



Inter- State Migrant Workers In Tamil Nadu: Challenges And Opportunities

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ARTICLE INFO ABSTRACT

India has a long history of migration in the subcontinent since the time of immemorial. Historically looking, Migration is closely associated with evolution of culture, social organization, colonization of new area and search of food, pilgrimage, trade and invasion. In recent days, migration played an important role in the process of industrialization and urbanization. Indian Constitution provides freedom to work and movement across the country for the welfare of the citizen. In the recent days India saw the inter-state migration from rural areas to developing urbanized areas. The Central and state governments provides various welfare schemes for migrant workers in organized and unorganized sectors. Due to migration migrant workers can get government assistance at destination places. But at the same time they are facing unique challenges at destination places. In this context, present paper makes an attempt to study on the "Challenges and opportunities of inter-state migrant workers in Tamil Nadu".

Key words: Migration, Opportunities, Challenges, Migrants, Schemes

INTRODUCTION

The Indian Constitution provides basic freedom of movement and freedom to live within the boundaries. Article 19 of the Constitution upheld to a fundamental right of a citizen as freedom to move, work and reside in any part of the country. Migration helps to improving the socio-economic life of people. It helps to improve new culture, customs, and languages which help to improve brotherhood among the people.¹

As per 2011 census 21 crore peoples migrated in the preceding decade within the territory of India. This migration was predominantly intra-state. The share of intra-state migration was about 88% and the share of inter-state migration was about 12%. Males are major migrant population in inter-state migration. Migrants face several barriers in accessing civic amenities, housing and employment. In the absence of suitable measures, migrant workers have no residential safety and are compelled to live in crowded slums and unauthorized public properties/ locations with unsatisfactory basic amenities and undergo repeated relocating.²

In the recent years the kinds of migration which is taking place in India has led to unplanned growth of cities and thereby given rise to numerous problems of population congestion, housing, sanitation, and to avail basic amenities. On the other hand, migrants are facing many social, cultural and psychological problems in the destination places. In this context the present research paper makes an attempt to study on the challenges and opportunities of inter-state migrants in Tamil Nadu.

OBJECTIVES

- To identify the challenges of migrant workers in Tamil Nadu.
- To reveal the opportunities of migrant workers in India.
- To suggest appropriate policy measures to meet out challenges of the migrant workers.
- To explore the opportunities of migrant workers in the economic development for their livelihood.

METHODOLOGY

The present study adopts historical and descriptive methods to study about the opportunities and challenges of inter-state migrants in Tamil Nadu. In this article descriptive, historical and analytical methods are applied. Besides these methods interview method also used to collect data from inter-state migrant workers in Namakkal District of Tamil Nadu. In the interview method both structured and unstructured interview schedule prepared to collect data on opportunities and challenges of inter-state migrants in Tamil Nadu. As far as historical method is concern, this article divided into two phases. The first phase traces the status of migrant workers in pre India's Independence and the second phase deals about the migrant workers in the post-Independence of India. Besides, this section highlights recent challenges faced by migrant workers in Tamil Nadu.

SOURCES OF DATA

This paper mainly depends on both primary and secondary data. To collect primary data structured and unstructured interview schedule used to collect data from 100 selected migrant workers in various industries or companies in Namakkal District of Tamil Nadu. These data consists of books, chapters in books, reports by government, records especially Ministry of Labour Welfare and Labour Welfare Department in Tamil Nadu, census data and news- papers.

INTERNAL MIGRATION IN INDIA

India has a long history of migration into the subcontinent since the time immemorial. Historically looking, Migration is closely associated with evolution of culture, social organization, colonization of new area and search of food, pilgrimage, trade and invasion. In more recent times, migration played an important role in the process of industrialization and urbanization.

During the pre-British period, the rural migrants made a significant contribution to the plantation economy which largely determined India's position in the world commodity market. Due to the emergence of big cities and urban centres, the migratory flow of people from rural areas had appreciably increased in India during the British period. In an analysis of inter-state and inter-regional migration studies in India, it was estimated that during 1901-1951, 3 to 6 million people migrated to one state to another and 5 to 6 million people migrated from one region to another. Data from 2011 census shows that the total number of interstate migrants in India was close to 54 million.

