

The COVID-19 pandemic has exposed the vulnerabilities and challenges faced by migrant workers in Hyderabad, Telangana State.

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Abstract-Migration can play an important role in poverty reduction and it should not be discouraged. On the basis of the result of analysis on the employment, income and savings pattern of migrant labourers in construction sector, it can be concluded that the workers are engaged in productive employment and they are getting adequate income with stability in income. The skilled workers have advantage over unskilled workers in job security, working condition, social protection, and employer's care, fair treatment in employment, opportunity to growth, autonomy and opportunity to use and develop human capacity. The sample size taken 100 in Hyderabad area only and various methods used for data analysis. The analysis of the migrant labourers towards present social environment revealed that the workers have moderate level of attitude towards cleanliness, family responsibility, social interaction and social status but the performance of their behavior is mostly depends up on the availability of opportunity or resources.

Keywords-Migration, employment, Construction industry and COVID-19.

"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."- Ban Ki-Moon-

Introduction

Migrant workers have been a critical part of the global workforce, contributing significantly to the world's economies. However, the COVID-19 pandemic has exposed the vulnerabilities and challenges faced by migrant workers. Migrant workers have been disproportionately affected by the pandemic, with many losing their jobs, facing eviction, and being unable to return to their home countries. The pandemic has also exposed the poor working conditions, lack of access to healthcare, and limited social protection faced by migrant workers.

Review of Literature

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 review of literature on labour migration provides the different aspects of labour migration and the effect of migration on the migrant and their households.

Theories on labour migration

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

Determinants of migration

- **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

- **Liji (2013)** studied replacement migration in Kerala, it is a peripheral study on labour migration in Kerala, the study analysed the migration, consumption and remittance pattern of the labourers. The study has taken the sample respondent from Thrissur district.
- **Castle (2000)** viewed the causes of Asian migration are mainly based on economic point of view. The main aim of migration to maximise the individual income by moving from low wage to high wage economy thus migration helps in social transformation.

Construction sector in India

- **Pattanaik (2009)** 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.
- **G.Gopikuttan (1990)** examined the impact of housing boom on the housing related sectors of the Kerala economy and society. On the other hand in case of labour the largest outflow of skilled labourers to gulf countries had resulted in hike in wages and inflow of labourers from neighboring states to Kerala.

Human capital and attitude in livelihood improvement

- **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

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 during pandemic.

Background of the study

- Telangana State has been one of the most favorite destinations of foreigners who were mainly attracted by tourism and its rich cultural heritage giving an impression that it is more open than any other States in India. The last four decades have also seen a sizable proportion of its labour force exploring the globe for employment and the last two decades have seen large migration of labour forces from other states of India into Telangana State in search of work. The growing remittance flow into the Telangana State economy has been one of the engines of growth of the economy (Economic Review, 2022).
- Thus the recent trend in the employment sector of Telangana State shows large inflow of migrant labourers from other states such as West Bengal, Bihar, Odisha, Assam, Uttar Pradesh, Jharkhand, Chhattisgarh etc. Among the migrant labourers about 60 percentages are engaged in the construction industry.
- Internal migration can play an important role in poverty reduction and it should not be controlled. By underplaying and or ignoring the vast contribution that the migrant labour makes to the economy, governments escape the responsibility of providing them with adequate living conditions, minimum wages and freedom from exploitation and harassment (Priya Deshingkar, 2020). This issue must be considered for a serious study.

Statement of the problem

Telangana State has now entered in a high growth regime triggered largely by the service and construction sectors. Construction industry as one of the major growth driver of the Telangana State economy, as per Telangana State perspective plan 2030, attracts migrant labourers from the backward regions of India to the labour market of Telangana State; the employment, income and savings pattern, the attitude of the labourers towards present social environment and how the remittance helped to mitigate economic situation of the labourers can be considered for a serious study during pandemic.

