

**STRUGGLE AND SUCCESS : A STUDY ON THE MIGRANTS FROM
KERALA**

*Dissertation submitted to the Mahatma Gandhi University, Kottayam in partial
fulfillment of the requirement for the degree of*

BACHELOR OF COMMERCE

2021 – 2024

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**SCHOOL OF COMMERCE AND MANAGEMENT
STUDIES**

BHARATA MATA COLLEGE, THRIKKAKARA

MARCH 2024

DECLARATION

We, JANNATH SHIRIN P A, SREEMOL M S and SAFNAMOL M S, B.com Finance & Taxation final year students of Undergraduate Department of Commerce (Aided) Bharata Mata College, Thrikkakara hereby declare that the project report on “**STRUGGLE AND SUCCESS : A STUDY ON THE MIGRANTS FROM KERALA**”, submitted to Mahatma Gandhi University for the award of Bachelor’s Degree in Commerce is bonafide work. We further declare that the above said work has not been previously submitted to any other university or academic body.

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CERTIFICATE

This is to certify that the dissertation entitled, “**STRUGGLE AND SUCCESS : A STUDY ON THE MIGRANTS FROM KERALA**”, is a bonafide research work carried out by JANNATH SHIRIN P A, SREEMOL M S and SAFNAMOL M S, in partial fulfillment of the requirement for the three years Bachelor of degree in Commerce during the academic year 2021-2024.

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ACKNOWLEDGEMENT

At the outset, words are inadequate to express our wholehearted thankfulness to God Almighty, the source of all wisdom and power for leading us kindly in each and every association of this project endeavor.

We would like to thank **Bharata Mata College, Thrikkakara**, for their goodwill and blessings.

We proudly utilize this opportunity to express our thanks and sincere gratitude to our esteemed guide, **Dr. Tessy Thomas**, for his timely and valuable guidance, encouragement, enthusiasm and dynamism, which enabled us to bring out the project.

We acknowledge our sincere thanks to our respected **Dr. Johnson K M**, Principal, Bharata Mata College, Thrikkakara for his encouragement and help in making this project fruitful.

We remember with great pleasure and gratitude, the valuable suggestions of **Dr. Ponny Joseph**, Head of the Department of Commerce in the task of preparing the project report.

We express our sincere thanks to the respected **teachers of our Department of Commerce** for their help and suggestions to improve this project and also the library staff for their support.

We are thankful to all the **respondents** who spend their valuable time answering the questionnaire in spite of their busy schedules.

We are extremely thankful to our **parents and friends** who helped us during the course of our work.

THRIKKAKARA

27-3-2024

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Chapter 1

Introduction

1.1 INTRODUCTION

Migration refers to the act of relocating to a different country, state, or city. The present study aimed to examine the challenges and job satisfaction experienced by individuals who left Kerala to migrate abroad. A large number of individuals, including young people, migrated to other nations in quest of better lives, careers, and educational opportunities. Migrating to foreign countries has become a common phenomenon in Kerala with a significant rate of migration from the state to various destinations in abroad. Kerala known for its high literacy rate and skilled workforce has seen its people being sought after in different fields across the globe. The migration trend has been particularly prominent in gulf countries such as United Arab Emirates, Saudi Arabia, Qatar and Oman. Additionally countries like United Kingdom, United States, Canada, Australia and many others have also attracted migrants from Kerala.

Approximately 21 lakh, or 2.1 million, people were leaving Kerala to migrate abroad. In search of higher education, many of the young people were traveling abroad. And they are attempting to settle in the same nation. For the most part, young people are attempting to obtain permanent residency (PR) in the country from which they were originally.

The primary drivers for migration from Kerala are greater employment prospects, more advantageous economic circumstances, a higher standard of living, and access to top-notch education.

In a social setting where migration is widespread, the majority of the youth believe that they will only have a successful life if they migrate and develop their future by considering migration as an option. Similarly Many people left their home countries in search of better employment opportunities. Additionally, they were well compensated for their labor. They can raise their standard of living by obtaining a good salary. This study investigates the issues or challenges encountered by migrants and their level of job satisfaction.

1.2 STATEMENT OF THE PROBLEM

The primary objective of this study is to investigate and uncover the various challenges and difficulties encountered by migrant individuals from Kerala. By analyzing their experiences, we aim to identify and understand the specific problems faced by these individuals as they migrate to other countries to cities. Additionally, we seek to determine the level of job satisfaction and contentment amongst these migrants as well as their perception of their remuneration and overall working conditions. This study aims to provide valuable insights into the overall well-being and satisfaction of Kerala migrants in their respective jobs and workplaces

1.3 SCOPE OF THE STUDY

This study focuses on individuals of Kerala who have migrated to other countries. In Kerala, many people migrate to other countries or cities for various reasons such as job opportunities, educational pursuits and improving their standard of living. However, these individuals also encounter a range of challenges, including safety concerns, issues with managers or higher officials, mental and physical difficulties, stress, and inadequate infrastructure. By conducting this study we aim to gain insights into their job satisfaction.

1.4 OBJECTIVES OF THE STUDY

The study "Struggle and Success :A Study on the Migrant Professionals from Kerala" is carried out with the following objective :

- To explore the issues that migrants face.
- To explore the migrant workers' job satisfaction.
- To understand underlying causes of migration
- To assess the difficulties faced by migrant students.

1.5 METHODOLOGY OF THE STUDY

DATA COLLECTION :

- **Primary data**

The primary data for this study were collected through the use of the survey method, utilizing well-structured questionnaires created on Google Forms. These questionnaires aimed to gather first-hand accounts from participants, ensuring that the data obtained were firsthand and reliable.

- **Secondary data**

Pre-existing sources are gathered for secondary data. We consulted a variety of sources for this study, including books, journals, websites, research projects, articles, and newspaper.

1.6 SAMPLE SIZE

Data was collected from migrants who responded and sampling appropriately was selected by purposive sampling method. 120 Google Form questionnaires were sent to respondents, out of these only 90 responded back and after sorting the incomplete and incorrect questionnaire 70 forms were selected for conducting the research.

1.7 LIMITATIONS OF THE STUDY

some of the limitations of the study are :

- Personal bias of the respondents affects the reliability of the data collected. The migrants were reluctant to reveal true facts regarding wage payment, facilities provided.
- The education and awareness level of migrants about migration laws may affect the accuracy of study.

- There is a high likelihood of sampling errors because it is restricted to a small number of participants.
- The survey methodology might not be entirely accurate because it might change depending on the individuals and their location.
- In certain cases, answers may be ambiguous or confusing. That will have a detrimental effect on our research.

1.8 CHAPTERISATION

Chapter 1 Introduction

Chapter 2 Migration from Kerala a Review

Chapter 3 Analysis and Interpretation

Chapter 4 Findings Conclusions, Appendix and Suggestions

Chapter 2

Migration from Kerala a Review

2.1 INTRODUCTION

Migration has been a significant phenomenon throughout history, with individuals and communities seeking better opportunities and a brighter future in new lands. In recent times, the migration of students and laborers to other countries has become increasingly prevalent, driven by factors such as economic globalization, educational aspirations, and a quest for improved living standards.

