



Economic Well-being, Living and Working Conditions of Inter-state Migrants in Lucknow

Meenakshi Kumari¹ and Dr Rajesh Chandra²

¹Ph.D. Scholar, ²Assistant Professor

¹Humanities and Legal Studies, Dr. Ram Manohar Lohia National Law University, Lucknow

²Department of Economics, Mount Carmel College, Bangalore,

Migration has been a result of some structural inequality. There are differentiated levels of development socially and economically among the states in India. An enormous development disparity exists between rural and urban areas that foster rural-urban migration. It is attention-grabbing that the creation of global cities has brought migrant workers from even the remotest and poorest regions of India. Lucknow, the city of Uttar Pradesh is such a city that is developing fast and attractive destination points for migrants from different regions of the country. The study attempts to address the multifaceted mechanism of short-term migration, taking Lucknow city of Uttar Pradesh as the study area. The objective of the study is to evaluate various factors influencing short-term migration to Lucknow. The study utilizes a triangular method for the analysis; a comprehensive pre-tested questionnaire was prepared to collect desired information about the short-term migrants. The survey covered the time period from December 2020 to February 2021. The study uses probit regression to examine the impact of various socio-economic factors of skilled and unskilled labour migration among inter-state migrants. The results from the probit regression model reveal that demographic factors like marital status, land size, education, family income, type of house and better employment opportunities from migration, significantly impact migration decisions and the migration levels.

Keywords: inter-state migrants, skilled and unskilled migration, caste, employment, labour, Lucknow

I. Introduction:

Migration and development are interlinked and one influences the other. The phenomenon of migration has become a promising source of economic well-being for the rural migrant households of the Indian states. In India, migration is related to urbanization, modernization and, industrialization discussion. It is a country with high internal and international migration, has different cultures, castes, religious, and linguistic groups. The post-liberal economy and the developed areas are the hubs of capital growth that pull workforce from less-developed regions. There are differentiated levels of development socially and economically among the states in India. The propensity to migrate varies from state to state due to the inequalities of income existing within these regions and populace. A distinction has been made between permanent, semi-permanent, or long-term circular migration and short-term seasonal migration (Srivastava and Sasikumar, 2005; Srivastava, 2011a, 2012b).

There is huge development disparity between rural and urban areas. Mobility –partial and work-related – has been the hallmark of Indian labour dynamics over the last three decades, with a notable boost of rural-urban streams of labourers (Denis & Zerah, 2014) and an important shift of the rural working population from agriculture to manufacturing and service sectors of the economy (Lerche, Guerin & Srivastava, 2012; Srivastava & Bhattacharya, 2002). The NSS Employment-Unemployment and Migration Surveys in 1999-

00(55th Round) and 2007-08 (64th Round) have tried to estimate people migrating for short-term basically for employment purposes. But it did not capture the enormity of short-term seasonal or circular migration (Srivastava, 2011a, 2012a). The Indian Human Development Survey (IHDS) also came up with low figures for seasonal migration (Srivastava, 2020). Migration-related studies have shown colossal interest among various scholars, policymakers and organizations since ages. Most of the studies in migration highlight the causes and impacts of migration.

Earlier studies across the Indian states report an increase in the out-migration from rural areas (Rai, 2018; Tumble & Bhide, 2019). When several economic, social, ethnic, and demographic factors have been recognized, their consolidation is treated as motivating internal migration. Though, usually economic factors have been emphasized by the social scientists as the primary motive of internal migration (Sharma, 2015). As a result, the modernization of the Indian economy has not shown a proper rural migration (Banerjee, 1984; Landy & Racine, 1997; Munshi & Rosenzweig, 2009): the main constituent of rising human flows linking rural to urban centers for labour is not residential migration but temporary, seasonal or cyclical migration (Chandrashekhar & Sharma, 2014), including short-term migrants and commuters. Numerous significant causes of migration are- better job prospects, securing employment, an inadequacy of land, low income, education, caste system, terrible drought, flood. When several economic, social, ethnic, and demographic factors have been recognized, their consolidation is treated as motivating internal migration.

