Chapter 3
Research Methodology

3.1 Introduction

The methodology of the study of social networks of migrant construction workers in Goa has an exploratory research design which is spread over three stages. The primary setting of the study is Goa. However, in order to study the roots of the migrants, a case study with its setting in Malda District of West Bengal was also conducted. This chapter begins with defining the key concepts study and later progresses to describe the methodology used for each stage of the study. It concludes with ethical issues that were taken into consideration for this study.

3.2 Defining Concepts

This research involves several concepts that need to be defined. These include migration, migrant worker, informal labour, construction industry and social networks.

3.2.1 Migration

Migration refers to the movement of individuals or a collectivity from one geographical point to another (Agozino, 2000). Human migration has been taking place from the beginning of human history, when people moved from one place to another in search of food and better living conditions. However, there is no universally accepted definition of migration. The definition of migration depends on the purpose for which it is defined. For example, the United Nations is concerned about international migrants, who move from one country to another. Therefore, it defines migration as "an individual who has resided in a foreign country for more than one year irrespective of the causes, voluntary or involuntary, and the means, regular or irregular, to migrate" (IOM, 2011)

There are various issues involved while defining migration. Firstly, migration involves a movement of people from one geographical location to another. For some definitions, a mere change of residence would suffice. Other definitions insist that the place of destination should cross some political boundary. This boundary may range from
village boundaries to national boundaries. The second issue involved is about what should be considered the starting point. Place of birth is one starting point that is often considered, the other being the place of residence. The third issue that is considered while defining migration is the duration of residence. While some definitions accommodate the desire for permanent or semi-permanent residence in the place of destination, other definitions give a specific period of residence as a minimum requirement to be considered a migrant. For example, the UN definition stipulates a one year residence period in the place of destination to be considered a migrant. This is to distinguish migrants from tourists or those travelling for a particular purpose for a short period of time. Another issue that is often taken into consideration for a migration definition is whether the decision to migrate was voluntary or involuntary. Some definitions make no distinction between the two, while others insist that migration should be voluntary as involuntary or forced migration is referred to by different terms, such as "displacement", "refugees", and so on.

In modern times, the practice of collecting census data of the entire population a country periodically has made it possible to have a database on the movement of people from one place to another. The decennial census taken in India collects data on migration. The entire migration data is compiled in D-tables of the Census data. The Census of India has defined migrants in two ways, namely ‘by place of birth’ and ‘by place of last residence’. In the first definition, “migrants by place of birth are those who are enumerated at a village/town at the time of the census other than their place of birth.” And in the second definition, “a person is considered as migrant by place of last residence, if the place in which he is enumerated during the census is other than his place of immediate last residence” (Census of India, 2001).

For the purpose of my study, migration is defined as the movement of individuals or groups of people from one Indian State or Union Territory to another for the sake of employment or for the purpose of semi-permanent or permanent residence. The migration I am referring to can be termed as domestic migration or regional migration or, to be more specific, Inter-State migration, as it deals with the movement of people within India from one State or Union Territory to another. This definition specifically refers to the migration of people across clearly defined political boundaries of States and Union Territories in India. Article 19 of the Constitution of India guarantees every citizen of India the right to reside and settle in any part of the country subject to reasonable
restrictions by the State. Millions of people from all over the country have exercised this constitutional freedom to migrate by not only residing or settling in different parts of their own State or Union Territory, but also across State boundaries to different parts of States other than their native State. I have preferred to restrict my definition to Inter-State migration because the decennial census data does capture migrant flows between different States in the country and it is convenient to make a macro-level analysis of Inter-State migration in India.

People migrate for different purposes. The most common reason is employment. This is often termed as labour migration. Besides employment, there are other reasons for which people migrate, such as for education. There is also a gender difference in migration patterns. Most women migrate on account of marriage as they move to their husband's residence after marriage. Some people are compelled to migrate on account of natural calamities, conflicts or family feuds. However, in my study, I am focusing on labour migration, namely of people who migrate for employment or in search of employment.