The decision to migrate for education or work purposes is often fueled by the desire for enhanced career prospects, higher wages, access to better educational institutions, or simply the hope of a better quality of life. Students and laborers from diverse backgrounds and regions are drawn to countries that offer opportunities for growth, advancement, and personal development.

However, the journey of migration is not without its challenges and hurdles. Students and laborers face numerous obstacles, including cultural adjustment, language barriers, legal complexities, and discrimination. The process of acclimating to a new environment, navigating unfamiliar systems, and building a sense of belonging in a foreign land can be daunting and overwhelming.

Despite these challenges, migration offers a myriad of opportunities for personal and professional growth. Students have the chance to broaden their horizons, acquire new skills, and gain a global perspective through studying in international institutions. Similarly, laborers can access higher-paying jobs, better working conditions, and a chance to elevate their socio-economic status through employment in foreign countries.

In this context, understanding the motivations, experiences, and impacts of migration on students and laborers is crucial. By examining the reasons behind their decision to migrate, the challenges they encounter, and the outcomes of their migration journey, we can gain valuable insights into

how to better support and facilitate the migration process for individuals seeking new opportunities abroad.

This study aims to delve into the complexities of student and laborers migration, exploring the underlying causes, experiences, and implications of this phenomenon. By shedding light on the migration of students and laborers to other countries, we can better understand the dynamics of global mobility and work towards creating a more inclusive, equitable, and supportive environment for all individuals embarking on the path of migration.

2.2 KERALA PROFILE

Kerala is one of the small states of India in terms of area. it consists of only 1.3 percent of the total area of India. The state is located in the southwest corner of India. Karnataka and Tamil Nadu bound it on north, east and south and on east by the Arabian Sea. Kerala state is a narrow stretch of land along a sun-drenched coastline, at the extreme south west corner of the Indian peninsula, bordering Lakshadweep Sea on the western side and Tamilnadu and Karnataka in the east. The length of the state from north to south is 560 km and the average width is 70 km with a maximum of 125 km. Thiruvananthapuram is the state capital. While Thiruvananthapuram is the capital city of Kerala state, the largest remains Kochi as per census 2011. The languages spoken in Kerala state include Malayalam and English. In total Kerala (KL) state comprises 14 districts. The ISO CODE assigned by International Organization for Standardization for Kerala state is KL. Most of Kerala's 34.8 million people (in 2011) are ethnically Malayalis (Malayalam speakers).

As per details from Census 2011, Kerala has a population of 3.34 Crores, an increase from the figure of 3.18 Crore in the 2001 census. Total population of Kerala as per latest census data is 33,406,061 of which male and female are 16,027,412 and 17,378,649 respectively. In 2001, total population was 31,841,374 in which males were 15,468,614 while females were 16,372,760. The total population growth in this decade was 4.91 percent while in previous decade it was 9.42 percent. The population of Kerala forms 2.76 percent of India in 2011.

Year Projected Population

2011 3.34 Crores 33,406,061

2021 3.48 Crores 34,840,000

2022 3.50 Crores 34,970,000

2023 3.51 Crores 35,090,000

The State has an abundance of important minerals like ilmenite, rutile, monazite, zircon, sillimanite, clay and quartz sand. Kerala is an important tourist destination: attractive wildlife sanctuaries at Thekkady on the banks of river Periyar, at Parambikulam in Palakkad district and at Mananthavady, Sulthan Bathery and at Wayanad, seaside resort at Kovalam. Padmanabhaswamy temple in Thiruvananthapuram is an exquisite specimen of South Indian architecture. Sabarimala temple of Lord Ayyappa is a famous pilgrim tourist center in Pathanamthitta district. Thiruvananthapuram, the capital, is an abode of temples, mosques and churches. Veli lagoon, Neyyadom and Ponnammudi the famous hill stations are the other tourist centers in and around Thiruvananthapuram. Veli provides boat ride facilities. Kalady the birthplace of Adi Sankara, Lord Krishna Temple at Guruvayoor, Backel beach (Kasaragod), Malampuzha at Palakkad, Pookode lake, Kurvadeweep, Pakshipathalam and Edakkal caves in Wayanad are notable tourist centers. The famous Kathakali center, Kalamandalam in Thrissur district is a place of interest for lovers of performing arts. Adequate transport facilities exist in Kerala lowlands. In all other areas network of transport is thin due to several bottlenecks like absence of bridges, weak culverts, narrow width and tortuous alignments etc. There are three airports, Thiruvananthapuram, Kochi (Nedumbassery) and Kozhikode of which the first two are international airports. In case of ports, among 18 ports, Kochi is the only major port in the state. There are three intermediate ports and 14 minor ports.

2.3 ECONOMIC CONDITION OF KERALA

Kerala, a state located in the southwestern region of India, is known for its relatively strong economy compared to other states in the country. The state has a high Human Development Index (HDI) and literacy rate, which have contributed to its economic growth. The economy of Kerala is primarily driven by sectors such as tourism, remittances from the large number of Keralites working abroad, agriculture, and the services sector. The state is known for its picturesque landscapes, backwaters, and cultural festivals, which attract a significant number of

tourists each year. Remittances from Keralites working in countries like the Middle East and the United States play a crucial role in boosting the state's economy. The money sent back home by these migrants has helped improve the standard of living for many families in Kerala. The agricultural sector in Kerala plays a significant role in providing employment and income to a large section of the population. The state is known for its cultivation of cash crops such as rubber, spices, tea, and coffee. Additionally, the services sector, including IT and IT-enabled services, healthcare, and education, contributes significantly to the state's economy. Despite its economic strengths, Kerala also faces challenges such as high levels of unemployment, underemployment, and a significant wealth gap between different sections of society. The state government has been implementing various social welfare schemes and programs to address these issues and promote inclusive growth. Overall, the economic condition of Kerala can be characterized by a diverse economy driven by sectors such as tourism, remittances, agriculture, and services, with a focus on human development and social welfare.

2.4 EDUCATION

Education systems in most of the developed nations are focused on inculcating scientific acumen among learners. With the top-level infrastructure for STEM research and highly experienced teaching faculties for different subjects, international universities and colleges can offer great learning experiences for young minds. Students get to choose from eclectic subjects like food technology, game design, psychometrics, digital mapping and even ethical hacking. Also, there is enough flexibility for students to opt for any combination of subjects for their graduate or post-graduate program. Academics in developed countries are often focused on developing practical knowledge and hence many universities offer internships, research programs or other similar opportunities. They aim to help students get ready for real-world challenges and future jobs.

