0)	20 (100)
	NA	18 (40.9)	6 (13.6)	4 (9.1)	1 (2.3)	5 (11.4)	1 (2.3)	0 (0)	6 (13.6)	2 (4.5)	1 (0.7)	44 (100)
Total		82 (54.7)	18 (12.0)	7 (4.7)	10 (6.7)	13 (8.7)	1 (0.7)	2 (1.3)	7 (4.7)	9 (6.0)	1 (0.7)	150 (100)

Among those who learned their job through informal apprenticeship, a vast majority was in the construction sector (86.5 per cent). The same sector absorbed the maximum of those who learned their job through on the job self-learning. All those who learned their job by accompanying and watching co-workers were also in the construction sector. Those who acquired their job skills accompanying and watching friends and relatives were distributed across more sectors. Job seekers who were formally trained by companies, though very limited in number, were found only in the industrial and construction sectors. This analysis revealed the crying need for skill training among the inter-state migrants, especially in their states of origin (See Table 3.21 above).

Sl. No.	Questions	Yes	No	No Response	Not Applicable	Total (%)
1	Whether the respondents had a permanent job contractor who gave them work regularly	32 (21.3)	83 (55.3)	23 (15.3)	12 (8)	150 (100)
2	Whether they ever signed/came to a formal agreement with any contractor	5 (3.3)	114 (76)	24 (16)	7 (4.7)	150 (100)

The majority of the respondents (69 per cent) did not know their contractors personally. If they knew the contractors personally, the majority of the contractors (88 per cent) were Keralites. A significant number of the respondents (48 per cent) perceived their relationship with the contractors either friendly or very friendly. About one out of ten contractors were neither friendly nor hostile whereas one percent was outright hostile to them. Majority of the respondents (55 per cent) did not have a permanent job contractor who gave work for them regularly. A vast majority of them were at the mercy of the contractors to get jobs since they did not enter into any formal agreement with them. They were also very vulnerable to exploitation at their workplaces. Their vulnerability was clearly evident from their sharing during the Focus Group Discussions.

The job profile clearly revealed the multiple forms of exploitation experienced by the inter-state migrants and indicated the importance skill development and the need for implementing the labour laws to ensure their protection. The scenario showed how the casualization of jobs and informalization of the labour markets made it easy for the capital to reap the maximum profit with the least responsibility to protect the rights of the workers.

3.5 Health Profile

If not specifically mentioned, all questions were about respondent's health status as a migrant in Kerala. The analysis did not differentiate between inpatient and outpatient treatment. The attempt was to create a personal health profile of the interstate migrants.

Table 3.23
How often did the respondents fall sick in the last 6 months

		Frequency	Percent
Valid	Never	109	72.7
	Often	33	22.0
	Very often	8	5.3
	Total	150	100.0

Around 27 per cent of the respondents had fallen sick in the previous six months before the data collection and this indicated how unsafe and unhealthy their living conditions must have been.

Table 3.24
Have the respondents ever been ill in the past year with an acute illness

		Frequency	Percent
Valid	Yes	29	19.3
	No	104	69.3
	NR	10	6.7
	NA	7	4.7
	Total	150	100.0

An acute illness is a condition that appears suddenly, namely, the person did not have it immediately before becoming ill. About 20 per cent of the respondents had been ill in the past year with one or the other acute illness.

Table 3.25
If yes, what type of difficulties the respondents had during the illness

		Frequency	Percent
Valid	Fever	16	10.7
	Head ache	3	2.0
	Body ache	6	4.0
	Nausea/vomiting	1	.7
	Rashes	2	1.3
	Other	3	2.0
	NR	8	5.3
	NA	111	74.0
	Total	150	100.0

Of these acute illnesses, fever topped the list affecting about 11 per cent of the respondents, followed by body ache, head ache, rashes and nausea or vomiting.

Table 3.26			
Duration of ailment			
		Frequency	Percent
Valid	1-3 days	8	5.3
	4-6 days	2	1.3
	One week and above	16	10.7
	NA	124	82.7
	Total	150	100.0

A chronic illness is an illness that will not go away or takes a long time to go away, even when treated. Only about five per cent of the respondents had chronic illnesses that included backbone problem, dengue, heart disease, kidney stone, swelling on skin and typhoid. Out of the twelve chronically ill patients only eight of them had been told by a doctor or other health care providers to take medicines. The duration of the treatment ranged from one week to six months.

Items of medical and related expenditure	N	Minimum	Maximum	Sum	Mean
Expenditure per month for medicines	3	1000.00	3000.00	5500.00	1833.33
Expenditure per month for consultation	2	500.00	1000.00	1500.00	500.00
Expenditure per month for treatment-related transportation	1	1000.00	1000.00	1000.00	1000.00
Expenditure per month for other treatment-related matters	4	600.00	8000.00	18600.00	4650.00
				26600	6650.00

The total medical expense per month was Rs. 26600/- for six persons including other related expenses with an average of Rs.6650/-.

Sl.no.	Details of access to health care	Yes (%)
1	Access to doctors during times of illness in Kerala	70
2	Access to other health care professionals during epidemic outbreaks like malaria and dengue in Kerala	63.3
3	The members of respondents' family had access to healthcare facilities in their home state	95.3
N=150		

Access to health care facilities in their home state by the respondents' family members showed the same trend as seen in the study by GIFT (2013a). As pointed out in the study, back home about 10 per cent of the interstate migrants seldom consulted a doctor during ailments and about four per cent had recourse to indigenous systems of treatment. From the following analysis (See Table 3.29 below) it was clear that the respondents received care from multiple sources during illness both at the origin and destination. A comparison would show that reliance on public hospitals has decreased in Kerala whereas reliance on private hospitals, pharmacies and private clinics has increased. A good trend was the decreased reliance on home remedies and quacks in Kerala.

Sources of health care	Whether the respondents received care					
	At their place of origin			At the place of their present stay		
	Yes	No*	Total (%)	Yes	No	Total (%)
1. Public Hospitals	130 (86.7)	20 (13.3)	150 (100)	87 (58)	63 (42)	150 (100)
2. Private Hospitals	61 (40.7)	89 (59.3)	150 (100)	92 (61.3)	58 (38.7)	150 (100)
3. Private clinics	41 (27.3)	109 (72.7)	150 (100)	49 (32.7)	101 (67.3)	150 (100)
4. Pharmacy	63 (42)	87 (58)	150 (100)	65 (43.3)	85 (56.7)	150 (100)
5. Home remedy	50 (33.3)	100 (66.7)	150 (100)	11 (7.3)	139 (92.7)	150 (100)
6. Quacks	36 (24)	114 (76)	150 (100)	1 (0.7)	149 (99.3)	150 (100)
7. Other	1 (0.7)	149 (99.3)	150 (100)	0 (0.0)	150 (100)	150 (100)
*'Not Applicable' and 'No Responses' were collapsed into 'No'.						

Addressing the health issues of the interstate migrants in the context of their profiles presented above would require intervention at four different levels as elaborated in a study by GIFT (2013a), namely, individual migrant, families of migrants, migrant settlements and work sites or establishments. Lack of proper implementation of social protection measures and welfare schemes, lack of facilities in crowded settlements, collusion of various agencies in the exploitation of migrant labour, lack of familial and social support, lack of behavioural modification of individual migrants with regard to unhealthy habits of sanitation, personal and environment hygiene, inadequate coping mechanisms to deal with mental stress and lack of social integration contribute to accentuating their vulnerability and susceptibility to contagious diseases and conflicts with local population. Though Kerala Government has come out with various schemes including the inter-state migrants, a policy ensuring their socio-cultural integration into Kerala society is yet to be formulated as a matter of enlightened self-interest. At least in the implementation phase of India's new National Health Policy 2017, as 'inequalities in access to healthcare prevalent across India's healthcare landscape' (Anurdha 2017 p.1) are to be tackled, focus on better accompaniment of the inter-state migrants will go a long way in reducing our burden of communicable diseases.

3.6 Deprivation of selected human, political and socio-cultural assets

Why are assets important in the case of interstate migrants? Assets are the primary building blocks for the sustainable development of any community. In this part, human, political and socio-cultural assets are distinctly looked at to see the status of the inter-state migrants in Kerala, though some categories could be seen slightly overlapping.

3.6.1 Human assets

Human assets are human capital. It is the measure of the output an employee with a certain skill set is able to make. Human assets are based on the idea that hard work, education, and skill development will lead to more output. The skills of the respondents mentioned in the table below showed that most of the respondents were not highly skilled. Since multiple responses were allowed, it was clear that respondents were skilled in more than one sector/occupation. Majority of the respondents (58 per cent) were skilled in construction work, followed by about 32 per cent in casual labour, 28 per cent in domestic work, 14 per cent in catering work, and about eight per cent each in carpentry and agriculture (See Table 3.30 below).

Table 3.30
The works respondents are skilled at

	Responses		Percent of Cases
	N	Percent	
The works respondents are skilled at			
Construction work	83	32.2	57.6
Textile industry	10	3.9	6.9
Casual labour	46	17.8	31.9
Street vending	8	3.1	5.6
Driving	8	3.1	5.6
Fish harvesting	1	.4	.7
Leather work	1	.4	.7
Carpentry work	12	4.7	8.3
Domestic work	40	15.5	27.8
Catering work	20	7.8	13.9
Ply wood industry	7	2.7	4.9
None	3	1.2	2.1
Agriculture	11	4.3	7.6
Hospital Service	3	1.2	2.1
Mechanic work	1	.4	.7
Loading and unloading	1	.4	.7
Slaughtering in poultry farm	1	.4	.7
Hatching	2	.8	1.4
Total	258	100	179

Multiple responses allowed

N=144

Table 3.31
Distribution of workers skilled in various sectors by Monthly income categories

		Monthly income					Total (%)	
		Below Rs.6000	Rs. 6000-9000	Rs. 9000-12000	Rs.12000 -15000	Rs.15000 -18000		Rs.18000 and above
The workers respondents are skilled at ^a	Construction work	0 (0)	0 (0)	14 (9.7)	19 (13.2)	22 (15.3)	28 (19.4)	83 (57.6)
	Textile industry	1 (0.7)	3 (2.1)	2 (1.4)	1 (0.7)	1 (0.7)	2 (1.4)	10 (6.9)
	Casual labour	2 (1.4)	0 (0)	6 (4.2)	14 (9.7)	10 (6.9)	14 (9.7)	46 (31.9)
	Street vending	1 (0.7)	3 (2.1)	2 (1.4)	2 (1.4)	0 (0)	1 (0.7)	9 (6.3)
	Driving	0 (0)	0 (0)	2 (1.4)	4 (2.8)	0 (0)	2 (1.4)	8 (5.6)
	Fish harvesting	0 (0)	0 (0)	0 (0)	0 (0)	1 (0.7)	0 (0)	1 (0.7)
	Leather work	0 (0)	0 (0)	0 (0)	0 (0)	1 (0.7)	0 (0)	1 (0.7)
	Carpentry work	0 (0)	0 (0)	3 (2.1)	3 (2.1)	2 (1.4)	4 (2.8)	12 (8.3)
	Domestic work	4 (2.8)	2 (1.4)	5 (3.5)	12 (8.3)	6 (4.2)	10 (6.9)	39 (27.1)
	Catering work	0 (0)	0 (0)	7 (4.9)	6 (4.2)	1 (0.7)	6 (4.2)	20 (13.9)
	Plywood industry	0 (0)	1 (0.7)	1 (0.7)	3 (2.1)	2 (1.4)	0 (0)	7 (4.9)
	None	0 (0)	1 (0.7)	1 (0.7)	0 (0)	1 (0.7)	0 (0)	3 (2.1)
	Agriculture	0 (0)	2 (1.4)	3 (2.1)	4 (2.8)	0 (0)	2 (1.4)	11 (7.6)
	Hospital Service	0 (0)	0 (0)	0 (0)	1 (0.7)	0 (0)	0 (0)	3 (2.1)
	Mechanic work	0 (0)	0 (0)	0 (0)	1 (0.7)	0 (0)	0 (0)	1 (0.7)
	Loading and unloading	0 (0)	1 (0.7)	0 (0)	0 (0)	0 (0)	0 (0)	1 (0.7)
Slaughtering poultry farm	0 (0)	0 (0)	1 (0.7)	0 (0)	0 (0)	0 (0)	1 (0.7)	
Hatching	0 (0)	1 (0.7)	1 (0.7)	0 (0)	0 (0)	0 (0)	2 (1.4)	
Total		5 (3.5)	12 (8.3)	33 (22.9)	33 (22.9)	27 (18.8)	34 (23.6)	144 (100)

Percentages and totals are based on respondents.

a. Group

Going by the higher monthly income obtained, the respondents engaged in construction (34 per cent), carpentry (33 per cent), catering (30 per cent), casual labour (30 per cent), domestic work (26 per cent), driving (25 per cent), textile (20 per cent), agriculture (18 per cent) and street vending (11 per cent) could be considered to have produced higher level of economic output. In fact, most of these sectors required a higher level of skill sets than required by the other sectors.

The following table (Table 3.32) presents the analysis of the answers to the open-ended question regarding the essential skills required to carry out respondents' jobs. The answers were categorized collapsing similar and overlapping categories. As expected, majority of the respondents (66 per cent) mentioned that they did not need any special skills other than keeping good health and stamina, because they were engaging in unskilled jobs even in sectors that required skilled workers. This indicated that the majority of the respondents were deprived in human assets.

Essential skills to carry out respondents' present job			
		Frequency	Percent
Valid	Basic knowledge and skills in hotel management	1	0.7
	Communication skills	3	2.0
	Basic literacy and numeracy	3	2.0
	Farming skills	2	1.3
	Loading and unloading	1	0.7
	Mechanical skills	8	5.3
	Cooking	3	2.0
	Skills in mixing construction materials	5	3.3
	Skills to use certain instruments	1	0.7
	No special skills other than maintaining good health and stamina	99	66.0
	Dressing chicken	1	0.7
	Skill to make hollow bricks	1	0.7
	Slaughtering animals	1	0.7
	Carpentry	1	0.7
	Electrical skills	1	0.7
	NR	17	11.3
	NA	2	1.3
	Total	150	100.0

Table 3.33
Whether the respondents joined or attended any vocational training programme to enhance their skills

		Frequency	Percent
Valid	Yes	7	4.7
	No	143	95.3
	Total	150	100.0

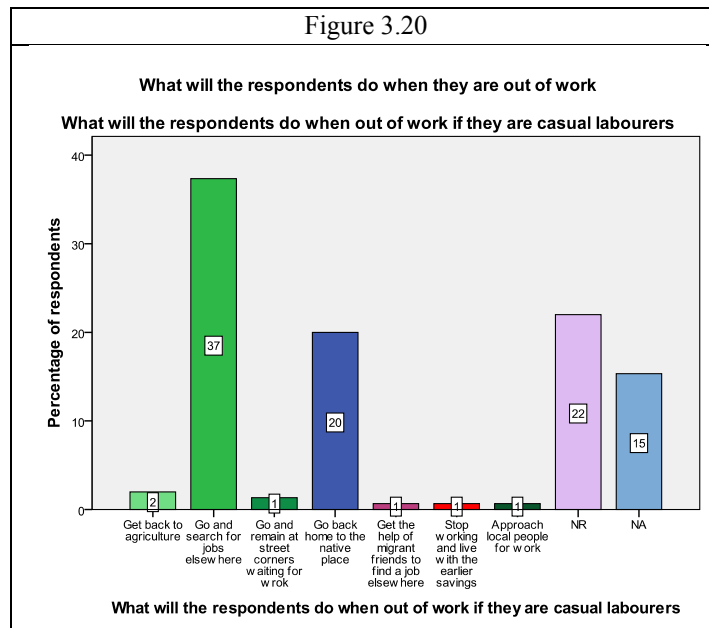
Only about five per cent of the respondents attended some vocational training programme to enhance their skills.

Table 3.34
Whether respondents have any disability that prevents them from doing certain skilled work

		Frequency	Percent
Valid	Yes	2	1.3
	No	148	98.7
	Total	150	100.0

Only two respondents were physically challenged. One of them had an accident at worksite when his left hand palm was broken. The other was suffering from severe dust allergy.