3.2.2 Migrant Worker

Having limited my definition to Inter-State migration within the Indian Union, I, further, define a migrant worker in a particular State as a person who was born in a State or Union Territory other than the State he is presently residing and who is either self-employed or has been employed or has been in search of employment in that State. Here I am limiting myself to an Inter-State migrant worker, who is residing in the State on account of being self-employed, employed or unemployed, but in search of employment. I have included those who are unemployed within the ambit of the definition of "migrant worker" as there are often times when there is no work available and though these migrant workers remain temporarily unemployed, they are constantly in search of a new job or a new job contract.

Migrant workers may be employed either as regular workers or as casual workers. A regular migrant worker works in an institution or an industry that gives a regular wage every month. There are migrant workers who are employed as casual labourers and are paid a daily wage for the work done for the day. Migrant workers may also be self-employed workers and many of them are self-employed employers of migrant labour.
3.2.3 Informal or Unorganised Labour

The term "informal" labour was first coined by Keith Hart (1973) after his study in urban Ghana revealed that there were several income and employment generating activities that were 'unenumerated' as they were not part of the formal sector where workers get a regular wage.

Besides, he found out that migrant workers, who came from rural areas, were forced to work in the informal sector as they lacked the qualifications and skills required to get a job in the formal sector. Hart referred to informal sector using terms such as informal income generating activities, unorganised sector, unenumerated sector, urban proletariat and self-employed individuals. (Papola, 1980)

In India, the informal sector is more popularly referred to as the unorganised sector. The Central Statistical Organisation (CSO) defined it in the following manner: "All unincorporated enterprises and household industries, other than organised ones which are not regulated by any Acts, and which do not maintain annual accounts and balance sheets, constitute the unorganised sector." (CSO, 1980: 135 quoted by Banerjee, 1988: 73).

A more recent definition by the National Commission for Enterprises in the Unorganised Sector (NCEUS) has now been widely accepted in India. The unorganised sector is defined as the sector of the Indian economy that "consists of all unincorporated private enterprises owned by individuals or households engaged in the sale and production of goods and services operated on a proprietary or partnership basis and with less than ten total workers" (NCEUS, 2007: p. 3). Further, it has defined unorganised employment as follows: "Unorganised workers consist of those working in the unorganised enterprises or households, excluding regular workers with social security benefits, and the workers in the formal sector without any employment/social security benefits provided by the employers." (NCEUS, 2007: 3)

I prefer to accept the NCEUS definition of the informal or unorganised sector as it is the most accepted and appropriate definition for unorganised sector and unorganised employment in the Indian context.
3.2.4 Construction Labour Market

The construction industry is the main focus of my study. Construction industry is that sector of the national economy which is engaged in all types of work related to the construction of new or repairing existing commercial, industrial or domestic buildings and other forms of infrastructure, such as roads, electricity and water supply. The construction industry is constantly in need of labour and has an enormous capacity to absorb large numbers of skilled and unskilled labour. In this context, the construction labour market is the interaction of construction companies and workers, where construction companies are searching for labour and workers are in search of employment for a reasonable wage rate. The labour relations in the construction labour market determine the wage rate of labour depending on the demand for labour by construction companies and the supply of labour in the region. Construction activity normally takes place in developed regions or remote regions. Due to lack of supply of labour in these regions, the construction labour market attracts large numbers of migrant labour, mainly from rural areas or underdeveloped parts of the country. My study tries to capture the labour relations in the construction labour market using the framework of the Social Network Theory.

3.2.5 Social Network

Social network is a social structure made up of individuals, groups or organizations that are connected to each other by one or more relations or interdependencies. According to Swedberg and Granovetter (2001), a network is a regular set of contacts or social connections among individuals or groups. In its analysis, a social network is regarded as “the set of actors and the ties among them” (Wasserman et al., 1994, p. 9). This study is investigating the social networks that exist among workers in the construction industry and therefore in this context, a social network may be defined as a sociogram of ties that exist between workers and other actors in the construction industry.

