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## MIGRANT WORK FORCE'S CONTINUITY AND CHANGE CONTEXT: A CRITICAL STUDY

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### ABSTRACT

This study has been undertaken to investigate the determinants of migrant work force labours which are migrated through various states in search of daily wages. The increasing trend of rural migration which is empathically evident has been caused by existing differential in earnings and differences in the levels of availability of various amenities in life. Rural urban migration being the index of growing industrialization of an economy the urban industrial developments offers a positive inducement to the rural people to moves to industries in urban areas for improvement of their economic status.

**KEYWORDS:** Migrating labour, labour exploitation, Poverty, Types of labour forces in India.

### INTRODUCTION

Migration, especially in modern times, is a major symptom of basic social change. Migration is one of the basic factors affecting population change of an area, the other two factors being fertility and mortality. Conceptually migration can be defined as the movement of individual or groups of people from one place of residence to another who have the intention of staying in the new place for a long period of time. Migration of human beings has taken place from time immemorial and it indicates the inherent tendency of human being to move from one place to another in search of better amenities in life. Since time immemorial people (e.g. nomads) used to move from one place to another in search of rich hunting ground and fertile cultivable land. During the transitional stage of development with the establishment of urban mass production factories and the advent of modern transport and communication, the movements of people were directed from rural to urban areas. Such trends in migration were in response to the creation of new employment opportunities in secondary and service sectors which tended to be spatially located in cities and towns. "The rapid growth of industries, transport & communication and other economic and social overheads in urban areas encouraged people to migrate in large number from rural too big and metropolitan cities in search of better employment opportunities".

In recent years, when nearly all of the less developed countries of the so- called third world are in their transitional stage of development, rural to urban migration has become the predominant migratory stream of the world. The urban population in the developing countries had been projected to grow from 275 million in 1951 to 1.45 billion in 1990 and over 2.1 billion in 2000 (U.N., 1980), which implies that the percentage of urban dwellers in the developing countries to the total urban population is expected to go up for a mere 38% (in 1951) to 60% (in 1990) and then to 66% (in 2000). Similarly, peering into the dawn of an urban millennium, UNFPA (2007) revealed that in 2008 the world would reach an invisible but momentous milestone, where for the first time in history, more than half of its human population (3.3 billion people), will be living in urban areas. This is expected to swell to almost 5 billion by 20302. While the world's urban population grew very rapidly (from 220 million to 2.8 billion) over the 20th century, the next few decades will see an unprecedented scale of urban growth in the developing world. This will be particularly notable in Africa and Asia where the urban populations will double between 2000 and 2030. The report also revealed that by 2030, the towns and cities of the developing world will make up 81 percent of urban humanity." Rural-urban migration being the index of the growing industrialisation of an economy, the urban industrial development offers a positive inducement to the rural people to move to the industries in urban areas for improvement of their economic status.

## MEANING OF MIGRATION

The word 'migration' derives from the Latin word migrate, which means to change one's residence. Literally, it means the settlement or shifting of an individual or a group of individuals from one cultural area or place of habitation to another, more or less permanently. Human beings have a tendency to travel from place to place in search of a better life or sometimes through compulsion. They have migrated from place to place throughout history. In this century where globalisation has made a distant place more connected than ever, migration has become an important feature. An attempt has been made here to develop an understanding of the phenomenon of migration. It is generally believed that migration is one of the most significant factors leading to population change. Human beings are on the move, even though the population has settled down in geographical space all over the world. Historical records show that people moved away from the age-old nomadism long ago and have been moving from one place to the other for various reasons. The reasons for migration may be different and specific to individuals and families.

A migrant is a person who makes a permanent change in his or her regular place of residence. Likewise, migration is the movement of individuals or groups from one place or residence to another when they have the purpose of remaining in the new place for some significant period of time. Population movement - migratory or local usually is deliberate. That makes the presence (or absence) of movers in a place a matter of choice, not chance. The voluntary movement of people selects distinct types. Migration refers to movement from one "community" to another or, more broadly, long-distance (instead of short distance) moves. The term Migration as used by demographers refers to mobility across a relevant political or administrative boundary - a region, state, or country for example - distinguishing it from the more local form of mobility within a particular community. Migration typically refers to changes in a person's place of usual residence.<sup>10</sup> People are moving from one place to another since ancient period, which is a continuous international phenomenon resulted due to the complex mechanism, involving social, economic, psychological, political, institutional and other determinants." Migration is a form of geographical or spatial mobility, which involves a change of usual residence of a person between clearly defined geographical units. A person who crosses the boundary of own's country or places of a country is called out-migrants.

