



AN EMPIRICAL STUDY ON SOCIAL SECURITY AND
WELFARE OF MIGRANT LABOURERS IN KERALA

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ABSTRACT

Human Migration" refers to the movement of people from one location to another with the intention of settling temporarily or permanently in the new location for a variety of reasons. The Indian Constitution guarantees the freedom of movement to all citizens. The fundamental principles of free migration are enshrined in Article 19(1) clauses (d) and (e) of the Constitution, which guarantee all citizens the right to move freely throughout India's territory, as well as reside and settle in any part of India's territory. Nearly 31.5 million interstate migrant workers are estimated to be an important part of Kerala's economy and labour force. The state also provides the highest wages in the country for migrant workers working in the unorganized sector. This study examines the interstate labour migration to Kerala and welfare measures taken by the government of Kerala to promote the social security, health and living standards of these workers

Keywords: Migration, Migrant workers, Migration policy, Migrant's commission

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1. INTRODUCTION

Migration is a normal human activity. Human beings always move from one country, locality and place of residence to settle in another ie a movement from place of residence to place of destination. One of the reason behind People migration is for a better economic and social life. There are two sets of causes that influence migration.one is push factors which makes the place of origin less attractive and the other one is pull factors which makes the place of destination more attractive. As a support for this Article 19(1) (d) of the Indian constitution guarantees all citizens the right to move freely throughout Indias's territory. Nearly 32 million migrant labourers are now a part of the total Kerala population. This study mainly focus on the social security and welfare measures of the migrant workers.

2. LITERATURE REVIEW

According to Dilip Saika (2008) economic conditions of the migrants workers in Kerala. A case study in the Thiruvananthapuram districts analyses the economic conditions of the migrants workers in Kerala. It has been done by analyzing their saving, income, and consumption pattern and nature of work before and after migration. They found that saving and investment habit among the migrants in found to be very poor, whatever money remains after consumption.

Santhosh Mehrota (2008) found that a comprehensive social insurance system of old age pension, death and disability insurances, health insurances and maternity benefits for workers in the unorganized sector. This system should be confined to those below poverty line which will keep fiscal costs down.

Milind Babar (2011) discussed various barriers for interstate migrant workers in getting access to Government health services. These barriers are lack of confidence for accessing the health services or fear of the system, local language problem, cultural bias, distance from hospitals, lack of awareness about provision of health facilities and patriarchy prominence

Ajoke Akinola et al. (2014) made an analysis of public health access for interstate migrant workers from the perspective of human rights and ethical considerations. The provision of healthcare to migrant workers in India must take three important considerations into account ie public health, human rights and ethical considerations.

See Sunny et al., (2020) Identified that large number of in-migrants are found coming from the far off and relatively poor and backward states like Assam, Bihar, Jharkhand, Uttar Pradesh, West Bengal and Odisha etc. for either construction works, industrial jobs or other

low paid informal sector jobs

Manoj and Viswanath (2015) studied the health conditions of migrant workers. They found that overcrowded living conditions of the migrant labourers result in increased transmission of infectious diseases. There are problems in the provision of sanitation facilities and drinking water and for other purposes water also not very good. Non-availability of adequate quantities of water and inadequate usage of water also create health risks.

Parida (2020) A relatively higher wage rates along with improved living conditions in Kerala might have attracted many low skilled job seekers from these states to Kerala increased private investment on housing and construction, and growth of labour-intensive industries together have increased the demand for low skilled and semi-skilled labour in Kerala. To fill this demand supply gap, a large number of other state migrant workers moved to Kerala either seasonally or permanently.

3. SOCIAL SECURITY AND WELFARE OF MIGRANT LABOURERS IN KERALA

According to 2013 study commissioned by the government, every fourth male between the ages of 20 and 64 in the state is likely to be a migrant Despite the fact that many migrants are not from West Bengal or Bangladesh, they are often known as "Bengalis" While Kochi and Thiruvananthapuram continue to attract the largest number of migrants, cities like Kozhikode and Kollam also have a sizeable number of migrant workers. According to the study, which was based on a Survey of the Domestic Migrant Labour coming into and leaving Kerala, the remittances of migrant workers in Kerala to their home states are over 375 crores per annum.

