

6. SUMMARY, CONCLUSION AND SUGGESTIONS

With the steady decline in the growth of the formal sector in India following the introduction of the structural adjustment programme, a large section of the growing labour force is being absorbed in the unorganized informal sector resulting in a progressive increase in employment in the informal sector. Subsequently, various factors such as the extension of the small-scale sector and the increasing trend towards subcontracting of work, accentuated by the process of globalization and export-oriented industrialization, have contributed to the growth of the informal sector in the economy. Many studies are not available on the issue of migrant, labour force in Kerala especially Thrissur district. To fill up this gap the current study on **“Impact of replacement migration on wages and employment on construction sector in Kerala”** was undertaken with the following objectives.

1. Assess the demographic profile of the migrant workers in select activities.
2. To identify the socio –economic factors responsible for migration.
3. To examine the changes in employment, wages and other living conditions of the workers after migration

4. Study the expenditure pattern and remittance behaviour of migrant workers.
5. Highlight the problems faced by the migrant workers and to suggest recommendations on the basis of field study findings.

Hypotheses

To achieve the objectives of the study, the main hypotheses formulated for the present study are as follows

1. There are changes in employment ,wages and other living conditions of the workers after migration.
2. Whether the respondents differed in their opinions on the severity of the problems faced in their working areas.
3. Migration of workers is enhancing the expenditure pattern of the migrants.
4. Finance is the main reason for migration.
5. Majority of the population is migrating from northern parts of India.

6.1 SUMMARY AND FINDINGS

I BACKGROUND INFORMATION

6.1.1 Of the total 200 workers surveyed 52.5 percent workers were from the state of Bengal, 35 percent from Bihar, 5 percent from odissa, 4.5 percent from Uttar Pradesh,3 percent from Tamil Nadu. Traditionally Kerala the largest number of workers used to come from Tamil Nadu. In fact, there are in Kerala

many Tamilian colonies consisting of labour come from Tamil Nadu. This trends seems to have been reversed to when it comes to replacement labour.

6.1.2 Age plays a prominent role in undertaking any economic activity. Age groups between 15-59 are considered as economically active population. Age is also an important factor for analysis of labour force participation. In the current study, 73.5 percent of the workers belonged to active working age of 20- 30 and the remaining 26.5 percent were found in the age category of 30-50 . The workers in the age of below 20 and above 50 were not migrating to Kerala. The Kerala contractors are not preferring the workers above 50. The economic development and prosperity of any region largely depends on the demographic composition and quality of its people. If they are hardworking, ambitious and willing to bear the risk, the region will develop. So in the current study active working age group is between 20-50.

6.1.3 As regards educational background of the respondents 100 percent had education only up to primary level. Literacy was more prevalent among construction workers. Education empowers labourers with higher bargaining power and competition. It helps workers to be free from exploitation. Literacy is one among several indicators of educational development. It considered as an additional means of communication. But in the current study, the literacy level of workers were not in the satisfactory position.

6.1.4 India is a country with many castes, creeds, religion, languages etc. from time immemorial that multiplicity had been the backbone of Indian society. In the current study, by religion 51.5 percent were Hindus and 48 percent were Muslims. Community breakup of the workers revealed that scheduled caste (36

percent) and other backward castes (54.5 percent) were the highest among all other community groups. The caste components in different occupational categories indicate that workers belonging to scheduled castes/ tribes are more dominant in the category of unskilled occupations. A reverse situation is seen in the case of skilled occupations. Workers belonging to upper castes are more in skilled occupations than workers belonging to scheduled castes/ tribes.

6.1.5 The size of the household plays an important role in determining the employments in which people try to find employment somewhere even for lower wages. It is therefore essential to understand the family size of the workers. The data reveals that 6.5 percent of the workers had the family size of more than ten persons. 25.5 percent of the workers had the family size of 1-5. 49.5 percent workers were married in the study area. The type of family of workers reveal that 71.5 percent workers were coming from joint family background and the remaining 28.5 percent had nuclear family system. Even in 21st century workers are preferring joint family system. Joint family system facilitates migration as some members of the family can leave as other members of the family can take care of their children and wife.

II. WORK PROFILE OF THE MIGRANT WORKERS

6.1.6 Access to occupation not only determines the available employment and income potential of an individual but also indicates his social status as well. The characteristic feature of labour in India is its migratory character. To a large extent, employment in the building industry is seasonal in nature. The data reveals that 56 percent of the workers were found working on permanent

basis. These workers had seen actually employed throughout the year on permanent basis. 38.5 percent workers were working on temporary basis. It reveals that this temporary workers are not able to get work in the same place throughout a year. So they are compelled to migrate to other opportunity areas.

