FINDINGS, CONCLUSIONS
SUGGESTIONS AND
RECOMMENDATIONS
A. FINDINGS AND CONCLUSIONS

Following are the findings that emerge from the study. They are classified according to the host country, home district and job category in the host country. A general section is also added to include other finds and conclusions.

AA. HOST COUNTRY

- Indians are known to have gone to Bahrain in pursuit of trade as early as 3000 BC. Indians have been living in Bahrain for the last 600 years. Kerala migrant workers increased from 1,000 in 1958 to almost 5,000 in 1981. It was estimated in 1999 that Bahrain has 125,000 Keralites.
- According to Government of Kerala Study of 1998, Bahrain has 1.25 lakh Keralites.
- The Bahrain economy with a growth rate of 5 to 6 per cent was able to create 64,000 new private sector jobs in 2004. 55,188 jobs of these jobs went to expatriates. In 2003, 55,710 expatriates were given work permit. In 2003 and 2004 unemployed nationals who registered with Employment of Bureau of Ministry of Labour were 9,000 and 4,500 respectively. According to a study commissioned by government in 2004, unemployed nationals are between 16,000 and 20,000. According to a Mackinsey study unemployment among nationals could reach 50,000 in next nine years unless drastic steps are taken. In the total population of 680,000 number of foreign workers is 261,000 including 80,000 house maids and other domestic helps.¹
- In Bahrain, for every person who is staying without their family or is a bachelor, there are 1.75 respondents living with their families.
- It is noticed that respondents of Bahrain suffer the least harassment being at 22.03 per cent. Among the respondents, those from Bahrain suffer a minimum of 19.93 per cent.
- Migration of Keralites to Kuwait started in 1940s. Number of Keralites increased from 500-600 in 1948 to 300,000 in 1972.
- In January 2004, about 20 Keralites families living in Al Afasiya were attacked and robbed by anti social elements. The families are so terrorised that they have not been even sending their children to school.² Ability of Indian Missions to assist such families is minimal.
- Minimum salary required to sponsor one’s family is KD. 400.
• In Kuwait, there was one female respondent for every 9.9 male respondents.
• Cultural and commercial relation between Oman and India were strong during British rule. Keralites in Oman increased from 20,000 in 1974 to 100,000 in 1998.
• According to Government of Kerala Study of 1998, Oman has one lakh Keralites.
• Many travel agents, especially from Calicut are selling 21 day tourist visa to some job hunters for as high as Rs.100,000. These people are made to believe that these are regular visas. Many Keralites are stranded in Oman after reaching here on tourist visa. This highlights the requirement to have a pre departure counselling.
• Oman is fast moving towards full Omanisation and hence job opportunities are fast dwelling.
• Migration to Qatar commenced in late 1940s. By 1950 a few hundred Keralites found employment in oil fields. By 1973 it become 30,000 and by 1991 it became 200-300,000.
• Qatar had 798,000 Indian migrant workers as per an estimate of 1992. 47 per cent of them were unskilled, 22 per cent skilled and rest of other categories.
• According to Government of Kerala Study of 1998, Qatar has one lakh Keralites.
• Among the 21 Arab countries, Qatar had the highest per capita income of $30,410 in 2003.
• Major problems faced by unskilled workers are non-payment of wages in time and ill treatment by superiors.
• Qatar has the maximum number of 24.29 per cent respondents with previous experience in another Middle East country.
• Migration of Keralites to Saudi Arabia commenced in 1940s when Arabian- American Oil Company at Dhahran. In 1999 the total number of Keralites becomes 800,000.
• According to Government of Kerala Study of 1998, Saudi Arabia has eight lakh Keralites.
• Some migrant workers experienced shocking treatment in Saudi Arabia’s criminal justice system. For those migrants who were executed following unfair trials that lacked any form of transparency, it was their still-grieving families who provided us with pertinent information. In many cases, the condemned men did not know that they had been sentenced to death, and their embassies were only informed after the fact. Even Indian Mission will get the information after the execution and that too from local newspapers.3

Plate No. XLX
Execution of Prisoners in Saudi Arabia

Source: Kerala Monitor
In cases of execution, the bodies were not returned to the families, and relatives will receive no official information about the location in Saudi Arabia of the mortal remains.

An undetermined number of foreigners have been sentenced to death in the kingdom and are now awaiting execution. Details of their trials, and the evidence presented to convict them, are treated as closely held state secrets.

Migrants’ accounts of their trials before shari’a courts provide evidence of a legal system that is out of sync with internationally accepted norms of due process. No one will have access to legal assistance before their trials, and there is no legal representation when they appear in the courtroom. Judge sentences under trials based on false and coerced confession extracted by interrogators and obtained under threats and torture. Women migrants in the women’s prison in Riyadh indicated that most of them had not been informed of their rights, had no understanding of the legal basis for their arrest or the status of their cases, and had no access to lawyers or other forms of legal assistance.

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Strengthen the support mechanisms for migrant workers in Saudi Arabia. Now Kerala workers who face problem from Employers or other quarters are not getting effective assistance from the Indian Consulate or others. Often Indian Government is unable even to get information about Indians stranded in Saudi jails.

Some migrant workers pay large sums of money to manpower agents in India to secure what they believe are advantageous “free visas” that will allow them the flexibility to find their own jobs in the kingdom with only a nominal sponsor. These ostensibly legal documents are generated when Saudi citizens or companies apply for and are granted visas for foreign workers that they have no intention of employing. Many such migrants get arrested and deported back after jail terms. Many such Kerala migrants have lost up to Rs.150,000 from such adventurous migration to Saudi Arabia.

The men were required to work long hours seven days a week, from 6:30 in the morning until 7 p.m. or 8 p.m. at night.

Sometimes the jobs promised to migrant workers do not exist, and once in the kingdom they are forced to accept alternative work that does not match their skills or the job description they
believed was specified in their initial employment contract. Saudi Arabia's labour law specifically bans this practice unless the worker agrees in writing to perform other work.

- Many migrant workers are forced to sign Arabic-language contracts when they reach Saudi Arabia. Indian workers typically sign contracts with local recruiting agents but these contracts are often confiscated when workers arrive in the kingdom. They are then forced to sign a new Arabic contract without knowing its content and obviously with lesser benefits than what was agreed at the time of recruitment in India.

- Many low-paid women migrants in Saudi Arabia endure abysmal working conditions. Work days of at least twelve hours are typical for many of them. Overtime is at best a privilege that employers bestow, not a legal right. Other frequently mentioned complaints include being obliged to perform tasks not remotely relevant to a job description (such as massage), inadequate food, denial of vacation benefits, and prohibition of telephone contact or any other form of direct communication with family members in their home countries. 6

- The living conditions of some women afford little in the way of personal privacy and security. In some cases, women did not have private, locked sleeping quarters. In other cases, women who were locked in at their places of employment around the clock and had no way to exit safely in emergency situations, such as fire, if their employers were not on site. 7

- Women who are facing intolerable working conditions or sexual violence at the hands of male employers, locked work places forced them to attempt escape from upper-story windows or balconies, at the risk of serious injury or death.

- The job opportunities in Saudi Arabia are shifting from Construction to technical, professional and maintenance areas.

- Among the local population of about 22 million, only seven per cent is considered to be affluent. Rest is below middle class. These men are now even turning to militancy. Hence government is forced to localize more categories of jobs to satisfy this group.

- Sharabia in Jeddah is as is thickly populated area with mostly Keralites. They even call it as 'Bombay'. This place also has Mafias of Keralites operating in illegal liquor trading and other anti social activities.

- Due to present deterioration of law and order after 9/11, many Keralites families are living under constant mental tension. Mothers are tensed till their children are back from the school. People living in secured compounds are also worried about possible bomb attacks from militants. Many Keralites have relocated their families to Dubai or Kerala and are continuing in Saudi Arabia.

- Saudi Arabia is the least option for the inter Middle East region migrating Kerala workers.