The British also imposed transit duties in the internal movements with goods within India. This further crippled the Indian hand-based industries. A vast number Indian weavers and artisans became jobless and unemployed. India experienced a massive deindustrialization between periods 1757 to 1857 when East India Company of Britain ruled the country. Most deindustrialization states a large number of people of the artisan class and their dependent families migrated to the country side. Thus, India during the second half of 18th century to the first half of 19th century has experienced urban to rural migration unlike many European countries experiencing massive rural to urban migration during the same time.

Historically, migration towards cities became more important as the million plus cities acquired prominence in the urbanization of India. Emergence of the 20th century, Kolkata acquired the status of a million plus city, followed by Mumbai in 1911. By 1951 Delhi, Chennai and Hyderabad joined the ranks of the million plus cities. By 2001, there were 35 million plus cities in India, in which about 38 percent of the total urban population was residing.³

In India, the level of internal migration is lower than other advanced countries. This is especially true for inter-state migration with the number of Indians migrating among the states growing at a stagnant rate for the past three decades. States from northern, western and southern regions of India are generally receiving states, while eastern states are sending states of interstate migrants. The five most important states for number of inter-state migrants are Maharashtra, Delhi, Uttar Pradesh, Gujarat and Haryana. Furthermore, the Indian Economic Survey 2016-17 found that Tamil Nadu, Kerala, Maharashtra, Delhi and Karnataka were the highest receiving states of interstate migrants. In addition, the 2004 and 2011 India Human development Survey confirmed that Delhi, Maharashtra, Gujarat, Tamil Nadu and Kerala recorded the highest rates of net in migration.

India's total population, as recorded in Census 2011, stands at 1.21 billion. Internal migrants India having 454 million or 37 percentage of the total population. During 2001-2011, India saw an increase of 139 million to its migrant workforce. The internal migration almost doubled during 20 years from 220 million in 1991 to 454 in 2011. For the first time in the history of the country, the Economic Survey of India 2017 stated that an average of nine million people migrated between states every year for either educational purpose or job opportunities at destination places. The survey explore that the states such as Delhi, Maharashtra, Tamil Nadu and Gujarat attracted large numbers of migrants from Uttar Pradesh, Bihar and Madhya Pradesh.

According to survey internal migration rates dipped in Maharashtra and surged in Tamil Nadu and Kerala, reflecting the growing pull southern states in India's migration dynamics.⁴

OPPORTUNITIES THROUGH SOCIAL SECURITY SCHEMES FOR MIGRANT WORKERS

There are number of existing welfare schemes and acts very essential for the economic development of migrant workers in India. The following schemes are implemented various state governments to the benefits of migrant workers.

The One Nation One Ration Card: This scheme is eligible to the provide benefit of who are receive subsidized food grain can do so from any Fair Prize Shops in any city. This scheme is help to the livelihood of migrant workers all over the country. Under this scheme, the distribution of highly subsidized food grains is enabled through nation-wide portability of ration cards through the implementation of IT-driven system by installation of ePos devices at EPS, seeding of Aadhaar number of beneficiaries with their ration cards and operationalization of biometrically authenticated ePos transactions in the State/ Union Territories.

Pradhan Mantri Shram Yogi Mandhan: Government of India launched this scheme for old age protection and social security of unorganized sector workers. The unorganized sector workers between the age 14 to 60. The beneficiaries receive monthly rupees 3000 untill the age of 60. This scheme helps to migrants and unorganized sectors workers in the country.

The Migrant Workers Welfare Scheme: Kerala Government introduced this scheme for the welfare of inter-state migrant workers on 2010. This scheme has a number of provisions including retirement benefit, accident care, grant in case of death and educational allowances for the inter-state migrants.

Roshni Project: A pilot project made by Ernakulam district administration implemented from 2017 to 2018. This project helps to migrant children to learn Malayalam, English and Hindi through code switching as a learning tool, in 90 minutes morning class the morning classes.

Changathi Project: Kerala State government implemented Literacy Mission scheme for migrant children to learn Malayalam. Special textbook called "Hamari Malayalam" for these students and study centres at schools, libraries, workplaces and shelters of migrant workers.

Aushman Bharat scheme: In 2018 Government of India launched world's largest health insurance/ assurance scheme fully financed by the government. The family of beneficiaries can visit any empanelled public or private hospital in India to avail cashless treatment across the country.