Scope and Significance of the Study

The study covers the entire state with special significance to Hyderabad. There are no studies conducted so far regarding the determining factors affecting migration of the labourers in the construction (Building Site) labour market of Telangana State as a whole, the working and living conditions of the labourers in the construction labour market of Telangana State, employment, income and savings pattern of the migrant labourers in the construction labour market of Telangana State, the magnitude and use of remittance in the home place and attitude of the migrant labourers towards present social environment.

Research Questions

- Who are the people migrating and why and how do they migrate?
- Does migration actually lead to securing gainful employment?
- Do they able to save money? Do they remit money to the native place and does the money is used in productive way?
- Do the migrants able to save money from the income generated?
- Do the migrant labourers have different attitude towards the present social environment?

Objectives of the Study

- To understand the determinants of migration

- To identify the variation in employment, income and savings across the socio-economic and socio-demographic groups.
- To analyse whether the remittance helps to mitigate the economic situation.
- To analyse the attitude of migrant labourers towards the present social environment.

Hypothesis

- H1: There is significant difference in employment pattern of migrant labourers among different socio-economic and socio-demographic groups.
- H1: There is significant difference in income pattern of migrant labourers among different socio-economic and socio-demographic groups.
- H1: There is significant difference in the magnitude of remittance of migrant labourers among different age groups.
- H1: There is significant difference in the attitude of migrant labourers towards the present social environment among the socio-economic and socio-demographic groups

Variables used for the study: Determinants of migration, Employment pattern, Income Pattern, Expenditure Pattern, Remittance Pattern, Savings pattern, Socio-Demographic Factors, Socio-Economic Factors and Attitude towards Present Social Environment.

Research Methodology

- **Research Design:** This study is descriptive in nature, because it describes the characteristics of the sample population namely, employment, income, savings pattern etc. of the migrant labourers as exist at present.
- **Sample Design:** The basic idea of sampling is that by selecting some of the elements in population and then draw conclusion about the entire population. It is used when the population under study is large.
- **Population:** Defined target population of the study consists of migrant labourers who are working in all building sites in Kerala.
- **Sampling Unit:** The sampling unit of this survey is an individual, who is called as a 'migrant labour' who has been working in the

building sites and completed at least one year during the period of the study.

- **Sampling Method:** Hyderabad district where most number of construction workers registered; in the year 2022 was selected. Thus the researcher got one district is Hyderabad as sample district. Then most number of construction workers registered building sites were selected from each district and from the building sites the researcher collected the muster roll of the workers. From the muster roll, the workers who have completed at least one year in their job were selected at random during pandemic.
- **Sample Size:** The sample size obtained for the study is 73. On the basis of law of inertia of large numbers and considering other factors time, cost etc, it has been raised to 100.
- **Sample Selection:** From the one Corporation selected – Hyderabad, building sites are selected to get required number of sample. 100 samples are selected from Corporation. In order to get the required number of sample, the number of interstate migrant workmen shown in the construction work in each building site registered in labour offices during the year 20212 has been taken as criteria.

- **Type and Sources of Data:** Both secondary and primary data were used for the study. The primary data have been collected through an interview schedule designed to fulfil the objectives of the study. The sources of secondary data are Books and Journal etc.
- **Tools of Data Collection:** For collecting primary data an interview schedule has been developed. Simple category scale, multiple-choice single- response scale and simple rating scale are used for framing interview schedule.
- **Tools of Data Analysis and Presentation:** Diagrams and graphs are used for presenting the tabulated data in a simplified manner. SPSS Statistics and the software used for data analysis.
- **Period of Study:** The study conducted during the period of 2022. The primary data for the study have been collected from the migrant labourers who have been working in the building sites in Telangana State and completed at least one year during the period of March 2023.
- **Limitations of the Study:** It has taken more than one year for collecting data from the migrant labourers so the time lag between first and last worker will cause certain changes in some figures.