- It is noticed that respondents of Saudi Arabia suffer maximum harassment. (25.51 per cent)

- Among the respondents from Saudi Arabia 24.43 per cent reported mental harassment and 4.49 per cent reported physical harassment.
According to Indian Embassy of Damascus, Syria, Syria has about 650 Indians. These consist of about 250 technicians working in Syrian oil/gas fields. Then there are 150 Muslim students with their families studying Islamic studies. The rest are working class engaged in UN bodies, private companies and the Indian Embassy.

The exact number of Keralites in Syria is not known. However, it is estimated that there will be about 50 people from Kerala.

According to the estimate of UAE Ministry of Interior in 1995 total number of emigrant workers was 585,000 which formed 42 per cent of total emigrant workers. Total number of Indians including dependents was 729,000.

According to Government of Kerala Study of 1998, UAE has 3.5 lakh Keralites.

Many workers in the UAE of low income group are living in sub-human living conditions.

Many emigrants are made to pay the visa charges of Dhs.6,000. It is often deducted from their salary.

Most of the employers retain the passport of the employee, though it is illegal under UAE laws. Often employers restrain their employees from leaving for a better job.

Payment of salary, especially in construction and low income jobs, are quite irregular. There are instances where it was on hold for up to six months. This is one of the reason that prompt workers to leave their job.

During the amnesty of 1996, 20,000 Kerelites were sent out of UAE as ‘illegal immigrants’.

Some drivers are made to drive vehicles that have not been registered and risk being arrested by the Police.

Some labourers are not given sick leave. For any absence due to sickness, salary is deducted.

Many new recruits are made to sign on blank papers before joining. This could be used against interest later.

Leave is denied even when parents are on death bed.

Some labourers of an Al Aweer labour camp of Dubai complained that they are denied clean drinking water.

Some employers do not renew the visa on time and thereby making the stay of employee in the country illegal.

As summer temperatures hit 46 degrees Celsius and higher, workers often continue to work during the hottest time of the day (noon to 3pm), they do not always have access to drinking water or salt tablets and they rarely toil in the shade.

In some camps up to six people are put in 10 square metre area with rusting bunk beds and not efficient window air conditioners.

Dubai Government has proposed that each worker should have a living space of at least 10 square metres with ceramic tile flooring. The move is part of a policy to impose the International Labour
Organisation's (ILO) requirements for workers' accommodation and work sites. The worker would also be provided with a bed and a small cupboard, while other facilities would include an entertainment hall with TV set, water coolers, toilets, kitchens and a dining room. Every 10 workers must be provided with a toilet, a wash basin and a shower. Buildings with a metal roof must be covered with a ceiling and insulating materials in accordance with approved standards. An employer may also be asked to build a mosque for Muslim workers in the event there is no mosque in the vicinity. The ministry of labour will take every measure to ensure these standards will be applied by all companies. This includes but is not limited to imposing fines and blacklisting offenders.

- There are over 1000 labour camps in Abu Dhabi's Industrial area of Mussafah while Dubai has 5000 to 6000 labour camps.
- In Dubai, the labour camps are concentrated in Al Quoz, Sonapur Al Qusais and Jabel Ali. In Abu Dhabi, labour camps are primarily in Mussafah.
- In many cases, people live in labour camps with their roommates as strangers as they fail to develop commonality of interest with others due to cultural dissimilarities. As the camp dwellers are forced to share room with 12-13 members of different nationalities, ethnic backgrounds and habits, their life is very miserable.
- The menu of food received in the labour camps are fixed and of very poor quality. Rice and lentils are served daily for lunch and for dinner. Khubus is an integral part. For breakfast, Edli and tea are served in most of the labour camps.
- Many workers, particularly working with construction, cleaning and security firms have opportunity to do overtime work for some extra money and so they leave the camp at 4 am and come back at 10 pm, just to take dinner and go to bed.
- Due to lack of transportation, many workers are forced to leave their camp as early as 2 am. After reaching site, they sleep under open sky till 6 am.
- After duty, workers are shifted back to camp in different trips as the company will not have sufficient buses. Many workers are forced to stand for one hour or more in queue to catch a bus back.
- UAE has maximum number of married respondents residing with their families. It represents 55.17 per cent of the total married respondents with their families in the host countries.
Many workers cook their own lunch in the morning. Many are forced to cook lunch as early as mid night, to be consumed some 14 hours later.

Poor working conditions and poor food are the two main reasons that make a labour living in a camp depressed.

Labour statistics showed that of 373 disputes were reported in June, 2004 in Dubai between employers and employees, 295 were due to non-payment of salaries and other dues. A total of 2,145 complaints involving 3,208 workers were submitted to the labour department, Dubai in the first half of 2004.

For the month of May 2004, 2,467 complaints involving 3,791 workers were filed before the Labour Relations Department. Of this 735 complaints were from Abu Dhabi and 1,087 from Dubai involving 1,174 and 1,766 workers respectively.

Disputes about reduced salaries is expected to be rectified by new instruction from the Labour Ministry, which states that the employee's title and pay must be stated on the visa, along with a copy of the letter of appointment, both of which are retained by the ministry.

Some low income labourers even sleep in public places as bus stations or park as they are unable to bear the rental payment. Some of them are those who stay illegally after the expiry of visa.
Some sleep out door as the AC in their shared accommodation has failed and they are unable to repair it or there is over crowing in the room or bug menace.

- **Bachelors are finding increasingly difficult to get accommodation in residential areas.** Keralites working in restaurants or supermarkets used to stay together in flats near their work place. They erect plywood dividers, make rooms within rooms and house 15 individuals in a two-room flat. In many cases the same bed space will be shared by two individuals working in different shifts. This is causing problems of safety, security hygiene and general cleanliness. If these over crowded flats are in residential areas, there will be resistance from other residents which will force the landlords to evict such tenants.

- Bachelors are forced to pay higher rate of rent than families, in many areas. In newer buildings they are denied accommodation.

- In UAE 33.98 per cent respondents were employers in Trading sector, 12.81 percent in Construction firms and 7.24 per cent were in Manufacturing. In Saudi Arabia 29.33 per cent were in Trading and 16 per cent in Manufacturing.

- According to Indian Embassy Sana’a, Yemen, there are about 8000 Indian nationals of which about 5000 are from Kerala. Out of Keralites, a majority are nurses. Very few Keralites are in high positions.

- In Yemen maximum employment potential for expatriates is in hospitals.

- In order to get a job in Yemen, one has to locate a sponsor. Very often Yemeni companies recruit Indians through advertisement in Indian papers published in different regions. Once they are selected, the Yemeni employer sends the work visa. On receipt of work visa, the Indians have to go for medical test in anyone of the designated hospitals. Once this is completed, they can apply for visa from the Yemeni Consulate in Mumbai and reach Yemen for work.

**AB. HOME DISTRICT**

- The most satisfied respondent is one from Kasargod and settled in Oman, according to the life Satisfaction Index study.

- Majority (14.29 per cent) of the employees who are either widowers or widows are from the district of Kozhikode.

- Malappuram district sent out 270,000 migrants to the Middle East, which is the highest among the Kerala districts, according to a CDS study. Malappuram district received the largest amount of Rs.6,295 million remittance from the Middle East.

- The highest numbers of respondents who have left behind their families is from the district of Trichur (14.33 per cent)

- The least satisfied respondent is one from Wynad and working in Saudi Arabia according to the Life satisfaction Index Study.
AC. JOB CATEGORY

- Accountants were the third highest group among the respondents. 42.03 per cent were in the income group Rs.15,001 to 40,000 and 27.38 per cent was in Rs.40,001 to 60,000. 1.13 per cent were drawing a salary above Rs.160,000.

- Among the white collar jobs, 42.37 per cent of Accountants received free accommodation.

- Among Accountants 42.37 per cent of females and 44.29 per cent of males received free transport from employer.