6.1.7 The work status of the respondents show that 76 percent workers were contract labourers, 5 percent were self employed workers. It explains that in Kerala the majority of the migrant workers are under the control of contractors. Contractors take the entire responsibility of delivering the product to the client or private developers. The contractor also organises the execution of various functions by bringing albeit on order basis, together the required specialized functionaries to produce the final package. The building contractor however tends to organise his operation on a relatively smaller scale using relatively less capital and more labour. Labour intensive small scale technology this characterises the production process. In Kerala , contractor is the heart and soul of the migrant workers.

6.1.8 To a large extent, employment in the building industry is seasonal with a clear division of work phases and labour. Every specific work, such as lifting of weight, excavation, concreting, wood work, steel bending, concrete mixing, scaffolding, plastering, plumbing, white washing etc. are carried out by different groups of skilled and unskilled workers. In this study 79.5 percent workers were claimed that they were skilled or semi-skilled workers. 20.5 percent were unskilled workers. It is observed that the skill categories of workers are quite often associated with their socio-economic characteristics.

For example, a large proportion of unskilled workers are illiterate whereas a large share of skilled workers are literate.

6.1.9 To analyse was there any influence on employment status and nature of work, chi-square test was carried out. The results obtained are given in below the Table 5.1.1. At 5 percent level of significance the table value is 5.99 which is greater than computed valued ($\chi^2=5.904$). So we accept our null hypothesis. That is employment status and nature of work are independent. It implies that these workers were depends on the wages of the work, not the nature of employment.

6.1.10 As an essential part of the entire system, labour contracting varies in its nature as well as operation. In the labour, the contractor only provides hand tools and labourer (86 percent) to complete the specified task in construction work say the excavation, bricklaying etc. The labour contractor raises a definite sum of money based on the quantum of piece-rate work(5 percent) where his margin depends on the number of workers he actually employs and the actual amount of wage that he pays to them. Given the instability of demand and the nature of the industry, a labour contractor can generally hire or lay-off labourers almost at his will although there are limits put by the aggregate supply of and demand for construction skill in the specified region at least in the short run. Therefore, exploitation is quite likely in this the system though its degree may vary. Workers with different types of skills, as well as the ones who are unskilled, are hired on a time basis that varies with the specified nature of jobs to be completed. None of these offer any continuance or security of employment and since the records maintained at the work site and the worker is

granted any legal standing are partial. Absence of permanent labour and mobile nature of the industry create problems for the worker to search for employment on his own. As a consequence, the workers have no other way, but to fall prey into the hands of the contractors. The results of the correlation analysis implies that there is a high degree of positive correlation between type of work and nature of labour contracting. So, the contractor is the supreme authority of these migrant workers.

6.1.11 A high degree of risk and danger is involved in this work. The work proceeds in most dangerous situations under sun, cold, heat, rain, dust etc. Among the categories of labourers, especially the unskilled groups are made to work for much longer hours at many of these sites. Majority of the workers(70.5 percent) were working nearly 10 or more than 10 hours daily. The working period is also relatively higher in case of unskilled workers than that of skilled workers. In this study, it was found that only 29.5 percent workers did eight workers of work while the other 70.5 percent did more than eight.

6.1.12 Duration of stay of migrant workers in Kerala show that 62 percent workers were stayed in Kerala between 1-2 years. 30.5 percent had 3-5 years of experience in Thrissur district itself. Only 7.5 percent workers were stayed more than 5 years in Kerala.

6.1.13 The mode of transport to working place of the migrant workers showed that 29.5 percent were reached by bus, 24.5 percent by foot, 28 percent were

staying in temporary shelters at the work site itself. 18 percent had contractor's vehicles to reach the working area.

6.1.14 The rate of wages paid to the different types of construction workers depends on a multitude of factors like demand and fluctuations in the market, seasonal nature of employment, unregulated nature of the contractual relations etc. In this study the data on mode of payment of workers revealed that 46 percent had weekly payment. 18 percent had payment only two times in a year. 16 percent had received their wage when they have visited their home. In this context, we could realise that the labour contractor raises money from the principal employer and disburses wage on a day to day work or a piece- rate work basis. Some among the skilled groups are also paid on a monthly or fortnightly basis. The differences in the wage rates may have appeared due to variations in skills and correspondingly varying rates of payment. Moreover, since the nature of work involved in the industry does not ensure regularity of work, the worker's earnings actually depend on the number of days he works.

