CHAPTER II

METHODOLOGY

Movement of population from one area to another area is the consequence of various socio-economic factors. Population density, marriages, educational amenities, employment opportunities, industrialization, literacy, weather, new settlement, health resorts, occupational changes, retirement, death of a spouse or parents etc. are some of the variables effecting directly or indirectly migration. It consists of two elements; an act of separation from one place and an addition to the other. It differs from mortality and fertility primarily in the situation that each event has both a separative and an additive aspect simultaneously. In fertility, it is not bothered where the babies come and in mortality it is hardly cared where the deceased go to. But migration covers both the aspects.

In most of the supposedly models of migration, it is presumed that the movement is generated mainly by the economic forces. This may not always be true. The Europe's urban industrial civilization brought a great increase in population and thus a pressure to migrate, religious oppression of the infringement of political liberty, was often a motive for European immigration.
In U.S.A., internal migration is less motivated by economic factors than is usually assumed. According to 'Reasons of Moving,' Bureau of the Census 1936 showed similar responses, 22.6% said it was to take job or work outside. Family migration constituted 61.7% i.e. moving with the head of the family or to join him. Moving because of change in marital status 6.4%; where of housing problem, health, climate, education and other kept for remaining respondents. Potential migrants with specific skills go to places where there are openings specifically for them. To both internal and international movements adolescents and young adults predominate for not only due to the young adapt more easily but they are close to the beginning of their working life, they can really take advantage of new opportunities.

Either less or intelligent will tend to migrate, since the more intelligent will have succeeded at home, the less intelligent will seek their future elsewhere.

The migration stream is however, looked upon as being depended upon four sets of factors:

1. Socio-economic condition at the place of origin.
2. Socio-economic condition at the place of destination.

---

3. The population composition at the place of origin.

4. Population composition at the place of destination.

Since this research study is restricted over to the

immigrant mazoors who move from the rural and urban areas of

Kashmir, Ladak, Jammu, Bihar, U.P., Orissa, W. Bengal, Assam and

Punjab. However, largest proportion returns from Ladak, Bihar,

U.P. and Orissa and pour in Srinagar and Gulmarg, seek employ-

ment opportunities in the factories, complexes, roads and

buildings construction etc. etc. and after 6 or 7 months return

to their original residencies.

The total number of immigrant mazoors in Kashmir is

2,65,309. Out of it 2,33,309 are male mazoors while 32,000

are female migrant mazoors. Cultivators and agricultural

mazoors predominate as in India the agricultural industry is

primitive and unproductive mostly and thereby sets free man

power in huge number. Out of total migrant mazoors the migrant

cultivators totals to 83,263 male migrants and 30,194 female

migrant mazoors. Agricultural Mazoors working as migrant

manual mazoors number to 11,008 males and 668 female migrant

---

2. Special Monograph No. (1) - Birth Place Migration in
India - Census of India 1971.

3. Immigrant means those migrants who come from outside
and stay in Srinagar and Gulmarg for more than 15 days.
(Sourse - Migration Tables - Census of India 1971).
mascors. Likewise, the migrant mascors working in industries other than agriculture are 16,733 male migrants and 3,443 female migrant mascors working in forestry, fishing, hunting etc. etc. 641 male migrant mascors and 6 female migrant mascors are working in mining and quarrying. 7,685 male migrant mascors and 2,476 female migrant mascors working in household industry and 8,203 male migrant mascors and 371 female migrant mascors are working in other than household industry. In construction the male migrant mascors working are 10,393 and 536 female migrant mascors. 12,043 male migrant mascors working in transport, storage and communication and 183 migrant female mascors working also in the same. These mascors are unskilled in majority and maximum proportion of it engages themselves as casual laborers.

OBJECTIVES:

The present study is mainly concerned to achieve the following objectives:

1. Identification of trade unionism amongst the immigrant mascors of Kashmir.

2. The study will be leading to analyse the structure of trade-unions, membership ratio, unionisation, participation in trade union activities, political affiliations and causes of its backwardness.
3. The identification of modernism among the immigrant masses of Kashmir.

4. The study will be leading to analyse the political participation, voting frequency, membership in political parties, newspaper and magazine reading, radio and television listening, cinema going etc. and over all to analyse the extent of empathy or urge amongst the workers to shift from one (traditional) situations to the other (new & unique) situations.

