" SOCIAL EXCLUSION: A STUDY AMONG IN MIGRANT WORKERS IN KOZHIKODE DISTRICT "

Dissertation submitted to

Mahatma Gandhi University, Kottayam in partial fulfilment of the requirement for the degree of

Master of Social Work

Specializing in

Medical and Psychiatry Social Work

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2022-2024

CERTIFICATE

This is to certify that this dissertation titled " **Social exclusion: A study among in migrant workers in Kozhikode District**" is a record of genuine and original work done by JOYAL JOSE Reg. No 220011000184 of IV semester Masters of Social Work course of this college under my guidance and supervision and it is hereby approved for submission.

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DECLARATION

I, JOYAL JOSE hereby declare that the research work titled " SOCIAL EXCLUSION: A STUDY AMONG IN MIGRANT WORKERS IN KOZHIKODE DISTRICT" submitted to the M G University, Kottayam, is a record of genuine and original work done by me under the guidance of Mrs. Simmy Xavier, Assistant professor, Bharata Mata School of Social Work, Thrikkakara and this research work is submitted in the partial fulfilment of the requirements for the award of the degree of Master of Social Work specializing in Medical and Psychiatry.

I hereby declare that the results embedded in this research have not been submitted to any other University or Institute for the award of any degree or diploma, to the best of my knowledge and belief.

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ABSTRACT

This paper delves into the complex phenomenon of social exclusion encountered by migrant workers in Kozhikode, Kerala. Despite their indispensable role in the local economy, migrant workers often find themselves marginalized and excluded from various facets of social life. Through a quantitative study , sheds light on the nuanced challenges they face in accessing essential services, securing decent living conditions, and participating fully in community life. The research reveals pervasive instances of discrimination, both systemic and interpersonal, which hinder the social integration of migrant workers. Language barriers, cultural differences, and legal uncertainties exacerbate their vulnerability to exclusionary practices. Moreover, safety concerns and precarious living arrangements further compound their experiences of social marginalization.Ethical considerations guide every aspect of the research process, ensuring the dignity and confidentiality of participants. By amplifying the voices of migrant workers and centering their lived experiences, this study aims to inform policy interventions and community initiatives aimed at fostering greater inclusion and equity in Kozhikode. Ultimately, the findings underscore the urgent need for comprehensive strategies to dismantle the barriers to social inclusion faced by migrant workers, thereby advancing the principles of social justice and human rights in the region.

ACKNOWLEDGMENT

I would like to acknowledge and give my warmest thanks to my supervisor Mrs.Simmy Xavier, Assistant Professor, Bharata Mata School of Social Work Thrikkakara and other social work faculties who has helped and guided me in academics and co- curricular activities. Thank for their patience, love and invaluable constructive feedback which has made this work possible. Their guidance and advice carried me through all the stages of writing my thesis.

I would also like to give special thanks to my parents, siblings and my family as a whole for their continuous support and understanding when undertaking my studies all these years also during research and writing this thesis. Your prayer for me was what sustained me this far last not the least my sincere thanks to all colleagues for their continuous support, guidance ,love and valuable feedback.

I sincerely thank all Working Women from two states people who participated in this study without which this study wouldn't be completed. I thank God almighty for the guidance in my life.

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CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION

"Migration is demographic process of movement of population from one geographical area or political boundary to another geographical area . (Lee, (1966).)

Migration, the movement of people between locations, is an integral part of human history and civilization. Human migration refers to the movement of people from one place to another with the intention of settling, temporarily or permanently, in a new location. This movement can occur within a country (internal migration) or between countries (international migration). Over time, individuals and communities have moved for various reasons such as seeking new prospects, escaping conflict, or adapting to environmental changes. This phenomenon is complex and influenced by multiple factors including economic, social, political, and environmental forces. In recent years, global migration patterns have become more intricate and varied due to rapid globalization, advancements in transportation and communication technologies, and changing geopolitical dynamics. This increased mobility of people across borders has significant implications for both the countries of origin and destination. There is extensive debate on the factors that cause populations to shift, from those that emphasise individual rationality and household behaviour to those that cite the structural logic of capitalist development. Moreover, numerous studies show that the process of migration is influenced by social, cultural and economic factors and outcomes can be vastly different for men and women, for different groups and different locations (Rogaly, 2002)

Human migration has shaped the development and evolution of societies worldwide. From ancient nomadic tribes to contemporary global diasporas, the movement of people has been a constant phenomenon. Historical migrations have been driven by diverse factors, including trade, conquest, colonization, and religious persecution. For example, the Silk Road facilitated the exchange of goods and ideas across Asia, leading to cultural diffusion and population

movements. Similarly, European colonial expansion in the Americas, Africa, and Asia resulted in mass migrations of people, both voluntary and involuntary. In the modern era, global migration patterns have become increasingly complex and diverse. Factors such as rapid globalization, advancements in transportation and communication technologies, and shifting geopolitical landscapes have facilitated greater mobility of people across borders. There are various types of migration, including internal migration within countries, international migration between countries, and forced migration due to conflict, persecution, or environmental factors. According to the United Nations, there are an estimated 272 million international migrants globally, with the majority moving for economic reasons.

Economic opportunities are among the primary drivers of human migration. Many individuals and families migrate in search of better livelihoods, higher wages, or improved standards of living. Economic disparities between countries and regions often compel people to leave their homes in pursuit of a better future. For example, migrants from developing countries may seek employment in industrialized nations with stronger economies and job prospects. The phenomenon of labor migration is particularly pronounced in sectors such as agriculture, construction, healthcare, and hospitality. Social and political instability also play significant roles in driving migration. Conflict, persecution, human rights abuses, and political repression force millions of people to flee their homes each year in search of safety and security. For instance, the Syrian refugee crisis resulted in millions of Syrians fleeing their war-torn country in search of refuge in neighbouring countries and beyond. Similarly, political instability in regions such as Central America has led to mass migration towards the United States in recent years.

Environmental factors, including climate change, natural disasters, and environmental degradation, are increasingly recognized as significant drivers of migration. Rising sea levels, extreme weather events, and declining agricultural productivity can lead to displacement and

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relocation, particularly in vulnerable regions such as small island states, coastal areas, and arid regions. For example, communities in low-lying island nations like Tuvalu and Kiribati are facing the existential threat of sea-level rise, forcing them to consider migration as a survival strategy. The impacts of migration are felt at both individual and societal levels, influencing economies, cultures, and societies. Migrants contribute to the labor force, fill skill gaps, and drive innovation in receiving countries, while also sending remittances back to their countries of origin, which can have significant economic benefits. However, migration also presents challenges such as social integration, cultural diversity, and strains on public services and infrastructure. Moreover, the brain drain phenomenon, where skilled professionals emigrate from developing countries to seek better opportunities abroad, can have adverse effects on the development prospects of their home countries. Managing migration effectively requires coordinated efforts at local, national, and international levels. Policymakers face numerous challenges in addressing migration, including balancing the rights of migrants with national security concerns, combating human trafficking and smuggling, promoting social cohesion and cultural diversity, and addressing the root causes of migration such as poverty, inequality, and conflict. Moreover, the politicization of migration issues and the rise of anti-immigrant sentiments in some countries pose additional challenges to the formulation and implementation of comprehensive migration policies.

Human migration is a complex and multifaceted phenomenon with profound implications for individuals, societies, and economies worldwide. Understanding the dynamics, drivers, and impacts of migration is essential for addressing the challenges and opportunities it presents. By adopting evidence-based policies and fostering international cooperation, policymakers can better manage migration flows, promote social cohesion, and harness the potential benefits of migration for all. Ultimately, a holistic approach that addresses the root causes of migration while respecting the rights and dignity of migrants is essential for achieving sustainable and

equitable outcomes for both sending and receiving communities. Migration often involves longer working hours, poor living and working conditions, social isolation and poor access to basic amenities. Migration affects markets, lowering the cost of labour. Migration also affects the labour market at the place of origin. Migrant earnings affect income, expenditure patterns and investment and changes relations at household and community levels. While there seems to be some positive impact on incomes and investment, the major 3 function of migration is to act as a _safety valve' in poor areas. The impact on asset and income inequality is more mixed. (Srivastava, 2003)

The concept of migration cannot be fully understood without the reference of historical phases. Each historical phases not only have its own patters of migration but is also dominant. In Socio economic system every human civilization has the movement of population from one region to another. At the beginning of civilization, man has hunter and food gatherer. He had to wander a lot in search of food. This form of migration was the oldest and known as primitive migration. Migration is a vague concept and different definitions and concepts of migration are used in different parts of world. Migration may be a change of residence, journey to work, type of boundaries crossed etc.

Migration is a vague concept and different definitions and concepts of migration are used in different parts of world. The term 'migration' means a change of resolvance journey to work. Demographic dictionary defines migration as a form of geographical mobility or spatial between one geographical unit and another generally unavailing a change in residence from the place of origin or place of departure to the place of destination as place of arrived. Migration is demographic process of movement of population from one geographical area or political boundary to another geographical area or political boundary within a time inertial unavailing or change of residence.

"Human migration" denotes any movement by humans from one locality to another (migration), often over long distances or in large groups, Humans are known to have migrated extensively throughout history and prehistory. The movement of populations in modern times has continued under the form of both voluntary migration within one's region, country, or beyond, and involuntary migration (which includes slave trade, Trafficking in human beings and ethnic cleansing). The people who migrate are called migrants, or, more specifically, emigrants, immigrants or settlers, depending on historical setting, circumstance and perspective. Human migration has taken place at all times and in the greatest variety of circumstances. It has been tribal, national, class and individual, its causes have been climatic, political, economic, religious, or mere love of adventure. Its causes and results are fundamental for the study of ethnology, of political and social history, and of political economy (Khan, 1983)

Migration is the movement of people in space, often involving a change in the usual place of residence; internal migration is such a movement within national boundaries (International Union for the Scientific Study of Population, 1982:92-93).

1.2 HISTORY OF HUMAN MIGRATION

Human migration, a phenomenon ingrained in the tapestry of human history, has been shaped by a myriad of factors, from evolutionary imperatives to socio-economic dynamics. This extensive exploration seeks to unravel the intricate narrative of human migration, tracing its trajectory from the early movements of Homo erectus to the complexities of contemporary global mobility. Through a nuanced lens, this analysis endeavours to shed light on the diverse drivers, patterns, and consequences of human migration, offering insights into its profound implications for societies worldwide.

1.2.1. The Emergence of Migration in Human Evolution:

The migration narrative finds its roots in the evolutionary journey of the Homo genus, with Homo erectus emerging as a pivotal figure in early human migrations. Approximately one million years ago, Homo erectus ventured out of Africa, embarking on a journey across Eurasia that likely utilized natural land routes and, controversially, may have even involved maritime exploration. These early migrations laid the groundwork for subsequent human movements and cultural exchanges.

1.2.2. Exploring the Settlement of the Americas:

The settlement of the Americas remains a subject of debate, with scholars divided between competing models that offer contrasting timelines for the peopling of the continent. While some argue for a relatively recent migration, occurring around 14,000 - 16,000 years ago, others propose a much earlier presence, potentially dating back 20,000 years or more. These divergent perspectives underscore the complexity of unravelling the mysteries surrounding the first human inhabitants of the New World.

1.2.3. Agricultural Transitions and Population Movements:

The transition to agriculture, known as the Neolithic Revolution, brought about profound demographic shifts and human migrations. Originating in the Fertile Crescent around 10,000 years ago, agricultural practices spread across Europe in a wave-like pattern, transforming societies and landscapes. Archaeogenetic evidence supports the diffusion of farming techniques, contributing to the expansion of human settlements and the emergence of complex societies.

1.2.4. Navigating the Pacific:

The settlement of the Pacific Islands stands as a testament to the ingenuity and navigational prowess of ancient seafarers. The Lapita culture, originating from Austronesia, demonstrated remarkable maritime skills, establishing thriving communities across the vast expanse of the Pacific Ocean. Their ability to navigate open seas and harness available technologies facilitated the spread of human culture and interaction across remote island chains.

1.2.5. Indo-European Migrations and Cultural Dispersals:

The Indo-European migrations, according to prevailing theories, unfolded over millennia, originating from the Pontic-Caspian steppe region. These migrations disseminated language, culture, and technology across vast territories, shaping the socio-cultural landscapes of Eurasia and beyond. The legacy of Indo-European migrations continues to influence linguistic diversity, genetic heritage, and cultural identities in diverse regions of the world.

1.2.6. Medieval Movements and Societal Transformations:

The medieval period witnessed significant movements of peoples, driven by trade, conquest, and religious pilgrimage. Viking raids and settlements left enduring marks on European history, while the Crusades facilitated cultural exchanges and migrations between Christian and Muslim territories. These movements, though often fraught with conflict, contributed to the diffusion of ideas, technologies, and cultural practices across continents.

1.2.7. Colonial Encounters and Global Displacements:

European colonial expansion from the 16th to the early 20th centuries reshaped the demographic landscape of the world, resulting in forced migrations and cultural exchanges on an unprecedented scale. Colonization efforts in the Americas, Asia, Africa, and Oceania led to the displacement of indigenous populations and the imposition of European languages and

institutions. These colonial legacies continue to shape contemporary societies and intercultural relations.

1.2.8. Industrialization and Urbanization:

The advent of industrialization in the 18th and 19th centuries accelerated population movements, as rural populations migrated to burgeoning urban centres in search of employment and opportunity. Improved transportation networks facilitated mass migrations within and between continents, contributing to the rapid growth of cities and the transformation of social and economic landscapes.

1.2.9. Twentieth-Century Dynamics:

The twentieth century witnessed a surge in migratory flows driven by political upheavals, wars, and economic transformations. World War I, the Russian Revolution, and decolonization processes led to mass displacements and resettlements across Europe, Asia, and Africa. The aftermath of World War II saw the emergence of refugee crises and population transfers on a global scale, reshaping demographic patterns and international relations.

Human migration, a complex and multifaceted phenomenon, reflects the enduring quest for survival, opportunity, and adaptation. From ancient migrations driven by environmental pressures to contemporary movements shaped by globalization and geopolitical dynamics, migration has been a catalyst for cultural exchange, economic development, and social change. By understanding the diverse drivers and consequences of human migration, societies can strive for inclusive and humane approaches to migration governance, fostering mutual understanding, and cooperation in an increasingly interconnected world.

1.3 TYPES OF MIGRATION

Migration, the movement of people from one place to another, is a fundamental aspect of human history and civilization. It manifests in various forms, driven by a myriad of factors ranging from economic opportunities to political upheavals and environmental changes. One of the fundamental distinctions in migration lies between internal and international migration. Internal migration involves the movement of individuals within the borders of a particular country, while international migration entails crossing international borders to settle in a different nation. Each type of migration presents unique dynamics, motivations, and consequences.

- Internal migration encompasses several subtypes, including rural-to-urban migration, urban-to-rural migration, and inter-urban migration. Rural-to-urban migration is a prominent form of internal migration observed globally, driven by the allure of better economic prospects, improved access to services such as education and healthcare, and the attraction of urban lifestyles. This phenomenon often results in rapid urbanization, transforming rural landscapes and shaping the demographic composition of cities. Conversely, urban-to-rural migration involves individuals moving from urban centers to rural areas, often seeking a slower pace of life, lower living costs, or opportunities in agriculture and natural resource-based industries. Inter-urban migration, on the other hand, refers to the movement between different urban areas, driven by factors such as job opportunities, housing affordability, and quality of life considerations.

- International migration, on the other hand, encompasses a diverse range of movements, each shaped by unique drivers and circumstances.

- Labor migration, for instance, involves individuals seeking employment opportunities abroad, driven by wage differentials, skills demand, and labor market conditions. This

form of migration plays a crucial role in global economies, filling gaps in labor markets and supporting industries such as agriculture, construction, and healthcare.

- Refugee migration, in contrast, involves individuals fleeing persecution, conflict, or violence in their home countries, seeking safety and protection in other nations. Refugee movements are often characterized by profound humanitarian challenges, including displacement, trauma, and the need for international assistance and protection.

- Family reunification migration occurs when individuals migrate to join family members who have previously settled in another country. This type of migration is driven by the desire to maintain family ties and reunite with loved ones, contributing to social cohesion and community resilience.

- Seasonal migration is a phenomenon where individuals or communities relocate periodically in response to changes in labor demands or weather conditions associated with different seasons. This type of migration is characterized by its temporary nature, with people moving for a specific period and often returning to their original place of residence once the seasonal factors change. Examples of seasonal migration include farm workers following crop harvests or shifting to towns during the off-season, as well as "snowbirds" who migrate to the southern and southwestern United States during the winter months. For farm workers, seasonal migration is often driven by the need to engage in agricultural activities such as planting, tending, and harvesting crops. During peak seasons, individuals may move to rural areas where farming operations require additional labor, and they may reside in temporary accommodations such as migrant worker camps. Once the harvest is complete or agricultural activities wind down, these individuals may return to their hometowns or seek alternative employment opportunities in urban areas. Similarly, seasonal migration occurs among individuals

employed in industries affected by seasonal fluctuations, such as tourism, hospitality, and construction. In tourist destinations, for example, workers may

- Forced migration encompasses situations where individuals are compelled to leave their homes due to environmental disasters, climate change, or human rights violations. Forced migrants face unique challenges, including legal barriers, discrimination, and the lack of access to basic services and rights. Forced migration exists when a person is moved against their will (slaves), or when the move is initiated because of external factors (natural disaster or civil war). The distinction between internal and international migration is crucial because they happen for different reasons. Because structural barriers are more likely to impede the mobility of a potential international migrant than an internal migrant—international migration involves more administrative procedures, greater expense, and more difficulties associated with obtaining employment, accessing state services, learning a new language, and the like-the motivations behind international migration are usually stronger than those behind internal migration (Weeks, 1999).

The motivations behind migration are diverse and multifaceted, shaped by a complex interplay of factors including economic opportunities, political stability, social networks, and environmental conditions. Economic considerations, such as job prospects, income differentials, and poverty, often drive migration, particularly in regions where opportunities are limited. Political factors, including conflict, persecution, and governance issues, can also compel individuals to seek refuge in other countries, escaping violence and repression. Social networks and family ties play a crucial role in migration decisions, providing support, information, and resources to migrants as they navigate the complexities of relocation. Environmental changes, including natural disasters, climate variability, and environmental

degradation, are increasingly recognized as drivers of migration, displacing millions of people worldwide and challenging traditional notions of mobility and displacement.

The consequences of migration are profound and far-reaching, impacting individuals, communities, and societies in diverse ways. Migration can contribute to economic development, cultural exchange, and social diversity, enriching receiving societies and fostering innovation and entrepreneurship. However, migration also presents challenges, including social integration, labor market competition, and strains on public services and infrastructure. Addressing these challenges requires comprehensive and evidence-based policies that promote the rights and well-being of migrants while fostering inclusive and resilient societies. By recognizing the complexities of migration and adopting a holistic approach, policymakers, practitioners, and communities can harness the potential of migration for the benefit of all, building societies that are more inclusive, equitable, and sustainable for generations to come. Migration is a multifaceted phenomenon with diverse types, motivations, and consequences. Understanding the dynamics of migration is essential for addressing its opportunities and challenges, promoting human rights and dignity, and building more inclusive and resilient societies. By embracing the diversity of migration and adopting a collaborative and compassionate approach, we can create a future where mobility is recognized as a fundamental human right and a source of strength and resilience for individuals and communities worldwide.

1.4 REASONS FOR MIGRATION

Migration, the movement of people from one place to another, occurs for a multitude of reasons, each shaped by individual circumstances, socio-economic factors, and global trends. Some of the major reasons for migration are:

1.4.1 Economic Opportunities: Economic factors play a significant role in driving migration. Individuals may migrate in search of better job opportunities, higher wages, and improved standards of living. Economic disparities between regions or countries often compel people to move in pursuit of better economic prospects for themselves and their families.

1.4.2 Escape from Poverty: Poverty and lack of economic opportunities in one's place of origin can push individuals to seek better living conditions elsewhere. Migration offers a chance to escape poverty, access basic necessities, and secure a brighter future for themselves and their children.

1.4.3. Conflict and Political Instability: Political unrest, armed conflict, persecution, and human rights violations force many people to flee their homes in search of safety and security. Refugees and asylum seekers migrate to escape violence, persecution, and threats to their lives, often crossing international borders in search of protection and sanctuary.

1.4.4. Environmental Factors: Environmental changes, including natural disasters, climate change, droughts, and environmental degradation, can trigger migration by disrupting livelihoods, destroying homes, and threatening food security. Environmental migrants may relocate to safer areas or countries less vulnerable to environmental risks.

1.4.5. Education and Opportunities: Migration for educational purposes is common, with individuals seeking better educational opportunities, access to quality schools, and specialized training or academic programs. Students may migrate domestically or internationally to pursue higher education, vocational training, or skill development courses.

1.4.6. Family Reunification: Family ties and reunification are significant drivers of migration, with individuals seeking to join family members who have migrated previously. Family reunification migration allows families to maintain close bonds, support each other, and build a better future together.

1.4.7. Better Healthcare: Access to quality healthcare services and medical treatment can influence migration decisions, particularly for individuals facing health challenges or seeking specialized medical care not available in their home countries. Medical tourism also drives migration to countries with advanced healthcare infrastructure and expertise.

1.4.8. Marriage and Relationships: Migration for marriage or partnership reasons is common, with individuals relocating to be with their spouses or partners. Cross-border marriages and relationships often result in one partner migrating to the other's country to establish a life together.

1.4.9. Personal and Cultural Reasons: Cultural factors, including language, religion, and lifestyle preferences, can influence migration decisions. Individuals may migrate to countries where they share cultural affinities, feel a sense of belonging, or wish to explore new cultural experiences and perspectives.

1.4.10. Better Quality of Life: Overall, the pursuit of a better quality of life, characterized by factors such as safety, stability, freedom, and opportunities for personal growth and fulfilment, serves as a fundamental motivation for migration. People migrate in search of happiness, fulfilment, and a chance to build a better future for themselves and their loved ones.

In summary, migration is driven by a complex interplay of economic, social, political, environmental, and personal factors. Understanding the diverse reasons for migration is essential for addressing the opportunities and challenges associated with human mobility, promoting the well-being of migrants, and fostering inclusive and sustainable societies.

1.5. MODELS AND THEORIES OF MIGRATION

A wide array of theoretical frameworks exists to elucidate actual migration outcomes. Understanding migration theories is crucial as they offer insights into population movements within broader political and economic contexts. For instance, if emigration from Third World countries is attributed to economic challenges stemming from the global economy, addressing such migration could involve enhancing international economic agreements rather than implementing restrictive immigration policies.

1.5.1. Ravenstein's "Laws of Migration"

(Ravenstein E. , 1889) formulated a set of migration 'laws' in the 1880s, laying the foundation for modern migration theory. Everett Lee (1969) reworked Ravenstein's laws to give more weight to internal (or push) factors and highlighted the influence of intervening obstacles on migration. Lee argued that factors like distance, physical and political barriers, and family responsibilities can hinder or prevent migration.

Ravenstein proposed during the period of 1834 to 1913 outlined several principles in human migration:

- Most migrants tend to move short distances.

- Long-distance migrations are more common among people from large cities.

- The majority of migration occurs from rural areas to urban areas.

- International migrants are typically young males aged 20 to 45.

- Migrations often occur in step-by-step processes.

- Each migration flow tends to generate at least one counter flow.

- Within a country, females tend to be more migratory than males.

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- Migration tends to increase in volume with industrial development and improved transportation.

1.5.2. The Gravity Model

The Gravity Model is another concept that suggests migration volume is inversely proportional to the distance travelled and directly proportional to the relative sizes of the origin and destination places.

1.5.3. Buffer theory

In the late 1950s, several European countries, notably West Germany and France, adopted a migration policy known as the buffer theory due to a surplus of job vacancies after rapid post-WWII economic recovery. To address the labor shortfall, these countries imported temporary workers from the southern Mediterranean basin, including North Africa. Referred to as Gastarbeiter, particularly in Germany, these were primarily young, unskilled males who often migrated alone, leaving their families behind. They worked in sectors with poorer conditions and lower pay than those for local workers, eventually dominating low-paid service-rated jobs. The situation continued until the 1970s economic recession, leading to job losses. In 1974, West Germany imposed a ban on future economic migrants, offering the option to return to their home countries. Despite this, few migrants accepted the offer, resulting in increased tensions and resentment from many Germans.