6.1.15 The most common important reason for voluntary migration is economic. Better economic opportunities attract the labourers to move from one place to another. In the current study 41.5 percent of workers were attracted to Kerala because of higher wages and higher income in Kerala. The analytical results show that 71 percent respondents had earned an income between 1000-5000 before migration. But after migration only 12 respondents were in this category. 59 percent respondents seemed to have earned monthly income in the range of 5000-10000 per month after migration. 29 percent workers had the skill to earn the income between 10000-15000 per month. 6

percent respondents had the income between 15000 and above after their migration. The workers were found skilled enough to suit construction industry. To analyse migration influence on income structure chi-square test was carried out. At 0.05 level of significance the table value is 9.488, which is smaller than computed value ($\chi^2=182.36$). So we reject our null hypothesis. That is migration status and income are dependent. Workers are migrated to Kerala because of higher wages and higher income. That had helped them to lead good standard of living in their native place. The majority of the migrants admitted that due to migration their economic and social status in their villages have improved. The remittances sent by them had contributed towards improving the educational level of their wards, marriages of siblings and clearing their debts. Even though they are not paid as that of Kerala workers but when compared to their previous income the present income is much higher than that.

6.1.16 The causes of migration are complex and varied. From this study we could realise that the most important reason for voluntary migration is economic. The chief factors which were instrumental to attracting the migrant workers to the destination state have been identified by the workers as follows.

- a) Comparatively higher wages in Kerala (41.5 percent attracted)
- b) Get rid of debt (19 percent)
- c) Poor economic condition of family forced to migrate (16 percent)
- d) Lack of job opportunities compelled to migrate (9 percent)
- e) Invited by friends in Kerala. (8.5 percent)

6.1.17 Migrant workers are forced to have a substantial role in the decision to migrate. Majority of the migrant workers migrated from the native place by the persuasion through relatives (52 percent), friends (21 percent) and contractors (17.5 percent). The responses of the workers clearly indicated that the migrant workers from time to time have lured by the agents, whereas handful number of migrant workers reached the place on their own will (8.5 percent) in search of earning their livelihood.

6.1.18 The researcher could find that most of the workers have been brought up in rural natural surroundings, where contact is retained with the village, there is usually some kind of home to fall back upon in case of need and emergency. In this study, 56 percent workers visited their native place at least once in a year. 37 percent reported that they had visited twice in a year. When the family remains behind, the workers has to maintain his contact with the village. Besides, the joint family system also keeps the workers connected with their ancestral villages. Hence, they visit their native places when they get enough time.

III. EXPENDITURE PATTERN

6.1.19 Most of the income earned by the respondents has been spent on household item, education of their children or in fulfilling their basic necessities like food, food grains, health treatment, emergencies etc, after meeting these expenses a very meagre amount only was left with the respondents for savings. In this study saving habit of migrant workers showed that 43 percent were depositing in bank accounts. 41 percent were invested in

local chit funds of their native place and in working areas, 1.5 percent invested in post-offices.

6.1.20 One of the motivational aspects of migration of the workers were to get rid of their old debt and reduce the burden of present debt. Migration has helped them to reduce their present and old debts. But the workers were not free from debts. The data on indebtedness of the workers reveal that 94 percent workers were in debt because of more dependents (both young and old dependents) and activities in their family. If the Kerala contractors are willing to pay the wage as same as Kerala workers these migrant labourers could be free from the debts.

6.1.21 Remittances from out migration have a favourable impact on the living status of the respondents. Details of type of house and ownership of consumer durables which the respondents had acquired before and after migration is explained here. An enquiry into the nature of house ownership revealed that 9 percent had only their own houses before migration; the remaining 61 percent had stayed in rented houses. 30 percent had no houses before their migration. But after their migration because of good financial conditions 57 percent had built their own houses; the remaining 43 percent were stayed in rented houses. Among the houses 51 percent workers were living in thatched houses whereas 15 percent lived in tiled houses before their migration. After their migration 56 percent were in tiled houses and 6 percent had terraced houses. Remittance from out migration of workers have a favourable impact on the household durable goods and other labour saving devices. 40.5 percent had radio, 39 percent occupied television sets, 51 were used fans regularly, 9 percent had

cooked their food with the help of stove/gas, 31 percent had their own bicycle. From the above results we could realise that migration to Kerala has a favorable impact on the migrant workers.