Figure 3.20



The respondents who were casual labourers had very limited options to eke out a living or fulfill their expectations mainly because of their deprivation in human assets.

3.6.2 Political and socio-cultural assets

Acceptance of the interstate migrants as citizens of India who can exercise their fundamental rights in Kerala is a prerequisite for them to demand their rights as workers. Their interaction with the government officials would help them access governmental support to ensure their rights.

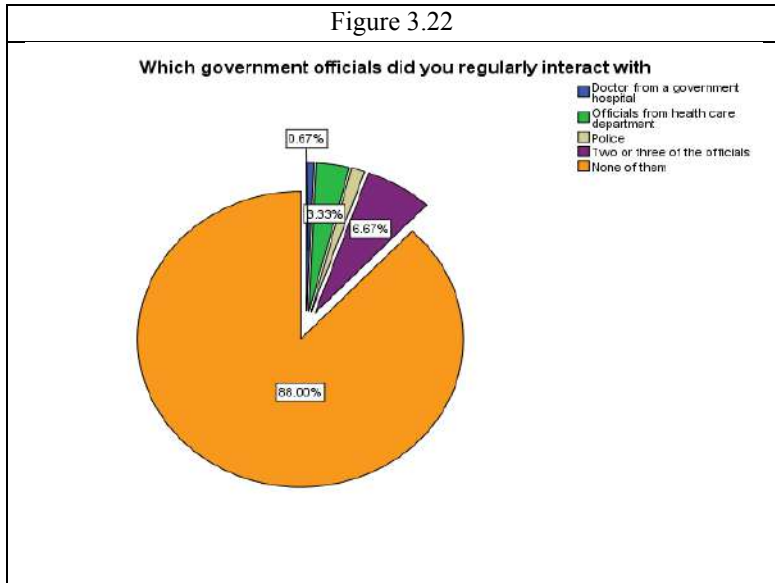
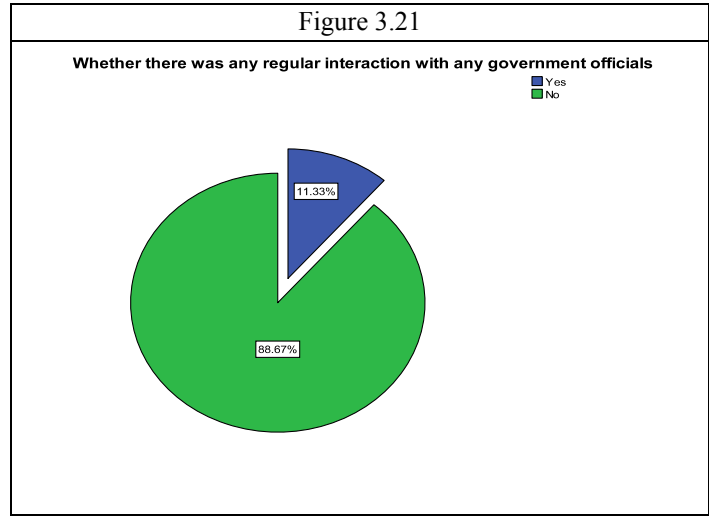
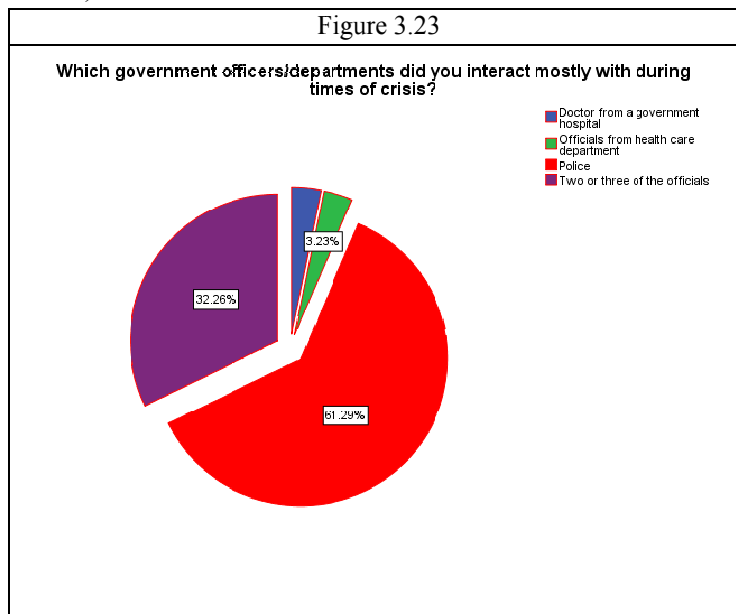


Table 3.35
Which government officers/departments did you interact
mostly with during times of crisis?

		Frequency	Percent
Valid	Doctor from a government hospital	1	0.7
	Officials from health care department	1	0.7
	Police	19	12.7
	Two or three of the officials	10	6.7
	Not applicable	119	79.3
	Total	150	100.0

As shown in the Figure 3.21, a vast majority of them (89 per cent) did not have any interaction with the government officials. A doctor from a government hospital, officials from health care department, and police were the main government officers they interacted with (See Figure 3.22). During their times of crises, among the 21 per cent of respondents who interacted with government officials, the majority came in contact with the police (61 per cent). Some (32 per cent) mentioned a group of officials, namely, police, officials from health care department, municipality and revenue department (See Figure 3.23 below).

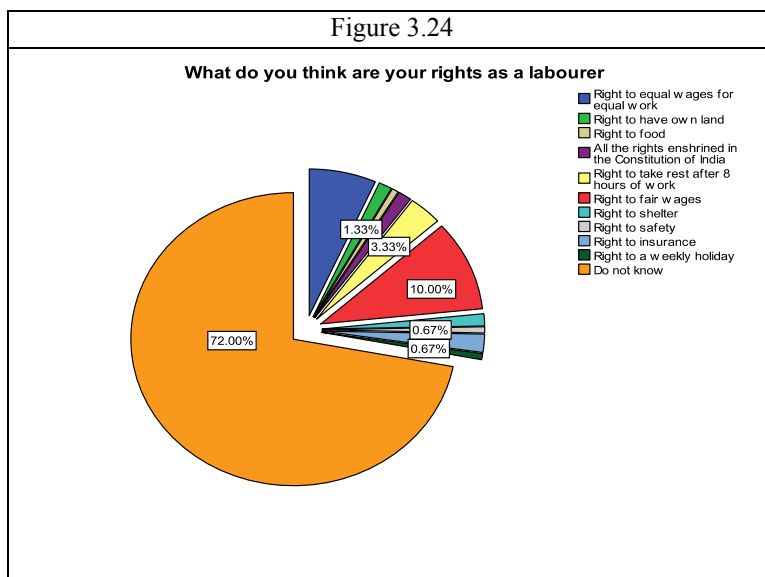


		Frequency	Percent
Valid	Yes	7	4.7
	No	134	89.3
	Not sure	9	6.0
	Total	150	100.0

Only about five per cent of the respondents were able to access the benefits of the various schemes that the government has announced for the welfare of migrant workers.

		Frequency	Percent
Valid	Yes	4	2.7
	No	126	84.0
	Not sure	20	13.3
	Total	150	100.0

Only a miniscule minority of two per cent of respondents mentioned to have received any help to find jobs through any support programmes run by the government.



A vast majority of the respondents, namely, 72 per cent, had no idea of their rights as workers (See Figure 3.24). Those who were rights-conscious, namely, 28 per cent,

mentioned right to equal wages for equal work or right to fair wages as the most prominent one. Right to take rest after eight hours of work and right to insurance were other prominent rights mentioned by a few. Though their awareness of their rights could not be considered proportionate to the denial of rights they experienced, this was a clear indication of their lack of political assets to enjoy their basic rights.

		Frequency	Percent
Valid	Yes	70	46.7
	No	39	26.0
	Not sure	41	27.3
	Total	150	100.0

Sl. No.	Persons/institutions	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Total (%)
1.	Mafia (local goondas)	4 (2.7)	5 (3.3)	5 (3.3)	47 (31.3)	89 (59.3)	150 (100)
2.	Land brokers	0 (0.0)	3 (2)	5 (3.3)	53 (35.3)	89 (59.3)	150 (100)
3.	Police	1 (0.7)	0 (0.0)	5 (3.3)	53 (35.3)	91 (60.7)	150 (100)
4.	NGO workers	0 (0.0)	1 (0.7)	6 (4.0)	53 (35.3)	90 (60)	150 (100)
5.	Media persons	0 (0.0)	1 (0.7)	6 (4.0)	53 (35.3)	90 (60)	150 (100)
6.	Bureaucracy	0 (0.0)	2 (1.3)	6 (4.0)	53 (35.3)	89 (59.3)	150 (100)
7.	Middlemen other than contractors	0 (0.0)	2 (1.3)	5 (3.3)	55 (36.7)	88 (58.7)	150 (100)
8.	Money Lenders	0 (0.0)	0 (0.0)	6 (4.0)	55 (36.7)	89 (59.3)	150 (100)
9.	Contractors	6 (4.0)	4 (2.7)	9 (6.0)	50 (33.3)	81 (54)	150 (100)
10.	Political party leaders	0 (0.0)	1 (.07)	5 (3.3)	55 (36.7)	89 (59.3)	150 (100)
11.	Officers from Corporations	0 (0.0)	0 (0.0)	6 (4.0)	54 (36)	90 (60)	150 (100)
12.	Employers other than contractors	1 (.07)	2 (1.3)	6 (4.0)	54 (36)	87 (58)	150 (100)
13.	Own family members	0 (0.0)	1 (.07)	6 (4.0)	55 (36.7)	88 (58.7)	150 (100)

Majority of the respondents, about 53 per cent, thought that their rights as labourers were not respected in Kerala (See Table 3.38).

The respondents experienced difficulties with contractors (7 per cent), local goondas or mafia (6 per cent), employers other than contractors (2 per cent), land brokers (2 per cent), middle men other than contractors, media persons, NGO workers, and police. Their difficulties with these persons clearly indicated their powerlessness and lack

of bargaining and negotiation power. Political power of the inter-state migrants can be ensured only if they are integrated into the trade union movement.

Table 3.40				
Do you have membership in any of the following organizations?				
Membership in organizations				
Sl. No.	Organizations	Yes	No	Total (%)
1.	Trade unions	1 (0.7)	149 (99.3)	150 (100)
2.	Political party	0 (0.0)	150 (100)	150 (100)
3.	Community-based organizations	2 (1.3)	148 (98.7)	150 (100)
4.	NGOs	1 (0.7)	149 (99.3)	150 (100)
5.	Socio-cultural groups	3 (2)	147 (98)	150 (100)
6.	Others	3 (2)	147 (98)	150 (100)

Of all the 150 respondents, only one mentioned his membership in a trade union. He was not able to name it. No one had membership in any political party. Of the two respondents having membership in community-based organizations, one has been a member of a migrant labour movement for six years. The other mentioned his weekly attendance at Sunday Mass arranged by an NGO called Jeevika, Kalady. There was only one respondent who had membership in an NGO and that was Jeevika, Kalady. Though three respondents (2 per cent) claimed membership in socio-cultural groups, they were not able to name them. Two respondents pointed out how their visit to Churches on Sundays helped them to meet native people. Though only nine respondents (6 per cent) mentioned having membership in formal organizations, 13 of them (9 per cent) indicated some kind of membership in different groups. Of all the respondents who had membership in different organizations, only one reported active participation. Only one among those who had membership in groups spoke how they formed their group: “We formed a friendship group on our own with no official sanction.”

Table 3.41				
Advantages of joining an organization				
		Responses		Percent of Cases
		N	Percent	
Advantages of joining an organization	Security	1	20.0	33.3
	Financial help	1	20.0	33.3
	Friendship	3	60.0	100.0
Total		5	100.0	166.7
Multiple responses allowed				N=3

Only three respondents dwelt up on the advantages of joining an organization. Friendship was mentioned by all. Security and financial help are perceived as other advantages of joining an organization.

The analysis of the variables related to political and socio-cultural assets of the inter-state migrants showed their powerlessness. Though only unionization can ultimately bring them some power to enjoy their rights, the major trade unions in Kerala with national visibility have not made any serious efforts to include them. Social support is necessary to deal with the current status of vulnerability of the inter-state migrants. Unionization will pick up only if the necessary condition of social integration with adequate conscientization of their rights as workers is ensured. Before the success of trade unions in Kerala through their aggressive tactics and bargaining to claim the rights of the workers, social reformers had succeeded in integrating the people of Kerala with multiple socio-cultural identities. Though subtle forms of caste-based exclusion still persist even in the Catholic Church of Kerala, on the whole, acceptance of the rights of the marginalized has become legitimized in the mainstream society. The majority of the inter-state migrants who fill the gaps created by the workers from the so-called marginalized communities of Kerala need to go through a process of socialization and social integration. In the meanwhile, availability of social support would lessen the burden of social pain experienced by them.

3.7 SOCIAL SUPPORT RECEIVED BY INTER-STATE MIGRANTS IN KERALA

Social support is a significant factor that helps individuals and communities deal with stressful situations. In the context of the breaking down of the informal family and community social support systems of the inter-state migrants, there is a dire need for effective delivery of social support both from NGOs and Government Organizations. The study probed this area and the results are summarized in Table 3.42.

Table 3.42
Frequency of instances of social support received from individuals, groups and institutions

Types of social support received	From individuals		From groups		From institutions		
	Own State	Host State	Own State	Host State	NGO	GO	FBO
	Yes (%)	Yes (%)	Yes (%)	Yes (%)	Yes (%)	Yes (%)	Yes (%)
1. Help received in meeting basic needs like food.	44 (29.3)	27 (18)	17 (11.3)	7 (4.7)	2 (1.3)	12 (8)	2 (1.3)
2. Help received in meeting basic needs like shelter.	69 (46)	41 (27.3)	24 (16)	12 (8)	3 (2)	11 (7.3)	1 (0.7)
3. Help received in meeting basic needs like clothing.	37 (24.7)	18 (12)	16 (10.7)	3 (2)	1 (0.7)	2 (1.3)	1 (0.7)
4. Help received in meeting credit needs like paying back a loan.	45 (30)	22 (14.7)	17 (11.3)	4 (2.7)	1 (0.7)	5 (3.3)	2 (1.3)
5. Knowledge to deal with family problems like drinking alcohol.	71 (47.3)	17 (11.3)	28 (18.7)	5 (3.3)	3 (2)	0 (0.0)	0 (0.0)
6. Knowledge to deal with social problems like work -related conflicts, exploitation by contractors, and unemployment among the migrants.	60 (40)	20 (13.3)	26 (17.3)	16 (10.7)	11 (7.3)	2 (1.3)	0 (0.0)
7. Experience of love and care during personal problems.	74 (49.3)	28 (18.7)	22 (14.7)	10 (6.7)	5 (3.3)	0 (0.0)	1 (0.7)
8. Experience of love and care during family problems.	75 (50)	20 (13.3)	20 (13.3)	4 (2.7)	3 (2)	0 (0.0)	2 (1.3)
9. Experience of support and protection during a group conflict like getting help from social workers/counsellors or police personnel.	39 (26)	11 (11.3)	16 (10.7)	7 (4.7)	5 (3.3)	0 (0.0)	0 (0.0)

Analysis revealed as expected that instances of receiving various types of social support as mentioned above showed a declining trend from individuals of own state and host state to groups of own state and host state. One migrant youth said, “Only our relatives in Kerala will help us. Nobody in Kerala trusts us.” In another instance of help from individuals of own State, another migrant said, “During illness, I got loans and food from some individuals of my own state.” Even beyond mere charity during times of distress, one migrant mentioned, how he was helped by friends from his own state to

complete his house construction in his native land. From among individuals of host state, one migrant could share his problems only with his “owner”. A few non-institutional groups from labour camps and friendship circles of their own state were mentioned as having helped the migrants during their crisis to meet their basic needs and credit needs. There were also instances when contractors and their family members helped the migrants to tide over their difficulties. When a migrant’s father was sick and needed money to be sent home, his manager gave him some money as advance.

