

A Study Of Migratory Labour In Mohali

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Abstract: *The present study analyses the economic conditions of migrant labourer population in Mohali city. The main objectives of the study are to analyse the cause & reasons for in-migration, economic status, identify the problems faced by in-migrant labourers in Mohali and to examine the future plans of the migrants. The Area Purposive Sampling Method was used for this study to select migrants for this study. The sample comprised of 80 in-migrants from 3 locations in Mohali City that were selected for questionnaire survey. The information base for this study includes both primary and secondary data. Simple statistical charts created in SPSS are used for data analysis. Result shows that most labourers migrated from Northern India in our study clusters, specifically from Bihar, Hyderabad, U.P, Jharkhand, Chhattisgarh, Andhra and Karnataka. Among these highest in-migrants are from the state of Bihar and U.P (30%) and lowest from Hyderabad (3%). Study of socio-economic condition reveals that about 30% of migrants moved south as they were facing economic problems at their home state. As most of the labourers are on temporary contract, they do not have any concrete plans for their future. Nor can they chart a future plan as their job status is not guaranteed. The growing urban population is indicative that a large scale interstate in-migration from all over India is currently faced by Mohali city. National statistics shows that particularly 95% of the in-migrants are from North India and not from the home state, Tamil Nadu. Overall striking point of the respondent population shows that majority of the in-migrants are Hindu Muslims and are from rural areas. Result emphasizes upon two major facts of the in-migrants: their entrepreneurial behaviour and inherent need to improve their socio-economic status.*

I. INTRODUCTION

Migration process has been one of most dynamic human activities from the very beginning of human life. During early days people used to move from one forest to another in search of forest products. When most of people divorced forest life and adopted civilized life they developed relationship with domesticated animals and fertile land. As a result, mobility of mankind changed considerably. They almost left a wanderer's life and started developing settlements. Certainly at this stage also mobility of mankind did not stop at all. In fact people continued to move from one region to another in search of fertile land for developing cultivation.

Afterwards, the nature of mobility frequently changed. The people moved from early civilized area to other parts of world, partly for agricultural purposes or for trade and partly for investigation. Migration of the people to big cities takes from all the corners of the country with different social and cultural background. When such people meet in cities and stop living together, a new cosmopolitan culture develops, cities

are, therefore, known as "melting pot of cultures". Such cultures are more liberal, impersonal, self-centred and more Materialistic.

Today, labour migration is characterised by temporary tenure, poor working condition, and at times physical and verbal abuses and human rights violation. Migrants are often considered as 2nd class citizen, and often relegated to 3 Ds (Dirty, Dangerous and Difficult) jobs. In the World Migration Report (2005), the International Organization for Migration (IOM) wrote about the concerns that surround migration-such as loss of jobs, lower wages, increased welfare costs and the belief that migration is spiralling out of control etc.

The WHO and UNESCO both advocate human rights-based approach for migration management. In the Indian context, out-migration is generally from remote backward rural areas of the country (majority from Bihar and UP as reflected in Census 2001), the in-migration of referred sections of society is to all major industrial towns in economically better states.

The labour recruiters, human trafficking network –all play quite significant role, in the migration of disadvantaged sections of society (poor, landless unskilled, SC/ST/OBC, Women, adolescent groups etc.). Towns and villages of Punjab are the destination of large-scale spatial mobility of unskilled populations from rural areas of backward states especially Uttar Pradesh and Bihar. These migrants reach Punjab from all over the country individually as well as in groups with or without the help of contractors/agents.

According to newspaper (Tribune),the population of migrant labour in Punjab has reached 2.5 million with Ludhiana being its focal point. Punjab’s entire agriculture, paddy, plantation and allied fields such as poultry and dairy are almost fully dependant on migrant labour. The same is reflected in the case of small and medium scale industries. The steel, iron, sugar, wool, knitwear etc. are also heavily dependant on migrant labour.

II. REVIEW OF LITERATURE

Sr. NO	TITLE	AUTHOR NAME & YEAR	PUBLICATION	ABSTRACT & CONCLUSION
1.	Study of Kosi Flood Disaster on Migrant Children of Bihar, India	Dewan, D.R. (2013).	IOSR Journal Of Humanities And Social Science (IOSR-JHSS) Volume 7, Issue 4 (Jan. -Feb. 2013), PP 44-50e- ISSN:2279-0837, p- ISSN: 2279-0845. www.Iosrjournals. Or g	The study examines the effects of sociological and psychological factors on migrant and non-migrant children in Kosi basin. The data obtained by random sampling was based on two sub-groups of Religion (Hindu-Muslim), Gender (Female-Male) and Socio -Economic Status (High-Low). A 2x2x2 factorial design was used to study the effect of above mentioned factors on migration of Children. General Health Questionnaire (GHQ)-12 were applied to study themental health of migrant and non-migrant children sample. For Analysis of the obtained data, calculation of percentages was applied. The findings indicate that percentage values of mental health scores of Hindu-Muslim low socio-economic status male-female Migrant children sample were much lower than their counterparts. It proves that socio-economic status factors have strong impact on mental health of migrant children
2.	Rural Migration, Weather and Agriculture: Evidence from Indian Census Data.	Viswanahan , B., and Kumar,K. K. (2012)	Workshop on 4th August, 2012 at MSE, Chennai, at the UNU-WIDER Conference on Climate Change and Development Policy, held on 28 -29 September, 2012, in Helsinki, and at the ENMRDTE preconference on Migration and Environment, Clermont-Ferrand, 17 October, 2012	This study explores the three way linkage between weather variability, agricultural Performance and internal migration in India at state and district level using Indian Census data. We base all the analyses on a Simultaneous equation model for panel data. The elasticity of inter -state out-migration rate with respect to the per Capita net state domestic product is approximately (-) 0.75. The crop-wise analysis, on the other hand, shows that the (negative) elasticities are higher and more substantial for rice(- 1.85) than for wheat (- 0.90). The district-level analysis shows larger magnitudes of estimated