IV PROSPECTS AND PROBLEMS BASED BY RESPONDENTS

6.1.23 The basic living amenities such as toilet, bath rooms, clean drinking water, washing place in almost all the living places of the migrants were found inadequate. The bath rooms, bed rooms and toilets were found only to show that it is existing. That means so many of them were compelled to use the minimum possible number of these amenities. Housing facilities provided to the workers also remain dismal. In most cases (28 percent) make shift hutments are usually built by the workers at the project-sites with materials supplied by the contractors. These huts are just a row of make-shift huts with brick walls piled without motors, old tin sheets or meager thatch for roof, an opening slung with sacking for door and the earth for flooring. A man cannot stand to full height in a hut and space is hardly sufficient for one string cot, a fireplace and few utensils. The fact is that most of the migrant workers are unaware about the facilities to be extended by the contractor to them with regard to the living conditions.

6.1.24 Weekly holiday without wage is a characteristic feature of this industry. While the absence or lack of security benefits, such as gratuity, bonus, provident fund etc; is most pronounced in this sector all over the country, often minimum welfare facilities also not present. In the current study, the additional

benefits received by the respondents showed that only 26 percent had welfare fund, 24 percent were getting income for emergency purposes. Only 9 percent had medical allowances and another 9 percent had festival allowances. Even though the facilities mentioned above are quite mandatory but often ignored. The picture portrayed in the study remains by and large uniform for the whole state with minor variations in certain pockets.

6.1.25 Migration has far reaching impact not only on the migrants but also on the families back in the villages. The workers reported that they found their lives more satisfying (23.5 percent) after migration. As now they were able to earn and save more money, which they could send as remittances to their families in their villages. The migrants admitted that due to migration their economic and social status in their native villages (14 percent) has improved. The remittances sent by them had contributed towards improving the educational level of their wards, marriages of siblings, to meet emergencies (14 percent) and clearing their old debts (27 percent) and reduce the burden of present debt. Moreover that they gained knowledge (2 percent) and became expertise in their field (1.5 percent). The benefits now they enjoying at the migrating place are they could never even dream at their native place.

6.1.26 Different forms of spending their leisure time showed that if they were free from the present work, they had gone (31Percent) for some other works in the living area. 21 percent had gone for films, 14 percent enjoyed with liquor and pan masala. Chatting through mobile phones was another form of spending their leisure time (29 percent). Workers had no other activities during their

leisure time. They seldom go for evening walks around their work place due to the fact that they are likely to be interrogated by the police patrol and other civil authorities.

6.1.27 An attempt has been made to bring out the important push and pull factors of migration of the respondents. It was found that poverty, low employment at native place and more employment and higher wages in Kerala were the prime factors for their migration. This was clearly understood from the status of migrant workers before their migration to Kerala. In this study, about 33 percent were wage earners, 21 percent were engaged in casual employment, 5 percent workers were unemployed before their migration to Kerala. So to escape from economic hardships in their native villages, the respondents were migrated to Kerala.

6.1.27 Remittances from migrants comprise a significant share of the total household income and expenditure. In general remittances help their families left behind to sustain food security (17 percent), house rent (15 percent), meet expenses on education (11 percent), social and religious obligations (12 percent) were also large expenditure. Most of the migrant households (6 percent) spent their remittance for asset accumulation. However, while remittances provide a significant source of income for the migrant households, the impact of migration depends on the size and use of remittances. Migrants in general sent their remittances through banks and post offices, trusted friends or by other family members according to the need of the household. Some of the migrants saved some part of their income at their working or native places.

Despite the earnings from remittances, less than 50 percent were sent to their families as they had to spend for their accommodation, food and other personal expenses in the work place.

6.1.28 The opinions were differed in the severity of problems they suffered in the migrated area. A high degree of risk and danger is involved in this work. The work proceeds in most situations under sun, cold, heat, rain, dust etc. The magnitude of accidents and occupational diseases associated with this work is appallingly high and complex. In addition to these dangers at work sites, continuous inhaling of cement dust causes irritation of lungs and eyes, plastering materials affect the skin, working at higher elevation lead to blood pressure. The health of the workers was adversely affected by variety of these factors (7.5 percent). Besides they (16 percent) had to work for long hours under strict control. 75 percent did not get enough time to visit their native place.

6.1.29 An enquiry into the future plans of migrant workers the researcher could get different kinds of opinions. Even though they are enjoying higher wages and better amenities than their native place they are not having a definite future plan. The data on future plans of the workers reveal that 53 percent of workers had no plans about their future, only 9 percent had intention to bring their families to the migrant place, 38 percent did not respond to this question.