2.5 LANGUAGE

Language is a challenge for the migrant people .It is a vital part of human connection.Workers who do not speak the language of their host country fluently may struggle to find work, particularly in fields that require strong communication skills. Employers may be hesitant to hire workers who do not speak the language of their workplace fluently. This is because they may be concerned about communication difficulties or misunderstandings that could lead to errors or conflicts. As a result Migrants may face discrimination during the hiring process and have limited opportunities to secure meaningful employment. Workers who do not understand the language of their workplace may not be able to understand important information about their rights as employees, such as minimum wage laws, safety regulations, or workplace policies. This lack of understanding can make it difficult for them to advocate for themselves or seek help if they are mistreated or exploited by their employer.The language barriers affect migrant students also. The students may struggle to understand

classroom instruction, communicate with teachers and peers, and participate fully in school activities. This can lead to poor academic performance and limited opportunities for social and developmental growth. In addition, schools may struggle to provide targeted support and services to the migrant students . Schools may lack the resources to offer specialized language instruction or hire translators to communicate with parents who do not speak English fluently. As a result, students may not receive the support they need to succeed academically.

2.6 WAGE

Migrants are compensated with good wages. And getting better living conditions. In accordance with their labor, they are paid. Students have the option of taking part-time jobs, and some educational institutions also offer stipends for studying.Students who work part-time jobs are paid well.It assists them in covering their costs.Some students obtained education loans to support their studies; they are able to repay the loans with the money they make from part-time employment.In other nations, salaries are determined by an employee's skill set.Due to their high level of skill, people from Kerala were paid extremely well abroad.They are being paid fairly for the work they do.

2.7 RECRUITING AGENCIES AND CONSULTANCIES

Recruiting agencies and Study abroad agencies, Study abroad consultancies and recruitment agencies abound in Kerala. Through the agencies, a large number of people were recruited. Thus, there is a possibility of being duped. In Kerala, there are a lot of unlicensed agencies operating, and many people were caught when they entered the host nation. Other people moved via apps like Indeed, Naukri, and others in order to find work and settle down. Consultancies for study abroad are also striving to assist students and streamline the visa application process. Santamonica, Geebee, Nova Education, ODEPC, and so forth are a few consulting firms. There are a lot of unlicensed consultancies operating in Kerala. Numerous students lost their money as a result of getting trapped. It is imperative that the government takes appropriate action to guard against being duped by consultancies or agencies.

2.8 CAUSES OF MIGRATION

- Poverty is the major reason for migration, an individual is not able to meet his basic living requirements which ultimately lead to migration. It can be caused due to unemployment, poor pay etc
- To find a better job and better place to live.
- Education is a fundamental right, inadequate educational facilities lead to migration. In foreign countries provide more opportunities to utilize our own skill, and also provide free education & attractive scholarship schemes.
- India has become most populous country, increased population ultimately result for unemployment and lesser wages
- Workers are forced to work more time but don't get sufficient pay to meet their requirement is also a cause for migration.
- Lack of liberty, freedom, oppression, political conflict etc also become reason for migration

2.9 REVIEW OF PREVIOUS STUDIES

Raju Kurian and Binod Khadria (1979) carried out research on the sharp rise in the number of migrants leaving Kerala. They discover that the reason for the migration was the search for better employment opportunities, and that the dramatic increase in employment opportunities in West Asian countries following the financial crisis has contributed to the recent rise in international migration.

Renu Tyagi, Deepti Gupta (2012) study is grounded in a socioeconomic analysis of skilled labor migration from India to the US and its consequences for India. The study's findings show that skilled labor migration does contribute to the development of India's human capital; the sectors that benefit most from this are philanthropy, social networking, entrepreneurship, remittances, and technology transfer.

Bionetworking (2002) carried out a case study involving professionals and students to investigate the impact of highly skilled labor migration from India. According to the study's methodology, the exodus of highly skilled workers can be viewed as either a profitable globalization of human capital or a painful depletion of human resources.

Anila Sakariah and B Sivarenjini (2024) look into Keralan students' international migration. In the 20–30 age range, a large percentage of students are relocating abroad. Most respondents moved abroad in anticipation of pursuing postgraduate studies after completing their undergraduate degrees. A primary finding of the study is that individuals relocate mainly in pursuit of improved employment prospects and superior educational opportunities. The study found that people like visiting English-speaking countries like Germany, New Zealand, and the United Kingdom. Proficient language use and the impression of higher education are probably the causes of this preference. Significant challenges faced by students are highlighted in the study, including a lack of funding, issues with social and psychological adjustment, and challenges integrating across cultural boundaries. profitable globalization of human capital or a painful depletion of human resources.

Sara Forsberg (2017) investigates the attitudes of youth toward mobility as they transition from education to employment. Youth migration patterns have a big impact on what they want to achieve in the future. This study also looks at how diverse and complex representations of different cities, countries, and regions that act as symbols of cultural or economic capital influence Malayali students' expectations for their future education and careers.

According to **Renjini Mohandas (2023)**, a significant portion of students have left the country to pursue opportunities abroad, and this migration is now driven by the market. These days, a lot of international students view studying abroad as a means of obtaining permanent residency in a nation. Over time, there has been a major shift in how students manage their studies and careers. In addition to seeking degrees, they are opting to study abroad in order to prepare for immigration. Institutions are fighting ferociously to draw in foreign students at a time when immigration laws in popular travel destinations such as the US and the UK prevent work visas from being converted to permanent residence permits. Lack of access to high-quality education is primarily caused by poverty and economic hardship, which in turn pushes people to choose migration as a means of bettering their lives and obtaining employment.

Binod Khadria (2004) The migration of IT and health professionals is his primary area of interest. The findings of both case studies show that young IT professionals as well as the medical professionals want to go abroad mainly to gain professional experience, which they think will be highly valued in India when they come back. Furthermore, the increased incomes, benefits, and superior standard of living in the receiving nation serve as motivators. But unlike most doctors and IT professionals, most aspiring nurses wish to live and work overseas permanently because they do not think their career prospects in India are very promising.

Marie Percot (2015) investigates the migration of nurses from Gulf countries to Western nations. The way that nursing is viewed as a profession in India has been greatly affected by it. In recent years, nursing migration has become a popular aspiration among young women from Kerala, with opportunities now also available in Western countries. This shift has posed a

challenge to the traditionally low social standing of the nursing profession in India and has contributed to partially elevating the status of nurses in the country.

Dr. Reni Sebastian discusses the migration trend among Keralites in search of better career opportunities. It highlights the significant shift in Kerala's migration patterns and delves into the migration of nurses, particularly from Kerala, which has become a major topic of discussion. The article stresses the importance of treating migrants fairly in their new countries and raises concerns about the gap created between countries due to the migration of healthcare professionals. It also recommends policy reform to ensure equitable treatment.

Kunniparampil Curien Zachariah and Irudaya Rajan (2015) The Kerala Migration Study 2014 is the sixth in a series of research studies on migration from Kerala, both domestically and internationally. It examines migration trends and their effects on the state's economy and society during the last 15 years. The study is based on primary data collected from a sample of around 15,000 households picked at random by a stratified multistage random sampling technique covering all 63 taluks in the state. It includes several chapters covering diverse migratory dynamics from socio-political, economic, and demographic angles. A longitudinal panel database on migration and remittances is also included in the study, which helps to clarify important questions about migration and mobility in the area.