RESEARCH MODEL

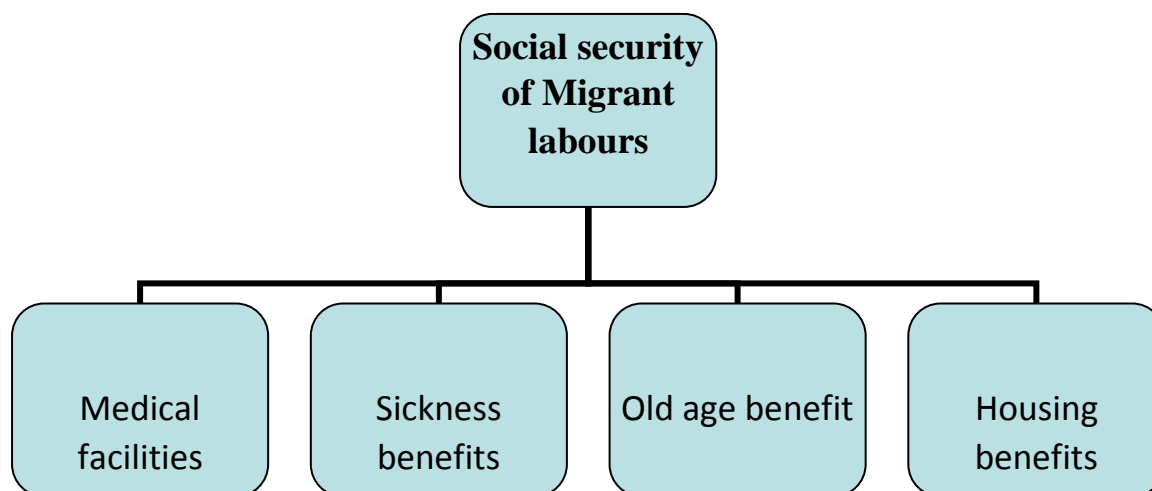


Figure:1

a. Kerala Migrant Workers Welfare Scheme 2010

According to the Kerala Migrant Workers Welfare Scheme 2010, any interstate migrant worker who is registered is eligible for benefits like accident or medical care up to \$25,000, \$1 lakh for the family in the event of a death, free education for their children, and \$25,000 in termination benefits after five years of employment. The Kerala Migrant Workers Welfare Scheme 2010 also makes provisions for the embalming of the body and air transfer in the event of a worker's passing.

b. Aawaz:

Through the Awaz Health Insurance Scheme (AHIS), the Kerala government offers medical insurance to all temporary workers. They are entitled to 25,000 in medical insurance and 2 lakh in death benefits, which are benefits that no other State in the nation offers.

c. Apna Ghar

It is a scheme that intends to give interstate workers access to cheap homes. For migrant workers from other states who are employed in Kerala, this hostel offers comfortable, hygienic, secure, and safe lodging. These housing units have communal rooms, several kitchens, eating areas, restrooms, and recreational facilities. These hostels also have the feature such as sewage treatment facility, rainwater collection, a power backup system, and a security system

d. Resolving complaints

The government has taken steps to address the grievances of migrant workers by setting up a facilitation centre in each district that is staffed 4 hours a day, seven days a week and providing 24-hour access to social security and other welfare schemes for those working abroad.

e. Employment sector

Migrant labourers now became an indispensable part various sectors of the state economy. More than 60% of them work in the construction sector, they also work in the hospitality, manufacturing, and trade and agriculture sectors. Their skills range from novice to experienced carpenters, bricklayers, electricians, and more. Immigrants now make up

about 65% of some private companies. Industries such as cashews, hotels, brick factories, construction, quarries, and fishing.

3.1 HEALTH AND SOCIAL STATUS

Some of the main problems facing migrant workers are substandard and illegal housing, often lacking basic 10 hours of long work, up to 6 weeks of long work or 7 days. Immigration plays a key role in Kerala's prosperity, but it receives little attention from the state government. This is especially important as they are not usually involved in unions and are unaware of their rights. Immigrants are often missing from government documents. Contracts between immigrants and their employers tend to be informal and formal. Registration on arrival is also suggested. The report also proposes bringing migrant workers under the jurisdiction of Rashtriya Swastika Bhima Yojana.