1.5.4. Stouffer's Intervening Opportunity Model

(Stouffer, 2000) posits that the movement of people between two places depends on the type and number of intervening opportunities rather than just the distance. This theory emphasizes that the nature of places is more crucial than the geographical distance. According to the theory of intervening opportunities, the likelihood of migration is influenced most by the opportunities available at the destination, and less by the distance or population pressure at the starting point.

The Law of Intervening Opportunities states that "The number of persons going a given distance is directly proportional to the number of opportunities at that distance and inversely proportional to the number of intervening opportunities." Stouffer's model suggests that the volume of migration over a specific distance is directly related to the number of opportunities at the destination and inversely related to the number of opportunities between the departure and destination places. Intervening opportunities may influence migrants to settle in a location along the route instead of continuing to the originally planned destination. Stouffer argued that the volume of migration is more connected to the opportunities in each location rather than the geographical distance or population totals.

1.5.5. Stepwise Migration Model

Behavioural Model that migration occurs in stages with a 'wave-like' motion. Major settlements tend to attract migrants from smaller cities, which attract. Migrants from smaller towns and villages.

1.5.6. Zelinsky's Model of Mobility Transition

(Zelinsky, 1989) this model of mobility Transition is rooted in Rostow's stages of economic growth, delineating different migration patterns as societies modernize. The model consists of five phases:

Phase One ("Premodern traditional society"):

- Before urbanization, migration is minimal.
- Natural increase rates are nearly zero.

Phase Two ("Early transitional society"):

- Witnessed by massive movement from countryside to cities during the modernization process.

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- Rapid natural increase rates.

Phase Three ("Late transitional society"):

- This phase marks the "critical rung" in the mobility transition.

- Urban-to-urban migration exceeds rural-to-urban migration, while rural-to-urban migration continues.

Phase Four of Zelinsky's Model, termed "Advanced society," is characterized by a continued but diminished movement from countryside to city in both absolute and relative terms. There is also a notable shift toward vigorous migration from city to city and within individual urban agglomerations, especially within a well-developed network of major and minor metropolises. During this phase, there is a slight to moderate rate of natural increase, or none at all.

Moving on to Phase Five, known as "Future super advanced society," the model envisions a scenario where nearly all residential migration is of the interurban and intraurban variety. Predicting fertility behavior becomes challenging, and a stable mortality pattern slightly below present levels is anticipated. This phase represents a highly advanced societal stage with distinct migration patterns and demographic features.

The model captures the evolving dynamics of migration as societies progress through distinct stages of economic growth and modernization.

1.5.7. Lee's Migration Model

(Lee, (1966).) Push-pull theory divides factors causing migrations into two groups of factors: Push and pull factors. Push and pull elements are the ones elements which both forcefully push humans into migration or entice them to an area

Push Factors

- Not enough jobs

- Few opportunities

- Primitive conditions

- Desertification

- Famine or drought

- Political fear or persecution

- Poor medical care

- Loss of wealth

- Natural disasters

- Death threats

- Slavery

- Pollution

- Poor housing

- Discrimination

- Poor chances of marrying

Pull Factors

- Job opportunities

- Better living conditions

- Political and/or religious freedom

- Enjoyment

- Education

- Better medical care

- Security

- Family links

- Industry

- Better chances of marrying

1.5.8 Neoclassical Migration Economic Theory (Sjaastad, 1962) the author views migration as being driven by differences in labor returns across markets. It posits that migration is influenced by disparities in wages between labor-rich and capital-rich countries. The theory asserts a direct correlation between wage differentials and migration flows, assuming full employment and predicting a linear relationship between wage disparities and migration.

1.5.9 The Human Capital Model (Becker & Ben-Porath , 1967) treats migration as an investment decision, where the perceived benefits of higher wages in a new location outweigh the associated costs of moving. Segmented labor-market theory suggests that developed economies have dualistic labor markets, with immigrants often filling low-wage jobs that native-born individuals avoid due to poor working conditions.

1.5.10 World-systems theory (Wallerstein, 1974) argues that international migration is a consequence of global capitalism, with migration patterns typically from poorer to richer nations due to economic disparities. General Systems Theory, applied by Mabogunje (1970) to rural-urban migration in Africa, views migration as a complex, circular, and self-modifying system influenced by various economic, social, technological, and governmental factors.

1.5.11 The Value Expectancy Model, (Crawford, 1973) based on the work of psychologist suggests that migration behavior depends on individuals' expectations of outcomes and the perceived value of those outcomes. This model considers seven main groups of values or goals, including wealth, status, and comfort, and factors in broader socioeconomic and demographic elements.

1.5.12 Grand theory on immigration (Triandafyllidou, & Blair, C., 2006) attempted to formulate a comprehensive theory on migration by integrating key theoretical perspectives outlined by Massey and colleagues (1993) in "American Apartheid." This proposed model

aimed to amalgamate various perspectives into one framework, potentially facilitating a comprehensive analysis of migration phenomena, contingent upon the availability of empirical data. The authors incorporated network, institutional, and cumulative causation perspectives, offering a nuanced blend of structural and individual factors contributing to the persistence and often escalation of migratory flows. However, the model was not empirically tested. The authors concluded that migration stems from a comparison of costs and benefits, government intervention, and prevailing knowledge and attitudes toward migration. While such a theory may prove beneficial for policymakers seeking to elucidate existing migration patterns or predict new ones at a general level, its utility diminishes when policymakers aim to formulate migrant integration policies or examine migration's sector-specific impacts. Similarly, the model may not offer significant insights into understanding the dynamics of specific types of immigration, such as seasonal migration, or nuanced aspects like the gender impact on immigration phenomena. Nonetheless, it holds promise for making general predictions and elucidating the interplay between diverse factors influencing migration phenomena.

1.5.13 Segmented labor-market theory (Piore, 1979), posits that developed economies necessitate a certain level of immigration. This theory underscores the dualistic nature of First World economies, featuring a primary market of secure, well-paying jobs and a secondary market characterized by low wages and poor working conditions. Immigrants are recruited to fill positions in the secondary labor market, which native-born individuals often eschew due to the unfavorable working conditions associated with it.

1.5.14 World-systems theory, (Sassen, 1988) advanced by Sassen in 1988, asserts that international migration is a consequence of global capitalism. Contemporary migration patterns primarily flow from the periphery (less affluent nations) to the core (wealthier nations) due to structural economic challenges generated by industrial development in the First World. These

challenges act as push factors in the Third World, driving individuals to seek better opportunities in richer nations.

1.5.15 General Systems Theory, (Mabogunje, 1970) as applied by Mabogunje in 1970 to rural-urban migration in Africa, offers a holistic framework for understanding migration dynamics. Contrary to linear push-and-pull models, General Systems Theory views migration as a circular, independent, and self-modifying system. Mabogunje identified four components of the migration environment—economic, social, technological, and governmental—and highlighted the interplay between social and spatial mobility. He emphasized the role of aspirations, information, and feedback mechanisms in shaping migration patterns, laying the groundwork for the development of concepts such as social networks.

These theories primarily focus on international migration to Western countries from under-developed and developing nations. However, this study examines internal migration within a country, specifically to Kerala from states with different languages and cultures. It aims to assess the integration of migrant workers into local culture and society and the extent to which the local population accepts and integrates them.

1.6 MIGRATION IS A GLOBAL PHENOMENON

Migration is global phenomenon statistics recently published by Global commission on international migration reveal the scale of international migration in 2005. There were 191 million migrant in that 115 million in developed countries and 75 million in development countries. This report is 6 years old. This may be increased by 100 million now. Most of the international migrants are from developing countries but migration does not just accure from the south to north while 60percentage of migrants live in most developed countries, 40percentage live in less developed country, with migration occurring within and between

developing countries Millennium Development Goals and Migrations report 2005. (report, 2005).

An important trend in international migration is the increase in transitional migration. According to the UN report on Millennium Development Goals (2005) instead of people migrating permanently to one location people are migrating to one location people are migrating more and more on temporary seasonal and circular basis. Some of the global forces influencing migration include the rise of new in information and commenced technologies. (report, 2005)

These have made it easier more migrants to communicate with each other and to stay in touch with those left behind. Also, changes in global transportation have made travelling cheaper and easier. Demographic factors including geographically differentiated fertility levels and age structure are likely to have bath an indirect and direct affect an future of global migration. By implications, global and regional shifts in longevity, fertility and gender relations are likely to affect the global supply and demand for migrations; such analysis has to be gender specific. The aging process in wealthy nations, for example, economic factors (especially national and international labor markets), the future structure of global income, and other opportunity differentials, are likely to have a significant impact on migration in the future, though it is difficult to predict which way they will go due to fundamental model uncertainties.

1.7 INDIANS MIGRATING TO OTHER COUNTRIES

Migration has long been a hallmark of India's history, with millions of Indians venturing abroad in pursuit of diverse opportunities and aspirations. This global diaspora, spanning continents and cultures, has played a pivotal role in shaping both the countries of destination and the

homeland. In this essay, we delve into the multifaceted dynamics of Indian migration to foreign lands, examining the patterns, motivations, and impacts of this widespread phenomenon.

Historically, Indian migration has been influenced by various factors, including economic opportunities, colonial ties, educational pursuits, and familial reasons. The colonial era witnessed significant Indian migration to British colonies, driven by the demand for labor in plantations, railways, and other infrastructure projects. This migration laid the foundation for the Indian diaspora in countries such as Mauritius, Fiji, Trinidad and Tobago, and South Africa, where Indian communities have left an enduring imprint on the cultural landscape. In the contemporary era, Indian migration has diversified and expanded, with a notable surge in skilled migration to Western countries. The United States, Canada, the United Kingdom, Australia, and New Zealand have emerged as favored destinations for Indian professionals, students, and entrepreneurs seeking better career prospects, higher education, and quality of life. The Indian diaspora in these countries encompasses a wide spectrum of talent, from IT professionals and scientists to business leaders and artists, contributing significantly to their host societies' economic, social, and cultural fabric. Economic factors also play a significant role in shaping Indian migration patterns, particularly to the Gulf countries and Southeast Asia. The Gulf region, in particular, has been a magnet for Indian migrant workers, drawn by lucrative job opportunities in construction, hospitality, healthcare, and other sectors. Remittances sent back by Indian expatriates constitute a vital source of foreign exchange earnings for India and play a crucial role in supporting household consumption, investment, and poverty alleviation in migrant-sending regions. Indian migration is driven not only by economic imperatives but also by social, political, and cultural factors. Family reunification, marriage, political asylum, and religious freedom are among the motivations prompting Indians to migrate abroad. The Indian diaspora is characterized by its diversity, comprising people from

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various linguistic, religious, and regional backgrounds who maintain strong ties with their homeland while embracing the cultures and values of their adopted countries.

The impacts of Indian migration are far-reaching, influencing both the countries of origin and destination. In host countries, Indian migrants contribute to economic growth, innovation, and cultural diversity, enriching societies with their skills, knowledge, and entrepreneurial spirit. Indian professionals have excelled in fields such as technology, medicine, finance, and academia, playing a pivotal role in driving advancements and fostering cross-cultural exchanges. Additionally, Indian cuisine, music, dance, and festivals have gained global popularity, contributing to the enrichment of global cultural landscapes. In India, the benefits of migration are evident in the form of remittances, which serve as a lifeline for many families and contribute to household welfare, poverty reduction, and economic development. Remittances also support investment projects, education expenses, and healthcare needs, fostering human capital development and social mobility in migrant-sending regions. Moreover, returning migrants often bring back valuable skills, experiences, and networks acquired abroad, which can stimulate entrepreneurship, innovation, and knowledge transfer in their home communities.

However, Indian migration also presents challenges and risks, including brain drain, social fragmentation, and the exploitation of migrant workers. The loss of skilled professionals to brain drain can impede India's development efforts and exacerbate existing inequalities in access to education, healthcare, and employment opportunities. Additionally, Indian migrants may face discrimination, xenophobia, and exploitation in host countries, particularly in sectors characterized by low wages, poor working conditions, and limited legal protections. Addressing these challenges requires collaborative efforts by governments, civil society, and international organizations to safeguard the rights and well-being of migrants, promote ethical recruitment practices, and foster inclusive societies that embrace diversity and respect human

rights. By harnessing the potential of migration as a driver of development and inclusivity, India can continue to thrive as a global leader and a beacon of hope for future generations of migrants seeking a better future.

Indian migration to other countries is a complex and multifaceted phenomenon that reflects the aspirations, challenges, and aspirations of millions of individuals seeking to improve their lives and pursue their dreams. The Indian diaspora represents a powerful force for global connectivity, economic dynamism, and cultural exchange, bridging nations and enriching societies with its talents, diversity, and resilience. As India continues to navigate the complexities of migration in an increasingly interconnected world, it must strive to harness the transformative potential of migration for the collective benefit of humanity.

1.8 MIGRATION IN INDIA

Migration is a deeply ingrained aspect of India's socio-economic fabric, with its roots tracing back through centuries of history. This multifaceted phenomenon, marked by internal and international movements, has profound implications for the country's demographic makeup, economic development, and social dynamics. Historically, India has been a land of diverse migration patterns, shaped by a multitude of factors including economic opportunities, political upheavals, and social transformations. Ancient migrations, such as the movement of nomadic tribes and the spread of religions like Buddhism and Jainism, laid the foundation for India's cultural diversity and geographical expansion. Subsequent waves of migration, including the arrival of Central Asian tribes and the colonial era, further enriched India's mosaic of languages, traditions, and communities.

One of the most significant episodes of migration in India's history was the partition of British India in 1947, which resulted in the mass displacement of populations along religious lines.

The partition led to the migration of millions of Hindus, Muslims, and Sikhs between India and Pakistan, accompanied by violence, loss of life, and the resettlement of refugees in their newly formed nations. This event had profound socio-political ramifications, shaping the demographic composition and political landscape of the region. In the post-independence era, India has witnessed internal migration on a massive scale, driven by factors such as rural-urban disparities, agrarian distress, and industrialization. Millions of people migrate from rural areas to cities in search of better livelihoods, education, and healthcare, leading to rapid urbanization and the emergence of megacities. The migration statistics up to the early 1990s (from Census) shows a near stagnancy. Estimates from National Sample Survey Organization (NSSO) also show a marginal decline in population mobility between 1987-88 & 1993 for overall population. This decline is attributed to the process of economic liberalization which implies the greater movement of capital and natural resources and growing immobility of population as stated by some authors (Gupta, 1996). Internal migration patterns are also influenced by regional disparities in economic development, with states like Maharashtra, Delhi, and Kerala serving as major destinations for migrants from other parts of the country. India is home to a vast diaspora spread across the globe, with Indian migrants contributing to the cultural diversity and economic development of their host countries. Indian expatriates are engaged in various sectors such as information technology, healthcare, finance, and education, playing a significant role in driving innovation, entrepreneurship, and trade relations. The Indian diaspora also maintains strong ties with their homeland, contributing to philanthropic initiatives, cultural exchanges, and diplomatic efforts.

The socio-economic impacts of migration in India are manifold, influencing both sending and receiving regions in complex ways. Internal migration contributes to urbanization, labor market dynamics, and social mobility, shaping the economic landscape of cities and rural areas. However, migration also presents challenges such as overcrowding, strain on infrastructure,

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and social tensions, necessitating policy interventions to promote inclusive growth, address disparities, and protect the rights of migrants. International migration from India has significant implications for the country's economy, diaspora relations, and global influence. Remittances sent by Indian expatriates serve as a vital source of foreign exchange earnings, supporting household consumption, investment, and poverty alleviation in migrant-sending regions. Indian migrants also play a crucial role in fostering people-to-people ties, cultural diplomacy, and trade partnerships between India and other countries.

Migration is a dynamic and multifaceted phenomenon that has shaped India's history, society, and economy in profound ways. From ancient migrations to contemporary mobility patterns, the movement of people reflects the aspirations, challenges, and opportunities of individuals seeking better lives and opportunities. The complexities of migration and implementing policies that promote inclusive development, India can harness the potential of migration as a driver of economic growth, social cohesion, and global connectivity in the 21st century.

1.9 RURAL-URBAN AND INTER- STATE MIGRATION.

India is undergoing rapid urbanization, with an increasing concentration of people in urban areas. Projections suggest that by 2021, the urban population could reach 40percentage of the total population (Ministry of Urban Unemployment and Poverty Alleviation and Ministry of Urban Development, 2005) The share of migration to urban areas has risen from 33 percentage in 1999/00 to 35 percentage in 2007/08, and this trend is expected to continue as urbanization accelerates.

The generation of employment opportunities in urban areas is a significant driver of migration from rural areas. Studies indicate that over half (56percentage) of rural-to-urban migration is driven by employment, with a noticeable increase in the proportion of migrants employed in

salaried or wage-earning positions (from 28percentage in 1999/00 to 32percentage in 2007/08), while other types of employment decline. Economic factors, particularly the availability of urban employment in the expanding informal sector, are major motivators for rural-to-urban migration (Shylendra, Hann, & Srivastava , 1997)

Structural reforms initiated since the early 1990s have played a crucial role in India's economic growth, creating job opportunities in globally linked sectors around urban centers and contributing to rural-urban migration (Kundu, 2011). In addition to economic factors, issues such as poverty, unemployment, environmental degradation, and limited effectiveness of anti-poverty programs also drive labor migration to urban areas (NCRL, 1991) Non-economic factors like education and changes in administrative boundaries also influence migration patterns (Singh , James, & Singh, 2000)Major urban centers like Kolkata and Mumbai attract rural laborers mainly from states like Bihar, Uttar Pradesh, Orissa, Andhra Pradesh, Tamil Nadu, and parts of Kerala and Karnataka (NCRL, Joshi , Joshi, & Dasgupta,, 1997) While there was a decline in population mobility up to the 1990s, the post-reform period has witnessed an increase in internal population movement (Kundu, Singh, Srivastava, & Bhaga, 1998)

There is significant labor migration from states like Uttar Pradesh and Bihar to Maharashtra, Delhi, West Bengal, Haryana, Gujarat, and other states in northern and central India. These migrations are driven by better employment prospects and educational opportunities in major urban centers. This flow of migrants reflects the combined influence of push and pull factors, with both economic opportunities and social factors playing a role. Even the poorest individuals are resorting to migration as a survival strategy during periods of rapid economic growth, contrary to expectations. This increasing trend of migration among the poorest reflects their growing vulnerability during economic expansion.

Understanding the types of employment migrants engage in at their destination and their occupational status before migration is crucial. There is a noticeable shift in occupational patterns after migration, with a rise in the proportion of migrants gainfully employed. More migrants are engaged in salaried and wage-earning positions, followed by self-employment, irrespective of gender. The declining participation of migrants in agriculture and allied activities indicates a shift towards non-agricultural sectors for higher remuneration.

Migrants are often preferred in certain sectors due to their perceived ease of control and willingness to work long and flexible hours. This flexibility is reinforced by the role of contractors and middlemen in recruitment and supervision. However, there are significant differences in labor market experiences and integration challenges between seasonal or circular migrants and more permanent migrants, highlighting gaps in existing knowledge regarding migration patterns and experiences. A growing number of micro studies highlight that people from lower socio-economic backgrounds in underdeveloped states migrate to developed states in pursuit of employment opportunities, driven by poverty, inequality, and environmental vulnerabilities. The causes behind this increasing interstate mobility, whether push or pull factors, are still being investigated.

The growth of the IT sector and the opening up of the informal sector have attracted both men and women to migrate to states like Punjab, Haryana, and Maharashtra, although the volume of in-migration to these states is declining. Conversely, there is a substantial increase in out-migration from states with low levels of development. Studies conducted by (Rao, 2001) Deshingkar et al. (2003), Karan (2003), Dayal and Karan (2003), and Action Aid (2005) indicate a high level of out-migration from economically backward and drought-prone areas of states like Andhra Pradesh, Orissa, Bihar, Jharkhand, Rajasthan, and Madhya Pradesh to developed states, driven by opportunities in the informal economy. Developed states exhibit high levels of inter-state immigration, whereas poor states, except for Madhya Pradesh, show

low rates of total and male immigration. The proportion of migrants moving for economic reasons is higher among long-distance migrants, with most male migrants moving between states doing so for economic opportunities. In the urban informal sector, social networks play a crucial role, with friends and relatives acting as a network. The job market is highly segmented based on caste, religion, and kinship, as observed in studies by Mitra and Gupta (2002). These social networks provide initial income support, information, accommodation, and access to jobs, facilitating the migration process.

1.10 IN MIGRATION TOWARDS KERALA

Migrant workers in Kerala constitute a significant and dynamic part of the state's workforce, contributing to various sectors such as construction, agriculture, manufacturing, and services. Kerala, known for its relatively high standards of living and robust social welfare policies, attracts migrants from other Indian states seeking employment opportunities and better livelihood prospects. However, the experiences of migrant workers in Kerala are often marked by a complex interplay of challenges and opportunities.

In contrast to the official government statistics, which indicate that there are around 500,000 migrant laborers in Kerala, recent findings from the Gulati Institute of Finance and Taxation and volunteer groups reveal a substantially larger figure of approximately 3.1 million migrant workers. This suggests that the migrant workforce in the state is approximately six times greater than what the government has reported.

One of the primary challenges faced by migrant workers in Kerala is the issue of living and working conditions. Many migrants live in crowded and substandard accommodations, often provided by employers or labor contractors. These living conditions can be unsanitary and lack basic amenities, posing health and safety risks. In addition, migrant workers frequently

encounter exploitative working conditions, with long hours, low wages, and limited access to legal protections. In sectors like construction, where migrant labor is prevalent, accidents and injuries are not uncommon due to inadequate safety measures and insufficient training. Social integration is another significant challenge for migrant workers in Kerala. Cultural differences, language barriers, and social stigma can hinder their ability to connect with local communities and access essential services. Discrimination and marginalization based on ethnicity, religion, or language further exacerbate social exclusion, leading to feelings of isolation and alienation. As a result, migrant workers often form their own informal networks and support systems to cope with the challenges they face.

Despite these challenges, migrant workers play a crucial role in Kerala's economy and society. They contribute to the state's economic growth by filling labor shortages in key sectors and supporting infrastructure development. Remittances sent by migrant workers to their families back home also bolster household incomes and stimulate local economies in their places of origin. Furthermore, migrants bring diverse skills, knowledge, and perspectives to Kerala, enriching the state's cultural landscape and fostering cross-cultural exchange. In recent years, there has been growing recognition of the need to address the issues faced by migrant workers in Kerala. Civil society organizations, trade unions, and government agencies have advocated for policies and programs aimed at improving the living and working conditions of migrant workers, protecting their rights, and promoting their social integration and inclusion. Efforts have been made to strengthen labor regulations, provide access to healthcare and education, and raise awareness about migrant rights and entitlements. However, more needs to be done to address the systemic challenges that migrant workers continue to face in Kerala. Comprehensive policies that address issues such as housing, healthcare, education, and labor rights are essential to safeguard the welfare and well-being of migrant workers. Moreover, initiatives aimed at promoting social cohesion, cultural diversity, and mutual understanding

between migrant workers and local communities are crucial for fostering a more inclusive and equitable society in Kerala. By working together, stakeholders can create an environment where migrant workers are treated with dignity and respect, and their contributions to Kerala's development are fully recognized and valued.

1.11 WELFARE PROGRAMS FOR MIGRANT WORKERS IN KERALA

Kerala has implemented various welfare programs aimed at improving the living and working conditions of migrant workers and promoting their social inclusion. These programs address a range of issues, including housing, healthcare, education, labor rights, and social support. Some key welfare programs for migrant workers in Kerala include:

1. Migrant Workers Welfare Fund: The Kerala government has established a Migrant Workers Welfare Fund to provide financial assistance and support services to migrant workers. The fund is utilized for initiatives such as skill development programs, healthcare services, and emergency assistance for migrant workers in distress.

2. Shelter Homes and Accommodation Facilities: Kerala has set up shelter homes and accommodation facilities for migrant workers, providing them with safe and affordable housing options. These facilities offer basic amenities such as food, shelter, sanitation, and healthcare, improving the living conditions of migrant workers who often face challenges accessing decent housing.

3. Healthcare Services: Migrant workers in Kerala have access to healthcare services through government-run hospitals, clinics, and mobile health units. Special health camps and medical check-ups are organized for migrant workers to address their healthcare needs, including preventive care, treatment of illnesses, and emergency medical services.

4. Education and Skill Development: The Kerala government has launched education and skill development programs for migrant workers and their children. These initiatives aim to enhance the educational attainment and employability of migrant workers by providing access to formal and non-formal education, vocational training, and skill development courses.