U Jerinabi (2023) examines the elements that influence Indian migrant workers' work behavior, such as their strong work ethic, flexibility, and eagerness to learn. It acknowledges challenges such as language barriers and cultural differences that may require them to develop new skills. Theoretical frameworks like Hofstede's cultural dimensions and social exchange theory provide insights into their behavior. Understanding these factors helps employers create supportive work environments, leading to improved job satisfaction and productivity. The study focuses on the major challenges faced by migrant employees in Kerala, examines factors affecting their behavior, and explores the impact of culture on job performance.

S Irudaya Rajan (2004) provides a comprehensive analysis of the effects of labor migration from Kerala to the Gulf region on various aspects such as housing quality, access to amenities,

consumer durables ownership, elderly care dynamics, and women's roles in households. The analysis is based on a survey of 10,000 households. The article also sheds light on Kerala's significant contribution to migration and emphasizes the need for effective policies to manage the return of migrants.

KM Sulaiman and RB Bhagat (2022) explores migration aspirations among the youth from Kerala, India, in response to the oil production and subsequent boom in Gulf countries. A survey was conducted among 491 students in Calicut, Kerala, with the majority expressing awareness of Middle East countries as migration destinations. Interestingly, having a migrant father did not significantly impact their aspirations to migrate, while having a migrant friend increased the likelihood of migration aspirations. The study suggests that migration will remain a viable option for youth in Kerala in the next 10 to 20 years. Policies should focus on promoting migration awareness and ensuring safe and secure migration for the youth.

Vinod Kumar k, Sreekutty, Varna mary George and Arun k Vinod discusses the growing trend of Indian students who are opting to migrate abroad for pursuing higher education, especially from the southern state of Kerala. Despite the challenges and restrictions posed by the COVID-19 pandemic, a vast majority of Indian students, up to 91%, are still keen on pursuing their studies overseas. This year, the number of Indian students studying abroad has witnessed a significant increase, with a total of 261,406 students. Kerala, in particular, has observed a considerable surge in the number of students aspiring to study overseas. The primary motivation behind this trend is the desire among students to secure permanent residency in the country where they would be studying after completing their education. The article sheds light on the factors that motivate Kerala students to pursue educational opportunities abroad.

Kunniparampil Curien Zachariah, S Irudaya Rajan (2015) They highlight the significance of international migration and worker remittances in developing regions. It points out the lack of attention paid to measuring their impact on individuals, families, economies, and society. The study provides a comprehensive analysis of migration patterns, remittance trends, and socio-economic factors. It also examines the financial impact of remittances and the social costs of migration on surviving family members. The handbook is a valuable resource for scholars,

policymakers, administrators, academics, and non-governmental organizations, filling a major knowledge gap regarding these topics.

2.10 SUMMARY

Numerous studies are focused on migrants. While the majority of them concentrate solely on the nursing field, many of them cover all of India. In contrast, very few studies specifically address Kerala. This study is centered on all Kerala migrant workers and students. In this chapter the theoretical framework of migrants from Kerala was made and the model developments regarding the construct used are done. This provides a detailed idea and structure to ahead the project in the track and questionnaire development was made easeful. To conclude all available previous studies were reviewed to make a meaningful model to be validated.

Chapter 3

Data analysis and interpretation

ANALYSIS OF DATA

This chapter deals with the analysis of data collected .The data was analysed in three different stages.The first is the profile analysis which includes a brief analysis of the Demographic analysis of the same respondents . In the second section analysis and interpretation of the identified variables.By creating a Google Form information was gathered from 70 respondents .Tables and Graphs were created in order to analyse the gathered data.it advances the project and obtains respondent opinion.

Section 1

3.1 DEMOGRAPHIC PROFILE OF THE RESPONDENTS

3.1.1 AGE

TABLE 3.1.1 AGE

AGE	FREQUENCY	PERCENTAGE
Below 20	5	7.1%
20 - 25	61	87.1%
25- 30	2	2.9%
Above 30	2	2.9%
Total	70	100%

Source ; Primary Data

From the above figures ,it is clear that, majority of the respondents belong to the age group of 20.it is followed by the age group of 21.There are some respondents belonging to the age group of below 20.Remaining respondents belong to the age group of above 21.

3.1.2 GENDER

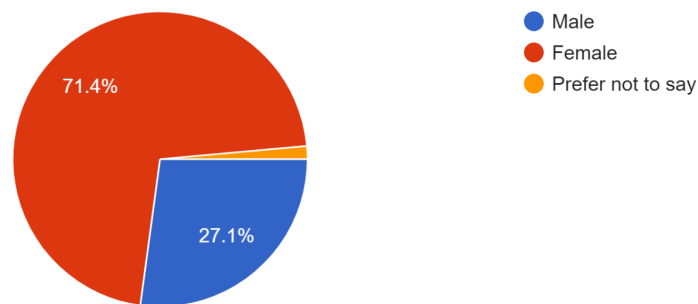
Table 3.1.2 Gender

GENDER	FREQUENCY	PERCENTAGE
Male	50	71.4%
Female	19	27.1%
Others	1	1.4%
Total	70	100%

Source : Primary Data

Figure 3.1.2 Gender

Gender
70 responses



According to the findings of the survey ,it has been observed that a significant proportion of the participants who responded to the survey were female,accounting for 71.4% of the total respondents. On the other hand, male participants constitute only 27.1% of the total respondents,while a negligible 1.5% preferred not to disclose their gender.

3.1.3 OCCUPATION

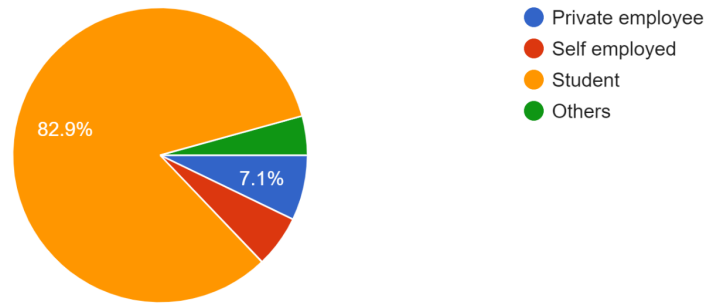
Table 3.1.3 OCCUPATION

OCCUPATION	FREQUENCY	PERCENTAGE
Student	58	82.9%
Private employee	5	7.1%
Self employee	4	5.7%
Others	3	4.3%
Total	70	100%

Source : Primary Data

Figure 3.1.3 Occupation wise classification of the respondent

Occupation
70 responses



Based on the data collected from a sample of 70 individuals ,it was found that 58 of them are students.Out of these students,12.8% are engaged in privately employed or self employed .Upon analysing the graph, it is evident that the majority of the respondents are students.