3.2 OCCUPATION OF MIGRANT

Migrant labourers now became an indispensable part various sectors of the state economy. More than 60% of them work in the construction sector, they also work in the hospitality, manufacturing, trade and agriculture sectors. The migrant employee's skills will range from unskilled to skilled such as carpenters, electricians and masons. Now a days the Migrants are around 65% of different private enterprises. The migrant labours daily wages range is 400 to 900 rupees in the industries such as cashew, brick industries, hotels, construction, fishing and quarries.

3.3 ISSUES AND CHALLENGES

The migrants from other states often find it difficult to integrate due to large differences in culture, food habits, language and lifestyle especially the local cuisine, which is not too many migrants' tastes due to the presence of coconut oil. Locals also have the problems such as higher rents, which result in many local businesses no longer being viable, while renters cannot afford to pay their rent. In the year 2016, the Kerala State Planning Board constituted a working group to formulate the recommendations for the welfare of migrant labours under the thirteenth five-year plan ie 2017-2022.

3.4 EDUCATION

The majority of the migrant labours do not have any special skills. The state's hospitality, construction and retail sectors and other areas are demand a skilled work force.

The unskilled migrant labours are not able to fill skill gap. The poor enrollment of migrant family's children in schools and dipping the literacy levels is also the concern in Kerala. The number of children of migrant labours had been enrolled in schools across the districts and migrant children not attending the schools also be substantial. Unlike couples from Tamil Nadu who mostly leave their children behind with other family members in their native places to ensure that to attend school, migrant families from most other states have come here with their children.

3.5 HEALTH AND SOCIAL STATUS

The most important problems facing by the migrant labours such as illegal and low-quality housing lacks of the basic facilities like kitchens and bathrooms, long working hours (10 hours) and long work weeks (six or seven days) and they do not receive any attention from the state government. A study conducted in 2013 by the Gulati Institute of Finance and Taxation for the Kerala government has recommended that the government take steps to improve their housing and living conditions. Registration on arrival is also proposed.

4. STATEMENT OF THE PROBLEM

The Migrant labours are more vulnerable to violations of their fundamental rights, child labour, concerning forced labour, freedom of association and collective bargaining and non-discrimination and equal treatment and force to work excessive hours, under the unsafe conditions and paid less than the minimum. This will affect the performance of migrant labours. This study will analyse the social security and the welfare facilities of the migrant labours.

5. OBJECTIVES OF THE STUDY

1. To examine the social security of migrant labours.
2. To identify the welfare facilities of migrant labours followed by the company.
3. To evaluate the effect of social security and welfare facilities

6. SCOPE OF THE STUDY

This research was undertaken to assess the social security and the welfare facilities of the migrant labours followed by the companies. This research will be useful to the companies and the government to understand the importance of social security and the welfare facilities of the migrant labours.

7. LIMITATIONS OF THE STUDY

- ✓ The sample size was taken for this study is only 100.
- ✓ This study was conducted in some part of Kerala.
- ✓ Inconsistency in the response is another limitation.

8. HYPOTHESIS

H1: There is a significant relationship between age and Social security measures.

H2: There is a significant relationship between work experience and Social security and welfare facilities.

9. METHODOLOGY

The primary data was collected through questionnaires. 100 questionnaires used to collect the data from the migrant labours in different areas from Kerala. Sampling method is used for collecting data from the migrant labours. A master table has been prepared with all the information with the help of collected data, classification tables also prepared for the purpose of analysis. The secondary data have been collected through website, e-journals, articles and Textbooks.

Table: 1

Reliability Statistics	
Cronbach's Alpha	N of Items
.716	8

The researcher used the Cronbach's Alpha test to measure the internal consistency for validate the questionnaire. 50 questionnaire used for pilot study. The Cronbach's Alpha Value is 0.716.

10. ANALYSIS AND RESULTS

Table: 2

KMO and Bartlett's Test			
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.			.589
Bartlett's Test of Sphericity	Approx. Chi-Square		506.575
	df		136
	Sig.		<.001

Kaiser-Meyer-Olkin Measure is an index which define the sampling adequacy. The KMO value is 0.589 which is more than 0.5 so that it can be considered acceptable and valid to conduct data reduction technique.

The Bartlett's Test of Sphericity helps the researcher to decide whether the result of factor analysis are worth considering and continue to analyzing the research work. Bartlett's Test of Sphericity significant to the level of <0.001 significance which shows that there is a high level of correlation between variables, which makes it adequate to apply factor analysis.