## DEFINITION OF MIGRATION

Literally, the term 'migration' means settlement or shifting of an individual or a group of individuals from one cultural area or physical space to another; more or less permanently. The term has been defined in the New Webster's Dictionary (1966) as the act or an instance of moving from one country, region or place to settle in another, and the act or instance of moving from one area to another in search of work. These days, the meaning and scope of migration have become more complex and it is felt that mobility in physical space cannot fulfil the definition of migration. The International Encyclopaedia of Social Science well-defined migration as the reasonably permanent movement of persons over a significant distance. Migration is a geographic mobility that includes a change of usual residence between defined political or statistical areas or between residence areas of different types. In general usage, the term has been restricted to the relatively permanent change. According to Bogue (1959), "the term 'migration' is reserved for those changes of residence that involve a complete change and readjustment of the community affiliation of the individual". Peterson (1958) defines migration as "movement motivated by the individual's search for thrill and variety and a new home, as well as, a breaking away from a familiar social universe for the sake of adventure, achievement of ideals or to escape a social system from which he has become alienated".

## CAUSE OF MIGRATION

Unlike birth and death, migration has no physiological component rather it is a response by humans to a series of economic, social and politic stimuli within the environment. Such stimuli take the form of the attractiveness of a location which can be generated by changes in the environment or in person's value system. If, as a result of these changes, the person become dissatisfied with his home location, then a desire to migrate, and whether it fulfilled or not, will vary according to the needs of the individual, the constraints upon him and the strength of the dissatisfaction.

Within this listing of the factors explaining migration, two undifferentiated sets of forces are to exist: on the one hand, there are stimuli to migrate created by changes with the environment and, on the other, changes in the personal motives of the individual. Migration in India is mostly influenced by social structures and pace of development. The improvement policies by all the governments since Independence have enhanced the process of migration. Uneven development the main cause of migration. Added to it, are the inequalities amongst different socio-economic classes. deforestation also played a major role in migration.

## REASON AND FACTORS OF MIGRATION

The scope of enquiry on migration can be broadened by collecting information on, 'reasons for migration' which include various factors of migration. Migration has been ascribed to a number of factors on the basis of which a number of migration theories and models have been propounded. Hence, an attempt is made to identify the various factors that induce migration into Nagpur city. This chapter deals with the analysis of the migration data. In Nagpur, the migrants had cited various factors of migration such as employment, business, education, etc. as the reasons behind their migration within and into the city.

## REASON OF MIGRATION

There are many reasons of migration in India. I have often used the word causes in place of reason during the course of my study. A study on migrant worker highlights various causes for migration. They generally migrate from the state of Uttar Pradesh, Bihar, Orissa, Madhya Pradesh, Jharkhand and West Bengal. Basically, situations of surplus worker arising from scarcity of agricultural land, inequitable land distribution, low agricultural productivity, high population density and the concentration of rural economy almost exclusively on agriculture frequently lead to an increase in out migration. These combinations of factors create a push that is encountered more often in fragile environments. Such as natural calamities like drought, floods, water logging, river bank erosion." Population explosion, rapid growth of worker forces, high rate of unemployment, uneven growth and development, religious backwardness, poverty, socio-economic and educational backwardness, illiteracy and acute scarcity of livelihood resources are few more factors responsible for migration. In case of voluntary migration of unorganized work force is mostly on account of wage variations. The major causes are as follows-

1. Better employment opportunities and higher wages in economically developed regions and non-availability of employment opportunities and consequent hardship in the underdeveloped regions.
2. The economic necessity, inter-regional disparity in economic growth due to uneven development and disparity between socioeconomic classes is the most important reason in view of National Commission on Rural Worker.
3. Freedom of movement in any part of the territory of India and freedom to pursue any avocation of choice as guaranteed by Article 19 of the constitution of India legally permit people to migrate for better job avenues and on account of these constitutional provisions' migration cannot be prohibited, although the migrant workers are hardly aware of these provisions.
4. Despite hardship and exploitation, the income of migrant worker may be generally higher than what they would have been able to earn without migration.