3.1.4 EDUCATIONAL QUALIFICATION

Table 3.1.4 EDUCATIONAL QUALIFICATION

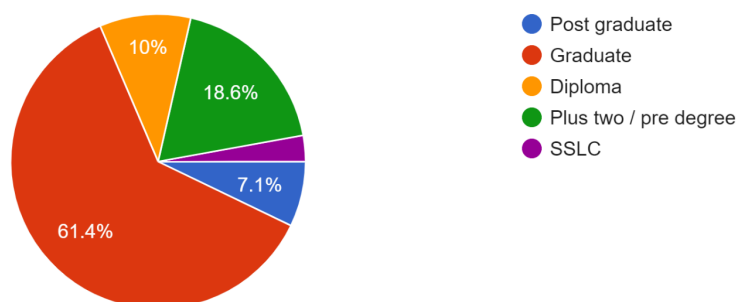
EDUCATIONAL QUALIFICATION	FREQUENCY	PERCENTAGE
Graduate	44	62.9%
Post graduate	5	7.1%
Diploma	7	10%
Plus two/ Pre degree	12	17.1%
Sslc	2	2.9%
Others	70	100%

Source: Primary Data

Figure 3.1.4 educational qualification of the respondents

Educational Qualification

70 responses



Out of the 70 responses, 44 respondents are Graduate. 17.1% of them are Plus two/Pre degree holders. Figure 1.1.4 Educational qualification of the respondents, it is clear from the graph that the majority of the respondents are graduates.

3.1.5 ANNUAL INCOME

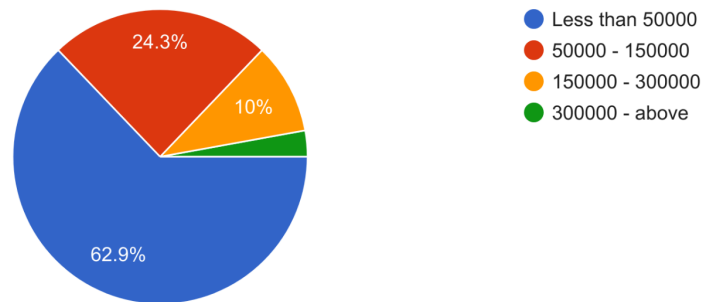
Table 3.1.5 ANNUAL INCOME

ANNUAL INCOME	FREQUENCY	PERCENTAGE
Less than 50000	44	62.9%
50000 - 150000	17	24.3%
150000 - 300000	7	10%
Above 300000	2	2.9%
Total	70	100%

Source : Primary Data

Figure 3.1.5 Annual Income of the respondents

Annual income
70 responses



Out of the 70 responses, 44 respondents belong to the group of income less than 50000. 24.3% of the respondents belong to the group of income 50000 - 150000. Remaining respondents belong to the group of income more than or above 300000.

3.1.6 RATE OF MIGRATION

Table 3.1.6 RATE OF MIGRATION

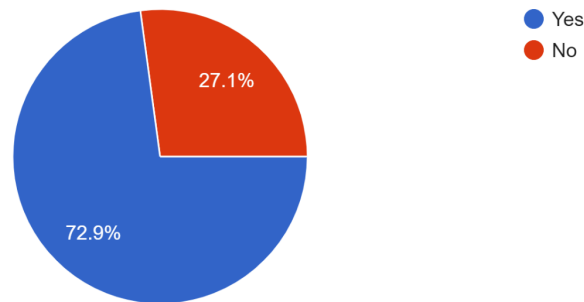
MIGRATED STATUS	FREQUENCY	PERCENTAGE
Migrated	51	72.9%
Non migrated	19	27.1%
Total	70	100%

Source : Primary Data

Figure 3.1.6 Rate of Migration

Have you ever moved to a different country for education or employment ?

70 responses



Out of the 70 responses almost 72.9% relocated for work or education purposes, indicating that a majority of the respondents moved in search of better living circumstances. The remaining 27.1% were not relocated abroad. They continue to reside in their native nation.

3.1.7 PROPORTION OF THE RESPONDENTS MIGRATED NATIONS

Table 3.1.7 Migrated Nations

MIGRATED NATIONS	PERCENTAGE
USA	17.1%
UK	2.9%
Australia	4.3%
Germany	14.4%
India	10%
Canada	27.1%
Italy	2.9%
Japan	5.6%
Saudi arabia	2.9%
Neitherland	2.9%
Switzerland	2.9%
Others	7%
Total	100%

Source : Primary Data

Out of the 70 respondents, the majority selected Canada for their professional or educational goals; 27.1% selected Canada. Germany was the second-most popular choice among the participants. 10% of the respondents said they would prefer to work or study in Germany. London Ranks third among the countries chosen by respondents, with 5.6% choosing the Japan for employment or further education. 4.3% each of respondents selected Australia, Italy, Switzerland, Neitherland and Saudi Arabia. Other nations such as the United States of Emirates (1.4%), the France (1.4%), Ukraine (1.4%), Luxembourg (1.4%), and Ireland (1.4%) were selected. 10% of the respondents still identify India as their home nation. That indicates that 10% of respondents said they would not be interested in relocating abroad.

3.1.8 CAUSES FOR MIGRATION

Table 3.1.8 CAUSES

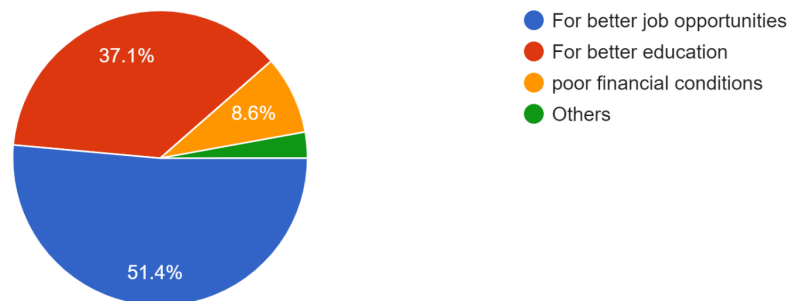
CAUSES	FREQUENCY	PERCENTAGE
Better job opportunities	36	50.7%
Better education	27	38%
Poor financial conditions	6	8.5%
Others	2	2.8%
Total	70	100%

Source : Primary Data

Figure 3.1.8 showing the causes for migration

Why do you intend to move / leave your home country?

70 responses



Out of the 70 respondents, 50.7% moved in quest of better employment opportunities 38% moved in search of better education, 8.5% moved due to financial hardship, and the remaining 2.8% moved for other reasons. From this, it is clear that most people moved in search of better employment and educational opportunities.

3.1.9 RATE OF FORCED MIGRANTS

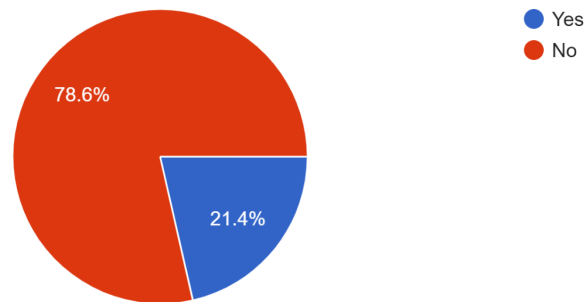
Table 3.1.9 RATE OF FORCED MIGRATION

RATING	FREQUENCY	PERCENTAGE
Yes	55	78.6%
No	15	21.4%
Total	70	100%

Source : Primary Data

Figure 3.1.9 showing the rate of forced migration

Have you been forced to relocate or leave your own country of origin by anyone else?
70 responses



78.6% of the 70 respondents stated they were not coerced by anyone to move or leave their nation of origin. This indicates that they left their home country voluntarily. The remaining 21.4% relocated abroad after being forced to do so by others. This means that moving to another country is not their choice.