10.1 Association between age and Company follows social security measures

Table: 3

			Age and Company follows social security measures		
			Yes	No	Total
Age	Below 30 years	Count	6	24	30
		% within Age	20.0%	80.0%	100.0%
	30-40 years	Count	6	21	27
		% within Age	22.2%	77.8%	100.0%
	40-50 years	Count	20	10	30
		% within Age	66.7%	33.3%	100.0%
	above 50 years	Count	7	6	13
		% within Age	53.8%	46.2%	100.0%
Total		Count	39	61	100
		% within Age	39.0%	61.0%	100.0%

Source: Primary Data

The above crosstab table indicates that majority of the 40 to 50 age group migrant labours are examined their Company follows social security measures (66.7%). The nature of association is tested in the following chi-square table.

Chi-Square value of age and Company follows social security measures

Table: 4

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	18.604 ^a	3	<.001
Likelihood Ratio	18.986	3	<.001
Linear-by-Linear Association	12.613	1	<.001
N of Valid Cases	100		

Source: Computed Data

Interpretation

From the above table it was found that the Pearson Chi-Square value = 18.604 and P value is 0.001, it is statistically significant @1%. Null hypothesis is rejected. It is observed that there is a significant relationship between age and social security measures followed by the Company. The researcher used the Cramer’s V coefficient due to the rows and columns are not equal. The value of Cramer’s V coefficient is 0.431.

10.2 Association between Work experience and Company adopt very good welfare facilities for migrant labours

Table: 5

		Company adopt very good welfare facilities for migrant labours		Total
		Yes	No	
Less than 3 years	Count	10	20	30
	% within Work experience	33.3%	66.7%	100.0%

Work experience	3 - 10 years	Count	19	14	33
		% within Work experience	57.6%	42.4%	100.0%
	10 - 20 years	Count	17	1	18
		% within Work experience	94.4%	5.6%	100.0%
	above 20 years	Count	13	6	19
		% within Work experience	68.4%	31.6%	100.0%
Total		Count	59	41	100
		% within Work experience	59.0%	41.0%	100.0%

Source: Primary Data

The above crosstab table indicates that majority of the respondents belongs to 3 - 10 years' experience. It was examined that 3 - 10 years' experience migrant labours are getting very good welfare facilities from their companies (57.6%).

ANOVA

Table: 6

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Company follows social security measures	Between Groups	4.426	3	1.475	7.314	<.001
	Within Groups	19.364	96	.202		
	Total	23.790	99			
Company adopt very good welfare facilities for migrant labours	Between Groups	.259	3	.086	.347	.792
	Within Groups	23.931	96	.249		
	Total	24.190	99			

Interpretation

The P value of the variable Company follows social security measures system is less than 0.01 @ 1% level of significance. Hence the null hypothesis is rejected. It concludes that there is a significance relationship between companies follows social security measures and the age of the respondents. It is examined that social security measures required for the migrant labours to improve the skills.

The p value of the variable Company adopt very good welfare facilities for migrant labours is more than 0.05 at 5% level of significance. Hence null hypothesis of the above variables are accepted. It concludes that there is no significance difference between the variable of Company adopt very good welfare facilities for migrant labours and age of the respondents.

Post Hoc Tukey HSD Test

Table: 7

Dependent Variable	(I) Age	(J) Age	Mean Difference	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Company follows social security measures	Below 30 years	30-40 years	.022	.119	.998	-.29	.33
		40-50 years	.467*	.116	<.001	.16	.77
		above 50 years	.338	.149	.112	-.05	.73
	30-40 years	Below 30 years	-.022	.119	.998	-.33	.29
		40-50 years	.444*	.119	.002	.13	.76
		above 50 years	.316	.152	.165	-.08	.71
	40-50 years	Below 30 years	-.467*	.116	<.001	-.77	-.16
		30-40 years	-.444*	.119	.002	-.76	-.13
		above 50 years	-.128	.149	.826	-.52	.26
	above 50 years	Below 30 years	-.338	.149	.112	-.73	.05
		30-40 years	-.316	.152	.165	-.71	.08
		40-50 years	.128	.149	.826	-.26	.52