In current scenarios, migration has taken an interesting turn since urban growth is deliberated as development and high urbanization have been taking place in 'smart cities' projects. Uttar Pradesh is the largest state of India in terms of population and size as well. It is larger than some medium-size countries hiding large-scale economic inequalities in terms of socio-economic development. The study focuses on Lucknow, the capital city of Uttar Pradesh. The city is known for its cultural heritage, declared as a smart city and is emerging as another metropolis in India. With the rise in investment in real estate and other industrial projects over the recent years, the city has witnessed the influx of inter-district and inter-state migrants. These migrants are essential segments of the labour market in Lucknow. Although, the existing researches on these short-term migrants explore limited aspects related to their socio-economic conditions. However, with this the issues such as, gated society, securitization, private provision of amenities, exclude the slum dwellers and short-term migrants. As a result, there is negligible access to urban places for poor people. The contribution of migrant labour has been consistently been underestimated even they are the one who contribute a lot in infrastructure building. Cities are bureaucratically planned and governed despite the 74th Amendment of the Constitution that made provisions for the democratic and decentralized functioning and governance to the urban local bodies (Bhagat, 2015). These are the manifestations of the neoliberal restructuring of urban areas.

The city has mixed migration flows, depending upon the diverse pull and push factors. The migrants are mostly engaged in informal sectors. According to Census 2011, the population of Lucknow city was 2.9 million and almost one fourth of the population lived in slums (Akoijam et al., 2017) which include migrants. The exclusion of migrants from social security measures with their vulnerabilities leads to poor access to healthcare benefits and inequalities, despite the high concentration of healthcare and other benefits (Babu et al., 2018). The labour relations are structured so that migrants remain a floating mobile labour force. They act as a part of a reserve army of labour that depresses wages in the informal labour market; however, they are not expected to be a part of cities.

Under these paradoxical circumstances, the study attempts to address the multifaceted mechanism of short-term migration, taking Lucknow district of Uttar Pradesh as the study area. The study broadly tries to analyze the nature, extent, trends and patterns of rural to urban migration focusing on inter-state migration to Lucknow. The study also tried to examine the determining factors behind their migration to the city of Lucknow.

II. Data and Methodology:

The study utilizes triangular method, both qualitative and quantitative techniques for the analysis. The city has a mixed migration patterns. Depending upon the diverse pull and push factors, the study utilized a comprehensive pre-tested questionnaire to collect desired information about short-term inter-state migrants. The questionnaire consists of individual information, employment mobility, reasons for migration, working and living conditions. The study is based on both primary survey conducted in the city of Lucknow, Uttar

Pradesh and the secondary data is collected from various other sources such as government reports, NSSO surveys etc. The data has been collected from a sample of 190 from various regions of the city.

Descriptive analysis has been carried out for the fundamental understanding using graphs, tables, cross-tabulation, and simple statistical tools. The study utilizes probit regression to examine the impact of various socio-economic factors of skilled and unskilled labour migration among short-term migrants.

III. Results of the Study:

(A). Descriptive Results:

(A.1) The social profile of Short-term Migrants in Lucknow

The social background of short-term migrants helps comprehend their state of mind and accessibility of new social status in the host place. Some of the variables documented for the present study are age, gender, marital status, educational attainment, land size, mobility flow, and stay at the destination. Table 1 shows the share of interstate migrants from the states such as Bihar, Chhattisgarh, Jharkhand, Madhya Pradesh, Rajasthan, and West Bengal. The highest percentage shares of interstate migrants are from Chhattisgarh and Bihar and are dominated by male members at 36.6 and 42.7, respectively. The share of female migrants is only 13.7 percent among total respondents and, they migrated along with their families.

Table 1: origin of inter-state migrants

State	Male	Female	Total
Bihar	60 (36.6)	0	60(31.5)
Chhattisgarh	70 (42.7)	2 (7.7)	72 (37.8)
Jharkhand	4(2.4)	12 (46.2)	16 (8.4)
Madhya Pradesh	14 (8.5)	0	14(7.3)
Rajasthan	8 (4.9)	0	8 (4.2)
West Bengal	8 (4.9)	12 (46.2)	20(10.5)
Total	164(86.3)	26(13.7)	190 (100)

Source: Primary Survey, 2021

Age is an important indicator that determines the working capacity of migrants. Mostly, migrants in the age group of 15-55 years are considered energetic and competent in doing all types of work. Furthermore, these migrants can also survive harsh and unhygienic conditions of work and stay. The age-wise distribution of in-migrants in Lucknow delineates that most of these in-migrants were in the combined age group of 21-35 years, consisting of 64 percent of total in-migrants while the smallest number of in-migrants were in the age group of Above 50 and is 1 percent of the total. It means that a significant portion consisted of youth, while a small part of them comprised elderly people. It also indicates that the number of migrants decreases with an increase in age. The second-largest group of in-migrants in the city was in the combined age group of 36-45 years. The comprehensive results are given in Table 2.