Data Analysis:

Table-01 ANOVA for significant difference among the age category of the migrant labourers with respect to the attitude towards the present social environment.

Attitude towards the present social environment	Age Category			F-value	p-value
	15-25	26-35	Above 35		
Attitude towards cleanliness	12.07a (0.93)	12.43a (2.83)	15.00b (3.31)	17.50	<0.001**
Attitude towards social interaction	10.72a (1.56)	9.17b (1.75)	11.52c (0.51)	73.06	<0.001**
Attitude towards family responsibility	16.55a (0.73)	17.01a (1.82)	17.95b (1.84)	14.62	<0.001**
Attitude towards social status	15.68b (1.01)	14.27a (1.87)	16.00b (0.00)	73.06	<0.001**

Source: Field Survey

1. The value within bracket refers to SD
2. ** denotes significant @ 1% level
3. Different alphabet among age category denotes significant @ 5% level using Duncun Multiple Range Test (DMRT)

Based on Duncun Multiple range Test (DMRT), in the case of both attitude towards cleanliness and attitude towards family responsibility the age group of 15-25 and 26-35 are significantly differ with regarded to the age group of above 35 @ 5% level of significance. All three age group are

significantly differing with each other in respect of attitude towards social interaction. The age group of 26-35 is significantly differ with 15-25

and above 35 with regarded to attitude towards social status @ 5% level.

Table -02 ANOVA for significant difference among education category of the migrant labourers with respect to attitude towards the present social

Attitude towards the present social environment	Education category			F-value	p-value
	Illiterate	Primary	Secondary and above		
Attitude towards cleanliness	12.50ab (3.12)	12.13a (1.24)	12.94c (3.04)	5.00	.007**
Attitude towards social interaction	8.93a (1.39)	10.50c (1.70)	10.05b (2.18)	47.73	<0.001**
Attitude towards family responsibility	17.24b (1.77)	16.61a (1.04)	16.86a (2.07)	11.42	<0.001**
Attitude towards social status	13.94a (1.77)	15.67c (1.04)	14.29b (2.07)	94.57	<0.001**

Source: Field Survey

Note: 1. The value within bracket refers to SD

2. ** denotes significant @ 1% level

3. Different alphabet among education category denotes significant @ 5% level using Duncun Multiple Range Test (DMRT)

Based on Duncun Multiple range Test (DMRT), in the case of attitude towards cleanliness both illiterate people and the workers who have primary education only significantly differs @ 5% level with the education category secondary and above. In case of attitude towards social

interaction all the three education category significantly differs with each other @ 5% level. On the other hand in case of attitude towards family responsibility the education category illiterate significantly differ with both of the education category primary and secondary& above education category @5% level. Regarding the attitude towards social status all the three education category significantly differs with each other @ 5% level.

Table -03: ANOVA for significant difference among the different work status group before migration with respect to attitude towards the present social environment

Attitude towards the present social environment	Education category						F-value	p-value
	Self-employed	Unpaid family worker	Agricultural Labour	Non Agricultural Labour	Unemployed	Student		
Attitude towards cleanliness	11.50a (1.00)	16.00b (0.00)	12.33a (2.88)	12.43a (2.30)	12.48a (2.17)	11.80 (0.59)	5.36	<0.001*
Attitude towards social interaction	11.00b (2.00)	8.17a (0.33)	9.85b (1.63)	10.21b (1.64)	9.77b (2.03)	10.27 (1.88)	3.45	.004**

Attitude towards family responsibility	15.50ab (0.99)	15.00 (0.00)	17.83d (2.25)	16.79c (1.33)	16.62c (0.58)	16.34c (0.89)	19.53	<0.001*
Attitude towards social status	15.10ab (1.89)	14.09 (0.23)	14.61ab (1.91)	15.41b (1.41)	14.45ab (1.72)	15.60 (1.19)	12.33	<0.001*