5. Legal Aid and Counseling: Migrant workers in Kerala receive legal aid and counseling services to address issues related to labor rights, exploitation, and abuse. Legal aid clinics, helplines, and support centers provide assistance to migrant workers in filing complaints, seeking redress for grievances, and navigating the legal system.

6. Social Integration and Cultural Exchange: Kerala promotes social integration and cultural exchange between migrant workers and local communities through various initiatives. Cultural events, festivals, and community gatherings are organized to foster mutual understanding, respect, and solidarity among migrant workers and host communities.

7. Awareness Campaigns and Outreach Programs: The Kerala government conducts awareness campaigns and outreach programs to inform migrant workers about their rights, entitlements, and available welfare services. Information dissemination through pamphlets, posters, and audiovisual materials helps migrant workers access services and resources more effectively.

8. Grievance Redress Mechanisms: Grievance redress mechanisms are established to address complaints and grievances raised by migrant workers. Toll-free helplines, complaint boxes, and online portals enable migrant workers to report issues related to wages, working conditions, and safety concerns, ensuring prompt action and resolution.

9. The Apna Ghar initiative seeks to offer economical, hygienic, and secure housing for migrant laborers. These hostels, situated in Palakkad and Kinalur, feature essential amenities such as kitchens, bathrooms, and recreational spaces, alongside facilities like sewage treatment plants, rainwater harvesting systems, generators, and surveillance cameras.

10. Aalay is a collaborative effort with local self-government bodies to provide lodging for workers. Landlords willing to lease properties to workers must register with the Labour Department. As of October 2022, 493 buildings have been registered under this program.

11. Under the health insurance scheme, individuals receive Rs 25,000 for medical expenses and Rs 2 lakh for accidental death coverage. Registration cards have been issued to 516,320 migrant workers, with 374 workers availing medical benefits and 29 workers' dependents receiving accidental death benefits by October 2022.

12. The Guest App, developed by the Building and Other Construction Workers Welfare Fund Board, offers various perks to scheme members, including post-death benefits, assistance in repatriating bodies to their native states, maternity benefits, and educational support.

These welfare programs demonstrate Kerala's commitment to promoting the well-being and dignity of migrant workers and fostering an inclusive and equitable society. By addressing the specific needs and challenges faced by migrant workers, Kerala aims to create a supportive environment where all residents can thrive and contribute to the state's development.

INTERSTATE WORKMEN ACT, 1979

(Service, 1979) is a significant piece of legislation in India aimed at protecting the rights and welfare of interstate migrant workers. The primary objective of the Interstate Migrant Workmen Act (IMWA) is to regulate the employment conditions of migrant workers who move from one Indian state to another in search of work opportunities. It seeks to ensure their protection from exploitation and to provide for their basic welfare needs.

The Act applies to establishments or contractors who employ a specified number of interstate migrant workers. This threshold varies across states and is determined by the respective state governments. Employers or contractors engaging a certain number of interstate migrant

workers are required to register their establishments under the Act. This registration ensures compliance with the provisions of the Act and facilitates monitoring by authorities.

Employers have several obligations under the IMWA, including:

- Providing written contracts: Employers must furnish written contracts of employment to interstate migrant workers, specifying terms and conditions of employment, wages, hours of work, etc.

- Payment of wages: Workers must be paid wages equivalent to those paid to local workers for similar work. Wages should be paid directly to the workers and not through intermediaries.

- Provision of amenities: Employers are mandated to provide suitable accommodation, food, medical facilities, and other amenities to interstate migrant workers at the worksite.

- Transportation: Employers are responsible for providing free and suitable transportation from the worker's home state to the worksite and back at the end of their employment period.

- Receiving wages equal to or better than those of local workers for similar work, or at least the minimum wages specified in the Minimum Wages Act of 1948, whichever is higher.

- Entitlement to displacement allowance (Section 14) and home journey allowance (Section 15), including payment of wages during travel periods.

- Provision of suitable accommodation and medical facilities at no cost, as mandatory requirements.

- Freedom from liability upon termination of employment after the contract period.

- Right to file complaints with authorities within three months of any incident or accident, among other provisions.

The Act prescribes penalties for employers who violate its provisions. Penalties may include fines and imprisonment, depending on the nature and severity of the offense. The enforcement of the IMWA is the responsibility of labor departments and other relevant authorities at the state level. These authorities are tasked with monitoring compliance, conducting inspections, and taking appropriate action against violators.

While the IMWA is a significant step towards protecting the rights of interstate migrant workers, its effective implementation faces several challenges:

- Limited awareness: Many workers and employers are unaware of the provisions of the Act, leading to widespread non-compliance.

- Enforcement issues: Insufficient resources, corruption, and bureaucratic inefficiencies often hamper the enforcement of the Act.

- Informal sector: A significant portion of interstate migrant workers is employed in the informal sector, where the implementation of labor laws is weak.

The Interstate Migrant Workmen Act, 1979, provides a legal framework for safeguarding the rights of interstate migrant workers in India, its effective implementation remains a challenge. Addressing these challenges requires concerted efforts from government authorities, employers, trade unions, and civil society organizations to ensure the protection and welfare of this vulnerable workforce.

1.12 MIGRATION AND URBANISATION

Migration, urbanization, and development are interconnected phenomena that often influence each other in complex ways. Migration, the movement of people from one place to another,

whether within a country or across borders, plays a significant role in urbanization. As people move to cities in search of better economic opportunities, urban areas experience population growth, leading to urbanization. This influx of people can strain urban infrastructure and services but also fuels economic growth and cultural exchange. Urbanization, the process by which rural areas become increasingly urban, is often driven by migration. As people migrate to cities, urban areas expand and develop, leading to the growth of industries, businesses, and services. However, rapid urbanization can also lead to challenges such as overcrowding, inadequate housing, pollution, and social inequality.

Development, broadly defined as the improvement in economic, social, and environmental well-being, is both a cause and a consequence of migration and urbanization. Migration to urban areas can contribute to economic development by providing labor for industries and businesses, while urbanization can create opportunities for education, healthcare, and infrastructure development. However, development policies and practices can also influence migration patterns and urban growth, affecting the distribution of resources and opportunities. Understanding the interplay between migration, urbanization, and development is crucial for policymakers and stakeholders to effectively address challenges and harness opportunities for sustainable and inclusive growth.

1.13 SOCIAL EXCLUSION

Social exclusion is a complex and pervasive phenomenon that affects individuals and communities worldwide. It refers to the systematic process through which certain groups or individuals are marginalized, deprived of opportunities, and denied access to resources, rights, and participation in social, economic, and political activities. In this essay, we will explore the causes, consequences, and potential remedies for social exclusion, shedding light on its multifaceted nature and implications for society.

Causes of Social Exclusion:

Social exclusion can stem from various interconnected factors, including:

1. Economic Inequality: Widening economic disparities contribute significantly to social exclusion, as marginalized groups lack access to resources and opportunities for socio-economic advancement.

2. Discrimination and Prejudice: Discriminatory attitudes and practices based on factors such as race, ethnicity, religion, gender, disability, or sexual orientation perpetuate social exclusion by marginalizing certain groups and denying them equal rights and opportunities.

3. Structural Inequities: Social structures and institutions often perpetuate exclusion by favoring certain groups while marginalizing others. This includes systemic biases in education, employment, healthcare, housing, and governance.

4. Geographical Segregation: Physical isolation of communities, particularly in urban areas, can lead to social exclusion by limiting access to essential services, employment opportunities, and social networks.

5. Cultural and Social Norms: Cultural norms and traditions may reinforce exclusionary practices by perpetuating stereotypes, stigmatizing certain groups, and restricting social mobility.

Consequences of Social Exclusion:

The consequences of social exclusion are profound and far-reaching, affecting individuals, communities, and society as a whole:

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1. Poverty and Economic Marginalization: Socially excluded groups often face persistent poverty, unemployment, and limited access to education and healthcare, perpetuating a cycle of deprivation and marginalization.

2. Social Isolation and Alienation: Excluded individuals may experience social isolation, loneliness, and alienation due to a lack of social connections and community support networks.

3. Health Disparities: Socially excluded groups are more likely to experience poor health outcomes, including higher rates of chronic diseases, mental health issues, and reduced life expectancy.

4. Educational Disadvantage: Limited access to quality education perpetuates intergenerational cycles of exclusion by restricting opportunities for socio-economic advancement and upward mobility.

5. Political Disempowerment: Social exclusion undermines democratic principles by disenfranchising marginalized groups and limiting their participation in decision-making processes and civic life.

Remedies for Social Exclusion:

Addressing social exclusion requires a multifaceted approach that addresses underlying structural, economic, social, and cultural factors:

1. Promoting Inclusive Policies: Governments and institutions must adopt policies that promote equality, diversity, and social inclusion across all sectors, including education, employment, healthcare, and housing.

2. Combatting Discrimination: Efforts to combat discrimination and prejudice are essential for creating a more inclusive society. This includes legal frameworks, awareness campaigns, and diversity training programs.

3. Investing in Social Infrastructure: Investment in social infrastructure, such as affordable housing, healthcare facilities, transportation networks, and community centers, can enhance access to essential services and promote social cohesion.

4. Empowering Marginalized Communities: Empowering marginalized communities through education, skills development, entrepreneurship, and political participation can help break the cycle of exclusion and promote socio-economic inclusion.

5. Fostering Social Cohesion: Promoting dialogue, tolerance, and understanding across diverse communities fosters social cohesion and reduces social divisions, contributing to a more inclusive and equitable society.

Social exclusion is a complex and multifaceted phenomenon with profound implications for individuals, communities, and societies. Addressing social exclusion requires concerted efforts to address its root causes, including economic inequality, discrimination, structural inequities, and cultural norms. By promoting inclusive policies, combatting discrimination, investing in social infrastructure, empowering marginalized communities, and fostering social cohesion, we can work towards creating a more inclusive and equitable society where everyone has the opportunity to participate fully and thrive.

CHAPTER 2

REVIEW OF

LITERATURE

2.1 STUDIES ON SOCIAL EXCLUSION

Social exclusion (Galabuzi, 2004)

In his work, "Social Determinants of Health: Canadian Perspectives" (2004), Grace-Edward Galabuzi meticulously examines the multifaceted dynamics influencing health outcomes in Canada through a comprehensive review of literature. Galabuzi's methodology involves synthesizing a wide array of empirical studies, theoretical frameworks, and policy analyses to construct a nuanced understanding of the social determinants of health. Adopting an interdisciplinary approach, he draws on sociology, public health, economics, and critical race theory to elucidate the complex interplay of social factors shaping health disparities in the Canadian context.

Galabuzi's investigation begins by delineating the conceptual framework of social determinants of health, which highlights the fundamental role of social and economic conditions in shaping individual and population health outcomes. Grounded in this framework, he explores various dimensions of social stratification, emphasizing how intersecting axes of inequality, including class, race, and gender, contribute to differential access to resources and opportunities, thereby exacerbating health inequities. Drawing on empirical evidence, Galabuzi elucidates how individuals positioned at the intersections of multiple marginalized identities experience compounded disadvantages, leading to heightened vulnerability to poor health outcomes.

Central to Galabuzi's analysis is an examination of structural racism as a pervasive determinant of health disparities in Canada. He elucidates how historical and contemporary processes of racialization intersect with social, economic, and political structures to perpetuate systemic discrimination and exclusion, particularly among Indigenous peoples and racialized communities. Through an in-depth exploration of racialized patterns of poverty, unemployment, housing insecurity, and educational attainment, Galabuzi highlights the

profound impact of racial inequality on health trajectories, underscoring the urgency of addressing structural racism as a critical public health imperative. Galabuzi interrogates the economic dimensions of health disparities, shedding light on the intricate relationship between socioeconomic status and health outcomes. He critically examines the neoliberal policies and market-driven reforms that have exacerbated income inequality, precarious employment, and social dislocation, thereby exacerbating disparities in health access and outcomes. By situating health within broader political-economic contexts, Galabuzi elucidates how neoliberalism undermines social solidarity, exacerbates social exclusion, and perpetuates health inequities, particularly among marginalized populations.

Understanding social exclusion

(Agulnik, 2002) contributed to comprehending and addressing the complex phenomenon of social exclusion. Drawing on cutting-edge research from the ESRC Centre for Analysis of Social Exclusion (CASE) at the London School of Economics, this book provides a comprehensive exploration of the causes, consequences, and policy implications of social exclusion. Spanning multiple disciplines including economics, sociology, demography, and area studies, the study offers a holistic understanding of social exclusion beyond its financial dimensions, encompassing various socio-economic, cultural, and structural factors. This interdisciplinary approach makes the book relevant not only for students and educators in the social sciences but also for policymakers and practitioners engaged in social policy development and implementation. The book critically examines the concept of social exclusion, unpacking its nuances and implications through diverse analytical frameworks and empirical evidence. Contributors delve into a range of topics, including income dynamics, poverty transitions, intergenerational disadvantage, family structures, neighborhood deprivation, community resilience, and the effectiveness of government interventions in addressing social inequalities. By synthesizing the latest research findings and theoretical

insights, the book offers invaluable insights into the drivers of social exclusion and informs evidence-based policy responses aimed at promoting social inclusion, equity, and justice in contemporary societies.

Poverty and social exclusion in The context of the implementation of the sustainable development goals (2021)

(Bak Iwona, 2021) The article seeks to examine the variations in poverty and social exclusion among European Union countries from 2010 to 2018. The empirical research utilized a database of sustainable development indicators, with a focus on selecting indicators that characterize poverty and social exclusion for analysis. The research findings indicate that the highest levels of poverty and social exclusion, ranking at least 20th, were primarily observed in EU countries after 2004, with the exception of Greece and Portugal. Conversely, Finland had the lowest level in 2010 (ranked second in 2018), while the Czech Republic moved up four positions in the ranking compared to 2010, achieving a lower level of poverty and social exclusion in 2018

Social exclusion: Migration and social vulnerability

(Schierup, 2015) presents a critical examination of the evolving landscape of poverty and social vulnerability in economically strong regions, shedding light on the multifaceted dimensions of this phenomenon. Drawing on theoretical insights from Pierre Bourdieu's concept of the 'weight of the world' and empirical evidence from European contexts, the study elucidates the complexities of social exclusion in the wake of globalization's dark side. Through a nuanced analysis, the book highlights key manifestations of social vulnerability, including homelessness, the feminization of poverty attributed to single-parent struggles, youth poverty and unemployment, and the spatial concentration of disadvantaged populations in socially

divided areas. By framing these issues within the broader discourse of social exclusion, the study underscores the interconnectedness of economic, social, and structural factors contributing to the marginalization of certain groups within European societies. Central to the analysis is an exploration of the expansion of informal labor sectors characterized by precarious working conditions, low wages, and inadequate social protections. The study illuminates how the erosion of national labor market regulations and social insurance systems has exacerbated vulnerabilities, particularly among marginalized populations. Moreover, the study delves into the intersecting dynamics of discrimination, segregation, social unrest, and criminalization in ethnically divided cities, illustrating the detrimental effects of institutionalized racism and ethnic bias on social cohesion and inclusion. Through a critical examination of these dynamics, the study elucidates how traditional markers of stratification, such as class, gender, race, and ethnicity, intersect and reinforce each other within the European Union's social hierarchy.

The study interrogates the role of institutional discrimination in perpetuating social inequalities, particularly among immigrants and minorities outside dominant global economic countries. By analyzing policies and practices justified in terms of 'ethnicity,' 'race,' or 'culture,' the study exposes the structural barriers that hinder social mobility and exacerbate marginalization. This comprehensive analysis underscores the urgent need for policy interventions aimed at addressing the root causes of social vulnerability and promoting inclusive and equitable societies within the European Union. Through its synthesis of theoretical frameworks and empirical evidence, the study offers valuable insights into the complex interplay of factors shaping contemporary patterns of social stratification and subordination in European contexts.

Social Inclusion of Migrant Labourers in the Unorganised Sector in Kerala

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(kerala, 2020) Migration involves relocating one's residence, and migrant workers, often in the unorganized sector or households without social security benefits, play a significant role in Kerala. Despite their integration into the state, concerns persist regarding their acceptance in social life. Inclusive measures are crucial for the comprehensive development of migrants, and recent health programs initiated by the National Health Mission, Atithi Devo Bhava, and Bandhu mobile clinics aim to address their healthcare needs. Kerala experiences a substantial influx of migrants, predominantly from states like West Bengal, Bihar, Assam, Odisha, Uttar Pradesh, and Tamil Nadu. Migrants encounter challenges related to language, identification, and, notably, social exclusion. The poorest migrants face vulnerability due to limited resources, inadequate social security measures, labour law issues, exploitation, absence of guaranteed minimum wages, and susceptibility to diseases. This paper, based on five case studies among unorganized sector migrant workers in Ernakulam, Kerala, assesses their social inclusion in the local society. Social inclusion is viewed as a process where members engage in dialogues for peaceful coexistence, avoiding forced assimilation. The identified problems of migrant labourers in terms of social inclusion provide insights for social work interventions.

2.2 STUDIES ON MIGRANT WORKERS IN KERALA

Impact of Migrant Workers in the Kerala Economy

(Puthuma Joy, 2016) The article discusses the evolving dynamics of the rural labor market in India, particularly within the context of Kerala's economy, shedding light on the significant transformations and challenges faced by various stakeholders. The literature review section likely provides an overview of existing research on rural labor market transitions in India, highlighting the shifts in production structures and employment patterns from agriculture to non-agricultural sectors, as well as the rural-to-urban migration trends. It may delve into theoretical frameworks and empirical studies examining the drivers and consequences of these

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transitions, emphasizing the implications for labor supply and demand dynamics in rural areas. The shortage of manual laborers in Kerala's economy and the resultant challenges faced by farmers, contractors, businessmen, and industrialists. This could involve discussions on the economic factors contributing to the labor scarcity, such as changes in agricultural practices, urbanization, and demographic shifts. Additionally, the review may examine research on the emergence of migrant laborers as a solution to address the shortage of manual workers in Kerala's labor market, emphasizing their role in providing a cost-effective labor force across various economic sectors. The literature review would likely assess the impact of migrant labor participation in agricultural activities in Kerala, highlighting how their contributions help bridge the gap between labor supply and demand within the agriculture sector. This could include discussions on the socioeconomic implications of migrant labor reliance, such as changes in agricultural productivity, income distribution, and social relations within rural communities.

Migrant Labour in Kerala: A Study on Interstate Migrant Workers

(workers, 2017) This literature review explores the significant influx of migrant labor into Kerala, Southern India, in recent years. Initially, migrants were predominantly from neighboring states, engaging in seasonal and short-term work, but over time, the state attracted laborers from more distant regions. Factors such as higher wages for unskilled labor, abundant employment opportunities, the reluctance of local workers for strenuous jobs, and a shortage of domestic labor contributed to the substantial rise in migrant labor. The study provides a comprehensive analysis of migrant labor in Kerala, examining migration channels, reasons, employment contracts, and associated wages and benefits through empirical findings from primary interviews across different districts. The conclusion emphasizes the inevitability of Kerala relying on migrant labor and predicts continued heavy in-migration, urging the state to proactively prepare for a smooth reception of migrants. This proactive approach is seen as

crucial for not only bolstering Kerala's economic growth but also benefiting the home states of the migrants involved.

Construction labour migrants and wage inequality in Kerala

(Jajati K Parida, 2020) This research investigates migration trends driven by construction activities, analyzing the wage disparity between migrant and local workers in Kerala. Utilizing both secondary data from Census and NSS migration surveys and primary data collected through stratified random sampling in three Kerala districts, the study reveals a shift in internal migration patterns. The share of migrants from neighboring states is decreasing, while there is an increase in migrants from distant states such as West Bengal, Assam, and Bihar. Factors like poverty and growing unemployment in their places of origin drive migration, while higher wages and year-round job availability in Kerala attract migrants. Despite the positive impact of remittances on poverty reduction in origin states, the study notes that, on average, migrant workers earn less than their non-migrant counterparts in Kerala. Recognizing the crucial role of these low-skilled migrants in sustaining Kerala's long-term economic growth, policymakers are urged to address their substandard and unhygienic living conditions.

The emerging issues of immigrant labourers in the construction sector of kerala

(TC Shamna, 2016) This study focuses on the economic and non-economic challenges encountered by migrant workers in the construction sector of Kerala, examining the available protection measures in the study area.

Utilizing both qualitative and quantitative approaches, the study gathers data from 150 migrant worker samples in rural and urban areas of Kannur district. Additionally, it analyzes data from twenty local workers to compare employment, work conditions, and access to social security provisions for migrant workers in Kerala's construction sector. The Likert scale is employed

qualitatively to gauge the satisfaction levels of migrant workers regarding their work and living conditions.

The Likert scale, as part of the qualitative method, reveals that a majority of workers express dissatisfaction with their current living and working conditions. Data collected from migrant construction workers, contractors, and supervisors highlight issues related to income, employment, wages, living conditions, working conditions, health concerns, and the availability of social security benefits for migrant workers.

Conceptual and theoretical issues involved in the migrants of kerala

(Hameed, 2019) The disparities, both economic and social, among Indian states contribute to internal migration. Factors such as high literacy rates and a lack of professional opportunities drive Keralites to seek higher wages and skilled jobs abroad, resulting in a decline of the available workforce in Kerala, particularly in unskilled roles. Kerala exhibits the lowest population growth rate in the country, potentially reaching zero or negative growth rates. The state's economic structure has shifted from agriculture dominance to a services sector focus, driven by increased demand due to remittances from abroad. The manufacturing sector is less appealing to entrepreneurs in Kerala, leading to substantial investments in the service sector, which is less bound by stringent labor laws. However, the state faces challenges in producing necessary goods and aligning labor supply with demand across various sectors. This imbalance has created a shortage of manpower, especially in farming and construction, prompting the migration of casual workers from other Indian states. Migration, whether internal or inter-state, is a longstanding phenomenon in India, driven by both development-driven factors and distress factors at home. Workers migrate seeking better employment opportunities, higher wages, education, health conditions, and improved living standards. Simultaneously, distress factors like unemployment, low wages, agricultural failures, debt, and natural calamities also play a

role. Consequently, Kerala has experienced a structural imbalance in its labor market due to the migration of casual workers from the manufacturing sector, leading to a shift in the employment landscape.

Labour migration to Kerala

(Binoy Peter, 2017) The construction sector in Kerala serves as a significant source of employment for a substantial number of workers from outside the state. However, precise estimates of migrant workers engaged in construction activities are currently unavailable. This sector encompasses large-scale civil engineering projects initiated by both central and state governments, the construction of diverse structures such as malls, apartment complexes, convention centers, hospitals, factories, and other major projects in the private sector. Additionally, it includes the construction of buildings, houses, and various structures in both urban and rural areas spanning all 14 districts of the state. Multinational or Indian infrastructure development companies typically undertake large-scale projects, while local builders are predominantly involved in small-scale constructions.

Several notable government-commissioned construction projects in the state engage migrant workers. These projects include the Vizhinjam port, track doubling and modernization of railway stations in Kottayam district, Kochi Metro Rail, expansion of Kochi Refinery, Kannur airport, expansion of Kochi airport, Information Technology Parks in Thiruvananthapuram and Kochi, Solar Park and Central University in Kasaragod, as well as roads, including national highways across various districts. Additionally, check dams, regulators, and flyovers are part of the construction initiatives contributing to the engagement of migrant workers in Kerala.

Quality of life of north Indian migrant workers in Kerala

(Cyriac, 2020) Migration has historically been a global phenomenon, often driven by the pursuit of improved living conditions and economic well-being to escape deprivation and

poverty through better job opportunities. However, migrant workers commonly encounter challenges at their destination, including low wages, substandard living conditions, inadequate healthcare facilities, and social marginalization. These factors collectively contribute to a diminished quality of life. The present study aims to investigate the socio-economic status and quality of life of North Indian migrant workers in Kerala, focusing on 150 participants in Kannur, Calicut, and Ernakulam districts. Employing a descriptive research design, data were collected using a structured interview schedule. The paper assesses the quality of life across four domains: physical health, psychological health, social relationships, and the environment. Results indicate that migrant workers move to Kerala seeking better jobs, higher salaries, and increased life satisfaction. They typically work six to seven days a week, earning wages ranging from Rs. 250 to Rs. 650, which, though lower than local workers, are higher than wages at their original locations. Living conditions involve shared accommodations in makeshift sheds with limited ventilation, housing 5 to 8 individuals in a single room, posing moral and health concerns. Additionally, the unavailability of healthcare facilities in Kerala further compounds the challenges faced by these migrant workers. In summary, the study suggests that North Indian migrant workers in Kerala experience a moderate quality of life based on socio-economic factors and the assessed domains of quality of life.