- Among Administrators, 46.68 per cent was in the income group, Rs.15,000 to 40,000 and 23.43 per cent was in income group Rs.40,001 to 60,000. Only 1.81 per cent was in the income group Rs.5,000 to 10,000.

- 48.31 per cent of Administrators received free accommodation from employers.

- Among Administrators 33.76 per cent of females and 52.77 per cent of males received free transport from employer.

- Half of the male Architects received transport from their employer while none of their female counterparts received this benefit.

- 80 per cent of female Architects are required to do overtime.

- Among Engineers and Technicians, 28.25 per cent was in the income group Rs.15,001 to 40,000 and 26.63 per cent in Rs.40,001 to 60,000. Only 1.32 per cent was in the group Rs.5,000 to 10,000.

- Among Engineers/Technicians, 53.85 per cent females received free transportation from employer while 54.99 per cent of male counterparts also received the same facility.

- For IT professionals (32.38 per cent), chances of loosing job due to poor market condition is the most important threat to their job.

- In IT field, 42.86 per cent of females and 44.71 per cent of males received free transport.

- 48.86 per cent of those in IT sector obtained new qualifications after migrating to the Middle East region.

- 38.61 of the respondents from IT field were interested to migrate to another advanced country from Middle East.

- For Managers (32.11 per cent), chances of loosing job due to poor market condition is the most important threat to their job.

- Among Managers, 23.06 per cent were in the group Rs.80,001 to 120,000 and 19.61 per cent in the income group Rs.60,001 to 80,000. Only 0.65 per cent reported an income of Rs.5,000 to 10,000.

- 43.32 per cent of Managers obtained new qualifications after migrating to the Middle East region.
Language skills were considered as most important by Medical professionals (78.29 per cent).

35.20 per cent respondents from Medical profession stated that having colleagues from India or Kerala do help them to work efficiently.

Among the respondents of Medical field, 43.66 per cent either strongly agreed or agreed to the statement that they have intention to migrate to another country from Middle East.

Language skills were considered as most important by Sales professionals (77.61 per cent).

Among the Sale professionals, 40.72 per cent were in the income group Rs.15,001 to 40,000 and 16.42 per cent were in Rs.40,001 to 60,000. 1.07 per cent got an income above Rs.160,000.

Least mental and physical harassment is suffered by Teachers at 16.42 per cent.

28.36 per cent Teachers felt that lack of language skills are the most important threat to their job.

Among Teachers, only 31.34 per cent received free accommodation from their institution.

32.83 per cent of Teachers are married females and are living with their families in the host country.

7.69 per cent of female and 21.95 per cent of male Teachers are required to do overtime.

The most satisfied are Teachers of Qatar according to the life satisfaction index created in this study.

45.95 per cent of skilled construction workers are suffering metal and physical harassment.

Language skills were considered as least important for skilled construction workers.

64.86 per cent of skilled construction workers received accommodation from the employer.

5.41 per cent of Skilled Construction worker obtained new qualification after reaching Middle East.

33.20 per cent of other skilled workers felt that lack of language skills are the most important threat to their job.

62 per cent of other skilled workers received accommodation from the employer.

30.43 per cent of unskilled workers are suffering metal and physical harassment.

34.78 per cent unskilled workers respondents stated that having colleagues from India or Kerala do help them to work efficiently.

For unskilled workers (42.03 per cent) chances of loosing job due to poor market condition is the most important threat to their job.

Among unskilled workers 31.88 per cent each were in the income groups Rs.10,001 - 15,000 and 15,001 to 40,000. 27.54 per cent were in the group Rs.5,001 to 10,000.

**AD. GENERAL SECTION**

Emigration from India can be traced back to 18th century when slavery was abolished and the colonial rulers required workers for plantations.
In the eighth century, especially in 712 AD, the first batch of Muslims arrived at Malabar shore. These men from Arabia came not only for trade, but also for settlement.

According to Bureau of Economic Statistics, Kerala the region had a net gain of 480,000 from migration during the period 1901-1931. During the period 1931-1941 the net gain began to decline. During 1941-1951, the State had a net loss of 13,000 men due to migration and in 1951-1961 the net loss become 390,000. 43 per cent of Kerala migrants opted for Tamil Nadu.

The migration from Kerala was triggered by the economic depression in the thirties that played havoc on the regional economy dominated by commercial cultivation.

A study by Dr. P. R. Gopinathan Nair found that communities which had a long tradition of trade and contacts with the rest of the world (the Muslims), communities with higher educational level (Christians) and section of population which did not have adequate economic base (economically backward groups of all sections of the state) displayed the maximum tendency to migrate from Kerala to the Middle East.

According to Gulati, unemployment is the main reason for emigration from the state.

The migration from Kerala to Middle East can be termed as a Chain Migration. Friends and relatives who are pioneers in the Middle East countries often help others to migrate.

According to Bimal Ghosh international migration will assist a labour exporting country to keep unemployment rate under control and at so get resources to build their economy.

A World Bank report stated that India received $10 billion as remittance from migrants in 2001. This was the highest among the labour exporting countries.

According to Department of Economics and Statistics, Kerala (2000) 19.5 per cent of Kerala expatriates earn below Rs.5,000 per month while 50.5 per cent between Rs.5,001 and 10,000. 20.7 per cent earn between Rs.20,001 and 30,000, 2.6 per cent between Rs.30,001 and 50,000, 1.1 per cent between Rs.50,001 and 100,000 and finally 0.2 per cent above Rs.100,000. Total Keralites working abroad is 1.1 million of which 36.3 per cent is in Saudi Arabia, 35.6 per cent in UAE and 4.6 per cent in Kuwait.

A CDS study of 2001 stated that 1.5 million Keralites reside outside the state and they remit collectively Rs.4,000 million per year. A study in 2002 by Zachariah, Mathew and Irudaya Rajan estimated that the total emigrants from Kerala in the second half of 1998 was 1.36 million and their annual remittance as Rs.35,304 million.

Kerala has the maximum number of visa cheating cases among the states in the country.

Many Kerala Migrants of low income group are forced to bear the cost of migration. According an ILO study it will take up to two years to repay this amount.

Many Gulf migrants from Kerala are forced to leave their family behind in Kerala. These families are left vulnerable resulting in an alarming number of murder and robbery cases taking place. Protection afforded by the Government and Police is highly insufficient. In many cases of murder...
and theft, culprits are yet to be caught. Insecurity of family in Kerala is causing a lot of mental tension to Kerala workers in the region.

- Some migrants were forced to leave their wives immediately after marriage and could rejoin only after years. Their children will grow up without knowing their fathers and without parental care and guidance. This has caused a lot of psychological problems for both migrant and the family members.

- In many migrant families elderly parents are left alone to take care of themselves.

- Rackets specialised in trafficking of women from Kerala for immoral activities in the Middle East region is rampant. Some victims are those who applied for job, but sold to brothels against their wishes. No effective steps are taken by either host country or Kerala government to prevent such incidents.

- Among the male respondents, 55 per cent are married with family in their employed country, while for female it is as high as 79 per cent. 29 percent of married male respondents are living with their family away in Kerala or else where, but in case of female it is only 12 per cent. Among male 15 per cent are unmarried where is in case female it is only five per cent. Only less than one per cent among male are either widower or divorced, while it is as high as three per cent in case of females.

- The highest numbers of respondents who have left behind their families are Graduates (38 per cent). Respondents who have Professional and Technical qualifications assume the second position among this category, which represent 22.26 per cent of the total. Pre Degree and SSLC holders who left behind their family represent 16.07 per cent and 0.25 per cent respectively.

- Number of returned migrants in Kerala is estimated to be 750,000 as of year 2000. 95 per cent of them have no means to lead a comfortable life.

- In case of many complaints from Kerala community about certain grim situations, respective Indian embassy officials are dealing in a very irresponsible manner. Their coordination with the host country government is not efficient and hence they fail to get relief for the complainants.