3.1.10 REMUNERATION OFFERED

Table 3.1.10 Remuneration Offered

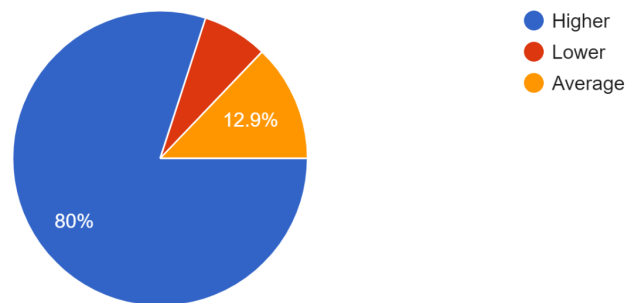
REMUNERATION/ COMPENSATION OFFERED BY FOREIGN COUNTRY	FREQUENCY	PERCENTAGE
Higher	56	80%
Average	9	12.9%
Lower	5	7.1%
Total	70	100%

Source ; Primary Data

Figure 3.1.10 Remuneration Offered

What is your opinion on the compensation or remuneration offered in foreign countries compared to domestic countries ?

70 responses



According to the data presented in this graph, a vast majority of respondents, approximately 80%, reported receiving higher remuneration in their current country of employment compared to their home countries. Only a small percentage of respondents, 12.9% reported receiving average pay, and the remaining 7.1% reported receiving lower than what they were used to in their home countries.

3.1.11 IMPACT OF MIGRATION ON GROWTH /PROGRESS

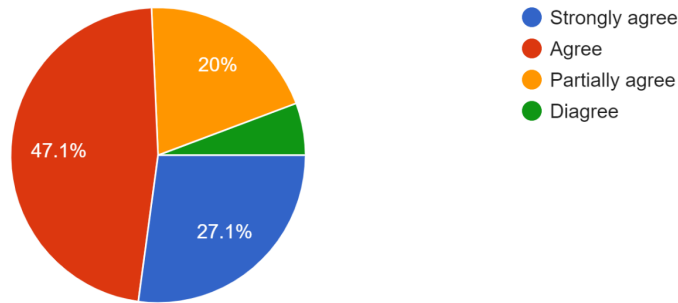
Table 3.1.11 IMPACT OF MIGRATION

RATING	FREQUENCY	PERCENTAGE
Strongly agree	19	27.1%
Agree	33	47.1%
Partially	14	20%
Disagree	4	5.7%
Total	70	100%

Source: Primary Data

Figure 3.1.11 impact of migration

Migration impacted your personal or professional growth and development?
70 responses



According to the information in this table, approximately 47.1% of participants Agree that migration affects their personal or professional growth and development directly or indirectly. 27.1% strongly agree migration affects their growth and development, and the remaining 20% partially agree that migration affects their growth and development.

3.1.12 EXTENT OF DISCRIMINATION

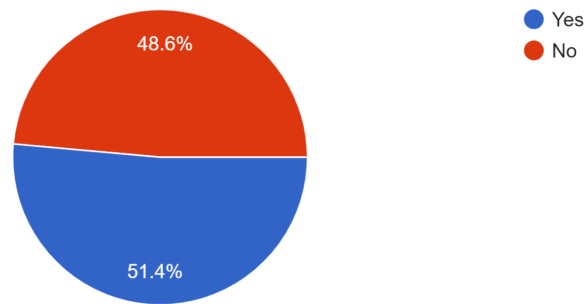
Table 3.1.12 EXTENT OF DISCRIMINATION

RATING	FREQUENCY	PERCENTAGE
Yes	36	54.4%
No	34	48.6%
Total	70	100%

Source : Primary Data

Figure 3.1.12 Extent of Discrimination

Have you faced any instances of discrimination or prejudice in the host country ?
70 responses



51.4% of the 70 respondents reported having experienced prejudice or discrimination in their host country. The remaining 48.6% never experiences prejudice or discrimination of any kind. It is evident from the responses that the majority of migrants experience discrimination or prejudice, while a significant number of them are content and do not encounter any discrimination or prejudice in their host country.

3.1.13 RATE OF VICTIMS OF HUMAN TRAFFICKING

Table 3.1.13 RATE OF HUMAN TRAFFICKING

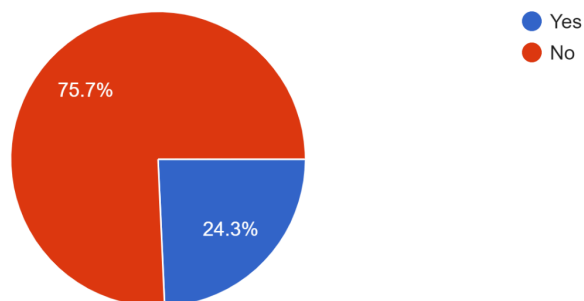
HUMAN TRAFFICKING	FREQUENCY	PERCENTAGE
Yes	53	75.7%
No	17	24.3%
Total	70	100%

Source : Primary Data

Figure 3.1.13 Rate of Human Trafficking

Do you know anyone who has been the victim of human trafficking ?

70 responses



To the best of their knowledge ,75.7% of the 70 respondents said they were unaware of any known victims of human trafficking. The remaining 24.3% are aware of the victims of human trafficking.

3.1.14 PEOPLE WHO RECEIVED FINANCIAL AID

Table 3.1.14 FINANCIAL AID

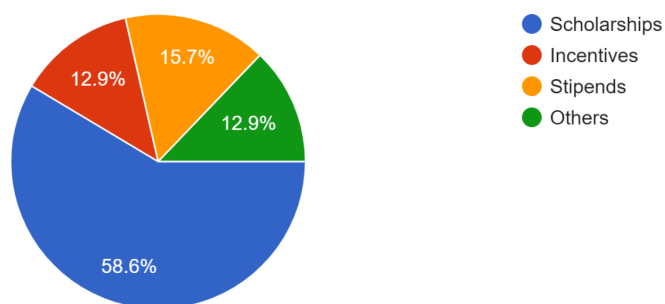
TYPES OF FINANCIAL AID	FREQUENCY	PERCENTAGE
Scholarship	41	58.6%
Stipend	11	15.7%
Incentive	9	12.9%
Others	9	12.9%
Total	70	100%

Source : Primary Data

Figure 3.1.14 showing the people who received financial aids

Did they offers any financial support?

70 responses



The graph pertaining to financial aid indicates that amongst the 70 respondents, 58.6% received scholarships, 15.7% received stipends, 12.9% received incentives and 12.9% received other forms of financial aid.

