



Review of literature on Design thinking for the Mitigation of Migrant workers' Problems during Pandemic Crises - A study.

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Abstract

The Covid-19 is the eye opener for everyone as to the magnitude and dimensions of the problems of the migrant workers. Migration of workers has become a social, economic, Socio-economic and socio-cultural problems drawing attention throughout the world. The collapse of rural livelihood in many parts of India also forced the workers to migrate from their native places in search of employment. Economic, Social, Political and Geographical push and pull factors are responsible for the movement of workers within the nation and across the nations. The present study tries to find out The review of literature on labour migration provides the different aspects of labour migration and the effect of migration on the migrant and their households. This Paper provides a detail description on the theories of labour migration, determinants of migration, socio-economic impact and migration, construction sector in India and human capital and attitude in livelihood improvement.

keywords: Mitigation, Migrant workers' Problems, Pandemic Crises and Design Thinking

Introduction:

Migration is an expression of the human aspiration for dignity, safety and better future. It is the part of the social fabric, part of our very make- up as a human family. Migrant labourers are those who move from their place of origin to another place within the country or outside the country with an objective to earn gainful employment. The generation of productive and gainful employment with decent working conditions, on an adequate scale to absorb our growing labour force must form a critical element in the strategy for inclusive growth. The basic weakness in our employment performance is the failure of the Indian economy to create sufficient amount of additional high quality employment to absorb the new entrants into the labour market and also facilitating the absorption of the surplus labour that currently exist in the agriculture sector, into higher wage, non agriculture employment.

Migration is a common phenomenon in the growth centres all over the world. The growth centres generate demand for labourers. They are mainly employed in unorganized informal sector. The share of the migrants in the total population is higher in the urban areas than the share of the migrants in the rural areas. Females migrate more than the males in the rural areas as well as in the urban areas. This is because most of the female migration is due to their marriage. Males from both the rural and the urban areas have not shown any tendency to migrate to the rural areas as most of them migrate mostly for economic reasons. The lack of employment opportunities in the rural areas and the better employment prospects and the infrastructural amenities in the urban areas motivate people to migrate to the urban areas. However, an excessive migration to the urban areas has its own serious consequences on the urban infrastructure, civic amenities, environment and the like. Thus, there is an immense need for developing the rural and the backward regions of the country to promote a balanced. Addressing the socio-economic and socio-cultural problems of migrant workers is the focus of the study.

Major Research Works Reviewed:

Theories on Labour Migration

Adam Smith (1776) was the first economist to write on migration, in his enquiry into the Nature and Causes of Wealth of Nations. Smith observed that the wage of labour varies more from place to place than the price of provisions. The rural / urban wage differential substantially exceeded the differential for commodity prices. Smith thus observed that migration is a response to spatial disequilibrium in the labour market and the main determinant to migration is the spatial difference in return to labour supply.

Hicks (1932) analysed that difference in net economic advantage, chiefly the difference in wages are the main causes of migration. (Barry R Chiswick, 2015)

Jhon R Harris and Michael P Todaro (1970) put forward a two sector model for internal migration. Todaro's model of migration suggests that decision to migrate depends upon two factors which are expected income differential in rural and urban areas and probability of securing employment in urban sector.

Modern Theories on Labour Migration

Greenwood (1985) discussed about various models of migration. A model is the abstract depiction and simplification of a complex real-world process, which may or may not be expressed mathematically.

Ellis (2017) put forward a livelihood platform for new policy thinking about national and international migration. The study provides connection between population mobility and livelihoods and it stresses on the crucial role of migration in diminishing vulnerability and reducing poverty in low income countries.

Varughese (2013) analysed on migratory decision, channel of migration, living conditions and other aspects relating to migration in India, Nepal and Bangladesh. The policy regulation and recommendations are made based on the study.

Yuko Tsujita (2012) studied the migration from Bihar, one of the most under developed state in India by paying attention to social class and landholdings. The study shows that Muslims are more migratory in nature. Migration is high among the landless and smaller land holders.

Socio-economic Impact and Migration

Narayana D (2013) carried out an estimate of the domestic migrant labourers in Kerala. They conducted a train-based survey of the migrant labourers who were coming in and going out of the state. They suggested certain policy recommendation to government to manage the affairs of domestic migrant labourers in Kerala.

Mehra (2012) attempted to study the socio-economic background of the migrants, determinants, employment, income, socio-cultural way of life amongst migrants, consumption and remittance pattern of the migrants in the Ludhiana city. It is found that economic status of the migrant has been improved. Large family size of the migrants seemed to be one of the reasons for economic backwardness. The majority of the migrants are found to be illiterate. The workers expressed their liking to Punjabi music, language and food.

Tripathy (2011) opined that migrant labour from Bihar are spread from Kerala to Ladakh, migration provides buffer earning to the poor families. The study reveals that Bihar's agricultural economy is highly sustained and subsidised by the remittance send by the migrants.

Martin Browning (1996) investigated the household motive to save and it begins with the Keynes eight savings motives and explains that precaution motive is the most important motive among them. It also probes in to saving behavior and short-run and long-run consumption behavior. The study introduced a standard model which makes savings as a central point and income and consumption as residual.

Construction sector in India

Rajeswaran (2015) studied about the socio-legal aspects of inter-state migrant workers in the construction industry in Chennai, the work mainly aimed to get an overview of the legal aspects of inter-state migrant workers in India. The study find out that the law of inter-state migration is not enough to protect the labourers and the labourers are unaware about the social security measures and labour laws related to the labourers. The labourers are exploited by everyone. The study suggests the need to amend the inter-state migrant labourer's law. The workers shall be protected from the evils of contracting. The study emphasis that the Act to enlarge the duties and responsibility of principal employer. The study establishes the necessity to form migrant labour board.