Migrant labourers in Perumbavoor

(Anjali Sasi, 2017) Migration is defined as the seasonal or periodic relocation of individuals from one location to another, often involving the establishment of permanent or semi-permanent residency, typically crossing political boundaries on a national scale.The study focuses on analyzing the traits of migrant laborers in Perumbavoor, Kerala. The participants include migrant laborers hailing from various states of India who are presently employed in Perumbavoor. Data collected for the study were appropriately categorized and analyzed in

alignment with the study's objectives. Statistical tools such as percentages and correlation coefficients were employed for the analysis.

A study on social integration of migrant workers in Kerala: An analysis of educational qualification wise attitude towards social condition

(Kunjoonju, 2019) Migration involves the movement of people from one place to another, and internal migration serves to mitigate structural and developmental disparities between the place of origin and the destination. In India, common forms of internal migration include short-term and seasonal movements. Kerala, with a substantial emigrant population globally and remittances as a key income source, faces a shortage of semi-skilled and unskilled labor due to a high literacy rate and a preference for white-collar jobs. The state attracts migrants from other regions like West Bengal, Orissa, Assam, Uttar Pradesh, Bihar, Odisha, Jharkhand, and Rajasthan, drawn by improved socio-economic conditions, developed infrastructure, high wages, and ample employment opportunities.

The social and living conditions differ significantly between the highly profiled host community in Kerala and the relatively low-profile migrant workers. Migrant workers often face challenges due to lower literacy rates, leading to difficulties in language learning, communication barriers, exploitation, and challenges in building relationships with the host community. This study, conducted in Ernakulam district with a sample size of 385, focuses on the educational levels of migrant workers in Kerala and explores how it influences their attitudes toward social conditions. The findings emphasize the importance of social integration as a crucial aspect of enhancing the socio-economic and cultural conditions for both migrant and host communities.

Human Rights Violations of Migrants

The objective of this review of the literature is to give a thorough overview of the human rights violations that migrants around the world have to deal with. Migrants, people who leave their home countries in search of better opportunities, frequently encounter a variety 22 of difficulties, such as abuse, exploitation, and discrimination. The right to life, the prohibition against torture and cruel treatment, the availability of healthcare and education, and the avoidance of arbitrary detention are just a few of the human rights violations against migrants that are examined in this study. This paper examines existing literature, international reports, and case studies to illuminate the systemic difficulties faced by migrants and to provide suggestions for enhancing their protection and ensuring the realisation of their human rights.

(Appleyard, 2001) states that The 1990 Convention on the Protection of the Rights of All Migrant Workers and Members of their Families was a significant step forward in identifying and attempting to protect labourers or economic entities as social entities with families; recognised that by being non-nationals, they were not always protected by the national legislation of receiving states; emphasised that all migrant workers, including the undocumented, have fundamental rights; called for an end to illegal 4 Introduction and clandestine movements; and the establishment of minimum standards of protection for migrant workers and members of their families.

(Battistella, 2005) examines the key developments, concerns, arguments, participants, and initiatives with regard to the affirmation and expansion of the protection of migrant workers' human rights. It draws attention to the fact that violations of migrants' human rights are pervasive and frequent, and that opposition to their rights being recognised is tied to their exploitation in low-status, unimportant, insufficiently regulated, or illegal sectors of the economy. The paper comes to an agreement that the fundamental pillars of a democratic society and social harmony are the rule of law and broadly accepted notions of human rights. It emphasises how frequently immigrants' human rights are violated and how opposition to

recognising these rights is linked to the exploitation of immigrants in low-status, unimportant, poorly regulated, or illegal sectors of the economy. The essay also highlights the paucity of research, documentation, and analysis on the nature, scope, and solutions to problems. In order to ensure social harmony and a democratic society, the paper emphasises the necessity of effective remedies to address the violations of migrants' human rights.

(Ruhs, 2010)examines how migrant rights affect how migrants, their families, and people in their home countries develop as people. It examines the trade-offs between the number and 23 some of the rights of low-skilled migrants admitted to high-income countries, and it takes into account how migrant rights affect the capacity to move and work in higher-income countries. The paper concludes that the rights of migrant workers play a significant yet understudied role in determining the effects of migration on the human development of migrants, their families, and those left behind in migrants' countries of origin. The fundamental importance of rights and the human rights framework, which have been at the core of the majority of discussions of migrant rights to date, must be taken into account in a thorough analysis of the relationship between migrant rights and human development. It must also acknowledge that citizenship rights, which come from nation-states and are frequently restricted in practice, are a subset of rights that relate to migrants. The number of low-skilled migrant workers admitted to high-income countries can be limited in practice, and there is a trade-off between some of their socioeconomic rights and those rights. This has an impact on human development.

(Choolayil, 2021) discuss about how migrant workers' human rights were violated in India during the COVID-19 pandemic. It conducts an analysis of information gleaned from media reports and offers a critical assessment of the predicament. The paper critically assesses of the circumstance and highlights the importance of addressing the second and third generation of human rights that substantially uphold human dignity. The paper additionally points out the necessity of improving how laws intended to protect migrant workers' welfare are

implemented. Policy choices and interventions aimed at preserving the rights and dignity of migrant workers in India can be informed by the research findings presented in this paper. The authors argue that although the concept of a welfare state is inclusive in and of itself, it is not frequently put into practice. The Indian Union has put in place laws to protect the welfare of migrant workers. Still, even the minimal legal and financial protection guaranteed by the act is frequently undermined by its poor execution. The paper concludes that it is crucial to critically evaluate and deal with the human dignity of those the conclusion that it is essential to critically assess and deal with the human dignity of those who are marginalised in a so-called modern welfare state.

(Taran, 2001) investigates that in many States, the legal application of human rights norms to non-citizens is insufficient or seriously deficient, especially regarding irregular migrants. About 150 million people live outside of their countries. Recent years have seen an increase 24 in the prevalence of widespread hostility, abuse, and violence towards migrants and other non-nationals worldwide. The investigation, recording, and analysis of the nature, scope, and solutions to problems are still extremely limited. Trafficking has become a prominent global issue that places migration in the context of the fight against organised crime and criminality, giving priority to control and anti-crime measures over human rights protections. Intergovernmental cooperation on the "management" of migration is growing quickly, with operational regional consultative intergovernmental processes in every region. These processes are generally focused on enhancing interstate cooperation in controlling and preventing irregular migration through improved border controls, information sharing, return agreements, and other measures.

(Bhoning, 1991) found that migrant workers need special global protection of their rights while working abroad in the lights of UN International Labour Organization's (ILO) involvement in creating international regulations to safeguard the interests of migrant workers from developing

countries is discussed in the paper's past and future. It also emphasises how developing countries were dissatisfied with the previous ILO Migrant Workers Convention No. 143, which was adopted in 1975. These countries were successful in getting the UN General Assembly to adopt resolution 34/172 in December 1979, which resulted in the creation of an Open-Ended Working Group. This group then spent 19 sessions further developing the 1990 Convention. Asylum seekers and immigrant businesspeople who are not specifically covered by the Convention during or immediately after entry into a foreign country are also taken into account in this paper. While the University of International Humanitarian Law suggests including businesspeople in the Convention, it is unlikely that any changes will be made. Regarding those seeking asylum awaiting refugee status or a temporary job offer, the sensitive nature of this subject in some nations prevents the adoption of inclusive documentation.

A Study of Human Rights Violations of Migrant Workers in Kerala.

(Martin, 2017) Migrant workers in Kerala often encounter employment without corresponding rights. With over forty lakh migrants, mainly from northern and eastern states, engaged in various sectors, they represent the new 'other' in Kerala society. The paper illustrates the violation of their basic human rights by sharing real-life examples from the researcher's field experience between 2011-14. Despite constitutional safeguards, these workers experience exclusion, xenophobia, and challenges accessing trade union memberships, voting rights, and the Public Distribution System. Prejudiced police surveillance, frequent accidents, and deaths further highlight their precarious situation. Forced to work in hazardous conditions and live in poor settings, these outsiders face discrimination, deprivation, and violence from locals. Instances of unpaid or withheld wages contribute to the violation of their human rights, presenting a challenge to the constitutional principles of India.

Human Rights Violations Against Women

This literature review examines the topic of human rights violations against women, highlighting fundamental studies and research conducted in this area. The review explores various forms of violations experienced by women globally, including gender-based violence, discrimination, lack of access to education and healthcare, and barriers to economic and political participation. It also considers the intersectionality of gender with other social categories, such as race, ethnicity, class, and sexuality. The findings reveal the persistence of human rights violations against women and the need for concerted efforts to address these issues at local, national, and international levels.

(Nicholas, 2009) investigated numerous instances of gender-based violence and discrimination against women, such as sex trafficking, maternal mortality, and limited educational opportunities. It provides a thorough overview of the difficulties women encounter around the world and highlights potential solutions.

(Bharathi, 2013) explains the idea of human rights and how everyone has access to them equally, regardless of gender. However, it draws attention to the need to acknowledge and deal with the violation of women's human rights, particularly when it takes the form of gender-based violence. Women's rights violations have been disregarded by the current 18 human rights framework, and their experiences have not been taken into account. The paper emphasises the necessity of recognising a number of rights that are particular to women's lives as human rights and the violation of those as a violation of human rights. The essay also stresses how crucial it is to approach gender-based violence against women from a human rights standpoint. The paper aims to increase understanding of the problem and emphasise the significance of identifying and resolving it.

Issues Faced by Migrant Construction Labourers

(Shepherd, 2021) discussed through a qualitative study focused on examining the issues that affect the safety of migrant construction workers in Italy, Spain, and the UK. Developed two research questions about the issues migrant workers face concerning safety and the issues with safety training effectively changing migrant workers' safety behaviours. The 25 construction industry presents significant safety challenges for migrant workers, including language and culture barriers and safety training issues. To effectively address the issues faced by migrant workers in the construction industry, safety training interventions must be improved. To better understand how context and macro-level factors affect migrant construction workers' safety outcomes, ethnographic studies are required.

(Devi & Sudha , 2015) discussed the issues migrant construction workers face in Coimbatore, such as long working hours, a lack of social security, stress, and health issues. The study emphasises the poor working conditions and facilities provided on construction sites. The development of the economy is significantly influenced by the construction sector. Where the daily struggles of the construction workers are numerous. In this study, some of the issues are discussed. Working longer hours, staying away from home, bad habits, no social security, misunderstandings, fights, stress, skin issues, sexual health issues, and physical health issues are the main issues. The sites' working environments and amenities could be more satisfactory. Various states, including Mumbai, Kerala, Bihar, Orissa, and Karnataka, move to our state, particularly the Coimbatore districts, to rebuild their family economies because there are few other options for employment there. The sections of Coimbatore offer opportunities for work in a variety of fields.

 (Sangmitra, 2017) conducted a Study of 1010 migrant women workers in 9 districts of Delhi engaged in domestic and construction work; 99percentage of these workers are non-mechanical workers, primarily head loaders and labourers; they receive daily wages of about 150 rupees, which is significantly less than the minimum wage and also reflects unequal pay; more than

52percentage of these workers report experiencing unfair payment practises. Significant findings of this study challenges faced by migrant women workers in Delhi's domestic and construction industries. According to the study, these workers struggle with unequal pay, a lack of basic amenities, and poor living conditions. The authors stress these workers' need for better social protection and employability. The paper concludes by urging immediate action to enhance these workers' working conditions and broaden social security to the unreached.

(Shamnal & Baiju, 2016) focused on the economic and non-economic issues and the challenges confronted by immigrant workers in the construction sector of the Kannur district of Kerala. The paper discusses the financial and non-economic problems encountered by 26 immigrants in Kerala's construction industry. According to the study, most workers are frustrated with their living and working circumstances. The paper emphasises the difficulties immigrant workers face in terms of income, employment, wages, standard of living, working conditions, health-related issues, and social security benefits. The study highlights the need for additional research to fully comprehend immigrant workers' challenges in Kerala's construction industry. The study compared the employment, work, and availability of social security benefits to the immigrant workers in Kerala's construction sector using data from 150 samples of immigrant workers in the rural and urban areas of Kannur district and analysis of 20 local workers.

This chapter of the study discussed the overall frameworks of Human rights violations including the global perceptive as well as the concerns of the Indian sub-continent. Moreover, the chapter explored the human rights violations faced by a heterogeneous section of society including migrants and women. The chapter went through the literature background of issues subjected to female and interstate migrants.

METHODOLOGY

3.1. Introduction:

Migration is a continuous process from the world is created. The reason behind migration maybe different. The standard of living is the major reason behind internal migration. As from a cultural change in the society there will be problems and violations of human rights, hence in the research it is aimed to study on social exclusion of migrant workers residing with family in kerala.

3.2. Statement of the Problem:

This study aims to assess the attitudes, feelings, and behaviours of migrant workers towards the local population in Kerala, as well as the attitudes and behaviours of locals towards migrant workers and their families, with a focus on understanding factors influencing integration. Many migrant workers express a desire for integration into Kerala society, yet challenges persist, such as perceptions of discrimination and reports of criminal activities involving migrants. Additionally, the study examines migrant workers' satisfaction with treatment from various stakeholders and their intentions to either remain transient or settle in Kerala. A comparative analysis with how Kerala emigrants are treated abroad is also conducted, shedding light on potential biases and discriminatory practices.

There is a significant outflow of Keralites seeking opportunities abroad, with many facing discrimination in foreign countries. Understanding and addressing such issues is crucial for safeguarding their safety, dignity, and privileges as foreigners. Comparing our treatment of job-seekers from other states with the treatment of Keralites abroad provides valuable insights for self-correction and fostering a more inclusive society. The influx of migrant workers into Kerala is driven by the demand for unskilled and semi-skilled labor, as native Malayalees often pursue higher education and seek white-collar jobs elsewhere. However, it's essential to examine whether these migrant workers feel comfortable working in Kerala and to identify

steps to enhance their social integration. High wages in Kerala attract migrant labor, but addressing integration challenges requires proactive measures from relevant authorities.

3.3. Significance of the Study:

Kerala is one of the most developed states in India. In recent years Kerala experienced high inflow of migrant workers from north India. Employment opportunities for unskilled labours have increased very adequately. The significance of the study lies in its comprehensive exploration of the socio-demographic profile, experiences of social exclusion, safety and security issues, and proposed remedial measures concerning migrant workers in Kerala. Understanding the socio-demographic profile of migrant workers is crucial for policymakers, researchers, and practitioners to develop targeted interventions and support systems tailored to their specific needs. By examining demographic characteristics such as age, gender, religion, education, and occupation, the study provides insights into the diverse backgrounds and experiences of migrant workers, informing policies and programs aimed at promoting their well-being and integration into Kerala society. The study's investigation into social exclusion against migrant workers sheds light on the complex dynamics and challenges they face in their interactions with the local population. By identifying instances of social stigma, discrimination, and marginalization, the research contributes to raising awareness and advocating for measures to promote social inclusion and equity for migrant workers. Addressing these issues is essential for fostering a more inclusive and cohesive society in Kerala, where migrant workers are valued and respected members of the community. The study's examination of safety and security issues faced by migrant workers is paramount for ensuring their protection and well-being. By assessing risks such as workplace exploitation, violence, harassment, and inadequate living conditions, the research underscores the need for enhanced measures to safeguard the rights and dignity of migrant workers. Proposing remedial measures to address these challenges is

critical for promoting a safe and supportive environment for migrant workers to thrive and contribute to Kerala's economic and social development.

The study's significance lies in its contribution to the understanding of the complexities surrounding migrant workers in Kerala and its potential to inform policy reforms, advocacy efforts, and intervention strategies aimed at enhancing their socio-economic status, protecting their rights, and fostering their integration into Kerala society. By addressing these issues, the study seeks to promote social justice, equity, and inclusivity for migrant workers, ultimately contributing to the creation of a more just and compassionate society in Kerala.The increase in workers has also increased violation of rights, social exclusion etc

3.4. Aim of the Study:

Aim of the study is to assess the social exclusion experienced by migrant workers in Kerala with reference to Kozhikode district.

And the study includes analysing their access to essential services such as healthcare, education, and housing, as well as their participation in community activities and decision-making processes. The study measures the extent of discrimination and stigmatization they encounter, both within the local community and in the workplace, is essential.

3.5. Research Objectives:

General objective:

To assess social exclusion faced by migrant workers.

Specific objectives

1. To study socio-demographic profile of migrant workers

2. To assess the level of social exclusion experienced by migrant workers

3. To Study the safety and security issues of migrant workers in Kerala

4. To assess the effectiveness of welfare programs and policies for migrant workers

3.6. Definition of Concepts:

3.6.1 Migration

Conceptual

Migration as a form of geographical mobility or spatial between one geographical unit and another generally unavailing a change in residence from the place of origin or place of departure to the place of destination as place of arrived. (UN Demographic dictionary)

Operational

Migration is a demographic process of movement of workers from the northern states of India to the Sothern state of Kerala.

3.6.2 Migrant workers

Conceptual

A person who "migrates from one country to another with a view to being employed otherwise than on his [or her] own account". (UN, UN Global Compact, 1949)

Operational

An operational definition for migrant worker are defined as people who have relocated from northern part of India to Kerala

3.6.3 Social Exclusion

Conceptual

A state in which Individuals are unable to participate fully in economic, social, political and. cultural life, as well as the process leading to and sustaining such a state. (UN, 2016)

Operational

Social exclusion can be the discrimination faced by migrant workers concerning social demographics

3.6.4 Safety

Conceptual

According to, Freedom from exposure to danger and protection from the occurrence or risk of injury or loss. It suggests optimal precautions in the workplace, on the street, in the home, etc., and includes personal safety as well as the safety of property (U.S. National Library of Medicine).

Operational

Safety is the measures to safe guard the worker from the working environment and from social exploitation

3.6.5 Security

Conceptual

Security is the state of feeling safe, stable, and free from fear or anxiety (Oxford Dictionary of the English Language).

Operational

Security is in which to secure the migrant workers from every external as well as internal threats including his living surroundings.

a.   Research Design

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The researcher conducted a quantitative research on social exclusion faced my migrant workers in Kerala .This is a investigation to gather information for this studyusing descriptive research design in this study

3.8.Universe:

Universe of the study is all the migrant workers in Kozhikode.

3.9 Sampling population

Migrant workers from northern states in India working in various sectors like construction, manufacturing and gardening in Kerala.

3.10. Sampling

For the purpose of the study non random sampling method, in which purposive sampling techniques were used to select the migrant workers working in various sectors like construction, manufacturing and gardening

3.11 Sample size

The sample size is 104 units.

3.9. Tools of Data Collection:

A structured questionnaire will serve as the primary tool for data collection. The questionnaire will be designed to capture socio-demographic information, experiences of social exclusion, safety and security concerns, as well as the effectiveness of welfare programs.

3.10. Method of Data Collection:

The method of data collection for this study was conducted by collecting data directly through interview followed by self-administered questionnaires with a sample of participants. Prior informed consent will be obtained from all participants, ensuring they understand the purpose

of the study, their rights, and how their data will be used. Measures taken to protect the confidentiality of participants. Participation in the study will be voluntary, and participants will have the right to withdraw at any time without facing any consequences. A pilot study was conducted on 3 migrant workers on the initial days using unstructured interview method to understand the major problems and to be specific.

3.12 Inclusion Criteria

All migrant workers (men and women) residing in Kozhikode district.

3.13 Exclusion Criteria

Non daily wage workers are excluded, migrant workers not residing or working in Kozhikode district.

3.13.Limitations:

1. Sampling Bias: The use of purposive sampling may introduce bias as it relies on the judgment of the researcher in selecting participants. This could potentially lead to underrepresentation or overrepresentation of certain migrant groups, limiting the generalizability of the findings.

2. Language and Cultural Barriers: Language and cultural differences between the researchers and migrant workers may pose challenges during data collection, potentially affecting the accuracy and depth of responses.

3. Social Desirability Bias : Migrant workers may feel compelled to provide socially desirable responses, particularly on sensitive topics such as experiences of discrimination and marginalization, leading to underreporting of their true experiences.

4. Limited Scope: Due to time and resource constraints, the study may not be able to capture the full spectrum of social exclusion faced by migrant workers in Kerala, potentially overlooking certain dimensions or subgroups.

DATA ANALYSIS AND INTERPRETATIONS

4.1 SOCIO DEMOGRAPHIC PROFILE OF MIGRANT WORKERS

4.1.1   AGE OF THE RESPONDENTS

TABLE 4.1 AGE OF THE RESPONDENTS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	19.0	2	1.9	1.9	1.9
	20.0	5	4.8	4.8	6.7
	21.0	2	1.9	1.9	8.7
	22.0	3	2.9	2.9	11.5
	23.0	4	3.8	3.8	15.4
	24.0	7	6.7	6.7	22.1
	25.0	3	2.9	2.9	25.0
	26.0	11	10.6	10.6	35.6
	27.0	10	9.6	9.6	45.2
	28.0	9	8.7	8.7	53.8
	29.0	2	1.9	1.9	55.8
	30.0	6	5.8	5.8	61.5
	32.0	3	2.9	2.9	64.4
	33.0	2	1.9	1.9	66.3
	34.0	4	3.8	3.8	70.2

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35.0	3	2.9	2.9	73.1
36.0	1	1.0	1.0	74.0
37.0	2	1.9	1.9	76.0
38.0	2	1.9	1.9	77.9
39.0	2	1.9	1.9	79.8
40.0	4	3.8	3.8	83.7
42.0	2	1.9	1.9	85.6
43.0	1	1.0	1.0	86.5
45.0	3	2.9	2.9	89.4
46.0	1	1.0	1.0	90.4
47.0	2	1.9	1.9	92.3
48.0	2	1.9	1.9	94.2
49.0	1	1.0	1.0	95.2
55.0	2	1.9	1.9	97.1
58.0	1	1.0	1.0	98.1
62.0	1	1.0	1.0	99.0
65.0	1	1.0	1.0	100.0
Total	104	100.0	100.0	

The age 26 has the highest frequency, with 11 respondents, accounting for 10.6percentage of the total sample. This is followed by age 27, with 10 respondents (9.6percentage), and age 28, with 9 respondents (8.7percentage). Ages range from 19 to 65, indicating a broad distribution. The most frequently reported ages are concentrated in the mid-20s to early 30s, suggesting a younger demographic. Ages range from 19 to 65, indicating a broad distribution. The most

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frequently reported ages are concentrated in the mid-20s to early 30s, suggesting a younger demographic. The dataset primarily consists of individuals in their mid to late 20s. The distribution shows a clear peak in the mid-20s, with a gradual decline in frequency as age increases beyond the 30s. This suggests that the sample might be representative of a population with a younger age profile. The spread from 19 to 65 indicates a diverse age range, though the higher frequencies in the mid-20s to early 30s highlight a concentration in this specific age group.

4.1.2   RELIGION OF THE RESPONDENTS

TABLE 4.2 RELIGION OF THE RESPONDENTS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Hindu	85	81.7	81.7	81.7
	Muslim	18	17.3	17.3	99.0
	Total	104	100.0	100.0	

The majority of the respondents identify as Hindu, with 85 individuals, accounting for 81.7percentage of the total sample. This indicates that Hinduism is the predominant religion among the surveyed population.A smaller portion of the respondents identify as Muslim, with 18 individuals, making up 17.3percentage of the sample. This shows that Muslim is a minority religion within this dataset.The data covers two religious affiliations, with a clear majority-minority dynamic. The overwhelming representation of Hindus suggests that the sample may be drawn from a region or community where Hinduism is the dominant religion. If this sample

is representative of a larger population, the findings could reflect a predominantly Hindu community with a small Muslim minority. Any conclusions drawn from this data regarding religious practices, beliefs, or cultural norms will be primarily reflective of the Hindu majority. It's important to consider the minority Muslim perspective in the analysis, as their experiences and views might differ significantly from the majority group.

4.1.3 SEX OF THE RESPONDENTS

TABLE 4.3 SEX OF THE RESPONDENTS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	82	78.8	78.8	78.8
	Female	22	21.2	21.2	100.0
	Total	104	100.0	100.0	

The data in Table 4.3 appears to represent the distribution of respondents by sex.

82 respondents (78.8percentage of the total sample) are coded as "1" (which typically represents male). 22 respondents (21.2percentage of the total sample) are coded as "2" (which typically represents female).This indicates that the majority of the respondents in the sample are male, comprising approximately 79percentage of the total, while females make up about 21percentage of the sample. Most of the migrant workers residing are male, females are generally coming along with family.