5. To develop a comparative picture of the sample group with the general population.

HYPOTHESIS:

Before technically manipulating the problem of trade unionism and modernity amongst the immigrant masses in Kashmir, it is presumed that the migrant masses take little interest in union membership and participation in union activities is not considerable. Their education level, marital status and wage-satisfaction have no relation with trade union participation. However, age and length of services is presumed to have an association with trade union participation. Further, it is presumed that the factors responsible for it is illiteracy, instability because of migratory character, no immediate relief or response from the trade union leadership and particularly trade union rivalries.
The modernism, which is also a part of the study, is presumed that:

1. Political participation is not highly prevalent among migrant moors. Further, there is no association between the migrant's residencies, income and education.

2. Mass-Media exposure is also presumed to be prevalent. However, migrant moors are mostly listening songs displayed on radio/Television or other entertaining movies. But hardly listen informative broadcasts. Further, it is not associated with migrants' residencies, income and education.

3. Lack of Empathy is apparent and mostly presumed because of illiterate respondents. And it is not having any sort of association with the migrant's residencies, income and education.

PLAN AND PROCEEDURES:

The total strength of immigrant moors of Srinagar and Gulmarg (Field under study) who are trade union members totals to 10,285 approx. In this study the migrant trade

4. In this the Daniel Learner's modernity scale is employed i.e. Political participation, Mass-Media exposure and empathy.
union members of Srinagar and Gulmarg are together studied because at both places the trade union rules and regulations, constitution, membership fee and union structure is identical. The trade unions at both places are linked to the state central labor union, AITUC, INTUC and HMS etc. etc. and therefore, need not arise to study separately both the places. However, variations detected are subsequently measured and expressed. The study will proceed with randomization and finally treat the data in terms of stratified sampling or quota sampling.

Method: The following research methods are intended to be used during the investigation.

Sampling: (a) Universal: To study the trade unionism and modernity amongst the immigrant mazoores of Kashmir, it is necessary to select a spot where majority of the migrant mazoores concentrate. First Srinagar and Gulmarg is selected as both are cosmopolitan in nature. The migrant mazoores are multilingual, multiregional, multireligious/castes and thereby, signifying a sample of varied characteristics and of heterogenous nature. In Srinagar, the migrant mazoores are working in industries like N.M.T., Telephone industry, silk and carpet factories, saw mills, cement factories, Botliers etc. etc. and in Gulmarg the migrant mazoores are working as 'pandivalas' and Markabens. (Cobraas or Horsemen) in addition to the jobs they seek in these factories.

5. Pandivalas are called those who pick up travellers on their shoulders and hitch on mountains.
The total number of migrant mazooors at both places is 10,285 and are randomly distributed. Out of this huge number a sample of 400 or 7.3% respondents is selected for this research study to analyse trade unionism and modernity of 13.8% migrant mazooors of Kashmir.

SELECTION OF RESPONDENTS

There is a mushroom growth of trade unions, therefore, a union having a membership of 200 and above is selected for the survey. For the purpose 7 Unions are marked out of 109 unions which are linked to parent union or independently working. The selection of respondents is made from these 7 unions. From the trade Unions having more than 1000 members (respondents) 100 respondents are selected for interview purposes and from those Unions having below 1000 members 25 respondents are selected. This is done in consultation with the Asstt. Labor Commissioner, Srinagar so as to avoid hazard.

In this research study, three Unions are having above 1000 trade Union members and rest 4 Unions are having membership below this selected mark. This is done in a stratified sampling procedure.

TOOLS AND TECHNIQUES:

Following techniques are used during the research study.
(a) **Non-participant Observation:** It is only the collection of information or data mainly from the record sources.

(b) **Interview Schedule:** The interview schedule is mostly used in the field under study. The interview schedule helps in studying the following variables in three different parts:

**Part A:** Central information on age, education level, religion, occupation, land holding, income, family type, etc.

**Part B:** Deals with Trade Unionism - queries about registration of a trade union, membership fee, donations, participation, political affiliations, Industrial dispute etc.

**Part C:** Deals with modernism:

In this Daniel Learner's scale is employed. Therefore, this part is fragmented into three portions,

a. Political participation  
b. Mass-Media exposure  
c. Emptiness.

In political participation the following items are in use:

1. Frequency of talking Politics.
2. Respondents engaged in Political activity during a political campaign.
3. Frequency of voting in national or local elections.
   a. Membership in Political parties.
   b. Mass-Media exposure involves the following:
      (a) Newspapers and Magazine reading.
      (b) Radio/Television listening.
      (c) Cinema.
   c. Empathy: The questionnaire is framed in such a way to enable to measure the extent of empathy or urge amongst the respondents.