				change in in-migration rates to relative changes in Crop yields. The results suggest that the impact of yield change on the in-migration rate depends on both the inter-play between inter -and intra-district in-migration rates as well as the crop under Consideration. The study findings could thus have significant policy relevance, especially in the context of global climate change and the prospect of migration s erving as a potential adaptation strategy for people adversely affected by the impact of weather variability on crop yield.
3.	Internal Migration in India: Are the Under privileged Migrating More?	Bhagat, R.B. (2010)	Asia-Pacific Population Journal, Vol 25, No1, pp 45.(2010)	The present study revealed that both in- And out-migration rates had a significant positive association with per capita income, percentage of workforce and share of state gross domestic product in the non-agricultural sector. This means that higher income and the sectorial transformation of the economy from the agricultural to the non-agricultural sector tended to be associated with both higher in-migration and higher out- Migration rates. By contrast, poverty was not found to be strongly related to increased out- migration at the state level
4.	PATTERNS AND DETERMNTS OF FEMALE MIGRATION IN INDIA: INSIGHTS FROM CENSUS	Mahapatro, S.R. (2010)	ISBN 978-81-7791 -102-2 2010, The Institute for Social and Economic Change, Bangalore	The findings of the study also suggest that female migration rates are closely inter -connected with male migration rates indicating that females accompany males As associational migrants. However, the Significance of economic factors, as evident from the study, indicates that there is also an economic motivation behind migration. Hence, it can be stated that even though females accompany their spouses, their economic role is not undermined. The work participation rate of female migrants as compared to female non-migrants increases in rural-urban migration over a period of time as is evident from the data, and suggests that females migrate for employment purposes as well as family Ones. In a nutshell, the significance of economic factors in determining female migration should be given greater importance in Migration studies.
5.	Internal Migration in India: Are the Underclass More Mobile?	Bhagat, R.B. (2009)	26th IUSSP General Population Conference held in Morocco, 27 Sep -2 Oct 2009.	In this study India has seen an upsurge in Economic growth since 1991. The 2001 census shows that internal migration has Picked up rapidly during the 1990s. Compared to intra -state (short) movement, inter -state (long distance) migration has Grown faster. The states with higher per capita income and larger dominance of non-agricultural sector show not only high in-migration but also high out-

				<p>migration Rates. Poverty ratio is not found related</p> <p>With outmigration rates at the state level. On the contrary, migration rates are higher in house</p> <p>holds with higher monthly per capital expenditure. Also, the socially disadvantaged groups like Scheduled</p> <p>Castes and Scheduled Tribes do not show higher mobility compared to other population categories. Thus the increased mobility of India's population in recent times is more confined to better off Sections.</p>				<p>Significant phenomenon with a few exceptions of metropolitan cities. As regards the effect of factors at the place of destination, prospects for better job opportunities are a major determinant of Male migration. Low castes and minority groups tend to pull migration through Network effects. Among females also these effects are evident though with the inclusion of the male migration rate they Become less significant. Finally the paper Brings out the policy implications.</p>	
6.	Migration, Remittances and Competition in International Labour Market	Chowdhury, M.M. (2009)	Centre for Research in Economic Development and International Trade, University of Nottingham No.09/02 July 2009	<p>In this study remittances are considered as an important component of GDP in many developing countries. In order to increase remittance inflows many countries are now actively involved in labour export and Thereby competing with other labour exporting countries in the international market. In this paper we have conceptualised the competition by proposing a model where two countries Export labour to a third country. The third country imposes differential tax rates on The income of foreign workers. We have explored the process of imposition of tax rates by importing country and found that tax burden is higher for the country with higher labour endowment.</p>	8.	Trends and Patterns of Internal Migration in India, 1971 -2001	Lusome, R., and Bhagat, R.B. (2006)	Annual Conference of Indian Association for the Study of Population (IASP) during 7 -9 June, 2006, Thiruvananthapuram	<p>In this study "Internal migration is now recognized as an important factor in influencing social and economic Development, especially in developing countries. Indian censuses record that in 2001, 309 million persons were migrants based on place of last residence, which Constitute about 30% of the total population of the country. This is nearly double the number of internal migrants as recorded in the census of 1971 (159 million). This suggests that socio-economic changes in the last three decades have greatly affected the mobility of the Population. This paper attempts to provide the trends and patterns of internal migration during 1971 -2001 on the basis of Census data for that period. Findings show that the composition of internal migration Has changed over the years. Moreover, it is observed that the growth of internal migrants differs by sex as well as the streams of migration and the mobility of Indian population has significantly Increased during the 1990s.</p>
7.	Rural to Urban Migration: A District Level Analysis for India	MITRA, A .& MURAY AMA. M. (2008)	Institute of Developing Economies, JETRO IDE Discussion Paper, No. 137. 2008.3	<p>This study Based on the recent census data this paper analyses the district level rural to urban migration rates (both intra-state and the inter-state) among males and Females separately. Both the rates are closely associated irrespective of whether the migrants originate from the rural areas within the state or outside the state. This would suggest that women usually migrate As accompaniers of the males. Though many of the relatively poor and backward states actually show large population mobility, which is primarily in search of a livelihood, the mobility of male population is also seen to be prominent in the relatively advanced states like Maharashtra And Gujarat. Rapid migration of rural females within the boundaries of the states is, however, evident across most of the Regions. The social networks, which play an important role in the context of migration are prevalent among the short distance migrants and tend to lose their Significance with a rise in the distance between the place of origin and destination though there are some exceptions to this phenomenon. Besides the north-south divide in the Indian context is indeed a</p>		Internal migration in india : 1961-1991	Singh, D.P. (1998).	DEMOGRAPHY INDIA. 1998Jan -Jun; 27(1):245 -61.	<p>This study updates knowledge about emerging patterns of migration during 1961-91 in India. Data were obtained from The 1991 census. Findings are presented for migration volume, distance, and place of last residence, stream and duration of Residence, reasons, and international flows. The number of migrants in 1991 amounted to 230 million of a total population of 838.6 million (27.4%). The volume of migrants increased from 144.8 million to 203.5 million During 1961-81. The percentage of migrants of total population Declined over time. The percentage of migrants moving to a place different from birth declined for both sexes from 20.8% to 14.6% for males and from 46% to 41.2% for females. In</p>