- The labour disputes over non-payment of wages have been identified as one of the factors that encourage workers to abscond from their legal sponsors and others.11

- Labour ministry of the host countries should be requested to carry out regular inspection at labour camps run by companies to check whether the facilities are clean and proper food is provided.

- Workers of lower income bracket have immense pressure on them to perform well at their jobs. Since many of them have paid huge sums of money to agents to get here, they are constantly worried about the threat of a work or residence ban.

- Work insecurity coupled with a lack of social security system, leads to high rates of depression amongst Indians from middle and lower income groups.

- Monopoly of Air India has forced other airlines also to charge higher price for Gulf-Kerala sector. As Kerala airports are not gateways, other airlines can fly in only in association with Air India and
they have to give a share of revenue from Kerala sector to them. Air India is maintaining this monopoly to subsidize their operation in other sectors. Efforts of Kerala government or Political leaders to prevail on Central government are either not sincere or ineffective.

- Will power, Strong Determination, Right Skills, Right Attitude and Extremely competitive awareness can work wonders for Keralites in Middle East.
- The basic problem of Keralites is lack of English speaking ability, whatever ever is his qualification.
- Earning of a Kerala migrant in the Middle East region is positively associated with the educational attainment of the migrant.
- The remittances received by Kerala from migrants of Middle East are 19 to 21 per cent of net domestic product of Kerala. The estimate for 1998 was Rs.35,304 million. The NRI bank deposit in 1998 was Rs.127,350 million and is growing at the rate of 25 per cent.
- According to Kerala State Economic Review, 2004 remittances to Kerala by emigrants went up by 35 per cent in the past five years, from Rs.136.52 billion in 1999 to Rs.184.65 billion in 2004. Per capita remittance in 2004 was Rs.5678. 17.6 per cent of the households of Kerala had at least one emigrant. Trichur district had received the largest amount of Rs.32.34 billion, followed by Malappuram with Rs.28.92 billion and Trivandrum with Rs.19.27 billion. The NRE deposit with scheduled banks increased from Rs.23 billion in 1991 to Rs.301 billion in March, 2004. Migration to Gulf had come down from 95 per cent to 90 per cent in 2004 and among the gulf countries UAE replaced Saudi Arabia as the most preferred destination of Keralites.
- Kerala Carpenters, masons and other artisans are unable to compete with those coming from Philippines, Thailand and South Korea due to gap in technical competence.
- One major consequence of migration was the reduction of unemployment rate in the State.
- Migration assisted many families below the poverty line to prosper and some studies have estimated that poverty line declined by 12 per cent. According to Planning Commission, during the period from 1977-78 to 1987-88, percentage of people below poverty line in Kerala reduced from 52.9 to 32.
- The sponsorship system prevailing in the Middle East region gives considerable scope for exploiting migrant workers. In many instances the local sponsor obtains permission to import workers, though he has no requirement. He will sell these visas to prospective migrants allowing them to work elsewhere where though it is illegal. Such workers will be constantly under threat of action from authorities and are also forced to pay periodic fee to the sponsor.
- Many migrants are forced to surrender their passport to the employer and this often caused problems if they have to return in an emergency. There were also instances where passports were misplaced or pledged by the employer.
- Many migrants are forced to sign a second employment contract after reaching the host country and with reduced salary and amenities than what was signed in India. In many countries the second contract will be in Arabic and the worker will not understand the same while signing the
agreement. Recently UAE decided that salary will be specified in the employment visa to avoid such malpractices.

- Migrants were not allowed to change jobs, even when a job with better prospects is offered to him. They are threatened by the employer with a prospect of a ban from the country.
- Many workers are forced to rely on unofficial channels to remit home money as they are unable to take leave to go to a bank or money exchange center.
- In the Gulf countries now there is a second wave of construction activities prompted by their desire to create an economy free from oil income. So many countries are building infrastructure for tourism and business. This has also been assisted by the increase in oil price after 9/11 and consequent increase in oil revenue.
- In 1990 consequent to the conquest of Kuwait by Iraq, 180,000 Indians were repatriated from Kuwait and Iraq.
- Majority (28.69 per cent) of the respondents who are living with their family members come under the monthly income ranging from Rs. 80,001 – 1,20,000. 26.75 per cent of respondents who are married and living with their family in the host country, on an average earn Rs. 40,001 – Rs. 60,000 per month, while 18.14 per cent of them have a monthly income ranging from Rs. 1,20,001 – 1,60,000. only 1.09 per cent of this category of respondents have a monthly income ranging from Rs. 5,000 – 10,000.
- Among the graduates (40.14 per cent) and professionals (34.69 per cent) the maximum migration happens at the age group of 25 – 29, while in the case of Pre-Degree (38.44 per cent) and SSLC holders (27.59 per cent) the same happen at the age group of 20 – 24 years. Majority of the respondents having an age over 50 years are observed as Graduates (41.86 per cent) and Professional and Technically qualified persons (30.23 per cent).
- Majority (27.45 per cent) of the female respondents are employed in the field of Administration. Female respondents engaged in the Medical field constitute 23.43 per cent, while those who are working as Accountants and in the field of Information Technology represent 10.31 per cent and 7.34 per cent respectively. Only 0.17 per cent of the female respondents are employed as unskilled workers and none of them are reported as skilled construction workers.
- Among the respondents, the highest number of Christians came from Pathanamthitta and Kottayam, Hindus from Trichur and Kannur and Muslims from Malappuram and Kannur. The least Christians were from Kasargod, Hindus and Muslims from Iduki district.
- It is noticed that Life Satisfaction index did not exhibit any appreciable correlation with the independent variables. However Religion, Qualification, Age at Migration and Home District of the respondent showed some correlation among the variables considered, though it cannot be considered as extremely high.
Majority of the respondents (31.27 per cent) migrated in the period 1996 to 2000 and second highest group migrated in 1991 to 1995 (27.68 per cent). Close to five per cent each belonged to the year 2001 and 2002. There are lesser respondents with a migration year earlier than 1991.

It is noticed that migration from government sector, whether it is from Central, State or joint sector, was more till 1970, where as it progressively reduced subsequently. The migrants from private sector progressively increased, from 25 to 70 over cent over the period of 1960 to 2003.

It is noticed that during the period 1996 to 2000, 39 per cent of respondents were drawing a salary between I.Rs.2001 to 5000 before migrating while 18 per cent were drawing I.Rs.5001 to 8000. Among the respondents 12 per cent were drawing a salary less than I.Rs.1000.

It is found that of the total respondents who migrated in the period 1961 to 1970, 48.48 per cent were unemployed in India. It progressively reduced and from 1996 to 2003 it ranged from 10.5 to 11.5 per cent.

Analysis of Kerala Employees in the Middle East countries indicates that majority (66.54 percent) of the period 1996 to 2000 resigned their job in India before migrating to the Middle East. 67 per cent of the year 2001, 60 per cent of 2002 and 60.8 per cent of 2003 also resigned their previous job before migrating.

In 1996-2000, 57.52 per cent migrated to UAE while 20.28 migrated to Saudi Arabia. In 2001 56.21 per cent migrated to UAE while share of Saudi Arabia was 17.61 per cent. For 2002 the share of UAE and Saudi Arabia was 58.15 and 20.79 per cent respectively. For 2003 it was 58.88 and 17.25 per cent for UAE and Saudi Arabia respectively.

Maximum (30.15 per cent) of those below SSLC migrated at the age of 25 to 29. 38.21 per cent of those who decided to migrate after their SSLC, 43.68 per cent of those after Pre-Degree, 30.20 per cent of those after degree and 54.28 per cent of those who did post graduation migrated in the age group 20 to 24. 46.30 per cent of graduates migrated from the age group 25 to 29.

It is found that 43.66 per cent of Keraites migrate at the age group of 25 to 29 and 30 per cent in the age group 20 to 24.