There was no mention of any specific instances of receiving any social support by the inter-state migrants from any non-institutional groups of Keralites. The respondents were not aware of any such groups within the host state.

As regards extending support to meet basic needs of migrants like food, clothes and shelter, though minimal, Governmental Organizations (GOs) were more available/accessible to the migrants than Non-Governmental organizations (NGOs) and Faith-Based Organizations (FBOs). Even in meeting their credit needs, governmental organizations fared better. In providing knowledge to deal with family and social problems, only two percent and seven per cent of respondents mentioned NGOs respectively. No one mentioned any FBOs in this regard. Though negligible, two respondents mentioned GOs having helped them in dealing with social problems like work-related conflicts, exploitation by contractors, and unemployment among the migrants. There were some instances when some NGOs collaborated with law enforcing agencies like police to take up the cause of the migrants as negotiators during labour disputes or at instances of neglect of contractors or owners to fulfill their lawful duties. Jeevika Migrant Outreach Services (JMOS) run by Socio-Religious Centre (SRC), Kozhikode, is one such NGO. Many collaborative efforts were made by this organization to ensure the labour rights of migrants in Kozhikode. In cases of neglect of contractors’ or owners’ legitimate duties to the migrants, Jeevika, Kalady, has also taken up the cause of the migrants even to the level of National Human Rights Commission (NHRC).

In matters of refined and more advanced levels of social support like providing love and care during personal and family problems, and giving support and protection during a group conflict through social workers/counsellors or police personnel, only NGOs were available to them and GOs drew a blank. It is interesting to note that organizationally FBOs seem to be conspicuously absent in all the crucial livelihood and survival-related struggles of migrant labourers. There is almost a vacuum in areas of social support that require social action mode of functioning to deal with social problems of conflictual nature, leading eventually to campaigns and collaborative efforts at tackling prejudices of host people and inaction of State and Central Governments. In the recent failure of all agencies to deal with the fallout in connection with the alleged murder of a Dalit woman by a migrant worker in Perumbavoor, Kerala, there was a clear lack of vision and sense of purpose among all, NGOs, GOs and FBOs alike, in dealing with such conflictual situations involving mass agitation and resentment against the governmental

machinery and against the migrants where the latter were portrayed as the enemy number one by most of the media.

The quality of the services of the professionals rated by the respondents

The number of respondents who rated the quality of the services of the professionals or significant support-giving persons ranged between 88 (58.7 per cent) and 18 (12 per cent) (See Table 3.43).

Sl.No.	Professional title	Rating in a scale of 1-5					NR & NA	Total (%)
		Very Low	Low	Medium	High	Very High		
1.	Doctors	3 (2)	4 (2.7)	26 (17.3)	29 (19.3)	26 (17.3)	62 (41.3)	150 (100)
2.	Nurses	8 (5.3)	1 (0.7)	16 (10.7)	27 (18)	18 (12)	80 (53.3)	150 (100)
3.	Police Officers	11 (7.3)	4 (2.7)	7 (4.7)	15 (10)	3 (2)	110 (73.3)	150 (100)
4.	Teachers	9 (6)	1 (0.7)	3 (2)	7 (4.7)	2 (1.3)	128 (85.3)	150 (100)
5.	Postman	9 (6)	2 (1.3)	3 (2)	4 (2.7)	0 (0.0)	132 (88)	150 (100)
6.	Bank officials	5 (3.3)	5 (3.3)	21 (14)	21 (14)	8 (5.3)	90 (60)	150 (100)
7.	Contractors	9 (6)	7 (4.7)	19 (12.7)	16 (10.7)	17 (11.3)	82 (54.6)	150 (100)
8.	NGO personnel	11 (7.3)	1 (0.7)	2 (1.3)	9 (6)	6 (4)	121 (80.7)	150 (100)
9.	FBO personnel	11 (7.3)	1 (0.7)	0 (0.0)	4 (2.7)	0 (0.0)	134 (89.4)	150 (100)

Going by the mean scores (See Table 3.44), health-care givers like doctors and nurses were rated the highest among the service providers. Unexpectedly, FBO personnel were rated the lowest in the rank. Even NGO personnel were rated only fifth, after contractors and bank officers who came third and fourth respectively. Since the criteria for their rating were purely subjective, these indications could not be considered as evaluative comments on the quality of their service per se. But these were sure enough indications that the respondents valued the service of health-care givers more than that of law-enforcement authorities such as the police personnel and job-providers such as the contractors. Sensitizing various Governmental and Non-Governmental service providers about the vulnerable conditions of the inter-state migrants is a way forward in mitigating their vulnerable situation and in ensuring the protection of their rights as citizens of India.

		Doctors	Nurses	Police	Teachers	Postmen	Bank officers	Contractors	NGO personnel	FBO personnel
N	Valid	88	70	40	22	18	60	68	29	16
	Missing	62	80	110	128	132	90	82	121	134
Mean		3.8068	3.6571	2.8750	2.6364	2.1111	3.3667	3.3676	2.9310	1.8125
Rank		1	2	6	7	8	4	3	5	9
Sum		335.00	256.00	115.00	58.00	38.00	202.00	229.00	85.00	29.00

Though there have been attempts by the Catholic Church to address the problems of the inter-state migrants by sensitizing the stakeholders within the Church and without, no mention was made of any diocesan organization having been involved in giving any social support to the migrants. Though both JMOS at Kozhikode and Jeevika, Kalady could be considered as FBOs, the respondents considered them more as NGOs. In a group discussion it was shared that Jeevika, Kalady, had a more secular base right from its inception and of late its secular and collaborative nature has been waning.

3.8 SOCIAL INTEGRATION

In order to understand social integration between migrants and natives, one can focus on social interactions that occur in migrants' everyday life in the host state. Thus, in this section, following an interactionist approach, inspired by the sociologist Erving Goffman, some of the social interactions between the inter-state migrants and some groups and individuals of the host society are analyzed.

The analysis of the major variables in this section, namely, the key places of migrants' concentration in the three districts of Kerala, cordiality of the places in welcoming and accepting the migrants, quality of the migrants' relationship with the local people, the existence and quality of the friendly mutual sharing of the migrants and their neighboring Kerala families, the type of local or family functions for which the migrants get invited, participation in any religious/cultural functions/and festivals of locals; friendship and quality of interaction with the host society, and the permanent migration intention of the inter-state migrants would throw light on co-integration between the respondents and the members of the receiving society.

		Responses		Percent of Cases
		N	Percent	
	Kannur	1	0.9	1.0
	Aluva	5	4.5	4.8
	Thiruvananthapuram-Thampanoor	27	24.3	26.0
	Ernakulam	24	21.6	23.1
	Kazhakkootam	1	0.9	1.0
	Kasargod	2	1.8	1.9
	Kaniyapuram	1	0.9	1.0
	Varkala	2	1.8	1.9
	Kollam	1	0.9	1.0
	Kozhikode	17	15.3	16.3
	Trissur	7	6.3	6.7
	Angamaly-Perumbavoor-Kalady	22	19.8	21.2
	Idukki	1	0.9	1.0
Total		111	100	106.7
Multiple responses allowed		Valid N=77 Missing N=14		N=91

Inter-state migrants are more concentrated in some parts of Kerala. In the opinion of the respondents (See Table 3.45), Thampanoor area of Thiruvananthapuram district emerged as the most concentrated place among the surveyed areas, followed by Ernakulam city, the triadic towns of Angamaly-Perumbavoor-Kalady, Kozhikode, Trissur, Aluva, Kasargod, Varkala, Kannur, Kazhakkootam, Kaniyapuram, Kollam and Idukki.

Kozhikode town was mentioned as the only and the most cordial place in Kozhikode in welcoming and accepting the migrants in the opinion of the respondents from Kozhikode (N=31) and overall, it emerged as the first among all other places mentioned by the respondents. Adding Varkala and Kazhakkootam to Thiruvananthapuram, if we consider the opinions of all the respondents irrespective of the districts, Thiruvananthapuram becomes the first among the most cordial places (N=91). Overall, about 40 per cent of the respondents were either undecided or unsure of the answer to this question.

		District			Total (%)	Rank
		Thiruvanthapuram	Kochi	Kozhikode		
The places perceived by the respondents as the most cordial in welcoming and accepting the migrants	Kannur	1 (1.1)	0 (0)	0 (0)	1 (1.1)	7
	Aluva	2 (2.2)	0 (0)	0 (0)	2 (2.2)	6
	Thiruvananthapuram-Thampanoor	28 (30.8)	0 (0)	0 (0)	28 (30.8)	2
	Ernakulam	5 (5.5)	8 (8.8)	0 (0)	13 (14.3)	3
	Kazhakkootam	3 (3.3)	0 (0)	0 (0)	3 (3.3)	5
	Kasargod	2 (2.2)	1 (1.1)	0 (0)	3 (3.3)	5
	Varkala	1 (1.1)	0 (0)	0 (0)	1 (1.1)	7
	Kozhikode	0 (0)	0 (0)	31 (34.1)	31 (34.1)	1
	Trissur	1 (1.1)	0 (0)	0 (0)	1 (1.1)	7
	Angamaly-Perumbavoor-Kalady	1 (1.1)	7 (7.7)	0 (0)	8 (8.8)	4
Total		44 (48.4)	16 (17.6)	31 (34.1)	91 (100)	

		Frequency	Percent
Valid	Very cordial	25	18.5
	Cordial	69	51.1
	Not so cordial	41	30.4
	Total	135	100.0

The majority of the 135 respondents (70 per cent) who rated their relationship with the

local people indicated that it ranged from cordial to very cordial. A significant group (30 per cent) felt that their relationship with the local people was not so cordial.

		Frequency	Percent
Valid	Yes	47	32.2
	No	99	67.8
	Total	146	100.0

Majority of the respondents, 68 per cent (N=146), shared that they did not have any kind of friendly sharing with neighbouring Kerala families (See Table 4). About one third of the respondents (N=41) had a variety of friendly sharing with the neighbouring Kerala families (See Table 3.48). In the descending order of the percentage of cases, the kind of friendly sharing they had was: (1) sharing of food, (2) maintaining neighbourly relations, (3) Sharing of friendship with peer groups, (4) Attending festivals, (5) Attending family functions like wedding, (6) Maintaining friendly relations with co-workers and their families, (7) Sharing of materials like clothes, (8) Getting help during financial crisis, (9) Maintaining casual relationship, (10) Getting help in finding accommodation, and (11) Sharing of love and care.

		Responses		Percent of Cases	Rank
		N	Percent		
Nature of sharing ^a	Sharing of food	13	28.9	31.7	1
	Sharing of love and care	1	2.2	2.4	7
	Attending festivals	4	8.9	9.8	4
	Attending family functions like wedding	3	6.7	7.3	5
	Sharing of materials like clothes	3	6.7	7.3	5
	Maintaining friendly relations with co-workers and their families	3	6.7	7.3	5
	Maintaining neighbourly relations	8	17.8	19.5	2
	Getting help during financial crisis	2	4.4	4.9	6
	Getting help in finding accommodation	1	2.2	2.4	7
	Sharing of friendship with peer groups	5	11.1	12.2	3
	Maintaining casual relationship	2	4.4	4.9	6
Total		45	100	109.8	
Multiple responses allowed		Valid N=41 Missing N=105		N=146	

Neighbouring Kerala families invited about one third of the respondents to local and family functions (See Table 3.50 below).

Table 3.50
Whether neighbouring Kerala families
invite the migrants to any local/family
functions

		Frequency	Percent
Valid	Yes	49	33.6
	No	97	66.4
	Total	146	100.0

Table 3.51			
To what type of local or family functions are the migrants invited			
		Frequency	Percent
Valid	Family functions like marriage, birthday celebrations and funerals	32	71.1
	Cultural and religious festivals like Onam	13	28.9
	Total	45	100.0

Analysis of the type of local and family functions to which the migrants were invited revealed (See Table 3.51) that the majority of the invitees (71 per cent, N=45) were welcome to a private context where the place for strong bonds of a family type, for friendship or even professional relations was available through functions like marriage, birthday celebrations and funerals. Cultural and religious festivals like Onam afforded the public context where the weakest links between the respondents (21 per cent) and the host society could emerge.

The majority of the respondents (59 per cent) did not participate in any cultural and religious function or festival (See Table 3.52) even when public space could be shared freely without any invitation.

Table 3.52			
Whether the respondents participated in any religious/cultural functions/ festivals of locals			
		Frequency	Percent
Valid	Yes	58	41.1
	No	83	58.9
	Total	141	100.0

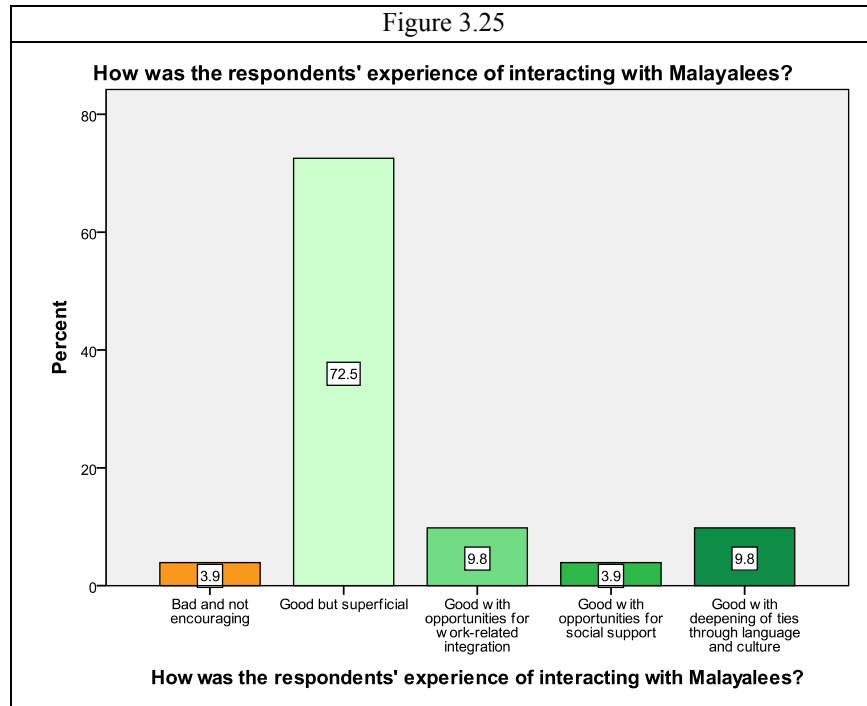
		Frequency	Percent
Valid	Yes	47	38.5
	No	75	61.5
	Total	122	100.0

A significant number (38.5 per cent) of the respondents (N=122) could build strong bonds of friendship with the locals, though a majority of them (61.5) did not venture into such relationships (See Table 3.53 above).

About half of the respondents (47 per cent) found the Malayalees willing to interact and be friendly with them (See Table 3.54).

		Frequency	Percent
Valid	Yes	68	46.9
	No	77	53.1
	Total	145	100.0

On being asked to elaborate on how their experience was in interacting with the Malayalees, 51 respondents (34 per cent) indicated the quality of their interaction ranged from “bad” to “very rich and pleasant”. After the frequency analysis of the open-ended responses was done through SPSS, 17 most significant comments were gleaned from them using Nvivo. These significant comments pointed to a further possible analysis of the quality of their interaction in relation to co-integration. Hence the original 51 responses were manually recoded in SPSS to form a new variable titled ‘How was the respondents’ experience of interacting with Malayalees’ with the following categories: 1. Bad and not encouraging, 2. Good but superficial, 3. Good with opportunities for work-related integration, 4. Good with opportunities for social support, and 5. Good with deepening of ties through language and culture.



Further analysis of the responses (N=51=34 per cent of the total) showed (See Figure 3.25) that about three-fourths of those who responded perceived their interaction with Malayalees good but rather superficial. Put together, about 14 per cent of the respondents' comments indicated the existence of work-related, social support-related opportunities for integration. Though a minority, a significant ten per cent, were on the track of socio-cultural integration through deepening of ties with the local population through the learning of Malayalam and becoming sensitive to the cultural cues of the local population. Not being able to communicate in Malayalam was mentioned by some respondents as an obstacle in the path of integration.

