

Internal Movement of Employees-Evidence from Indian States

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Abstract: Labour migration in general and rural to urban migration in particular has drawn considerable attention after the initiation of economic reforms. Much emphasis has been given to outward oriented growth, leaving the agricultural sector (Coolies) development virtually ignored as a result of which rural, formal and non-formal sectors failed to generate adequate number of jobs leading to unemployment in such areas. Hence, the push and pull factors lead to migration of labour from one state to another state which has abundant employment opportunity. Migration is a movement from one place to another either permanently or as a temporary option. When a person moves from his native place in search of employment opportunity and starts living in the new place, the person is referred as migrant and the movement is known as migration. It occurs as a response of people to environmental changes associated with social, economic, political and demographic factors.

Key words: Migration, movement, employment, people, changes

INTRODUCTION

Migration plays a significant role in the population distribution of any region and influences the growth of work-force in the region. Hence, it is an important consequence of socio economic changes in a society and accepted as a global phenomenon. Immigration is one of the most important aspects today. According to international migration 2006, UN department of economic and social affairs, population division, there are 191 million people residing away from their native country and trans-border migration has always been a part of human history. The uniqueness of present migration is its unprecedented velocity of movement at various regions throughout the world and the intricacy in factors such as sovereignty of states, human/labour rights versatility and endowing interest of various groups involved in the process of migration.

Need for the study: In recent era, migration has become one of the most important symptoms in the changes of modern society and it plays an important role in expansion of the population in certain areas. Population is mostly diversified because of migration and it also enhances the workforce in any region of the country.

It is accepted as a remarkable factor in the world and millions of people leave their family and cross their border for sophisticated life every year. Many workers migrate from one place to another for better wages and opportunities. Other reasons include natural causes like flood, earthquake and volcanic eruption, poverty, lending,

caste discrimination and lack of experience. These factors are the components of economic and social changes in the country.

Statement of the problem: Today, in many states of India, the employment of migrant workers is one of the most crucial problems. The workers are forced to migrate from their native place because of lack of development, inadequate agricultural land, caste discrimination, unemployment situation, low wages, mounting debts and poor economic conditions of their family. Due to migration, people face many natural consequences like getting accustomed to the local people, adapt to different culture, food and climate etc. Private unorganized sectors play a greater role in migrant worker's recruitment. It is considered as an internal migration which is transparently important for livelihood strategy in India. Mainly in Erode and Tirupur districts, the migrant workers from Orissa, Assam, Bihar, Chhattisgarh, Uttar Pradesh, Madhya Pradesh and Kerala are employed both in urban and rural areas. Most of the unorganized sectors prefer the migrant workers because of low wages, but the documentation and records on the migrant workers are too little.

Objectives of the study:

- To analyze the profile of migrant workers in unorganized sectors in terms of socio-economic backgrounds
- To ascertain the level of satisfaction of migrant workers working in unorganized sectors
- To suggest better ways and means of protection and welfare for migrant workers

MATERIALS AND METHODS

Singala and Allamraju in their study entitled “The Economics of Migrant Workers’ Remittances to India” analyzed the remittance pattern in India and its correlation with growing global migration trend. The study reveals that the inward remittance has been increasing steadily since the economic and financial reform initiated in 1991, suggesting migrants’ positive perception of Indian economy. Adsul *et al.* (2011) in his study entitled “International Migration from Bangladesh: Nature, Cost and Remittances” revealed that many households in rural region of Bangladesh have opted for international migration to survive.

The author analyzed various aspects of emigration from Bangladesh including the significance of inward remittances for development. The study reveals that migration happens in early stage of their life. Cooke (2007) in his study entitled “Migrant Labourers’ Struggles Between Village and Urban Migration Sites: Labour Standards, Rural Development and Politics in South India” examined the socio-economic struggle of migrant labours along with the influencing factors like migration pattern, state policies and development issues in Andhra Pradesh.

The state is at the forefront of the neo-liberal policies since 1990s and the author points out the impact of migration, how the politics and development are related in the labourers’ daily life from village to urban migration site. It highlights how the state policies ignore the issues of capital/labour in favor of development/poverty struggles (Findlay, 1990).

The reliability and validity of any research depends upon the systematic method of collecting data and analyzing the same in sequential order. In the present study, an extensive use of both primary and secondary data has been made in order to achieve the objectives of this study. Field survey technique was employed in the study for collecting the primary data. First-hand information was collected from 1000 migrant workers working in unorganized sectors of Erode and Tirupur districts.

These two districts were deliberately selected because of ample opportunity of employment in powerloom sector and hosiery industries which influences to the excessive inflow of migrant workers. Stratified random sampling method was employed for selecting the respondents from the selected districts. Structural Equation Modeling method was employed for further analysis.

RESULTS AND DISCUSSION

In structural equation modeling, the confirmatory factor model is imposed on the data. In this case, the purpose of structural equation modeling is twofold. First, it aims to obtain estimates of the parameters of the model, i.e., the factor loadings, the variances and covariances of the factor and the residual error variances of the observed variables. The second purpose is to assess the fit of the model, i.e. to assess whether the model itself provides a good fit to the data.