Maximum of 47.28 per cent migrant got placement through friends or relatives who had already settled in the Middle East and 20.52 per cent through authorized recruitment agencies. 16.21 per cent took the risk of visiting the Middle East scouting for a job and was successful. The least of 0.04 per cent was through Umrah visa

It is noticed that share of respondents who faced interview in Bombay was 18.18 per cent in 1961 to 1970. Percentage for the corresponding period for Middle East and Kerala are 51.52 and 9.09 per cent respectively. For the period 1971 to 1975 share of Bombay and Kerala declined to 14.07 and 2.22 per cent respectively while that of Middle East increased to 70.37 per cent. During this period, respondents who got job through friends and relatives are more than other channels.
For the period 1976 to 1980 the share of Bombay and Middle East were 26.91 and 55.64 per cent respectively. For the period 1981 to 1985 it became 36.92 and 38.85 for Bombay and Middle East respectively.

From the second half of eighties prominence of Bombay declined and became 29.85 per cent for 1986 to 1990, 24.77 per cent for 1991 to 1995 and 18.94 per cent for 1996 to 2000. For the corresponding period, the share of Middle East increased from 43.74 per cent for 1986 to 1990 to 50.14 per cent for 1991 to 2000 and 53.36 per cent for 1996 to 2000.

The share of those faced their first interview in Kerala is steadily increasing from 1976. For 1976 to 1980 it was 5.09 per cent, for 1981 to 1985 it was 8.12 per cent and 10.04 per cent for 1986-1990. For the next five years of 1991 to 1995 it was 12.08 per cent and 13.15 per cent for 1996 to 2000. For the years 2001, 2002 and 2003 the percentage was 15.84, 16.09 and 17.09 respectively.

Among those who faced the interview in a Middle East country, Kasargod (66.84 per cent) and Malappuram (62.20 per cent) topped. In Bombay it is Palghat (34.17 per cent) and Alleppy (28.02 per cent). Among those who got job after facing an interview in Kerala, Ernakulam (18.11 per cent) Wyanad (16.67 per cent) and Quilon (16.56 per cent) are ahead of others.

It is found that main motivator was the urge 'to save funds for investment and secure future life' as it 16.99 per cent of all reasons given. It is closely followed by 'for betterment of family members' at 16.66 per cent. 15.73 per cent migrated 'to maintain family'. Thus first three reasons with a cumulative 49.38 per cent are to earn money for different reasons.

Among Christians (17.57 per cent) and Hindus (17.20 per cent) the highest reason for migrating was for saving funds for investment and secure future life. In case of Muslims it is to maintain family at 17.15 per cent. Among respondents who migrated due to lack of employment, Muslims (13.35 per cent) is more than Hindus (11.89 per cent) and Christians (11.80 per cent).

It is found that for 57.46 per cent respondents, lack of employment was one of the reasons for migration. 21.08 percent ranked it as the most important reason and 50.74 percent gave ranks one to five for this reason. It may be noticed that not having appropriate job in India is also construed as lack of employment.

Among the respondents of Kannur district, those who allotted first rank to the reason 'had to leave home town as involved in political disputes' were 20.63 per cent. They were followed by 14.29 per cent of Ernakulam. The least was from Idukki, from where none of the respondents gave first rank to this reason.

Among the respondents of monthly income Rs.1,000 to 2,000, those who allotted first rank to the reason 'to maintain family' were 32.92 per cent. They were followed by 30.43 per cent from income group less than Rs.1,000. The least was from the income group Rs.8,001 to 10,000. (12.02 per cent)
Among the respondents of monthly income Rs.10,001 to 15,000, 43.81 per cent allotted first rank to the reason 'to save funds for investment and secure future life'. They were followed by 43.75 per cent from income group Rs.8,001 to 10,000.

Among those who below SSLC, 12.7c per cent are Christians, 33.33 per cent are Hindus and 53.97 per cent are Muslims. Among those who have only passed SSLC, Christians, Hindus and Muslims are 21.89, 36.18 and 41.74 per cent respectively. Among graduates, Christians, Hindus and Muslims are 37.97, 37.83 and 24.03 per cent respectively. 44.44 per cent of professionally and technically qualified are Christians, 36.48 per cent are Hindus and 18.97 per cent are Muslims.

17.30 per cent of respondents have worked in another Middle East country, before settling in the current country. It is found those employees who have worked in more than one Middle East country increases with increase in experience in Middle East. Only 7.90 per cent of those with below one year experience have worked in another country where as 21.30 per cent of those with ten years or more experience has worked in another country.

The main reason for leaving a previous job was low salary (27.39 per cent). Among males 27.89 per cent and 21.15 per cent of females changed job due to this reason. The second important reason is loss of employment (7.25 per cent). Among male and female it is 7.51 and 4.02 per cent respectively. 3.45 per cent respondents left their job due to family or personal problem. Among male and female it is 3.09 and 8.04 per cent respectively. More females than males left job due to this reason.

It is noticed that Christian respondents suffer maximum harassment (23.14 per cent), followed by Hindus (22.99 per cent) and Muslims (20.88 per cent). Among the respondents, Christians suffer maximum mental harassment of 22.40 per cent while Hindus and Muslims suffer 22.23 and 19.48 per cent respectively. For Physical harassment, Muslim respondents reported the maximum harassment of 4.24 per cent while Hindus and Christians reported 3.78 and 3.12 per cent respectively.

It is noticed that both male and female respondents suffer almost same harassment at 22.52 and 22.20 per cent respectively.

Harassment suffered is maximum for those under non local Arab Managers (28.84 per cent) and minimum for those under UK or European Managers (17.02 per cent). In case of physical harassment, the maximum was 4.28 per cent under local Managers while the minimum of 3.18 per cent was for those under Indian Managers.

It is noticed that respondents in income group 1.Rs.5,000 to 10,000 suffer maximum harassment (30.25 per cent) while in those in the income group 1.Rs.120,001 to 160,000 and 1.Rs160,001 and above suffer the least harassment being at 12.26 and 12.29 per cent respectively.

It is noticed that 78.55 per cent of Muslims do not suffer any prejudice at all while in case of Christians and Hindus it is 64.91 and 69.48 per cent respectively. Christians and Muslims suffer more racial prejudice than religious prejudice while Hindus suffer more religious prejudice. Hindu
respondents reported that 20.28 per cent of them suffer religious prejudice. 18.1 per cent of Christians and 3.31 per cent Muslims also reported to be suffering religious prejudice. Among Christians, 23.57 per cent are suffering from racial prejudice. In case of Muslims and Hindus the percentage of those suffering racial prejudice are 17.52 and 16.36 respectively.

Among the respondents, 69.97 per cent reported that they do not suffer from any prejudice. The highest number of respondents who do not suffer any prejudice is 78.94 per cent in Oman and lowest being 60.06 per cent in Saudi Arabia. It is found that in all GCC countries except Saudi Arabia, racial prejudice is reported to be more than religious prejudice. In Saudi Arabia 26.77 per cent respondents recorded that they suffer religious prejudice while in other GCC countries it ranged from 11 to 15 per cent.

It is found that respondents from Medical field reported maximum racial and/or religious prejudice of 35.20 per cent while Engineers/Technicians with 32.59 per cent and Unskilled workers with 30.43 per cent claimed second and third highest positions respectively. Other skilled workers reported a minimum of 20 per cent prejudice. In all cases except Skilled Construction worker, the respondents suffer more racial prejudice than religious prejudice.

Among those who felt that their job is secured, 27.67 per cent agreed that there is threat of localization while 36.66 per cent disagreed. Among those who felt that their job is not secured, 62.34 per cent felt that there is threat of localization while only 14.07 per cent felt that there is no localization threat. Hence those who had secured job did not feel substantial threat due to localization while those with unsecured job also feared from localization.