Table 2: age group of the respondents

Age Group	Percent	Age Group	Percent
15-20	4.2	36-40	17.9
21-25	17.9	41-45	7.4
26-30	28.4	46-50	5.3
31-35	17.9	Above 50	1.1

Source: Primary Survey, 2021

The reasons for internal migration in India are agricultural failure, social and economic inequality, and a vast population, unemployment, political and religious reasons (Mehrotra, Parida, Gandhi, & Sinha, 2014) A significant part of the migrants consists of the OBC and the SC communities in search of employment. However, India's survey does not adequately capture the movement of SC and ST people

mainly because these groups are engaged in short-term migration (Deshingkar & Akter, 2013). More than 80 percent of the respondents belong to the Hindu religion and 69 percent of the respondents are Other Backward Caste among which 27.69 percent are Muslims. On the other hand, 28 percent belong to Scheduled Castes (Figure 1).

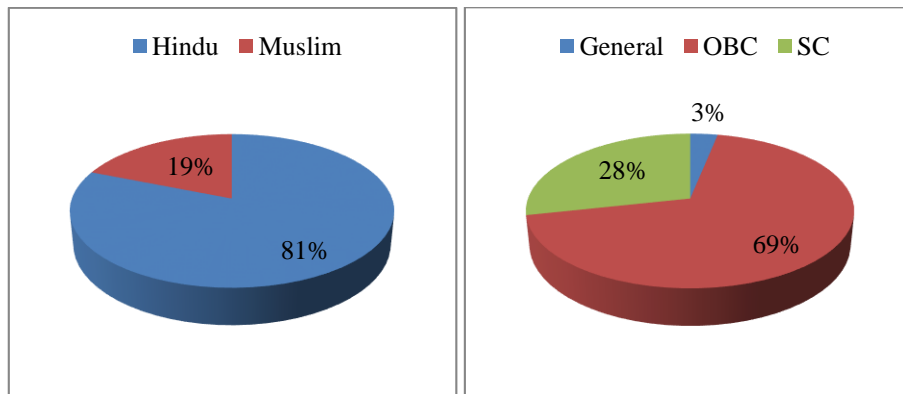


Figure 1: the percentage share of Religion and Caste of the Interstate Migrants
 Source: Primary Survey, 2021

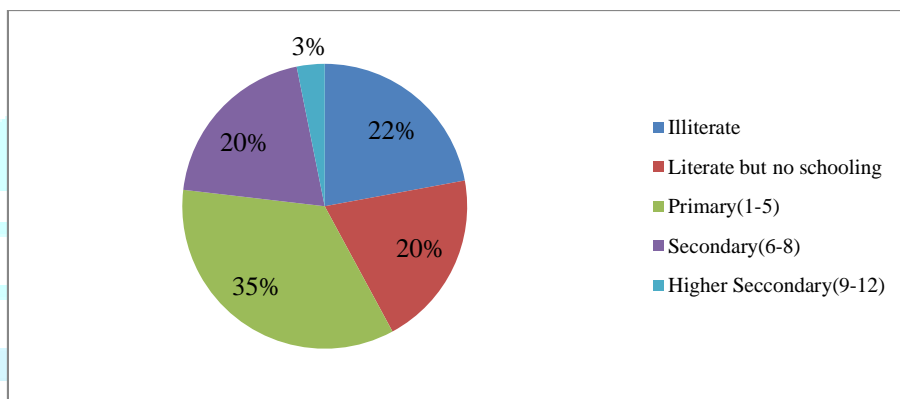


Figure 2: education level of respondents
 Source: Primary Survey, 2021

Education is an important element for the development of human capital. The respondents about more than 42 percent never attended school (Either illiterate or literate without schooling) and 35 percent have completed or dropouts of their primary education (Figure 2).