Aawaz Health Insurance: On December 2017 Kerala State Government introduced health insurance scheme for migrant workers. This scheme provides health insurance cover and accidental death coverage specifically for migrant workers working in the state.⁵

CHALLENGES FACED BY MIGRANTS

Migrant workers face unique challenges due to their high level of mobility, as they are unable to settle in their work destinations. In general following challenges are faced by migrant workers.

Occupational safety health risks: Migrant workers are working in the informal sector presents enormous unaccounted risks at across occupations and sectors. For instance, the construction sectors, road laying, street vendors are working in without standard of living places, water facilities, etc.,

Limited social protection: Migrants have been facing several barriers for their socio-economical development at destination places. In general, migrants are migrating on the basis of permanent or semi-permanent. Most of the migrants are working in informal sectors. During the Covid-19 period Central and State governments faced difficulties in identifying the migrants movements from origin state to destination state. Migrants also need measures for social protection like, education, job security, health, at destination places. Governments should be initiate suitable policies for social protection of migrants.

Poor access to housing and water sanitation facilities: Housing and water sanitation is one of the key issues of migrants in India. With regard to housing most of the migrant workers staying in working place itself, where adequate faculties are not given properly. Short-term migrants do not have access to short-duration accommodation at destination places. So, migrants live in overcrowded areas in unhygienic conditions at destination places. Most of the migrant workers end up renting rooms in slums, where they are vulnerable to ad hoc increases in rent while accepting the poorest infrastructure and services. Many slum settlements in cities have been able to achieve some degree of legitimacy and access to services. Hence, it is to be increased access safety housing and water sanitation facilities for migrants.

Financial insecurity: In India, one in three workers does not receive minimum wages, with casual workers forming the large proportion of that group. Migrant workers, who are in most cases casual workers, are paid on a piece-rate basis and from the bulk of workers falling outside the ambit of minimum wage laws. Poor financial inclusion and low levels of literacy of migrant workers compromise their access to social security schemes. While a major chunk of migrant workers in the country are in the construction sector, they are not aware of the building and other construction workers welfare board. Several government programmes exist to offer social security benefits to migrant workers and are implemented through the banking systems.

Labour burden on women: Migrant women face severe gender-based challenges in the destination places to which they migrate. These challenges include, among other non migrants, discrimination in working hours, wages, labour markets, vulnerabilities in living spaces, a lack of access to public spaces and gender discrimination. They are more invisible in comparison to their male counterparts. Now a day's most of the women who move with their husbands after marriage tend to work in the migrated places.⁶

HISTORICAL BACKGROUND OF MIGRATION IN TAMIL NADU

Tamil Nadu can be characterized as a mobile society^{7*}. The Tamil Region, on the other hand, as explained earlier has also had a long tradition of the out migration, including international migration. Migrations of Tamil labour as indentured labourers to plantations in different parts of the world, as well as the migration of various communities from the region to the South East Asian region are the most prominent examples of such out migration. While high mobility is a central feature of the society in Tamil Nadu, ironically, there is an absolute dearth of comprehensive studies on this vital theme. The absence of an adequate and reliable database could well be a major factor for this situation. Tamil Nadu also has a good number of highly skilled people who work in the advanced industrial countries as emigrants and most of the people who migrated to the Gulf and South East Asia as semi -skilled workers and for temporary work became return emigrants.

Since 1921, Tamil Nadu has been an out-migratory state. Prior to the great depression of the 1930s and after, Tamil Nadu's Contribution to emigrant labour to Asiatic regions such as Sri Lanka, Malaya and Burma has been substantial. During the Three decades 1901-22, 1911-21 and 1941-51, that Tamil Nadu seems to have gained population is shown the rural urban migration. According to S.N Agaravala, during 1941-51, the rural urban migration in Tamil Nadu was about 1.7 million persons.