Data Processing and Analysis:

The statistical measure which have been used in this study includes:

Percentage, rank co-religion, Chisquare test and analysis was done manually.

Percentage: For drawing percentage the frequency of a particular cell was multiplied by 100 and divided by the total number of respondents in that particular category to which the cell belonged. Percentages were calculated upto one or two places after the decimal point.

Chisquare Test: Chisquare analysis was done normally for testing the significance of association between the two variables. The formula used for calculating chisquare test
is as follows:-

\[ x^2 = \frac{(fe - fe^2)}{fe} \]

The calculated value of \( x^2 \) is compared with the tabulated value at respective degrees of freedom at 0.5% level of significance. The comparison shows the positive or negative association. However, observed frequencies are not shown in the tables.

**Pearsom's Co-efficient of Rank Correlation:**

The test is conducted in order to find out rank correlation to measure the degree of relationship between the variables. The formula used is as under:

\[ r = 1 - \frac{6(Ed^2)}{n(n^2 - 1)} \]

Where \( n = \) No. of items or variables.

\( Ed^2 = \) Summation of the square of differences of ranks

\( r = \) Rank correlation.

**Definitions of the terms used:**

1. **Immigrant**: It is a term used for a person if he has left his original place of residence for other place temporarily or permanently. In case the migration is temporary, it is considered a migrant, provided he may stay for more than 6 15 days. In this study sometimes the word 'migrant' in short

term is used which conveys the meaning of immigrant.

2. **Mazoor:** It is a Kashmiri term used for a manual laborer signifying a person whose main activity is participation in any economically productive work manually.

3. **Trade Unionism:** It is a tendency on the part of the mazoores (laborers) to join trade Unions, to be the union members, to pay membership fee and to join other trade union activities.

4. **Modernity:** It is a tendency on the part of the mazoores to participate in local or national polity, to come close to the mass-media exposure and to develop an empathy or urge.

5. **Residence:** In this study the residence of a respondent, is considered his original residence - where he comes from.

6. **Agricultural Laborers:** A person who works in another person's land for wages in money, kind or share in produce is regarded as agricultural laborer. He has no risk in cultivation. The laborer could have no right of lessee or contract on land on which he works.

7. **Household Industry Workers:** A person who is engaged in some production, processing, servicing or repairs of
articles of goods such as handloom, weaving, dying, carpentry and tailoring etc., etc.

**RELATED LITERATURE:**

The present study involves three types of literatures concerned about migration, trade unionism and modernism. A brief of every aspect is discussed in the following:

1. **Migration:** Zachariah, K.C. in his 'Migrants in Greater Bombay (1968)' shows the socio-economic condition of migrants of Bombay.

Sadhu, K.G. in 'Indians in Malaya (1969)' also attempts to assemble the information relating to some aspects of their immigration and settlement with reference to the period of British rule (1786-1957) in Malaya.

Desai Roshni in "Indian Immigrants in Britain (1963), has discussed in a wider concern the Indians settlement in a host country. Chattopadhiya, N. in his 'Indians in Africa' (1970) has shown the socio-economic condition of Indian immigrants in Africa.

W.D. Borrie in "the Cultural Integration of Immigrants (1959) has collected a final report of the conference held by the UNESCO General Conference at its 8th Session in November 1954 in Havana. The conference was held with the collaboration
of 17 countries directly concerned with the problem of migrations. The purpose of the conference was to offer an opportunity for an exchange of views and information on practical methods and techniques of integration of immigrants. Paul, J. Schmied in his "Migration and Regional Development in USA (1950-60) has shown an optimistic viewpoint about the migration in relation to development.

Mahesh Chand in his "Employment and Migration in Allahabad city (1954)" has studied the employment and migration patterns, singly and together. The author has selected a 5% sample and included in it also social and housing aspects for the purpose of collection of information calculated to be of value to the state and town planners.

TRADE UNIONISM:

Mukhtar Ahmed in his 'Trade Unionism and Labor Disputes in India (1935) deals with the problems of Indian Labor in wider aspect. The author has devoted a chapter to the working of the Ahmedabad Textile Labor Association. He further shows the problems facing capital and labor today in the country and indicate the lines upon which they can be solved.

John, C.K. in 'Unionism in a developing economy' (1967) shows an analysis of interaction of Labor policy of the government and trade unionism in the context of stresses and strains
of developing economy of India. The analysis is attempted at the national level and is based on published data mostly by government sources. The study is held for 1950-65.