3.1.15 HEALTH CARE

Table 3.1.15 HEALTH CARE

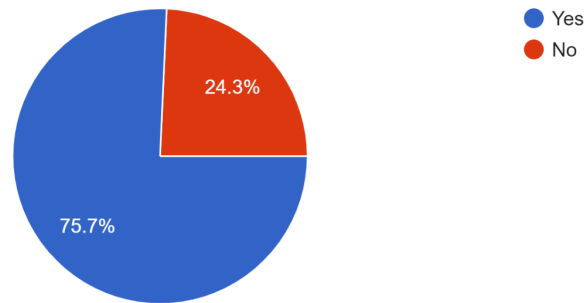
HEALTH CARE SERVICES	FREQUENCY	PERCENTAGE
Access	53	75.7%
Non access	17	24.3%
Total	70	100%

Source : Primary Data

Figure 3.1.15 Health Care

Do you have access to health service in your intended location?

70 responses



Among the 70 individuals who responded approximately 75.7% reported that they were able to receive health care services at their intended location. On the hand, about 24.3% of the respondents mentioned that they did not receive the health care facilities they were seeking,

3.1.16 EDUCATION AND SKILLS

Table 3.1.16 EDUCATION AND SKILLS

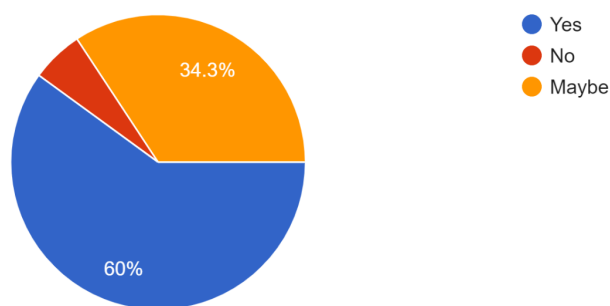
RATING	FREQUENCY	PERCENTAGE
Yes	42	60%
Maybe	24	34.3%
No	4	5.7%
Total	70	100%

Source : Primary Data

Figure 3.1.16 education and skills

Do you think have a skill or education is necessary to get a job at your intended location ?

70 responses



According to the survey ,a significant majority of the respondents,that is 60%,believe that education and skills are indispensable prerequisites for securing a job.Another 34.3% of the respondents are of the opinion that education and skills are necessary in certain situations,while only a meagre 5.7% of the respondents disagree with this notion

3.1.17 QUALITY OF EDUCATION

Table 3.1.17 QUALITY OF EDUCATION

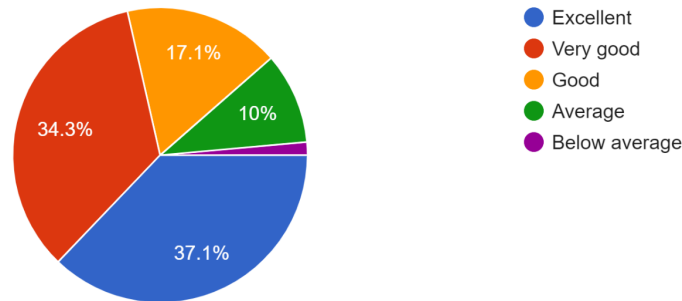
RATING	FREQUENCY	PERCENTAGE
Excellent	26	37%
Very good	24	34.3%
Good	12	17.1%
Average	7	10%
Below average	1	1.4%
Total	70	100%

Source : Primary Data

Figure 3.1.17 showing quality of education

What is the quality of education provided by the foreign country ?

70 responses



The graph presents a detailed analysis of the respondents feedback on the quality of education. It is clear from the graph the majority of the respondents, accounting for 37% found the quality of education excellent. 34.3% of the respondents rated it as very good, while 17% were satisfied with a good rating. However 10% of the respondents found the quality of education to be average and a mere 1.4% rated it as below average. The graph clearly reflects the diverse opinions of the respondents on the quality of education and services as valuable feedback for the concerned authorities.

3.1.18 LANGUAGE BARRIER

Table 3.1.18 LANGUAGE BARRIER

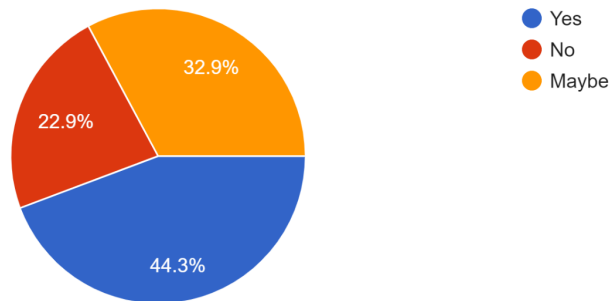
RATING	FREQUENCY	PERCENTAGE
Yes	31	44.3%
No	16	22.9%
Maybe	23	32.9%
Total	70	100%

Source : Primary Data

Figure 3.1.18 Language Barrier

Have you encountered any language barriers ?

70 responses



Based on the findings of the survey, it was observed that half of the participants, that is 44.3% of the respondents encountered difficulties while performing their tasks due to language barriers. On the contrary 22.9% of the participants did not face any language barriers while executing their duties, while 32.9% of them reported facing language barriers occasionally during their work.

3.1.19 LEVEL OF SATISFACTION

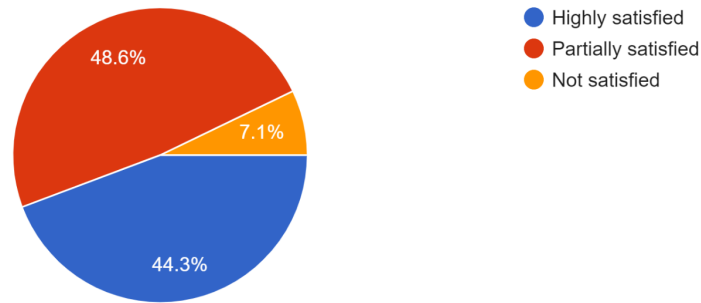
Table 3.1.19 LEVEL OF SATISFACTION

RATING	FREQUENCY	PERCENTAGE
Highly satisfied	31	44.3%
Partially satisfied	34	48.6 %
Not satisfied	5	7.1%
Total	70	100%

Source : Primary Data

Figure 1.1.19 level of satisfaction

Are you satisfied with the facilities and resources that have been offers to you by foreign countries ?
70 responses



Out of the 70 respondents who participated in the survey, their satisfaction levels with the facilities and resources provided by foreign entities varied greatly. approximately 44.3% of the respondents were extremely satisfied with the facilities and resources provided, while 48.6% reported that they were partially satisfied. On the other hand, around 7.1% of the respondents expressed their dissatisfaction with the facilities and resources provided by the foreign entities.