Table 3.55
Whether the respondents want to continue in Kerala permanently

		Frequency	Percent
Valid	Yes	31	21.2
	No	115	78.8
	Total	146	100.0

Three-fourths of the respondents (N=146) did not want to continue in Kerala permanently (See Table 3.55). The first ranking reason showed how family relationship at the native place remained the major reason for the majority of the respondents (55.4 per cent) to abandon their permanent migration intention (See Table 3.56 below). High costs of living, cultural and linguistic differences, non-availability of land in Kerala were the other uppermost reasons listed out. About seven per cent of respondents 'came only

for work'. About another seven per cent said that their families were not ready to shift to Kerala. Another small group of respondents (six per cent) thought it would be better for them to live in their own native place. At least five percent of the respondents were deterred by the fact that Malayalees looked down on migrants. Some were discouraged by lack of friends in Kerala (three percent). Though not mentioned by a majority, the other reasons such as 'Not getting ration card', 'Seasonal migration', 'Need to take care of agriculture back home', 'Malayalees are exploiting migrant labourers without paying adequate wages', 'Not treated properly by employers', 'Goondatism' and 'Lack of a good job' are indicating various vulnerabilities that make their survival difficult and meaningless in Kerala.

	Responses		Percent of Cases	Rank
	N	Percent		
All relatives and family members are at home	67	34.4	55.4	1
Came only for work	9	4.6	7.4	5
Cost of living is higher here	37	19.0	30.6	2
Family is not ready to shift	8	4.1	6.6	6
Malayalees look down on migrants	6	3.1	5.0	8
Seasonal migration	1	0.5	0.8	12
No sentimental attachment to Kerala	1	0.5	0.8	12
Malayalees are exploiting migrant labourers without paying adequate wages	1	0.5	0.8	12
Cultural and linguistic differences	22	11.3	18.2	3
Better to live in one's own native place	7	3.6	5.8	7
Non-availability of land in Kerala	21	10.8	17.4	4
No friends in Kerala	4	2.1	3.3	9
Not treated properly by employers	1	0.5	0.8	12
Need to take care of agriculture back home	4	2.1	3.3	9
Due to lack of a good job	3	1.5	2.5	10
Not getting ration card	2	1.0	1.7	11
Goondatism	1	0.5	0.8	12
Total	195	100	161.2	
Multiple responses allowed Valid N=121 (82.9 %) Missing N=25 (17.1 %)			N=146 (100)	

Only one-fifth of the respondents (N=146) expressed their intention of staying permanently in Kerala (See Table 3.55 above). Twenty eight respondents gave the reasons why they would like to stay in Kerala permanently (See Table 3.57). The majority of the reasons mentioned for their wanting to stay permanently in Kerala were 'pull factors'. In the order of ranks, better wages for work, the image of Kerala as a place for a good and peaceful environment, as a place of good people, of good education system, of better employment opportunities, of better prospects of solving financial

difficulties at home in the native place came within the first four ranks. Three reasons ranked fifth, namely, prospects of good life in general, social support from Christians, and landlessness in the native place. The rest of the reasons together ranked sixth and they were ‘good business’, ‘good infrastructural facilities’, ‘prospects of getting land from the government in Kerala’, and ‘better health facilities’.

		Responses		Percent of Cases	Rank
		N	Percent		
	Good and peaceful environment / place	8	18.6	28.6	2
	Good education system	4	9.3	14.3	3
	Good business	1	2.3	3.6	6
	Prospects of good life in general	2	4.7	7.1	5
	Good infrastructural facilities	1	2.3	3.6	6
	Better employment opportunities	3	7	10.7	4
	Better wages for work	11	25.6	39.3	1
	Good people of Kerala	4	9.3	14.3	3
	Social support from Christians	2	4.7	7.1	5
	Landlessness in the native place	2	4.7	7.1	5
	Prospects of getting land from the government in Kerala	1	2.3	3.6	6
	Better prospects of solving financial difficulties at home in the native place	3	7	10.7	4
	Better health facilities	1	2.3	3.6	6
Total		43	100	153.6	
Multiple responses allowed		Valid N=28 (18.7 %)	Missing N = 122 (81.3%)	N=150 (100%)	

Though about one fifth of the respondents (N=146) expressed their intention of staying permanently in Kerala, only less than one-tenth thought (N=128) that there were some groups of people in Kerala who would like them to continue in Kerala.

		Frequency	Percent
Valid	Yes	12	9.4
	No	116	90.6
	Total	128	100.0

Six of the respondents elaborated on the efforts of the host society members to make them continue in Kerala. They took conscious steps to be friendly with the migrants, maintaining their friendship by meeting their credit needs, by providing jobs and good accommodation, arranging for the educational needs of their children. Members of some Faith-Based Organizations were helping a lot to meet one respondent’s needs including construction of a house and education of children. Very loving attitude of the owner of a hollow-bricks company was mentioned by another respondent.

Observing and analyzing social interactions can highlight the social structures framing individuals when they enter into relations (Goffman, 1967). In this study, the relevant co-presence is migrants and people from the receiving society. Social interactions occurring between migrants and natives are thus the dependent variable and refer to socio-cultural integration (Gsir Sonia 2014). The local contexts where social interactions occur between interstate migrants and the receiving society are many and varied. “They range from multiple institutions of the host society (local governments administrations and other public services, schools, companies, hospitals, associations), to public spaces with squares, public transportation, shops, housing complexes. However, they also include the private sphere (family relations, marriage, friendships)” (Gsir Sonia 2014 p.3). Social interactions that occur between migrants and the host society can take place in a private setting or in a public context and contribute to the migrant social network.

The private context is the place for strong bonds of a family type, for friendship or even professional relations. It is in the public context that the weakest links between immigrants and host society can emerge. This might be the case in formal and institutional public frameworks such as the workplace, churches or other religious organizations, recreational groups or volunteering associations. These weak links arise in a more informal way in the public space such as the neighbourhood understood as an open public space, but also within reduced public spaces such as specific squares, and parking areas (Gsir Sonia 2014).

Sharing of same place, food, and clothes are often signs of co-integration which primarily relies on the place the host society and the receiving State grant or allow to migrants in "the process of becoming an accepted part of society" (Penninx, 2004). Being accepted by others in the host state is a need of the migrants and maintaining a positive perception and appreciation of the ‘other-ness’ in the migrants is a burden on/ duty of the host society. Both these are important aspects of co-integration. Through interactions with people in different public and private places migrants gain the support required to deal with their vulnerability. The more they get integrated, the more they get socio-culturally networked and supported and empowered to ward off the ill-effects of being vulnerable migrants. Prejudices can be reduced by interpersonal contacts between different social groups (Allport 1954).

3.9 Qualitative analysis

All the five FGD reports were coded in Nvivo according to the themes dealt with in the study.

Table 3.59 Coverage of references on variables/themes within each FGD report						
Sl no.	Name of the variable	Name of Venues of FGD	References	Coverage within each report (%)	Average (%)	Rank
1	Vulnerability	Kunduparambu 1	5	49.75	41.93	1
		Kunduparambu 2	3	30.99		
		NGO quarters	3	29.74		
		Poolakkadavu	4	54.04		
		Chelavoor	2	45.16		
2	Social integration	Kunduparambu 1	1	3.78	14.54	5
		Kunduparambu 2	1	14.39		
		NGO quarters	3	21.25		
		Poolakkadavu	4	18.74		
3	Deprivation	Kunduparambu 2	2	24.12	31.96	2
		Poolakkadavu	1	9.84		
		Chelavoor	3	61.83		
4	Social Support	Kunduparambu 1	3	33.05	21.15	4
		Poolakkadavu	1	9.24		
5	Pull factors	Kunduparambu 2	1	6.30	10.47	9
		NGO quarters	1	4.11		
		Poolakkadavu	2	21.01		
6	Push factors	Kunduparambu 2	1	6.87	9.20	10
		NGO quarters	1	3.91		
		Poolakkadavu	2	16.83		
7	Permanent migration intention	Kunduparambu 1	1	2.40	5.19	13
		NGO quarters	1	8.49		
		Poolakkadavu	1	4.28		
8	Social protection	Kunduparambu 2	2	21.52	11.79	6
		Poolakkadavu	1	2.06		
9	Relationship with contractors	NGO quarters	1	9.76	8.71	12
		Poolakkadavu	1	7.66		
10	Job profile	Chelavoor	2	20.27	20.27	3
11	Exploitation by owners of houses	Poolakkadavu	1	11.53	11.53	7
12	Contribution of migrants to ward off vulnerability	Kunduparambu 1	1	9.11	9.11	11
13	Comparison of police behaviour	Poolakkadavu	1	10.69	10.69	8

The analysis revealed that the themes of vulnerability, deprivation, job profile,

social support, social integration and social protection were uppermost in the discussions of inter-state migrant discussants. Since some of the themes were overlapping such as ‘exploitation by owners of houses’; and ‘push factors’ and ‘pull factors’, the focus of the discussions was on various aspects of the deprivations, vulnerability and social integration experienced by the interstate migrants. Excerpts from the analyzed report are given below as per the ranking of the themes in terms of coverage.

1. Vulnerability

The attitude of the host population

“The people of Kerala are indifferent to migrant workers. If they ask any help on the way the Malayalees don't bother to help them.”

Push factors: vulnerability at States of origin

In their village they experience poverty, unemployment and floods in rainy season. There are no good schools or hospitals close by in their village. The children have to walk a long distance to attend a good school.

Vulnerable living conditions in the host society

In Kerala, they have no entertainment facilities or opportunities for socialization. Once they come back from work, they stay inside the room; they cook, eat and go to bed.

Vulnerable working conditions

Four of them had a complaint against their contractor. Mr Manuel shared about a serious problem. They worked under a contractor for two weeks. The contractor did not pay them for the works done for the second week. The contractor threatened them when they asked for wages. The leader approached him many times but he made several excuses saying that he was not paid so far by his engineer. Manuel checked this matter with the engineer and came to know that the contractor was paid the full amount. They felt helpless, sad and disappointed and had no one to help them. They lived in fear and wanted to leave the place as soon as possible.

Fear of the local people

They are afraid of local people. Once a group of them got into their residence and beat them up for the mistake of throwing waste into someone's field. They said that they learned a lesson.

2. Deprivation

Forty migrant workers were staying in a small shed in a village called Chelavoor. Very few of them were working under contractors. Most of them were daily wage earners. They went to a street junction at Chelavoor main road and waited to be hired. Very often they had to return without getting work for the day. Mostly they went to houses to do some odd jobs. Often it took about a week or two to complete the job. The people were good to them. But the masons who hired them did not pay proper wages to them. Many masons had cheated them by not paying them full wages. They were afraid to report such cases to the police as the masons threatened them.

3. Social Protection

Migration makes their native households ineligible to receive government schemes. Those who work in Kerala are cut off from BPL list and added to the category of APL thus losing their entitlements in their native state. The push and pull factors indicated how social protection measures in their states of origin were inadequate to address their socio-economic problems. The difficulties faced by them in their living and working conditions in Kerala expose the lack of social support, social protection and social integration.

Push and pull factors

The participants in the FGDs mentioned many push and pull factors that make them come to Kerala as migrants. Along with the pull factors that attract the interstate migrants to Kerala, there are factors such as the exploitative and dehumanizing attitude of employers in Kerala that make their life miserable.

Comparative excellence of Kerala' socio-economic, politico-cultural scenario:

They like Kerala because of good atmosphere, weather and as a whole they experience peace here. They like the cleanliness, discipline and good politics here. In their place there is no cleanliness, no discipline, and they don't trust their political leaders. They do not like the policemen in their states because they always ask for bribes. One person called the police of their state 'thieves'.

The exploitative and dehumanizing attitude of employers (*Muthalimar*)

Though the interstate migrants appreciated the comparative excellence of Kerala in some aspects of socio-economic and politico-cultural life, their experience of exploitation was palpable in their sharing. They felt that the Kerala society did not like old migrant workers. The group felt that they were treated like dogs by some people of Kerala. Even for small mistakes the employers scolded them thoroughly. The contractors always forced them to do their work fast. Not even one minute could they relax! They never paid the amount they promised in the beginning. The final payment would always be a lesser amount. They were afraid of the contractors. They were in great tension always fearing lest they scolded them. They got no support from them.

Here in Kerala no one cared for them. They did not experience any concern or support from Malayalees. The neighbours were good but they did not bother about them. They were indifferent.

Inter-state migrants, an exploited lot by many other groups

The migrant workers did not get balance money from the conductors in private buses on the pretext that they had no change. It was not that bad in the Government buses. The private bus conductors never paid back the balance saying they had no change. But they paid due balance to Malayalees promptly. One such incident was narrated in an FGD. A Bengali worker was travelling in a private bus from medical college to *Vellimadukunnu*. He paid Rs. 50/- to the conductor as he had no change with him. The conductor gave only Rs. 3/- as balance saying he gave only Rs 10. When he

asked for the balance the conductor shouted at him and started manhandling him. The worker also retaliated. The bus was only up to *Vellimadukummu*. As the last stop came the worker got down. The conductor called his friends and told that the Bengali worker beat him and all of them together manhandled the Bengali worker again. The worker disappeared just after the incident.

The most painful thing was the harassment they had to face from the local *goondas*. Some *goondas* came drunk to the residence of the migrants thrice in the last year and beat them up. Such incidents have happened to them three times in the last one year. They were afraid to take action due to fear. Since it is an interior far-off place they did not get any support from anybody.

Decline of agriculture, subsistence farming and seasonal migration

They did not have sufficient land to cultivate which could feed all the members of the family. They did not get regular jobs in their home states. Seasonal floods were common in their place. A few of them had their fields and therefore they had to go home for seasonal cultivation to return later. They regularly sent money to their families back home and the people at home had their basic needs met. One of them said that he was planning to give a police complaint on the previous day of his going home about his contractor who denied his wages so that he could escape the aftermath of it from the contractor. Such was the fear they faced.

4. Social integration

Permanent migration intention could be considered as an indicator of social integration. In one group, the discussants wanted to work in Kerala for a few more years and then go back home. No one wanted to settle down in Kerala. Their own relatives are in their native states and hence they wanted to live peacefully in their own states with whatever they earned from Kerala. Though the workers from Kerala are friendly, they do not call them for any function. The findings of the qualitative analysis of the FGDs corroborated the findings of the quantitative analysis where it was revealed that three-fourths of the respondents (N=146) did not want to continue in Kerala permanently, indicating different kinds of vulnerability that make their survival difficult and meaningless in Kerala.

Religious identity only a weak instrument of social integration

Though religious and cultural identity of the inter-state migrants was expected to play a major role in their social integration, it was not so prominently evident in the FGDs. However, in one of the FGDs, some Muslim participants mentioned that they felt respected when they went to the Mosque for prayer but the relationship ended at the gate of Mosque. Some activists and social workers in Ernakulam shared how some Christians among the interstate migrants found acceptance in Churches for a separate worship. But their socio-cultural co-integration with some sections of the Christian population in Kerala is as weak as that of the mainstream society. Some Christian institutions seemed to consider the inter-state migrants cheap labour just like most of the mainstream

employers. Thus religious identity has emerged as a weak instrument of social integration contrary to the expectation of the researchers.

From a comparative perspective, though some interstate migrants found Kerala an attractive place to live in due to its perceived excellence in socio-economic and politico-cultural scenario, there were equally repelling or deterring aspects such as vulnerable living conditions, deprived working conditions that perpetuate exploitation of inter-state migrants and lack of socialization and eventual social integration that should ensure their rights.

Chapter 4

MAJOR FINDINGS, CONCLUSION AND RECOMMENDATIONS

Introduction

Major findings are presented under the following subtitles: Demographic profile, Migration profile, Job profile, Health profile, Deprivation of selected human, political and socio-cultural assets, Social protection, Social support and Social integration of inter-state migrants.