				<p>1991, 16.2% were intra-district moves; 7.1% were inter-district moves; 3.3% were inter-state moves; and 0.8% was international moves (6.9 million People). All four migration streams showed a decline in percentage share to total population over time. Females dominated short-distance moves, and their numbers increased in medium -and long-distance migration. Short -distance migration in 1991 accounted for 59% of total migration. Medium-distance Inter-district migration accounted for 25.7% of the total. Long-distance or inter-state migration accounted for 11.9%. 3% of migrants were International migrants. The dominant stream was rural to rural (64%), especially intra -district. The main reasons for migration were marriage among females and employment among Males. The second most important reason was movement with parents or relatives . In recent years, in -migration increased from Bangladesh and countries outside Asia, such as Africa.</p>
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Table 1

III. MIGRATION

Migration is an important feature of human civilization and it's a global phenomenon in modern times. Due to globalization and expansion of transportation and communication, it has become a part of globalise process of industrialization and urbanization. In several countries, it has been observed that industrialization and economic development has been accompanied by huge scale movements of people from rural to urban area and one district to another district, one state to another state.

Migration has been defined as crossing of the boundary of a legal, political and administrative unit for a certain minimum period of time. It includes the movement of people from one place to another place for hope of gaining advance opportunities, new high standard of living, jobs etc.

According to classical theories, migration is a rational decision made by an individual or group of person to move from one undeveloped place to a developed place to gain new opportunities.

The contribution of the migrant workforce to urban development is immense. In addition, the processes of liberalization, privatization, and globalization, especially since 1991, have enhanced the pace of internal migration of skilled, semi-skilled and unskilled workers from rural to urban areas. Nevertheless, the experience of developing countries including India reveals that the modern urban sector, especially better organized ones, due to its emphasis on capital intensive techniques in production may absorb partially the enormous growth of the urban workforce into an employment ensuring decent working conditions.

On the other hand, a substantial part of the increased labour force, due to migration, in the modern sector is likely to

be absorbed in the informal work in the unorganized sector where people create their own employment opportunities to the extent that their capital and skills permit. In a circumstance like this, people who join workforce often end up earning lower than the minimum wage.

IV. PROCESS OF LABOUR MIGRATION

In trying to understand the process of migration, the section highlights the major characteristics of the rural to urban migration and also indicates its socio-economic aspects. Further, it examines the role of intermediaries in the migration such as labour contractors. The National Commission for Enterprises in the unorganized Sector (NCEUS) has observed that the trend of increasing short and long duration migration has an apparent link with regional inequalities. Mobility of labour takes place when workers in source areas lack appropriate options of employment and livelihood and there is expectation of improvement in standard of living through a continuous source of employment in the area where they intend to migrate, in terms of increased income and more participation in employment. The development process of the city provides people with new economic opportunities and also other social benefits which lead to migration of workforce to urban areas.

However, the participation of these migrant workers in the organized sector employment, which provides decent working condition in the urban areas, has been abysmally low, partly explained by lack of educational attainment of rural youth, which is required to get job in the organized sector. Therefore, they tend to be absorbed in the informal sector which has grown over time, functioning as providers of essential services to the city although at very low returns. It appears the development of informal sector in the city enhances the intensity of migration of unskilled workers to the urban areas. In an attempt to mitigate deprivation and make an adequate living for themselves, the people from poor households in rural areas keep moving and shifting their place of living to urban areas. They make a serious effort to diversify their livelihoods through a variety of informal sector job opportunities available in the urban areas.