## FACTORS OF MIGRATION

There is a set of factors which cause migration. These factors are primarily economic, such as high income, better employment opportunities, and jobs in the informal sector, and the hope for a better quality of life. Marriages, social insecurity, civil strife and inter-ethnic conflicts are important social factors, which influence the decision to migrate. These factors drive people out of their countryside homes. The factors leading to migration vary from area to area and perhaps from person to person. As indicated above the push and the pull factors work together generating the streams of migration. The push factors operate to force the people to move out, while the pull factors attract the people to move to the urban nodes. It has been noted that migration is also caused by industrialisation, technological advancement and multifarious changes in the social, economic and political spheres of life of the ordinary people. Then there are other factors, such as regional disparities in economic development, perceived employment potential in a given region and the demand for services required in the city. Extra-ordinary episodes in history, such as war and terrorism also lead to migration. Studies have shown that the process of migration is not a simple but a complex phenomenon. The factors determining migration may be classified into three broad categories: economic, social and demographic.

At present, there is limited scope for trade in the rural areas and therefore people prefer cities in search of livelihood. The role of education factor in respect of the movement of individuals also reflects their urge to seek better employment opportunities. Thus, the migration of resourceful and well- educated people from rural zones to urban zones is more. As a result, rural development is either hampered, remains static or may even deteriorate for want of an effective and forceful forum to raise the voice of the innocent rural people. It is understood from various reports that around one fifth of the migrants come to cities for reasons like political and cultural and also sometimes due to an incidence of natural calamities.

## RESEARCH METHODOLOGY:

### RATIONAL OF THE STUDY

The process of migration as a matter of fact. Dislocate the migrant from their original geographical as well as socio-economic background and transplants them into new environment. Which they may find to be a completely different social setting where the relations may be impersonal and strange. As result, initially at least they may lack a sense of belonging to the new environment. It may give rise to socio-cultural and economic problems. The migrants cannot immediately divorce themselves from their traditional living pattern and the frame of reference. They may try to adhere to it, but it may not continue for long, and the migrants begin to undergo a gradual adjustment to the urban social milieus. In the slow process of adjustment, they first tend to accept and get adjusted with the material cultural objects of the urban society such as their lifestyle and acquisition of material goods and then, perhaps at still slower pace, might adopt other traits. Change in social structural elements such as norms, values and groups come last.

The city life brings so many persons of different castes and creeds in contact and involves them in different and unfamiliar relationships which may possibly result in a drastic change in their traditional association and may influence their behaviour customs, values and beliefs. The process of adjustment and assimilation is persistent and percolates through the media of education, language, economic pursuit, and participation Research Methodology in various organization and institutions, in spite of the organized or unorganized efforts of the migrants to preserve their own culture. But the adjustment and assimilation are not complete and many culture traits, which do not clash with the new environment, do survive for a long time. The blending of the original culture traits of the migrants of with salient characteristics of the urban culture, so as to give rise to a new culture among them. With the conceptual background, the problem of migrant's peoples particularly industrial worker who have settled down in Nagpur since

long ago, was studied, assuming that as migrants they can't immediately divorce themselves from their tradition living pattern and their lifestyle.

## SCOPE AND IMPORTANCE OF THE STUDY

The present study has been undertaken in the specific context of continuity and change after migration. This study is trying to evaluate the continuity and change of migrants from industrial workers of the Nagpur MIDC who are migrated in Nagpur city from rural area. For a detailed study of the topic of this research study, a sample survey has been conducted covering workers and their family of the region. The study in general may also give insight into our understanding of socio-economic problems and the development prospects of all those people who have been defined as oppressed, suppressed, deprived and marginalized. The studies like the resent one has the importance of developing certain insights helping the researchers and the social scientists to understand the intricacies of the theoretical as well as practical issues and problems involved in the process of migration.