V CONSEQUENCES OF MIGRATION

6.1.30 The present study also focuses its attention on the consequences of the migration on the local population. The investigation brought out that there was

quite a high intensity of migrant labourers(60 families) living near the vicinity of the local respondents who were having very frequent contacts with each other. In the opinion of a majority of the local respondents, migrant labourers were advantageous to them as they were easily available and that too at cheaper wage rates. The local respondents reported that no doubt the migrant labourers were advantageous but at the same time they were also responsible for causing a number of problems such as environmental, health, social, psychological and economic. During the data collection, local respondents also held that migrant labourers were responsible for increasing evils like drug addiction, rape cases and alcoholism and as a result the local youth is getting addicted to these evils.

In spite of all these problems and evils, the general impression of the local respondents was favourable towards the migrant labourers. A majority (58 percent) of the local respondents had supported the fact that migrant labourers should be allowed to migrate in Kerala as the industrial, agricultural, construction and household work were being done by such labourers.

6.2 CONCLUSIONS

6.2.1 The first hypothesis of this study was whether there are changes in employment, wages and other living conditions of the workers after migration. The results reveal that migration has changed their employment, wages and living conditions of these workers, because before migration the employment status of the workers showed that 41 percent were farmers and 33 percent were mere wage earners. But after migration 80 percent workers became skilled or

semi-skilled workers of construction sector and now they were contract labourers(76 percent). Besides the monthly income of the workers indicates that 71 percent of the workers had earned only an income between 1000-5000 before migration, but after migration only 12 percent were in this category. 59 percent respondents seemed to have earned monthly income in the range of 5000-10000 per month after migration.35 percent had equipped the skill to earn between 10000-15000 per month. The chi-square test results indicated that migration status and income are dependent. Workers are attracted to Kerala because of this higher wages and higher income in Kerala. Migration has also helped them to improve their living conditions. Some workers felt that they could repay their old debt (27 percent) and reduce the burden of present debt. Moreover that they gained knowledge (2 percent) and became expertise in their field (1.5 percent), better status in family and society (14 percent), buy assets (18 percent) and to meet emergencies (14 percent) through their migratory work. So from the study the researcher has been able to prove the first hypothesis.

6.2.2 The second hypothesis of the study is that the migratory workers faced differing problems in their place of work. The main problems faced were difficulty to adapt to differing climatic conditions, congestion and lack of adequate moving face to face at their place of residence, poor sanitation facilities and long hours of work under strict control. The study reveals that the workers had different types of problems and they differed in their opinions. Due to migration, the health of the workers (7.5 percent) was adversely affected by variety of factors. For example different climate and condition of

work, a defective dietary pattern, excessive congestion and lack of sanitation, etc. They (16 percent) had to work for long hours under strict control. 75 percent did not get enough time to visit their native place. 58.5 percent reported that covering long distance was their main problem. From this the researcher could prove the second hypothesis the migratory workers did face different types of problems in their place of work.

6.2.3 The third hypothesis of the study was migration of workers is enhancing the expenditure pattern of the migrants. The following details of the workers reveal that remittances from migrants comprise a significant share of the total household income and expenditure. The average household income of long term migrants is generally higher than short term migrants, since the long term migrants have better wages and regular employment opportunities. In general remittances helped their families left behind to sustain food security (17 percent), house rent (15 percent), meet expenses on education (11 percent), social and religious obligations (12 percent) etc. Most of the migrant households (6 percent) spent their remittance for asset accumulation. However, while remittances provide a significant source of income for the migrant households, the impact of migration depends on the size and use of remittances. Migrants in general sent their remittances through post offices, banks, trusted friends or by other family members according to the need of the household. Some of the migrants saved some part of their income at their working place. Despite the earnings from remittances, less than 50 percent were sent to their families as they had to spend for their accommodation, food and other personal expenses in the work place. Most of the income earned by the respondents has

been spent on household items, education of their children or in fulfilling their basic necessities like food, food grains, in purchasing house hold items, health treatment, emergencies etc. After meeting these expenses a very meagre amount only was left with the respondents for savings. An enquiry into the nature of house ownership revealed that 9 percent had only their own houses before migration; the remaining 61 percent had stayed in rental houses.30 percent had no house before their migration. But after their migration because of good financial conditions 57 percent had built their own houses; the remaining 43 percent stayed in rented houses. Among the houses 51 percent workers were living in thatched houses whereas 15 percent lived in tiled houses before their migration. After their migration 38 percent were in tiled houses and 6 percent had terraced houses.