In fact, the rural migrant labourer enters a situation of unlimited supply of labour from the rural areas to the expanding demand of labour in the urban informal market. The decision to migrate involves contextual factors such as push factors which force migrants out of rural areas and pull factors which attract migrants to urban areas .Further, the close operation of the pull and push factors of migration become very pronounced due to the imbalance in the growth process of the different regions of the country. The surplus low skilled individuals, who do not find desirable employment profile with decent wage in the rural areas, get absorbed in the informal sector in the urban areas, donning the role of casual worker. In many instances, they work and stay in the urban area for a longer term.

In other instances, they come to work during the season when there is no rain and agricultural activity is nil in their village and then return to their native place when there are rains. These people move to the urban region for a temporary

period of time. The motive behind migrating to the city is to facilitate more earning than migrants would be able to within traditional primary economic activities. In fact, temporary migration has become a routine part of the livelihood strategies of the rural poor. It is an important route to come out of poverty for the poor. Although income these migrants generate may help them to survive, there may be little scope for saving the investible surplus.

Further, the pull of informal sector work in urban areas is, to a greater extent, explained by the prevalence of low wages in rural areas. In most cases agricultural labour contracts are verbal, often not protecting workers from irregularity of employment and earning. It is important to note that low wage in primary activities such as agriculture, impacting the rural labour force, may be explained by both the micro phenomena like productivity, be it farm or individual, and macro ones such as institutions which enable the functioning of the product and labour market.

For instance, a pervasive low wage rate, far lower than minimum wage set by the state, may occur if low productivity, due to obsolete state of art, coexists with exploitative labour market scenarios, wherein labour market institutions such as law and collectives may suppress even increase in real wage, thus pushing workers into perpetual misery. Further, the nature of agriculture productivity is such that it depends on the vagaries of the monsoon and with it the employment scenario in the agriculture sector gets unstable. In contrast to this, urban areas provide a lot of scope to diversify incomes through the various informal sector job opportunities.

V. CAUSES OF MIGRATION

In India or other countries migration pattern is not a new phenomenon. It is mostly influenced by uneven pattern of development and socio-economic structure. There are various reasons for migration and it may vary from country to country and over periods of time. Some important factors which motivate people to move from one undeveloped place to another developed place. It may broadly classify into various categories like economic, social, political and demographic factors.

The reasons for migration can be divided into two main groups; Pull and Push Factor.

- ✓ Push factors are those in their old place which force people to move.
- ✓ Pull factors are those factors which encourage people to move. They include better job opportunity, better education etc.

PUSH FACTORS

- ✓ Economic Factors
 - Lack of employment
 - Natural disasters (earthquake, floods)
 - Lack of food & shelter
 - Lower standard of living
- ✓ Social Factors
 - Lack of health care
 - Lack of educational opportunities

- Lack of religious tolerance
- ✓ Political Factors
 - Unfair legal system
 - Lack of government tolerance
 - War and terrorism activity
- ✓ Demographic factors
 - Lower rate of population

PULL FACTORS

- ✓ Economic factors
 - Hope for better employment
 - Need more money and food
 - Better shelter
 - Hope for family to have a higher standard of living
- ✓ Social factors
 - Encouragement from family & friends
 - Better health care
 - Better educational health
 - Religious tolerance
- ✓ Political factors
 - To gain protection under the law
 - Right to vote and freedom from persecution
 - Safety
- ✓ Demographic factors
 - Marriage
 - Increasing rate of population.

Several push and pull factors influence to migration. India has high levels of regional and zonal inequality in terms of population distribution and development indicators like education and infrastructure conditions. Most of the states are very poor in education and infrastructure facilities. Especially BIMARU states conditions is very poor in terms of infrastructure and other developing facilities. Hence a large number of people migrant from these areas like Bihar and Uttar Pradesh, Madhya Pradesh, Rajasthan. It is reported that during recent years there is high rate of internal migration in India, it is due to search for better employment and better education facilities.

VI. TYPES OF MIGRATION

Migration can be classified into two broad categories according to movement of people:

- ✓ External (International migration)
- ✓ Internal (National migration)

Internal migration is very high in comparison to External migration.

INTERNATIONAL LABOUR MIGRATION

International Labour Migration has received increasing international attention in the past two decades as more other countries are affected by international migration and want to enhance the benefits that can be derived from it as well as the way labour migration flows are managed. Migration constitutes a challenge for destination countries as they have to balance the needs of domestic business and labour markets

with the views and needs of their own citizens, as well as the rights and protection of labour migrants. International migration has two types of effect that is beneficial and detrimental effects. If the migration constitutes a large number of skilled manpower, then it is considered as detrimental effect and if the country

receives foreign currency in the form of remittance, then the migration is beneficial. On the other hand, in receiving countries people believe that the migration is beneficial when it fills up the shortage and unskilled manpower. But such type of migration may adversely affect the wage level and employment opportunity of natives. When the migrants become permanent residents in some cases, they induce changes in social & cultural characteristics of receiving countries. For example after world war two many migrants became permanent residents of Germany under German guest worker programme of 1960-70s which helped to rebuild the country.