4.1.4 EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

TABLE 4.4 EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

Educational Qualification

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No formal education	33	31.7	31.7	31.7
	Primary education	47	45.2	45.2	76.9
	Secondary education	15	14.4	14.4	91.3
	Higher secondary education	6	5.8	5.8	97.1
	Bachelor's degree	2	1.9	1.9	99.0
	Total	104	100.0	100.0	

The table 4.4 presents the distribution of respondents by educational qualification.

No formal education 33 respondents (31.7percentage) reported having no formal education.

Primary education 47 respondents (45.2percentage) indicated having completed primary education.

Secondary education 15 respondents (14.4percentage) reported having completed secondary education.

Higher secondary education 6 respondents (5.8percentage) mentioned having completed higher secondary education.

Bachelor's degree 2 respondents (1.9percentage) reported having a bachelor's degree.

the distribution of educational qualifications underscores the presence of educational disparities among migrant workers in Kerala. Those with lower educational attainment may face greater challenges in accessing economic opportunities, social services, and participating fully in society, which can contribute to their social exclusion. the data highlights the importance of addressing educational disparities as a key strategy for mitigating social exclusion and promoting the rights, well-being, and inclusion of migrant workers in Kerala. By understanding the educational landscape of this population, policymakers and practitioners can develop more effective policies and programs that address the structural barriers to social inclusion and promote equitable access to opportunities for all migrant workers.

4.1.5 Type of family of the respondents

Table 4.5 Type of family

	Frequency	Percent	Valid Percent	Cumulative Percent

Valid	Nuclear Families	67	64.4	64.4	64.4
	joint Families	37	35.6	35.6	100.0
	Total	104	100.0	100.0	

The data in Table 4.5 presents the distribution of respondents by type of family. Here's the interpretation:

1.: Nuclear Families 67 respondents (64.4percentage) reported belonging to nuclear families. This suggests that a majority of the respondents come from households with this structure.

2. Joint families : 37 respondents (35.6percentage) indicated belonging to non-nuclear families.. This indicates that a significant minority of respondents come from diverse family configurations.

Understanding the distribution of family types among respondents is important for social work research as family structure can influence various aspects of individuals' lives, including social support, caregiving responsibilities, and access to resources. It's essential to consider how different family types may impact the experiences and needs of individuals within the population being studied.

4.1.6 Respondents Whether residing with family

Table 4.6   Whether residing with family

	Frequency	Percent	Valid Percent	Cumulative Percent

Valid	Residing with Family	40	38.5	38.5	38.5
	Not Residing with Family	64	61.5	61.5	100.0
	Total	104	100.0	100.0	

Table 4.6 provides insights into whether respondents are residing with their families. Here's the interpretation:

1. Residing with Family: 64 respondents (61.5percentage) reported residing with their families. This indicates that a majority of the respondents are currently living with their families, which may include parents, spouses, children, or other relatives

2. Not Residing with Family: 40 respondents (38.5percentage) indicated that they are not residing with their families. This could imply various living arrangements, such as living alone, with friends, in shared housing, or in institutional settings.

Understanding whether respondents are residing with their families is essential here as it provides insights into individuals' living arrangements and their potential implications for well-being, social support, and intervention strategies. Factors such as family cohesion, relationship dynamics, and the availability of familial support systems can influence individuals' experiences and needs, highlighting the importance of considering family context in social work practice and policy.

4.1.7 Native State of the respondents

Table 4.7 Native State

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Assan	30	28.8	28.8	28.8
	Bihar	22	21.2	21.2	50.0
	Odisha	19	18.3	18.3	68.3
	West Bengal	15	14.4	14.4	82.7
	Tamil Nadu	4	3.8	3.8	86.5
	Jharkhand	11	10.6	10.6	97.1
	Uttar Pradesh	3	2.9	2.9	100.0
	Total	104	100.0	100.0	

The data provides that,

1. Assam (State 1): 30 respondents (28.8percentage) are from Assam.

2. Bihar (State 2): 22 respondents (21.2percentage) are from Bihar.

3. Odisha (State 3) 19 respondents (18.3percentage) are from Odisha.

4. West Bengal (State 4): 15 respondents (14.4percentage) are from West Bengal.

5. Tamil Nadu (State 5): 4 respondents (3.8percentage) are from Tamil Nadu.

6. Jharkhand (State 6): 11 respondents (10.6percentage) are from Jharkhand.

7. Uttar Pradesh (State 7): 3 respondents (2.9percentage) are from Uttar Pradesh.

This breakdown provides a clearer understanding of the native states represented in the data. It's evident that the sample encompasses respondents from various states, with varying degrees of representation. Understanding the geographic distribution of respondents' native states is essential for contextualizing their backgrounds, experiences, and potential needs, particularly in the context of social exclusion faced by migrant workers in Kerala.

4.1.8 Occupation of the respondents

Table 4.8 Occupation of the respondents

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Construction Worker	63	60.6	60.6	60.6
	Factory Worker	23	22.1	22.1	82.7
	Garden Worker	18	17.3	17.3	100.0
	Total	104	100.0	100.0	

The table provides a clearer understanding of the occupations represented in the data. It's evident that the sample encompasses respondents from various occupational backgrounds, with construction workers being the most prevalent group. Understanding the occupational diversity of respondents is essential for identifying occupational-specific challenges, needs, and vulnerabilities, particularly in the context of social exclusion faced by migrant workers in

Kerala.Overall, the data on occupations underscores the occupational diversity within the respondent population and highlights the importance of considering occupational factors

4.1.9 Marital status of the respondents

Table 4.9 marital status of the respondents

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Unmarrried	22	21.2	21.2	21.2
	Married	82	78.8	78.8	100.0
	Total	104	100.0	100.0	

This breakdown indicates that the majority of the respondents are married, while a smaller portion are single. Understanding the marital status of respondents is essential for here as it can influence various aspects of their lives, including family dynamics, support systems, and access to services. For instance, married individuals may have different support needs compared to single individuals, and social interventions may need to be tailored accordingly to address their specific circumstances.

4.1.10 Monthly income of the respondents

Table 4.10 Monthly income of the respondents

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 25000 Rs	2	1.9	1.9	1.9
	Above 25000 Rs	102	98.1	98.1	100.0
	Total	104	100.0	100.0	

This breakdown indicates that the majority of respondents have a monthly income above 25000 Rs, while only a small portion reported an income below that threshold. Understanding the income distribution among respondents is crucial for assessing their socio-economic status, identifying disparities, and tailoring social interventions to address their specific needs and challenges.

4.1.11 Duration of stay in Kerala of the respondents

Table 4.11 Duration of stay in Kerala of the respondents

	Frequency	Percent	Valid Percent	Cumulative Percent

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		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Short Duration of Stay	42	40.4	40.4	40.4
	Long Duration of Stay	62	59.6	59.6	100.0
	Total	104	100.0	100.0	

This breakdown indicates that the majority of respondents have been in Kerala for more than 5 years, while a smaller portion reported a shorter duration of stay, less than 5 years. Understanding the duration of stay in this context provides insight into the level of settlement and integration of migrant workers into Kerala society. It can also help in identifying potential differences in experiences, needs, and challenges between short-term and long-term migrants, informing targeted interventions and support services.

4.2: To assess the level of social exclusion experienced by migrant workers

4.2.1 Perceptions of Migrant Workers in Kerala: Stigmatization, Prejudice, and Suspicions of Criminality

Table 4.12 Perceptions towards Migrant Workers in Kerala

	Frequency	Percent	Valid Percent	Cumulative Percent

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Valid	Strongly Disagree	3	2.9	2.9	2.9
	Disagree	9	8.7	8.7	11.5
	Neutral	18	17.3	17.3	28.8
	Agree	64	61.5	61.5	90.4
	Strongly Agree	10	9.6	9.6	100.0
	Total	104	100.0	100.0	

From the data, it is evident that the majority of respondents (61.5percentage) agree that migrant workers in Kerala face stigmatized attitudes, prejudice, or suspicions of criminal activities. Additionally, a smaller yet notable portion of respondents (9.6percentage) strongly agree with this perception.In contrast, a minority of respondents either disagree (8.7percentage) or strongly disagree (2.9percentage) with the notion that migrant workers face such negative perceptions. This indicates that a small segment of the population does not perceive significant stigmatization or prejudice against migrant workers.

The neutral respondents, constituting 17.3percentage of the sample, suggest that a portion of the population neither agrees nor disagrees with the statement, potentially indicating uncertainty or indifference on the matter.

4.2.2 Instances of Migrant Workers Facing Transportation Denial in Kerala

Table 4.13 Instances of Migrant Workers Facing Transportation Denial in Kerala"

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	5.8	5.8	5.8
	Disagree	32	30.8	30.8	36.5
	Neutral	11	10.6	10.6	47.1
	Agree	36	34.6	34.6	81.7
	Strongly Agree	19	18.3	18.3	100.0
	Total	104	100.0	100.0	

From the data, it is evident that a notable proportion of respondents agree (34.6percentage) or strongly agree (18.3percentage) that they have encountered situations where migrant workers are denied access to public transportation in Kerala. This combined total of 52.9percentage suggests that more than half of the respondents have perceived such discriminatory practices.

Conversely, 30.8percentage of respondents disagree with the statement, indicating that they have not encountered such situations. A small fraction (5.8percentage) strongly disagree with the statement, reinforcing that they do not perceive any denial of access to public transportation for migrant workers.

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Additionally, 10.6percentage of respondents are neutral on the issue, indicating that a portion of the sample neither agrees nor disagrees with the statement, potentially suggesting uncertainty or lack of awareness regarding the matter.

The data suggests that a substantial majority of participants (52.9percentage) have encountered situations where migrant workers are denied access to public transportation in Kerala. This indicates a prevalent recognition of such discriminatory practices among the respondents. However, a significant minority (36.6percentage) does not perceive such issues, highlighting a divergence in experiences or perceptions within the sample.

4.2.3 Observations of Cultural Discrimination Against Migrant Workers in Kerala

Table 4.14 Observations of Cultural Discrimination Against Migrant Workers in Kerala

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.9	1.9	1.9
	Disagree	22	21.2	21.2	23.1
	Neutral	9	8.7	8.7	31.7
	Agree	49	47.1	47.1	78.8
	Strongly Agree	22	21.2	21.2	100.0
	Total	104	100.0	100.0	

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From the data, it is evident that a significant proportion of respondents agree (47.1percentage) or strongly agree (21.2percentage) that they have observed instances of discrimination based on cultural aspects of migrant workers in Kerala. This combined total of 68.3percentage indicates that a majority of respondents recognize such discriminatory practices. Conversely, 21.2percentage of respondents disagree with the statement, indicating that they have not observed such instances of discrimination. A small fraction (1.9percentage) strongly disagree with the statement, reinforcing that they do not perceive any cultural discrimination against migrant workers.Additionally, 8.7percentage of respondents are neutral on the issue, suggesting that a portion of the sample neither agrees nor disagrees with the statement, potentially indicating uncertainty or lack of awareness regarding the matter.The data suggests that a substantial majority of participants (68.3percentage) have observed instances of discrimination based on cultural aspects of migrant workers in Kerala. This indicates a prevalent recognition of cultural discrimination among the respondents. However, a significant minority (23.1percentage) does not perceive such issues, highlighting a divergence in experiences or perceptions within the sample.

4.2.4 Language Barriers and Social Exclusion Among Migrant Workers: A Perspective

Table 4.15 Language Barriers and Social Exclusion Among Migrant Workers: A Perspective

	Frequency	Percent	Valid Percent	Cumulative Percent

Valid				
Strongly Disagree	4	3.8	3.8	3.8
Disagree	24	23.1	23.1	26.9
Neutral	10	9.6	9.6	36.5
Agree	44	42.3	42.3	78.8
Strongly Agree	22	21.2	21.2	100.0
Total	104	100.0	100.0	

From the data, it is evident that a significant proportion of respondents agree (42.3percentage) or strongly agree (21.2percentage) that language barriers contribute to the social exclusion of migrant workers in Kerala. This combined total of 63.5percentage suggests that a majority of respondents recognize language barriers as a significant factor in the social exclusion of migrant workers.Conversely, 23.1percentage of respondents disagree with the statement, indicating that they do not believe language barriers contribute to social exclusion. A smaller fraction (3.8percentage) strongly disagree with the statement, reinforcing that they do not perceive language barriers as a contributing factor to social exclusion.Additionally, 9.6percentage of respondents are neutral on the issue, indicating that a portion of the sample neither agrees nor disagrees with the statement, potentially suggesting uncertainty or lack of strong opinion regarding the matter.From the data, it is evident that a significant proportion of respondents agree (42.3percentage) or strongly agree (21.2percentage) that language barriers contribute to the social exclusion of migrant workers in Kerala. This combined total of 63.5percentage suggests that a majority of respondents recognize language barriers as a significant factor in the social exclusion of migrant workers.Conversely, 23.1percentage of

respondents disagree with the statement, indicating that they do not believe language barriers contribute to social exclusion. A smaller fraction (3.8percentage) strongly disagree with the statement, reinforcing that they do not perceive language barriers as a contributing factor to social exclusion.

4.2.5 Denial of Access to Public Spaces or Services for Migrant Workers
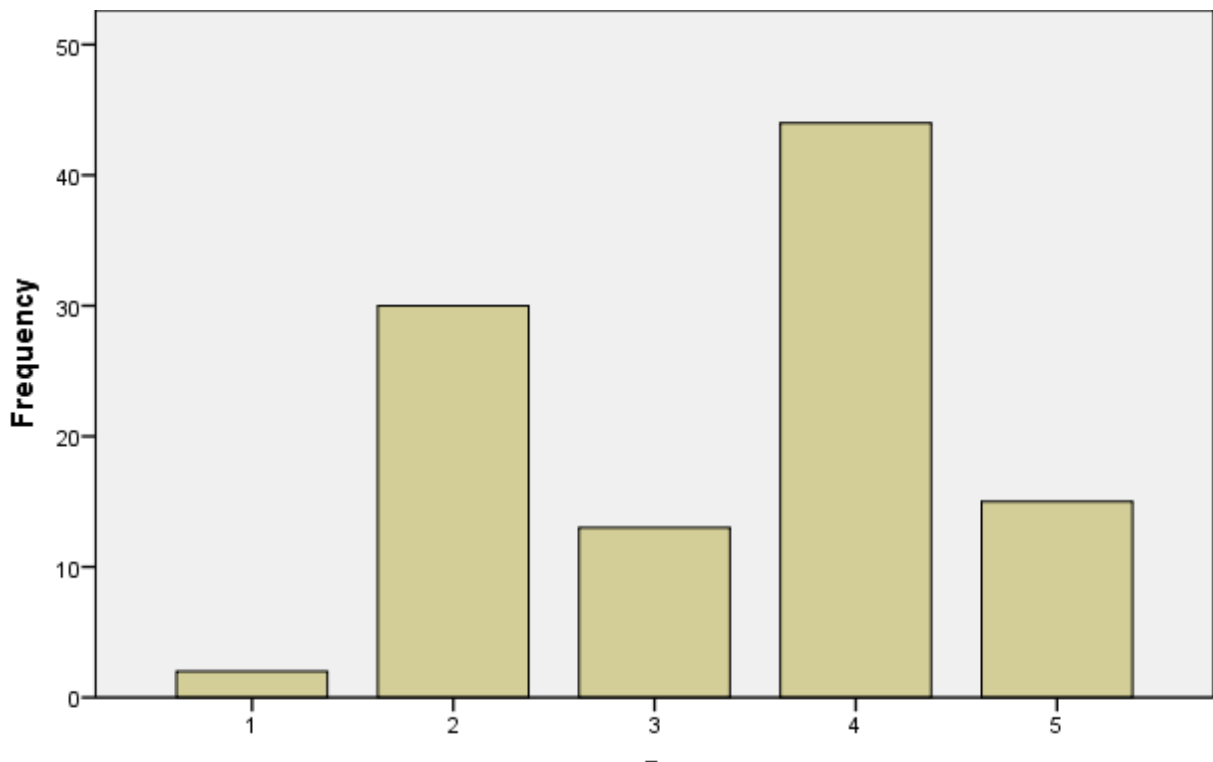
Figure 4.1 have you witnessed workers being denied access to public spaces or service

From the data, it is evident that a significant proportion of respondents agree (42.3percentage) or strongly agree (14.4percentage) that they have witnessed migrant workers being denied access to public spaces or services in Kerala. This combined total of 56.7percentage suggests that more than half of the respondents have observed such discriminatory practices.Conversely, 28.8percentage of respondents disagree with the statement, indicating that they have not witnessed such situations. A very small fraction (1.9percentage) strongly disagree with the

statement, reinforcing that they do not perceive any denial of access to public spaces or services for migrant workers. Additionally, 12.5percentage of respondents are neutral on the issue, indicating that a portion of the sample neither agrees nor disagrees with the statement, potentially suggesting uncertainty or lack of awareness regarding the matter.

4.2.6 Migrant Workers' Compensation Disparity in Comparison to Local Workers

Table 4.16 Migrant Workers' Compensation Disparity in Comparison to Local Workers

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.9	1.9	1.9
	Disagree	31	29.8	29.8	31.7
	Neutral	9	8.7	8.7	40.4
	Agree	38	36.5	36.5	76.9
	Strongly Agree	24	23.1	23.1	100.0
	Total	104	100.0	100.0	

At the lower end of the scale, a small fraction, constituting 1.9percentage of respondents, strongly disagree that migrant workers are paid less than their local counterparts for the same job. This perspective suggests a belief that there is no significant disparity in wages between migrant workers and local workers in Kerala. This viewpoint may stem from personal observations, beliefs about labor laws, or experiences within specific industries where wage

differentials are perceived to be minimal.Moving along the scale, 29.8percentage of respondents express disagreement with the notion that migrant workers are paid less than local workers for the same job. While not entirely rejecting the idea, this group suggests a less pronounced belief in the existence of wage disparities between migrant and local workers. This viewpoint may reflect a perception that while some wage differences may exist, they are not necessarily discriminatory or systematic in nature.

A smaller portion, representing 8.7percentage of respondents, remain neutral on the issue. This neutrality may arise from a lack of personal experience or observation regarding wage differentials between migrant and local workers, or it might indicate uncertainty about the extent or causes of such disparities.The majority of respondents, comprising 36.5percentage, agree that migrant workers are paid less than local workers for the same job. This viewpoint suggests a widespread recognition among respondents that wage disparities exist and that migrant workers often receive lower compensation compared to their local counterparts. This perception may be influenced by reports of exploitative labor practices, anecdotal evidence, or systemic inequalities within the labor market.Finally, 23.1percentage of respondents strongly agree with the proposition that migrant workers are paid less than local workers for the same job. This group holds a particularly strong conviction about the existence and severity of wage differentials, indicating a deep concern or awareness of the challenges faced by migrant workers in Kerala's labor market.In summary, the data highlights varying perceptions regarding wage differentials between migrant and local workers in Kerala. While some respondents believe such disparities are minimal or non-existent, the majority acknowledge their presence, with varying degrees of intensity. These perceptions shed light on the complex dynamics of labor relations and underscore the importance of addressing wage inequalities to ensure fair and equitable treatment for all workers, regardless of their origin or background.

4.2.7 Healthcare Denial for Migrant Workers in Kerala

Table 4.17 Healthcare Denial for Migrant Workers in Kerala

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	3.8	3.8	3.8
	Disagree	34	32.7	32.7	36.5
	Neutral	9	8.7	8.7	45.2
	Agree	44	42.3	42.3	87.5
	Strongly Agree	13	12.5	12.5	100.0
	Total	104	100.0	100.0	

The lowest end of the scale, 3.8percentage of respondents strongly disagree that migrant workers are denied adequate healthcare facilities in Kerala. This viewpoint suggests a belief that migrant workers have equitable access to healthcare services in the state, with no significant barriers or discrimination preventing them from receiving adequate medical care. This perception may stem from personal experiences, observations, or confidence in the accessibility and inclusivity of healthcare systems in Kerala.

Moving along the scale, 32.7percentage of respondents express disagreement with the notion that migrant workers are denied adequate healthcare facilities. While not entirely dismissing the idea, this group suggests a less pronounced belief in the existence of systematic denials of healthcare access for migrant workers. This viewpoint may reflect a perception that while some

challenges may exist, they are not widespread or intentional in nature.A smaller portion, representing 8.7percentage of respondents, remain neutral on the issue. This neutrality may stem from a lack of firsthand knowledge or observation regarding the healthcare experiences of migrant workers in Kerala, or it might indicate uncertainty about the extent or causes of any disparities in healthcare access.The majority of respondents, comprising 42.3percentage, agree that migrant workers are denied adequate healthcare facilities in Kerala. This viewpoint suggests a widespread recognition among respondents that migrant workers face significant obstacles or systemic barriers in accessing healthcare services, potentially leading to inadequate medical care or unmet health needs. This perception may be influenced by reports of healthcare disparities, anecdotal evidence, or concerns about the socio-economic factors affecting migrant workers' access to healthcare.Finally, 12.5percentage of respondents strongly agree with the proposition that migrant workers are denied adequate healthcare facilities. This group holds a particularly strong conviction about the existence and severity of healthcare inequalities, indicating a deep concern or awareness of the challenges faced by migrant workers in accessing essential medical services in Kerala.In summary, the data highlights a range of perceptions regarding migrant workers' access to healthcare facilities in Kerala. While some respondents believe that migrant workers have equitable access to healthcare, the majority acknowledge the presence of barriers or denials, with varying degrees of intensity. These perceptions underscore the importance of addressing healthcare inequalities and ensuring that all members of society, including migrant workers, have access to essential medical care to promote their health and well-being.

4.3 To Study the safety and security issues of migrant workers in Kerala

4.3.1 Integration Status of Migrant Workers in Kerala's Social Fabric

Table 4.18 Integration Status of Migrant Workers in Kerala's Social Fabric

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	3.8	3.8	3.8
	Disagree	32	30.8	30.8	34.6
	Neutral	19	18.3	18.3	52.9
	Agree	31	29.8	29.8	82.7
	Strongly Agree	18	17.3	17.3	100.0
	Strongly Disagree	104	100.0	100.0	

The lowest end of the scale, 3.8percentage of respondents strongly disagree that migrant workers are fully integrated into the social fabric of Kerala. This viewpoint suggests a belief that migrant workers face significant challenges or barriers to integration within Kerala society, potentially stemming from cultural differences, language barriers, or socio-economic disparities. This perception may be informed by observations of migrant communities living in distinct enclaves or experiencing social exclusion.Moving along the scale, 30.8percentage of

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respondents express disagreement with the notion that migrant workers are fully integrated. While not entirely dismissing the idea, this group suggests a less pronounced belief in the extent of migrant workers' integration into Kerala's social fabric. This viewpoint may reflect a recognition of some efforts towards integration but also an acknowledgment of remaining gaps or areas where migrant workers may still face marginalization or exclusion.

A significant portion, comprising 18.3percentage of respondents, remain neutral on the issue. This neutrality may stem from a lack of firsthand experience or observation regarding the social integration of migrant workers in Kerala, or it might indicate uncertainty about the criteria or indicators used to assess integration.The data also reveals that 29.8percentage of respondents agree that migrant workers are fully integrated into Kerala's social fabric. This viewpoint suggests a belief that migrant workers have successfully assimilated into Kerala society, participating in community life, accessing social services, and contributing to the cultural diversity and economic vitality of the region. This perception may be influenced by interactions with migrant communities or observations of their participation in various aspects of Kerala's social and economic life.Finally, 17.3percentage of respondents strongly agree that migrant workers are fully integrated into the social fabric of Kerala. This group holds a particularly strong conviction about the extent and depth of migrant workers' integration, indicating a belief that migrant communities are fully embraced as equal members of Kerala society, with their contributions valued and respected.In summary, the data highlights a range of perceptions regarding the integration of migrant workers into the social fabric of Kerala. While some respondents believe that migrant workers face significant challenges or barriers to integration, others perceive them as fully integrated members of society. These differing viewpoints underscore the complexity of migrant integration processes and the importance of promoting inclusive policies and practices to ensure the full participation and well-being of all individuals within Kerala's diverse communities.