3.3 Research Setting

The research setting is the whole State of Goa, which is a small state on the western coast of India (Appendix 11). Goa stretches over an area of 3,702 sq. km, 1736
sq. km in North Goa and 1966 sq. km in South Goa. Maharashtra is on its northern border and Karnataka on the eastern and southern border. Arabian Sea on the west spreads over its 105 km coastline. Goa is divided for administrative purposes into two Districts, North Goa District and South Goa District. There are 11 talukas, 6 in North Goa and 5 in South Goa. Goa has 347 inhabited villages, 209 in North Goa and 138 in South Goa. There are a total of 189 panchayats with 120 in the North Goa District and 69 in the South. The urban centers in Goa includes 14 Municipal towns, 7 each in North and South Goa. According to the 2001 Census, Goa had 359 villages and 30 census towns, 20 in North Goa and 10 in South Goa. However, in the 2011 Census, the urban areas have increased and rural areas have shrunk as a result, villages have reduced from 359 to 334 and census towns have increased 30 to 56.

3.4 Exploratory Research Design

The research on the social networks in the construction labour market in Goa has an exploratory design as the area of research is relatively new and hardly any research has been carried out on construction labour market using the social network approach.

3.5 Mixed Methodology

Since the research design is exploratory in nature and the data that is collected has a lot of variety, mixed methodology is best suited for this study. Mixed methodology is a research design that integrates quantitative methods and qualitative methods into one research project (Bryman, 2008: 603). The main reason for adopting the mixed methodology approach is because this research involves the collection of three types of data corresponding to different objectives of the study. First of all, there is the attribute data, which has the basic characteristics of the migrant workers in the construction industry. Secondly, there is relational data, which consists of data on the relationship between construction workers and the contents of the relationship. Finally, there is qualitative data based observation, open-ended questions and un-structured interviews of construction workers.

In addition to the different types of data that is collected, the research involves a study of migrant construction workers in multiple stages and in different research settings, namely, the place of destination as well as place of origin.
3.6 Three-stage Study

The research of migrant construction workers has been conducted as the three-stage iterative study. Being an exploratory study, each stage of the study presented new findings that necessitated the next stage of the study. At the end of the research, it turned out to be a three-stage study (Table 3.1).

Table 3.1: Research Design

<table>
<thead>
<tr>
<th>Research Components</th>
<th>1st Stage</th>
<th>2nd Stage</th>
<th>3rd Stage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research Area</td>
<td>Goa</td>
<td>Goa</td>
<td>Malda</td>
</tr>
<tr>
<td>Duration</td>
<td>May - June, 2008</td>
<td>September 2009 - March, 2010</td>
<td>November, 2010</td>
</tr>
<tr>
<td>Sources of Data</td>
<td>Primary and Secondary</td>
<td>Primary and Secondary</td>
<td>Primary and Secondary</td>
</tr>
<tr>
<td>Respondents</td>
<td>Migrant Workers</td>
<td>Migrant Contractors</td>
<td>Migrant Workers or their Family Members</td>
</tr>
<tr>
<td>Method</td>
<td>Mixed Methods</td>
<td>Social Network Method</td>
<td>Case Study Method</td>
</tr>
<tr>
<td>Sampling</td>
<td>Multi-stage cluster sampling</td>
<td>Snowball by contacts</td>
<td>Snowball by referrals</td>
</tr>
<tr>
<td>Sample Size</td>
<td>122 (Daniel, 1999)</td>
<td>25</td>
<td>25</td>
</tr>
<tr>
<td>Main Tool</td>
<td>Semi-structured interview</td>
<td>Semi-structured interview</td>
<td>In-depth interview</td>
</tr>
<tr>
<td>Type of Data</td>
<td>Quantitative, Relational, Qualitative</td>
<td>Attribute, Relational, Qualitative</td>
<td>Qualitative</td>
</tr>
<tr>
<td>Analytic Softwares</td>
<td>SPSS, Ucinet</td>
<td>SPSS, Ucinet</td>
<td>None</td>
</tr>
<tr>
<td>Data Analysis</td>
<td>Descriptive Statistics, Sociograms, Thematic categorization</td>
<td>Descriptive Statistics, Sociograms, Thematic categorization</td>
<td>Thematic categorization</td>
</tr>
<tr>
<td>Main Finding</td>
<td>Migrant contractors play important role in labour market</td>
<td>Majority migrant contractors from Malda</td>
<td>Strong ties between migrant workers in Goa and people in Malda</td>
</tr>
</tbody>
</table>

3.6.1 The First Stage

The first stage of the research was a study of the social networks of migrant workers in the construction industry in Goa.