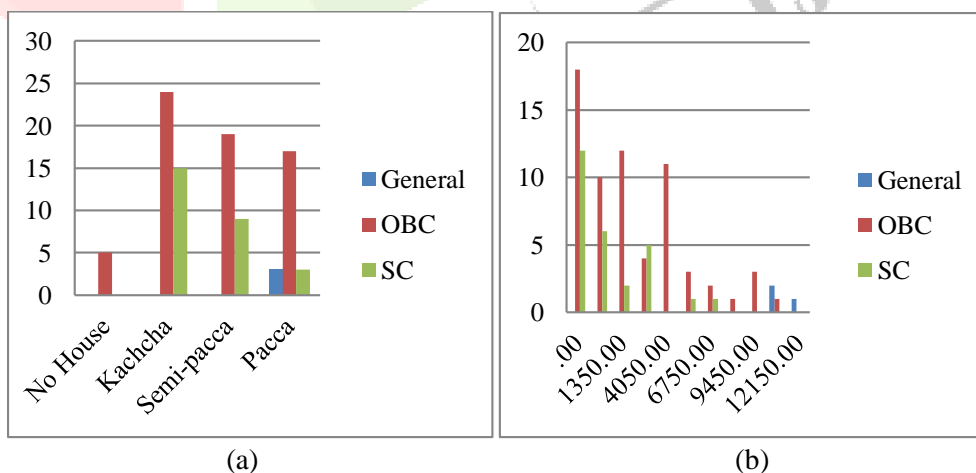


Figure 3: possession of house and size of land
 Source: Primary Survey, 2021

The ownership of the type of house owned by interstate migrant workers in their native state has been presented in Figure 3(a). The majority of the respondents are possessing kachcha and semi-pucca houses. The respondents belonging to the general category possess pucca house. The living conditions of these migrants are so vulnerable at origin suffering from socio, political and economic deprivation leaving them with no option other than migration.

Figure 3(b) demonstrates the possession of land by the respondent's social categories. The major share of migrants belongs to SC and OBC because they possess a small size of lands or are landless, are highly poor, have low level of human capital, whereas the bigger sized lands are possessed by the respondents belonging to the general category.

(A.2) Economic Status:

Table 3: earnings of inter-state migrants in Lucknow

State	Income Group							Total
	1	2	3	4	5	6	7	
BR	-	12 (16.00)	26 (17.11)	2 (4.88)	4 (6.67)	10 (29.41)	6 (25.00)	60 (15.00)
CG	-	2 (2.67)	10 (6.58)	14 (34.15)	24 (40.00)	10 (29.41)	12 (50.00)	72 (18.00)
JH	6 (42.86)	10 (13.33)	-	-	-	-	-	16 (4.00)
MP	2 (14.29)	2 (2.67)	10 (6.58)	-	-	-	-	14 (3.50)
RJ	-	-	-	-	-	4 (11.76)	4 (16.67)	8 (2.00)
UP	6 (42.86)	47 (62.67)	88 (57.89)	25 (60.98)	32 (53.33)	10 (29.41)	2 (8.33)	210 (52.50)
WB	-	2 (2.67)	18 (11.84)	-	-	-	-	20 (5.00)
Total	14 (3.50)	75 (18.75)	152 (38.00)	41 (10.00)	60 (15.00)	34 (8.50)	24 (6.00)	400 (100)

Source: Primary Survey

Note: BR-Bihar, CG-Chhattisgarh, JH-Jharkhand, MP-Madhya Pradesh, RJ-Rajasthan, UP-Uttar Pradesh, and WB-West Bengal & percent is mentioned in parenthesis

Income Group: - 1:3000-5000, 2:5001-7000, 3:7001-9000, 4:9001-11000, 5:11001-13000, 6:13001-15000 and 7:15001-17000.

Table 3 shows the state-wise income group of the respondents. Short-term migrants from West Bengal, Jharkhand, and Madhya Pradesh belonged to lower-income strata earning less than Rs 9000, whereas the individuals from Rajasthan belonged from a little higher-income strata. The respondents from West Bengal, Jharkhand, and Madhya Pradesh mainly were illiterate, casual labour and belonged to the SC and the OBC communities. However, most of the individuals from Bihar, Chhattisgarh, and other UP districts belonged to the third income category of Rs 7001-9000. Only 6 percent of the respondents were in the income group of Rs15000-17000. (Table 3)

(B) Results from Probit Regression:

The regression probit model has been used to examine, following the earlier literature (Parida, 2015; Ghatak. R., Rajan S.R. 2020). The various factors that affect migration are age, marital-status, religion, educational status, family income, experience of the migrants, caste, number of family members, and better employment. The study examines the role of skilled, unskilled and the influence of these factors on migration.