Maximum likelihood estimates: The following table shows the regression weight of the selected variables like age, hobbies, staying place, gender, experience, education, knowing work place, language known, annual income, marital status family members and earning members in respondent’s family. Standard error, critical ratio and P value are also given in Table 1.

It is identified from Table 1 that the regression coefficient of the exogenous variables. It is noted that the critical ratio of gender, annual income, marital status, earning members and family members of the respondents is above the table value 2.977 and is significant at 1% level.

The critical ratio of age and staying place is significant at 5% level. Among the selected twelve variables, gender, annual income, marital status, number of earning members, number of family members, age and staying place are the most influenced variables to the satisfaction level of migrant workers.

On the other hand, the variables such as experience, education, knowing work place and language known are not significant at 1 and 5% level and these variables are not influenced by the level of satisfaction of migrant workers (Fig. 1).

The intercept estimate values, standard error, critical ratio and p value are displayed in Table 2. It is understood

Table 1: Regression weights

Measured variable	Sign	Latent variable	Estimate	SE	CR	p
Age	<---	Satisfaction	0.226	0.102	2.215	5%
Hobbies	<---	Satisfaction	1.000	-	-	-
Staying place	<---	Satisfaction	0.318	0.132	2.407	5%
Gender	<---	Satisfaction	0.176	0.047	3.720	1%
Experience	<---	Satisfaction	-0.041	0.077	-0.542	NS
Education	<---	Satisfaction	0.017	0.062	0.269	NS
Knowing work place	<---	Satisfaction	0.074	0.110	0.671	NS
Language known	<---	Satisfaction	0.391	0.387	1.009	NS
Annual income	<---	Satisfaction	0.402	0.100	4.013	1%
Marital status	<---	Satisfaction	0.226	0.063	3.584	1%
Earning members	<---	Satisfaction	1.992	0.367	5.429	1%
Family members	<---	Satisfaction	1.152	0.202	5.698	1%

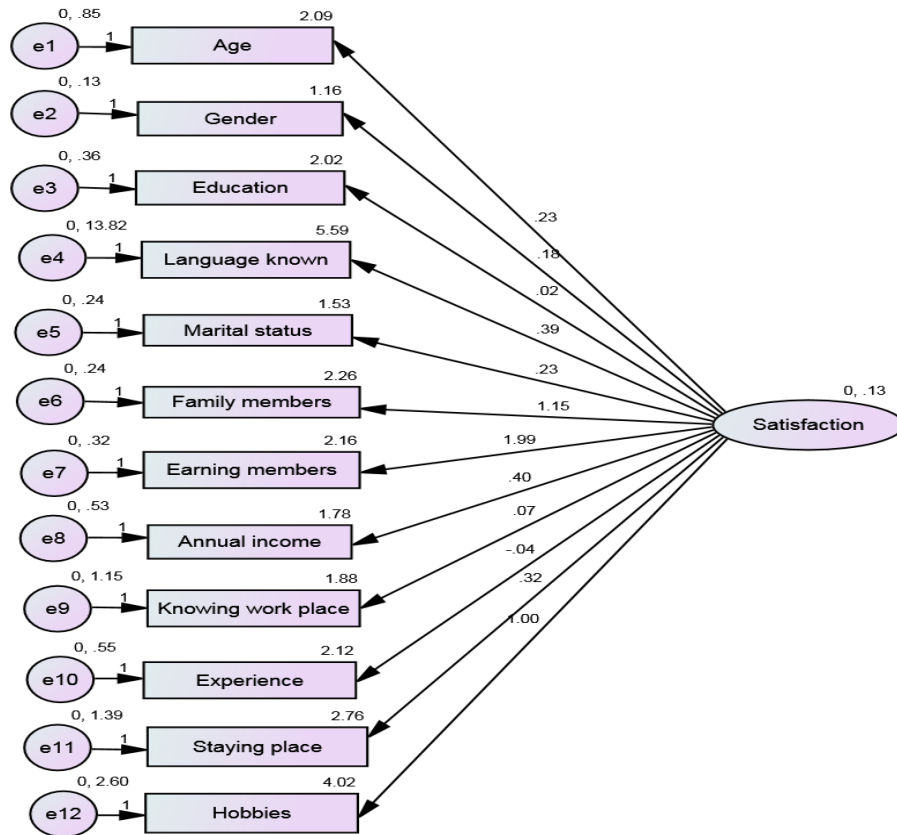


Fig. 1: Hypotheses model

Table 2: Intercepts (default model)

Variable	Estimate	SE	CR	p (%)
Age	2.087	0.029	71.237	1
Gender	1.161	0.012	99.844	1
Education	2.015	0.019	105.740	1
Language known	5.594	0.118	47.532	1
Marital status	1.530	0.016	96.892	1
Family members	2.255	0.020	110.775	1
Earning members	2.164	0.029	74.579	1
Annual income	1.782	0.023	76.191	1
Knowing work place	1.879	0.034	55.469	1
Experience	2.121	0.024	90.201	1
Staying place	2.757	0.037	73.596	1
Hobbies	4.021	0.052	76.940	1