Although, Tamil Nadu is one of the most industrialized and urbanized states in the country and has been considered a fast- growing economy since the 1990s, it is the source of migrant workers to Karnataka, Kerala and to some extent, Andhra Pradesh as well. In Tamil Nadu, some regions act as donors that is out migrants and some other regions as recipients, that is in migrants. For example, from Ramanathapuram district farmers and labourers migrate to thanjavur district during the paddy plantation and harvesting seasons. In recent years, Kerala has emerged as one of the major destinations for internal migrants. The Indian Economic Survey 2017 highlighted that Tamil Nadu and Kerala had major in migration.⁸

DATA ANALYSIS AND INTERPRETATION

This study data collected from 100 inter-state migrant workers in Namakkal district of Tamil Nadu. Namakkal district is one of the 38 districts in the State of Tamil Nadu. Namakkal district was bifurcated from Salem district with Namakkal town as headquarters on 25-07-1996 and started to function as independent district from 01-01-1997. Namakkal district includes two Revenue Divisions, eight Taluks, 15 Community Division Blocks, Five Municipalities and 19 Town Panchayats. Namakkal district ranked 21st in terms of the highest population in the State. The total population of Namakkal district was recorded as 1,726,601 in 2011 census. Of this, the rural population was 1,030,476 and the urban population was 696,125.

The present study collected data on age details, state wise details, educational qualification details, medical facilities, income details, nature of work details, job satisfaction details and job security.

Age Details of Respondents

S. No	Age	No. of Respondents	Percentage
1	18-30	85	85
2	31-40	10	10
3	41-50	5	5
4	Above 50	0	0
Total		100	100

Source: Primary Data

Age is an important variable in research studies. Hence, it is useful to analyse the age wise distribution of the sample respondents. This will help to grasp which age groups have migrated to one state to another state. As far as age factor is concern those workers are between age 18-30 they are actively involving job than above the age of 30.

Out of 100 respondents 85 (85%) of the respondents are in the age category of 18 to 30. Most of the companies are satisfied with the performance of inter-state migrant workers under this age category. 10 (10%) respondents belongs to 31 to 40 and 5 (5%) of the respondents are in the age category of 41 to 50.

State Wise Details of Respondents

S.No	State Wise Details	No.of Respondents	Percentage
1	Bihar	60	60
2	Odisha	3	3
3	West Bengal	23	23

4	Rajasthan	11	11
5	Andhra Pradesh	1	1
6	Karnataka	2	2
Total		100	100

Source: Primary Data

This table shows that the State wise details of the respondents. Out of 100 migrants 60 (60%) of the respondents came from Bihar, 3 (3%) respondents came from Odisha, 23 (23%) of respondents came from West Bengal, 11 (11%) of the respondents came from Rajasthan, 2 (2%) of the respondents came from Karnataka and only 1 (1%) of respondent came from Andhra Pradesh.

Inter- state migrant workers working in almost in all sectors of Tamil Nadu. The major working areas are building construction, road laying, marble laying, hotels, restaurants, brick industry etc., This table analysis about state of origin place of migrant workers and it is observed that job opportunity is one of the main factor for migrating from one state to another state. In the present study data has been collected to know the state wise details of migrant workers in India. Most of the inter-state migrant are working in different parts of Tamil Nadu.

Educational Qualification of Respondents

S. No	Educational Details	No. of Respondents	Percentage
1	Below SSLC	97	97
2	HSC	3	3
3	Degree	0	0
4	Post Graduate	0	0
Total		100	100

Source: Primary Data

This table shows that out of 100 respondents 97 (97%) of the respondents are studied in below SSLC. Among these respondents most of the respondents are studied in below 5th standard. And 3 (3%) respondents from Higher Secondary level of education.

Education is the most powerful factor, which transforms human population in to human capital. The better education greater will be the availability of socio-economic opportunities. It was divided in to six heads ranging from Below SSLC to post graduate, literacy rates of respondents also taken for analysis.

Illiteracy one of the determining factor in migrating from origin state to destination states. Along with education there are some skills needed to get in a job in various parts of the country. However, as far as inter-state migrant worker is concern their level of education is below level of either SSLC. It is observed that those who have higher level of education qualification are equipped with required skill for the job they are getting job at own state itself. Other than this category i.e., people who are low education level are lacking some skill and trying to get job in another state.

Availability of Health and Sanitation Facilities

S. No	Health and Sanitation Facilities	No. of Respondents	Percentage
1	Available	100	100
2	Non-available	0	0
Total		100	100

Source : Primary Data

This table shows that the migrant workers availability of toilet facilities at working places.. Out of 100 respondents 100 (100%) of the respondents are availed health and sanitation facilities at working places.