The regression model probit has been fitted to determine the socio-economic factors influencing migration decisions. Table 4 explains the independent variables and respective measures used to run the probit regression. Some of these are dummy as well as continuous variables. The dependent variables are skilled and unskilled migration (SU_i).

Table 4: variables and their measurement

Name of the Variable	Description	Measure
Variables for Inter-state Migration		
S_Age	Age of the Inter-state Migrants	Continuous
S_Rel	The religion of the Inter-state Migrants; if Hindu=1, otherwise	Dummy
SE_Stat	Education Status of the Inter-state Migrants	Continuous
SExp_Mon	Experience of the Inter-state Migrants in Months	Continuous
SC_SC	Inter-state Scheduled Caste; if SC=1, otherwise 0	Dummy
S_OBC	Inter-state OBC; if OBC=1, otherwise 0	Dummy
SFam_Inc	Family Income of the Inter-state Migrants	Continuous

A probit model to estimate the socio-economic factors affecting skilled and unskilled migration of inter-state migration is presented below.

$$SU_i = \alpha + \beta_1 Age + \beta_2 Religion + \beta_3 Caste + \beta_4 Education + \beta_5 Experience + u_i$$

Where SU_i is a dependent variable (skilled and unskilled) that takes the value '0' if the respondent is unskilled and '1' for skilled migrant; α is a constant term, age; religion ('1' Hindu and 0 otherwise); caste ('1' for lower caste and '0' otherwise); education; the number of family, experience (in months), employment, and u_i is the stochastic error term. β_1 to β_7 are the regression coefficients associated with the explanatory variables. With respect to caste, the regression models have run with OBC ('1' for the respondent belong to OBC and '0' otherwise) and SC categories ('1' for the respondent belong to SC and '0' otherwise) separately.

B.1 Inter-state Migration (Models for Skilled and Unskilled):

There have been two types of migration flows to the urban areas based on their needs. The workforce can be divided between skilled and unskilled workers. Skilled migrants are relatively better off in terms of education, skill, and standard of living than unskilled individuals. There is a clear divide in the searching pattern for work by the migrants. However, the rural workforce is primarily unskilled and, whosoever is skilled has learned the skill through 'learning by doing. Because of the lack of availability of work in the source region, they migrate to cities, join informal work, and form a reserve army of labour'. Through 'learning by doing,' many migrants obtain the skill and then turn into a skilled workforce. However, other migrants are unsuccessful in securing skills remain work as casual labour in urban areas. On the other hand, possession of low sized land or no land is a major element that pushes the rural agricultural labour to migrate during lean season for agriculture. This section employs probit model to discuss the impact of different socio-economic factors on inter-state migration of skilled, unskilled workforce to Lucknow.

Table 5.1 reports the probit model results identifying the factors influencing the inter-state skilled and unskilled migration to the city Lucknow. The controlled variables in the model are demographic features such as gender, age, religion, caste, education, and experience which are expected to influence the probability of an individual to be skilled or unskilled.

Table 5.1: Identification of the factors that influences Inter-state Skilled and Unskilled Migration by Probit Model (Scheduled Caste)

Variable	Coefficient	SE	Z	p> z
S_Age	.06399	.0132694	4.82	0.000***
S_Rel	1.031824	.3178225	3.25	0.001***
SE_Stat	.107186	.1073569	1.00	0.318
SExp_Mon	-.0327654	.0123462	-2.65	0.008***
SC_SC	-.9163361	.2517033	-3.64	0.000***

Note: ***, ** and, * indicate significance at 1 percent, 5 percent and 10 percent probability levels, respectively.

1. Number of observations = 190, LR chi2 = 63.82, Prob > chi2 = 0.0000.

Log likelihood = -98.513483, Pseudo-R2 = 0.2447.