## AREA OF RESEARCH

The study covered Nagpur city, one of the industrial hubs of Maharashtra. Nagpur is the largest city in central India and the second capital of the state of Maharashtra. It is the 13th most populous city and 13th largest urban agglomeration in India. As per the secondary data in table 2.1, the total number of industrial units following during the above period is 12,571. The industrial units are divided into three categories, large, medium and small-scale industry. For the purpose of this study researcher selected large and medium scale industry. It's situated in Nagpur Higna MIDC area and it was selected on the basis of large strength of workers.

## DATA COLLECTION

The data was collected from the respondents which were the migrant workers. Quantitative and qualitative data was collected from both primary and secondary sources. The primary data were collected mainly through the interview method. The interview method helped the researcher to elicit necessary information directly from the respondents. The facility of direct rapport being a characteristic element of the interview method enabled the researcher to get quick replies from the respondents to facilitate his work of data analysis, interpretation and report writing.

The Secondary data was solicited from reports, documents, books of various relevant institutions, departments and universities.

The first step of the process of data collection was to review the type of industries in the city and the approximate number of industrial units under large/medium and small-scale industrial units. Purposive sampling was used to select industrial units. The information pertaining to their addresses was collected from the District Industrial Potential Survey Report has been undertaken by the MSME-Development Institute, Nagpur at the instance of the Development Commissioner (MSME), Ministry of Micro, Small & Medium Enterprises, and Government of India. The sample for number of workers was decided by reviewing the number of workers employed in both large and medium scale industrial units in Nagpur district. The second step was to prepare schedule. This schedule was framed in the light of this study focusing on socio-economic behaviour, living standards, cultural status, factors of migration, problems faced by the migrants and change and continuity after migration

## SOCIAL PROFILE OF MIGRANTS

This deals with the analysis of the migration data. The analysis is carried out with the social profile of the migrants in the sample. The social profile is provided as a prelude to the analysis of the stage, rise migration and by way of introducing the survey data. As mentioned earlier, this begins description of the sample and its social profile, so that the coverage and the limitations of the survey are understood. The profile would cover the directly pertinent social characteristics of the sample, with some preliminary observations on the characteristics of the migrant population. The social profile includes the data on the age, sex, religion, caste and education of the respondents. It is to be hoped that the profile in terms of these personal characteristics would reveal significant characteristics with regard to the migrant population.

## AGE OF THE MIGRANTS

Age of the migrants constitutes one of the very important aspects of socio-economic characteristics or background of the people in society. The age of an individual justifies the level of his maturity, mental growth and progress, and the ability to undertake the responsibilities assigned to him by his family, community and the society as a whole. The experiences necessary for the successful life of the people in society come to them through their age. The knowledge, skill, information and ideas as the necessary components of development and change accumulate as people advance with age.

AGE GROUP	FREQUENCY	PERCENTAGE
20-30	68	27.20
31-40	90	36.00
41-50	84	33.60
Above 51	08	3.20
<b>Total</b>	<b>250</b>	<b>100</b>

Table 1.1 Age of migrant

## CASTE CATEGORY OF THE MIGRANTS

Caste in the past was an important factor in determining the ritual status of man in India. The social status of a man in society was also determined on the basis of his ritual status in the caste hierarchy. Traditionally the people had been performing their roles on the basis of their castes. Thus, caste had always remained as the deciding factor of a person in so far as his status or role in society was concerned. While deciding the status and roles of the individual the caste had always played a negative role with regard to social mobility in society. The social mobility and changes had been obstructed due to the caste system. However, a caste which used to be so dominant in restricting social mobility and changes in Indian society now has lost its traditional status and role of opposing mobility and change, due to the individual awareness about the fundamental rights and educational development attendant upon India's independence. The caste has not emerged as the powerful tools for developmental works among their members. The constitutional status of the reservation for the backward castes, in addition, has made such castes more aware of their rights to development, change, and progress. There is an increasing awareness about the inter-caste relationship. The growing elements of multiculturalism, globalism, and nationalism seem to have dampened the people's feeling about casteism. The cast is divided into various categories respectively in General Brahman, Maratha, Rajput etc., SC's Mahar, Chambhar, ST's Gond, Pradhan, Maliyah Gond etc.