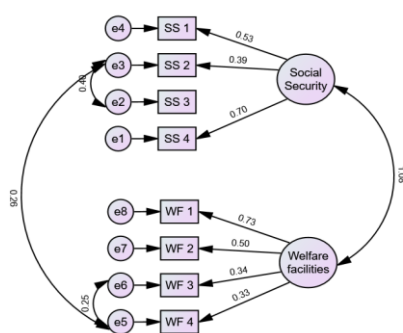
Company adopt very good welfare facilities for migrant labours	Below 30 years	30-40 years	-.011	.132	1.000	-.36	.34
		40-50 years	.100	.129	.865	-.24	.44
		above 50 years	-.028	.166	.998	-.46	.41
	30-40 years	Below 30 years	.011	.132	1.000	-.34	.36
		40-50 years	.111	.132	.836	-.24	.46
		above 50 years	-.017	.169	1.000	-.46	.42
	40-50 years	Below 30 years	-.100	.129	.865	-.44	.24
		30-40 years	-.111	.132	.836	-.46	.24
		above 50 years	-.128	.166	.866	-.56	.31
	above 50 years	Below 30 years	.028	.166	.998	-.41	.46
		30-40 years	.017	.169	1.000	-.42	.46
		40-50 years	.128	.166	.866	-.31	.56

Source: Primary Data

Interpretation

The Post Hoc- Tukey HSD test is used to test the significant difference between group based mean difference. 30-40 years age group respondents have more mean difference as compared with up to 30 age group, 31- 40 years and above 50 age group of the respondents. It concludes that the companies are adopting Company follows social security measures and adopt very good welfare facilities for migrant labours for 40 to 50 age group. It concludes that 40-50 age group respondents are satisfied with Company follows social security measures and adopt very good welfare facilities for migrant labours as compared with the other age group such as up to 30 years, 31- 40 years and above 50 age group of respondents.

CONFIRMATORY FACTOR ANALYSIS



Based on the above confirmatory model most of the organization are providing the social security such as medical facilities and housing facilities and the welfare facilities such as Skill development and training are available in our organization and Grievance handling cells available in our organization. According this study it is proved that there is a significance relationship between welfare facilities and organizational development.

VALUES OF CFA MODEL

Table: 8

MEASURE	VALUES
CMIN	1.867
GFI	.926
AGFI	.843
RMSEA	.094

11. FINDINGS

Interstate migrant workers face numerous challenges, including inadequate wages and living conditions. Many previously extinct epidemics appear to be resurfacing as a result of migrant labourers. Substance abuse and dependence on alcohol are common, leading to substance misuse and drug-fuelled driving. The right of their children to an education appears to be denied in many areas. The unsafe working conditions cause a large number of workplace accidents and deaths.

This study found that interstate migration is a very stressful process with numerous challenges for people moving from one state to another and this study ascertained that the migrant labours are facing lot of problems in their personal life as well as their working place. The government also not giving much importance for the migrant labours and the migrant labours are struggling to get basic needs such as their child education, food, shelter and so on. Even the industries also denied to give normal wage to them. According to this study it was proved that many of the companies are hesitate to satisfy their basis needs such as social security and welfare measures.

It examined that 40-50 age group respondents are satisfied with Company follows social security measures and adopt very good welfare facilities for migrant labours as compared with the other age group such as up to 30 years, 31- 40 years and above 50 age group of respondents.

12. RECOMMENDATIONS

Based on the above findings this study makes a few recommendations. The state government should issue a State Migration Policy to serve as a road map for the regulation and protection of interstate workers. A Migrants Commission, similar to the Women's and Children's Commission, should be established to regulate interstate migrant labour. Monthly health screenings and check-ups for interstate workers should be provided. There is a need to understand migrant workers' skills and boost their confidence through capacity building programmes. There will be facilitation centres at major entry points and nerve centres. Free health camps for families could be done on a regular basis through free health camps. All welfare schemes for them may be published in their native language.

13. CONCLUSION

Interstate migrant workers have a significant impact on Kerala's economic growth because the majority of labours work in the informal economy. Migration is synonymous with progress and development. As we progress through the urbanisation process, our reliance on migrant labour will grow significantly. A state policy on migrant labour will improve the access to entitlements and basic working conditions, which is critical in developing rights-based assurance for migrant labour employed by the state. It will provide them with benefits and opportunities by providing them with access to social protection and justice, thereby improving the conditions of interstate migrant workers. It is critical to have an integrated data base of interstate workers in Kerala, as well as a record of their influx and efflux, in order to provide them with various services. Interstate migrants face harassment and exploitation.

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