4.1 Demographic Profile

- Demographic change in Kerala: Analysis of demographic profile revealed that the vast majority of the respondents (95 per cent) came from north and northeastern parts of India and an estimated population of inter-state migrants amounting to 10 per cent of the population of Kerala would cause a tragedy of the commons.
- Since all of them were from the working age population with four out of five of them (82 per cent) being in the age group of 16-35, their absence from their place of residence could cause a lot of stress in their families and communities. Most of them could be vulnerable to sexually transmitted diseases since half of them were at their prime working age (less than 35 years) and remained unmarried, and half of them were married and lived away from their partners. Skewed sex ratio of the sample indicated the vulnerability of those who are left behind, especially vulnerable wives and children.
- Though the sending states have a demographic dividend since the majority of the inter-state migrants, namely, 67 per cent, belonged to larger families, they also have a burden to address their vulnerability to difficult and early marriages, unhealthy practices of child birth and child care, insecure approach to ensuring academic achievement and occupational performance.
- Though Kerala society has its own struggles to cope with the ill-effects of patriarchal values, presence of a large influx of inter-state migrants with heightened masculinity and unchecked patriarchal values could lead to conflictual and violent situations involving sexual exploitation.
- Educational status of the migrant construction workers indicated their vulnerability to unemployment and hard manual labour in insecure conditions in the unorganized sector without adequate social security measures. Socio-cultural identities made them even more vulnerable to the vagaries of labour market, since most of them belonged to the reservation categories and would not enjoy any affirmative action-oriented benefits from the privatized labour market.

- Lack of proficiency in languages including their own mother tongues, makes them more vulnerable to exploitation. This finding has implications for NGOs, FBOs and GOs in designing social action interventions and social protection measures. Some NGOs even with five years of experience in accompanying the interstate migrants do not have well qualified social workers with adequate knowledge of their languages and cultures.

4. 2 Migration profile

- Decadal analysis of the inflow of interstate migrants into Kerala before and after 1990s showed a phenomenal increase in their population in Kerala. The inter-state migration increased rapidly in the decade between the years 2000 and 2010 and that too as an exodus from the agricultural and construction sectors. This movement of unskilled labour into Kerala to fill the gaps in Kerala coincided with the era of globalization and hence it could be reckoned as one of its important impacts.
- There is a wide geographic and sector-wise penetration of Kerala by the inter-state migrants and hence withdrawal of migrant labour from various sectors of Kerala especially construction sector can create chaos.
- Majority of the respondents migrated without their family (61 per cent) and a greater majority of the respondents (77.3 per cent) intended to stay on in Kerala on a long term basis, with greater numbers from West Bengal, Odisha, Madhya Pradesh and Assam respectively in the descending order.
- The majority of the reasons for migration were economic (83 per cent) in nature. Unemployment, low wages, seasonal variation and crisis in agriculture, failure of business and other financial difficulties influenced the respondents as push factors and prospects of better savings from Kerala and perception of Kerala as a better place for work and business were the main pull factors. Social reasons for migration centered on their commitment to their family members. Political reasons implied powerlessness of the inter-state migrants in their native place regarding joblessness and poor working conditions along with irregularity of jobs and long working hours. The religio-cultural reasons implied a wave of migration that happened in the aftermath of the tragedy in Khandhamal, Orissa, where some Christians were allegedly driven out of their home land. Mixed reasons for migration predominantly implied financial crisis related to family background, murder or death of a family member, poor housing condition, and lack of facilities for higher studies, and peer pressure.

4. 3 Job profile

- A network of relationships was supportive to the job seekers to migrate safely. Migrant friends, labour contractors, family members, religious sisters and local families were the major channels for the interstate migrants to find work in Kerala. Here also, the channels of work differed depending on the sector.

- Though direct contact with the contractors was very rare, about one out of ten contractors were neither friendly nor hostile whereas one percent was outright hostile to them. Majority of the respondents (55 per cent) did not have a permanent job contractor who gave work for them regularly. A vast majority of them who depended on the contractors were at the mercy of the contractors to get jobs since they did not enter into any formal agreement with them. They were also very vulnerable to exploitation at their workplaces.
- A significant percentage of respondents (41 per cent) had either a family member or a relative already working in various sectors in Kerala, and construction emerged as the first, followed by industry, agriculture and service. Construction sector offered the most lucrative occupation. In all the higher income categories, construction workers were the majority.
- A very significant number of respondents (33 per cent) had no weekly holidays or they were engaged in some remunerative job every day of the week, though a majority (61 per cent) was employed with a weekly holiday. Among those who worked without a weekly break, the majority (41 per cent) were in the construction sector and the service sector (21 percent).
- Though the interstate migrants could have job diversification within the unorganized sector in Kerala, they were deprived of such a variety in the job markets of their own states, even in the unorganized sector. Even in Kerala, while the majority (66 per cent) was stuck with one type of work, some changed their jobs even 20 times.
- The monthly average income of the respondents, namely, Rs.14918/- would amount to an average daily wage of Rs.500/- which was about Rs.300/- less than the daily wage earned by their counterparts in Kerala. Thus, though free migration as it is happening in Kerala, is supposed to promote equality of wages, it is likely to be equalized at a low level due to higher supply of labour. This has affected the local labour that should bear the brunt of reduced wage income whereas capital would enjoy the benefit of reduced wage costs.
- The job profile clearly revealed the multiple forms of exploitation experienced by the inter-state migrants and indicated the importance of skill development and the need for implementing the labour laws to ensure their protection. The scenario showed how the casualization of jobs and informalization of the labour markets made it easy for the capital to reap the maximum profit with the least responsibility to protect the rights of the workers.

4.4 Health profile

- The morbidity of the respondents indicated their unsafe and unhealthy living conditions. About 20 per cent of the respondents had been ill in the past year with one or the other acute illness.

- Back home, about 10 per cent of the interstate migrants seldom consulted a doctor during ailments and about four per cent had recourse to indigenous systems of treatment. The inter-state migrants received medical care from multiple sources both at the origin and destination. The reliance on public hospitals has decreased in Kerala whereas reliance on private hospitals, pharmacies and private clinics has increased. A good trend was the decreased reliance on home remedies and quacks in Kerala.

4.5 Deprivation of selected human, political and socio-cultural assets

4.5.1 Human assets

- Most of the inter-state migrants were not highly skilled, though they were engaged in more than one sector/occupation. Going by the higher monthly income obtained, the respondents engaged in construction, carpentry, driving, and textile could be considered to have produced higher level of economic output.
- Their deprivation in human assets was evident in their answers to the question of essential skills required in their sectors. Only a miniscule minority of about five per cent of the respondents attended any vocational training programme to enhance their skills.

4.5.2 Political and socio-cultural assets

- A vast majority of respondents (89 per cent) did not have any interaction with the government officials indicating their lack of political assets. Only about five per cent of the respondents were able to access the benefits of the various schemes that the government had announced for the welfare of migrant workers. Only a miniscule minority of two per cent of respondents mentioned to have received any help to find jobs through any support programmes run by the government.
- Most of the respondents, namely, 72 per cent, had no idea of their rights as workers. Their awareness of their rights was grossly inadequate and their experience of the denial of their rights was pathetic, which were clear indications of their lack of political assets to enjoy their basic rights. Majority of the respondents, about 53 per cent, thought that their rights as labourers were not respected in Kerala.
- The analysis of the variables related to political and socio-cultural assets of the inter-state migrants showed their lack of membership in any political and social cultural organizations. Though a minority was engaged in some socio-cultural activity through some NGOs, it was negligible considering the scale of activities. The major trade unions in Kerala with national visibility have not made any serious efforts to support the inter-state migrants.

4.5.3 Vulnerability and deprivation

- The identity of inter-state migrants itself made them vulnerable and powerless before the people of Kerala, especially in the labour market. Their lack of organization and collective bargaining capacity made them voiceless. They were often denied of their labour rights. No labour unions or trade unions have been reported to have come to their rescue. House owners and contractors have taken advantage of this situation. Anti-social elements like goondas made them victims and took their anger on them. In some cases, police came to their aid when they were made to suffer by some contractors and unfriendly people.
- Though they were in vulnerable situations here, they were able to protect their families from many kinds of deprivations and vulnerability. Many of the inter-state migrants were engaged in circular migration. They had subsistence agriculture in their state of origin. Since farming was seasonal, they came in groups to Kerala to be absorbed in various works in the informal sector. Many reported to have improved their social status in their home state. But that has led to the impression that the government authorities in their home state could cut down their families' names from the list of beneficiaries of many social protection measures.

4.6 Social protection

- As evident from the analysis of the qualitative data, actual implementation of social protection measures is a matter of grave concern since only a negligible minority of five per cent of the respondents was able to access the benefits of the various schemes that the government had announced for the welfare of migrant workers. The FGDs and personal interviews further revealed that those who work in Kerala were cut off from BPL list and added to the category of APL in their states of origin. Legal protection was almost absent for them against the exploitation of contractors, house owners and other xenophobic individuals and groups of mainstream people in Kerala. Even in extreme crises threatening their own lives, they had nowhere to go. Considering the magnitude of exploitation and disaster-prone living and working conditions of the inter-state migrants, coordinated social action programmes need to be evolved by GOs, NGOs and FBOs involving all stakeholders.

4.7 Social support received by inter-state migrants

- In the absence of informal family and community social support systems of the inter-state migrants, there has not been adequate and effective delivery of social support both from NGOs and Government Organizations.
- Organizationally FBOs seem to be conspicuously absent in all the crucial livelihood and survival-related struggles of migrant labourers. There is almost a vacuum in areas of social support that require social action mode of functioning to deal with social problems of conflictual nature, leading eventually to campaigns

and collaborative efforts at tackling prejudices of host people and inaction of State and Central Governments.

- There was a clear lack of vision and sense of purpose among all, NGOs, GOs and FBOs alike, in dealing with conflictual situations involving mass agitation and resentment against the government machinery and against the migrants where the latter were portrayed as enemies of the Kerala society by most of the media.
- As it emerged from the analysis of the FGDs, there were members of Kerala society who were aware of their advantage of having the migrants in Kerala. Some police and contractors were specially mentioned by the respondents. When they had risky jobs, good contractors provided them with enough safety measures. Some contractors lent money in case of emergency and also paid them *ex gratia* if they were not able to go for work due to any injury or accident. The medical bills were paid by the contractors in case of accident. Police came to their rescue in case contractors did not pay up as per agreement. NGOs such as Jeevika MOS and Jeevika, Kalady had intervened in some cases. But social support from the mainstream society including the neighbours was rarely received by the inter-state migrants. Large scale suspicion and mistrust seemed to affect normal interactions between the mainstream society and the migrant workers. The awareness that migrants were contributing to the development of Kerala's infrastructure at a time when Kerala workers were rarely available to do such hard labour seemed to be totally absent from public discourse. Media reports seemed to reinforce prejudices against the migrants rather than remove them.

4.8 Social Integration of inter-state migrants

- Kozhikode town was mentioned as the only and the most cordial place in Kozhikode in welcoming and accepting the migrants in the opinion of the respondents from Kozhikode (N=31). Adding Varkala and Kazhakkootam to Thiruvananthapuram, Thiruvananthapuram becomes the first among the most cordial places (N=91) in Kerala.
- The majority of the 135 respondents (70 per cent) who rated their relationship with the local people indicated that it ranged from cordial to very cordial. A significant group (30 per cent) felt that their relationship with the local people was not so cordial. Neighbouring Kerala families invited about one third of the respondents to local and family functions. The majority of the invitees (71 per cent, N=45) were welcome to a private context where the place for strong bonds of a family type, for friendship or even professional relations was available through functions like marriage, birthday celebrations and funerals. Cultural and religious festivals like Onam afforded the public context where the weakest links between the respondents (21 per cent) and the host society could emerge.
- The majority of the respondents (59 per cent) did not participate in any cultural and religious function or festival even when public space could be shared freely

without any invitation. About half of the respondents (47 per cent) found the Malayalees willing to interact and be friendly with them. About three-fourths of the respondents (N=51) perceived their interaction with Malayalees good but rather superficial. There were work-related and social support-related opportunities for integration.

- Though a minority, a significant ten per cent, were on the track of socio-cultural integration through deepening of ties with the local population through the learning of Malayalam and becoming sensitive to the cultural cues of the local population. Not being able to communicate in Malayalam was an obstacle in the path of integration.
- Only one-fifth of the respondents (N=146) expressed their intention of staying permanently in Kerala. Twenty eight respondents gave the reasons why they would like to stay in Kerala permanently. The majority of the reasons mentioned for their wanting to stay permanently in Kerala were ‘pull factors’ (See p.92).
- Though about one fifth of the respondents (N=146) expressed their intention of staying permanently in Kerala, only less than one-tenth thought (N=128) that there were some groups of people in Kerala who would like them to continue in Kerala.
- Permanent migration intention was less among the participants of the FGDs. This was in sharp contrast to the intention of the majority of the respondents of the quantitative study to stay on in Kerala on a semi-permanent basis either through seasonal or annual migration. Though the FGDs conducted in Kozhikode might have been influenced by the negative experiences of the respondents, this contrast showed the dire need to focus on socio-cultural initiatives to improve co-integration of the inter-state migrants with the local people. Beneath the common identities of religion and caste, there could be other aspects such as xenophobia that militate against socio-cultural co-integration.

4.9 Conclusion

Lack of proper implementation of social protection measures and welfare schemes, lack of facilities in crowded settlements, collusion of various agencies in the exploitation of migrant labour, lack of familial and social support, lack of behavioural modification of individual migrants with regard to unhealthy habits of sanitation, personal and environment hygiene, inadequate coping mechanisms to deal with mental stress and lack of social integration contribute to accentuating their vulnerability and susceptibility to contagious diseases and conflicts with local population.

The study has shown the need for addressing the problems of inter-state migrants with a key focus on social integration. Without paying due attention to the core problem of co-integration, all social protection measures of the governments and social support interventions of NGOs and FBOs and even attempts of some passionate social activists to start labour unions of inter-state migrants are not likely to bear much fruit. The problems related to inter-state migration are only to intensify, as more global and national

processes related to environment, identity and politics are poised to dehumanize the world even further. There is a call within this turbulent period of history to act against such processes of dehumanization and denial of rights in the face of a tragedy of commons that looms large ahead of us.

4.10 Recommendations

The need for coordination and convergence between various agencies has already been acknowledged by earlier studies (GIFT 2013a) to address the growing problems of the inter-state migrants. What is required is committed action both at the source and destination states by GOs, NGOs and FBOs.

1. Ensuring Protection by Tackling Distress Migration through Employment, Social Security and Alternative Livelihood at the Source States

- The government should identify the vulnerable and high migration pockets and target creation of gainful employment during the lean period. The employment under NREGA should be augmented to prevent people from getting into debt traps leading to distress migration. Sustainable livelihood promotion through development of farm and non-farm activities, markets and cooperatives should be promoted for the vulnerable people to regain their lost livelihood.
- Skill building training to the rural and urban youth, job placements, and safe and planned migration will reduce the vulnerability of people while migrating for work to other states.
- Strategy to prevent migration of school going children by availing the services of seasonal hostels should be operationalized by Sarva Shiksha Abhiyan (SSA).
- The left behind family members of migrants, particularly women, the elderly, disabled, diseased and children often undergo multiple levels of vulnerability which need to be addressed at the source villages.
- Natural disaster prone areas should have contingent plans for effective rehabilitation and resettlement measures to prevent people from migrating and getting trafficked.
- Special programmes should be envisaged to provide care and support to the migrants affected and infected by HIV and AIDS.

2. Streamlining the Registration Process of Migrant Workers

- The ISMWA, 1979, mandates for registration of inter-state migrant workers and has a provision for issuance of licenses to labour contractors. However, only a small number of people are registered under the Act. It is advised to create a special plan to register the migrant workers at the Panchayat level and a policy should be made to empower Panchayat to issue licenses under the ISMWA, 1979. Convergence of the sending and receiving States and the Local Governments is required to evolve an action plan for this purpose under the leadership of the Ministry of Labour, Kerala. Streamlining of the registration process is a must to avoid criminalization and duplication.