2. SE = standard error, Z = Z-statistics, z = probability of Z-statistics denotes the level of significance.

The likelihood ratio of chi-square is significant at 1 percent level and, the pseudo r square is 0.2447, which implies that the model fits in data. The signs and values of independent variables such as age, religion, education status, experience, and caste show how skilled migration influences. The estimates suggest that a migrant is more likely to be a skilled if he is Hindu. The coefficient of Scheduled Caste is negative and significant, i.e., less than one; this means that the likelihood of being an unskilled migrant is more if the migrant belongs to the Scheduled Caste. The coefficient of experience is negative and significant implies that the probability of being an unskilled inter-state migrant is more if he is experienced. However, the descriptive analysis in Chapter-4 shows that many inter-state migrants are engaged in skilled work, i.e., less or not experienced but working as a helper in their respective fields. It has been happening due to a frequent change in occupation. (Table 5.1)

Table 5.2: Explanatory Variables of the Probit Model of Inter-state Skilled and Unskilled Migrants and Estimated Marginal Effects (Scheduled Caste)

Variable	dy/dx	SE	Z	p> z	X Bar
S_Age	.0248547	.0051	4.87	0.000***	32.1053
S_Rel	.3428833	.08194	4.18	0.001***	.810526
SE_Stat	.0416327	.04159	1.00	0.317	2.61579
SExp_Mon	-.0127266	.00479	-2.66	0.008***	13.1789
SC_SC	-.3241411	.07767	-4.17	0.000***	.284211

Note: * df/dx is for discrete change of dummy variable from 0 to 1.

SE = standard error, Z = Z-statistics and z = probability of Z-statistics denotes the level of significance.

During the field survey in the labour market (Naka), many respondents reported that they know other skilled work like mason work, plumbing, and has experience in these fields. Still, they are also ready to do casual work because they need work to earn money instead of sitting idle a whole day. The average level of education is 2.62 years of schooling, which shows that most inter-state migrants did not complete their primary schooling. The coefficient of education is positive but not significantly affecting skilled migration; which suggests that education play a very limited role in short-term migration process as the kind of work they are doing need less human capital. The average age of inter-state migrants is 32 years. Increasing the age of migrants increases the probability of being skilled inter-state migrants. However, with age, it is observed that the probability of being an unskilled migrant is higher for the Scheduled Caste. (Table 5.2)

Table 6.1: Identification of the factors that influence Inter-state Skilled and Unskilled Migration by Probit Model (Other Backward Caste)

Variable	Coefficient	SE	Z	p> z
S_Age	.0644337	.0129543	4.97	0.000***
S_Rel	.9430666	.3195254	2.95	0.003***
S_OBC	.6605206	.2334635	2.83	0.005***
SE_Stat	.162799	.1039559	1.57	0.117
SExp_Mon	-.0312434	.0120514	-2.59	0.010***

Note: ***, ** and, * indicate significance at 1 percent, 5 percent and, 10 percent probability levels, respectively.

1. Number of observations = 190, LR chi2 = 58.01, Prob > chi2 = 0.0000.

Log likelihood = -101.41415, Pseudo-R2 = 0.2224.

2. SE = standard error, Z = Z-statistics, z = probability of Z-statistics denotes the level of significance.

Tables 6.1 and 6.2 identify and examine that the factors influencing the skilled and unskilled migrants from other states to Lucknow focused on Other Backward Caste. The variables age and religion are expected to bring on potential skilled migrants to the city. Yet again, the coefficient of experience is negative and less than one. It explains that if the inter-state migrant is experienced, being a skilled migrant is low which shows similar pattern like SC. However, the probability of being a skilled inter-state migrant is very high if the migrant selected randomly belonged to other backward caste and Hindu. The coefficient of education is

positive but not significant which means that there is no role of education on skilled migration. At the same time, there is an increase in probability of skilled migrants with increase in age. The finding suggests that younger people prefer skilled migration.

Table 6.2: Explanatory Variables of the Probit Model of Inter-state Skilled and Unskilled Migrants and Estimated Marginal Effects (Other Backward Caste)

Variable	dy/dx	SE	Z	p> z	X Bar
S_Age	.0250113	.00497	5.03	0.000	32.1053
S_Rel	.318903	.08603	3.71	0.000	.810526
S_OBC	.2434885	.07991	3.05	0.002	.684211
SE_Stat	.063194	.04017	1.57	0.116	2.61579
SExp_Mon	-.0121278	.00467	-2.60	0.009	13.1789

Note: * df/dx is for discrete change of dummy variable from 0 to 1.

SE = standard error, Z = Z-statistics and z = probability of Z-statistics denotes the level of significance.