4.3.2 Educational Equity for Migrant Workers in Kerala

Table 4.19 Educational Equity for Migrant Workers in Kerala

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.9	1.9	1.9
	Disagree	22	21.2	21.2	23.1
	Neutral	12	11.5	11.5	34.6
	Agree	44	42.3	42.3	76.9
	Strongly Agree	24	23.1	23.1	100.0
	Total	104	100.0	100.0	

Starting with the lowest end of the scale, a small fraction, comprising 1.9percentage of respondents, strongly disagree that migrant workers have access to the same educational opportunities as local residents in Kerala. This viewpoint suggests a belief that there are significant disparities or barriers preventing migrant workers from accessing education on par with local residents. Such barriers could include language barriers, financial constraints, or lack of awareness about available educational resources.

Moving along the scale, 21.2percentage of respondents express disagreement with the notion that migrant workers have equal access to educational opportunities. While not entirely dismissing the idea, this group suggests a less pronounced belief in the extent of educational equity for migrant workers. This viewpoint may stem from observations of educational inequalities or reports of challenges faced by migrant communities in accessing quality education in Kerala.

A smaller portion, representing 11.5percentage of respondents, remain neutral on the issue. This neutrality may arise from a lack of firsthand knowledge or observation regarding the educational experiences of migrant workers in Kerala, or it might indicate uncertainty about the extent or causes of any disparities in educational access.

The majority of respondents, comprising 42.3percentage, agree that migrant workers have access to the same educational opportunities as local residents in Kerala. This viewpoint suggests a widespread recognition among respondents that efforts have been made to ensure educational equity for migrant workers, potentially through government initiatives, NGO programs, or community-based efforts to promote inclusive education. This perception may be influenced by reports of educational programs targeting migrant communities or anecdotal evidence of migrant children attending local schools alongside their peers.

Finally, 23.1percentage of respondents strongly agree with the proposition that migrant workers have access to the same educational opportunities as local residents. This group holds a particularly strong conviction about the existence and effectiveness of efforts to promote educational equity for migrant workers, indicating a belief that migrant children have equal opportunities to pursue their educational aspirations in Kerala.

In summary, the data highlights a range of perceptions regarding educational opportunities for migrant workers in Kerala. While some respondents believe that educational disparities persist, the majority acknowledge efforts to promote educational equity, with varying degrees of intensity. These perceptions underscore the importance of ongoing efforts to ensure that all individuals, regardless of their background or status, have access to quality education as a fundamental human right and a pathway to social and economic empowerment.

4.3.3 Human Rights Violations Faced by Children of Migrant Workers in Kerala

Table 4.20 Human Rights Violations Faced by Children of Migrant Workers in Kerala

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	2.9	2.9	2.9
	Disagree	40	38.5	38.5	41.3
	Neutral	11	10.6	10.6	51.9
	Agree	31	29.8	29.8	81.7
	Strongly Agree	19	18.3	18.3	100.0
	Total	104	100.0	100.0	

Starting with the lowest end of the scale, a small fraction, comprising 2.9percentage of respondents, strongly disagree that children of migrant workers are facing human rights violations in Kerala. This viewpoint suggests a belief that the rights of migrant children are adequately protected, and they are not subjected to any form of abuse or discrimination while residing in the state. This perception may stem from trust in existing legal protections, social services, or community support networks aimed at safeguarding migrant children's rights.

Moving along the scale, 38.5percentage of respondents express disagreement with the notion that migrant children are facing human rights violations. While not entirely dismissing the idea, this group suggests a less pronounced belief in the extent or severity of human rights violations faced by migrant children in Kerala. This viewpoint may be influenced by perceptions of Kerala as a progressive and inclusive society that upholds human rights standards, mitigating concerns about systemic violations against migrant children.

A smaller portion, representing 10.6percentage of respondents, remain neutral on the issue. This neutrality may arise from a lack of firsthand knowledge or observation regarding the experiences of migrant children in Kerala, or it might indicate uncertainty about the prevalence or nature of human rights violations faced by this vulnerable population group.

The majority of respondents, comprising 29.8percentage, agree that children of migrant workers are facing human rights violations in Kerala. This viewpoint suggests a widespread recognition among respondents that migrant children are vulnerable to various forms of abuse, exploitation, or neglect while residing in the state. This perception may be informed by reports of child labor, inadequate access to education or healthcare, or instances of discrimination or violence targeting migrant children.

Finally, 18.3percentage of respondents strongly agree with the proposition that children of migrant workers are facing human rights violations in Kerala. This group holds a particularly strong conviction about the existence and severity of human rights violations faced by migrant children, indicating a deep concern or awareness of the challenges and vulnerabilities faced by this demographic group.

In summary, the data highlights a range of perceptions regarding human rights violations faced by children of migrant workers in Kerala. While some respondents believe that migrant children's rights are adequately protected, the majority acknowledge the presence of systemic challenges and vulnerabilities, with varying degrees of intensity. These perceptions underscore the importance of strengthening protections and support systems for migrant children to ensure their rights and well-being are upheld in Kerala's diverse and dynamic society.

4.3.4 Challenges in Securing Hygienic and Secure Accommodation for Migrant Workers in Kerala

Table 4.21 Challenges in Securing Hygienic and Secure Accommodation for Migrant Workers in Kerala

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	5.8	5.8	5.8

Disagree	25	24.0	24.0	29.8
Neutral	8	7.7	7.7	37.5
Agree	48	46.2	46.2	83.7
Strongly Agree	17	16.3	16.3	100.0
Total	104	100.0	100.0	

Starting with the lowest end of the scale, a small fraction, comprising 5.8percentage of respondents, strongly disagree that migrant workers face difficulties in finding hygienic and secured accommodation in Kerala. This viewpoint suggests a belief that migrant workers have adequate access to safe and hygienic housing options, free from security concerns or challenges. This perception may stem from observations of available accommodations or confidence in existing regulations or support systems aimed at ensuring decent housing for migrant workers.

Moving along the scale, 24.0percentage of respondents express disagreement with the notion that migrant workers face difficulties in finding suitable accommodation. While not entirely dismissing the idea, this group suggests a less pronounced belief in the extent or severity of challenges faced by migrant workers in securing hygienic and secured housing. This viewpoint may be influenced by perceptions of Kerala as a state with relatively robust infrastructure and housing options, mitigating concerns about systemic inadequacies in housing provision for migrant workers.

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A smaller portion, representing 7.7percentage of respondents, remain neutral on the issue. This neutrality may arise from a lack of firsthand knowledge or observation regarding the housing experiences of migrant workers in Kerala, or it might indicate uncertainty about the prevalence or nature of difficulties faced by this demographic group in finding suitable accommodations.

The majority of respondents, comprising 46.2percentage, agree that migrant workers face difficulties in finding hygienic and secured accommodation in Kerala. This viewpoint suggests a widespread recognition among respondents that migrant workers encounter various challenges, such as affordability, overcrowding, lack of basic amenities, or exposure to unsafe living conditions. This perception may be informed by reports of informal settlements, inadequate housing regulations, or experiences of migrant workers themselves shared through various channels.

Finally, 16.3percentage of respondents strongly agree with the proposition that migrant workers face difficulties in finding hygienic and secured accommodation in Kerala. This group holds a particularly strong conviction about the existence and severity of housing challenges faced by migrant workers, indicating a deep concern or awareness of the housing insecurities and vulnerabilities experienced by this demographic group.

In summary, the data highlights a range of perceptions regarding the housing challenges faced by migrant workers in Kerala. While some respondents believe that migrant workers have adequate access to suitable accommodations, the majority acknowledge the presence of systemic challenges and vulnerabilities, with varying degrees of intensity. These perceptions underscore the importance of addressing housing inequalities and ensuring access to safe, hygienic, and secured housing options for all members of Kerala's diverse and dynamic community.

4.3.5 Perceived Threats from Local Residents Towards Migrant Workers in Kerala

Table 4.22 Perceived Threats from Local Residents Towards Migrant Workers in Kerala

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	2.9	2.9	2.9
	Disagree	44	42.3	42.3	45.2
	Neutral	12	11.5	11.5	56.7
	Agree	23	22.1	22.1	78.8
	Strongly Agree	22	21.2	21.2	100.0
	Total	104	100.0	100.0	

Beginning with the lowest end of the scale, a small fraction, comprising 2.9percentage of respondents, strongly disagree that they feel threatened by local residents in Kerala. This viewpoint suggests a belief that individuals do not perceive any threats or hostility from their fellow residents in the state. This perception may stem from feelings of safety, trust in community relationships, or positive interactions with local residents, leading to a sense of security and belonging.

Moving along the scale, 42.3percentage of respondents express disagreement with the notion that they feel threatened by local residents. While not entirely dismissing the idea, this group suggests a less pronounced belief in the extent or severity of perceived threats from local residents. This viewpoint may be influenced by experiences of safety and social cohesion

within their communities, mitigating concerns about potential threats or conflicts with fellow residents.

A smaller portion, representing 11.5percentage of respondents, remain neutral on the issue. This neutrality may arise from a lack of firsthand experience or observation regarding threats from local residents in Kerala, or it might indicate uncertainty about the prevalence or nature of such threats.

The majority of respondents, comprising 22.1percentage, agree that they feel threatened by local residents in Kerala. This viewpoint suggests a widespread recognition among respondents that feelings of threat or insecurity exist within certain contexts or communities in the state. This perception may be informed by experiences of discrimination, harassment, or intimidation from local residents, leading to a sense of vulnerability or fear.

Finally, 21.2percentage of respondents strongly agree with the proposition that they feel threatened by local residents. This group holds a particularly strong conviction about the existence and severity of perceived threats, indicating a deep concern or awareness of the challenges and vulnerabilities faced within their social environments in Kerala.

In summary, the data highlights a range of perceptions regarding feelings of threat from local residents in Kerala. While some individuals feel secure and supported within their communities, others perceive threats or hostility, with varying degrees of intensity. These perceptions underscore the importance of fostering inclusive and safe environments where all individuals can live without fear of discrimination or violence, promoting social cohesion and mutual respect among residents in Kerala's diverse communities.

4.3.6 Physical Violence and Harassment Towards Migrant Workers

Table 4.23 Physical Violence and Harassment Towards Migrant Workers

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	7	6.7	6.7	6.7
	Disagree	30	28.8	28.8	35.6
	Neutral	15	14.4	14.4	50.0
	Agree	33	31.7	31.7	81.7
	Strongly Agree	19	18.3	18.3	100.0
	Total	104	100.0	100.0	

Beginning with the lowest end of the scale, a small fraction, comprising 6.7percentage of respondents, strongly disagree that they have ever felt migrant workers are subjected to physical violence or harassment. This viewpoint suggests a belief that migrant workers are not commonly subjected to such mistreatment, or that respondents have not personally witnessed or experienced instances of violence or harassment directed towards migrant workers. This perception may stem from a lack of awareness, limited exposure to migrant communities, or a belief that such incidents are isolated occurrences.

Moving along the scale, 28.8percentage of respondents express disagreement with the notion that migrant workers are subjected to physical violence or harassment. While not entirely

dismissing the idea, this group suggests a less pronounced belief in the prevalence or severity of such mistreatment towards migrant workers. This viewpoint may be influenced by personal experiences or observations suggesting that physical violence or harassment towards migrant workers is not a widespread or systematic issue.

A smaller portion, representing 14.4percentage of respondents, remain neutral on the issue. This neutrality may arise from a lack of firsthand knowledge or observation regarding instances of physical violence or harassment directed towards migrant workers, or it might indicate uncertainty about the prevalence or causes of such mistreatment.

The majority of respondents, comprising 31.7percentage, agree that migrant workers are subjected to physical violence or harassment. This viewpoint suggests a widespread recognition among respondents that migrant workers are vulnerable to various forms of mistreatment, including physical violence, verbal abuse, or exploitation. This perception may be informed by reports of incidents or news articles highlighting the challenges faced by migrant workers, as well as anecdotal evidence or personal experiences shared by individuals who have witnessed or experienced such mistreatment.

Finally, 18.3percentage of respondents strongly agree with the proposition that migrant workers are subjected to physical violence or harassment. This group holds a particularly strong conviction about the existence and severity of mistreatment towards migrant workers, indicating a deep concern or awareness of the challenges and vulnerabilities faced by this demographic group.

In summary, the data highlights a range of perceptions regarding the mistreatment of migrant workers, particularly in terms of physical violence or harassment. While some individuals

believe that such mistreatment is not widespread, the majority acknowledge its presence, with varying degrees of intensity. These perceptions underscore the importance of addressing systemic issues of discrimination, exploitation, and violence to ensure the safety and well-being of migrant workers within Kerala's diverse communities.

4.3.7 Assessing Legal Protection for Migrant Workers in Kerala

Table 4.24 Assessing Legal Protection for Migrant Workers in Kerala

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.9	1.9	1.9
	Disagree	33	31.7	31.7	33.7
	Neutral	12	11.5	11.5	45.2
	Agree	34	32.7	32.7	77.9
	Strongly Agree	23	22.1	22.1	100.0
	Total	104	100.0	100.0	

Starting with the lowest end of the scale, a small fraction, comprising 1.9percentage of respondents, strongly disagree that there is adequate legal protection for migrant workers in Kerala. This viewpoint suggests a belief that migrant workers lack sufficient legal safeguards to protect their rights and interests while residing and working in the state. This perception may stem from observations of gaps or weaknesses in existing legal frameworks, reports of

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exploitation or abuse, or personal experiences where migrant workers have faced challenges in accessing justice or legal recourse.

Moving along the scale, 31.7percentage of respondents express disagreement with the notion that there is adequate legal protection for migrant workers. While not entirely dismissing the idea, this group suggests a less pronounced belief in the effectiveness or comprehensiveness of legal protections available to migrant workers in Kerala. This viewpoint may be influenced by perceptions of legal barriers, procedural complexities, or limitations in enforcement mechanisms that hinder migrant workers' access to justice or redress for grievances.

A smaller portion, representing 11.5percentage of respondents, remain neutral on the issue. This neutrality may arise from a lack of detailed knowledge or understanding regarding the legal frameworks governing migrant workers' rights and protections in Kerala, or it might indicate uncertainty about the extent or adequacy of existing legal safeguards.

The majority of respondents, comprising 32.7percentage, agree that there is adequate legal protection for migrant workers in Kerala. This viewpoint suggests a widespread recognition among respondents that legal frameworks and mechanisms exist to safeguard migrant workers' rights, ensure fair treatment, and address grievances. This perception may be informed by knowledge of labor laws, government initiatives, or advocacy efforts aimed at protecting migrant workers' rights and promoting their welfare within the state.

Finally, 22.1percentage of respondents strongly agree with the proposition that there is adequate legal protection for migrant workers. This group holds a particularly strong conviction about the effectiveness and sufficiency of legal safeguards, indicating a high level of

confidence in the legal system's ability to uphold migrant workers' rights and ensure their well-being while in Kerala.

In summary, the data highlights a range of perceptions regarding the adequacy of legal protection for migrant workers in Kerala. While some individuals believe that legal safeguards are sufficient, others express concerns about gaps or limitations in existing frameworks. These perceptions underscore the importance of ongoing efforts to strengthen legal protections, enhance enforcement mechanisms, and raise awareness about migrant workers' rights to ensure their fair treatment and well-being within Kerala's diverse and dynamic community.

4.3.8 Balancing Wage and Daily Life

Table 4.25 Balancing Wage and Daily Life

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	5.8	5.8	5.8
	Disagree	29	27.9	27.9	33.7
	Neutral	13	12.5	12.5	46.2
	Agree	32	30.8	30.8	76.9
	Strongly Agree	24	23.1	23.1	100.0
	Total	104	100.0	100.0	

Beginning with the lowest end of the scale, a small fraction, comprising 5.8percentage of respondents, strongly disagree that their wages fulfill their expenses. This suggests a belief that their current income falls significantly short of meeting their financial needs and obligations. This perception may arise from various factors such as low wages, high living costs, or unexpected expenses, leading to financial strain and difficulty in making ends meet. Individuals in this category may struggle to cover basic necessities such as housing, food, utilities, and healthcare, resulting in financial stress and insecurity.

Moving along the scale, 27.9percentage of respondents disagree with the notion that their wages fulfill their expenses. While not strongly opposed, this group still expresses dissatisfaction or concern about the adequacy of their income relative to their expenses. They may find it challenging to balance their budget, relying on savings, loans, or assistance from family or social support networks to cope with financial pressures. Factors such as inflation, debt, or stagnant wages may contribute to their perception of financial strain despite being able to meet some expenses.

A smaller portion, representing 12.5percentage of respondents, remain neutral on the issue. This neutrality may arise from a sense of ambivalence or uncertainty regarding the relationship between their wages and expenses. They may not feel strongly about whether their income adequately covers their expenses, reflecting a lack of clarity or stability in their financial situation.

The majority of respondents, comprising 30.8percentage, agree that their wages fulfill their expenses. This suggests a perception of financial stability and satisfaction with their income relative to their spending needs. They are likely able to meet their financial obligations

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comfortably, with some discretionary income left over for savings or leisure activities. Factors such as a reasonable cost of living, steady employment, or effective budgeting practices may contribute to their positive perception of their financial situation.

Finally, 23.1percentage of respondents strongly agree that their wages fulfill their expenses. This group holds a particularly strong conviction about the adequacy of their income, indicating a high level of financial security and confidence in their ability to manage their finances effectively. They may have a stable job with a sufficient salary, allowing them to cover their expenses comfortably and even save or invest for the future.

In summary, the data highlights a range of perceptions regarding the extent to which respondents' wages fulfill their expenses. While some individuals struggle with financial strain and insecurity, others feel confident and satisfied with their financial situation. These perceptions reflect the complex interplay of income, expenses, and individual circumstances, underscoring the importance of addressing income inequality and ensuring access to decent wages to promote financial well-being for all members of society.

4.3.9 Observations of Derogatory Language Targeting Migrant Workers in Kerala

Table 4.26 Observations of Derogatory Language Targeting Migrant Workers in Kerala

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	2.9	2.9	2.9

Disagree	25	24.0	24.0	26.9
Neutral	11	10.6	10.6	37.5
Agree	45	43.3	43.3	80.8
Strongly Agree	20	19.2	19.2	100.0
Total	104	100.0	100.0	

Starting with the lowest end of the scale, a small fraction, comprising 2.9percentage of respondents, strongly disagree that they have ever heard derogatory terms used to refer to migrant workers in Kerala. This suggests a belief that such language is not commonly used or encountered in their social circles or communities. It may indicate a perception of inclusivity and respect towards migrant workers, with individuals not witnessing or being exposed to instances of derogatory language directed at this demographic group.

Moving along the scale, 24.0percentage of respondents disagree with the notion that they have heard derogatory terms used to refer to migrant workers. While not strongly opposed, this group still expresses skepticism or disbelief regarding the prevalence or significance of such language. They may have limited exposure to derogatory language or may not perceive it as a widespread issue in their social or professional environments. This viewpoint could stem from a lack of awareness or sensitivity to the experiences of migrant workers or a belief that derogatory language is not a common form of discrimination in Kerala.

A smaller portion, representing 10.6percentage of respondents, remain neutral on the issue. This neutrality may arise from a lack of direct experience or firsthand knowledge regarding the use of derogatory terms towards migrant workers in Kerala. It may also reflect uncertainty or

ambivalence about the prevalence or impact of such language, with individuals neither confirming nor denying its existence or significance.

The majority of respondents, comprising 43.3percentage, agree that they have heard derogatory terms used to refer to migrant workers in Kerala. This suggests a widespread recognition among respondents that derogatory language directed at migrant workers is a prevalent issue within the state. They may have personally witnessed or experienced instances of derogatory language in their communities, workplaces, or public spaces, indicating a need for greater awareness and efforts to address discrimination and promote inclusivity.

Finally, 19.2percentage of respondents strongly agree with the proposition that they have heard derogatory terms used to refer to migrant workers. This group holds a particularly strong conviction about the prevalence and impact of derogatory language, indicating a high level of concern or awareness regarding the mistreatment and marginalization experienced by migrant workers in Kerala. Their strong agreement underscores the urgent need for education, advocacy, and policies aimed at combating discrimination and fostering a culture of respect and dignity for all individuals, regardless of their background or migrant status.

In summary, the data highlights a range of perceptions regarding the use of derogatory terms towards migrant workers in Kerala. While some individuals may not perceive it as a significant issue, the majority recognize it as a prevalent form of discrimination that requires attention and action. These perceptions underscore the importance of promoting tolerance, understanding, and respect towards migrant workers, as well as addressing systemic factors that perpetuate discrimination and marginalization within society.

4.3. 10 Observations of Migrant Worker Exploitation by Employers in Kerala

Table 4.27 Observations of Migrant Worker Exploitation by Employers in Kerala

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	1.0	1.0	1.0
	Disagree	35	33.7	33.7	34.6
	Neutral	15	14.4	14.4	49.0
	Agree	40	38.5	38.5	87.5
	Strongly Agree	13	12.5	12.5	100.0
	Total	104	100.0	100.0	

Beginning with the lowest end of the scale, a negligible fraction, comprising only 1percentage of respondents, strongly disagree that they have observed instances of exploitation of migrant workers by employers in Kerala. This indicates a belief that such exploitation is not a prevalent or significant issue within the state. This perception may arise from limited exposure to migrant worker communities or industries where exploitation commonly occurs, or it may stem from a lack of awareness or understanding of the complexities of labor exploitation.

Moving along the scale, 33.7percentage of respondents disagree with the notion that they have observed instances of exploitation of migrant workers. While not strongly opposed, this group still expresses skepticism or uncertainty about the prevalence or severity of exploitation in Kerala. They may not have personally witnessed or been directly affected by instances of

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exploitation, leading them to question the extent or significance of the problem. This viewpoint could also be influenced by perceptions of fairness or integrity within their social or professional circles, where exploitation may not be openly acknowledged or discussed.

A slightly larger portion, representing 14.4percentage of respondents, remain neutral on the issue. This neutrality may arise from a lack of firsthand knowledge or direct experience regarding instances of exploitation of migrant workers by employers. It may also reflect uncertainty or ambivalence about the prevalence or dynamics of exploitation, with individuals neither confirming nor denying its existence or impact. This group may benefit from further education or awareness-raising initiatives to better understand the signs and consequences of labor exploitation.

The majority of respondents, comprising 38.5percentage, agree that they have observed instances of exploitation of migrant workers by employers in Kerala. This suggests a widespread recognition among respondents that exploitation is a significant issue within certain industries or sectors where migrant labor is prevalent. They may have personally witnessed or heard about cases of wage theft, unsafe working conditions, excessive working hours, or other forms of exploitation faced by migrant workers, highlighting the urgent need for action to protect their rights and dignity.

Finally, 12.5percentage of respondents strongly agree with the proposition that they have observed instances of exploitation of migrant workers by employers. This group holds a particularly strong conviction about the prevalence and severity of exploitation, indicating a high level of concern or awareness regarding the mistreatment and vulnerability experienced by migrant workers in Kerala. Their strong agreement underscores the urgency of addressing

systemic factors that perpetuate exploitation and ensuring the enforcement of labor laws and protections to safeguard the rights and well-being of migrant workers.

In summary, the data highlights a range of perceptions regarding the exploitation of migrant workers by employers in Kerala. While some individuals may question the extent or visibility of exploitation, the majority recognize it as a significant and pressing issue that demands attention and action. These perceptions underscore the importance of strengthening labor protections, enhancing monitoring and enforcement mechanisms, and promoting fair and ethical treatment of all workers, regardless of their migrant status.

4.4: To assess the effectiveness of welfare programs and policies for migrant workers

4.4.1 Evaluating Media Representation of Migrant Worker Issues in Kerala

Table 4.28 Evaluating Media Representation of Migrant Worker Issues in Kerala

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.9	1.9	1.9
	Disagree	23	22.1	22.1	24.0
	Neutral	11	10.6	10.6	34.6
	Agree	45	43.3	43.3	77.9

Strongly Agree	23	22.1	22.1	100.0
Total	104	100.0	100.0	

Starting with the lowest end of the scale, a small fraction, comprising only 1.9percentage of respondents, strongly disagree that the media adequately represents the issues faced by migrant workers in Kerala. This suggests a belief that mainstream media outlets fail to provide sufficient coverage or attention to the challenges and experiences of migrant workers within the state. This perception may stem from observations of biased or limited reporting, where the voices and stories of migrant workers are marginalized or overlooked in favor of other news topics.

Moving along the scale, 22.1percentage of respondents disagree with the notion that the media adequately represents the issues faced by migrant workers. While not strongly opposed, this group still expresses skepticism or dissatisfaction with the depth and quality of media coverage on migrant worker issues. They may perceive gaps or deficiencies in reporting, such as sensationalism, oversimplification, or lack of context, which may hinder a comprehensive understanding of the complexities and nuances of migrant worker experiences.