With regard to health and sanitation as per Tamil Nadu factories rules proper toilet facilities should be provided by company or industry. From this field survey it is observed that sufficient toilet facilities given by factories for their workers.

Availability of Medical Facilities

S. No	Medical Facilities	No. of Respondents	Percentage
1	Available	100	100
2	Non-Available	0	0
Total		100	100

Source : Primary Data

This table shows that the migrant workers availability of medical facilities in working places.. Out of 100 respondents 100 (100%) of the respondents are availed to medical facilities at working places.

Health care is one of the important factors to get work from workers. As most of the migrant workers are receiving less salary they may find difficult to meet out medical expenses. So in order keep workers good health conditions most of the companies or industries providing medical facilities to workers.

For example Government of India launched Ayushman Bharath scheme in 2018 is one of the world largest health insurance scheme fully financed by government of India. The benefit of this scheme is portable across the country. It provides Rs.5 Lacks health coverage secondary and tertiary health benefit those migrant workers who are covered as eligible beneficiaries as per deprivation and occupation criteria.

It is observed that most of the migrant workers not aware about the available health schemes both central and state governments. Infect awareness about various labour acts, welfare schemes are very less among the migrant workers. Hence, there is a need to make awareness about acts and schemes for the benefit of migrant workers.

Income Details of Respondents

S.No	Income Details	No.of Respondents	Percentage
1	5,000-10,000	33	33
2	10,001- 15,000	48	48
3	15,001- 20,000	14	14
4	Above 20,000	5	5
Total		100	100

Source : Primary Data

Income is considered as one of the indicators of economic status and standard living of the people. Though there are many factors deciding socio-economical status of workers in general migrant workers in particular. Most of the migrant workers have moved from origin place to destination place to gain more income than their native place.

From the above table it is observed that out of 100 respondents 33 % of the respondents are receiving between salaries 5,000-10,000. At the same time migrant workers who are receiving salary between 10,000-15,000 comes around 48% of the respondents. 14% of the respondents are receiving salary between 15,001-20,000. And 5 % of the respondents are receiving salary above 20,000. It is also observed that those migrant workers having long experience and certain employability skill are receiving income 20,000 and above salary. From various studies it is observed that there are many factors for migration. The push factors like, poverty, unemployment, lack of work opportunities, poor economic conditions are few factors for migrant workers moving their native place to destination places. Pull factors also attract migrant to the place of destination. The factors like employment, higher wages and better working conditions than their origin places. Those migrant workers receiving above 15,000 salary socially and economically well off than those who are receiving below 15,000 of salary.

Details of Nature of Present Work

S. No	Nature of job	No.of Respondents	Percentage
1	Street Vendors	7	7
2	Masonry Workers	35	35
3	Hotel cook workers	20	20
4	Building Construction workers	38	40
Total		100	100

Source : Primary Data

Though the concept of migration especially inter-state migrants is one of the oldest workforce in India. Particularly since 2000 onwards many major construction works, laying road works, laying tiles in various building, factories, textiles companies have been receiving workforce from inter-state migrants.

It is observed that like any other parts of India in Tamil Nadu also the workforce of migrants playing an important role the economical development of states in India. In Tamil Nadu irrespective of business factories, industries the workforce of migrant very demanded one.

In the present study though migrant workers one doing in different kinds of works in various parts of states. In the present study survey conducted only among four categories works among migrant labourers. These four categories works are street vendors, masonry workers, hotel cook workers and building construction workers. The above table shows that out of 100 migrant workers majority of the workers working in building construction works, 38% of the migrant workers are working in construction works. This study area is very popular in brick industries out of 100 migrant workers 35% of the workers are working in brick industries, 20 % of the workers working as hotel cooks. 7 % of the migrant workers belong to street vendors.