V. Conclusion and Suggestions:

The analysis of the socio-economic profile of the short-term migrants in Lucknow, drawing on the field survey delineates that low economic status is a significant cause of migration of the inter-state migrants in Lucknow. Most of the migrants were illiterate, unaware, and belong to the OBC and the SC communities. The unorganized interstate migrants have been, directly or indirectly, contributing to the economies of destination and origin states in the form of infrastructure development & GDP growth, and remittances, respectively. Estimation of the probit model reveals that factors like marital status, house, land size, education, family income, and better employment benefit from migration, significantly impact migration decisions. However, the result shows a diminishing and negative relationship between land size and the decision to migrate. The variables age and religion bring on potential skilled migrants in the city. The average age of short-term migrants is 31.6 and average year of education is 2.89 years. This clearly shows that the short-term migrants were in the highly productive age and did not complete the primary education. The estimate suggests that an individual is more likely to be skilled if a person is Hindu. Most of the inter-state migrants are experienced and engaged in skilled labour. An increased age increases the probability of being skilled migrant. Majority of the unskilled migrants belonged to Scheduled Caste in contrast to Other Backward Caste. The SCs are more likely to migrate as unskilled compared to the Unreserved Category. Field survey also highlighted that the skilled migrants who used to go to Naka for work even they were experienced they are ready to do casual work instead of sitting idle without earning.

However, among the entire short-term migrants, the casual labourers are at the bottom of this construction sector worker hierarchy and are the most sufferers. Labour laws and social security measures are not enforced properly resulting in every kind of exploitation and abuse faced by short-term migrant workers. These individuals are invisible in multiple ways in terms of data availability, portable identity, and negligence from the administrative and governing body. There should be a focus on orderly registration and keeping records of all the arrivals and an innovative approach to provide public services to migrants. Unfortunately, short-term migrants have been the neglected lot and have been more or less been outside the provisions of social security and decent wages.

References;

- Akter, S., Farrington, J., & Deshingkar, P. (2013). Vol. 41, NO. 2 Asian Profile April 2013, pages 115-129 Pathways out of Poverty and Vulnerability: Evidence from the Indian State of Andhra Pradesh. *Asian Profile*, 115-129.
- Banerjee, B. (1984). The probability, size and uses of remittances from urban to rural areas in India. *Journal of Development Economics*, 16(3), 293-311.
- Breman, J. (1996). *Footlose labour: Working in India's informal sector*. Cambridge: Cambridge University Press.
- Breman, J. (2013). *At work in the informal economy of India: A perspective from the bottom up*. Delhi: Oxford University Press.
- Castelli, F. (2018). Drivers of migration: Why do people move? *Journal of Travel Medicine*, 25(1), 1-7. <https://doi.org/10.1093/jtm/tay040>.