Source: Field Survey

Note: 1. The value within bracket refers to SD

2. ** denotes significant @ 1% level

3. Different alphabet among work status group denotes significant @ 5% level using Duncun Multiple Range Test (DMRT)

Based on Duncun Multiple range Test (DMRT), in the case of attitude towards cleanliness and attitude towards social interaction the unpaid family worker significantly differ @5% level with all others, namely self employed, agricultural labour, non-agricultural labour, unemployed and students. In case of attitude towards family responsibility the agricultural labour significantly differ @ 5% level with self employed, unpaid family worker and all other three categories namely non-agricultural labour, unemployed and students @5% level of significance and the agricultural labourers have better mean score. In case of attitude towards social status unpaid family worker significantly differ with non-agricultural labour and students @ 5% level.

Findings of the study:

- It is observed that propensity to migrate increases in lower income groups in the migrant’s state of origin.
- It can be seen that 88 percent of the respondents have five and above family size. Family pressure is considered to be one of the determinants of migration.
- It is observed that 11.5 percent of the respondents are married and 88.5 percent of the respondents are unmarried at the time of migration. The propensity of migration is higher among unmarried group.
- The monthly income of the household reveals that 19 percent of the respondents belong to the family with no earning member and 35 percent of

- the respondents belongs to family having subsistence income.
- Among the age group of 11-15, a major portion; 85.7 percent were students or not in labour force before migration.
- It is obtained that 32.7 percent of the respondents of the age group 16-20, were unemployed before migration.
- The age group of 16-25 was predominant among the migrants, 82 percent belonged to this age group.
- Out of 100 respondents, 26.83 percent were illiterate and 33.66 percent having primary school education. Only 5 percent have higher secondary qualification.

Suggestions:

- National level arrangement must be evolved to record the movement of migrant labourers. It should be made compulsory and mandatory for all labourers working in unorganised sector.
- A consortium of NGOs can be created for providing specialised job training to the migrants, since skilled workers have better job security, working condition, social protection, employer’s care, and fair treatment in employment, opportunity to growth, autonomy and opportunity to use and develop human capacity
- The employers must provide non-monetary benefits like PF, insurance, Bonus, Pension, HRA etc. to the workers. The employers should also provide additional emolument for festival, illness and emergencies. Since it is found out that all the workers have least mean score regarding social protection.
- A grievance handling cell shall be opened under the labour department, which provides a fearless plat form to the migrant labourers in order to communicate all the grievances of the

labourers, since all the workers have least mean score regarding employer's care.

Conclusions:

- (Ajzen,1991) theory of planned behavior, a theory designed to predict and explain human behavior in specific context and it is the extension of theory of reasoned action. When people are doing activities like bathing, cleaning hand, spending on education of children especially girl child, allowing wife/ mother to work outside the home and by supporting family wife/ mother, thus they stopped doing menial job and keeping relationship with natives and having friendship with natives, participating the festivals of natives and by changing to the food pattern of natives, changing dressing pattern according to natives and having a status in native place all these may affect their social wellbeing, which in turn will enhance their wellbeing.
- The behavior of a person in the present social environment depends up on the opportunities and resources and intends to perform the behavior. This implies the poor workers should perform the behavior according to the requirement of present social environment; otherwise it will lead to negative consequence for them. Thus this study assumes that the migrant's intention would be expected to influence their performance of certain behavior and if it relates with the requirement of present social environment, it will enhance the possibility of social wellbeing. There by leads to the livelihood improvement of those migrants.

Scope for Further Research

- This study has focused only on the migrant labourers in construction sector. It does not analyse the migrant labourers working in different sectors. Future study can be extended as a comparative study of employment, income and savings pattern of migrant workers of different sectors in Telangana State.
- An in depth study can be carried out on the quality of work life of migrant labourers in Telangana State.
- The social network of the migrant labourers in Telangana State is another area, which requires detailed study.

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