3. Portability of Basic Services and Entitlements:

- Both inter-state and intra-state migrant workers face a variety of hardships to avail basic services and government entitlements at the destination. In India, we are yet to devise a policy and programme to make the basic services and entitlements portable for a migrant. To start with, the Government of Kerala in collaboration with other states should initiate a policy for inter-state migrant workers to access a number of services like, PDS, health care, ICDS services and other benefits at the destination areas. The State government at the source area and the destination states, and district administration should take steps to provide subsidized rice, mid day meal, benefits under ICDS and other social security entitlements to the migrants at the worksites.

4. Inter-state Coordination and Inter-state Migrant Workers Policy:

- The ILO initiated MoU between the sending and receiving states under 'Decent Work Country Programme', is a welcome step for ensuring welfare and social security of migrant workers.
- As suggested by various agencies, creation of the Inter-State Government Migration Coordination Cell between the host and source state should be facilitated by the Central Government to monitor, regulate and facilitate safe and protected migration.
- Revision of the Inter-State Migrant Workmen Act should be initiated in the light of the intensity and impact of the current mobility and the lack of protection of rights and entitlements of the migrant workers.
- Special monitoring cell must be set up to prevent women and child trafficking in the states of origin and destination. Adequate social and economic rehabilitation should be done for all trafficked women, men and children who have been rescued.

5. Consolidate the functioning of the platform 'People for the Rights of Inter-state Migrants' (PRISM):

- There is a need for consolidating the functioning of PRISM and garnering support from both the State and Central Governments to improve collaboration and networking among various stakeholders in Kerala to focus on social support, protection and integration of the interstate migrants.

6. Create a scalable model of social action for integration of the inter-state migrants

- Leading NGOs already in the field need to network with other likeminded secular NGOs and FBOs to chalk out a common strategy for empowering the inter-state migrants ensuring co-integration.
- The following possible steps towards such a movement/project/programme may be explored:

- Promote small group interactions among migrants after identifying individuals with permanent migration intention (Work with Migrants' Groups) (MGs).
- Encourage small group formation of Friends of Migrants (FMs) in neighborhoods, among professionals and other concerned citizens including media personalities, trade unionists and political leaders.
- Facilitate interface programmes of FMs and MGs, starting with non-threatening forms such as common celebrations, and inter-cultural celebrations to more challenging items of social integration such as inter-cultural and inter-state marriages.
- Empower the Friends of Migrants' Groups (FMGs) to intervene in social justice issues involving inter-state migrants and local population.

7. A model intervention strategy for ensuring social support, protection and integration for inter-state migrants in Kerala could be worked out in the following manner:

A model intervention strategy for ensuring social integration, social protection and social support for inter-state migrants in Kerala

Goal: Kerala Migrants' Forum (KMF), a State level network of NGOs and CSOs developed, ensuring dignity and rights of the inter-state migrants through socio-cultural co-integration of guest and host people, rights-based social action by Jesuits and partners, policy interventions and improved access to social protection measures and entitlements.

Strategic Objective 1 (S.O. 1): Improved relationship between migrant workers and locals.

Intermediate result 1 (I.R.1): Improved living conditions of migrant workers in their residences and enhanced, socio-culturally sensitive, personal appearance.

I.R.1 Output. 1: Migrant workers have clean, hygienic and properly built rooms.	I.R.1 Output 2: Migrant workers have sufficient toilet and bathing facility as per the Govt. norms.	I.R.1 Output 3: Migrant workers have safe drinking water for their use.	I.R.1 Output. 4: Migrant workers use clean dress and wear dress as per the occasions and places.	I.R.1 Output. 5: Migrant workers practice personal hygiene activities and appear in public in proper attire.
Activities	Activities	Activities	Activities	Activities
1. Contact house owners, Govt. officials and Local Bodies and facilitate interface among them.	1. Create awareness to house owners regarding Govt. norms on toilet and bathing facilities.	1. Motivate house owners to provide safe drinking water facility in the residence of migrant workers.	1. Motivate migrant workers regarding the practice of local culture with regard to dress code based on the occasions.	1. Organize personal health and hygiene classes for migrant workers.
2. Create awareness among all stakeholders on health hazardous of people living in crowded rooms.	2. Get the house owners to build and repair the toilet and bathing facilities adequately.	2. Ensure house owners provide safe drinking water facilities.		2. Conduct six monthly medical check-up in the residences.
3. Create awareness among house owners on Govt. norms for lodging.	3. Contact the local bodies (PRI) to ensure the construction of toilets and bathing facilities.	3. Motivate Local bodies to monitor the availability and maintenance of safe drinking water facility regularly.		3. Contact the health department to conduct health camp.
4. Instruct migrant workers on keeping their houses clean (sweeping, washing, and moping).	4. Motivate the local bodies to monitor/examine proper and regular maintenance of the facilities given to migrant workers.			4. Contact the health department for procuring cleanliness drive materials.
5. Contact Govt. officials (Labour Dept.) and local bodies to implement Govt. norms for lodging of migrant workers.				5. Conduct cleanliness drive in and around the residences of migrant workers.

S.O. 1: Improved relationship between migrant workers and locals.		S.O.2: Improved working conditions for migrant workers at work places.	
Intermediate result 2 (I.R. 2): Improved involvement of the locals in the lives of migrant workers.		S.O.2 I.R.1: Improved safety measures for migrant workers at work place.	
S.O.1 I.R.2 Output.1: Locals invite migrant workers to their festivals, house warming, wedding and such cultural and familial functions.	S.O.1 I.R.2 Output.2: Local clubs and associations join hands with migrant workers for the celebration of important days, such as Independence Day, Republic Day, and anniversaries.	S.O.2 I.R.1 Output.1: Strict implementation of safety measures at workplace by builders and contractors	S.O.2 I.R.1 Output.2: Constant monitoring of the implementation of safety measures at workplace by the labour department/Govt. department.
Activities	Activities	Activities	Activities
1. Conscientize the residence associations to respect the migrant workers as individuals and citizen of the country	1. Conscientize the local clubs and associations to involve and join migrant workers for celebrations	1. Contact and rapport building with builders and contractors	1. Contact and rapport building with Govt. departments.. like labour department, Fire department/ medical department.
2. Motivate the migrant workers to collaborate and contribute towards common and religious celebrations.	2. Celebration of festivals and important days with the participation of migrant workers	2. Periodical meetings of builders and contractors.	2. Conducting social audit of the accidents/death taking place in the district.
	3. Motivate the migrant workers to join for the common celebrations.	3. Awareness to the public and Govt. on the actual situation regarding use of safety measures at work place through activities and studies in media.	3. Publishing in the media the results of the social audit.
	4. Motivate migrant workers to invite the neighbours, house owners for their celebrations Depavali, Holi etc.)	4. Involving labour unions in implementing safety measures at work place.	
		5. Involving Human Rights Commission regarding implementing safety measures at work place.	
		6. Bringing accidents caused due to lack of safety measures in the lime light through media.	

S.O.2 I.R.2: Improved accessibility and use of Govt. welfare schemes by migrant workers	S.O.2 I.R.3 Improved relationship between contractors, builders, house owners and migrant workers.	S.O.2 I.R.4 Improved access and availing of medical services at Govt. Hospitals
S.O.2 I.R.2 Output.1: Increased number of migrant workers receiving labour welfare schemes such as accident claim, Death claim, Education scheme, terminal benefit, health check-ups. Activities	S.O.2 I.R.3 Output 1: Regular residential meetings of contractors/house owners/Panchayath and migrant workers Activities	S.O.2 I.R.3 Output.2: Celebration of important feasts/festivals and days of national importance. Activities
S.O.2 I.R.4 Output 1: Migrant workers make use of Govt. Health and Medical services Activities	S.O.2 I.R.4 Output.2: Migrant workers receiving regular health checkups and receiving materials Activities	S.O.2 I.R.4 Output.3: Patients at MHH receive support from MOS for rehabilitation. Activities
1. Contact and rapport building with migrant workers.	1. Contact and awareness creation on the need of such common gathering	1. Sharing the meaning and the relevance and importance of various feasts, festivals among the migrant workers.
1. Awareness creation on various schemes and benefits of the labour/health departments.	2. Convene the meeting	2. Inviting migrant workers for feasts and festivals.
2. Monthly meetings of migrant workers.	3. Visits of the residence of migrant workers by contractors and PRI.	3. Panchayat organizing functions /celebrations of migrant workers
3. Awareness class on issues – Health, Hygiene/HIV/AIDS/ use of drugs.	4. Keeping records of migrant workers at their arrival and departure	4. Conduct recreational activities and sports competition.
4. Fulfilling formalities to receive labour welfare card and health card.	5. Assessing the issues faced by the migrant workers	5. Linking services at hospital with neighbouring patient, doctors/nurse (food, wash and medicines) at the Govt. hospitals.
5. Fulfilling the formalities for receiving the schemes at the times of death/accidents.	6. Solving the issues of migrant workers	6. Periodical visit of MOS team to the patient to see the progress.
		1. Information sharing about the place, facilities available at Govt. hospitals.
		2. Information sharing regarding Health Help Desk at MOS office
		3. Sharing the information regarding health needs (accidents, sickness etc..) to the Help Desk.
		4. MOS team visits the affected migrant worker.
		5. Linking services at hospital with neighbouring patient, doctors/nurse (food, wash and medicines) at the Govt. hospitals.
		6. Periodical visit of MOS team to the patient to see the progress.
		1. Conducting the medical camps at the residence of migrant workers with the help of health department and local bodies.
		2. Awareness creation of health checkups to the migrant workers.
		3. Collecting materials for cleaning the surroundings.
		4. Cleaning the rooms, toilets and surroundings by migrant workers with the help of local bodies.
		5. Organizing cleaning days at residences.
		6. Ensuring the rehabilitation of patient.
		1. Regular visits to Mental Health Hospital (MHH).
		2. Contact and rapport building with MHH staff/management.
		3. Discussing with patient regarding their native place/community etc..
		4. Contacting the native place.
		5. Linking the people of the place of origin with MHH.
		6. Ensuring the rehabilitation of patient.

S.O.3: The State-level NGO network, People for the Rights of Inter-State Migrants (PRISM) is established and made more vibrant linking three leading NGOs working with inter-state migrants in the three major cities of Kerala, with other like-minded organizations, academia, activists and advocacy partners.

S.O.3 Intermediate result 1 (I.R.1): A collaborative network of leading NGOs developed with a strategic common action plan, and a coordination centre.

S.O.3 Intermediate result 2 (I.R. 2): A broader network formed, connecting and coordinating the interventions of PRISM partners in Kozhikode, Ernakulam and Thiruvananthapuram districts of Kerala, along with like-minded academia, activists and advocacy partners.

Output: 1: A Common action plan developed for NGOs working with inter-state migrants after a period of common reflection and deliberation under Kerala Jesuits in Social Action (JESA) in consultation with ISI-B, involving all stakeholders especially the inter-state migrants.

Output: 2: The work of the coordinator of PRISM is scaled up for state level collaborative work with a common director/manager as agreed up on a Memorandum of Understanding (MoU) by all partners involved.

Activities

Activities

1. Contact and rapport building with the staff/management of various NGOs by JESA coordinator and other leading NGOs culminating in a workshop for a common action plan.
2. A meeting of a delegation of various NGOs under the leadership JESA coordinator is convened to discuss with the Director, Indian Social Institute, Bangalore (ISI-B) and the Head, Labour and Migration Unit, ISI-B, the possibility of launching a three years' intervention programme as a follow-up of the collaborative work done so far in Kerala.
3. A broader consultation meeting of JESA, ISI-B, and GIAN on matters such as scaling up, networking with other provinces, funding and sustainability.
4. A sharing session with some key migrant leaders, activists and other stakeholders from Kozhikode, Ernakulam and Thiruvananthapuram to get feedback on our plans.
5. A trained social worker appointed as coordinator of PRISM with the support of a Director/Manager of Work with Migrants.

1. Contact and rapport building with the staff/management of the secular/religious organizations by the coordinator of PRISM culminating in a workshop for a common action plan and monitoring mechanism broadening the platform of PRISM.
2. A workshop of all willing partners to study and discuss the problems of inter-state migrants in order to develop a three years' intervention programme for collaborative work in Kerala.
3. A sharing session with some key migrant leaders, activists and other stakeholders from Kozhikode, Ernakulam and Thiruvananthapuram to get feedback on PRISM's work.

BIBLIO/WEBLIOGRAPHY

- Allport Gordon
(1954) *The Nature of Prejudice*. Reading, MA, Addison-Wesley
- ADB
(2012) *Social Protection*. <http://www.adb.org/SocialProtection/default.asp> [Date accessed Aug 22, 2012]
- Anurdha M.S.
(2017) *India's National Health Policy 2017: A March Toward Universal Health Coverage*, <https://decisionresourcesgroup.com/drg-blog/indias-national-health-policy-2017-march-toward-universal-health-coverage>. Accessed on 18 July, 2017.
- Basheer K.P.M.
(2015) *Kerala's scheme for migrants*. The Hindu, 16 February, 2015. <http://www.thehindubusinessline.com/news/variety/keralas-scheme-for-migrants/article6902317.ece>
Accessed on 19 September, 2016.
- Bhagat R. B.
(2011) *Migrants' (Denied) Right to the City*. M. H. Zerah, V. Dupont, S. Tawa Lama-Rewal (scientific eds) and M. Faetanini (publication ed.), **Urban Policies and the Right to the City in India: Rights, Responsibilities and Citizenship**. New Delhi, UNESCO/Centre de Sciences Humaines, pp. 48–57.
- Bhagat R.B.
(2012) Summary of UNESCO-UNICEF National Workshop on Internal Migration and Human Development in India. Presentation at the *Media Launch of UNESCO-UNICEF Publications, International Migrants Day, 18 December*, New Delhi.
- Birkmann J.
(2006) *Indicators and criteria for measuring vulnerability: theoretical basis and requirements*. In: Birkmann J, (ed.). **Measuring vulnerability to natural hazards Towards disaster resilient societies**. Tokyo: United Nations University; 5577
- Business Dictionary
(2016) <http://www.businessdictionary.com/definition/asset.html>
Accessed on 19 September, 2016.
- Daly Herman E.
(2004) *Population, Migration, and Globalization*, World Watch Magazine, Vol. 17, Issue: 5, September/October, Population, Migration, and Globalization | Worldwatch Institute
<http://www.worldwatch.org/node/559> Accessed on 30 June 2017.
- Deshingkar and Akter
(2009) *Migration and Human Development in India, Human Development*. UNDP (Human Development Research Paper, 2009/13.) Available from:
http://hdr.undp.org/en/reports/global/hdr2009/papers/HDRP_2009_13.pdf

- Deshingkar and Sandi (2012) *Migration and Human Development in India: New Challenges and Opportunities*. UNESCO/UNICEF National Workshop on Internal Migration and Human Development in India, 6–7 December 2011, Workshop Compendium, Vol. 2: Workshop Papers. New Delhi, UNESCO/UNICEF.
- Devereux Stephen and Wheeler Rachel Sabates (2004) *Transformative social protection*, IDS Working Paper, Institute of Development Studies (IDS), England
- Dyson Tim (2012) *Causes and Consequences of Skewed Sex Ratios*, Annual Review of Sociology Vol. 38: 443-461 (Volume publication date August 2012) First published online as a Review in Advance on April 23, 2012 DOI: 10.1146/annurev-soc-071811-145429 Accessed on 20 September 2016.
- Economic Times (2015) *Kerala planning legislation to address migrant labourers' issue*, Economic Times, July 15.
- Foresight (2011) *Migration and Global Environmental Change* Final Project Report, The Government Office for Science, London.
- GIFT (2013) *Domestic migrant labour in Kerala*, Gulati Institute of Finance and Taxation ,Thiruvananthapuram.
- GIFT (2013a) *Migrant Labour in Kerala, Community Health Intervention and Scope for Convergence*, Gulati Institute of Finance and Taxation, Thiruvananthapuram.
- Goffmann Erving (1967) *Interaction Rituals: Essays in face-to-face behavior*. Chicago, Aldline Publishing Company.
- Government of Kerala (2016) <http://www.kase.in/EmployabilityCenter.php> Accessed on 20 September 2016
- Gsir Sonia (2014) *Social Interactions between Immigrants and Host Country Populations: A Country-of-Origin Perspective*, INTERACT RR 2014/02, Robert Schuman Centre for Advanced Studies, San Domenico di Fiesole (FI): European University Institute.
- Jakes Susan and Miller J. M. (2014) *Asset-based Community Development*, <https://communitydevelopment.ces.ncsu.edu/wp-content/uploads/2014/08/Asset-Mapping.pdf?fwd=no> Accessed on 18 July 2017
- Kabeer Naila (2008) *Mainstreaming gender in social protection in the informal economy*, Common Wealth Secretariat, London
- KILE Report of the project on the impact of globalization on women workers in the