A slightly smaller portion, representing 10.6percentage of respondents, remain neutral on the issue. This neutrality may arise from a lack of strong opinions or firsthand knowledge regarding media coverage of migrant worker issues in Kerala. They may not have actively engaged with media content related to migrant workers or may not perceive media representation as a significant factor in shaping public perceptions or policy responses to migrant worker issues.

The majority of respondents, comprising 43.3percentage, agree that the media adequately represents the issues faced by migrant workers. This suggests a perception among respondents that mainstream media outlets provide comprehensive and balanced coverage of migrant worker issues, highlighting their challenges, contributions, and aspirations within Kerala society. They may appreciate efforts by journalists and media organizations to amplify the voices of migrant workers and shed light on their experiences, advocating for greater awareness and empathy towards their struggles.

Finally, another 22.1percentage of respondents strongly agree with the proposition that the media adequately represents the issues faced by migrant workers. This group holds a particularly strong conviction about the importance and effectiveness of media representation in raising awareness and driving positive change for migrant workers in Kerala. They may applaud instances of investigative journalism, documentary filmmaking, or advocacy campaigns that amplify migrant voices and hold policymakers and employers accountable for addressing systemic issues and injustices.

In summary, the data highlights a range of perceptions regarding media representation of migrant worker issues in Kerala. While some individuals may question the adequacy or impartiality of media coverage, the majority recognize its importance in shaping public discourse and driving social change. These perceptions underscore the critical role of media professionals, policymakers, and civil society actors in advocating for the rights and dignity of migrant workers and ensuring their voices are heard and respected in public discourse.

4.4.2 Evaluating Community Initiatives for Enhancing Migrant Worker Living Conditions in Kerala

Table 4.29 Evaluating Community Initiatives for Enhancing Migrant Worker Living Conditions in Kerala

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.9	1.9	1.9
	Disagree	35	33.7	33.7	35.6
	Neutral	9	8.7	8.7	44.2
	Agree	42	40.4	40.4	84.6
	Strongly Agree	16	15.4	15.4	100.0
	Total	104	100.0	100.0	

Starting with the lowest end of the scale, a small fraction, comprising only 1.9percentage of respondents, strongly disagree that there are any community initiatives aimed at improving the living conditions of migrant workers in Kerala. This suggests a belief that there is a lack of organized efforts or initiatives within communities to address the needs and challenges faced by migrant workers. This perception may stem from observations of limited community engagement or resources dedicated to migrant worker welfare, leading to a sense of neglect or indifference towards their living conditions.

Moving along the scale, 33.7percentage of respondents disagree with the notion that there are community initiatives aimed at improving the living conditions of migrant workers. While not strongly opposed, this group still expresses skepticism or doubt regarding the effectiveness or

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impact of community-led efforts. They may perceive existing initiatives as insufficient or ineffective in addressing the complex and multifaceted challenges faced by migrant workers, leading to a sense of frustration or disillusionment with community-based approaches to migrant worker welfare.

A smaller portion, representing 8.7percentage of respondents, remain neutral on the issue. This neutrality may arise from a lack of awareness or firsthand knowledge regarding community initiatives aimed at improving migrant worker living conditions in Kerala. They may not have actively engaged with community organizations or initiatives focused on migrant welfare, leading to a lack of strong opinions or perspectives on the subject.

The majority of respondents, comprising 40.4percentage, agree that there are community initiatives aimed at improving the living conditions of migrant workers. This suggests a recognition among respondents that community-led efforts play a crucial role in addressing the needs and rights of migrant workers within Kerala. They may be aware of specific initiatives or programs implemented by local organizations, NGOs, or grassroots movements aimed at providing support services, advocacy, or community organizing for migrant workers, contributing to improvements in their living conditions and well-being.

Finally, another 15.4percentage of respondents strongly agree with the proposition that there are community initiatives aimed at improving the living conditions of migrant workers. This group holds a particularly strong conviction about the importance and effectiveness of community-based approaches in addressing migrant worker issues. They may actively participate in or support community initiatives, recognizing their potential to create meaningful change and foster solidarity and empowerment among migrant worker communities.

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In summary, the data highlights a range of perceptions regarding community initiatives aimed at improving the living conditions of migrant workers in Kerala. While some individuals may question the effectiveness or scale of existing efforts, the majority recognize the importance of community engagement and collective action in addressing the needs and rights of migrant workers. These perceptions underscore the critical role of community organizations, civil society actors, and grassroots movements in advocating for social justice and equity for migrant workers and fostering inclusive and resilient communities.

4.4.3 Should Cultural Sensitivity Training Be Mandatory for Employers of Migrant Workers in Kerala?

Table 4.30 Should Cultural Sensitivity Training Be Mandatory for Employers of Migrant Workers in Kerala?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	2.9	2.9	2.9
	Disagree	25	24.0	24.0	26.9
	Neutral	11	10.6	10.6	37.5
	Agree	44	42.3	42.3	79.8
	Strongly Agree	21	20.2	20.2	100.0
	Total	104	100.0	100.0	

Starting with the lowest end of the scale, a small fraction, comprising 2.9percentage of respondents, strongly disagree that cultural sensitivity training should be mandatory for employers hiring migrant workers in Kerala. This suggests a belief that such training is unnecessary or ineffective in addressing the challenges or dynamics of cultural diversity in the workplace. This perception may stem from a lack of awareness or understanding of the benefits of cultural sensitivity training or a belief that employers can adequately navigate cultural differences without formal training.

Moving along the scale, 24.0percentage of respondents disagree with the proposition that cultural sensitivity training should be mandatory. While not strongly opposed, this group still expresses skepticism or reservations about the idea of mandatory training. They may perceive cultural sensitivity training as optional or preferential rather than essential for effective management of cultural diversity in the workplace. This viewpoint could also stem from concerns about the practicality or feasibility of implementing mandatory training requirements for employers.

A slightly smaller portion, representing 10.6percentage of respondents, remain neutral on the issue. This neutrality may arise from a lack of strong opinions or firsthand experience regarding the benefits or drawbacks of cultural sensitivity training for employers hiring migrant workers in Kerala. They may not have actively engaged with discussions or initiatives related to cultural diversity and inclusion in the workplace, leading to a lack of strong convictions or perspectives on the subject.

The majority of respondents, comprising 42.3percentage, agree that cultural sensitivity training should be mandatory for employers hiring migrant workers. This suggests a recognition among respondents of the importance of equipping employers with the knowledge and skills needed to effectively navigate cultural differences and create inclusive work environments. They may

believe that mandatory training requirements can help foster greater awareness, empathy, and respect for diverse cultural backgrounds among employers, ultimately leading to improved communication, collaboration, and productivity in multicultural workplaces.

Finally, another 20.2percentage of respondents strongly agree with the proposition that cultural sensitivity training should be mandatory. This group holds a particularly strong conviction about the necessity and effectiveness of mandatory training in promoting cultural competence and reducing cultural misunderstandings or conflicts in the workplace. They may advocate for robust training programs that cover topics such as cultural awareness, communication styles, conflict resolution, and inclusive leadership practices, recognizing their potential to enhance workplace cohesion and employee well-being.

In summary, the data highlights a range of perceptions regarding the necessity of cultural sensitivity training for employers hiring migrant workers in Kerala. While some individuals may question the need for mandatory training, the majority recognize its importance in promoting cultural competence and creating inclusive work environments. These perceptions underscore the potential of cultural sensitivity training to foster mutual understanding, respect, and collaboration among diverse workforce populations, ultimately contributing to more equitable and harmonious workplaces.

4.4.4 Advocating for Tailored Government Support Services for Migrant Workers in Kerala

Table 4.31 Advocating for Tailored Government Support Services for Migrant Workers in Kerala

	Frequency	Percent	Valid Percent	Cumulative Percent

Valid	Strongly Disagree	2	1.9	1.9	1.9
	Disagree	23	22.1	22.1	24.0
	Neutral	12	11.5	11.5	35.6
	Agree	48	46.2	46.2	81.7
	Strongly Agree	19	18.3	18.3	100.0
	Total	104	100.0	100.0	

Beginning with the lowest end of the scale, a small fraction, comprising only 1.9percentage of respondents, strongly disagree that the government should provide more support services tailored to the needs of migrant workers in Kerala. This suggests a belief that existing government support services are adequate or that the government should not be responsible for catering specifically to the needs of migrant workers. This perception may stem from a broader perspective on government priorities or a belief in the efficacy of existing support structures.

Moving along the scale, 22.1percentage of respondents disagree with the notion that the government should provide more tailored support services. While not strongly opposed, this group still expresses skepticism or reservations about the idea of expanding government intervention in this area. They may perceive limitations in government capacity or resources, or they may question the effectiveness of government-led initiatives in meeting the diverse needs of migrant workers. This viewpoint could also stem from concerns about potential bureaucratic inefficiencies or unintended consequences of increased government involvement.

A slightly smaller portion, representing 11.5percentage of respondents, remain neutral on the issue. This neutrality may arise from a lack of strong opinions or firsthand experience regarding the effectiveness of government support services tailored to the needs of migrant workers in Kerala. They may not have actively engaged with discussions or initiatives related to migrant worker welfare, leading to a lack of strong convictions or perspectives on the subject.

The majority of respondents, comprising 46.2percentage, agree that the government should provide more support services specifically tailored to the needs of migrant workers. This suggests a recognition among respondents of the unique challenges and vulnerabilities faced by migrant workers and the importance of government intervention in addressing these issues. They may believe that targeted support services can help address gaps in access to healthcare, education, housing, legal assistance, and other essential services for migrant workers, ultimately promoting their well-being and integration into Kerala society.

Finally, another 18.3percentage of respondents strongly agree with the proposition that the government should provide more support services tailored to the needs of migrant workers. This group holds a particularly strong conviction about the necessity and effectiveness of government intervention in addressing the systemic barriers and inequalities faced by migrant workers. They may advocate for comprehensive policy reforms, increased funding for migrant support programs, and stronger enforcement of labor rights to ensure migrant workers receive the support and protection they need to thrive in Kerala.

In summary, the data highlights a range of perceptions regarding the role of government in providing support services tailored to the needs of migrant workers in Kerala. While some individuals may question the need for expanded government intervention, the majority recognize the importance of targeted support services in promoting the well-being and integration of migrant workers into Kerala society. These perceptions underscore the potential

of government policies and programs to address the unique needs and challenges faced by migrant workers and ensure their rights and dignity are protected and upheld

4.4.5 Enhanced Communication: Mitigating Social Exclusion Among Migrant Workers and Local Communities

Table 4.32 Enhanced Communication: Mitigating Social Exclusion Among Migrant Workers and Local Communities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	2	1.9	1.9	1.9
	Disagree	17	16.3	16.3	18.3
	Neutral	7	6.7	6.7	25.0
	Agree	55	52.9	52.9	77.9
	Strongly Agree	23	22.1	22.1	100.0
	Total	104	100.0	100.0	

Starting with the lowest end of the scale, a negligible fraction, accounting for only 1.9percentage of respondents, strongly disagree that improved communication between local communities and migrant workers could mitigate social exclusion. This suggests a belief that enhanced communication would have little to no impact on reducing social exclusion experienced by migrant workers. This perception may stem from a pessimistic view of intergroup relations or skepticism about the effectiveness of communication initiatives in addressing deep-seated social issues.

Moving along the scale, 16.3percentage of respondents disagree with the notion that improved communication would mitigate social exclusion. While not strongly opposed, this group expresses reservations or doubts about the efficacy of communication strategies in addressing social exclusion. They may perceive social exclusion as a complex issue rooted in structural inequalities or cultural biases, which may not be easily addressed through communication efforts alone. Additionally, they may question the feasibility or sustainability of fostering meaningful communication between local communities and migrant workers.A small portion, representing 6.7percentage of respondents, remain neutral on the issue. This neutrality may stem from a lack of strong convictions or firsthand experience regarding the potential impact of improved communication on mitigating social exclusion. They may not have actively engaged with discussions or initiatives aimed at fostering communication between local communities and migrant workers, leading to a lack of strong opinions or perspectives on the subject. The majority of respondents, comprising 52.9percentage, agree that improved communication between local communities and migrant workers could mitigate social exclusion. This suggests a recognition among respondents of the potential of communication initiatives to bridge divides, foster understanding, and promote social cohesion between different groups. They may believe that by facilitating dialogue, sharing information, and building relationships, communities can work together to dismantle barriers and create more inclusive environments for migrant workers.Finally, another 22.1percentage of respondents strongly agree with the proposition that improved communication could mitigate social exclusion. This group holds a particularly strong conviction about the transformative power of communication in promoting social integration and reducing prejudice and discrimination against migrant workers. They may advocate for proactive measures to enhance

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communication channels, promote cross-cultural understanding, and cultivate empathy and solidarity within communities.

In summary, the data highlights a range of perceptions regarding the potential of improved communication between local communities and migrant workers to mitigate social exclusion. While some individuals may question the effectiveness of communication strategies, the majority recognize the importance of fostering dialogue and understanding to promote social inclusion and cohesion. These perceptions underscore the potential of communication initiatives to address the root causes of social exclusion and create more equitable and welcoming communities for migrant workers.

4.4.6 Language Education Programs: Mitigating Social Exclusion for Migrant Workers in Kerala

Table 4.33 Language Education Programs: Mitigating Social Exclusion for Migrant Workers in Kerala

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	1.0	1.0	1.0
	Disagree	28	26.9	26.9	27.9
	Neutral	12	11.5	11.5	39.4
	Agree	37	35.6	35.6	75.0

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Strongly Agree	26	25.0	25.0	100.0
Total	104	100.0	100.0	

Beginning with the lowest end of the scale, only 1percentage of respondents strongly disagree that language education programs could help reduce social exclusion among migrant workers in Kerala. This suggests a belief that language education initiatives would have little to no impact on mitigating social exclusion. This perception may stem from skepticism about the effectiveness of language education in addressing deep-seated social issues or doubts about the feasibility of implementing such programs.Moving along the scale, 26.9percentage of respondents disagree with the notion that language education programs could reduce social exclusion. While not strongly opposed, this group expresses reservations or doubts about the efficacy of language education initiatives in addressing social exclusion among migrant workers. They may perceive social exclusion as a multifaceted issue influenced by factors beyond language proficiency, such as cultural differences, economic disparities, and systemic inequalities. Additionally, they may question the accessibility and inclusivity of language education programs, particularly for migrant workers facing other barriers to integration.

A smaller portion, comprising 11.5percentage of respondents, remain neutral on the issue. This neutrality may stem from a lack of strong convictions or firsthand experience regarding the potential impact of language education on reducing social exclusion among migrant workers. They may not have actively engaged with discussions or initiatives related to language education programs for migrant workers, leading to a lack of strong opinions or perspectives on the subject.The majority of respondents, representing 35.6percentage, agree that language education programs could help reduce social exclusion among migrant workers in Kerala. This suggests a recognition among respondents of the importance of language proficiency in

facilitating communication, integration, and participation in social and economic life. They may believe that language education initiatives can empower migrant workers by enhancing their ability to navigate social interactions, access resources, and pursue opportunities for advancement.Finally, another 25percentage of respondents strongly agree with the proposition that language education programs could mitigate social exclusion. This group holds a particularly strong conviction about the transformative potential of language education in promoting inclusion, fostering cross-cultural understanding, and breaking down linguistic barriers that contribute to social exclusion among migrant workers. They may advocate for increased investment in language education initiatives, tailored to the needs and linguistic diversity of migrant communities, as a means of promoting equity and social cohesion.In summary, the data highlights a range of perceptions regarding the potential of language education programs to reduce social exclusion among migrant workers in Kerala. While some individuals may question the effectiveness or accessibility of such programs, the majority recognize the importance of language proficiency in promoting integration and inclusion. These perceptions underscore the potential of language education initiatives to empower migrant workers and create more equitable and inclusive communities.

4.4.7 Supporting the Establishment of Community Centers or Support Groups for Migrant Families

Table 4.34 Supporting the Establishment of Community Centers or Support Groups for Migrant Families

	Frequency	Percent	Valid Percent	Cumulative Percent

Valid	Strongly Disagree	1	1.0	1.0	1.0
	Disagree	14	13.5	13.5	14.4
	Neutral	9	8.7	8.7	23.1
	Agree	38	36.5	36.5	59.6
	Strongly Agree	42	40.4	40.4	100.0
	Total	104	100.0	100.0	

Starting with the lowest end of the scale, only 1percentage of respondents strongly disagree with the establishment of community centers or support groups for migrant families. This suggests a belief that such initiatives may not be necessary or effective in addressing the unique needs of migrant families. This perception may stem from a lack of awareness about the challenges faced by migrant families or skepticism about the potential impact of community-based interventions.Moving along the scale, 13.5percentage of respondents disagree with the proposition of establishing community centers or support groups. While not strongly opposed, this group expresses reservations or doubts about the efficacy or feasibility of such initiatives. They may question the sustainability of community-based support systems or have concerns about the allocation of resources for these programs. Additionally, they may perceive other approaches as more effective in addressing the needs of migrant families.A smaller portion, comprising 8.7percentage of respondents, remain neutral on the issue. This neutrality may stem from a lack of strong convictions or firsthand experience regarding the potential benefits of community centers or support groups for migrant families. They may not have actively engaged with discussions or initiatives related to community-based support systems, leading to a lack

of strong opinions or perspectives on the subject. The majority of respondents, representing 36.5percentage, agree with the establishment of community centers or support groups for migrant families. This suggests a recognition among respondents of the importance of providing targeted support to address the unique challenges faced by migrant families. They may believe that community-based initiatives can offer practical assistance, social connections, and emotional support to migrant families, thereby enhancing their well-being and integration into the community. Finally, another 40.4percentage of respondents strongly agree with the proposition of establishing community centers or support groups. This group holds a particularly strong conviction about the benefits of community-based interventions in addressing the needs of migrant families. They may advocate for comprehensive support services tailored to the specific cultural, linguistic, and socioeconomic backgrounds of migrant communities, recognizing the potential of community centers or support groups to foster solidarity, resilience, and empowerment among migrant families. In summary, the data highlights a range of perceptions regarding the establishment of community centers or support groups for migrant families in Kerala. While some individuals may question the necessity or effectiveness of such initiatives, the majority recognize the potential of community-based interventions to provide essential support and facilitate the integration of migrant families into the community. These perceptions underscore the importance of targeted efforts to address the unique needs of migrant families and promote social inclusion and cohesion in Kerala.

4.4.8 Enforcing Labor Laws for Fair Wages and Safe Conditions: Supporting Migrant Workers

Table 4.35 Enforcing Labor Laws for Fair Wages and Safe Conditions: Supporting Migrant Workers

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	5	4.8	4.8	4.8
	Disagree	14	13.5	13.5	18.3
	Neutral	8	7.7	7.7	26.0
	Agree	41	39.4	39.4	65.4
	Strongly Agree	36	34.6	34.6	100.0
	Total	104	100.0	100.0	

At the lowest end of the scale, 4.8percentage of respondents strongly disagree with the proposition of enforcing labor laws for migrant workers. This indicates a significant level of opposition or skepticism toward the effectiveness or necessity of such measures. Reasons for this stance could include concerns about the practicality of enforcement, potential negative impacts on businesses, or a belief that existing laws are sufficient to protect migrant workers' rights.Moving along the scale, 13.5percentage of respondents express disagreement with the idea of enforcing labor laws for migrant workers. While not strongly opposed, this group holds reservations or doubts about the feasibility or desirability of stricter enforcement measures. They may perceive challenges in implementation or question the balance between regulatory oversight and economic flexibility.A smaller portion, comprising 7.7percentage of respondents, remain neutral on the issue. This neutrality may stem from a lack of strong convictions or firsthand experience regarding labor law enforcement for migrant workers. They may not have actively engaged with discussions on labor rights or may feel uncertain about the potential impacts of stricter enforcement measures.The majority of respondents, representing

39.4percentage, agree with the proposition of enforcing labor laws for migrant workers. This suggests a recognition among respondents of the importance of safeguarding the rights and well-being of migrant workers through regulatory mechanisms. They may believe that stricter enforcement is necessary to address existing gaps or shortcomings in labor protections and to ensure fair treatment and decent working conditions for all workers, regardless of their migrant status. Finally, another 34.6percentage of respondents strongly agree with the need to enforce labor laws for migrant workers. This group holds a particularly strong conviction about the imperative of upholding labor rights and protections for migrant workers. They may advocate for robust enforcement mechanisms, including monitoring, inspections, and penalties for non-compliance, to deter exploitation, ensure fair wages, and promote safe working environments. In summary, the data reveals a range of attitudes toward the enforcement of labor laws for migrant workers in Kerala. While some respondents express opposition, skepticism, or neutrality, the majority recognize the importance of regulatory interventions to safeguard migrant workers' rights and promote decent work standards. These findings underscore the significance of effective enforcement mechanisms and policy measures to protect the rights and dignity of migrant workers in Kerala's labor market.

FINDINGS,

SUGGESTIONS

CONCLUSIONS

5.1 FINDINGS

Migrant workers form an integral part of Kerala's workforce, contributing to various sectors such as construction, agriculture, and manufacturing. Understanding their socio-demographic profile is crucial for policymakers, researchers, and practitioners to develop effective interventions and support systems tailored to their needs. Migrant workers play a crucial role in the economic landscape of Kerala, contributing to various sectors such as construction, agriculture, and hospitality. However, their experiences and perceptions regarding social integration, access to healthcare, wage disparities, housing challenges, social exclusion, workplace safety, legal protection, community initiatives, education, and policy recommendations are diverse and complex.

5.1.1 Age of the Respondents

The age distribution of migrant workers in Kerala reflects a diverse range, with respondents ranging from 19 to 65 years old. The highest frequency is observed among individuals in their mid-20s, particularly at the age of 26, which accounts for 10.6percentage of the total sample. There is a gradual decline in frequency as age increases beyond the 30s. This suggests a predominantly younger demographic among migrant workers in Kerala, with a concentration in the mid-20s to early 30s age group.

5.1.2 Religion of the Respondents

The majority of respondents identify as Hindu, comprising 81.7percentage of the total sample. Muslim is represented as a minority religion, with 17.3percentage of respondents identifying as Muslim. This indicates a clear majority-minority dynamic in terms of religious affiliation among the surveyed population. The overwhelming representation of Hindus suggests that the sample may be drawn from a region or community where Hinduism is the dominant religion.

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5.1.3 Sex of the Respondents

Approximately 79percentage of the respondents are male, while females make up about 21percentage of the sample. This indicates a significant gender disparity among migrant workers in Kerala, with males being the predominant group. The majority of migrant workers are typically male, while females often accompany their families.

5.1.4 Educational Qualification of the Respondents

Educational disparities are evident among migrant workers in Kerala, with 31.7percentage having no formal education, 45.2percentage completing primary education, 14.4percentage completing secondary education, 5.8percentage completing higher secondary education, and 1.9percentage holding a bachelor's degree. This highlights the diverse educational backgrounds of migrant workers, with a significant portion having lower levels of educational attainment. Addressing these disparities is crucial for promoting social inclusion and enhancing opportunities for migrant workers.

5.1.5 Type of Family

A majority of respondents (64.4percentage) belong to nuclear families, while 35.6percentage belong to non-nuclear families. Nuclear families typically consist of parents and children living together in a single household, whereas non-nuclear families may include extended families or other arrangements. Understanding the distribution of family types provides insights into the social support networks available to migrant workers and their family dynamics.

5.1.6 Residency Status

About 61.5percentage of respondents reported residing with their families, while 38.5percentage indicated not residing with their families. This reflects various living arrangements among migrant workers, including living alone, with friends, or in shared housing. Residency status can influence social support, emotional well-being, and access to familial resources, highlighting the importance of considering family context in supporting migrant workers.

5.1.7 Native State

Respondents hail from various states, with Assam (28.8percentage), Bihar (21.2percentage), and Odisha (18.3percentage) being the most represented. This diversity reflects the multi-regional nature of migration to Kerala, with individuals coming from different parts of India in search of employment opportunities. Understanding the geographic distribution of respondents' native states helps contextualize their backgrounds and experiences as migrant workers in Kerala.

5.1.8 Occupation

Construction workers constitute the majority (60.6percentage) of respondents, followed by factory workers (22.1percentage) and garden workers (17.3percentage). This highlights the occupational diversity within the migrant worker population in Kerala, with different sectors employing migrant labor for various roles. Occupational factors can influence working conditions, income levels, and vulnerability to exploitation, underscoring the need to address occupational-specific challenges.