## EDUCATIONAL ATTAINMENT OF THE MIGRANTS

At present, education has emerged as a new base and indicator of the social status of a person in the society. It has replaced the role of caste and gender in determining the status of the individual in the social hierarchy of society and in the family or kinship system, respectively. It has helped the individual in achieving an occupational status rather than being ascribed such a status as it always used to happen within the caste system. It may be said that it is the education which plays a dominant role to bring about a change in the traditional caste system that had been resisted by the traditional minded orthodox Hindus over the decades. Occupational mobility and changes have become possible now due to the spread of education in society. Education has become open and hence accessible to all irrespective of their caste, creed, and colour. It is the education which has made people aware of the importance of the skills, opportunities, competition and their role in society for change, development, and empowerment, ideally speaking, education in society plays a certain role in introducing himself into his destination for change. Thus, in so far as the function of the education for migration to produce change, development, progress and empowerment is concerned, everybody in society should have it.

## RESULT

- The maximum 73.6 per cent of the migrants are found married while 26.4 per cent were unmarried. The most of the migrant households enumerated were observed to have a small family. Majority of the households were enumerated with two children. From migrant's households 56.8 per cent belonging to the nuclear family and the 43.2 per cent were joint family.
- The overall observation of the findings of the present study leads us to conclude that migrants of industrial workers of Nagpur city have brought about certain changes in the urban set-up. Migrated people were engaged in urban occupation in a new economic set-up, such migration of the people from rural into urban environment invariably created some problems for their assimilation into the normal life of the society.

## CONCLUSION OF RESEARCH

The largest proportion of the respondents is the middle age group that is in the age group of 20-50. The religion perspective gives information that, the large numbers of migrants of the sample are Hindu, respectively Buddhist and Jain. The comparison of the religious composition among the migrants indicates that, generally Muslims, Sikh, and Christian's religious people were not migrated in Nagpur region for employment purpose, as a worker in industrial area. The maximum numbers of the migrants are from other backward class (OBC), respectively general, schedule caste, schedule tribe and nomadic tribe. It was observed that, for general categories, migrants were belonging to Brahmins and Rajput and they were from Uttar Pradesh and Bihar. The maximum numbers (48.8 per cent) of the total sample migrated is intrastate (Maharashtra) migrants, followed by interstate migrants like Uttar Pradesh, Madhya Pradesh, Bihar, Orissa and Andhra Pradesh. Majority of these interstate workers came from Uttar Pradesh and Bihar as these states suffer from lack of employment opportunities and poverty.

In discussion it is seen that, before migration nuclear family's migrants are belonging to joint family. Majority of the migrant's workers were those wives and their unmarried children were staying with him in Nagpur city, therefore majority of the families are nuclear family. But before the migration, nuclear families migrants are belonging to joint family, but because of migration they extended from their origin place and family. It was observed that, most of the migrant families under joint family system were generally non-Maharashtrian. The most of the migrant workers had passed higher secondary. The migrants who are less educated or illiterate are pushed. The most of the unskilled migrants' workers send their children to school, sometimes even at private English medium school and 6 per cent of total migrants' parents were not sending their children to school, which include those parents who, despite the willingness to incur expenditure for their children's education, were unable do so because of their limited earnings. The education is an important factor which might influence an individual to migrate, for the people who are more educated and have special skills, migration is a result of pull forces as compared to the less educated or illiterate people, who are pushed.

The process of adjustment and assimilation is persistent and percolates through the media of education, language, economic pursuit, and participation with new locality, in spite of the organized or unorganized efforts of the migrants to preserve their own culture. But the adjustment and assimilation are not complete and many culture traits, which do not clash with the new environment, do survive for a long time. Thus, the final result is that, the blending of the original culture traits of the migrants with salient characteristics of the urban culture, so as to give rise to a new culture among them. On the whole process is slow but steady urban impact continues, and is apparent in the day to day life of the industrial workers. In the process of adjustment, the migrants lose his originality which he enjoyed in his native place.

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