3.6.1.1 Sampling

According to Census 2001, there are 47,977 construction workers in Goa. Though the proportion of migrants in the construction labour force is not known, a study claimed that migrants constituted a significant proportion of the construction labour force. Since the proportion of migrant labour force is unknown, I assume that the entire construction
labour force is made up of migrants so that the figure 47,977 becomes the Universe of the study.

A multi-stage cluster sampling method was used for this study, since it was considered most appropriate in a study where it is not feasible to get a complete list of all migrant workers employed in the construction industry in Goa. First, a sample of construction sites was selected from different parts of Goa according to its theoretical relevance. Since a lot of construction activity is concentrated in the coastal talukas of Goa, construction sites from Tiswadi and Bardez from North Goa as well as Salcette from South Goa were chosen. Each construction site formed a cluster, from which different types of skilled as well as unskilled construction workers were randomly chosen to be interviewed. This constituted the sample for this stage of the study of migrant construction workers.

To calculate the sample size, I applied the following definition (Daniel, 1999):

\[ n = \frac{N Z^2 P (1 - P)}{d^2 (N - 1) + Z^2 P (1 - P)} \]

where,

- \( n \) = sample size
- \( N \) = Population size
- \( Z \) = Z statistic for a level of confidence
- \( P \) = expected proportion
- \( d \) = precision

In this equation,

\( N = 47,977 \)

\( Z = 1.96 \) (95 per cent confidence level)

\( P = 0.5 \) (50 per cent is the expected proportion of response distribution)

\( d = 0.1 \) (10 per cent is the margin of error that is tolerated)

The minimum sample size generated by this formula of sample size is 96. However, the total sample taken was 122, which is over 25 per cent more than the
minimum required sample. Therefore, the margin of error in the sample response is found to be 8.86 percent, which is less than the 10 per cent error that is tolerated.

### 3.6.1.2 Data Collection

A semi-structured interview schedule was prepared to be administered to the construction workers (Appendix 13). It was designed to collect all possible information regarding the migrant construction workers, including attribute, relational and qualitative data.

There were two approaches to getting access to construction workers working at various construction sites. The first strategy was to establish contact with certain builders and permission was sought to interview workers at their construction sites. Once permission was granted, the construction sites were visited and the workers working at the site were interviewed. In the second strategy, information was sought about some major construction sites. On reaching the site, project officials were approached for permission to interview the construction workers. There were occasions when permission was granted and the construction workers were interviewed. But on some occasions permission to meet construction workers was denied. The public opinion in the State of Goa against large housing projects and the various civil society movements against the rampant illegal construction activity made it more difficult to get permission to visit construction sites.

Construction workers were predominantly men and it was easier to interview men as they were able to converse in Hindi besides their native languages. However, it was very difficult to interact with women as they were totally illiterate, had no knowledge of Hindi and they refused to interact with any male stranger. Only in one case, a woman construction worker was interviewed in the presence of her husband, who was answering most of the questions on her behalf.

### 3.6.1.3 Data Analysis

The analysis of the data was done in different ways according to the type of data that was collected.
Firstly, all quantitative data was fed into the SPSS software program to generate the frequency tables and to undertake statistical analysis of the data.

Secondly, the relational data was plotted on an (n x n) data sheet and the data was fed into the Ucinet software program to generate sociograms of construction workers. Different sociograms were generated for different contents of the relationship of construction workers. The contents of relationship included information, employment, work allocation, friendship and credit flow. The network that tracked the flow of labour market information among construction workers generated the information network. Job network indicated the network through which construction workers got their present employment. The chain of command from the Chief Executive of a Construction Company to the unskilled worker labouring at the construction site was captured by the Work Allocation Network. The friendship relations among construction workers were reflected in the friendship network while the flow of credit among construction workers was traced in the credit network.