Remittance from out migration of workers have a favourable impact on the household durable goods and other labour saving devices. 40.5 percent had radio, 39 percent purchased television sets, 51 percent were used fans regularly, 9 percent had cooked their food with the help of stove/gas, 31 percent had their own bicycle. These facts proved that migration of workers is enhancing the expenditure pattern of the migrants. The respondents reported that they could earn these assets and spend for their necessary amenities only because of migration which they never dreamt before migration. From this analysis this researcher could prove the third hypothesis. There is no doubt that replacement labour in the construction sector have been able to prove the living conditions in their homes far way from their work place.

6.2.4 Finance is the main reason for migration was another hypothesis of the study. To analyse this hypothesis the researcher made an attempt to get information on the various factors for their movement, many factors were listed. Surprisingly no one responded to the factors like to get rid of the impact of drought, lack of adequate agricultural land, lack of job which they liked, discrimination on the ground of caste, industrial development of the destination, urban amenities, agricultural development, to enjoy freedom of nuclear family. 41.5 percent of workers stated that comparatively higher wages in Kerala was the major motivational aspect of migration. Besides this they revealed that they could repay their old debt (27 percent) and reduce the burden of present debt. These workers had welfare fund (26 percent), income for emergency (24 percent), bonus during Onam season (12.5 percent). 93 percent of the migratory workers reported that they could indulge in savings, this was something which they could not dream off in their native place. Moreover, the results of chi-square test indicated that income and migration status are dependent, that is, the workers have migrated to Kerala because of higher wages and higher income. So, this researcher could prove the fourth hypothesis is that the main reason for labour to migrate to Kerala was to improve their financial position. This they have been able to achieve according to this study.

6.2.5 The last hypothesis of the study is that majority of the replacement labour came from the northern part of India. But from the study area this researcher found that 52.5 percent came from Bengal and 5 percent from Odissa, which are regarded as eastern India rather than northern India. Among the remaining 42.5 percent Bihar accounted for 35 percent, Uttar Pradesh 4.5 percent and

Tamil Nadu 3 percent(south India). So, we take the exact geographical division of the country one finds that the number of migrants from northern India is much less than those from eastern India. So, in this strict sense of dividing the country into four regions north, south, east and west, it has to be concluded that this hypothesis the majority came from northern India stands disproved.

Thus we can conclude that the issue of migrants has become a serious concern even in an improving diplomatic environment. Migration and movements of human population have always been an integral element in the history of mankind – in view of the rising in-migration, questions related to governance, public health, sanitation, water supply, housing, urban environment, educational and infrastructural needs, law and order, etc., warrant greater attention at the level of policy planning and implementation. The large influx of migrants from different parts of the country with different linguistic and cultural backgrounds puts pressure on governance as well as civic amenities. Besides, in the absence of reliable information on the quantum of in-migration of a floating nature, these migrants are unlikely to be taken into account while making population projections and consequently in planning. For integrating the issues relating to migration into local governance, alternative population projections which include migrants of all types have to be made.

6.3 POLICY SUGGESTIONS

6.3.1 The study area consisted of 200 workers and it was found that a majority of them were unaware of the laws governing wages for different categories of

work. Kerala's labour laws clearly specify that each labourer, should have a minimum wage rate for the hours of work put, the norm of 8 hours labour has now been accepted in the construction sector. Any labourer who works in excess has to be paid over time which is double the wage rate. Each labourer should be given a weekly holiday, insurance coverage and other service benefits. Most of the workers in the sample area were unaware of these laws were prevailed in the state. From the above analysis it is suggested that since the workers are unaware of the rights, agencies should be established to make these workers aware of their rights and thus increased their bargaining power. The local bodies should be entrusted with the responsibility of establishing these agencies with the help of N.G.Os and S.H.Gs in the area.

6.3.2 In the current study the researcher found that there is a high degree of exploitation is faced by the these migrant workers from various sources such as in bus stand, railway stations, retail shops etc. As these migrant workers face the problem of communication and they often fall prey in front of culprit agencies. At present, the state government has no agency to provide correct information relating to various aspects of migration such as travel, work permit requirements, working conditions in the migrant area etc. Due to lack of knowledge the prospective migrants is totally ignorant of the conditions in the migrant area. In this context, it is suggested that a special information cell attached to the panchayaths, municipalities and corporations should be started for the purpose. Another alternative is to recognize some of the leading travel agents as agents for providing information to the public. Government may also

publish a pamphlet for this purpose. Thus we can reduce the exploitation of these migrant workers in Kerala.