- (2012) traditional, small-scale industries and informal sector in Kerala: measures for social protection arrangements. Kerala Institute of Labour and Employment, Labour Department, Government of Kerala.
- Manoj P.K.,
Viswanath V.
(2015) *Socio-Economic Conditions of Migrant Labourers-an Empirical Study in Kerala: Migrant Labour, Socio-economic conditions, Social security* in INDIAN JOURNAL OF APPLIED RESEARCH, Vol. 5, Issue : 11 , November 2015 , ISSN - 2249-555X
- Mathrubhumi
(2016) 'Kerala's 3 cities in richest top 20, by 2025', Mathrubhumi, <http://www.mathrubhumi.com/tv/ReadMore/10960/three-cities-from-the-state-to-achieve-rapid-growth-by-2025/E> Accessed on 20 October 2016.
- Moses and Rajan
(2012) *Labour migration and integration in Kerala* in **Labour & Development, Vol. 19, No. 1, June 2012** Available at: <http://www.svt.ntnu.no/iss/Jonathon.Moses/Personal/Labour%20Migration%20and%20Integration%20in%20Kerala%202012.pdf> Accessed on 18 June 2017
- Myers
(2002) Environmental refugees: a growing phenomenon of the 21st century. http://www.cengage.com/resource_uploads/static_resources/0495015989/12884/mili15_essay_myers_refugees.pdf Accessed on 18 June 2017
- Penninx Rinus
(2004) "Integration processes of migrants in the European Union and policies relating to integration." Presentation for the Conference on Population Challenges, International Migration and Reproductive Health in Turkey and the European Union: Issues and Policy Implications, held in Istanbul, October 11/12, 2004, <http://www.esiweb.org/pdf/turkeynetherlands/RinnusPenninx.pdf>
- Peter Benoy
(2012) *Migrant Workers and Kerala Society*. <http://cmid.org.in/wp-content/uploads/2012/10/Migrant-Workers-and-Kerala-Society-CMID-LR.pdf> Accessed on 22 January 2018
- Philip Shaju
(2016) 'Kerala government proposes to set up skill development institute for migrant workers', **Indian Express**, October 16, 2014
- PRIA
(2014) Occupational Health and Safety: Legal and Operational Guide http://pria-academy.org/pdf/OHS/unit6/OHS_Unit-6_Course%20Content_OHS%20Legislation%20in%20India.pdf Accessed on 22 January 2018
- PTI
(2014) 'Unemployment levels rising in India, experts say', The Times of India <http://timesofindia.indiatimes.com/business/india-business/Unemployment-levels-rising-in-India-experts-say/articleshow/29403619.cms?gclid=CMeuiNyLkc8CFdYSaAodbzcLLQ>

- Sankar Anjana
(2016) *Kerala's migrant problem.*
<http://gulfnnews.com/culture/people/kerala-s-migrant-problem-1.1922926>
Accessed on January 23, 2018
- Seeman Teresa
(2008) "Support & Social Conflict: Section One - Social Support"
Summary prepared by Teresa Seeman in collaboration with the Psychosocial Working Group. Last revised April 2008.
<http://www.macses.ucsf.edu/research/psychosocial/socsupp.php>
Accessed on 18 September, 2016.
- Shamna T.C. & Baiju
K. C.
(2016) *The emerging issues of inmigrant labourers in the construction sector of kerala, in **Indian Journal of Economics and Development**, Vol 4 (2), February, ISSN (online): 2320-9836 ISSN (Print): 2320-9828*
- Srinivasan Rukmini
(2016) *Median household size drops below 4 in cities*
Available at: <http://timesofindia.indiatimes.com/india/Median-household-size-drops-below-4-in-cities/articleshow/12397117.cms?gclid=CLrfjryBkc8CFU4eaAod-88Fag>
Accessed on 15 September 2016
- Srivastava R.
(2012a) Internal Migration in India: An Overview of its Features, Trends and Policy Challenges. *UNESCO/UNICEF National Workshop on Internal Migration and Human Development in India, 6–7 December 2011, Workshop Compendium, Vol. 2: Workshop Papers.* New Delhi, UNESCO/UNICEF.
- Srivastava R.
(2012b) Internal Migrants and Social Protection in India: The Missing Links. *UNESCO/UNICEF National Workshop on Internal Migration and Human Development in India, 6–7 December 2011, Workshop Compendium, Vol. 2: Workshop Papers.* New Delhi, UNESCO/UNICEF.
- The Second National
Commission on
Labour (2002) New Delhi, Ministry of Labour
<http://www.doccentre.org/docsweb/LABOURLAWS/IIIlabourcomm.htm>
Accessed on 15 September 2017
- The Hindu
(2018) *Most migrants are clueless about welfare schemes,*
The Hindu, 5 January, 2018
Accessed on 22 January 2018
- UNDP
(2009) Overcoming barriers: Human mobility and development
- UNESCO
(2001) *UNESCO Universal Declaration on Cultural Diversity.* Available from: <http://portal.unesco.org/en/ev.php->

[URL_ID=13179&URL_DO=DO_TOPIC&URL_SECTION=201.html](http://www.un.org/News/Press/docs/2011/11-01-UN-Habitat-20110101.html)

UNESCO/ UN-HABITAT. (2012)

Migrants' Inclusion in Cities: Innovative Urban Policies and Practices. UNESCO/UN-HABITAT.

UNESCO/UNICEF (2012)

National Workshop on Internal Migration and Human Development in India, 6–7 December 2011, Workshop Compendium, Vol. 1: Workshop Report. New Delhi, UNESCO/UNICEF.

UNISDR (2004)

Living with Risk. A global review of disaster reduction initiatives: United Nations.
http://www.unisdr.org/files/657_lwr21.pdf Accessed on August 2012).

Unnithan V. B. (2016)

കേരളത്തിൽ മറുനാടൻ തൊഴിലാളികളുടെ 40 ലക്ഷം; പുറത്തേക്കൊഴുകുന്നത് 25,000 കോടി, Mathrubhumi print edition, 30 March 2016 Available at:
<http://www.mathrubhumi.com/print-edition/kerala/migrate-workers-in-kerala-malayalam-news-1.958770> Accessed on 18 June 2017

UNRISD (2010)

Combating Poverty and Inequality: Structural Change, Social Policy and Politics, United Nations Research Institute for Social Development (UNRISD) Palais des Nations, 1211 Geneva 10, Switzerland
Available at:
<http://www.bris.ac.uk/poverty/downloads/keyofficialdocuments/UNRISD%20Combating%20Poverty.pdf> Accessed on 18 June 2017.

Wagner M.E., Schubert H. J. P., and Schubert D. S. P. (1985)

Family size effects: a review, in *The Journal of Genetic Psychology* 146(1):65-78 · April 1985
PMID: 3900289 DOI: 10.1080/00221325.1985.9923449
Accessed on 23 September 2016.

APPENDIX 1: INTERVIEW SCHEDULE

Social Protection Measures and Social Support Available to Inter-State Migrants and Their Social Integration in Kerala

1. ID No.
2. City: (1) Thiruvananthapuram/ (2) Kochi / (3) Kozhikode
3. Present place of residence:

1. Demographic Profile

1. Name:
2. Age (Actual):
3. Gender: 1. Male/ 2. Female/ 3. Transgender
4. Mother Tongue: 1. Bengali/ 2. Oriya/ 3. Hindi 4. Any other (specify)
5. Whether you know how to read and write in your mother tongue and any other language

Sl No.	Language	Understand well	Read	Write
1	Mother Tongue	1. Yes 2. No	1. Yes 2. No	1. Yes 2. No
2	Malayalam	1. Yes 2. No	1. Yes 2. No	1. Yes 2. No
3	Hindi	1. Yes 2. No	1. Yes 2. No	1. Yes 2. No

6. Marital Status: 1. Married/ 2. Unmarried/ 3. Widowed/ 4. Divorced/ 5. Separated

7. Family Size (Total number of family members)	8. Men	9. Women	10. Children (total) =.....			
			Boys (Between)		Girls (Age)	
			11. 0-5 years	12. 5-14 Years	13. 0-5 Years	14. 5-14 Years

15. Present Occupation in Kerala
16. Occupation at Native Place:
17. Educational Qualification of the respondent: 1. Uneducated 2. L.P 3. UP 4. H.S. 5.H.S.S. 6. Graduate 7. Post Graduate
18. Religion: 1. Hindu 2. Muslim 3. Christian 4. Any other (specify)
19. Caste: 1. SC 2. ST 3. OBC 4. Any other (specify)

2. Migration Profile

1. Year of Migration:
2. Year of arrival in Kerala:
3. Total year of residence in Kerala:

4. State of Origin
5. District:
6. Village/City of Origin:
7. Present Place of Stay:
8. Whether migration is short-term or long-term? 1. Short term 2. Long term
9. Whether migration is seasonal or annual? 1. Seasonal 2. Annual
10. Most important reasons for migration outside own State:
11. Among the other family members who else have migrated with you? (Multiple choice)
 1. Spouse 2. Children 3. Siblings 4. Parents 5) None
12. Before coming to Kerala, have you stayed in other States for work? 1. Yes 2. No.
13. Mention them in the order of the last State to the first:

3. Job Profile

1. Who informed you about the availability of jobs in Kerala?
2. In what all sectors have you worked already? (Tick more than one if applicable).
 1. Construction 2. Service (Hospital, Hotel) 3. Domestic (cooking, house cleaning etc)
 4. Industry 5. Agriculture 6. Any other
3. Do you have any family member or relative working in Kerala? 1. Yes 2. No.
4. If yes, in which sector?
 1. Construction 2. Service (Hospital, Hotel) 3. Domestic (house cleaning etc)
 4. Industry 5. Agriculture 6. Any other? (Tick more than one, if applicable).
5. Are you getting wages regularly? 1. Yes 2. No.
6. If no, why?
7. Number of days in a week you are on holidays without allowance, or without remunerative job?
8. Who informed you about the availability of jobs in Kerala?
9. How many times have you changed your jobs?
10. Why?
 1. End of contract 2. Low wages 3. Conflict with employer 4. Unable to cope with
 5. Irregular payment of wages 6. Lack of skills 7. Others
11. How many types of work have you changed so far?
12. Why?
13. Income (per day/ week/ month): (Mention Rs.xx/day/week/month)
14. Generally how do you get work?
 1. Through family contacts 2. Labour contractors 3. Migrant Friends 4. Local families
 5. Others
15. Who introduced you to the labour contractor?
16. Do you find the job here similar to what you were doing in your home town?
 1. Yes 2. No

17. Did you have to learn a new job after coming here? 1. Yes 2. No
18. If yes, how did you learn?
19. Have you known any job contractor personally? 1. Yes 2. No.
20. If yes, is he/she a Keralite or from your own State? 1. Keralite 2. From own State
21. What is the nature of relationship between the job contractor and you?
 1. Very friendly 2. Friendly 3. Neither friendly nor hostile 4. Hostile 5. Very hostile
22. Do you have a permanent job contractor who gives work for you? 1. Yes 2. No.
23. Have you ever signed/come to a formal agreement with any contractor? 1. Yes 2. No.

4. Entitlement Status

1. What all documents do you use to prove your identity and claim your entitlements? (Circle the numbers)
 1. Ration Card 2. Voters' ID 3. Aadhar Card 4. Driving License 5. Passport 6. PAN Card 7. Bank documents 8. Employee ID

5. Housing

1. Type of house at the place of origin
 1. Own 2. Rental 3. Lease 4. Homeless 5. Others
2. What type of housing structure do you have in the place of origin?
 1. Terraced Concrete 2. Thatched tiles 3. Thatched leaves 4. Others
3. What type of housing arrangement do you have in the city?
 1. Own house 2. Rented house 3. No place to stay
4. Monthly rent for housing: Rs.....
5. What type of housing structure do you have in the city?
 1. Terraced Concrete 2. Thatched tiles 3. Thatched leaves 4. Others
6. What kind of problems did you face in finding a place to stay in the city/place where you work?
7. Distance between work site and current place of residence: ----Kms (approximately).
8. Do you face the threat of evacuation at any point of time from your place of stay?
 1. Yes 2. No.
9. In a year, how often you would have to shift your place of stay?
10. Where is the location of your house? 1. Inner city 2. Inner suburb 3. Outer suburb

6. Natural assets

1. Do you own any land in your place of origin? Yes / No
 2. If yes, is this land cultivable? Yes / No.
 3. If yes, how many acres of land do you have?
 4. Do you own any land in the city? Yes / No.
 5. If yes, how many cents do you own?
 6. How much did you spend for the land? Rs.....
- Do you have access to clean drinking water at ... (Encircle the answer)**

7. your place of origin	1. Yes	2. No.
8. the place of your present stay	1. Yes	2. No.
9. your work site	1. Yes	2. No.

The drinking water sources available (Encircle the answer)

Drinking water sources	10. At your place of origin (a)	11. At the place of your present stay (b)	12. At your work site (c)
1. Hand Pump	1. Yes 2. No	1. Yes 2. No	1. Yes 2. No
2. Tap water at home	1. Yes 2. No	1. Yes 2. No	1. Yes 2. No
3. Tap water at the street	1. Yes 2. No	1. Yes 2. No	1. Yes 2. No
4. River/lake/canal	1. Yes 2. No	1. Yes 2. No	1. Yes 2. No
5. Pond	1. Yes 2. No	1. Yes 2. No	1. Yes 2. No
6. Wells	1. Yes 2. No	1. Yes 2. No	1. Yes 2. No
7. Water tankers	1. Yes 2. No	1. Yes 2. No	1. Yes 2. No
8. Others (Please specify)			

7. Health

(If not specifically mentioned, all questions are about respondent's health status as a migrant in Kerala.)

- How often did you fall sick in the last 6 months? 1. Never 2. Often 3. Very often
- Have you ever been ill in the past year with an acute illness? (An acute illness is a condition that appears suddenly: the person did not have it immediately before becoming ill)? Yes / No
- If yes, what type of difficulties did you have during the illness?
 - Fever
 - Head ache
 - Body ache
 - Fatigue
 - Nausea/Vomiting
 - Loose motions
 - Rashes
 - Swelling
 - Redness of eye
 - Bleeding
 - Other
- How many days did this illness last?
- Have you ever been told by a doctor or a health care provider that you have a chronic illness? (A chronic illness is an illness that will not go away or takes along time to go away, even when treated.)? 1. Yes 2. No
- If yes, which illness do you have?
- If yes, have you been told by a doctor or other health care provider that you should be taking medicines to treat this illness? 1. Yes 2. No
- If yes, the duration of medication that has been suggested...

9. If yes, expenditure per month for
 1. Rs Medicines ...
 2. Consultation Rs
 - 3) Transportation
 4. Other exp. Rs....
10. Do you have access to doctors during times of illness? 1. Yes 2. No
11. Do you have access to other health care professionals during epidemic outbreaks like malaria, dengue etc.? 1. Yes 2.No
12. Do all the members of your family have access to healthcare facilities in your home state?
 1. Yes 2. No.
13. If No, why?
14. From which of the following sources of care do you receive care at any time during illness?