Details of Job Satisfaction of Respondents

S.No	Level of Job Satisfaction	No.of Respondents	Percentage
1	Very much satisfied	65	65
2	Somewhat satisfied	18	18
3	Somewhat dissatisfied	13	13
4	Very much dissatisfied	4	4
Total		100	100

Source : Primary Data

Job satisfaction is end feeling of a person after performing a task the feeling would be positive or negative dependency upon whether neediest satisfied or not. If workers are satisfied with following factors nature of work, working hours, job satisfaction, occupational level, pay and promotion, working group, age, education, experience wages positively it is consider that they are satisfied with their job. If their needs and expectation is not fulfilled then it will be treated as they are dissatisfied their job.

As far as job satisfaction is concern four scales of job satisfaction used. With regard to migrant workers 65% of the workers very much satisfied with their nature of work, working hours, fellow workers and physical environment. 18% of the respondents says that somewhat satisfied with their job and its content, At the same time 13% of the respondents feels that they are dissatisfied with job and its content. Only 4% of the respondents are very much dissatisfied with their job. Those workers are expecting more salary in the present job or no opportunity for monotonous work for their job.

Details of Job Security of Respondents

S.No	Job Security	No.of Respondents	Percentage
1	Yes	78	78
2	No	22	22
Total		100	100

Source : Primary Data

Job security is one of the factors of important to migrant workers. Out of the 100 respondents 78 (78%) of the respondents feels that they are feels that secured their jobs. And 22 (22%) of the respondents are feels that they want to regular works at destination places. With regard to job security 78 % of the workers are satisfied with their job salary, resident amenities and other facilities. 22 % of the workers dissatisfied with their salary and other it content.

FINDINGS OF THE STUDY

- With regard to age factor out of 100 migrant workers 85% of the workers belong to age group between 18-30.
- As far as interstate migrant is concerned, it is observed that out of 100 migrant workers 60 have come from Bihar state. After Bihar the highest percentage of the migrant workers came from West Bengal (23%).
- This data clearly indicate that almost 100 % of the migrant workers satisfied with health and sanitation facilities given to them at work place. With regard to medical facilities also 100% of the migrant workers satisfied with medical facilities provided by companies or industries.
- As far as income details of the migrant workers are concern 48% of the migrant workers receiving salary between 10,000 -15,000 and 33 % of the migrant workers are earning salary between 5000 -10000. Only 5% of the migrant workers are receiving salary above 20,000.
- Regarding the nature of job, As this study area is very popular in brick industries, out of 100 migrant workers 38% of the migrant workers are working in construction works and 35% of the workers are working in brick industries.
- With regard to job satisfaction 65% of the workers are satisfied with their nature of job, working hours, environment and facilities given by companies. It is also observed that the reason for dissatisfaction of the job is either salary level or monotonous workplace.

CONCLUSION

To conclude, it is also observed that past two decades workforce of the migrant workers playing a crucial role in the development of economy of the state and the development of the companies and more significantly their job helping for the improvement of socio-economic level. Though there are number of challenges faced by migrant workers in their working places. But there is a positive hope and opportunities are also available for the socio-economic educational and cultural development of migrant workers in Tamil Nadu. The following factors are identified as a challenges faced by migrants workers. Lack of job security, lack of health care system, lack of social protection, lack of access to housing, water sanitation facilities and financial insecurity.

At the same time there are number of provisions given by both central and state governments for the welfare of migrant workers. Though, there is no specific policy to monitor inter-state migrant workers, but the laws such as, Indian Constitution, Labour laws, Social security schemes and various labour welfare acts from Tamil Nadu are to be treated as measures for the welfare of migrant workers. Besides above opportunities after facing number of crisis among migrant workers, Tamil Nadu government has taken number of measures to ensure the safety of migrant workers in Tamil Nadu.

As far as Tamil Nadu is concern state administration and district administration has been taking number of steps to protect the migrant workers. All Indian Trade Union Congress also demanded that workers should get protection under the inter-state migrant workmen (Regulations employment and conditions act 1979). Significantly this trade union requested state government should issue the identity cards, to the workers with

details of the company, date of joining and family details etc., It should also focus on the facilities and hygiene places where these workers reside.

To sum up, both central and state governments have been taking measures to protect migrant workers in their respective states. There is a challenge to both central and state government to collect data on inter-state migrant workers and their nature of job and working places. If respective state governments take a clear data on in migrant workers and frame an exclusive policy and create a separate department for inter -state migrant workers there will be more opportunities for the development of economy of the state and livelihood of migrant workers.

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