NATIONAL MIGRATION: INDIAN CONTEXT

In India basically two types of migration is available first Interstate and Intrastate migration. Interstate migration is very high in comparison to intrastate migration. Labour migration is very complex phenomena in modern times. In some part of India, three out of five households include a migrant.

Mainly two types of labour migration are in practice in India;

Planned or skilled migration and Unplanned or unskilled migration

- ✓ *Skilled or planned migration* –it relates with mental work of labour. They have some skills & knowledge for any proper work.
- ✓ *Unskilled or unplanned* –it relates with physical work. They have not any skill for any proper work. In the context of India unskilled migration is more in comparison to skilled migration.

VII. TREND & PATTERN OF MIGRATION IN INDIA- OVERVIEW

Internal migration is very huge issue in India where many factors are influencing here like social and economic. India is geographically divided into 28 states and 7 union territories. According to census

2001, the total population of India is 1028 million consisting of 532 million males and 496 million females. Migration pattern is very huge from Bihar and Uttar Pradesh. According to World Bank Survey 1998,

95% of the Bihar labour migrants. According to the “International Organization for Migration “websites, the total number of migrants has increased over the past 10 years from 150 million in 2000 to 214 million in 2010. This means that 3.1 per cent of the world’s population is migrants; this per cent has remained relatively stable over the past decade. The per cent of migrants change vastly depending on the country of origin. On the other hand India has a low per cent of international migrants 0.4 per cent respectively.

The 2009 Human Development report notes that 37% of the world’s migrants move from developing countries to developed countries. Most migrants, (60%) move within countries of the same category of development. Only 3% of migrants moved from developed countries to developing countries. Half of all migrants moved within their own region, while 40% moved to a neighbouring country. “According to 2001 Census about 30% of the total population of the country where migrated from the last residence.

This figure indicates an increase of around 37% from the census 1991. Among the total migrants 18% are of male migration and 45% are of female migration. 80% of the total migrants where within the state and 13% where inter-state migration. Among the male migrants 79% moved within the state of enumeration while 21% moved between states. Among the female migrant 90% where intra-state migration and 10% where inter-state migrant. Male migrants from rural to urban areas emerged as the most prominent accounting for 47%. In census 2001, the reason behind the migration has been classified into seven broad groups like work/employment, business, education, marriage, moved at birth, moved with family and others.”

LEGAL PROVISION

The government of India made an enactment in 1979 of the “Inter-state Migrant Workmen (Regulation of Employment and condition of service) Act 1979”. Through the act covers only interstate migrant, it lays down that contractors must pay timely wages equal or higher than the minimum wages, providing suitable residential accommodation, prescribed medical facilities, protective clothing, notify accidents and casualties to specified authorities and kin. The Act provides for the right to raise industrial disputes in the provincial jurisdiction where they work or in their home province. The act sets penalties including imprisonment for non-compliance.

NEED OF THE STUDY

Given current economic environment of India, migration has become very important issue. Migration in India is mostly influenced by social structure and patterns of development. Selected zones like some districts of Eastern zones and North zones are very rural and poor area. They have many socio and economic problems like job, education, infrastructure facilities etc.

There is migration at a large scale from Eastern zones and Northern zones; it is because of the following factors –

- ✓ *Lack of Job Opportunity:* In Selected zones there is scarcity of power supply i.e. there is no proper industrialization. Power is important factor for the development of the state. People Compelled to survive on agriculture.
- ✓ *Lack of Infrastructure Facilities:* In selected zones power supply is very less by which infrastructure facility is very poor.
- ✓ *Lack of Educational Facilities:* Educational facility are not proper in there area’s by which people migrate to other developed area’s for providing better educational facilities and for better life style.

- ✓ *Lack of Safety:* In the rural area of certain district there is lack of safety measures. Peoples feel unsafe for their family and moved towards urban areas.

In these zonal states government can generate hydroelectric power but unfortunately a limited amount of the power is generated which is not sufficient for the proper development of their areas. Lands of these areas are fertile but the farmer not fully utilized their lands for the proper production like Punjab & Haryana. Due to lack of advance technique of agriculture and government support, farmer depends on traditional farming. There is no proper advancement of farming facilities like other state such as western Uttar Pradesh, Haryana and Punjab where the farmers use advanced techniques of farming. Hybrid seeds, advance technique of irrigation system etc.

Hence, researcher feels the need to identify, analyse the pattern and impact of migration on economic development from different zones and suggest a model for effective utilization of economic resources of migration.

VIII. RESEARCH METHODOLOGY

The present research makes a modest attempt to study the living condition of the migrant labourers before and after their migration. With the following objectives:

- ✓ To study the social status of in-migrant workers in the place of origin and at the Mohali.
- ✓ To find out the economic status reasons of migrant labour in Mohali.
- ✓ To analyse the migrant labourers living and working conditions before and after migration.
- ✓ To identify the nature of employment in which they are involved.