Sources of health care	a. At your place of origin	b. At the place of your present stay
1. Public Hospitals	1. Yes 2. No	1. Yes 2. No
2. Private Hospitals	1. Yes 2. No	1. Yes 2. No
3. Private clinics	1. Yes 2. No	1. Yes 2. No
4. Pharmacy	1. Yes 2. No	1. Yes 2. No
5.Home remedy	1. Yes 2. No	1. Yes 2. No
6. Quacks	1. Yes 2. No	1. Yes 2. No
7. Other		

8. Political assets

1. Which all government officials did you regularly interact with?
2. Which all government officers/departments did you interact mostly with during times of crisis?
3. Are you able to access the benefit of the various schemes that the government has announced for the welfare of migrant workers? 1. Yes 2. No
4. Are there any support programmes to help the migrants find jobs? 1. Yes 2. No
5. What do you think are your rights as a labourer?
6. In general, do you think your rights as a labourer are respected in Kerala? Yes 2. No
7. Have you experienced any difficulty with the following persons/institutions in Kerala?

Sl. No.	Persons/institutions	Strongly Agree (1)	Agree (2)	Neither agree nor disagree (3)	Disagree (4)	Strongly Disagree (5)
1	Mafia (local goondas)					
2	Land brokers					
3.	Police					
4.	NGO workers					
5	Media persons					
6	Bureaucracy					
7.	Middlemen other than contractors					
8.	Money Lenders					
9.	Contractors					
10.	Political party leaders					
11.	Officers from Corporations					
12.	Employers other than contractors					
13.	Own family members					

9. Social assets

Do you have membership in any of the following organizations?

Sl. No.	Organizations	1. Yes	2. No	If yes, Name of the organizations with area of activities (Qns 8-14)	Nature of participation: 1. Very active 2. Active 3. Not active (Qns 15-21)
1.	Trade unions				
2.	Political party				

3.	Community-based organizations				
4.	NGOs				
5.	Socio-cultural groups				
6.	Others (Please specify)				
7.	None				

22. How did you become a member in this organization (mention the most important one)?

23. What are advantages of joining the organization? (Multiple choice)

1. Security 2. Financial help 3. Recreation 4. Knowledge 5. Friendship 6. Any other

10. Human assets

1. What all works are you skilled at?

1. Construction work 2. Diamond Industry 3. Textile Industry 4. Casual Wage Labour
5. Street Vending 6. Driving 7. Fish-harvesting/ Processing 8. Leather Work 9. Carpentry
10. Domestic Work 11. Catering Work 12. Ply wood industry 13. None 14. Any other (please specify)

2. What skills are essential to carry out your present job?

3. How did you acquire those skills and knowledge required for your job?

4. How many years did it take for you to acquire the essential skills in your field of work?---

5. Have you joined or attended any vocational training programme to enhance your skills?

1. Yes 2. No

6. If you are a casual labourer, what will you do when you are not able to get work?

7. Do you have any disability that prevents you from doing certain skilled work? 1. Yes 2. No

8. If yes, please specify the disability:

11. SOCIAL SUPPORT RECEIVED BY INTER-STATE MIGRANTS IN KERALA

(After introducing what social support is, the participant is asked whether he/she received any support from individuals, groups and institutions to fulfil any of the following needs or deal with any of the problems mentioned therein. Please distinguish among different needs and problems first and then probe the same...)

		From Individuals Of (a)		From Groups (Formal/Informal) Of (b)		From Institutions (c)		
		Own State of Origin (1)	Host State (2)	Own State (1)	Host State (2)	NGO s (1)	G Os (2)	FB Os (3)
1	Any help received in meeting any daily needs. (1=yes, 2=no)							
2	Any help received in meeting basic needs like food.							
3	Any help received in meeting basic needs like shelter.							
4	Any help received in meeting basic needs like clothing.							
5	Any help received in meeting credit needs like paying back a loan.							
6	Any helpful knowledge to deal with family problems.							
7	Any helpful knowledge to deal with social problems.							
8	Any experience of love and care during personal problems.							
9	Any experience of love and care during family problems.							
10	Any experience of love and care during a group conflict.							

11.a. Specific instances of receiving any social support from any

Sl.No.	Professional title	Rating in a scale of 1-5				
		Very Low	Low	Medium	High	Very High
1	Doctors					
2	Nurses					
3	Police Officers					
4	Teachers					
5	Postman					
6	Bank officials					
7	Contractors					
8	NGO personnel					
9	FBO personnel					

individuals/Groups/NGOs/GOs/FBOs if any

(Instruction: Attach separate sheets for any of the following. This could be developed as a case study for further follow-up after the semi-structured interview. Spend only two or three minutes on any during the first interview. Details could be collected later from a chosen few, say 5 each from each district. Give more importance to groups and institutions)

1. Individuals from Own State/migrants groups from Kerala
2. Individuals from Kerala
3. Groups from migrants (non-institutional) (non-institutional)
4. From NGOs
5. From GOs
6. From FBOs

12. How do you rate the quality of the services of these professionals/significant persons in the light of your experience?

13. Narrate any one pleasant and unpleasant experience each with any of one the above-mentioned:

1. Pleasant:.....
2. Unpleasant:.....

XII.Social Integration

1. What are the key places of migrants' concentration in Kerala, according to you?
2. In your view, which of these places is the most cordial in welcoming and accepting the migrants?
3. In general, how is your relationship with the local people?
1.Very cordial 2. Cordial 3. Not so cordial
4. Any kind of friendly sharing with neighboring Kerala families? 1. Yes 2. No
5. If yes, nature of sharing:
6. Do neighboring Kerala families invite you to any local/family functions? 1. Yes 2. No
7. If yes, what type of functions?

8. Do you participate in any religious/cultural functions/ festivals of locals? 1. Yes 2. No
9. Do you have friends from locals? 1. Yes 2. No
10. Did you see Malayalees willing to interact and be friendly with you? 1. Yes 2. No
11. If yes, how was your experience?

12. Do you want to continue in Kerala permanently? 1. Yes 2. No
13. If yes, what are your reasons?

14. If no, what are the reasons?

15. What are the obstacles in staying permanently in Kerala?

16. Is there any group of people who want you to continue in this state? 1. Yes 2. No
17. If yes, what are their efforts in meeting your need to continue in Kerala?

APPENDIX 2: GLOSSARY

Assets

In Law and Commerce, assets mean all the property of a person or a company which may be made liable for his or their debts (Oxford Dictionary 2004). Assets are also something valuable that an entity owns, benefits from, or has use of, in generating income. In accounting, an asset can be (1) something physical, such as cash, machinery, inventory, land and building, (2) an enforceable claim against others, such as accounts receivable, (3) right, such as copyright, patent, trademark, or (4) an assumption, such as goodwill (Businessdictionary.com, 2016). Figuratively used, social assets can mean the social capital available to a person to generate income and ward off vulnerability.

Human Assets

The measure of the output an employee with a certain skill set is able to make. The term ‘human assets’ could be used as synonymous with the concept of ‘human capital’ which was developed in the 1960s. It is founded on the idea that hard work, education, and skill development all lead to more output. As a result, companies are encouraged to invest in human capital through various means such as education and bonuses for exceptionally good work, among others (Farlex Financial Dictionary 2012).

Capacity

Capacity is the combination of all the strengths, attributes and resources available within a community, society or organization that can be used to achieve agreed goals (UNISDR 2004).

Circular Migration

Circular migration has recently emerged as a popular term in policy debate and is at the cutting edge of the debate on migration and development. The process of “circular migration” implies circularity, that is, a relatively open form of (cross-border) mobility. Such migration might involve seasonal stays or temporary work patterns. It refers to both internal and international migration (UNESCO 2013).

Co-integration

Co-integration is, in the context of inter-state migration, a process involving all members of the destination state society making it easier for the migrants to enjoy full rights linked to their citizenship.

Coping capacity

Coping capacity is the ability of people, organizations and systems, using available skills and resources, to face and manage adverse conditions, emergencies or disasters (UNISDR 2004).

Deprivation

Deprivation refers to a situation in which you do not have things or conditions that are usually considered necessary for a pleasant life (Cambridge Advanced Learner's Dictionary & Thesaurus).

Domestic Remittances

Domestic remittances refer to money that a migrant earns at a destination and sends or brings home to a source location within the country (UNESCO 2013).

Emigrant

A migrant from the perspective of the country of origin (or departure) (UNESCO 2013).

Exposure

Exposure is defined as the totality of people, property, systems or other elements present in hazard zones that are thereby subject to potential losses (UNISDR 2004).

Immigrant

A migrant from the perspective of the country of destination (UNESCO 2013).

Informal sector workers

The international definition of the informal sector distinguishes two kinds of enterprises, namely own-account enterprises and enterprises of informal employers (System of National Accounts 1993). The informal economy can be broadly distinguished into wage employment and non-wage employment.

First component, viz., wage employment includes:

- Employees in the enterprises of informal employers;
- Outworkers or home workers: persons working at home, or on premises of his/her choice other than employer's, to produce goods or services on a contract or order for a specific employer or contractor;
- Independent wage workers not attached to only one employer, and providing services to individuals, households and enterprises, e.g., domestic maid working for households; and
- Informal employment in formal sector enterprises and workers whose pay and benefits do not conform to the existing labour regulations.

Second component, viz., non-wage employment includes:

- Own-account workers;
- Employers/owners of informal enterprises with at least one hired worker; and
- Unpaid family helpers in both types of informal enterprises.
- Employees in the enterprises of informal employers;
- Employers/owners of informal enterprises with at least one hired worker; and

Interaction

Inspired by the sociologist Goffman (1967), the concept of social interactions refers to “the class of events which occurs during co-presence and by virtue of co-presence. The ultimate behavioural material is the glances, gestures, positioning, and verbal statements that people continuously feed into the situation, whether intended or not.” Social interactions can be very diverse. They can be ephemeral or long-lasting, positive or negative, private or public, ethnic or non-ethnic, etc.

Internal Migrant

An internal migrant is someone who moves to a different administrative territory to reside but stays within national boundaries. Typically this is a change in residence that crosses provincial or urban boundaries. In the developing world today one of the most common internal migration flows is from rural areas to cities (UNESCO 2013).

Internal migration

The process of moving from one place to another within a country in order to pursue work such as seasonal work is called internal migration.

Inter-state migrant

An inter-state migrant is someone who moves to reside in a different administrative territory in a Union of States like in India but stays within national boundaries.

Labour Migration

Migration for the main purpose of employment or work (UNESCO 2013).

Migrant

A person undergoing a (semi-) permanent change of residence that involves a change of his or her social, economic and/or cultural environment (UNESCO 2013).

Migration

UN Multilingual Demographic dictionary defines migration as “a form of geographical mobility between one geographical unit and another, generally involving a change in residence from the place of origin or place of departure to the place of destination or place of arrival.” Migration is a demographic process of movement of population from one geographical area or political boundary to another geographical area or political boundary within a time interval involving a change of residence.

Resilience

Resilience is the ability of a system, community or society exposed to hazards to resist, absorb, accommodate to and recover from the effects of a hazard in a timely and efficient manner, including through the preservation and restoration of its essential basic structures and functions ((UNISDR 2004)

Social Integration

Social integration is “the process of fostering societies that are stable, safe and just and that are based on the promotion and protection of all human rights, as well as

non-discrimination, tolerance... participation of all people, including disadvantaged and vulnerable groups and persons” (Commitment 4, Copenhagen Declaration on Social Development).

Social protection

Social protection, as defined by the United Nations Research Institute for Social Development, is concerned with preventing, managing, and overcoming situations that adversely affect people’s well-being (UNRISD, 2010). Social protection consists of policies and programmes designed to reduce poverty and vulnerability. It promotes efficient labour markets. Its main aim is to diminish people's exposure to risks, and to enhance their capacity to manage economic and social risks, such as unemployment, exclusion, sickness, disability and old age. Of the most commonly used social protection measures, labour market interventions like direct employment generation, job training and employment services are of crucial importance if people are to be made self-reliant. The second in importance is social insurance such as health insurance or unemployment insurance that mitigates risks associated with unemployment, ill health, disability, work-related injury and old age. The third type of social protection measures is social assistance interventions which may include welfare and social services to highly vulnerable groups such as the physically or mentally disabled, orphans, or substance-abusers; cash or in-kind transfers, such as food stamps and family allowances and temporary subsidies, such as life-line tariffs, housing subsidies, or support of lower prices of staple food in times of crisis (ADB, 2012).

Social Remittances

Social remittances refer to the ideas, practices, identities and social capital sent from the destination to the source by individual migrants or migrant communities, which contribute to social transformations (UNESCO 2013).

Social Support

Social support means various kinds of tangible and intangible help people give and receive, especially in times of stress and difficulties. “Social support refers to the various types of assistance or help that people receive from others and is generally classified into two or sometimes three major categories, namely emotional, instrumental and sometimes informational support. Emotional support refers to the things that people do that make others feel loved and cared for, that bolster their sense of self-worth. For example, talking over a problem, providing encouragement or positive feedback and such support frequently takes the form of non-tangible types of assistance. By contrast, instrumental support refers to the various types of tangible help that others may provide, namely help with childcare or housekeeping, provision of food, transportation or money. Informational support represents a third type of social support which is sometimes included within the instrumental support category and refers to the help that others may

offer through the provision of information (Seeman 2008).

Stress

Stress is a continuous or slowly increasing pressure, commonly within the range of normal variability. Stress often originates and stressors (the sources of stress) often reside within the system (UNISDR 2004). Applied to the life of an inter-state migrant, his/her vulnerable living and working conditions can contribute to stress.

Temporary Migration

Non-permanent migration implying return or onward movement (UNESCO 2013).

Tragedy of the commons

The tragedy of the commons is an economic theory of a situation within a shared-resource system where individual users acting independently according to their own self-interest behave contrary to the common good of all users by depleting or spoiling that resource through their collective action. The concept and name originate in an essay written in 1833 by the Victorian economist William Forster Lloyd, who used a hypothetical example of the effects of unregulated grazing on common land (then colloquially called "the commons") in the British Isles. The concept became widely known over a century later due to an article written by the ecologist Garrett Hardin in 1968. In this context, commons is taken to mean any shared and unregulated resource such as atmosphere, oceans, rivers, fish stocks, or even an office

Unorganized sector workers

Unorganized sector is that part of the workforce 'who have not been able to organize in pursuit of a common objective because of constraints such as: (a) casual nature of employment, (b) ignorance and illiteracy, (c) small size of establishments with low capital investment per person employed, (d) scattered nature of establishments and (e) superior strength of the employer operating singly or in combination. The Second National Commission on Labour (2002) listed illustrative categories of unorganized labour. These are: (i) contract labour including construction workers; (ii) casual labour; (iii) labour employed in small-scale industry; (iv) handloom/power-loom workers; (v) beedi and cigar workers (vi) employees in shops and commercial establishments; (vii) sweepers and scavengers; (viii) workers in tanneries; (ix) tribal labour; and (x) 'other unprotected labour.

Vulnerability

There are generally two perspectives in which vulnerability can be viewed and which are closely linked with the evolution of the concept: (1) the amount of damage caused to a system by a particular hazard (technical or engineering sciences oriented perspective – dominating the disaster risk perception in the 1970s), and (2) a state that exists within a system before it encounters a hazard (social sciences oriented perspective – an alternative paradigm which uses vulnerability as a starting point for risk reduction

since the 1980s). The former emphasizes ‘assessments of hazards and their impacts, in which the role of human systems in mediating the outcomes of hazard events is downplayed or neglected’. The latter puts the human system on the central stage and focuses on determining the coping capacity of the society, the ability to resist, respond and recover from the impact of a natural hazard. While the technical sciences’ perspective of vulnerability focuses primarily on physical aspects, the social sciences’ perspective takes into account various factors and parameters that influence vulnerability, such as physical, economic, social, environmental, and institutional characteristics. Other approaches emphasize the need to account for additional global factors, such as globalization and climate change. Thus, the broader vulnerability assessment is in scope, the more interdisciplinary it becomes.

INTER-STATE MIGRANT WORKERS IN KOZHIKODE, KERALA



MEETINGS FOR COLLABORATION FOR WORK WITH INTER-STATE MIGRANTS