The qualitative data collected through open ended questions were analysed thematically in order to understand the different issues concerning the life of a construction worker and their social networks in order to survive in the place of destination.

3.6.2 The Second Stage

The findings of the first stage of the study of migrant construction workers clearly showed that contractors, who were self-employed employers of migrant labour, played a crucial role in the construction labour market. On the one hand, they supplied the required labour force to the Construction companies in order to complete their construction projects, and on the other hand, they provided employment to the large numbers of unemployed or under-employed youth migrating from rural and poorer regions of the country. They were young entrepreneurs, whose survival depended on the social networks they maintained with capitalists as well as labour. The role they played and their social networks were crucial to understanding the functioning of the construction labour market (Appendix 3). Therefore, a second stage of the study was undertaken by using the social network method in order to understand the social networks of migrant self-employed employers of migrant labour, commonly known as contractors.
3.6.2.1 Sampling Technique

Migrant self-employed employers play a major role in recruiting and maintaining migrant workers entering the construction labour market. Many of them are migrants, who entered the labour market earlier as casual labourers and later emerged as self-employed employers of migrant workers. According to the 62nd Round NSSO data (2005-06), there are estimated to be about 2,555 self-employed employers. However, the exact number of migrant labour contractors among them is unknown. According to the National Code for Occupations 1968 (NCO 68), the code for building construction contractor is 241.10. According to 62nd Round NSSO data, the number of persons with occupation code 241 is estimated to be 2,800. But this figure is higher than the actual number of building construction contractors, because the code 241 also includes Project Directors (241.20), Project Managers and Project Engineers (241.30). In this case also, the number of migrants among them is unknown.

Since the universe of migrant self-employed employers in the construction industry is unknown, the sampling technique used was snowball sampling. The sampling began with a few migrant self-employed employers, who were asked to give contact details of other migrant contractors known to him. These migrant contractors, who became part of the sample were further asked about their contacts with additional migrant contractors. This process continued until a saturation point is reached where no additional issues of theoretical relevance emerged. In snowball sampling, the sample is constructed by including additional actors who have relations with the previously included migrant contractors. Consequently, snowball sampling is likely to generate a well-connected network of migrant contractors in the construction industry in Goa (Knoke et al., 2008, 18).

In order to get the required information for this study, the sample of migrant contractors consisted of only those who fulfilled the following inclusion criteria:

(a) They should be migrants, or whose native state in not Goa.
(b) They should have entered Goa as casual labourers and later became construction contractors.
(c) They are permanent migrants, who have worked and settled in Goa for at least 5 years.
(d) They should have a minimum of 2 migrant workers working under them.
In addition to the migrant self-employed workers, relevant information was sought from 'alters', such as migrant workers working under them, officials of the Construction Company that have employed them and others related to them.

3.6.2.2 Type of Network

The study of networks of migrant self-employed workers in the construction industry in Goa was a one mode network as it involved just a single set of actors, i.e. migrant self-employed workers. The relations that will be measured on the set of migrant self-employed workers included:

- Kinship ties
- Individual evaluations, such as friendship ties
- Transactions or transfer of material resources, such as lending or borrowing.
- Transfer of non-material resources: communications, exchanging information.
- Interactions in workplace and out of workplace
- Formal roles (Wasserman et al., 1994)

Besides relational information, characteristics of the actors, characteristics of migrant construction workers were sought. Attributes such as age, gender, caste, religion, income, place of origin, place of present residence, educational status, duration of stay in Goa, type of skill, etc. was also sought from the workers.

3.6.2.3 Unit of Analysis:

The unit of analysis for the this study is the migrant self-employed worker employed in the construction industry in Goa.