5.1.9 Marital Status

The majority of respondents (78.8percentage) are married, while 21.2percentage are single. Marital status can affect family dynamics, social support networks, and access to services, with married individuals often having different support needs compared to single individuals. Understanding marital status helps tailor interventions and support services to meet the diverse needs of migrant workers and their families.

5.1.10 Monthly Income

The vast majority of respondents (98.1percentage) reported a monthly income above 25000 Rs, with only 1.9percentage reporting an income below that threshold. This indicates relatively higher income levels among migrant workers in Kerala, although disparities may still exist within the population. Monthly income is a crucial determinant of socio-economic status and access to resources, highlighting the need to address income disparities to promote equity and well-being among migrant workers.

5.1.11 Duration of Stay in Kerala

A majority of respondents (59.6percentage) have been in Kerala for more than 5 years, while 40.4percentage have stayed for less than 5 years. This reflects varying levels of settlement and integration among migrant workers in Kerala, with long-term migrants likely having different experiences and needs compared to short-term migrants. Understanding the duration of stay helps tailor interventions to support the diverse needs of migrant workers at different stages of their migration journey.

5.1.12 Migrant workers form a significant part of the labor force in Kerala, contributing to the state's economic growth and development. However, their experiences and perceptions regarding various aspects of life in Kerala are multifaceted and often influenced by factors such

as socio-economic background, ethnicity, and language. Understanding these perceptions and experiences is crucial for addressing the challenges faced by migrant workers and promoting their well-being and social integration.

5.1.13 Diverse Perceptions on Social Integration

The perception of social integration among migrant workers in Kerala varies widely among respondents. While some believe that migrant workers are fully integrated into the social fabric of Kerala, others express skepticism regarding the extent of this integration. Factors such as language barriers, cultural differences, and social stigma contribute to the complexity of social integration among migrant workers.

5.1.14 Challenges in Access to Healthcare

Access to adequate healthcare facilities is a significant concern among migrant workers in Kerala. While some respondents acknowledge challenges in accessing healthcare services, others express satisfaction with the available facilities. However, there is a consensus that addressing healthcare access issues is essential for improving migrant workers' overall well-being and reducing disparities in health outcomes.

5.1.15 Wage Disparities and Financial Strain

There is a widespread perception that migrant workers in Kerala are paid less than local workers for the same job, leading to concerns about wage disparities. Additionally, many migrant workers struggle to meet their expenses with their wages, highlighting the financial strain they face. Addressing wage disparities and improving financial security are crucial for promoting the economic well-being of migrant workers.

5.1.16 Regarding access to public transportation

a majority of respondents have encountered situations where migrant workers are denied access, reflecting concerns about discrimination and unequal treatment. While over half of the respondents perceive such denials, a significant minority disagrees, suggesting differing experiences or interpretations of the accessibility of public services for migrant workers.

5.1.17 Similar patterns emerge in perceptions of discrimination based on cultural aspects. While a majority of respondents observe instances of cultural discrimination against migrant workers, a significant minority disagrees, reflecting differing interpretations of intercultural dynamics and experiences within Kerala's diverse society.

5.1.18 Language barriers are recognized by a substantial majority as contributing to the social exclusion of migrant workers. However, a significant minority does not perceive language barriers as a significant factor, highlighting varying interpretations of the role of language in integration and access to services.

5.1.19 Housing and Accommodation Challenges

Finding hygienic and secure accommodation is a significant challenge for migrant workers in Kerala. Many respondents recognize the difficulties faced by migrant workers in finding suitable housing, which can impact their health and overall well-being. Initiatives to improve housing conditions and ensure the safety of migrant workers are essential for addressing this issue.

5.1.20 Social Exclusion and Discrimination

Instances of social exclusion, discrimination, and threats from local residents are reported by many migrant workers in Kerala. This highlights broader issues of prejudice and discrimination

faced by migrant workers, which can impact their mental health and social integration. Efforts to promote understanding and reduce social exclusion are necessary for creating a more inclusive society.

5.1.21 Workplace Exploitation and Safety Concerns

Concerns about workplace exploitation, physical violence, harassment, and safety violations are prevalent among migrant workers in Kerala. Enforcing labor laws and ensuring safe working conditions are essential for protecting migrant workers from exploitation and promoting their rights and dignity in the workplace.

5.1.22 Legal Protection and Support Services

While some respondents believe that there is adequate legal protection for migrant workers in Kerala, others emphasize the need for more robust support services tailored to their needs. Strengthening legal frameworks and providing access to support services are essential for addressing the unique challenges faced by migrant workers and ensuring their rights are protected.

5.1.23 Community Initiatives and Communication

Many respondents express support for community initiatives aimed at improving the living conditions of migrant workers in Kerala. Improved communication between local communities and migrant workers is seen as a potential means to mitigate social exclusion and promote understanding. Community engagement and collaboration are essential for addressing the needs of migrant workers and fostering social cohesion.

5.1.24 Education and Language Programs

There is support for language education programs to reduce social exclusion among migrant workers in Kerala. Language barriers can hinder communication and social integration, making language education essential for promoting inclusivity and facilitating access to services. Additionally, initiatives to improve access to education and skill development opportunities are crucial for empowering migrant workers and enhancing their socio-economic status.

The findings regarding the perceptions and experiences of migrant workers in Kerala highlight the complex challenges they face in various aspects of life. Addressing these challenges requires a multifaceted approach involving policy reforms, community engagement, and initiatives to promote social inclusion and support migrant workers' rights and well-being. By working together, stakeholders can create a more inclusive and equitable society where migrant workers are valued and respected members of the community.

5.2 SUGGESTIONS

- High remuneration in Kerala attracts the migrants to work in Kerala. This may leads to the exploitation from the employer, and the labour contractors, thus the government labor departments should be take necessary measures in order to prevent such a exploitation.

- The over inflow of the migrant workers may lead to the several social problems such as increased drug abuses, robbery, terrorism so the police department have to be vigilant in order to check the identity of the migrant workers and spread of such social problems.

- The governmental policies such as migrant workers welfare program are not effectively implemented among the migrant workers. So the government should take necessary steps in order to implement such policies in proper manner.

- Migrant workers are not hygienic so there is high chance to spread epidemic deceases, so the health departments have to take necessary steps to provide the awareness about hygiene, periodic medical camps among the migrant workers.

- Most of the migrant workers are not aware about the laws which are implemented by the government to protect their rights. The labour departments have to increase their efficiency in order to protect the rights and social security of the migrant workers.

- Ensuring fair wages and working conditions for migrant workers through effective enforcement of labor laws.

- Improving access to healthcare services and addressing disparities in health outcomes among migrant workers.

- Enhancing housing conditions and safety standards for migrant workers through targeted interventions and investments.

- Promoting social inclusion and reducing discrimination through awareness campaigns and community engagement initiatives.

- Strengthening legal protection and support services for migrant workers to ensure their rights are upheld and respected.

- Investing in education and language programs to facilitate social integration and empower migrant workers.

5.3 CONCLUSION

Migrant workers constitute an indispensable segment of Kerala's labor force, serving as the backbone of various industries such as construction, agriculture, and manufacturing. Their contributions are pivotal to the state's economic growth and development. However, beneath

their economic significance lies a complex tapestry of socio-demographic profiles and experiences that shape their integration into Kerala's society. Understanding the nuances of these profiles is paramount for policymakers, researchers, and practitioners to design effective interventions and support systems tailored to the diverse needs of migrant workers. The age distribution among migrant workers reveals a predominantly youthful demographic, with implications for long-term socio-economic prospects and integration into Kerala's workforce. Religious affiliation underscores broader social dynamics, while gender disparity highlights traditional patterns of migration and the distinct challenges faced by male and female migrant workers. Educational disparities among migrant workers emphasize the importance of access to education and skill development programs to enhance their socio-economic mobility and integration. Family dynamics, residency status, and native states offer insights into the social support networks, settlement trajectories, and cultural backgrounds of migrant workers, informing targeted interventions to address their specific needs and challenges.

This research underscores the significance of addressing social exclusion as a critical issue that impacts the well-being, rights, and integration of migrant workers into Kerala's society. With a nuanced understanding of the diverse factors contributing to social exclusion, policymakers, researchers, practitioners, and stakeholders can develop targeted interventions and support systems to foster inclusivity and mitigate the adverse effects faced by migrant workers.

The findings reveal that migrant workers in Kerala represent a diverse demographic, with varying ages, religions, educational backgrounds, family types, residency statuses, native states, occupations, marital statuses, incomes, and durations of stay. This diversity underscores the complexity of their experiences and highlights the need for tailored approaches to address their unique needs and challenges. One of the prominent findings is the significant gender disparity among migrant workers, with males comprising the majority of the workforce. This gender skew underscores the importance of gender-sensitive interventions to address the

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specific vulnerabilities and needs of female migrant workers, who may face distinct challenges related to employment, safety, and social integration. Educational disparities among migrant workers also emerge as a critical issue, with a substantial portion having lower levels of educational attainment. Addressing these disparities through education and skill development programs is vital for empowering migrant workers, enhancing their socio-economic status, and promoting their integration into Kerala's society. The research highlights the diverse living arrangements of migrant workers, with implications for social support, emotional well-being, and access to resources. Understanding the family dynamics and residency statuses of migrant workers is essential for designing support systems that account for their varying social contexts and needs. The geographic distribution of respondents' native states reflects the multi-regional nature of migration to Kerala, emphasizing the importance of recognizing the diverse backgrounds and experiences of migrant workers originating from different parts of India. Occupational diversity among migrant workers underscores the need for sector-specific interventions to address the unique challenges faced by workers in different industries. Workplace exploitation, safety concerns, and wage disparities emerge as prominent issues requiring targeted interventions and enforcement of labor laws. The findings also reveal challenges related to access to healthcare, housing, transportation, language barriers, social exclusion, discrimination, and legal protection. These challenges intersect and compound, exacerbating the vulnerabilities faced by migrant workers and hindering their integration into Kerala's society. Efforts to address social exclusion and promote the well-being of migrant workers require a multifaceted approach involving policy reforms, community engagement, and initiatives to enhance access to education, healthcare, housing, and legal protection. Strengthening social safety nets, enforcing labor laws, and promoting intercultural understanding are essential steps toward creating a more inclusive and equitable society. Community initiatives, communication strategies, and language education programs play a

crucial role in fostering social cohesion, reducing prejudice, and promoting mutual understanding between migrant workers and local communities. By facilitating dialogue, collaboration, and mutual support, these initiatives contribute to building a more inclusive and supportive environment for migrant workers in Kerala.In conclusion, addressing social exclusion faced by migrant workers in Kerala requires concerted efforts from multiple stakeholders, including policymakers, civil society organizations, employers, and communities. By recognizing the diverse needs, experiences, and contributions of migrant workers, Kerala can harness the full potential of its migrant workforce and create a more just, inclusive, and prosperous society for all.

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CONCEPTUAL AND THEORETICAL ISSUES INVOLVED IN THE MIGRANTS OF KERALA

SHYLA HAMEED

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APPENDIX

Objective 1 To study socio-demographic profile of migrant workers

नाम: (Name)

1. आयु : (age)
2. धर्म (religion)
3. लिंग: (sex) - पुरुष (male), महिला (female),टांसजेंडर (transgender) ,न (others)
4. Educational Qualification

Illiterate ,निम्न पाथिमक (lower primary),उच पाथिमक (upper primary),हाई सू ल (High school),उचतर माधिमक (Higher secondary) ,सातक (under graduate),

5. परिवार का पकार: (Type of family)
6. चाहेपरिवार के साथ रह रहेहो (Whether Residing with family)
7. मूल राज (Native State)
8. पेशा (Occupation)
9. वैवाहिक सिथत (marital status)-Married, Single, Widowed, Divorced
10. मासिक आय (monthly income)
- Below 25000
- Above 25000
11. केरल मेरहनेकी समयाविध: (Duration of stay In Kerala)
- 5 वषरसेकम (less than 5 years)
- 5 वषरऔर उससे िधक (5 years and above)

Objective 2. To assess the level of social exclusion experienced by migrant workers

1. का आपको लगता हैिक के रल मेपवासी शिम कलंकपूणरववहार या पूवारगह या आपरािधक गितिविधयो के संदेह सेगस है? Do you perceive that migrant workers in Kerala stigmatized attitudes or prejudice Or suspicions of criminal activities?
- दढतापूवरक सहमत हं (Strongly Agree)
- सहमत (Agree)
- तटस (Neutral)
- सहमत (Disagree)
- पूरी तरह सहमत (Strongly disagree)

2) का आपनेऐसी िसितयो का सामना िकया है जहांपवासी शिमको को के रल मेसावरजिनक

पिरवहन तक पहंच सेवंिचत कर ििदया गया है?

Have you encountered situations where Migrant workers are denied access to Public transportation in Kerala?

- दढतापूवरक सहमत हं (Strongly Agree)
- सहमत (Agree)
- तटस (Neutral)
- सहमत (Disagree)
- पूरी तरह सहमत (Strongly disagree)

3. का आप इस बात सेसहमत हैिक आपनेके रल

मेपवासी शिमको के साथ ििकसी सांसृ ििक पहलू

के आधार पर भेदभाव के मामलेदेखेहै?

Do you agree that you have observed Instances of discrimination based on Any cultural aspects of migrant workers In Kerala?

- दढतापूवरक सहमत हं (Strongly Agree)
- सहमत (Agree)
- तटस (Neutral)
- सहमत (Disagree)
- पूरी तरह सहमत (Strongly disagree)

4.का आपको लगता हैिक भाषा संबंधी बाधाएं

पवासी शिमको के सामािजक बिहषार मेयोगदान

करती है?

Do you think language barriers Contribute to the social exclusion of Migrant workers?

- दढतापूवरक सहमत हं (Strongly Agree)
- सहमत (Agree)
- तटस (Neutral)
- सहमत (Disagree)
- पूरी तरह सहमत (Strongly disagree)

5.का आपनेपवासी शिमको को सावरजिनक सानो या सेवाओ ंतक पहंच सेवंिचत होतेदेखा है?

Have you witnessed migrant workers Being denied access to public spaces or Services?

- दढतापूवरक सहमत हं (Strongly Agree)
- सहमत (Agree)
- तटस (Neutral)
- सहमत (Disagree)

- पूरी तरह सहमत (Strongly disagree)

6. का आप मानतेहैिक पवासी शिमको को समान

काम के िलए सानीय शिमको की तुलना मेकम

भुगतान िकया जा रहा है?

Do you believe that migrant workers

Being paid less than local workers for

The same job?

- दढतापूवरक सहमत हं (Strongly Agree)
- सहमत (Agree)
- तटस (Neutral)
- सहमत (Disagree)
- पूरी तरह सहमत (Strongly disagree)

7. क्या आपको लगता है कि केरल में प्रवासी श्रमिकों को पर्याप्त स्वास्थ्य सुविधाओं से वंचित किया जाता है?

Do you think migrant workers are denied to adequate healthcare facilities in Kerala?

- दढतापूवरक सहमत हं (Strongly Agree)
- सहमत (Agree)
- तटस (Neutral)
- सहमत (Disagree)
- पूरी तरह सहमत (Strongly disagree)

Objective 3. To Study the safety and security issues of migrant workers in Kerala

8. क्या आप मानते हैं कि प्रवासी श्रमिक केरल के सामाजिक ताने-बाने में पूरी तरह से एकीकृत हैं? Do you believe that migrant workers are fully integrated into the social fabric of Kerala?

- दढतापूवरक सहमत हं (Strongly Agree)
- सहमत (Agree)
- तटस (Neutral)
- सहमत (Disagree)
- पूरी तरह सहमत (Strongly disagree)

9. क्या आप मानते हैं कि प्रवासी श्रमिकों को केरल * में स्थानीय निवासियों के समान शैक्षिक वसर प्राप्त हैं?

Do you believe that migrant workers have access to the same educational opportunities as local residents in Kerala?

- दढतापूवरक सहमत हं (Strongly Agree)
- सहमत (Agree)
- तटस (Neutral)
- सहमत (Disagree)

- पूरी तरह सहमत (Strongly disagree)

10. क्या आपको लगता है कि केरल में रहने वाले प्रवासी श्रमिकों के बच्चों को किसी प्रकार के मानवाधिकार उल्लंघन का सामना करना पड़ रहा है? Do you feel that children's of migrant workers are facing any kind of human rights violation as residing in kerala?

- दढतापूवरक सहमत हं (Strongly Agree)
- सहमत (Agree)
- तटस (Neutral)
- सहमत (Disagree)
- पूरी तरह सहमत (Strongly disagree)

11. क्या आपने देखा है कि केरल में प्रवासी श्रमिकों * को स्वच्छ और सुरक्षित आवास खोजने में कठिनाइयों का सामना करना पड़ रहा है?

Have you noticed migrant workers facing difficulties in finding hygienic and secured accommodation in Kerala?

- दढतापूवरक सहमत हं (Strongly Agree)
- सहमत (Agree)
- तटस (Neutral)
- सहमत (Disagree)
- पूरी तरह सहमत (Strongly disagree)

12. क्या आपको ऐसा लगता है कि केरल में स्थानीय * निवासियों से कोई धमकी मिल रही है? Do you feel like getting any threats from local residents in kerala?

- दढतापूवरक सहमत हं (Strongly Agree)
- सहमत (Agree)
- तटस (Neutral)
- सहमत (Disagree)
- पूरी तरह सहमत (Strongly disagree)

13. क्या आपने कभी प्रवासी श्रमिकों को शारीरिक हिंसा या उत्पीड़न का शिकार होते देखा है? Have you ever felt that migrant workers being subjected to physical violence or harassment? *

- दढतापूवरक सहमत हं (Strongly Agree)
- सहमत (Agree)
- तटस (Neutral)
- सहमत (Disagree)
- पूरी तरह सहमत (Strongly disagree)

14. क्या आपको लगता है कि केरल में प्रवासी श्रमिकों के लिए पर्याप्त कानूनी सुरक्षा है? Do you think there is adequate legal protection for migrant workers in Kerala? *

- दढतापूवरक सहमत हं (Strongly Agree)

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- सहमत (Agree)
- तटस (Neutral)
- सहमत (Disagree)
- पूरी तरह सहमत (Strongly disagree)

15. क्या आपकी मज़दूरी आपके खर्चों को पूरा करती है?

Does your wages fulfill your expenses?

- दढतापूवरक सहमत हं (Strongly Agree)
- सहमत (Agree)
- तटस (Neutral)
- सहमत (Disagree)
- पूरी तरह सहमत (Strongly disagree)

16. क्या आपने कभी केरल में प्रवासी श्रमिकों के लिए इस्तेमाल किए गए पमानजनक शब्दों को सुना है? *

Have you ever heard derogatory terms used to refer to migrant workers in Kerala?

- दढतापूवरक सहमत हं (Strongly Agree)
- सहमत (Agree)
- तटस (Neutral)
- सहमत (Disagree)
- पूरी तरह सहमत (Strongly disagree)

17. क्या आपने केरल में नियोक्ताओं द्वारा प्रवासी श्रमिकों के शोषण के मामले देखे हैं?

Have you observed instances of exploitation of migrant workers by employers in Kerala?

- दढतापूवरक सहमत हं (Strongly Agree)
- सहमत (Agree)
- तटस (Neutral)
- सहमत (Disagree)
- पूरी तरह सहमत (Strongly disagree)

18. क्या आपको लगता है कि मीडिया केरल में प्रवासी श्रमिकों के सामने आने वाले मुद्दों का पर्याप्त रूप से प्रतिनिधित्व करता है?

Objective 4 To assess the effectiveness of welfare programs and policies for migrant worker

Do you think the media adequately represents the issues faced by migrant workers in Kerala?

- दढतापूवरक सहमत हं (Strongly Agree)
- सहमत (Agree)
- तटस (Neutral)

- सहमत (Disagree)
- पूरी तरह सहमत (Strongly disagree)

19. क्या आपने केरल में प्रवासी श्रमिकों की जीवन स्थितियों में सुधार लाने के उद्देश्य से कोई सामुदायिक पहल देखी है? How far do you agree that there are any community initiatives aimed at improving the living conditions of migrant workers in Kerala?

- दृढतापूवरक सहमत हं (Strongly Agree)
- सहमत (Agree)
- तटस (Neutral)
- सहमत (Disagree)
- पूरी तरह सहमत (Strongly disagree)

20. क्या आप मानते हैं कि केरल में प्रवासी श्रमिकों को काम पर रखने वाले नियोक्ताओं के लिए सांस्कृतिक संवेदनशीलता प्रशिक्षण निवार्य होना चाहिए?

Do you believe that cultural sensitivity training should be mandatory for employers hiring migrant workers in Kerala?

- दृढतापूवरक सहमत हं (Strongly Agree)
- सहमत (Agree)
- तटस (Neutral)
- सहमत (Disagree)
- पूरी तरह सहमत (Strongly disagree)

21. क्या आपको लगता है कि सरकार को केरल में प्रवासी श्रमिकों की जरूरतों के नुरूप विशेष रूप से धिक सहायता सेवाएं प्रदान करनी चाहिए? *

Do you think the government should provide more support services specifically tailored to the needs of migrant workers in Kerala?

- दृढतापूवरक सहमत हं (Strongly Agree)
- सहमत (Agree)
- तटस (Neutral)
- सहमत (Disagree)
- पूरी तरह सहमत (Strongly disagree)

22. क्या आप मानते हैं कि स्थानीय समुदायों और प्रवासी श्रमिकों के बीच बेहतर संचार सामाजिक बहिष्कार को कम कर सकता है?

Do you believe that improved communication between local communities and migrant workers could mitigate social exclusion?

- दृढतापूवरक सहमत हं (Strongly Agree)
- सहमत (Agree)
- तटस (Neutral)
- सहमत (Disagree)
- पूरी तरह सहमत (Strongly disagree)

23. क्या आपको लगता है कि भाषा शिक्षा कार्यक्रम * केरल में प्रवासी श्रमिकों के बीच सामाजिक बहिष्कार को कम करने में मदद कर सकते हैं?

Do you think language education programs could help reduce social exclusion among migrant workers in Kerala?

- दढतापूवरक सहमत हं (Strongly Agree)
- सहमत (Agree)
- तटस (Neutral)
- सहमत (Disagree)
- पूरी तरह सहमत (Strongly disagree)

24. आपकी विशिष्ट आवश्यकताओं को पूरा करने * के लिए प्रवासी परिवारों के लिए विशेष रूप से सामुदायिक केंद्र या सहायता समूह स्थापित करना, क्या आप समर्थन करते हैं? Establishing community centers or support groups specifically for migrant families to address your unique needs, do you support?

- दढतापूवरक सहमत हं (Strongly Agree)
- सहमत (Agree)
- तटस (Neutral)
- सहमत (Disagree)
- पूरी तरह सहमत (Strongly disagree)

25. प्रवासी श्रमिकों को उचित वेतन और सुरक्षित कामकाजी परिस्थितियां सुनिश्चित करने के लिए श्रम कानूनों को लागू करना, क्या आप सहमत हैं? Enforcing labor laws to ensure migrant workers receive fair wages and safe working conditions, do you agree?

- दढतापूवरक सहमत हं (Strongly Agree)
- सहमत (Agree)
- तटस (Neutral)
- सहमत (Disagree)
- पूरी तरह सहमत (Strongly disagree)

LETTER OF CONSENT

A study on social exclusion of migrant workers in Kerala I, Joyal Jose , a postgraduate student of Social Work at Bharata Mata College, Thrikakkara, Ernakulam is conducting a research study titled "SOCIAL EXCLUSION: A STUDY AMONG IN MIGRANT WORKERS IN KOZHIKODE DISTRICT". Your participation in this study is highly valued. Your voluntary participation in this study will contribute to our understanding of Social exclusion faced by migrant workers in Kerala . Your personal information will be kept confidential and used solely for research purposes. The success of this project relies on the cooperation of individuals like you, and your participation is greatly appreciated.

इस � ध्ययन में आपकी स्वैिच्छक भागीदारी के रल में प्रवासी श्रिमकों द्वारा सामना िकए जाने वाले सामािजक बिहष्कार की हमारी समझ में योगदान देगी। आपकी व्यिक्तगत जानकारी गोपनीय रखी जाएगी और के वल � नुसंधान उद्देश्यों के िलए उपयोग की जाएगी। इस पिरयोजना की सफलता आप जैसे व्यिक्तयों के सहयोग पर िनभर्र करती ह,ै और आपकी भागीदारी � त्यिधक सराहनीय ह।ै

I Agree (सहमत)