6.3.3 This study found that the respondents were faced a number of problems in the study area. A high degree of risk and danger is involved in this work. The continuous inhaling of cement dust causes irritation of lungs and eyes, plastering materials effect the skin etc. Among the categories of labourers, especially the unskilled groups are made to work for much longer hours at many of these sites. Majority of workers(70.5 percent) do work about 10 or more than 10 hours daily. So the health of these workers was adversely effected by these factors(7.5 Percent).The magnitude of accidents and occupational diseases associated with this work is appallingly high and complex. Large number of accidents were occurred in the study area. Death was also happened in this area. In cases of minor injuries at many sites some first-aid is provided, but in cases of major injuries they pay them some money and force them to vacate the site. Moreover that the workers above the age of 50 are not preferred by the Kerala contractors. Lack of education and health they cannot go for other works after their migration to Kerala. Keep in view, of the facts mentioned above it is suggested that the government may think of implementing a pension scheme to give financial support to the category of migrant households who are identified as distress households. This includes migrants who lost their lives due to accident, sickness or other reasons in the migrant area, terminally ill and unable to work and who were the main earner of the family. Besides this, the households should not have other income earning assets or income from other sources. This category of distress

households should be given a monthly pension provided the migrant had worked at least for three years in the migrant area. This scheme may be implemented either by the central or state government. If it is to be done they will be better off even after their migration.

6.3.4 In the current study 5 percent workers were self employed workers. These workers were not under the hands of contractors. They had their own freedom to find and do the works in Kerala. They reported that they are interested and capable of undertaking their own projects here and in their state. The only obstruction before them to go ahead with the plan is the lack of finance. If the government can come forward to assist them in the required area of finance the researcher feel this particular group of migrant employees will prove better. So, it is to be suggested that the state governments should take initiatives to provide loans to the migrants who wish to engage in self-employment or gainful employment. This can be done through financial institutions coming under the state governments such as co-operative banks, state financial enterprises, finance corporations, co-operative credit societies etc. It will increase employment opportunities and reduce the cost of production of construction industry all over India.

6.3.5 In this study work status of the respondents reveal that 76 percent were contract labourers. 5 percent were self employed workers. Among these workers only 56 percent workers were permanent workers. These construction workers are highly vulnerable with respect to their employment security. The important point here is that while these protective aspects of employment security are not unimportant, as a first step, attempts must be made to ensure

continuous employment to these workers. Currently, only an 'elite' section of the construction workers enjoy the benefits of the social security policies of the government, because they are registered and they are also employed throughout the year. For the large majority, who work for an assortment of contractors for daily wages, these policies will be irrelevant and also difficult to implement in the absence of continuous employment. In this context, this researcher suggests that it is guaranteed and secured employment that will not only enable them to earn steady incomes, but also help them move closer to the organised sector. Besides to ensure maximum job security to the migrant workers the contractors should chalk out their work programme to suit this idea. In the case of non availability of the work with the contractors at times they may lie with the government local bodies to depute them to undertake the work programmes of the local bodies. So that continuous and secured employment will be ensured.

6.3.6 Human migration is a universal phenomenon. After a lapse of 60 years, Kerala is again becoming a net in – migrating state. As soon as a contractor takes up a construction or road work, he appoints an agent to recruit workers not only from neighbouring states but also from states as far away as Uttar Pradesh, Bihar and West Bengal. In many construction sites the researcher could see that the language used is not Malayalam but Hindi, Bengali or Tamil. So the researcher feel the authorities did not do any sort of home work with regard to the conditions of migrant workers. Hence they are not at all aware only thing during budget sessions crores (2010 – 10crore, 2011-15crore) of rupees set aside for this cause, nobody doing any follow-up on this. This amount so allotted betterment of the migrant workers. Surprisingly, it is

understood that the money spend only on conducting seminars, medical camps etc. it is happening only because the government authorities are either not keen about or nobody is there to open their eyes and ears. So it is to be suggested that the government should conduct a detailed study to assess the trend, pattern, magnitude and causes of the migrants. A detailed examination about the changes in the labour market, migration policies, problems faced by the migrants and causes of the migrants in the major migrant areas should be attempted. The study should also assess the present and future skill requirements of the migrant workers in Kerala. Based on the study, measures have to be taken to sustain the migration and to find alternative destination for these workers. Over and above under the supervision of the District Collector and agency can operate to monitor and do the day to day follow-up liaison work between the government and the migrant workers. Then only a fruitful result will come up on spending such a huge amount on these workers.