Pattanaik (2009) examined the reason why and how young migrant construction workers in urban unorganized sector had to come to work in tricity of Chandigarh, Panchkula and Mohali, how they live and spend their money. Based on the findings the article argues that Indian policy makers, with specific regard to urban organized sector, should take more adequate measures for the protection of the human rights of those migrant workers.

Abdul Navas (2008) studied the Impact of Kerala Building and Other construction workers Welfare fund Board on the construction workers in Kerala. The study disclosed that construction is a male dominated sector, especially for skilled work and female workers are employed in the sector only for unskilled work or as helpers. Wage discrimination to the women workers still exists in the sector and therefore this sector is not attractive to the female workers who want to undertake skilled work and upgrade their skill. In this study, an effort was also made to collect the opinion of the members regarding the adequacy of benefits

they receive from the Board and majority of the members viewed that present amount of benefits are inadequate.

Human Capital and Attitude in Livelihood Improvement

Rajiv Khandelwal (2007) examined how to upgrade migration through an innovative educational programme. He is the Director of Ajeevika Bureau, Udaipur, India. The study discloses that migration is a panacea for the poor tribal and non tribal people of Rajasthan. They migrate almost all parts of the unorganized sectors of the country for getting a living. The migrants' educational condition is very poor and it causes many type of exploitation. The labourers who are traditionally backward cannot able to come in the upward strata due to their poor education and lack of skill. The Ajeevika Bureau aims to create sustainable development for the poor migrant labourers from Southern Rajasthan by providing new opportunities to upgrade skills and find employment, and contribute to a skilled and confident migrant labour force which is able to negotiate higher returns in the labour market.

Ajzen (2005) defined that an attitude is a disposition to respond favorably or unfavorably to an object, person, institution or event. The different type of responses from which the attitude can be thus inferred include: cognitive responses, affective responses and conative responses. Cognitive responses of verbal nature reflects the perception or belief of, and thought about the attitude object, the second category of responses from attitudes can be inferred has to do with evaluations of and feelings towards, the attitude object. The third category of responses of a conative nature are behavioral inclinations, intentions, commitments, and actions with respect to the attitude object. The study also explains about the format of Likert(1932) attitudinal scaling method. The positive items are scored from 5 (strongly agree) to 1 (strongly disagree). In the third chapter titled from dispositions and actions he explained the MODE model of Fazio, which posits that attitudes can be activated in one of two ways, in controlled or deliberative fashion or in automatic or spontaneous fashion.

Ajzen (1987) explained about the attitude and behavior in persons. The study commented that numerous attitudes were assessed when a new social issue emerges and additional attitude domains were explored. The study further explains that there exist little evidence to support stable underlying attitude within person, which influences both verbal expression and actions.

Garry S Becker (1986) emphasized that family behavior is the core part which determines the rise and fall of the families. Cultural and genetic endowments are automatically transferred from parents to their children and these will be the determinant of the rise and fall of the families.

Thomas Johnson (1974) analysed the investment in human capital and growth in personal income by using time series of cross-sections in a single regression. It analysed the different rates of exogenous growth at different schooling level. The study found that the trends for middle aged workers that dominate in parameter estimate can't continue if monetary benefits to higher level of schooling are maintained.

Haley (1973) pointed out that the cost of investment in human capital is measured by the earnings which are foregone during the investment period. The study popounded a model of optimal human capital accumulation.

Bowels (1970) pointed out that migration is carried out to economic incentive; the benefit of migration is higher income in the destination or a more pleasant physical or social environment. The people with more education adapt more successfully to the economic disequilibrium.

Research Gap

The review of literature provides a great deal of information regarding labour migration and it also point out the unexplained research areas which needs further studies. The theories of migration provides support to both internal and international migration stream but the empirical studies which make use of NSSO and Census data doesn't provide a comprehensive picture about the determinants, consequences and impact of migration. The studies on the determinants of migration highlights that purpose of migration is basically economic, but the economic consequences of migration are not yet studied in depth. The major portion migration studies in TS are about international migration, there are only a few studies on internal migration. The majority of the international migrants are skilled labourers but on the other hand the large portions of internal migrants are poor and unskilled labourers. These labourers move from their home place in search of employment and improvement in their livelihood. It is essential to study whether these labourers attained any economic improvement like those migrated internationally. Further there are only a few studies in India regarding the construction sector which provides employment to a large number of informal workers. It is essential to study the employment pattern of migrant labourers in construction sector, whether they are able to get decent working environment, safety measures, social protection, and opportunity to use and develop human capacity. It is necessary to study whether the labourers are getting adequate income and whether they have saving potential and saving regularity. It is also essential to study how the human capital and attitude of labourers will improve the livelihood of migrant labourers.

Conclusion: The employer who employs migrant labourers must provide these facilities to the workers. Government should enforce the proper implementation of Interstate Migrant Workers Law for providing these facilities in the work place. Whenever any construction project has been taken up and is likely to last for some longer time, then the Government/Employers should take necessary steps for the schooling of the school going children of the construction labours. Thus they help and contribute to the economic development of the State. Migrant labourers are the most vulnerable and exploited among informal workers and have not received any attention in the labour policy in the States which are sources (origin) of supply of migrant workers. In order to ensure a good level of attitude towards present social environment the migrants shall be provided with proper hygiene and sanitary facility, provide awareness regarding family responsibility and social status; impart local language to improve social interaction.

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