13.50 per cent strongly agreed and 32.32 agreed that localization move will affect their present job. 32.89 per cent were neutral. 17.90 per cent disagreed and 3.40 strongly disagreed.

Respondents under all nationalities of Managers do see localization as a threat. Threat is more felt by those under Arab nationals including host country nationals. Minimal threat is felt by those under Managers of USA nationality.

It is found that perception of job security had a direct relation with their perception that their present salary is good. Those with better salary considered that their job is secured.

59.46 per cent of skilled construction workers and 53.62 per cent of unskilled workers have to work overtime. Only 16.42 per cent of Teachers have to do overtime. In IT field, 31.01 per cent of respondents have to do overtime occasionally. They are followed by Managers at 30.17 per cent and Engineers and Technicians at 29.26 per cent. The least is for Teachers at 13.43 per cent.

In Saudi Arabia, 40.66 per cent of respondents had to do overtime while in Qatar, UAE and Bahrain 36.48, 34.97 and 43.27 per cent respectively had to do overtime. The least was in Kuwait at 22 per cent. It is found that the life satisfaction index will reduce if a respondent has to do overtime and among all religions.

Having trust of one's manager is the most important quality that could make one's job secured.
The highest risk to respondent’s job is from the hostility of other nationalities at the work place at 28.01 per cent. 26.62 per cent respondents fear that they may loose job due to poor market conditions. 25.73 per cent stated that lack of language skills is a major threat. 21.58 per cent has an apprehension that lack of knowledge and training could make them redundant. Only 17.66 per cent fear that they job may be abolished in order to reduce the overall cost of operation of the organization.

In Bahrain 30.07 per cent stated that lack of training and knowledge is one of the major threats while in Kuwait (36.57 per cent) lack of language skill is the biggest threat. In Oman (33.55 per cent) and UAE (29.80 per cent) chances of loosing job due to poor market conditions was the biggest threat. In Qatar (30.82 per cent), Saudi Arabia (35.57 per cent)

From R-Square values, it follows that 78.7 per cent variance in salary can be predicted from the variable Education, 29.9 per cent from Age and 38.3 per cent from combination of Education and Age. The p-value associated with F-value compared with alpha level of 0.05 shows that Education and combination of Education and Age can be used to reliably to predict dependent variable salary whereas age alone cannot be reliably used. Hence education of the respondent has a major impact on the salary earned.

15.56 per cent of female respondents and 22.42 per cent male respondents are getting accommodation from their employers.

6.99 per cent of female and 14.03 per cent of males respondents are receiving food from the employer and as a part of their remuneration package.

40.38 per cent of females and 49.53 per cent of males received free transportation from the employer and as a part of their employment benefits.

Among the female respondents, 33 per cent of income group I.Rs.60,001 to 80,000 and 24.29 per cent of I.Rs.15,001 to 40,000 has to do overtime and the least of 5.26 per cent is among the income group I.Rs.5,000 to 10,000. Among the male respondents, 54.79 per cent of income group I.Rs.5,000 to 10,000 and 51.40 per cent of I.Rs.10,001 to 15,000 has to do overtime and the least of 25.29 per cent is among the income group I.Rs.160,001 and above. Among the lower income respondents, more male respondents have to do overtime than female respondents.

Among those who are receiving free accommodation, 11.04 per cent strongly agree and 51.94 per cent agree that that their housing facility is adequate. 23.07 per cent is neutral while 13.95 per cent either disagree or strongly disagree that the housing facility received from employer is adequate. Among those who are paying for their own accommodation, 4.72 per cent strongly agree and 42.64 per cent agree that that their housing facility is adequate. 32.15 per cent is neutral while 20.13 per cent either disagree or strongly disagree that the housing facility received from employer is adequate.

Among those who agreed that freedom to express is good, in the income group Rs5,000 to 10,000 it is 44.96 per cent where as it is 59.78 per cent in case of the income group that is above
It is noticed that agreement to the statement increases with increase in monthly income.

- *It is found* that the facilities to travel are more in liberalized countries where it is less in more conservative countries. 34.97 per cent of Bahrain respondents and 33.40 per cent of UAE respondents strongly agreed to the statement that travel facility within the host country is good while only 12.16 per cent of Saudi respondents strongly agreed to the same.

- 4.91 per cent of the respondents strongly agreed that they are able to save and send home enough remittance. 30.32 per cent agreed to this statement. 24.70 per cent disagreed and 6.17 per cent strongly disagreed. By and large agreement to the statement increases and disagreement decreases with increase in salary.

- 8.33 per cent respondents strongly agreed and 36.90 per cent respondents agreed that recreational facility available is sufficient. During field survey it is noticed that many respondents, especially of lower income group, considered even watching Malayalam TV channels as one of their main recreation. Only higher income groups mentioned partying and clubs as their recreational activities.

- 39.10 per cent strongly agreed and 54.27 per cent agreed that there is sufficient communication facility to contact their family in India. Only 2.75 per cent either disagreed or strongly disagreed that communication facility is not adequate.

- A maximum of 22.73 per cent of family life failure was reported by male widower while a minimum of 5.80 per cent was reported by married females, but without family in the host country. Unmarried female had more problem of 17.24 per cent than male of 10.34 per cent.

- Minimum family problem was faced by male of 20 to 24 years at 10.17 per cent. The maximum problem was faced by female of 20 to 24 years at 14.63 per cent. Least problem among female was for the age group 35 to 39 at 10.75 per cent. Maximum problem faced by male was for the age group 40 to 49 years at 12.98 per cent.

- Among the groups with 100 or more respondents, the maximum disappointment due to not getting appropriate job was among graduate at 19.29 per cent while second highest was among professional & technically qualified at 18.26 per cent. The least was among those with SSLC alone at 13.17 per cent.

- Highest job insecurity of 5.61 per cent was felt among those under American Managers while second highest was by those under Managers of local nationality at 5.42 per cent. The least was felt by those under non-local Arab Managers at 3.23 per cent.

- Maximum respondents who felt increased family responsibility were among divorced female at 33.33 per cent while the minimum was among unmarried male at 4 per cent. Among those living in the host country with family problem faced by male and female were 5.88 and 6.97 percent respectively.
Maximum respondents who felt increased mental tension were female in the age group 40 to 49 years at 10.53 per cent while the minimum was among female of the age group 25 to 29 at 2.67 per cent. Female in the age group of above 50 is not considered as the sample size is low. Among male maximum of 6.73 per cent was among the age group 40 to 49 while minimum of 2.82 per cent among the age group 20 to 24. Across all age groups, mental tension suffered by male and female are 5 and 5.59 per cent respectively.

Across all age groups, 22.46 per cent of male and 21.68 per cent of female respondents reported that they are suffering from diseases. Among male maximum of 23.11 per cent was suffering from diseases in the age group 25 to 29 and minimum of 22.26 per cent was among the age group 40 to 49. Among female maximum of 27.84 per cent was suffering from diseases in the age group 35 to 39 and minimum of 12.20 per cent was among the age group 20 to 24.

Maximum number of respondents with loan repayment burden was in the monthly income group of Rs.80,001 to 120,000 at 23.34 per cent and minimum of 18.44 per cent in the income group Rs.180,001 and above. Among all respondents 22.54 per cent had loan repayment burden.

The maximum of respondents with loan repayment burden in the home country was from Bahrain at 24.83 per cent and second highest was in UAE at 23.27 per cent. Minimum was in Qatar at 17.61 per cent.

The maximum of respondents with loan repayment burden in the home country was from the group with stay of 3 to 5 years in the Middle East region at 25.38 per cent and second highest was in the group 8 to 10 years at 23.59 per cent. Minimum was among the new comers in the group below 1 year at 20.06 per cent.

Among the respondents who migrated with qualification below SSLC, 53.97 per cent was Muslims, 33.33 per cent Hindus and 2.70 per cent Christians. Among graduates, 37.97 per cent was Christians, 37.83 per cent Hindus and 24.03 per cent Muslims. Among post graduates, 46.86 per cent was Christians, 35.81 per cent Hindus and 17.14 per cent Muslims. It is noticed that as qualification at the time of migration increase, share of Muslim respondents decreases and Christians increases.