5 'Alters' refers to nodes or actors related to the main actor in an ego-network.
3.6.2.4 Tools of Data Collection:

Several techniques of data collection were used to gather as much information as possible:

(1) Semi-structured Interview Schedule: The main tool of collection of primary data was the semi-structured interview schedule (Appendix 14). The interview schedule had questions regarding their attributes as well as relationships within the working environment of the construction site. The format of the interview schedule that was used included social network questions having (1) Free choice, and (2) Free recall. While answering these questions, respondents identify as many actors as they wish without referring to a list of names (Knoke et al., 2008, 19). This produces relational data, which may be directed as well as undirected, binary (dichotomous) or valued.

(2) In-depth Unstructured Interview: In-depth unstructured interview was conducted with other stakeholders in the construction industry.

(3) Life History Method: The life history method was used to get the working life history of migrant self-employed workers in the construction industry.

(4) Observation: Interactions of migrant self-employed workers at the construction sites was observed.

(5) Secondary Data: There was extensive analysis of secondary data sources such as Census Data, NSSO data, news clippings, relevant data available at the Department of Planning, Statistics and Evaluation, Department of Labour and Employment, Public Works Department and other departments of the Government of Goa as well as data available on websites.

3.6.2.5 Data Analysis

Three types of data emerged from primary data collection, namely attribute data, relational data and qualitative data. Attribute data consisting of the basic characteristics of migrant self-employed workers was fed into the SPSS program for descriptive analysis.

Relational data analysis was done using the Ucinet software program (Borgatti et. al., 2002). Analysis of Graphs and sociograms formed part of the analysis.

The measures that were studied are as follows:
(1) density: “the number of ties as a proportion of the maximum possible number of ties” (Scott, 2000)

(2) centrality: number of connections of a point with other points

(3) cliques: sub-set of points in which every possible pair of points is directly connected by a line and the clique is not contained in any other clique.

(4) clusters: an area of relatively high density in a graph (Wasserman et al., 1994)

Networks may be of two types, a formal network, such as an organizational set-up where orders are transmitted downward according to a hierarchical chain of command, or emergent networks that are informal or naturally occurring networks (Monge et. al, 2003).

The qualitative data that emerged from open-ended questions and other interactions with the migrant self-employed workers was analyzed after thematic categorization of the data.

3.6.3 The Third Stage

During the second stage of the study, the network of predominantly Bengali migrant contractors emerged prominently. The findings also revealed that most of these Bengali migrant construction workers came from Malda District of West Bengal. Therefore, a third stage of the study was conceived in order to capture the situation of the migrants and their families in their place of origin.

3.6.3.1 Sampling

This study was a case study of migrants from Malda District. Migrants from one village, Memva, from Old Malda Block, and one town, Pakuwa, in Babangola Block, were chosen for this study as most of the migrant workers in the sample of the study in Goa came from these regions.

The strategy used was snowball sampling, wherein a prominent return migrant, who worked in Goa for over twelve years before returning to his village, was approached and he provided information of the homes of migrant workers in Goa. The inclusion criteria for the sample are as follows:
1. The person must be a migrant worker working in Goa, who happened to be at home on a holiday or other personal reasons.

2. The person must be a return migrant who had been working in Goa.

3. The person must be a family member of a migrant working in Goa.

3.6.3.2 Data Collection

The persons chosen in the sample were interviewed in an un-structured manner using the in-depth interview guide to determine the circumstances that led to migration of people to Goa, their networks with people working in Goa and issues relating to the socio-economic life of the people in the region (Appendix 15).

3.6.3.3 Data Analysis

The data collected through the in-depth unstructured interviews of the people in the sample was analyzed thematically to find out the issues related to their migration to Goa, the networks they maintain with migrant workers in Goa and matters pertaining to their socio-economic life in the region.

3.7 Validity of the Research

The validity of the research is the accuracy with which the account of the participants in the research represents the realities of the social phenomenon that is researched (Creswell et al., 2000). Researchers use several lenses to determine the credibility of their studies. In this study on social networks of migrant workers in the construction labour market in Goa, the validity of this study was ensured by using five lens as follows:

(a) The Judgment of the Researcher: The researcher went through the data over and over again to make sure that the attribute data, relational data and qualitative data accurately represented the migrant workers' responses and verified whether these responses represented existing realities.