3.1.20 FINANCIAL FEASIBILITY

Table 3.1.20 FINANCIAL FEASIBILITY

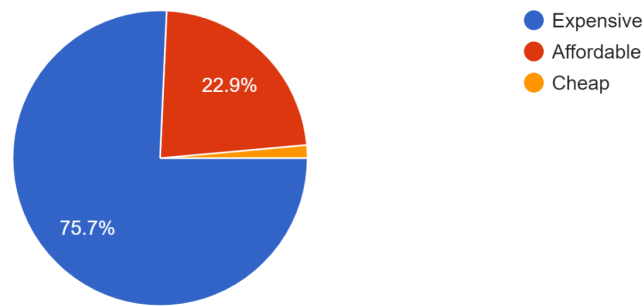
RATING	FREQUENCY	PERCENTAGE
Expensive	53	75.7%
Affordable	16	22.9%
Cheap	1	1.4%
Total	70	100%

Source ; Primary Data

Figure 1.1.20 financial feasibility

Is it financially feasible for a middle class family to travel to foreign countries for work or study ?

70 responses



Based on the survey responses of 70 people, it was found that 75.7% of the respondents believe that travelling is expensive and unaffordable for a middle-class family ,while the remaining 22.6% of the respondents believe that it is affordable.

Chapter 4

Findings, Suggestions and Conclusion

4.1 INTRODUCTION

The phenomenon of professionals leaving their homeland of Kerala, India, in search of better opportunities elsewhere has been a subject of significant attention in recent times. This migration trend has had a significant impact on the state's economic, social, and cultural fabric. To gain a better understanding of this phenomenon, a study was conducted to explore its complexities. This study looks at the various opportunities, difficulties, and experiences that Keralan migrant professionals face in a variety of fields and locales across the globe. The purpose of this research, surveys, and data analysis is to gain critical insights into the complex nature of Kerala migration. This study will help us better understand the challenges that migrants face when attempting to integrate into their new communities, as well as the cultural adaptations they make to fit in. It also provides valuable insights into the lives of skilled migrants and their loved ones, as well as the significant impact of migration. It provides a thorough understanding of the varied backgrounds and experiences of migrant professionals born in Kerala by looking at their age, gender, and educational background. The different complex challenges that migrant professionals face—such as language and cultural barriers, professional recognition, socioeconomic disparities, and difficulties with cultural adaptation—have been identified and thoroughly examined in our research. The purpose of this outline of these challenges is to offer insightful information and understanding that will facilitate the creation of focused interventions and support systems that can successfully lessen the suffering of Kerala's migrant labor force. The primary goals of this study are to assess the difficulties encountered by migrant students, to understand the underlying causes of migration, and to identify the issues faced by migrants and their level of job satisfaction.

4.2 FINDINGS

- The survey sample comprises a higher proportion of respondents in the 20–25 age range than in other age categories.
- The collected data shows that 62.9% of the respondents are currently pursuing undergraduate studies. It implies that a sizable proportion of the surveyed population is comprised of students enrolled in undergraduate degree programs.
- The majority of respondents are female migrant professionals, indicating that a significant proportion of participants in the study or survey were women who had moved for educational or professional purposes.
- The majority of people surveyed earn less than \$50,000 annually, with a considerable portion of respondents having annual incomes of less than \$50,000.
- Among the 70 respondents surveyed, students comprise a larger percentage than any other occupation or demographic group. Within the migrant population under study, it suggests that students comprise the majority of the group.
- The primary reason for the majority of participants to migrate to different countries was improved job prospects, declared by more than half of the participants (50.7%) and Of the participants, 38% moved in search of higher education.
- The vast majority of responses show a significant increase in voluntary migration.
- Most migrants believe that migration has influenced their professional or personal development positively. It implies that a significant portion of migrants perceive migration as beneficial, leading to growth either in their careers or personal lives.
- A notable portion of the respondents have experienced discrimination or prejudice from the countries where they have migrated to. It suggests that a significant number of individuals faced biases or unfair treatment based on factors such as their nationality, ethnicity, or migrant status in the host countries.
- Of the seventy participants, the majority made use of financial assistance or support. For the purpose of meeting their needs or advancing their goals, a sizable portion of the participants received financial support.
- The data or information available indicates that the quality of education is better in the countries where the participants have migrated to, compared to their home countries.

- A significant number of the participants experienced obstacles or challenges because they couldn't communicate effectively due to differences in language. This language barrier likely posed challenges in various aspects of their daily lives.
- A significant proportion of participants expressed that it is not financially viable for a middle-class family. The majority of people think that particular expenses, investment, or way of life presents a financial hardship that is difficult for a middle-class family to handle.

4.3 SUGGESTIONS

- We can provide social security benefits, such as pensions, disability benefits, and survivor benefits, to our citizens who reside abroad.
- We can provide financial aid for education. The government may offer scholarships or grants to citizens studying abroad.
- Consulates or embassies can provide emergency financial assistance to our citizens facing crises or emergencies while abroad.
- We can provide assistance and incentives, such as grants or loans, to citizens who want to invest abroad or start a business in other countries.
- We should make remittance services more accessible to our citizens. By partnering with banks or money transfer services, the government can assist citizens in transferring funds from abroad to their families back home.

4.4 CONCLUSION

The issue of professionals leaving Kerala, India, to pursue better opportunities abroad has received a lot of attention in recent years. The migrant professionals from Kerala who are the subject of this study discuss the various challenges they face, such as integrating into a new culture, overcoming discrimination, and dealing with career obstacles. However, the study highlights the professionals' determination and significant contributions to their host and home communities. The study emphasizes the importance of implementing policies and support mechanisms that address the specific needs of migrant professionals.

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APPENDIX

QUESTIONNAIRE

Please specify your personal and business related details

1. Age

Below 20 20-25 25-30 Above

2. Gender

Male Female Others

3. Occupation

Private employee Self employed Student Others

4. Educational Qualification

Post graduate Graduate Diploma Plus two / Pre degree Sslc

5. Annual Income

Less than 50000 50000-150000 150000-300000 Above 300000

6. Have you ever moved to different country for education or work ?

Yes No

7. Which country have you chosen for work or education ?

Germany Usa Canada Italy Others (specify) _____

8. Why do you intend to move / leave your home country ?

For better job opportunities For better education Poor financial conditions
Others

9. Have you been forced to relocate or leave your own country of origin by anyone else ?

Yes No

10. What is your opinion on the compensation or remuneration offered in foreign countries compared to domestic countries ?

Higher Lower Average

11. Migration impacted your personal or professional growth and development ?

Strongly agree Agree Partially agree Disagree

12. Have you faced any instances of discrimination or prejudice in the host country ?

Yes No

13. Do you know anyone who has been the victim of human trafficking ?

Yes No

14. Did they offers any financial support ?

Scholarship Incentive Stipend Others

15. Do you have access to health care service in your intended location ?

Yes No

16. Do you think have a skill or education is necessary to get a job at your intended location ?

Yes No Maybe

17. What is the quality of education provided by the foreign country ?

Excellent Very good Good Average Below average

18. Have you encountered any language barriers ?

Yes No Maybe

19. Are you satisfied with the facilities and resources that have been offers to you by foreign country ?

Highly satisfied Partially satisfied Not satisfied

20. Is it financially feasible for a middle class family to travel to foreign country for work or study ?

Expensive Affordable Cheap