STUDY AREA

Mohali, is a city which is a commercial hub lying adjacent to the city of Chandigarh in Punjab, India. It is the administrative headquarters of SahibzadaAjit Singh Nagar District. It is also one of the six Municipal Corporations of the State. It was officially named after SahibzadaAjit Singh, the eldest son of Guru Gobind Singh as SAS Nagar ("City of SahibzadaAjit Singh"). It is still known and popular, as Mohali among local people and other parts of India.

Mohali has emerged as one of the most important cities in Punjab and the rest of northern India; it is developing rapidly as an IT Hub of the state. Special emphasis has been made by the state government to make this city the best place to live in the Punjab. The city also has many international sporting venues consisting of a magnificent cricket stadium, hockey stadium, indoor stadiums and a newly built golf course

The questionnaire data were collected from the following 3 study areas:

- ✓ *SLEEPWELL INDUSTRY*
- ✓ *MAHINDRA SWARAJ TRACTORS R&D*
- ✓ *CONTINENTAL ENGINEERING WORKS MOHALI*

The interstate migration pattern in India. A detailed analysis of it with the results of this study shows that the

specific rural to urban movement is missing in this map. So the present study tries to cover the rural to urban migration in a limited manner by studying 6 in-migrant clusters of Mohali City (Fig.). The analysis made by Indian Institute of Human Settlement (2001-2015) shows the 10 largest flows of interstate migration (which includes rural and urban migration) are mostly in the Northern states of UP, MP, Haryana & Delhi, and in the Eastern states are Bihar and West Bengal. Our study shows that minor flows are also significant as they play an important role. Figure 3 illustrates that the respondent base of this study are the in-migrants from Tamil Nadu, Kerala, Karnataka, Andhra Pradesh, Maharashtra, Gujarat, and Rajasthan to Chennai city in large numbers. IHS identified significant flows between Tamil Nadu and Kerala. But the present study does not reflect this as the randomly chosen in migrant clusters for this study are not at all from Tamil Nadu or Kerala. But the study proves the fact that there is a large influx of long distance rural to urban migration from Central & North Indian states to Mohali City.

Present study reveals that there is an alarming need for immediate attention into this pattern of in-migration influx. The labourers questioned in this study have predominantly migrated from UP, Bihar, Orissa, and AP. So it is obvious that migrants have travelled long distances. Predominant migrants (54%) are from 1000 to 1500 kms away from Mohali and another 37% are from 1500 to 2500kms and only a smallportion (16%) are present from immediate neighbouring states or districts.

METHODOLOGY

This study has adopted systematic random sampling technique to select the 6 in-migrant clusters from the Mohali City. The respondents in each of these pockets are picked for data collection based on systematic random sampling to avoid any bias. This study primarily uses the questionnaire data. Some secondary data from the Census of India, National Sample Survey Office, Mohali Corporation and Mohali Metropolitan Authority and other demographic studies carried out by third party are also referred to achieve a wholesome picture.

The questionnaire study was conducted in six areas of mohali. The scope of the present study is confined to in-migrant labourers who leave their home village to reach Mohali City as their destination place for employment opportunities and have lived for more than 3 months in Mohali. This study concentrates on collecting data from such labour groups settled in temporary hutment clusters. The study was conducted on 80 labourers. Which 65 respondents were dependable and completed the questionnaire thus averaging to a minimum of 15 respondents for the six areas. For want of complete picture some sections of the questionnaire were used for analysis as respondents. For some answers only 65 respondents are considered as total population. All respondents were male. It so happened that randomly selected clusters did not house local labourers or inter-state migrants from Mohali local area. A brief pilot study on 10 migrants helped to determine the 6 categories of the questionnaire that elaborates details of inmigrant labourer's living, working conditions, family size and wages and employment.

- ✓ Descriptive identification of sample individual (5 questions)
- ✓ Place of residence in Mohali (5 questions)
- ✓ Channels of migration (2 questions)
- ✓ Family size and composition (4 questions)
- ✓ Employment and wages (5 questions)
- ✓ Personal rating (3 questions)

After the questionnaire interviews, following three classifications were identified as the main reason for the in-migration among the 80 respondents.

ECONOMIC FACTORS

Most respondent's reason for the move was in search of better employment. They had moved leaving behind poor or no job in their home villages. Everyone concurred that they were better off today with respect to job prospect compared to what they had earlier on. Some respondents frankly revealed extreme strained financial situation back home that they had run away and thus escaping from money lenders.

SOCIAL FACTORS

In-migrants have come to Mohali to improve their family's social status in their hometown. Socially they have been backwards due to poverty and indebtedness, caused mostly by repeated crop failure due to consecutive bad monsoon spells. Some also expressed to have lost all in repeated failed business venture. All in-migrants state that it is a temporary move to upgrade their social status in hometown.

PERSONAL FACTORS

A smaller percentage of respondents expressed personal reasons for their migration. A few respondents said they wanted to pursue higher studies and to have access to better educational opportunities. A few owed their move to need for good medical and health facilities for their near and dear ones. A small per cent of respondent expressed their intolerable sufferings in their hometown due to natural calamities and had been forced to seek security in new place.

SAMPLE PLAN

- ✓ Sample size
Sample size consists of 80 respondents.
- ✓ Sampling techniques
Convenience & judgement sampling are used.