(b) The Migrant Workers: Assuming that reality is socially constructed and it is according to the perceptions of the respondents, the researcher checked the consistency of the responses in two ways to make sure that there were no contradictions in the account of the
respondents. Firstly, the responses of each migrant worker were checked for inconsistencies and contradictions and necessary clarifications were sought. Secondly, the responses of each migrant worker were contrasted with the responses of other migrant workers to find out whether there were any inconsistencies and contradictions among migrant workers.

(c) Other Stakeholders: The credibility of the responses of the migrant workers was checked with other stakeholders in the construction labour market, such as builders, officials in the Government departments, and so on.

(d) Multiple Stages: The research comprised of three stages and therefore the data collected about social networks of migrant workers had to be consistent across all the three stages of the research.

(e) Sociograms: The responses of the migrant workers were verified for credibility by using sociograms generated by Ucinet, which revealed the structure of the social networks of migrant workers in the construction industry.

3.8 Ethical Considerations

The ethical consideration for the study involved the following:

(a) Permissions from Builders: In order to create a congenial atmosphere for conducting this research, permission to interview migrant construction workers was sought from the builder as well as the Engineer, who was site-in-charge at construction sites. Further, permission was also sought from the migrant self-employed employers in order to be able to interview their migrant labour.

(b) Informed consent: The consent of the migrant casual labourers and migrant self-employed workers was taken before interviewing them (Jesani et al., 2005). Only those migrant workers who were willing to be interviewed were considered in the sample.

(c) Confidentiality: All the information shared by migrant workers to the researcher is kept confidential and used only for research purpose. The anonymity of those who are interviewed has been strictly maintained.

(d) Right to Withdraw: The migrant workers were given due respect during the whole process of interview. Many times, due to the busy schedule of migrant workers, the interviews spread out to two or three sessions. Migrant workers were given the freedom
to withdraw from the interview at any stage. Some migrant workers did exercise this right and withdrew from the interview.

3.9 Summary and Conclusions

The study of social networks of migrant construction workers required a unique methodology to understand the dynamics of the construction labour market in Goa. Since the research was exploratory in nature, it ended up being conducted in three stages using mixed methodology approach since different methodologies to achieve the different objectives of the study.

The first stage of the research focussed on migrant construction workers in Goa. Seven construction sites from different parts of Goa were chosen according to its theoretical relevance and the workers in those sites were interviewed. A sample of 122 migrant construction workers was generated and they were interviewed. There were three types of data that emerged. The attribute data was analyzed using statistical analysis. In addition, the qualitative data collected was analyzed thematically and the relational data was analyzed by generating sociograms. The analysis of the data revealed that self-employed employers of migrant labour played an important role in the construction labour market.

The second stage of the research focuses on migrant self-employed workers in the construction industry in Goa. Using snowball sampling technique, a sample of twenty five migrant self-employed workers were interviewed to find out the details of the functioning of the construction labour market. The attribute data was inconsequential as the sample was small. But the relational data and qualitative data was rich in detail. The relational data was used to create sociograms to understand the social networks that existed among migrant self-employed workers while qualitative data was analyzed thematically to study their role in the construction labour market. However, the sample generated a large number of migrant self-employed workers from Malda District of West Bengal necessitating a deeper study of their social networks at their place of origin.

The third and final stage of the study was a case study of migrant workers from Malda District of West Bengal working in the construction industry in Goa. Migrants from Memva village in Old Malda Block and Pakuwa in Babangola Block were chosen as most of the migrant self-employed workers and their labourers were found to be from this
region. Here again a sample of twenty five persons was randomly generated which included return migrants and family members of migrant workers currently employed in the construction industry in Goa. In addition, the sample also included migrant workers who had returned from Goa to their native place for holidays for a short period of time. The qualitative data generated from the study of migrants from Malda District provided vital information about the socio-economic background and social networks of migrant workers at their place of origin.

The three stage study of migrant workers in the construction industry in Goa provide a comprehensive account of their social networks in Goa as well as their native place that influence the construction labour market in Goa.