Respondents under all job categories agreed that better qualification could have helped them to get a better employment in the Middle East. Maximum agreement was among unskilled workers while minimum agreement was among Managers.

Among the respondents, 24.83 per cent each were interested to stay for 3 to 5 years or above 10 years. 17.37 per cent were interested to stay for 8 to 10 years and 15.52 per cent for 5 to 8 years. Only 2.08 per cent was interested to stay below one year.

It is noticed that intended future stay is more or less constant across the age groups (with the exception of age group above 50 years) and hence is independent of the age of the respondent. The maximum age at which a respondent’s expected to retire is around 55 years.
• There is a statistically significant difference in response among the respondents from different countries on the statement that present salary is sufficient for the education, experience and work done by the respondents at 95 per cent confidence level. Agreement was more in Saudi Arabia than UAE and other countries.

• There is a statistically significant difference in response among the respondents from different countries on the statement that present housing facility adequate given to the respondents at 95 per cent confidence level. Agreement was more in Saudi Arabia than UAE and other countries.

• There is a statistically significant difference in response among the respondents from different countries on the statement that they have freedom to express at work and social circles at 95 per cent confidence level. Respondents from UAE recorded more freedom than Saudi Arabia.

• It is concluded that there is a statistically significant difference in response among the respondents from different countries on the statement that they can travel easily within the country at 95 per cent confidence level. Respondents from UAE recorded more easiness than those from Saudi Arabia.

• There is a statistically significant difference in response among the respondents from different countries on the statement that they are able to save enough money at 95 per cent confidence level. More respondents of Saudi Arabia stated that they are able to save adequately.

• It is to be concluded that there is a statistically significant difference in response among the respondents from different countries on the statement that they have sufficient recreational facilities at 95 per cent confidence level. Respondents of UAE had more opportunity for recreation than those of Saudi Arabia.

• Respondents who are married and living with the family are 20 per cent more satisfied than unmarried group, but after adjusting for other variables those who are married and living with the family are almost 25 per cent less satisfied than unmarried group.

• People who had either worked in private sector or unemployed are less satisfied than those who had worked in Government / Joint sector in India but after adjusting for other variables, this is not significant.

• Those who were earning more than Rs. 10,000 in India, the satisfaction level is more but after adjusting for other variables, this is not significant.

• As the salary increases the satisfaction level also increases both before and after adjusting.

• Those who work for more than 48 hours are less satisfied both before and after adjusting.

• Males are more satisfied than females but after adjusting for other variables, this is not significant.

• Employees who work in Saudi Arabia are 45 per cent less satisfied when compared to UAE employees. After adjusting for other variables, employees who work in Saudi Arabia are only 41 per cent less satisfied when compared to UAE employees.

• Muslims are 25 per cent more satisfied than Hindus who are working in ME only after adjusting for other variables.
• There is decreasing satisfaction for those who have education greater than 10th standard as compared to the 10th standard or less educated only after adjusting for other variables.

• 32.82 per cent of employer respondents recruited by advertising in Local Newspapers and 25.97 per cent through recommendations of existing employees of the organizations. Least of 9.61 per cent was through online recruitment. In Saudi Arabia 27.19 per cent and in UAE 25.21 per cent relayed on the recommendations of existing staff. In Saudi Arabia and UAE employers who relayed on advertisement for recruitment were 25.44 and 36.21 per cent respectively.

• 86.92 per cent of employers who participated in the survey were familiar with Kerala workers. In UAE 86.91 per cent, in Saudi Arabia 85.33 per cent and in Kuwait 76.19 per cent were familiar with Kerala workers.

• 79.01 per cent of employer respondents from the Middle East region had Kerala workers in their organizations. In Saudi Arabia it is 77.33 per cent and UAE it is 79.67 per cent. In Kuwait 66.67 per cent employer respondents had Kerala employees.

• Among the Kerala workers with the respondent employers of the region, 18.63 per cent were Accountants and 16.21 per cent were in Sales. 14.19 per cent are in Administration and 12.39 per cent are in IT field.

• Among Employers 77.29 per cent consider Kerala employees as loyal to the organization. Employers of Qatar showed the maximum agreement at 93.33 per cent.

• Among Employers 81.11 per cent consider Kerala employees as hard working. Employers of Oman showed the maximum agreement at 92.59 per cent.

• Among Employers 61.93 per cent consider Kerala employee's English language skill as good. Employers of Bahrain showed the maximum agreement at 80 per cent.

• Among Employers 86.19 per cent consider Kerala employee's work skill as good. Employers of Oman showed the maximum agreement at 96.29 per cent.

• Among Employers 84.58 per cent consider Kerala employee's work adaptable skill as good. Employers of Bahrain showed the maximum agreement at 95 per cent.

• Among Employers 65.21 per cent consider Kerala employee's as honest. Employers of Oman showed the maximum agreement at 74.07 per cent.

• Among Employers 75.94 per cent consider Kerala employee's as dedicated. Employers of Qatar showed the maximum agreement at 93.63 per cent.

• Among Employers 69.22 per cent consider Kerala employee's as punctual. Employers of Qatar showed the maximum agreement at 75 per cent.

• Among Employers 67.35 per cent consider Kerala employee's future prospects in the region as good. Employers of Oman showed the maximum agreement at 92.59 per cent.

• Among Employers 31.26 per cent considered Kerala employee's as main cause problems at work place. Employers of Kuwait showed the maximum agreement at 45.72 per cent.
83.33 per cent of Recruitment Agencies agreed that localization move has affected the recruitment of expatriates in general.
Only 29.31 per cent of Recruitment Agencies agreed that localization move has affected the recruitment of expatriates in blue collar job categories.
70.98 per cent of Recruitment Agencies agreed that localization move has affected the recruitment of expatriates in Middle Management job categories.
31.02 per cent of Recruitment Agencies agreed that localization move has affected the recruitment of expatriates in Skilled job categories.
68.97 per cent of Recruitment Agencies agreed that nationality of the candidate do have an impact on recruitment of process.
72.99 per cent of Recruitment Agencies agreed that Kerala workers are loyal.
77.30 per cent of Recruitment Agencies agreed that Kerala workers are hard working.
50.58 per cent of Recruitment Agencies agreed that English language skills of Kerala workers are good.
79.59 per cent of Recruitment Agencies agreed that Kerala workers are with good work skill in their respective fields.
72.99 per cent of Recruitment Agencies agreed that Kerala workers are adaptable to work situations.
Among the fields identified by different Recruitment Agencies as most suitable for Keralites, 18.52 per cent was for Accountants and 16.73 per cent for Sales. Medical and IT fields got 15.52 and 15.84 per cent respectively.
B. SUGGESTIONS AND RECOMMENDATIONS

Following are the suggestions and recommendations based on the findings of the study.

- Foremost area for the growth of Kerala economy is migration. There should be an active involvement in locating hidden markets for skilled labour globally and providing prospective emigrants with world class training facilities. Apart from Government, Universities and other social and private agencies can make a valuable contribution in this regard.

- Emigration Act of 1983 should be amended by Government of India to give States more power to deal with visa cheating cases more effectively.

- Rackets specialised in trafficking of women from Kerala for immoral activities in the Middle East region is rampant. Government should exercise more vigil in case of ladies travelling without their family members. Government also should coordinate with local Indian consulates to prevent such trafficking. When such cases are detected, apart from taking action against the agents in India, Government also should intimate the Indian Mission and the Police authorities of the relevant country to take appropriate action.

- Indian embassy officials should be directed strictly to act in a responsible manner and swiftly in case of any request or complaint from Indian nationals. They should organize more coordination with the host country government.