Allen, V.L., in 'Power in trade Unions (1954) presents a comprehensive and systematic analysis of present day Union constitutions and practices in Britain. This is a study of a national Union leadership. Macdonald, D.F. in "State and the trade Union" (1960) deals with the labor problem under state control, growth of labor organizations and then the growth of labor law which finally give rise to new trade unionism.

Jeram Stanely, W. in the 'State in Relation to Labor' (1962) attempts to understand the principles of legislation, factory acts and other legislations effecting laborers.

Kennedy, V.D. in his 'Unions, employers and the government (1966) analysis the problems of Indian Trade Unionism and labor relations and evaluate the suitability and effectiveness of government policies in dealing with them.

Hunter, L.C., Reid, G.L., and Boddy, D. in 'Labor problems of technological change' (1970) assesses the employment and associated labor market effects of technological change. The author has conducted the survey of three industries of India i.e., Printing, Steel and Chemicals. Further
attempt is to relate these effects to the technological environment of each industry.

Sanjivayya, D., in 'Labor Problems and Industrial development in India' has discussed all types of labor classes separately, their participation in management, code of discipline in the industry, trade unions, leadership in trade Unions, education and training in trade Unions.

V.R.K. Tilak and Dr. M. Das in 'A Survey of Labor in India' (1950) aims at a regional approach to present a birds eye view of the conditions of Labor in India. It discussed costs of living, wages and earnings, trade unions, industrial disputes, accidents, unemployment etc. etc.

K. M. Saran, in 'Labor in Ancient India (1957) discusses the condition of workers and living of a labourer in ancient India. It also includes social structure and occupations in Ancient India. Institution of slavery, labor in agriculture and allied occupation, wages, conditions of work and social security of laborers in Ancient India.

R. Mukherjee in 'Indian Working Class (1951) discusses the types of labor, wages, women and child labor and trade Unionism. J.S. Mathir in his 'Indian Working Class' (1954) deals with the history of the Indian Working Class, structure of trade Unions, unionization of Indian Working Class and legislation.
Yoginder Singh in his 'Essays on Modernization in India' (1978) deals both with conceptual and substantial issues in the process of modernization in India. The author has discussed political structure and process, academic role structure, industrialization or contemporary cultural patterns. Most of the essays included in this book are already published in some books and journals.

J.M. Herdero in 'Rural development and social change' (1977) discusses the field experience in rural education. The author concludes that development means something more than economic progress. The book covers the experiences in giving training to small farmers in Gujarat in four years. This training leads rural people to creative thinking.

ISHMARAN, K. in 'A populistic community and modernization in India' (1977) relates the modernization process with rural community. It is a sociological study of Shivapure village. The author has discussed community frame work, collectivistic values and structural inter-dependence.

Nels Anderson in 'Industrial Urban Civilization (1963) shows industrial urbanism as a non-agricultural ways of work, social mobility, transiency of contact, impersonal social interaction, regulated rhythms of life and man made mechanical environment.
Manning Nash in 'The Golden road to modernity' — a village life in contemporary Burma (1965). The author tries to show that village life in Burma has a physical and material basis for making a transition to a modern nation.

Marion, J. Levy in 'Modernization and structure of societies' (1966) tries to relate societies from the economic point of view, from the political and organizational point of view and other elements of social structure fit together. The author differentiates between relatively non-modernized and modernized societies.

Bryane, F.L. in his 'village uplift in India' presents a collection of notes written for Gurgaon Distt. — a very poor and backward area adjoining the Province of Delhi. The author has discussed the rural conditions and suggests also the remedies.

Madan, C.R. in 'Social Change and the problem of development in India (1971) defines social change and discusses various aspects of change, including the sources and factors of change, the spread or rate of change, forms of change, the direction of change and whether the change is automatic or induced. Further, the author has developed a relationship between social change, modernization, industrialization, urbanization and economic growth.
S.C. Dube in the "contemporary India and its modernization" (1973) discusses the human problems of economic development, crisis of leadership, role of intelligentsia, modernization and education and religion in a secular society. The author further suggests that concept of modernization is value free. It does not have any fixed path for its attainment.

Daniel Learner in his 'passing of western societies (1957) has discussed the modernism among the Arab countries. The author has set three value scales for the attainment of modernization i.e., political participation, Mass-Media Exposure and empathy. The present study involves the Daniel Learner's scale.