SOURCES OF DATA

Data was collected from both primary and secondary sources. For collecting primary data consumer survey has conducted in Mohali city with the help of a predetermined questionnaire. Keeping in view the nature of study, questionnaire method is found to be most effective. Secondary data has been collected from internet and journals. Various journals, Economic Review of various years (Government of Punjab), National Human Resource Development Report, Statistics for planning (Punjab), Magazines, websites etc were

referred like published records of The National Sample Survey Organization (NSSO) New Delhi, Central Statistical Office (CSO), New Delhi, Ministry of labour, New Delhi, Labour Bureau and records of various NFO's in Punjab.

TOOLS USED FOR ANALYSIS

- ✓ Bar charts pie charts are also used for the analysis and interpretation.
- ✓ Percentage method is used in almost in all the tables and the percentage is written in separate column along with the data in the simple form.

IX. LIMITATIONS OF THE STUDY

- ✓ The study restricted in one city only.
- ✓ The time constraint was a limiting factor, as more time required carrying out study on other aspects of the topic.
- ✓ Due to working hours it was difficult to do interaction with respondents.
- ✓ Due to lack of education and literacy it was difficult for them to fill up the questionnaire.
- ✓ Some respondents are not interested to fill up the questionnaire.

X. DATA ANALYSIS & INTERPRETATION

- ✓ An analysis of the age structure of the respondents together in the 3 sample area of Mohali city revealed that 75% of the in-migrants are young between the ages of 21 to 35 years. 9% of respondents were below 20 years and between 36-45 years. Most labour migrants are below the age of 45 years.

Age of labour	No. of labour
<20	8%
21-35	75%
35-45	15%
45-65	2%

Table 2

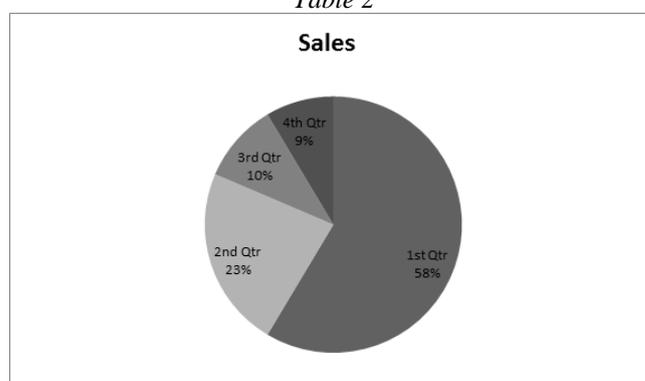


Figure 1: Age structure of Respondents in %

- ✓ An analysis of the place of residence of the respondents together in the 3 sample area of Mohali city revealed that about 15% of migrant have their own house and 80% of them are dwelling in rooms at rent of min. 700 and max. 2500.

Nature of place	% of people
Room	85%
House	15%

Table 3

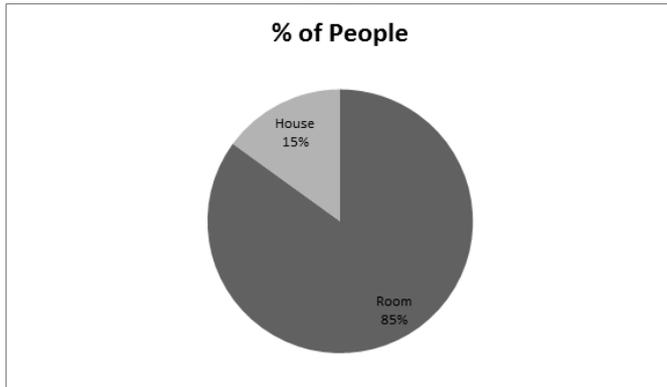


Figure 2

- ✓ In this analysis the family size is considered in which there are various categories divided in which the 4 member size is more than other categories of 50% and 3 members size is considered as 2nd rank of 22% and the remaining 28% is covered by 2 member size and 5 member size

Family size	% of Total labour
2 Members	10%
3 Members	22%
4 Members	50%
5 Members	18%

Table 4

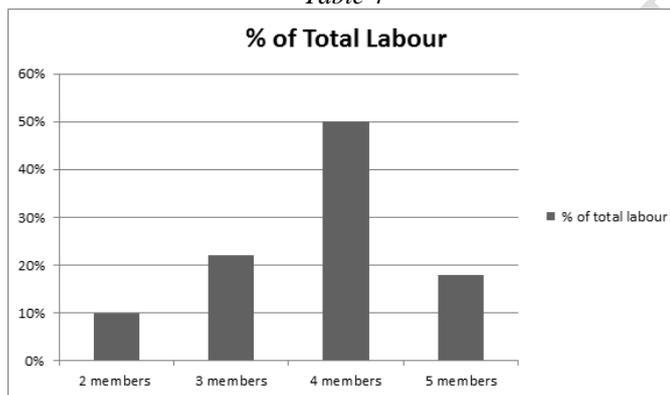


Figure 3

- ✓ It was analysed that about 55 % of children are not going to school in the age of studying and about 30% of children are not getting any of the benefit from the government.