- Indian Protector of Emigrants Department who is entrusted with the responsibility of protecting Indian emigrants should take steps to verify visas issued to single ladies so that ladies landing in prostitution rackets abroad can be minimized.

- As UAE and some other countries have adopted stricter screening before issuing house maid visa, many sex racket operators are now bringing in ladies as performers for cultural events or for hotels. Government should take more vigilant steps to prevent such illegal activities.

- As Kerala Airport security is stricter, ladies recruited from Kerala for flesh trade in Gulf are leaving mostly through Chennai Airport. Other ports used by the racket are Coimbatore, Hyderabad and Bombay. It is reported that Emigration authorities charge Rs7,000 to 10,000 as bribe to allow each lady to leave for Gulf.

- Prostitution racket operators of the Gulf pay Rs25,000 plus air ticket to recruiting agent for each lady recruited. These agents approach poor families in Kerala and offer job as house maid and trick them into the trade.

- Indian Criminal Procedure Code and Civil Procedure Code should be amended and strengthened to initiate action against those who cheat or harass Indian nationals abroad.

- Consular officials of Indian missions in the Middle East region should conduct frequent visits to labour Camps.
Ministry of Labour, India and Kerala

NRK Ministry should institute effective measures to prevent fraudulent acts of Recruiting Companies.

Negotiation of a 'standard Labour Export Agreement' with all Middle East countries prescribing minimum wage, housing, medical care, daily working hours, overtime allowance, leave, ticket, compensation for injuries or death etc.

NRK Ministry should have a mechanism to advice prospective employees about their legal rights and obligation in different countries.

Indian Missions should verify the genuineness of overseas job offers and reliability of the parties offering them. In case of ladies, this verification should be thorough to avoid any mistreatment.

Monitor working conditions of Kerala workers in different regions and take prompt steps to alleviate any injustice.

Establish a toll free helpline and e-mail address to which grievances can be directed for prompt help. Anonymous calls also should be a lowered where by informant can protect his or her identity and still highlight any grave crime against Keralites including trafficking of women.

Assistance as training or alternate employment for return Kerala migrants.

Indian Missions should provide legal assistance to those who get involved in legal issues.

Government and other organizations should give importance to training programs for developing human resources that will be more successful in the Middle East region.

There should be a pre-departure counseling, which should be made compulsory for Kerala migrants. This could be managed by experienced returned migrants of the respective country to where migrant is planning to migrate.

Government should establish a fund to assist the repatriation of Kerala migrants who are in distress. These could be those cheated by visa agents or those lost their job and have no means to travel back.

As Kerala and Arabia has a very old cultural link, this should be propagated in the region to enhance further the good will towards Keralites. Major Arab employers should be invited to Kerala as State guests annually.

Tourism should be promoted between Kerala and major Middle East countries. For example Cochin and Dubai can be linked which will allow flow of international tourists between two places.

Special tourism packages should be tailor made and promote to Arab nationals. This could include visit to major Muslim centres of Kerala, ayurvedic and other treatments and other tourist's attractions. Major employers of Kerala workers should be given special discounts and privileges for these tours.

Power of media should be fully utilised to increase the goodwill towards Kerala in the region. Indo Arab media production should be encouraged. Cinema or TV serials with cast and location from both places will further boost awareness.
• Joint trade promotion between the countries and opportunities to joint venture in third countries should be explored. This will further assist more Keralites to find placements.

• Kerala Government should consider taking loans from Kerala expatriates at the same rate as Central Government loan and thereby giving a better return on investment for expatriates. This will also give expatriates an opportunity to participate in the development of Kerala.

• Government should encourage banks to extend loan to first time migrants to cover the migration cost. This will save them from the burden of high interest rate of private lenders.

• Income tax imposed on NRI deposits should be abolished. Currently the tax has been differed to the financial year 2005-06.

• There should be more frequent high level visits between India and Middle East countries. Kerala should prevail on the Central Government to give more importance to the region.

• Many infrastructure developments are happening in Dubai and other Middle East places. NORKA or other agencies should explore the possibility of bidding for such work or to supply labour force. Kerala has abundant labour force and Management force in both private and government sector. They could be effectively utilised in such ventures.

• High fare charged by Air India for the Gulf-Kerala sector should be abolished. Kerala government and political leadership should do sincere effort in this regard. The airports of Kerala should be made gateways and thus open to all airlines without any limitation. This will encourage competition and thus bring down cost.

• Proposal of Air Arabia to operate low cost flights to Cochin should be accepted. Their current fare rate from Dubai to Colombo is just Dh:400 without taxes which about 20 percent of prevailing rate to a Kerala airport from Dubai. In September, 2004 Air Arabia offered to Kerala Government to operate flights between Gulf and Kerala at half of the prevailing rates.

• Option of having chartered flights and ship service should be actively pursued. This could give substantial relief to low income Kerala migrants.

• Airport user’s fee should be either reduced or abolished.

• Kerala Universities, State Boards of Technical Education, Boards of Public Examinations and other bodies which issue certificates and degrees should post the results in a unified web site hosted by Kerala Government. The employers will be easily able to verify genuineness of certificates over such web sites.

• Investments made by NRI in Kerala should be protected from labour unrest. They should be encouraged to make investment through collaborative arrangements with Government agencies. The capital investment made by NRI in such government ventures should be guaranteed by the state government.

• Major Middle East countries should be encouraged to start consulates in Kerala.

• From the basic level education, English Language with speaking abilities should be included in our curriculum.
Short term training programme should be organised for prospective migrants so that they will be better suited for Middle East or other markets.

State government should take lead to formulate policies to ensure continuation of migration. This should include education and training program to develop marketable man power and a mechanism to monitor the target market to know about changing demands of skill requirements.

Construction worker from Kerala are not abreast with latest developments in the construction industry. We should have a mechanism to train migrants, especially in view a new wave of construction in the region.

State should explore the new emerging markets for Kerala work force as Europe, Canada, Australia and News Zealand. Due to aging of population, many European countries are looking for immigrants and Keralites could easily qualify in different categories.

State Government should include the names of Non Resident Keralites in their ration cards and voters list.

Service of NORKA should be made more effective and should be promoted to the migrants. Currently many Kerala migrants are not even aware of its services and most of them strongly disagreed to the statement that NORKA services are effective.

More old age homes should be established in Kerala to take care of elderly parents of migrants who left behind to take care of themselves. These should be of different standards to suit the budget and life style of migrants and their elderly parents.

It is reported that some Indian students are slipping into addiction to drugs. Many of them belong to affluent families and are studying in good Indian schools. Government and organisations should take steps to educate parents, school authorities and students to take appropriate preventive steps to avoid drug abuse.

Many low and middle income workers are depressed as they work for pitiable sums in grim living conditions. Financial insecurity coupled with lack of social support is driving many to commit suicide. It is recommended that Indian Consulate or Indian Associations or Employers should provide counsellors to help such people that would go a long way to make such men feel better and dissuade them from any drastic steps.

Da Vanzo (1983) found that people with low levels of education are more likely to return to their origin location than people with higher levels of education. Those who are better qualified are likely to have better economic gains at the host country and are less likely to return to their home country. It is found to be true in case of Kerala Migrants of Middle East Region.

According to Bimal Ghost (1997): The types of migration can be broadly classified as Survival migration and opportunity seeking migration. Survival Migration is much of the disorderly and irregular migration, which is driven by poverty, unemployment and economic despair. Unplanned and often unwanted such movements can be disruptive at both ends of the flow, and strains the relation between the country of origin and destination. Opportunity Seeking Migration is more a
matter of choice than of economic compulsion. The migrants are apt to make a more rational calculation of benefits and costs before they leave the country. In general they are more skilled and professionally equipped than the survival migrants. They are likely to find easier social acceptance in the destination country and their integration with the host country will be with less difficulties. This is found to be true in case of Kerala migrants as well.

NOTES & REFERENCES

4 ibid
5 ibid
6 ibid
7 ibid