- Chandrasekhar, S. & Sharma, A. (2014). Urbanization and spatial patterns of internal migration in India (Working Papers 2014–2016). Mumbai: Indira Gandhi Institute of Development Research.
- Chandrasekhar, S., & Sharma, A. (2015). Urbanization and spatial patterns of internal migration in India. *Spatial demography*, 3(2), 63-89.
- Chandrasekhar, S., Das, M., & Sharma, A. (2015). Short-term migration and consumption expenditure of households in rural India. *Oxford Development Studies*, 43(1), 105-122.
- Denis, E., & Zérah, M. H. (2014). *Rural-urban linkages: India case study* (Doctoral dissertation, Rimisp, Centro Latinoamericano para el Desarrollo Rural, Santiago, Chile.).
- Deshingkar, P., & Akhter, S. (2009). Migration and human development in India.
- GoI (2020). Code on Social Security, 2020. Available at https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&cad=rja&uact=8&ved=2ahUKEwifju3Xy5LxAhXnwjgGHULnDmIQFjACegQIExAE&url=https%3A%2F%2Fwww.esic.nic.in%2Fattachments%2Fcirculfile%2F97716378d1891ac0a2faba7a75b8b919.pdf&usq=AOvVaw1rMvWWq5NEXKAiKhD2v3B_
- GoI, (2020). Occupational Safety and Working Conditions Code, 2020, Ministry of Labour and Employment. Accessed on: <https://labour.gov.in/whatsnew/occupational-safety-health-and-working-conditions-code-2020-no-37-2020>.
- Guérin, I. (2014). 10 The political economy of micro entrepreneurship. *The Informal Economy in Developing Countries*, 215.
- Guérin, I., & Srivastava, R. Labour Regulations and Labour Standards in India: Decent Work?. *Labour*, 2, 20-2012.
- Hirway, I., Shah, A., & Shah, G. (2014). *Growth or development: Which way is Gujarat going*. Oxford University Press.
- ISMWA, 1979. Ministry of Labour and Employment, Government of India (30 of 1979). <https://labour.gov.in/labour-welfare?page=1>
- Iyer K.Gopal, “Second National Labour Commission and Critique of Trade Union”, K. Gopallyer(ed), *Distressed Migrant Labour in India key Human Rights Issue*, 421 (Kanishka Publishers, New, 2004).
- Labour Department of Uttar Pradesh Website: <http://uplabour.gov.in/StaticPages/AboutUs.aspx>
- Landy, F. & Racine, J.-L. (1997). Croissance urbaine et enracinement villageois en Inde. *Espace, Populations, Sociétés*, 2–3, 173–184.
- Lerche, J., Guérin, I., & Srivastava, R. (2012). Special issue on labour standards in India. *Global Labour Journal*, 3(1), 1-190.
- Mehrotra, S., Parida, J., Gandhi, A., & Sinha, S. (2014). Explaining employment trends in India, 1993–2012. *Economic and Political Weekly*, 49(32), 49–57.
- Mohanani, P. C. (2008). Differentials in the rural–urban movement of workers. *Journal of Income and Wealth*, 30(1), 59–67.
- Mosse, D., Gupta, S., Mehta, M., Shah, V., Rees, J.F. & KRIBP Team (2002). Brokered Livelihoods: Debt, Labour Migration and Development in Tribal Western India. *The Journal of Development Studies*, 38(5), 59-98.
- Munshi, K. D. & Rosenzweig, M. R. (2009). Why is mobility so low? Social insurance, inequality and growth (NBER Working Paper No. 14850). Cambridge: National Bureau of Economic Research.
- Nayak, N. (2005). Social Security for the Unorganised Sector. *Economic and Political Weekly*, 2231-2233.
- Rai, P. (2018). The labor of social change: seasonal labor migration and social change in rural western India. *Geoforum*, 92, 171-180.
- Skeldon, R. (2012). Going round in circles: Circular migration, poverty alleviation and marginality. *International Migration*, 50(3), 43-60.
- Srivastava, R (2012). Changing employment conditions of the Indian workforce and implications for decent work. *Global labour journal*, 3(1).
- Srivastava, R. & Sasikumar, S. K. (2005). In T. Siddiqui (Ed.), *Migration and development: Pro-poor policy choices* (pp. 157–216). Dhaka, Bangladesh: The University Press.

Srivastava, R., 2011a, 'Internal Migration in India: An Overview of its Features, Trends and Policy Challenges', paper presented at UNESCO-UNICEF National Workshop on Internal Migration and Human Development in India, 6–7 December 2011, ICSSR, New Delhi.

—. 2011b, 'Internal Migrants and Social Protection in India: The Missing Links', paper presented at UNESCO-UNICEF National Workshop on Internal Migration and Human Development in India, 6–7 December 2011, ICSSR, New Delhi.

Srivastava, R. (2020). Labour Migration, Vulnerability, and Development Policy: The Pandemic as Inflexion Point?. *The Indian Journal of Labour Economics*, 63(4), 859-883.

Srivastava, R. S. & Bhattacharya, S. (2002, September 18–19). Globalisation, reforms and internal labour mobility: Analysis of recent Indian trends. Paper presented at the seminar 'Labour, Mobility and Globalising World: Conceptual and Empirical Issues'.

Srivastava, R.(2011). Labour Migration In India: Recent trends, pattern and policy issues. *Indian Journal of Economics*, 54(3), 411-440.

Vartak, K., Tumbe, C., & Bhide, A. (2019). Mass Migration from Rural India: A Restudy of Kunkeri Village in Konkan, Maharashtra, 1961–1987–2017. *Journal of Interdisciplinary Economics*, 31(1), 42-62.

World Bank. (2008). Living conditions and human development in Uttar Pradesh: A regional perspective (Report No. 43573-IN). Washington, DC: Poverty Reduction and Economic Management, South Asia, World Bank.

Zelinsky, W. (1971). The hypothesis of the mobility transition. *Geographical Review*, 61(2), 219–249.