Category	% of Response
School (with scholarship)	10%
School (without scholarship)	30%
College	5%
Non going to school	55%

Table 5

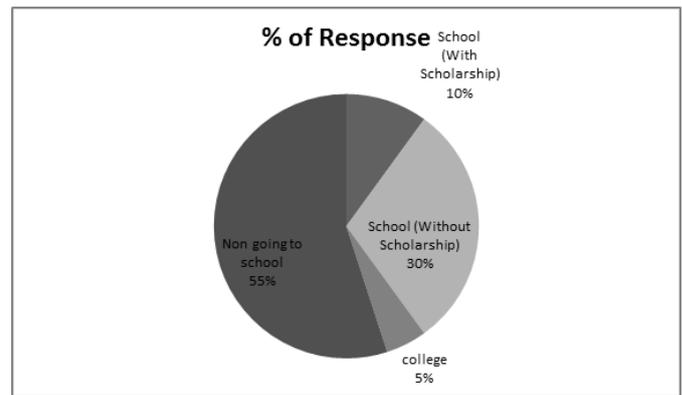


Figure 4

- ✓ After the survey it was resulted that more of the migrant labour are of casual employer that is about 55% they are not having permanent working days.

Employment	% of Respondent
Casual	55%
Contract	45%

Table 6

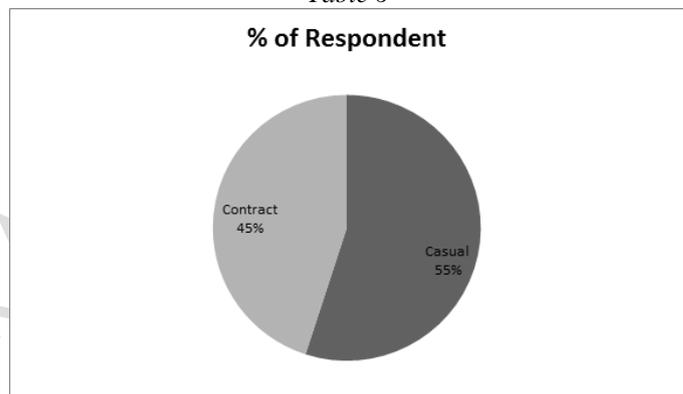


Figure 5

- ✓ As it was resulted that about 60% of labour is working for 6 days per week and 25% of labour works for 7 days, and 20% of people are getting less than 4 days.

Working days (per week)	% of Labour
7 days	25%
6 days	60%
5 days	25%
>4 days	20%

Table 7

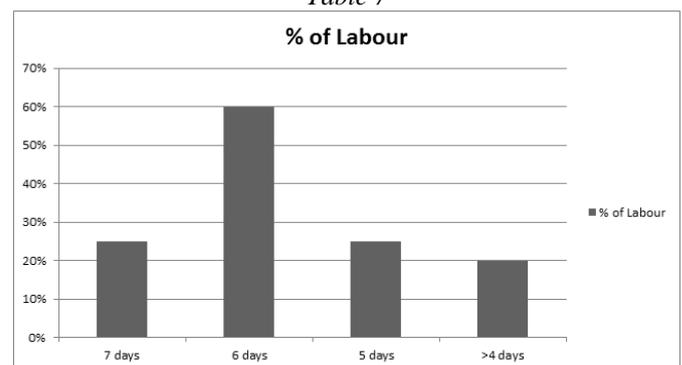


Figure 6

- ✓ The personal ratings of the migrant labour about their satisfaction about their salaries and wages are resulted

that more than half of the people i.e. 60% rated average and 50% of people are satisfied and have given good.

Salaries and wages

Rating	Satisfaction Rating
Excellent	30%
Good	50%
Average	60%
Bad	10%

Table 8



Figure 7

- ✓ The labourer had also shared their personal rating about the working condition of their daily place 60% are satisfied with the condition but 20% are also expecting more.

Working conditions

Rating	Response
Excellent	20%
Good	60%
Average	45%
Bad	20%

Table 9

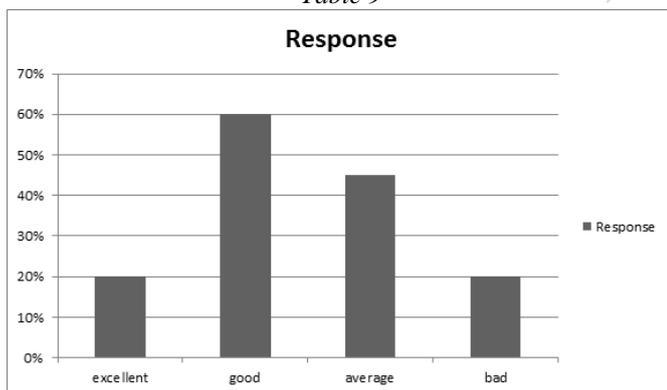


Figure 8

XI. FINDINGS AND RECOMMENDATIONS

- ✓ The migrant labours are satisfied with the working conditions but to get the best result more improvement is needed.
- ✓ There should be proper guidance given to the migrant labour regarding the education's importance as the result they will start sending their children to school.

- ✓ There should be residence place of migrant labour which should be provided by the industry.
- ✓ There should be more and more opportunities given to migrant labourers so that they should have choice to select.
Their salaries or wages should be according to the rate of inflation.

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