6.3.7 The most important reason for voluntary migration is economic. Better economic opportunities attract the labourers to move from one place to another (41.5 Percent). This was very clear from this study. The results of status before migration of these workers reveal that 41 percent were farmers, 33 percent were low wage earners, 21 percent were temporary workers and the rest of them were unemployed before their migration to Kerala. Among these employed workers majority of them (71 Percent) could earned an income only between 1000-5000 per month. But after migration 88 percent could earn an income between 5000-15000 per month. So the researcher asked about the future plans of these migrant workers. Surprisingly, 38 percent did not respond

to this question. 48 percent reported that they have no plans about their future. Besides these workers are not fully educated and in Kerala after the age of 50 these workers do not have any demand. In this context the rehabilitation of these workers is a serious problem faced by the Government of India. So the researcher suggested that in order to rehabilitate the return migrants, one policy option is to provide bank loans to engage in self-employment or gainful employment. There is a wide spread complaint from the workers that the commercial banks, both public and private are not giving loans for doing self employment in their own states. The Reserve Bank of India should change the credit policy and instructions may be given to the commercial banks to provide credit to the return migrants in their state.

6.3.8 One of the motivational aspect of migration of these workers was to earn higher wages and higher income from Kerala. In order to earn this higher income the workers are living under shabby conditions. The basic living amenities such as toilets, bath rooms, bed rooms, clean drinking water in almost all the living places of the migrants were found inadequate. Besides the work proceeds in most dangerous situations. Security of employees and since no records are maintained at the work site, the worker is granted any legal standing. To solve these kinds of inhuman activities and to safe guard the interests and rights of the construction workers, a fresh comprehensive legislation needs to be framed, so that it can regulate the industry, employment, wage, employer-employee relationship and ensure economic benefits and welfare to the workers. In other words, the legislation should not only take into account the responsibility, rights and the statutory provisions but also be self

governing by itself. Even though the labour laws on this aspect is very much affective and alive in this state. To the researcher's surprise it is not implemented properly. For to overcome to this phenomenon it is suggested a hundred percent dedicated involvement of the official, contractor, and the migrated workers and in the context of frequent change of work-place, sometimes from one district to another or one state to another ,there is a need to establish a national institutional structure which can keep the record of the employers and employees and regulate the industry all over the country. It can be a construction labour board. This board can then maintain and administer Provident Fund, Gratuity, ESI-health, Housing, Bonus, etc., for all the registered workers, recovering a certain percentage from all the registered employees. In other words the Board will be the single national institution to which workers can make their claims wherever they might be. If do these it will improve the living conditions of the migrants and we can reduce the cost of production in the construction sector. If we provide these kind of securities to the migrant workers no migrant will think of their place of migration and can be permanently utilised by the employer.

6.3.9 The present study also focuses its attention on the consequences of the migration of labour on the local population. The investigation brought out that there was quite a high intensity of migrant labourers living near the vicinity of the local respondents who were having very frequent contacts with each other. In the opinion of a majority of the local respondents, migrant labourers were advantageous to them as they were easily available and that too at cheaper wage rates but at the same time they were also responsible for causing a

number of problems such as crime, theft, drug addiction, rape cases and alcoholism etc. The researcher understood that the local police authorities are keeping a track of this migrated workers upto an extent. At the same time the researcher could feel that in the panchayaths, municipalities, and city corporations these government bodies are not having any record of these workers. So in this context, it is to be suggested that to reduce the negative consequences of migration at the point of destination proper and strict identification and regulation of migrant labour should be done by the government through local bodies. The each migrant should have a labour card issued by those government bodies and in this card their name, age, name of their contractor, blood group etc. should be included. And there is a periodical or random checking of these workers should be carried out by the local bodies. Thus, we can maintain peace and order and amicable settlement with these labourers and we can utilise these workers other sectors as well.

6.3.10 The researcher made an attempt to know the different problems faced by the respondents. 7.5 percent workers had different kinds of health problems. In the study area 2.5 percent had the symptom of malaria and tuberculosis. So many of them have allergy problems and other kinds of health problems. But in the study area the researcher could identify that only 59 percent had health card issued by the department of health, Government of Kerala. Others were unaware of this card. The purpose of this card is to consult and get medical facilities at free cost. However in the cases of major injuries or diseases the contractors are try to get rid of them and sent them back to their home place immediately. In this context the labour and health departments can play a major

role. These departments should initiate to conduct a number of programmes like seminars and medical camps aiming at improving awareness among migrant workers as well as promoting their health and living conditions. The medical camps should conduct at the work site and medicines should be supplied on the spot. and the contractors in the nearby area can join hands and hire a doctor for their labour campus and this doctor can visit once in a month and also he can be on call on emergencies. In turn it will improve their living, health and overall efficiency that will lead to increase the productivity of these workers.