Table 3: Variances (default model)

Variable	Estimate	SE	CR	p (%)
Satisfaction	0.132	0.045	2.962	1
Age	0.851	0.038	22.280	1
Gender	0.131	0.006	22.067	1
Education	0.363	0.016	22.349	1
Language known	13.817	0.619	22.337	1
Marital status	0.242	0.011	22.100	1
Family members	0.239	0.022	10.797	1
Earning members	0.316	0.059	5.336	1
Annual income	0.525	0.024	21.979	1
Knowing work place	1.146	0.051	22.344	1
Experience	0.552	0.025	22.346	1
Staying place	1.389	0.062	22.265	1
Hobbies	2.596	0.119	21.882	1

Table 4: The CMIN

Model	NPAR	CMIN	df	p	CMIN/DF
Default	36	467.836	54	0	8.664
Saturated	90	0.000	00		
Independence	24	893.208	66	0	13.533

from Table 2 that the critical ratio value of all the selected variables is greater than table value 2.977 and all the variables are significant at 1% level. It is concluded from Table 3 that all the selected variables are highly influenced by the satisfaction level of migrant workers. Table 3 variance matrix, it is identified that the critical ratio value of all twelve variables is greater than the table value 2.977 and it is significant at 1% level.

Model fit summary CMIN: Table 4 shows that CMIN for the 'default model'. A significant chi-square indicates satisfactory model fit.

CMIN is a chi-square statistics comparing the default model and the independence model with the saturated model (Beaverstock, 1996).

Table 4 infers that the default model has been associated as 8.664% with saturated model and on the other side; the independence model has been associated as 13.553% with saturated model.

Table 5: Baseline comparisons

Models	NFI delta1	RFI rho1	IFI delta2	TLI rho2	CFI
Default	0.476	0.36	0.507	0.389	0.5
Saturated	1.000		1.000		1.0
Independence	0.000	0.00	0.000	0.000	0.0

Table 6: The RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default	0.038	0.08	0.095	0
Independence	0.112	0.106	0.119	0

Baseline comparisons: The NFI (Normed Fit Index) also known as Δ_1 was developed as the alternative to CFI (Comparative Fit Index) which is also known as the Bentler Comparative Fit Index, compares the existing model fit with the null model which assumes the latent variables correlate with the independent variables (Zezza *et al.*, 2005).

Table 5 highlighted that the values of NFI is 0.476, IFI is 0.507 and CFI is 0.500 which shows that the model is a good fit with the saturated and independent model.

RMSEA: Root Mean Square Error of Approximation is the popular measure of fit because it does not require comparison with the null model. It is one of the fit indexes less affected by sample size. There is good model fit if RMSEA is less than or equal to 0.05. It could be noted Table 6 that the RMSEA value is 0.038 c which is <0.05 and the model resulted as good fit.

From Fig. 1, the measured variables with latent variable of level of satisfaction of migrant workers are having positive relationship and also significant at 1 and 5% level except the variables education of the respondents, knowing work place, language known and experience.

The analysis of the model, from the viewpoint of the level of satisfaction among the migrant workers, suggests that the variables such as age, hobbies, staying place, gender, annual income, marital status, number of earning members and number of family members of the measured variables are showing significant impact on the level of satisfaction.

CONCLUSION

Population in India is relatively immobile due to the prevalence of the caste system, joint families, traditional values, diversity of language and culture, lack of education and predominantly aggravation based on the economy. The right to migrate for employment opportunity is an important human right particularly, in the regions where only limited opportunities are available locally. The policies should be directed at reducing the vulnerability of migrants rather than migration itself. The acute poverty and lack of employment opportunities within the state as well as refusal to recognize, forced them to migrate from Bihar and Orissa to Tamil Nadu. This

study mainly focused on the impact of migration on various dimensions such as social, economic and psychological aspects.

SUGGESTIONS

- It is suggested that the recruitment agent or employer should not charge any fees or deposit from the migrant worker
- Migrant worker's contracts should be made available in the migrant worker's language, clearly explained and signed without coercion. There is no forced or bonded labour
- Migrant workers should be included in all company codes and guidelines
- The agent for recruitment, migrant worker's intermediary or employer should not discriminate against migrant workers on the basis of gender, ethnic group, sexual orientation, religion, disability, in accordance with local labour law and international labour standards
- Migrant workers should be remunerated fairly and directly for their labour in line with locally recruited workers remuneration and benefits
- Migrant workers have access to workplace representation and they have access to confidential, safe grievances mechanisms without fear of recrimination
- Health and safety measures shall be made available/understood in the migrant's language
- Employers should facilitate the safe return of the migrant worker at the end of contract, with all due wages and benefits paid in full

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